U.S. Department of Homeland Security
United States Coast Guard

Commander
United States Coast Guard
Personnel Service Center

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SEP 2 1 2014

MEMORANDUM

From: J. S. Kenyon, CAPT
CG PSC (OPM)

To: G. G. Stump, CAPT, USCG

Subj: PRECEPT CONVENING A SELECTION BOARD TO RECOMMEND OFFICERS OF THE COAST GUARD ON THE ACTIVE DUTY PROMOTION LIST IN THE GRADE OF LIEUTENANT JUNIOR GRADE FOR PROMOTION TO THE GRADE OF LIEUTENANT

Ref: (a) Section 251, Title 14 U.S. Code
(b) Officer Accessions, Evaluations, and Promotions, COMDTINST M1000.3(series)

1. Pursuant to the authority provided by references (a) and (b), a Selection Board is appointed consisting of yourself as President and the following members:

Erich F. Klein, CDR, USCG – Member
Alisa L. Praskovich, CDR, USCG - Member
Warren D. Judge, CDR, USCG - Member
Kevin F. Duffy, LCDR, USCG - Member
Keith O. Thomas, LCDR, USCG - Member
Emily M. Gibbons, LCDR, USCGR - Member

Brittany P. Panetta, LT, USCG - Non-voting Recorder

2. The Board shall convene at 0800, 15 September 2014, in suite 501, Coast Guard Personnel Service Center, or as soon thereafter as practicable, for the purpose of considering all officers on the active duty promotion list in the grade of lieutenant junior grade who are eligible for consideration for promotion to the grade of lieutenant in the Coast Guard. Members of the Board shall swear or affirm that they will, without prejudice or partiality, and having in view both the special fitness of officers and the efficiency of the Coast Guard, perform the duties imposed upon them, and that they will not disclose their proceedings to any person not a member of the Board.

3. There is hereby established a promotion zone of 351 lieutenant junior grades on the Active Duty Promotion List consisting of the most senior officer in the grade of lieutenant junior grade; namely, LTJG Craig A. Hermiller, USCG, and those 350 officers junior thereto who have not been previously included in a promotion zone, through and including LTJG Sean R. Kelly, USCG. There are 53 officers above the zone and no eligible officers below the zone. The names and records of all officers to be considered for promotion shall be furnished to the Board. The 316 best-qualified officers shall be recommended for promotion.

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4. The Board may identify several officers of particular merit, from those chosen for promotion, and recommend them for In-Zone Reordering and placement at the top of the list of selectees, if at least two-thirds of the members of the Board agree. The Board is under no obligation to employ In-Zone Reordering; however, if employed, the number of officers selected for Reordering will be limited to five percent of the total number authorized to be recommended for promotion. Officers above, in, and below zone are eligible for Reordering if selected for promotion. The selected officers will be Reordered in the list of selectees as identified by the Board upon approval by the Secretary.

5. Prior to the date the Board submits its report, the Commander, Coast Guard Personnel Service Center, is authorized to delete the name of any officer whose name is removed from the Active Duty Promotion List for any reason. In the event any officer in the promotion zone established herein is removed prior to the date the Board submits its report, the Commander, Coast Guard Personnel Service Center will provide additional instructions. Any communications to the Board by any officer under consideration will be transmitted under separate cover.

6. The Board shall refer to the provisions of Sections 3.A and 6.A of reference (b) and the enclosed Commandant's Guidance to PY15 Officer Selection Boards and Panels in your development of criteria for determining the officers recommended for selection. Additionally, section 6.A.3 of reference (b) provides four factors to consider in developing your criteria: performance, professionalism, leadership, and education. The Board shall take into consideration members who have been selected for and attending Duty Under Instruction programs such as basic flight school or post graduate education where policy does not require documented performance and the Service has made a considerable investment which requires continued service.

7. You should emphasize to the members of the Board the importance of their obligation to confine themselves to facts of record and not predicate judgments on rumor or hearsay. At the end of your deliberations, all members must be able to say that the officers recommended for promotion are, in the opinion of at least a majority of the members if the board has five members, or in the opinion of at least two-thirds of the members if the board has more than five members, the best-qualified to carry out the duties and responsibilities of the grade for which they are selected.

8. The Board shall submit a report in writing signed by all members of the Board. Except for the report of this Board, the proceedings of the Board shall not be disclosed to any person not a member of the Board. You will direct the members of the Board that their recommendations shall be kept confidential until the Secretary approves the report on behalf of the President, and the names of officers selected for promotion are released to the Service at large.

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Enclosure: Commandant's Guidance to PY15 Officer Selection Boards and Panels