



# RHUMB LINES

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## Senior Enlisted Continuation Board

*"The idea of senior enlisted continuation boards is absolutely awesome. I wish we would have implemented them 10 years ago to retain some of our senior, top-performing Sailors who resigned due to limited opportunities. By retaining valuable experience and advancing top performers in the senior enlisted ranks, we will maintain the energy and drive necessary to keep our Navy strong."*

– **Command Master Chief (SW/AW) Billy Hill, Command Master Chief Detailer**

As part of Navy's continued effort to optimize the quality of the force and enable our end strength to meet future challenges, a [performance-driven senior enlisted continuation board](#) will be conducted beginning Sept. 21. Chiefs are regarded as the backbone of the Navy, and by retaining those with [demonstrated and sustained performance](#), we strengthen both the chiefs' mess and the fleet.

### Eligibility

- The senior enlisted continuation board will review records in order to retain senior enlisted leadership who exemplify the professionalism, deckplate leadership, character, institutional and technical expertise associated with chief petty officers.
  - As announced in [NAVADMIN 030/09](#), the senior enlisted continuation board will review the records of chief, senior chief and master chief petty officers with more than 20 years of service and three years time in grade.
  - Sailors approved to transfer to the Fleet Reserve with an effective date before June 30, 2010 will not be reviewed. Also, Command Master Chiefs and Command Senior Chiefs are exempt from this continuation board due to the performance factors considered during their selection process.

### Board Considerations

- Navy leadership fully recognizes the benefit of the senior enlisted community to the entire force. Records will be carefully evaluated in order to sustain a senior enlisted force that possesses a broad spectrum of experience on diverse platforms and warfare communities while ensuring rate and paygrade rotational requirements are met.
- The continuation board is performance-based and will operate without quotas. The primary period of record review will encompass the previous five years of performance or advancement to current grade, whichever is later. Documented misconduct and substandard performance are the primary reasons a chief petty officer will not be continued.
- Senior enlisted continuation boards will meet annually to maintain a senior enlisted force that remains committed to developing Sailors, enforcing standards, and advising the fleet.
- By removing under-performing Sailors, the board provides earlier advancement opportunity within the enlisted khaki ranks and to stellar first class petty officers.

### Key Messages

- The enlisted continuation board will focus on retaining the Navy's top performers to sustain a quality force that embodies the chief petty officers' mission, vision and guiding principles.
- Quality performance is the priority.
- There are no quotas for the enlisted continuation board.

### Facts & Figures

- Approximately 6,000 personnel will be reviewed by the Senior Enlisted Continuation Board.
- About 70 board members are expected to convene 21 Sept. for a period of three weeks to conduct the FY 2010 board.
- Reference NAVADMIN 030/09, [096/09](#), and [211/09](#).