



DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
2000 NAVY PENTAGON
WASHINGTON, D.C. 20350-2000

IN REPLY REFER TO

AUG 30 1999

Building Our Future Together
Occasional Thoughts: Chaplain Corps Community Management

Dear Chaplain:

Several significant developments and recent Navy-wide policy changes deserve special attention and clarification because they directly affect Navy chaplains in one way or another. Therefore, this letter's purpose is to provide a brief overview of the issues and to also clarify Chaplain Corps policy concerning each one.

Indefinite Extension Policy

NAVADMIN 216/99, NEW POLICY REGARDING VOLUNTARY RELEASE FROM ACTIVE DUTY (RAD) FOR NAVAL RESERVE OFFICERS, eliminated the requirement for Reserve officers to submit an official request to remain on active duty beyond their Minimum Service Requirement (MSR). Chaplain Corps officers will no longer submit an official request for indefinite extension upon completion of their three-year MSR. A chaplain must still request an updated ecclesiastical endorsement for indefinite extension from his or her respective Ecclesiastical Endorser. The chaplain must ensure that the updated endorsement is on file in the Chief of Chaplains office.

These actions must be completed **twelve months** prior to the expiration of the MSR. If an endorsement is not received within that timeframe, the Chaplain Corps Detailer will automatically assume the chaplain does not desire to remain on active duty, or cannot obtain an ecclesiastical endorsement for indefinite extension. Orders then will be initiated to release the chaplain from active duty upon completion of the MSR.

Chaplains who have ecclesiastical endorsement for indefinite extension will be screened for extension. Screening will take place twice a year. The first screening will take place in May of the fiscal year before the expiration of MSR. For example, a chaplain whose MSR expires October 1999 through March 2000 will be screened in May 1999 (FY-99 for release/extension in FY-00). The second screening will take place in November of the same fiscal year in which the MSR expires. For example, chaplains whose MSRs expire April 2000 through 30 September 2000 will be

screened in November 1999. Chaplains will be notified by letter concerning their extension or release.

Twice Failed of Select Lieutenants (2XFOS LTs)

A recent article entitled "Up or Out Rule Bending for Lieutenants" in the 16 August 1999 edition of *Navy Times* has been the source of some confusion throughout the Chaplain Corps. The policy information in this article pertains only to "Regular" lieutenants who twice fail to select for lieutenant commander. Since the Chaplain Corps has no regular lieutenants on active duty, this policy does not apply to chaplains. The only way a Reserve Chaplain Corps officer can become a Regular (4100) officer is by being selected for and promoted to lieutenant commander or above by an active duty selection board. The Chaplain Corps policy for twice failed of selection lieutenants has not changed. A twice failed of selection lieutenant may request, through the commanding officer, retention on active duty.

For a Reserve officer, the request is reviewed in an administrative board process and approved by the Navy Personnel Command (Pers 813). The records of Regular officers are reviewed by a statutory board and approved by the Secretary of the Navy. In all cases, retention of Reserve officers on active duty will be on a case-by-case basis and will be dependent upon the needs of the Navy.

FY-00 Continuation Policy

NAVADMIN 223/99, FY-00 OFFICER CONTINUATION POLICY outlines the policy for the continuation of Regular officers (in the case of the Chaplain Corps, lieutenant commanders), who have twice failed of selection (2XFOS) for promotion to the next higher grade. The continuation policy used by the Chaplain Corps is consistent with Navy policy. Twice failed of selection Regular (4100) officers will automatically go before a continuation board. The FY-00 Continuation Board convened 23 August 1999. Officers selected for continuation (selection opportunity is 100%) will be notified by letter (in 2-3 months from the Board's convening date) and must either accept or decline continuation on active duty.

A chaplain with less than 14 years will be continued for a three-year period and then automatically considered again until retirement eligibility. A chaplain with more than 14 years will be continued until retirement eligibility. Although Temporary Early Retirement (TERA) is authorized by Federal statute through FY-01, the Navy currently has no plans to fund early retirement in any officer community. A chaplain continued in FY-00 can

expect to retire with twenty years. A chaplain who declines the continuation will receive severance pay and will be released on the first day of January 2000. If this option is chosen the chaplain is encouraged to request a Reserve commission.

This is the only time a chaplain can receive severance pay for non-continuation. In other words, if a chaplain accepts the continuation and then decides a year later to depart active duty, the request for release would be considered voluntary. Thus, the chaplain would not receive severance pay.

Selective Early Retirement (SER)

I am very pleased to report that due to the stabilization of captain and commander authorizations and the increase of voluntary retirements at O-6 and O-5, the Chaplain Corps **will not** request authorization to convene a SER Board for FY00.

FY-01 Chaplain Corps Promotion Plan

Preparations for the FY-01 Promotion Plan will commence in early October 1999 after the new Officer Programmed Authorizations (OPA) are finalized. The release of the ALNAV announcing zones is anticipated no later than December 1999. The Chaplain Corps FY-01 promotion opportunity is looking a little better. Promotion opportunity to commander is expected to increase to 55% vice 50%; and 70% to lieutenant commander. The zone sizes are expected to remain around the same as FY-00.

Chaplain Corps 0-7 Flag Selection Board

A Flag Board (0-7) is scheduled to convene on 7 February 2000. It is expected that the ALNAV announcing the zone will be released no later than 23 September 1999.

Time In Grade Requirement For Retirement

Until the authority expires at the close of FY-01, retirement requests from officers with only two years time in grade are being approved. However, all other requirements for retirement (such as time on station, endorsement by commanding officer, and 9-to-12 months prior notice) remain in effect.

Summary Thoughts

I trust this information will assist you in your career progression planning. We all have a stake in building our Corps together. It most certainly begins with an informed understanding of the Navy's policies and procedures that regulate and prescribe our professional responsibilities and career

opportunities. Additional information and/or clarification can be provided by Ms. Veronica Berto: Head, Community Management Branch (N1G2); (703) 614-4624; DSN 224-4624.

Sincerely,

A handwritten signature in black ink that reads "A. Byron Holderby, Jr." with a stylized flourish at the end.

A. BYRON HOLDERBY, JR.
Rear Admiral, CHC, U.S. Navy
Chief of Chaplains