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N1 Monthly Newsletter

July 8, 2011

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Special Edition

FY12 Performance-Based Board For Continuation of Senior Enlisted (Active/Reserve) Personnel With Greater Than 19 Years of Service

NAVADMIN 194/11 governing the Performance-Based Board for Senior Enlisted was released 5 July 2011. The below information is an overview of NAVADMIN 194/11 for the SELRES/VTU communities. Please read the NAVADMIN in its entirety for further and complete guidance.

This special edition of the N1 Newsletter is being promulgated to assist senior enlisted SELRES/VTU Sailors in preparing for the continuation board. This board will be consistent with the Chief's Mission, Vision, and Guiding Principles, and will seek senior enlisted leaders who are the best and most fully qualified to be selected for continuation. The focus will be on performance within the last 5 years, or since advancement to current grade (E7/E8/E9), whichever is later. Board membership information can be found in NAVADMIN 194/11.

E7-E9 SELRES/VTU personnel with at least 19 years of total service, computed from their **Pay Entry Base Date** (PEBD) and 3 years **Time-in-Rate** (TIR) as of 1 September 2011, will be considered by the continuation board. All members meeting this criteria and not listed in one of the exemption categories should review their Official Military Personnel File (OMPF), Navy Standard Integrated Personnel System/Electronic Service Record (NSIPS/ESR) account, Physical Readiness Information Management System (PRIMS), and Enlisted Summary Record (ESR) via BUPERS Online (BOL) for evaluation continuity. The CNRFC N1 June 2011 newsletter outlines the complete process to correct any missing or incorrect information. Exception categories can be found in NAVADMIN 194/11.

SELRES/VTU members not selected for continuation must:

A. If eligible for non-regular retirement, request transfer to the Retired Reserve (with or without pay) with an effective date not later than 30 September 2012, unless operationally waived by Commander Navy Reserve Forces Command (CNRFC) N1 to remain in a drilling status until an approved date not later than 31 December 2012.

B. If not eligible for non-regular retirement, transfer to the Active Status Pool (ASP) of the Individual Ready Reserve (IRR) (non-drilling), effective not later than 30 September 2012, unless waived by CNRFC N1 to remain in a drilling status until a date not later than 31 December 2012.

The following is a list of performance based indicators the board will consider. It is not all-inclusive.

A. Documented misconduct and substandard or marginal performance will be the primary reasons for which board-eligible Sailors are not continued. (NJP or civilian offenses)

B. Moral or professional dereliction such as relief for cause or detachment for cause

C. Evaluation/FITNESS Report continuity gaps of greater than 90 days

D. Evaluation/FITNESS Report, during the period reviewed, with marks suggesting substandard or marginal performance of duty to include:

1. Receipt of any promotion recommendation of "Significant Problems" or "Progressing"
2. A decline in performance (outlined in NAVADMIN 194/11)
3. Receipt of an evaluation/FITNESS Report with any individual trait grade of 2.0 or below

E. Any documented circumstance related to performance which results in a Sailor's inability to perform in his/her rating/ duties (outlined in NAVADMIN 194/11)

F. Other documented substandard or marginal performance indicators that the Sailor's continuation may be inconsistent with national security interests or may otherwise not be in the best interest of the Navy

IMPORTANT DATES TO REMEMBER:

31 August 2011 - Initial continuation board eligibility list of candidates is compiled by COMNAVPERSCOM PERS 802.

5 September 2011 - Names of continuation board eligible candidates will be published on the Navy Enlisted Advancement System (NEAS) website by NETPDTC N321. Further guidance can be found in NAVADMIN 194/11.

31 October 2011 - Last day for commands to review board eligible candidate list for accuracy. The list should be reviewed weekly thereafter until 15 November 2011 for re-verification. Guidance on how to update the list (remove/add names) can be found in NAVADMIN 194/11.

15 November 2011 - Letters to the board from members must be **RECEIVED** by this date. (See NAVADMIN 194/11 for further package guidance)

15 November 2011 - Last day for commands to resolve eligibility issues

5 December 2011 - Continuation board convenes

February 2012 - A NAVADMIN will be released stating the results have been posted to BOL. Commanding Officers will review the list and commence notification. (See NAVADMIN 194/11 for notification procedures)

13 April 2012 - Deadline for submitting up to 3-month operational waiver requests to CNRFC N1 for those not selected to continue. Waivers should be requested only to mitigate severe operational impact which could result in potential mission failure, not for convenience of service member. (See NAVADMIN 194/11 for waiver guidance)

15 May 2012 - Last day members not selected to continue have to submit Fleet Reserve/Retirement (with/without pay) requests. (See NAVADMIN 194/11 for Fleet Reserve/Retirement submission guidance)

30 September 2012 - Last day to transfer members who were not selected to continue and who do not have an Operational Waiver or Mobilization Notification Letter.

SELRES/VTU members **with actual mobilization orders (not negotiating or tagged)** or currently mobilized who are not selected to continue will be allowed to complete their IAMM/GSA/OSA/MOB tour and transfer to the Fleet Reserve or Retired Reserve (with/without pay) following a maximum period of 6 months after return to allow completion of mandatory Post-Deployment Health Reassessment (PDHRA). Sailors currently on mobilization orders who are not selected to continue **are directed** to contact PERS-833 to complete a Mobilization Notification Letter. (See NAVADMIN 194/11 for further guidance)

SELRES/VTU personnel transferred to the ASP of the IRR due to non-selection to continue, who do not have 20 qualifying years for a non-regular retirement, will be afforded the opportunity to earn a non-regular retirement in the ASP. (See NAVADMIN 194/11 for further information)

LESSONS LEARNED. As the operational waiver authority for this Performance-Based Board, we here at CNRFC N1 witnessed many eligible candidates who were caught off guard and unprepared for FY11 Performance-Based Board. Their records were not up-to-date which caused gaps in vital documentation and evaluations over the past 5 years. We **highly encourage** members to take the time now to verify ALL their records to ensure everything is documented and in place. Procedures for submitting letters to the board are outlined in NAVADMIN 194/11. Again, we are encouraging all personnel to read NAVADMIN 194/11 in its entirety for complete guidance. There are three major changes from the FY11 board.

1. Letters to the board must be **received** vice postmarked by 15 November 2011.

2. Commanding Officers will be notified of those not continued via BOL vice receiving individual letters from COMNAVPERSCOM.

3. The 15 September 2011 SCPO and CPO periodic evaluations **will be considered** at this board. Submission timeliness of the periodic evaluations is of the utmost importance.

We are standing by to assist and guide as necessary. Our POC is YNCM(AW) Sandy Roberts sandy.roberts@navy.mil / COMM: 757-322-2245 or DSN: 262-2245.