



Special Selection Boards (SSBs)

- SSBs are designed to recreate the competition from an original selection board, to the maximum extent possible, to determine if an officer would have been selected had they been properly considered.
- SSB Procedures
 - Consider the records of officers as they would have appeared to the original board had the officers been properly considered. Compare the officers' records with benchmark records.
 - When a specific SSB ballot is presented to the board members, it will include the date of the original selection board, grade, competitive category, and promotion zone. Board members are reminded of the applicable guidelines of the original selection board for display of pertinent information on the OSB (e.g., academic education level, developmental education, etc.) for that SSB. Board members are not informed which records are benchmarks and which are being considered.
 - For Enlisted supplemental boards, the member's record is compared against benchmarked records to determine selection status. All records are to appear as they would have on the original board, and all records are scored together.
 - If you elect to be reinstated into a different Component from which you were separated, the Component from which you were separated must complete your SSB consideration prior to being reinstated. Example: If you were on active-duty when you were discharged or separated and elect to be reinstated into the Air Force Reserve, active-duty must complete your SSB prior to receiving a reinstatement effective date.

- More information can be found in DAFI 36-2501, *Officer Promotions and Selective Continuation* (https://static.e-publishing.af.mil/production/1/af_a1/publication/dafi36-2501/dafi36-2501.pdf), AFI 36-2504, *Officer Promotion, Continuation, and Selective Early Removal in the Reserve of the Air Force*, (https://static.e-publishing.af.mil/production/1/af_re/publication/afi36-2504/afi36-2504.pdf) , and AFI 36-2502, *Enlisted Airman Promotion and Demotion Programs*, (https://static.e-publishing.af.mil/production/1/af_a1/publication/afi36-2502/afi36-2502.pdf)
- Potential Outcomes of an SSB
 - Selection for Promotion: If the SSB determines that the service member would have been selected for promotion by the original board had their record been accurate, they are selected for promotion. Their date of rank and pay will be adjusted retroactively.
 - Non-Selection: If the SSB concludes that the service member would not have been selected for promotion even with a corrected record, their non-selection stands.