



DEPARTMENT OF THE NAVY  
CHIEF OF NAVAL PERSONNEL  
WASHINGTON, D.C. 20370-5000

1212  
PERS-00/105  
20 Feb 13

From: Deputy Chief of Naval Personnel  
To: Director, Military Community Management (BUPERS-3)

Subj: PRECEPT FOR PROBATIONARY OFFICER CONTINUATION AND  
REDESIGNATION BOARD

Ref: (a) 10 U.S.C. §647  
(b) DoD Instruction 1332.30 of 20 September 2011  
(c) SECNAVINST 1920.6C  
(d) MILPERSMAN 1212-010  
(e) ASN(M&RA) memo of 15 Apr 11  
(f) CHNAVPERS memo of 7 Feb 12

1. Function

a. Probationary Officer Continuation and Re-designation (POCR) Boards shall review the records of eligible probationary officers, as defined in references (a) through (f), to determine whether it is in Navy's best interests to separate officers who no longer have viable career paths or who do not possess unique or critical skills that could be utilized in another officer community.

b. Each POCR Board will consider carefully, without prejudice or partiality, the military record of each eligible probationary officer when making their recommendation. Each POCR Board may also consider any information communicated to the POCR Board by eligible probationary officer, the eligible probationary officer's Commanding Officer, as well as recommendations from Officer Community Managers.

2. President. You are appointed President of all POCR Boards.

3. Membership

a. Each POCR Board shall be comprised of at least four voting members appointed by you in writing prior to the convening date of the board.

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(1) Voting members shall be selected from Officer Community Managers in the grades of O-4 or above.

(2) One voting member each will be appointed from the Unrestricted Line, Restricted Line, Staff Corps, and FTS/SELRES communities.

b. Additional support staff as required to brief records and provide administrative support is authorized.

4. Convening Schedule. You shall convene PO CR Boards at intervals necessary to ensure Navy retains the required number of officers to meet the Navy's mission, today and in the future, while remaining within Navy's authorized end strength and manpower funding levels.

5. Recommendation Standards

a. Recommendation standards for PO CR Boards will be aligned with Chief of Naval Personnel (CNP) approved accession plans or other guidance which are in effect on the convening date of each PO CR Board. This guidance may result in unique retention/re-designation targets for each PO CR Board in order to meet overall CNP goals. Typically recommendations include:

(1) Retention on active duty within the current designator. Retention within the current designator should be recommended only if the officer remains professionally qualified to serve in the current community; there is support for retention by the Community Manager; the community is not over end strength as identified by Chief of Naval Personnel (CNP) guidance; and, a majority of voting board members determine that it is in the best interests of the Navy to retain the officer. These interests may include, but are not limited to:

(a) Probationary officers in whom Navy has a significant financial investment.

(b) Probationary officers who possess unique and critical skills or training.

(c) Probationary officers who have significant prior active duty service of such quality that separating them would not be in the best interests of the Navy, or of such duration that separating them would be unjust. Officers separated who

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have prior active enlisted service will not be barred from subsequently reenlisting in the Navy solely because of their status as an officer.

(2) Retention on active duty with re-designations. Re-designation is presumed to be in the best interests of the Navy if there is support for re-designation from one or more communities with vacancy at junior officer pay grades or if it is in the best interests of the Navy to re-designate an officer into an unrestricted line community (regardless of strength); the officer's record indicates viability to perform and promote in the new designator; the re-designation is consistent with CNP approved community accessions plans; and, a majority of voting board members determine it is in the best interests of the Navy to retain the officer. These interests may include, but are not limited to:

(a) Probationary officers in whom Navy has a significant financial investment.

(b) Probationary officers who possess unique and critical skills or training.

(c) Probationary officers who have significant prior active duty service of such quality that separating them would not be in the best interests of the Navy, or of such duration that separating them would be unjust. Officers separated who have prior active enlisted service will not be barred from subsequently reenlisting in the Navy solely because of their status as an officer.

(3) Separation from active duty. For officers not recommended for retention on active duty, there will be a vote for either retention or separation from active duty with a strong presumption that separation is in the best interests of the Navy unless the majority of members determine that the officer's record, including any critical skills, is considered so meritorious as to outweigh other concerns. Re-designation in the reserve component will be recommended if the officer's record indicates viability to perform and promote in a new reserve designator.

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6. Reporting

a. The written report of the POCR Board shall be signed by Director, Military Community Management. It shall contain a list of the officers recommended for retention without re-designation, retention with re-designation, and recommended re-designations. The report shall also contain a list of the officers recommended for separation and, if recommended for re-designation in the reserve component, a list of the recommended re-designations.

b. I will approve or disapprove each individual case by annotating my decision along with an approved separation date (if applicable).

c. A copy of each POCR Board report shall be maintained by BUPERS-3, along with a list of each POCR Board's voting members.

7. Disclosure

a. At no time, unless specifically authorized or required by me, may a POCR Board voting member, briefer, or administrative support personnel disclose the proceedings or deliberations of a POCR Board.

b. Before the POCR Board's recommendations are approved, the recommendations may be disclosed only to members of the POCR Board and those personnel directly responsible for supporting the POCR Board process. Results of POCR Board recommendations prior to final approval are not to be discussed with Commands or probationary officers for any reason.

c. After I have approved or disapproved the POCR Board's recommendations, I will release the names of officers to be retained, re-designated, and separated. Only the final actions may be disclosed.

(1) If separation is approved, PERS-8 will write separation orders to notify probationary officers via message indicating that he or she is being separated from active duty.

(2) Officers who are retained on active duty and re-designated will incur a two year service obligation to be served concurrently with any other obligated service.

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8. Appeal. Probationary Officers who are approved to separate cannot appeal the POCR Board process or my final decision, but probationary officers may challenge their eligibility to have appeared before the POCR Board.

  
C. A. COVELL