

## **FY-05 Board Information and Opinions**

**General:** The FY-05 Major, LtCol, and Col's promotion board, and the Officer Retention board were charged to promote or retain the best and fully qualified officers. Below is a list of opinions and deductions from MMOA-4, Officer Counseling and Evaluation Section. These items are not absolutes but seemed to apply to the majority of cases. There will always be special cases that break the norm. The promotion boards were all statutory; the Officer Retention Board was not. The following applied to all the boards:

1. It is an officer's responsibility to maintain their record and was expected by the boards. It was a mark of professionalism. An incomplete or difficult to read record negatively affected some officers.
2. Failure to complete the required PME for your grade detracts from your record. All boards viewed PME completion as the norm and failing to complete PME made a record less competitive.
3. Being out of shape and/or not meeting height weight standards is a detractor. If you are above the normal height/weight, you need to look exceptional in the photograph and score a high first class PFT to remain highly competitive.
4. Photos were required and expected. There were cases in all boards where officers "grew" as they neared maximum weight for a specific height. There were also cases where the height in the picture did not match that on the section A of the fitness report. Both of these caused concerns.
5. Having a Masters Degree is not a significant component of a record.
6. Prolonged periods out of the operating forces were a detractor.
7. Some records that failed selection had been through previous screening processes. That an officer had been through a screening process such as HMX or SEP and was successful did not necessarily mean that officer would be competitive for promotion.
8. Letters are most effective when short and bring more detail to an issue, and are written by current or former commanders. Often, the higher the rank of the officer writing the letter the more effect it had. In some cases, letters can decrease the competitiveness of a record.

### **FY-05 Cols Board:**

1. Previous command time was a heavily weighted issue in making a record competitive.
2. Resident TLS was not a heavily weighted issue but did add value to the record. There were more Col selects that had not attended TLS than those that had. Officers who were selected for command, but had no observed fitreps were less likely to be selected than those with observed reports in command.
3. Recent operational time was critical.

	Eligible	Selected	% selected
AZ	228	4	1.8
IZ	228	115	50.4
BZ	225	0	0
Selection Opportunity: 52.2%			

**FY-05 LtCol Board:**

1. Credibility in MOS was very heavily weighted. Diversity, being a MAGTF Officer, is important but not as weighted as MOS credibility.
2. Relative value (RV) was heavily used as a performance indicator as were RO markings.
3. In aviation MOSs, AMO, OPS O, and XO were the most heavily weighted billets.
4. The majority of the board's focus was on Majors time. There were two key items from earlier in the record: previous command time, and value and distribution. H&S Command time did not typically have the same weight as line Company/Battery Command time.
5. Back to back, three-year tours out of the MOS and operating forces were very detrimental. Specifically SEP, MOI, Flight School Instructors, and HMX pilots needed to get back to the fleet in their MOS's and in key billets to be competitive.
6. Letters that addressed minor concerns at the ranks of Lieutenant or Captain may have attracted attention to elements of the record that might not otherwise have been considered by the board.
7. Marginally competitive records were less likely to be selected if they were deep in the lineal.
8. Several back-to-back tours in non-deploying units made a record less competitive.
9. Page five of the fitness report was the portion of the report that got the majority of the board's attention. Section I was very important and needed to be written well. RO comments are very heavily weighted.
10. Broken time was a detractor, particularly if it caused an officer to miss key billets.
11. Even though all in-zone officers were fully considered, there were no in-zone officers selected who had not completed PME.
12. When the RV and RO marks do not match the comments (word picture); the board most often favored the RV and RO marks.

	Eligible	Selected	% selected
AZ	461	31	8.2
IZ	377	233	61.8
BZ	468	0	0

Selection Opportunity: 70%

**FY-05 Majors Board:**

1. Letters were beneficial when they made an issue more clear. It was best if the letter brought a missing piece of the picture to the officer's record. If you have had a problem, take responsibility for it. Letters that restated billet accomplishments did not carry much weight.
2. Not completing PME was a significant detractor to the competitiveness of a record. There were a few cases where officers were not complete and were selected, but this was not the norm.
3. Officers that were above-zone and finished previously incomplete PME generally enjoyed success in selection, but only if they had continued superior performance.

4. TBS numbers were considered by the board.
5. Missing items, (administrative correctness of the record), could have a negative effect on an officer's competitiveness.

	Eligible	Selected	% selected
AZ	89	30	4.8
IZ	627	534	85.2
BZ	655	0	0

Selection Opportunity: 90%

### **Officer Retention Board (ORB):**

1. When taking a photo, take a friend with you to check your uniform and the quality of the picture.
2. Many records were administratively incorrect. Many date gap errors. Officers need to take care of their records.
3. Out of MOS fitreps need to have this explained clearly in the section I.
4. Many PFT scores in the records were over a year old without clear justification why there was not a more current PFT. Board members were aware of the wavier for OIF.
5. Combat fitreps were heavily weighted and could have a significant impact on a record (both positive or negative). Not having a combat report was not a discriminator and many officers without combat experience were selected on all of the boards.
6. Adverse material was very detrimental and was often the key discriminator in non-selection.
7. All officers eligible for forced lateral MOS moves were considered. The board selected officers for these moves generally from the middle and bottom thirds of the records they considered. Command endorsements carried significant weight in this process.

### **Recommendations for Reporting Officials:**

1. Reporting Seniors need to keep track of their marks to make RV an accurate tool.
2. Reviewing Officers need to track their marks and be consistent to make the evaluation effective.
3. It is very important for word pictures and numeric pictures to match for a report to carry the most validity.
4. The fleet needs continuing education in how to track their marks when writing fitness reports.
5. Reports written by civilians need to be reviewed for their compliance and accuracy. Senior Marines need to mentor civilians in report writing to help them accurately record performance.