

Balancing the PCS Budget and The Selection Board Precept

In addition to the detailing priorities, (Needs of the Navy, Career Progression, and the Chaplain's own preferences), the limited PCS funding has added another constraint on the detailing process – low cost moves. As a result, we have set some parameters for moving chaplains: (1) move chaplains within the same geographical area, (2) Coast to coast moves only when absolutely necessary, (3) No back to back overseas moves, except to the same area, (4) PRD extensions granted whenever possible (5) Chaplains can expect to finish deployments before being relieved, (6) Chaplains will not be moved before their PRDs unless absolutely necessary and (7) unaccompanied tours to Okinawa will be for 24 months (even when serving w/USMC). All the above being said, there will always be exceptions due to operational and career progression needs. Detailers have an obligation to keep you moving professionally and operationally. To you, the intent of a detailer to move you may defy logic (in your mind), but the bottom line is we try to keep you progressing in your military experience.

A Selection Board precept provides guidelines for that particular board in selecting qualified officers for promotion. Our goal is to balance your assignments with what you need professionally and the anticipated Selection Board precept.

Past examples of precepts for the Selection board consideration include:

- “Repeated tours in a particular location should not be considered negatively, **provided the officer has progressed in billet complexity, professional development, and leadership responsibility.**”
- “Navy policy regarding application of the best-qualified standard is as follow: ... The needs of the Navy dictate that our future leaders possess the qualities to excel in combat as commanders or *in support of operational commanders or positions of leadership in direct support of fleet operations. Proven excellence in operational environments is an important measure of the qualities required*”

Example:

Chaplain A calls the detailer to begin negotiating orders for his/her next tour. Chaplain A's first tour was with 1st Marine Division, Camp Pendleton, followed by an assignment at Naval Hospital, Camp Pendleton. Chaplain A and his family love the San Diego area, which is close enough to drive to both their parents. The children have good friends and are in good schools. The PCS budget would benefit from keeping them right there. A search for billets

in the area show that there is an open billet at Marine Corps Base, Camp Pendleton (a no cost move), and another at Naval Air Station, North Island (a low-cost move), where even the Intermediate Officer Leadership Continuum would be no cost.

But, most of those chaplains who will be in zone for LCDR with Chaplain A will have completed 2 operational tours – one with FMF and a second on a ship. The only sea duty available at the time of the PRD is a carrier out of Bremerton and a DESRON out of Norfolk..

Chaplain A receives 3 choices from the detailer:

1) Marine Corps Base, Camp Pendleton; 2) USS Carl Vinson, Bremerton and 3) DESRON 26, Norfolk, VA.

Which should Chaplain A choose and why? Where should the detailer encourage him/her to go? The detailer would encourage the selection of the Carrier out of Bremerton. It's the least expensive move possible and provides a great second operational tour.

Funded Graduate Education/Pastoral Care Residency and Pcodes

We presently have 221 Pcoded billets in the Chaplain Corps. To be assigned to these particular billets, the Pcode necessary for the billet is a strong consideration. Our subspecialty codes and number of billets are as follows:

Subspecialty	Code	#Billets
Homiletics and Worship	1410	36
Religious Education	1420	18
Religion and Culture	1430	17
Pastoral Counseling	1440	107
Ethics	1450	36
Ministry Multimedia		
Communications Management	1470	7

Most subspecialty codes are assigned to your record via FGE. The 1440 can also be gained through the PCR program. Chaplains interested in obtaining these subspecialty codes should indicate so on their duty preference card. Each year a FGE/PCR committee is convened to determine nominations for these programs. Taking into consideration duty preference cards, PRDs, and operational/career progression needs, the committee selects a pool of candidates. From there a final list is submitted for approval. If you are a LCDR or LCDR (sel), and want to participate in the FGE or PCR programs, make sure your DPC reflects that desire. You may also want to follow up with an email expressing your desire to the detailer. Having the Pcode on your record may get you the job you've always dreamed about.



Submit Address Changes On-line at
www.persnet.navy.mil/periodicals/link-perspective/Link-Perspective.htm