



**DEPARTMENT OF THE NAVY**  
HEADQUARTERS UNITED STATES MARINE CORPS  
3000 MARINE CORPS PENTAGON  
WASHINGTON, DC 20350-3000

IN REPLY REFER TO:

1402  
MMPR-1

**SEP 06 2006**

MEMORANDUM FOR SECRETARY OF THE NAVY

Subj: PRECEPT CONVENING THE FY08 USMC MAJOR SELECTION BOARD

Ref: (a) Title 10, U.S. Code, Section 612  
(b) SECNAVINST 1401.3A

1. Attached is the proposed precept to convene the FY08 USMC Major Selection Board on 11 October 2006 to consider officers of the Marine Corps for promotion to the grade of major.

2. The membership for this board is in compliance with guidelines established in the references. Colonel James D. Grace, U.S. Marine Corps, is designated as the Joint Service member.

3. I have thoroughly reviewed this precept in consideration of the 3 August 2006 memo from the Deputy Secretary of Defense directing that officer precepts emphasize the factors of service in combat, language and cultural awareness, innovation and critical thinking, executive management skills, and diversity. I am confident that this precept meets the intent of the Deputy Secretary of Defense and best meets the needs of the Marine Corps. The following comments summarize the results of my review.

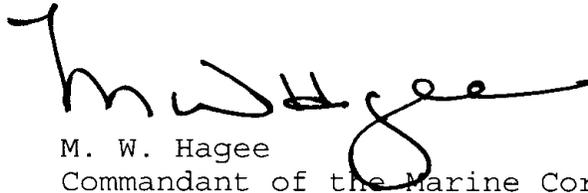
a. The precept contains guidance to the board, in paragraphs 6 and 12 of the Supplemental Guidance, addressing the factors of language and cultural awareness, and innovative and critical thinking, and executive management skills. Language and cultural awareness are adequately emphasized in existing precept verbiage. Though paragraph 12 of the Supplemental Guidance clearly address innovation and efficiency, additional verbiage was added to further highlight management skills, prudent risk taking, and effective business practices.

b. Verbiage has been added to paragraph 6 of the Supplemental Guidance emphasizing experiences developed in crisis and nation building operations. Although all Marine officers seek assignments that allow them to serve in combat, the competing demands for quality officers in noncombat assignments do not allow all officers the opportunity to serve in combat. Such officers would be naturally disadvantaged by specific combat

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related precept verbiage. Inclusion of language emphasizing experiences in crisis operations and nation building adequately addresses the value of combat and nation building skills while not placing officers who have not received combat assignment at a disadvantage.

c. The current language in paragraph 7 of the Supplemental Guidance is identical to the language used in FY07 and is accurate and adequate in all respects. It clearly articulates the need for equal treatment and equitable consideration of all personnel considered for promotion.



M. W. Hagee  
Commandant of the Marine Corps

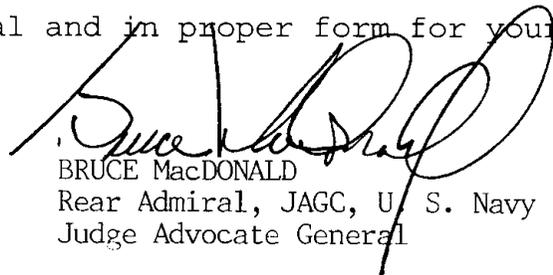
Tab A - Precept Convening the FY08 USMC Major Selection Board

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REVIEW OF THE JUDGE ADVOCATE GENERAL

SEP 26 2006

1. The proposed precept is legal and in proper form for your signature.



BRUCE MacDONALD  
Rear Admiral, JAGC, U. S. Navy  
Judge Advocate General

SEP 27 2006



THE SECRETARY OF THE NAVY  
WASHINGTON, D.C. 20350-1000

0 4 04 2008

From: Secretary of the Navy  
To: Brigadier General Michael M. Brogan, USMC, USMC (GND/SPT)  
Subj: PRECEPT CONVENING THE FY08 USMC MAJOR SELECTION BOARD  
Encl: (1) FY08 USMC Major Selection Board Supplemental Guidance

1. Members. A selection board is appointed, consisting of yourself as president and the following additional members, for the consideration of officers of the Marine Corps on the active-duty list for promotion to the grade of major:

Colonel James R. Trahan, USMC (GND)  
Colonel Christopher M. Bourne, USMC (GND)  
Colonel James S. Grace, USMC (JT/AVN)  
Colonel Robert S. Hellman, USMC (GND/SPT)  
Colonel Clarence V. Prevatt, IV USMC (GND)  
Colonel John A. Delcolliano, USMC (GND/SPT)  
Lieutenant Colonel Scott A. Huelse, USMC (GND)  
Lieutenant Colonel Kathy J. Maloney, USMC (GND/SPT)  
Lieutenant Colonel Arthur M. Parker II, USMCR, (AR) (AVN)  
Lieutenant Colonel Kenneth M. Lasure, USMC (GND/SPT)  
Lieutenant Colonel Roger L. Cordell, USMC (AVN)  
Lieutenant Colonel Richard G. Deguzman, USMC (GND/SPT)  
Lieutenant Colonel Brian L. Magnuson, USMC (AVN/SPT)  
Lieutenant Colonel James P. West, USMC (GND)  
Lieutenant Colonel Paul T. Sullivan, USMC (AVN)  
Lieutenant Colonel Todd J. Oneto, USMC (GND/SPT)

2. Recorders. Captain Charles H. Bercier III, and Captain Stephen W. Theberge, U.S. Marine Corps, will jointly act as recorders. A recorder will be present during all board deliberations.

3. Administrative Personnel. The following administrative support personnel are hereby appointed:

Colonel Richard W. Yoder, USMC  
Mr. William A. Hicks  
Major William J. McWaters, USMC  
Mr. Robert J. Sunday  
Mrs. Constance P. Ray  
Captain Shunsee J. Wilson, USMCR  
Mr. Michael D. Cheeseman  
Mrs. Jane D. Ritchie  
Mrs. Susan B. Reed  
Mrs. Linda D. Lewis  
Mr. James H. Hobbs

Subj: PRECEPT CONVENING THE FY08 USMC MAJOR SELECTION BOARD

Mrs. Nancy B. Turner  
Ms. Sarah Fickisen  
Mr. Pat Shaver  
Gunnery Sergeant Shannon O. Peters, USMC  
Staff Sergeant James C. Silva, USMC  
Sergeant Anthony S. Earnest, USMC  
Sergeant Thomas M. Johnson, USMC  
Corporal Blaine D. Raine, USMC  
Lance Corporal Darren A. McLane, USMC  
Private First Class Magen N. Brooks, USMC  
Private First Class David E. Johnson, USMC  
Private First Class Thomas E. Lopez, USMC  
Private First Class Jeffery S. Mayeux, USMC  
Private First Class Pedro V. Roman Parrado, USMC  
Private First Class Domonic N. Williams, USMC  
Private First Class Ronald L. Wilson, USMC

4. Date and Location. The board is ordered to convene at Headquarters, U.S. Marine Corps, Harry Lee Hall, Quantico, VA, on 11 October 2006, or as soon thereafter as practicable.

5. Guidance. The board will proceed in accordance with the following specific guidelines which are explained in detail in the enclosure.

a. Number of Selections Authorized. The board may select for promotion to the grade of major, a number of officers which most closely approximates 90 percent of those eligible in-zone officers. Of those officers selected, not more than 10 percent may be selected from below the promotion zone. The board is not required to select to the maximum number provided.

b. Selection Standard. The board shall carefully consider without prejudice or partiality the record of every eligible officer. The officers selected will be those officers whom a majority of the members of the board consider best qualified for promotion. In addition to the standard of best qualified, the officers recommended for promotion by the board must be fully qualified; that is, each officer's qualifications and performance of duty must clearly demonstrate that the officer would be capable of performing the duties normally associated with the next higher grade. This standard applies to all eligible officers, including those above and below-zone.

c. Requests for Nonselection. Some promotion eligible officers may intend to leave active duty and therefore submit a written request not to be selected for promotion to the board president. Any officer who submits such a request will still be considered for promotion and will incur a failure of selection if not recommended for promotion by the board. Under current law, an officer who submits a request not to be selected for promotion

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or who otherwise directly caused his/her nonselection through written communication to the board is not entitled to separation pay if the officer is involuntarily discharged from active duty. Accordingly, the board is required to include in its report the names of those officers considered and not recommended for promotion by the board who submitted to the board a request not to be selected for promotion or who otherwise directly caused their nonselection through written communication to the board.

d. Skill Guidance. Within this board's charter to select those officers who are "best and fully qualified", the board shall give due consideration to the needs of the Marine Corps for officers with particular skills. At this time the needs of the Marine Corps reflect a critical shortage of officers in the grade of major in the following skill areas:

<u>MOS</u>	<u>SKILL</u>	<u>NUMBER SHORT</u>	<u>PERCENTAGE SHORT OF REQUIREMENT</u>
5803	Military Police	10	29%

Because the Marine Corps promotes unrestricted officers within a single competitive category and not by military occupational specialty, there are no quotas established for the selection of officers in these military occupational specialties; however, the board will make every effort to consider the needs of the Marine Corps for officers with these particular skills when determining those officers who are best and fully qualified for promotion.

e. Joint Duty Assignments. The quality of performance of officers who have served in or are serving in joint duty assignments shall be given the same weight as quality of performance in assignments within the Marine Corps.

f. Career Patterns. The board's evaluation of officers whose careers may have been affected by assignment policies and practices made in the best interests of the Marine Corps must afford them fair and equitable consideration.

g. Equal Opportunity. The board's evaluation of all officers, regardless of race, creed, color, gender, or national origin, must afford them fair and equitable consideration.

h. Marital Status. The marital status of an eligible officer or the employment, education, or volunteer service of an eligible officer's spouse will not be considered.

6. Continuation Board. Upon completion of the promotion selection board, the board shall reconvene as a continuation board. The continuation board may select for continuation 100

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percent of those captains who are subject to involuntary discharge for twice failing of selection to major; are prior enlisted; have over 15 years, but less than 18 years, of active service; and who are deemed by a majority of the members of the board to be fully qualified for continuation and whose continuation is in the best interests of the Marine Corps. The officers selected will be continued until retirement eligible. The board is not required to select to the maximum number provided. The Commandant of the Marine Corps shall furnish the board with the names and records of the officers to be considered.

7. Additional Guidance. In addition to an explanation of the guidance in paragraph 5 above, the enclosure contains additional guidance for the board to consider in determining qualifications and selection potential. Administrative instructions and the oath for the members, recorders, and administrative support personnel are also included.

8. Confidentiality of Board Proceedings. Unless expressly authorized or required by the President, Secretary of Defense, or myself, neither you nor any member of the board, recorder, or administrative staff may disclose the proceedings, deliberations, or recommendations of the promotion selection or continuation selection boards. All board members, recorders, and administrative staff must comply fully with these requirements, and I expect you to emphasize the need for strict confidentiality. However, the Commandant of the Marine Corps may provide the results of the promotion selection board to the members of the AY07/08 Intermediate Level School (ILS) Selection Board to the extent necessary to facilitate the conduct of the board and shall ensure the members, recorders, and administrative staff of the board understand the requirement for strict confidentiality.



Donald C. Winter

FY08 USMC MAJOR SELECTION BOARD  
SUPPLEMENTAL GUIDANCE

1. The following oath or affirmation shall be administered to the recorders by the president of the board:

"Do you solemnly swear (or affirm) that you will keep a true record of the proceedings of this board and, further, that you will not disclose the proceedings or recommendations thereof pertaining to the selection or nonselection of individual officers except as authorized or required by the Secretary of the Navy or higher authority, so help you God?"

The following oath or affirmation shall then be administered by the recorder to each member of the board:

"Do you solemnly swear (or affirm) that you will perform your duties as a member of this board without prejudice or partiality, having in view both the special fitness of officers and the efficiency of the Naval Service and, further, that you will not disclose the proceedings or recommendations thereof pertaining to the selection or nonselection of individual officers except as authorized or required by the Secretary of the Navy or higher authority, so help you God?"

The following oath or affirmation shall then be administered to the administrative support personnel:

"Do you solemnly swear (or affirm) that you will not disclose the proceedings or recommendations thereof pertaining to the selection or nonselection of individual officers except as authorized or required by the Secretary of the Navy or higher authority, so help you God?"

2. The Commandant of the Marine Corps shall furnish the board with the names and records of all officers who are eligible for consideration. The names of the officers eligible for consideration shall be determined as of the date the board convenes. The board, however, shall not consider any officer on the active-duty list who has an established separation date that is within 90 days after the date the board convenes. In addition, the board shall not consider any officer who is not a United States citizen.

3. Promotion Selection Board. The function of the board is to recommend officers of the Marine Corps on the active-duty list for promotion to the grade of major. The officers selected will be those officers whom a majority of the members of the board consider best qualified for promotion, giving due consideration to any guidance provided in this precept concerning the needs of

the Marine Corps for officers with particular skills. In addition to the foregoing standard of best qualified, all officers recommended for promotion by the board must be fully qualified; that is, each officer's qualifications and performance of duty must clearly demonstrate that the officer would be capable of performing the duties normally associated with the next higher grade.

4. Continuation Selection Board. An eligible officer who is recommended for continuation must be fully qualified for continuation, and his or her continuation must be in the best interests of the Marine Corps. "Fully qualified" means that the officer's record clearly demonstrates performance in a satisfactory manner considering the grade and technical specialty held and that the officer continues to meet the Marine Corps' standards of performance and conduct.

5. Joint Duty Assignments

a. Our ability to operate effectively with the other Services is vital to our warfighting capability. To foster this ability, a number of officers are assigned to joint duty with the Joint Staff, the other Services, and joint organizations. Board members shall give appropriate consideration to the performance of officers who are serving or have served in such assignments. To ensure our ability to conduct joint operations, the Marine Corps is firmly committed to placing as many officers as possible in joint duty assignment billets. These assignments, critical for the future success of the Marine Corps, may have resulted in a career pattern different from officers who have served exclusively in their primary military occupational specialty. In making your determination of those officers who are best and fully qualified for promotion, you should view joint duty assignments as having the same value as similar assignments within the Marine Corps (e.g., Joint Staff/Headquarters, U.S. Marine Corps and Combatant Commander Staff/Marine Force Staff).

b. The charter of the board is to recommend for promotion those officers who are best and fully qualified for promotion. The qualifications of in-zone, above-zone, and below-zone officers assigned to joint duty are such that:

(1) Officers serving on or who have served on the Joint Staff are expected, as a group, to be selected for promotion at a rate not less than the rate for officers who are serving on or who have served on the staff of the Secretary of the Navy or at Headquarters, U.S. Marine Corps.

(2) Officers designated as joint specialty officers are expected, as a group, to be selected for promotion at a rate not less than the overall board average.

(3) Officers serving in or who have served in other joint duty assignment positions (other than officers covered in subparagraphs (1) and (2) above) are expected, as a group, to be selected for promotion at a rate not less than the overall board average.

(4) Officers serving on or who have served on the staff of the Secretary of Defense are expected, as a group, to be selected for promotion at a rate not less than that for officers who are serving in or have served on the staff of the Secretary of the Navy or at Headquarters, U.S. Marine Corps.

c. By Secretary of Defense policy, judge advocates cannot earn joint-duty credit and are, therefore, excluded from all aspects of the joint promotion comparisons in paragraph 5b above.

## 6. Career Patterns

a. The Marine Corps has not established an expected or preferred career pattern for officers of the Regular or Reserve Component. In your deliberations you should consider that assignments are made in the best interests of the Marine Corps. Officers rarely have direct influence over their assignments. As a result of assignment policies and practices, some officers have developed skills and experience outside of their primary MOS and may have been ordered to serve multiple tours in that sub-specialty. When reviewing an officer's qualifications for the next higher grade, you should also consider that the Marine Corps benefits when the officer corps possesses a broad spectrum of experiences such as crisis operations, nation building, foreign language proficiency, and cultural awareness. Assignments to the operating forces, recruiting duty, equal opportunity duty, joint and external billets, billets requiring language proficiency such as international exchange tours and foreign area officer/regional affairs officer tours, the special education program or the advanced degree program, the training community, and the supporting establishment, all contribute to the depth and breadth of experiences that are critical to the Marine Corps. In determining the qualifications for promotion of any officer, equal weight should be given to performance in all assigned billets.

b. Limited duty officers are by law selected to perform duties in a technical field in which they are proficient. The elimination of a technical field will occur from time to time in the best interests of the Marine Corps. Limited duty officers whose technical fields are eliminated are often offered the opportunity to redesignate as unrestricted officers in order to continue with their Marine Corps career. Limited duty officers who apply for redesignation are selected only if they are considered to be fully qualified for service as unrestricted officers. Because they were restricted to certain types of duty, these officers will have career patterns different from those

unrestricted officers; i.e., professional military education, experience, command opportunities, etc. Past performance of duty as a limited duty officer should be given the same weight as that given to disparate duties equally well performed by an unrestricted officer.

c. In addition, in some instances, utilization policies or practices, such as those based on statutory restrictions on the assignment of women, may have had an effect on career opportunities. All assignments are important to the Marine Corps, and successful performance of assigned duties is the key in measuring an officer's potential for promotion. In determining the qualification for promotion of any officer who has been affected by such utilization policies or practices, performance in duty assignments should be given the same weight as that given to duty equally well performed by officers who were not affected by such policies or practices.

## 7. Equal Opportunity

a. The Department of the Navy is dedicated to equality of treatment and opportunity for all personnel without regard to race, creed, color, gender, or national origin. The Marine Corps strives to maintain a professional working environment in which a Marine's race, creed, color, gender, or national origin will not impact his or her professional opportunities. Accordingly, within this board's charter to select those officers who are "best and fully qualified," you must ensure that officers are not disadvantaged because of their race, creed, color, gender, or national origin.

b. Your evaluation of all officers must afford them fair and equitable consideration. You should be particularly vigilant in your evaluation to take care that no officer's promotion opportunity is disadvantaged by service utilization policies or practices. You should evaluate each officer's potential to assume the responsibilities of the next higher grade. The overriding evaluation factor is the performance of assigned duties and I remind you that all assigned duties are important.

c. This guidance should not be interpreted as requiring or permitting preferential treatment of any officer or group of officers on the grounds of race, creed, color, gender, or national origin.

## 8. Professional Military Education. Professional military education (PME), either resident or non-resident, is a valuable and important aspect of a Marine officer's professional development. The successful completion of Amphibious or Expeditionary Warfare School demonstrates an officer's commitment to self-improvement and represents a desire to prepare for positions of increased responsibility. Milestones toward

completion of PME (i.e., course completion certificates) similarly are indicative of these distinguishing traits.

9. When discussing your own personal knowledge concerning the professional qualifications of eligible officers, the board is reminded that if personal remarks, based on a member's personal knowledge, could be considered "adverse", the member cannot discuss his or her personal knowledge or evaluation unless such matter is contained in the officer's official record or other material placed before the board in compliance with the law and Service regulation. In addition, should an officer's record reveal the removal of a fitness report via the Performance Evaluation Review Board, Board for Correction of Naval Records, etc., the member may not discuss his or her personal knowledge regarding the circumstances which resulted in the removal of the report from the officer's record. However, documented incidents of misconduct and substandard performance which are included in an officer's official record must be briefed to all board members. Members must carefully consider each such incident in connection with their deliberations.

10. Faced with many well-qualified officers, there may be a tendency to simplify your task by summarily putting aside the folders of officers whose past records are less than perfect. However, to do this is to fall short of your obligation. A judgment of the whole person and the whole record is required to determine whose future potential will serve the Marine Corps best. You may conclude that particular adverse information undermines an officer's ability to serve successfully in a position of increased authority and responsibility, despite an otherwise outstanding record. On the other hand, you may find that an officer's overall outstanding performance demonstrates such potential for future service that it outweighs any deficiency noted in the record. Some officers will have learned from their mistakes in ways that make them stronger; others will have strengths that outweigh relative weaknesses in their records. Make the best, not simply the most obviously defensible, choices. By doing this you will not only fulfill your obligation, you will also better serve the Marine Corps.

11. Marines are held to the highest standards of personal conduct. The Nation expects the officers of the Marine Corps to exemplify the personal and professional character upon which successful military units are built. The foundation of our character is predicated on our three Core Values: Honor, Courage, and Commitment. Accordingly, the board has a duty to forward to me the name of any officer whose record, in the opinion of a majority of the members of the board, indicates that the officer should be required to show cause for retention on active duty. The requirement to show cause can arise from substandard performance of duty, misconduct, moral or professional dereliction, or if retention is clearly inconsistent with the interests of national security. The board shall

provide, under separate cover signed by the president and the recorder, a supplemental memorandum containing a brief explanation of the basis for the board's opinion that an officer should be required to show cause for retention on active duty. Upon such recommendation, I have the discretion to direct a more detailed inquiry into the matter.

12. A critical goal of the Marine Corps is to encourage -- to demand -- innovation and efficiency to ensure that we retain an adaptive, flexible, and effective naval force able to anticipate events and win across the spectrum of conflict. Our institution must not restrict or limit the opportunity of any Marine to think creatively, develop new ideas, take prudent risks, and maximize capabilities through sound management practices. In your consideration, recognize that the continued preeminence of the Marine Corps in the future is inextricably linked to its ability to change and to manage for efficiency. Our future depends on leaders who have demonstrated their awareness of this fact. Within the charter of best and fully qualified, seek to select these officers. Bear in mind that, in the context of a changing Marine Corps, the officers demonstrating innovative thinking, efficient management skills, prudent risk taking, and effective business practices may reflect a variety of backgrounds.

13. The official military personnel records provided to the board may include medical documents relevant to an officer's physical qualifications. If the board desires clarification of any such document, then the board president should reduce the board's questions to writing and forward them to me. I will provide such clarification as may be appropriate.

14. The board president shall perform such administrative duties in connection with the board proceedings as I may prescribe. The board president has no authority to constrain the board from recommending for selection those fully qualified officers whom the majority finds best qualified to meet the needs of the Marine Corps as specified by me. The board president shall ensure that paragraph 15 of this enclosure is read to each board member, recorder, and administrative support person on the convening date of the board or on the date of assignment to the board, whichever is later.

15. Per DoD Instruction (DoDInst) 1320.14 of 24 September 1996, the following instructions concerning communications and information apply to these board proceedings:

a. Each of you (president, members, recorders, and administrative support personnel) is responsible to maintain the integrity and independence of this promotion selection board, and to foster the careful consideration, without prejudice or partiality, of all eligible officers. DoDInst 1320.14 provides specific rules governing the conduct of officer promotion

selection boards and the actions of promotion selection board personnel.

b. You must pay particularly close attention to the rules governing communications with and among other board members, the information authorized to be furnished to you, and the procedures you should follow if you believe that the integrity of this promotion selection board has been improperly affected.

c. You may not receive, initiate, or participate in communications or discussions involving information that DoDInst 1320.14 precludes from consideration by a promotion selection board. You are to base your recommendations on the material in each officer's military record, any information I have provided to the board in accordance with DoDInst 1320.14, and any information about his or her own record communicated to you by individual eligible officers under regulations I have issued. In your deliberations, you may discuss your own personal knowledge and evaluation of the professional qualifications of eligible officers to the extent that such matters are not precluded in law, DoDInst 1320.14, or Service regulation from consideration by a promotion selection board or inclusion in an officer's military personnel record. You may not discuss or disclose the opinion of any person not a member of the board concerning an officer being considered unless that opinion is contained in material provided to the board under the provisions of DoDInst 1320.14.

d. I am the only person who may appear in person to address you on other than administrative matters. All communications with this board, other than those that are clearly administrative, must be in writing, given to each of you, and made part of the board's record. I have designated in writing those persons authorized to provide routine administrative information to you.

e. Before the report of the selection board is signed, the recommendations may be disclosed only to members of the board, recorders, and those administrative support personnel I have designated in writing. After you sign the board report, only the recommendations of the board may be disclosed. Except as authorized by DoDInst 1320.14 and sections 616(e), 618(f), 14104, or 14108(d) of title 10, U.S. Code, the proceedings of the board may not be disclosed to any person not a board member or board recorder.

f. If at any time you believe that you cannot in good conscience perform your duties as a member of the board without prejudice or partiality, you have a duty to request relief by me from this duty. I will honor any such request. If you believe that the integrity of the board's proceedings has been affected by improper influence of military or civilian authority, misconduct by the board president or a member, or any other reason, or believe someone is exerting or attempting to exert

inappropriate influence over the board or its proceedings, you have a duty to request from me or the Secretary of Defense relief from your obligation not to disclose board proceedings and, upon receiving it, to report the basis for your belief.

g. Upon the completion of the board's deliberations, you will, at a minimum, certify in your report to me that:

(1) To the best of your knowledge, the board complied with DoDInst 1320.14;

(2) That you were not subject to or aware of any censure, reprimand, or admonishment about the recommendations of the board or the exercise of any lawful function within the authorized discretion of the board;

(3) That you were not subject to or aware of any attempt to coerce or influence improperly any action in the formulation of the board's recommendations;

(4) That you were not party to or aware of any attempt at unauthorized communications;

(5) That, to the best of your knowledge, the board carefully considered the record of each officer whose name was furnished to the board;

(6) That the officers recommended for promotion are, in the opinion of the majority of the members of the board, fully qualified and best qualified to meet the needs of the Marine Corps among those officers whose names were furnished to the board;

-or-

That the officers recommended for continuation are, in the opinion of the majority of the members of the board, fully qualified for continuation and that their continuation is in the best interests of the Marine Corps;

(7) That you are aware that the names of the selectees will be released to the public after the board report is approved, and you know that you may not disclose recommended selectees until the names are released to the public; and

(8) That you understand that, except as authorized by DoDInst 1320.14 and sections 616(e), 618(f), 14104, or 14108(d) of title 10, U.S. Code, you may never disclose the proceedings and deliberations of the board to any person who is not a board member or board recorder.



**DEPARTMENT OF THE NAVY**  
HEADQUARTERS UNITED STATES MARINE CORPS  
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**SEP 06 2006**

MEMORANDUM FOR SECRETARY OF THE NAVY

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(b) SECNAVINST 1401.3A

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3. I have thoroughly reviewed this precept in consideration of the 3 August 2006 memo from the Deputy Secretary of Defense directing that officer precepts emphasize the factors of service in combat, language and cultural awareness, innovation and critical thinking, executive management skills, and diversity. I am confident that this precept meets the intent of the Deputy Secretary of Defense and best meets the needs of the Marine Corps. The following comments summarize the results of my review.

a. The precept contains guidance to the board, in paragraphs 6 and 12 of the Supplemental Guidance, addressing the factors of language and cultural awareness, and innovative and critical thinking, and executive management skills. Language and cultural awareness are adequately emphasized in existing precept verbiage. Though paragraph 12 of the Supplemental Guidance clearly addressess innovation and efficiency, additional verbiage was added to further highlight management skills, prudent risk taking, and effective business practices.

b. Verbiage has been added to paragraph 6 of the Supplemental Guidance emphasizing experiences developed in crisis and nation building operations. Although all Marine officers seek assignments that allow them to serve in combat, the competing demands for quality officers in noncombat assignments do not allow all officers the opportunity to serve in combat. Such officers would be naturally disadvantaged by specific combat

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c. The current language in paragraph 7 of the Supplemental Guidance is identical to the language used in FY07 and is accurate and adequate in all respects. It clearly articulates the need for equal treatment and equitable consideration of all personnel considered for promotion.



M. W. Hagee  
Commandant of the Marine Corps

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REVIEW OF THE JUDGE ADVOCATE GENERAL

1. The proposed precept is legal and in proper form for your signature.