

DEPARTMENT OF THE NAVY COMMANDER MILITARY SEALIFT COMMAND 914 CHARLES MORRIS CT SE WASHINGTON NAVY YARD DC 20398-5540

REFER TO:

COMSCINST 1610.3B N02 22 February 2002

COMSC INSTRUCTION 1610.3B

Subj: DELEGATION OF REPORTING SENIOR RESPONSIBILITIES

Ref: (a) BUPERSINST 1610.10

Encl: (1) Scope of Authority of Delegated Reporting Seniors
(2) Fitness Report & Counseling Record (E7 - 06) (NAVPERS 1610/2)
(3) Evaluation Report & Counseling Record (E1 - E6) (NAVPERS 1616/26)

1. <u>Purpose</u>. To delegate the responsibilities as Reporting Senior with respect to the Navy's Performance Evaluation and Counseling System.

2. Cancellation. COMSCINST 1610.3A.

3. <u>Delegation of Reporting Senior Responsibilities</u>. Commander, Military Sealift Command (COMSC) is the Reporting Senior for numerous personnel outside the Headquarters Staff. Under the authority granted in reference (a), the following officers are designated as Delegated Reporting Seniors with reporting responsibilities as follows:

a. Chief of Staff (N02) is responsible for signing all E1 - E5 evaluation reports for enlisted personnel assigned to the MSC Headquarters staff.

b. Director, Reserve Program (N00R) is responsible for signing all Naval Reserve Officer's fitness reports assigned to MSC Headquarters while performing Annual Training/Active Duty Training/Active Duty Special Work (AT/ADT/ ADSW). These include officers assigned to COMSC Headquarters' units (COMSC 106/206), Naval Control of Shipping (NCS 106) and any other Reserve unit within the MSC Reserve claimancy. Additionally, N00R is responsible for signing all enlisted performance information memoranda for Reserve enlisted personnel attached to COMSCHQ on AT/ADT/ADSW.

c. Force Medical Officer (N00M) is responsible for reporting on Medical Officers assigned to Commander, Military Sealift Command, Atlantic (COMSCLANT) and Commander, Military Sealift Command, Pacific (COMSCPAC).

d. Commander, Military Sealift Command, Far East (COMSCFE) is responsible for reporting on Commander, Military Sealift Command, Far East Detachment Singapore (MSCFE DET SINGAPORE) Chaplain.

e. Commander, Military Sealift Command, Atlantic (COMSCLANT) is responsible for reporting on Commander Military Sealift Command Atlantic Detachment Norfolk (MSCLANT DET NORFOLK) Chaplain.

f. Officer assigned as Naval Fleet Auxiliary Forces (NFAF) East is responsible for reporting on Officers and Enlisted personnel of NFAF East Staff and Officers in Charge of Military Departments (MILDEPTs) on ships of the Naval Fleet Auxiliary Force under their cognizance.

g. Officer assigned as Naval Fleet Auxiliary Forces (NFAF) West is responsible for reporting on Officers and Enlisted personnel of NFAF West Staff and Officers in Charge of MILDEPTs on ships of the Naval Fleet Auxiliary Force under their cognizance.

4. <u>Scope of the Authority of Delegated Reporting Seniors</u>. As required in reference (a), enclosure (1) defines the scope of authority of Delegated Reporting Seniors.

5. <u>Forms</u>. Counseling and Periodic Reports will be documented using forms or computer-generated versions of enclosures (2) and (3). Electronic copies are available on the MSC Intranet. Addressees not having access may send an email request to cheryl.miller@msc.navy.mil.

//S// JOHN B. STROTT Chief of Staff

Distribution: COMSCINST 5215.5 List I (Case A, B, C) SNDL 41B (MSC Area Commanders) 41J (OICMILDEPTs)

SCOPE OF AUTHORITY OF DELEGATED REPORTING SENIORS

1. <u>Reporting Senior Authority of Commander, Military Sealift Command</u>. Commander, Military Sealift Command (COMSC) may submit properly authorized fitness and evaluation reports on any individual, regardless of rank, who has reported under him for permanent, temporary or additional duty under competent written orders.

2. <u>Delegated Reporting Seniors</u>. A delegated reporting senior is a person designated by COMSC to submit fitness or evaluation reports for which COMSC would otherwise be responsible.

3. <u>Scope of Delegated Reporting Senior Authority</u>. Delegation of Reporting Senior Authority constitutes an actual transfer of the authority, with COMSC retaining certain oversight responsibilities. COMSC defines the scope of delegated authority within MSC to the following requirements:

a. Delegated reporting seniors may report only on members who are junior to themselves and are directly subordinate to the delegated reporting senior.

b. Delegated reporting senior's authority shall include the Commander, Military Sealift Command's authority to recommend promotion and advancement.

c. A delegated reporting senior's authority is limited to certain pay grades, but must include all subordinate members in those pay grades. Since authority has been delegated, COMSC may not sign selected reports in that delegated group.

d. Since delegated reporting seniors are solely responsible for the content of reports submitted over their signature, COMSC will not change or add comments to a delegated report or submit a report which covers any part of the same period. COMSC retains the following responsibilities:

(1) COMSC shall ensure that all reports are promptly and properly submitted, and that equitable standards are used throughout the command.

(2) A regular reporting senior must sign any report which withdraws a recommendation for enlisted advancement after advancement authorization for the member has been received. As a Flag Officer, COMSC may delegate this authority to a captain (06) or above. Accordingly, COMSC hereby designates the delegated reporting seniors to act in this capacity.

e. COMSC is required to conduct a review of certain reports. Therefore the following reports and associated summary letters are required to be forwarded to COMSC (Code N15a) for review and further submission to the Bureau of Naval Personnel:

(1) Adverse reports (trait mark of 1. 0, promotion recommendation of "Significant Problem," etc.);

(2) Reports on enlisted personnel marked "Progressing" (i.e., not recommend for advancement), which are submitted after all other prerequisites to compete for advancement have been met.

(3) Special reports on enlisted personnel submitted for meritorious performance or to provide a recommendation for an officer commissioning program.

(4) Reports or supplements which have been directed as redress under Article 1150, U.S. Navy Regulations, 1990, or Article 138, UCMJ.

4. <u>Promotion Recommendation Summary in Delegated Reports</u>. Members shall be summarized in the Promotion Recommendation Summary block only with other members reported on by the delegated reporting senior.

FITNESS REPORT & COUNSELING RECORD (E7 - 06) RCS BUPERS 1610-1											
1. Name (Last, F	2. Grade/R	2. Grade/Rate 3.				4. SSN					
	AT/ADSW/265 6. UIC	tion				8 Prom	otion Status	9. Date Reported			
5. ACT			0. 11011	iotion Status	9. Date Reported						
TAR INACT INACT Detachment of Period of Report											
Detachment											
10. Periodic	11. of Individual	12. Reporting	Senior	13. Special	ι 🗌		14. Fro	m:	15. To:		
16. Not Observed Type of Report 20. Physical Readiness 21. Billet Subcatego											
Report	17. Regular	18. Concur	rrent	19. Ops Cdr							
22. Reporting Sen	nior (Last, FI M)	23. Grade	24.	Desig 25. Title				26. UIC	27. SSN		
28. Command employment and command achievements											
28. Command employment and command achievements.											
29. Primary/Colla	teral/Watchstanding duties. (Enter p	rimary duty a	bbreviation in	box.)							
For Mid-term Couns	eling Use. (When completing	30. Date Couns	seled 31	. Counselor			32.	Signature of Indiv	vidual Counseled		
FITREP, enter 30 and	d 31 from counseling record, sign 32.)							0			
PERFORMANCE T Exceeds most 3.0 sta	RAITS: 1.0 - Below standards/not p ndards; 5.0 - Meets overall criteria and mo							andards; 3.0 - Mee	ets all 3.0 standards; 4.0 -		
					ie not a	in me	4.0				
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro-	,	3.0 Meets Standards			4.0 Above	Gre	5.0* atly Exceeds Standards		
		gressing					Standards	Greatly Exceeds Standards			
33. PROFESSIONAL	 Lacks basic professional knowledge to perform effectively. 	-	- Has thorough	professional knowle	edge.		-	 Recognized expension problems. 	ert, sought after to solve difficult		
EXPERTISE:	1 F							1			
Professional	 Cannot apply basic skills. 	-	 Competently p tasks. 	performs both routir	e and new -		-	 Exceptionally sk innovative idea 	illed, develops and executes s.		
knowledge, proficiency, and	 Fails to develop professionally or achieve timely qualifications. 	-	- Steadily impro	wes skills achieves	vves skills, achieves timely - s.			- Achieves early/highly advanced qualifications.			
qualifications.	unery quanteurons.		qualification					remeves early n	igniy advanced quanneations.		
NOB											
34.	- Displays personal bias or engages in	-	- Always treats	others with fairness	and resp	bect.	 -	- Admired for fair	ness and human respect.		
EQUAL	harassment.		- Does not cond	one bias or harassm	ent in or		-	- Ensures a climat	e of fairness and respect for human		
OPPORTUNITY: Fairness, respect for	 Tolerates bias, unfairness or harassment in subordinates. 	-	outside of we					worth.	×		
human worth.	- Lacks respect for EO objectives.	-	- Supports Navy	VEO objectives.			-	- Pro-active EO le	ader achieves concrete EO objectives.		
	- Interferes with order and discipline by	-	- Contributes to	unit cohesiveness a	ind mora	d morale.		 Leader and model contributor to unit cohesiveness and morale. 			
	disregarding rights of others.					moraic.					
NOB											
35. MILITADY	- Consistently unsatisfactory appearance.	-	- Excellent pers	onal appearance.			-	- Exemplary perso	nal appearance.		
MILITARY BEARING/	- Unsatisfactory demeanor or conduct.	-	- Excellent dem	eanor or conduct.			-	- Exemplary repre	sentative of Navy.		
CHARACTER:	- Unable to meet one or more physical	-	- Complies with	th physical readiness program,					tanding PRT. A leader in physical		
Appearance, conduct, physical fitness,	readiness standards.		within all sta				-	readiness.			
adherence to Navy Core Values.	 Fails to live up to one or more Navy Core Values: HONOR, COMMITMENT, 	-	- Always lives u	up to Navy Core Values:		_		Navy Core Values:			
core values.	COURAGE		HONOR, CO	OMMITMENT, COURAGE				HONOR, COURAGE, COMMITMENT.			
NOB											
36.	- Creates conflict, unwilling to work with	-	 Reinforces oth commitment 	ers' efforts, meets p	ersonal		-	- Team builder, in	spires cooperation and progress.		
TEAMWORK: Contributions	others, puts self above team.							- Talented mentor,	focuses goals and techniques for		
towards team	 Fails to understand team goals of teamwork techniques. 	-	 Understands to teamwork to 	eam goals, employs	nploys good		-	teams.			
building and team results.								T			
	- Does not take direction well.	-	- Accepts and o	ffers team direction			-	- The best at accept	oting and offering team direction.		
NOB											
37.	- Lacks initiative.	-	- Takes initiativ	e to meet goals.			-	- Develops innova	tive ways to accomplish mission.		
MISSION ACCOMPLISHMENT	- Unable to plan or prioritize.	-	- Plans/prioritiz	es effectively.			_	- Plans/prioritizes	with exceptional skill and foresight.		
AND	* *										
INITIATIVE: Taking initiative,	- Does not maintain readiness.	-	-	n state of readiness.			-	 Maintains superi resources. 	or readiness, even with limited		
planning/prioritizing, achieving mission.	- Fails to get the job done.	-	- Always gets th	ne job done.			-	- Gets job done ea	rlier and far better than expected.		
uenieving mission.								;;;;; uono cu			
NOB											

NAVPERS 1610/2 (7-95)

FITNESS REPO			ORD					(E7 - O6)		RCS BUPERS 1610-1		
1. Name (Last, First, MI Suffix)						2. Grade/	Rate 3	. Desig		4. SSN		
	1								1			
PERFORMANCE		1.0*		2.0		3.0		4.0		5.0*		
TRAITS	В	Below Standards		Pro- gressing		Meets Standards		Above Standards	Gre	atly Exceeds Standards		
38.	- Fails to motiv	vate, train or develop		Bressing	- Effectively	motivates, trains an	d develops	Standards	- Inspiring motiva	tor and trainer, consistently builds		
LEADERSHIP:	subordinate				subordina		a ac reliopo		winners.	tor and trainer, consistently bunds		
Organizing,	E-ile te conce		£		- Organizes	successfully, solves	problems as	_	6			
motivating and	- Fails to organ subordinate	nize, creates problems	IOF	-	they occu			-	 Superb organize problems. 	r, great foresight, gets ahead of		
developing others to accomplish goals.					Sats/achiav	es useful, realistic g	oole which					
	 Does not set command n 	or achieve goals relev	ant to	-		ommand mission.	oars which	-	 Leadership achie command miss 	evements dramatically further		
	command				D C							
		to cope with or tolera	ite	-	- Performs w	ell in stressful situat	tions.	-		gh the toughest challenges and inspires		
	stress Clear, timely con							-	others.			
	- Inadequate c	ommunication.		-	- Ensures saf	ety of personnel and	lequinment	_	- Exceptional com	municator.		
	- Tolerates haz	zards or unsafe practic	es	-	Ensures sur	ety of personner une	r equipinent.			ates safety-conscious, maintains top		
						considers subordinate ssional welfare.	es' personal	-	safety record.			
	- Does not atte	end to welfare of subo	rdinates.	-	and protes	ssional wenare.			 Constantly impre- lives of others. 	oves the personal and professional		
		Г						_	lives of others.	_		
NOB												
39.		y attaining qualification or rank and experience		-		lifications as require	ed and	-		t appropriate level for rank and		
TACTICAL PERFORMANCE	expected to	or rank and experience	-		expected.				experience.			
(Warfare qualified		y in ship(s), aircraft or		-		ploys ship(s), aircra		-		ploys ship(s), aircraft, or weapons		
officers only)		stems employment. I				Equal to others in w e and employment.	arfare		and employme	above others in warfare knowledge		
Basic and tactical	ical											
employment of	- Warfare skill	Is in specialty are belo ompared to others of s	W	-		ills in specialty equa and experience.	l to others of	-	 Warfare skills in and experience 	specialty exceed others of same rank		
weapons systems.	rank and ex		same		Same Tank	and experience.			and experience			
		·	_	_			_	_		_		
NOB												
40. I recommend scree												
Recommendations may be for competitive schools or duty assignments such as: LCPO, DEPT CPO, SEA, CMC, CWO, LDO, Dept Head, XO, OIC, CO, Major Command, War College, PG School.												
									permitted. Comm	ents must be verifiable. Bold,		
underlined, italic, or	other nighligh	ted type is pronibit	ed. Font i	nust be 10 or	12 pitch (10 t	o 12 point) only.	Use upper and	l lower case.				
Promotion		0: 17						48 Report	rting Senior Address			
Recommendation	NOB	Significant Problems	Progre	ssing Pr	omotable	Must Promote	Early Promote	13. 1000				
		1100101115				Tomote	Tomote					
42. INDIVIDUAL												
43. SUMMARY	$>$ $ $											
	$\angle $											
44. Signature of Rep	porting Senior									report, been apprised of my		
	performance, and understand my right to submit a statement."											
						I intend t	o submit a stat	ement.	do not inter	d to submit a statement.		
		Da								Date:		
52. Typed name, gra	ade, command,	, UIC, and signatur	e of Regu	lar Reporting	Senior on Cor	current Report.						
										Data		
NAMERO 1610'S "	7.05)					2				Date:		
NAVPERS 1610/2 ((-95)					2						

EVALUATION REPORT & COUNSELING RECORD (E1 - E6) RCS BUPERS 1610-1												
1. Name (Last, F	irst, MI Suffix)	2. Rate		3. Desig		4. SSN						
5. ACT	AT/ADSW/265 6. UIC	7. Ship/Sta	tion		8. Prom	otion Status	9. Date Reported					
Occasion for Report Period of Report Detachment Promotion/												
10. Periodic	11. of Individual	12. Frockin	ng 🗌 13. Specia	1	14. From	n:	15. To:					
16. Not Observe					20. Phys	sical Readiness	21. Billet Subcategory (if any)					
Report 22. Reporting Sen	ior (Loot FLM)	18. Concur 23. Grade	rrent 24. Desig	Desig 25. Title		26. UIC	27. SSN					
22. Reporting Sen	lior (Last, FI M)	25. Grade	24. Desig	Desig 25. The		20. UIC	27. SSIN					
28. Command employment and command achievements.												
29 Primary/Colla	teral/Watchstanding duties. (Enter p	rimary duty a	bbreviation in box)									
	······											
For Mid torm Counc	eling Use. (When completing EVAL,	20 D (C			22	Q. (CI)						
	counseling record, sign 32.)	30. Date Cou	nseled 31. Counselor		32.	Signature of Inc	lividual Counseled					
	TRAITS: 1.0 - Below standards/n											
standards; 4.0 - Ex	ceeds most 3.0 standards; 5.0 - Meet		ria and most of the specific	standards		rds are not all in	clusive.					
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro-	3.0 Meets Standards		4.0 Above	Gree	5.0* atly Exceeds Standards					
		gressing			Standards	-						
33. PROFESSIONAL	 Marginal knowledge of rating, specialty or job. 	-	 Strong working knowledge of rat and job. 				rt, sought out by all for technical					
KNOWLEDGE: Technical knowledge	- Unable to apply knowledge to solve	-	- Reliably applies knowledge to ac	complish	-	- Uses knowledge	to solve complex technical problems.					
and practical	routine problems.		tasks.				ent/PQS requirements early/with					
application.	 Fails to meet advancement/PQS requirements 	-	 Meets advancement/PQS required time. 	nents on	-	distinction.						
NOB												
34.	- Needs excessive supervision Needs litt		- Needs little supervision.		-	- Needs no supervi	sion.					
QUALITY OF WORK:	- Product frequently needs rework.	-	 Produces quality work. Few erro resulting rework. 	rs and	-		exceptional work. No rework					
Standard of work; value of end product.			- Uses resources efficiently.			required.						
	- Wasteful of resources.	-	- Oses resources enterentry.	_	-	- Maximizes resou	rces.					
NOB	- Displays personal bias or engages in		- Always treats others with fairness	und ragnant		- Admired for fairness and human respect.						
35. EQUAL	harassment.	-			-	Ensures a climate of fairness and respect						
OPPORTUNITY: Fairness, respect for	 Tolerates bias, unfairness or harassment in subordinates. 	-	 Does not condone bias or harassn outside of workplace. 	ient in or	-	worth.	or fairness and respect for numan					
human worth.	- Lacks respect for EO objectives.	-	- Supports Navy EO objectives.		-	- Pro-active EO leader, achieves concrete EO object						
	 Interferes with order and discipline by disregarding rights of others. 	-	- Contributes to unit cohesiveness	and morale.	-	 Leader and mode morale. 	l contributor to unit cohesiveness and					
NOB												
36.	- Consistently unsatisfactory appearance.	-	- Excellent personal appearance.		-	- Exemplary person	nal appearance.					
MILITARY BEARING/	- Poor self-control; conduct resulting in	-	- Excellent conduct, conscientious	y complies	-	- Model of conduct	t, on and off duty.					
CHARACTER:	disciplinary action. - Unable to meet one or more physical	-	with regulations. - Complies with physical readiness	program		- Excellent or outs	anding PRT. A leader in physical					
Appearance, conduct, physical fitness,	readiness standards.		within all standards.	andards. up to Navy Core Values:		readiness.	0 10					
adherence to Navy Core Values.	 Fails to live up to one or more Navy Core Values: HONOR, COURAGE, 	-	 Always lives up to Navy Core Va HONOR, COURAGE, COMM 			- Exemplifies Nav	y Core Values: RAGE , COMMITMENT.					
	COMMITMENT.		HONOK, COUKAGE, COMM			nonok, coo						
NOB	- Needs prodding to attain qualification or		- Productive and motivated. Comp	letes tasks		- Energetic self-sta	rter. Completes tasks or					
57. PERSONAL JOB ACCOMPLISH-	finish job.		and qualifications fully and on t				arly; far better than expected.					
MENT/	- Prioritizes poorly.	-	- Plans/prioritizes effectively.		-	- Plans/prioritizes	wisely and with exceptional foresight.					
INITIATIVE: Responsibility,	- Avoids responsibility.	-	- Reliable, dependable, willingly a	ccepts	-	- Seeks extra responsibility and takes on the hardest job						
quantity of work.			responsibility.									
NOB												

NAVPERS 1616/26 (7-95)

EVALUATIC	ON REPO	RT & COUN	SELI		(E1 - E6)		RCS BUPERS 1616-2				
1. Name (Last, First, MI Suffix)						2. Rate		3. Warfare Quals		4. SSN	
DEDEODICATO		1.0*		2.0		2.0	1	4.0		C 04	
PERFORMANCE TRAITS	F	1.0* Below Standards		Pro-		3.0 Meets Standar	rds	Above Standards	Gre	5.0* atly Exceeds Standards	
38.		lict, unwilling to work	with	gressing -	- Reinforces o	thers' efforts, m	eets commitments	-	- Team builder, in	spires cooperation and progress.	
TEAMWORK: Contributions to team		s self above team.			to team.				- Focuses goals an	nd techniques for teams.	
building and team results.	 Fails to unde teamwork t 	erstand team goals of techniques.		-	 Understands techniques. 	goals, employs	good teamwork	-			
	- Does not tak	e direction well.		-	- Accepts and	offers team dire	ection.	-	- The best at acce	pting and offering team direction.	
NOB		Г	ן ר								
39. LEADERSHIP:		 Fails to motivate, train or develop subordinates. 			 Effectively n subordinate 	notivates, trains	and develops	-	 Inspiring motiva winners. 	tor and trainer, consistently builds	
(Optional for E1 - E3) Organizing,	 Fails to organize, creates problems for subordinates. 			-	 Organizes su they occur. 	ccessfully, solv	es problems as	-	 Superb organize problems. 	r, great foresight, gets ahead of	
motivating and developing others to accomplish goals.	- Does not set	or achieve goals relev	ant to	-	 Sets/achieves useful, realistic goals which support command mission. 			-	- Leadership achievements significantly further		
	command mission Lacks ability to cope with or tolerate			-	- Performs and leads effectively in stressful			-	- Perseveres throu	ion. gh the toughest challenges and inspires	
	stress.	-			situations.	communicator.			others. - Exceptional con		
		communication. zards or unsafe practic	es	-		ty of personnel a		-	*	ates safety-conscious, has top safety	
		end to welfare of subo		-		nsiders subordii ional welfare.	nates' personal	-		oves the personal and professional	
NOB											
40. Individual Trait Avg.		. I recommend this in ting, Sea Special Prog								evaluated this member against written explanation of marks of	
Total of unit scores divid number of graded units.	ded by Pro	ograms, Special Warfa				D. III	and 5.0.	ince standards ai		written explanation of marks of	
)		1							
Date:											
43. COMMENTS ON PERFORMANCE. *All 5.0 and 1.0 marks must be specifically substantiated in comments. No numerical ranking permitted. Comments must be verifiable. Bold, underlined, italic, or other highlighted type is prohibited. Font must be 10 or 12 pitch (10 to 12 point) only. Use upper and lower case.											
44. QUALIFICATIO	ONS/ACHIEV	/EMENTS - Educa	tion, awar	ds, communit	y involvement,	etc., during th	is period.				
Promotion	[a: :a					D 1	47 Reter	ntion: Not Recomm	nended Recommended	
Recommendation	NOB	Significant Problems	Progre	essing Pi	romotable	Must Promote	Early Promote	48 Pana	rting Senior Address		
45. INDIVIDUAL											
46. SUMMARY	$\mathbf{\times}$										
49. Signature of Senior Rater (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against these performance standards and have provided written explanation to support marks of 1.0 and 5.0.											
).	Date:				
Date: 51. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and									d signature of Regular Reporting		
understand my right to submit a statement."							Senior on	Senior on Concurrent Report.			
I intend to submit a statement.											
	(7.05)				Date:	2				Date:	
NAVPERS 1616/26	(/-73)					2					