



# FY-23 Active-Duty Merit Reorder Disclaimer

**This information is provided to assist board members in identifying performance and career achievements which may indicate a record of particular merit. Board members are expected to use their experience and judgment after review of the records recommended for promotion to determine those records of particular merit. Information on these slides is not an all inclusive list and should not be used to exclude records that otherwise document particular merit. This information is not a checklist of traits required for merit and should not be a substitute for board discretion. It has been vetted by Navy Personnel Command and OJAG for statutory compliance and approved by SECNAV.**

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# Chaplain Corps

## *Merit Reorder Considerations*

- **Merit considerations for all paygrades: standout performance indicated by soft breakouts and/or trait averages above RSCA; continuing education, personal and professional growth; mid-tour or CHC-level awards. Reference Community Values slide for sample indicators of PNC mastery.**
- **Sample Merit considerations prior to LIEUTENANT COMMANDER include:**
  - Sustained superior performance and increasing scope of responsibilities in leadership, supervision, and/or staff assignments
  - Fully functioning at LIEUTENANT COMMANDER level
  - Indicators of PNC mastery at COMMANDER level
- **Sample Merit considerations prior to COMMANDER include:**
  - Sustained superior performance and increasing scope of responsibilities in leadership, supervision, and/or major staff assignments
  - Superb performance in a COMMANDER billet or fully functioning at COMMANDER level
  - Successful completion of a joint billet and/or JPME (I or II)
  - Indicators of PNC mastery at CAPTAIN level
- **Sample Merit considerations prior to CAPTAIN include:**
  - Superb performance in a CAPTAIN billet or fully functioning at CAPTAIN level
  - Superb performance in a milestone tour, a joint billet, and/or completion of JPME (I or II)
  - Must possess impeccable professional ethics and be of the highest moral character
  - Demonstrated team-builder; cultivates and sustains healthy relationships with senior military and civilian leadership



# Civil Engineer Corps

## *Merit Reorder Considerations*

### ▪ **Valued achievements for all paygrades:**

- Successfully and continuously served in assignments normally filled by the next higher paygrade, or “Acting” in a similar billet, for more than six months
- Top recognized performer in all assignments
- Successful performance in multiple overseas, arduous, or operational / Individual Augment assignments
- Leadership actions to improve inclusion and diversity within the CEC and Seabees
- ACQ/PW qualification or certification in advance of requirement by grade
- Other technical qualifications or certifications (e.g., PMP, CEM, LEED, etc)

### ▪ **Valued achievements prior to LIEUTENANT COMMANDER:**

- Achieved professional qualification (PE or RA). Architects who have completed the Intern Architect Development Program shall have their RA
- Completion of JPME Phase I

### ▪ **Valued achievements prior to COMMANDER:**

- Successful leadership of military and civilian personnel in challenging assignments
- Selected for command by the Command Screening Board
- Completion of JPME Phase I

### ▪ **Valued achievements prior to CAPTAIN:**

- Additional relevant education in business, engineering or military science fields beyond a single graduate degree
- Selected for command by the Command Screening Board at current paygrade



# Dental Corps

## *Merit Reorder Considerations*

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Recognized as top performer in a residency program, if applicable
  - Successfully served and top performer as Department Head Afloat, operational leadership, or completed deployment (MEU)
  - Board certification, if applicable, in specialty
  - Recognized top performer in leadership positions
  - No PRT failure in last five years
  - Served as educator/mentor within area of professional specialization
  - Exhibited career diversity through the ability to excel across a variety of assignments
- **Valued achievements prior to COMMANDER**
  - Top Performer in operational leadership (Clinic Director, Dental Battalion) or deployments
  - Successfully led, and recognized, top performer in the clinical arena
  - Recognized top performer in an academic setting (PGY-1 program director or residency program staff; publication in peer-reviewed journal)
  - Board certification, if applicable, in specialty and recognized successful leader in community (Assistant Specialty Leader or leader in national organization)
  - No PRT failure in last five years
  - Exhibited career diversity through the ability to excel across a variety of assignments
- **Valued achievements prior to CAPTAIN**
  - Successfully served, and recognized top performer, in a leadership position within Navy Medicine (Director, OIC, XO of Dental Battalion)
  - Top Performer in the clinical arena (Master Clinician)
  - Top Performer in an academic setting (residency program director; multiple peer-reviewed publications)
  - Board certification, if applicable, in specialty and leader in community (Specialty Leader)
  - Fulfilled a wide variety of assignments (CONUS, OCONUS, FMF, Sea Duty, War College)



# Judge Advocate General's Corps

## *Merit Reorder Considerations*

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### ▪ **Valued achievements at all paygrades**

- Regardless of assigned duties, particularly impactful performance based upon the precept, convening order, and these principles:
  - Actions that advance the Secretary of Defense's priorities: (1) defend the nation; (2) take care of our people; and (3) succeed through teamwork.
  - In light of the Secretary of the Navy's statutory duties to organize, train, and equip the Navy, actions that advance the four priorities set forth in the Chief of Naval Operations Navigation Plan: (1) Readiness; (2) Capabilities; (3) Capacity; and (4) Sailors. These priorities are furthered by actions that include:
    - Ensuring a Navy that is ready to win in competition, crisis, and contingency operations.
    - Using experimentation, exercises, and wargames to determine what is needed, and training together to achieve integrated combat power.
    - Facilitating a world-class Navy through recruitment, education, training, retention, or empowering Sailors and Navy families.



# Medical Corps

## *Merit Reorder Considerations*

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Superior performance:
    - As a leader in the operational or deployed setting
    - During residency training (competitive selection for Chief Resident, research/academic productivity, leadership at their commands or in their specialty)
    - In leadership positions normally filled by officers above their paygrade (Division/Department Head, SMO/Medical Director, senior operational position)
- **Valued achievements prior to COMMANDER**
  - Superior performance:
    - As a leader in the operational or deployed setting
    - In leadership positions normally filled by officers above their paygrade (LHA/LHD/CVN SMO, Group UMO, Senior Flight Surgeon, Regimental/MAG Surgeon, BUMED/PERS/HQMC Staff, Asst. Specialty Leader/Program Director, MEC Chair, Associate Director, Director, Department Head)
  - Diversity of assignments
  - JPME I
- **Valued achievements prior to CAPTAIN**
  - Superior performance:
    - As a leader in the operational or deployed setting
    - In leadership positions normally filled by officers above their paygrade (Specialty Leader, DIO/GME Director, Large NMRTC/MTF Director, Program Director)
    - In a screened/slotted Milestone (CMO/OIC), Executive Medicine (XO), or Senior Operational position (Division/Group/Wing Surgeon, TYCOM Surgeon)
  - Diversity of assignments
  - JPME I/II



# Medical Service Corps

## *Merit Reorder Considerations*

- **Valued achievements prior to LIEUTENANT COMMANDER**

- Lead with Integrity
  - Established track record of ongoing success with increasing responsibility
    - Top recognized performer in operational leadership tour/deployment; Department Head tour; HQ tour (BUMED, DHA, PERS, OPNAV, etc)
- Commitment to Excellence
  - Sustained outstanding performance in sub-specialty
  - Contributed to Operational Readiness
    - Deployment if applicable; Fleet/USMC support
  - No PRT failures in at least five years
  - Pursued life-long learning and ongoing specialty-specific & professional education
    - Board Certification, if applicable; advanced degree and additional training: AQD, PhD., etc.
- Honor Our Heritage
  - Served as educator/mentor within area of professional specialization
  - Exhibited career diversity through the ability to excel across a variety of assignments

- **Valued achievements prior to COMMANDER**

- Lead with Integrity
  - Established track record of ongoing success with increasing scope/responsibility/staff/budget
    - Top recognized performer in NMRTC/MTF Director tour, Operational leadership tour/deployment, Officer in Charge, HQ tour (BUMED, DHA, PERS, OPNAV, etc)
- Commitment to Excellence
  - Contribution to Command, Navy Medicine and the operational forces
  - No PRT failures in at least five years
  - Pursued life-long learning and ongoing specialty-specific & professional education
    - Board Certification, if applicable; advanced degree and additional training - AQD, PhD., JPME, etc.
- Honor Our Heritage
  - Served as educator/mentor within area of professional specialization
  - Exhibited career diversity through the ability to excel across a variety of assignments

- **Valued achievements prior to CAPTAIN**

- In addition to those for Commander
- Top recognized performer in NMRTC/MTF Director tour, Operational leadership tour/deployment, Officer in Charge, HQ tour (BUMED, DHA, PERS, OPNAV, etc)



# Nurse Corps

## *Merit Reorder Considerations*

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Rank-appropriate demonstration of superior performance across all domains of the Professional Practice Model
  - Operational Readiness/Jointness
    - Completed Combat Casualty Care Course
    - Deployment if applicable, or provided direct support to the warfighter
      - Possible AQDs: BX2, LA7, 6FA, 6OB, 6OC, 6OE, 6OU, 6OW, 6AJ, 68M
  - Professional Development of self and others
    - Sustained outstanding performance in sub-specialty
    - Advanced education; certification
    - Variety of duty stations, including non-traditional (e.g., CONUS, OCONUS, HQ, Operational, Academia)
  - Transformational Leadership
    - Led teams, people or programs to achieve measurable outcomes; provided mentorship; acted as a change agent and promoted innovation
    - Possible AQDs: HB3, HG2, 67G, 68H, 68I, 68L, 69K, 69O, 69P
- **Valued achievements prior to COMMANDER**
  - In addition to those for Lieutenant Commander
  - Operational Readiness/Jointness
    - Successfully completed EP tour in the following capacity: Department Head, Operational assignment, deployment
    - Completed Joint Professional Military Education (JPME I) via “in residence” or distance learning; AQD JS8
  - Professional Development of self and others
    - Achieved advanced degree and maintains clinical competency
    - Publication in peer-reviewed journal relevant to specialty
    - Board/chapter member of professional nursing organization (i.e. ANA, AACN, AAACN, ENA)
    - Presentation at professional nursing conference
  - Transformational Leadership
    - Successful performance in leadership role such as Nurse researcher, specialty leader, executive assistant, detailer, faculty member, associated director
- **Valued achievements prior to CAPTAIN**
  - In addition to those for Commander
  - Models all domains of the Professional Practice Model with increased scope of responsibility reflected in assignments
  - Completed Advanced Medical Department Officers Course; Earned AQD: 67A
  - Top performer in any of the following: Executive Leadership position, senior operational assignment, deployment leadership, officer in charge, HQ tour





# Supply Corps

## *Merit Reorder Considerations*

- **Officers who are consistently recognized as top performers during both sea and shore assignments should receive first priority for merit reorder**
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Top recognized performer in two operational tours to include a DH tour
  - Earned warfare qualification in each qualifying tour
  - Favorable consideration for overseas assignment and leadership development
- **Valued achievements prior to COMMANDER**
  - Top recognized performer in tough visible tours which balance operational experience and leadership development
  - Top recognized performer in at least one Supply Corps competency
  - Favorable consideration for superior performance in O-4 afloat tour
  - Acquisition Professional Community membership highly valued
  - Completed JPME Phase I
- **Valued achievements prior to CAPTAIN**
  - Top recognized performer in O-5 Milestone tour
  - Must be top recognized performer with expertise in one and with experience in a second Supply Corps competency
  - Favorable consideration for diversity of assignments across multiple Areas of Responsibility
  - Must be an Acquisition Professional Community member
  - Joint Qualified Officer (JQO) highly valued



# Limited Duty Officer (Staff)

## *Merit Reorder Considerations*

### ▪ Valued achievements prior to **LIEUTENANT COMMANDER**

- Meritorious consideration should be given to those officers who demonstrate superior TECHNICAL performance and leadership within the 6530 designator
  - OPS / XO / OIC, NCG/NCR Staff, Expeditionary Department Head / Staff, Overseas Expeditionary Assignments / Staff, CTF Staff, EODMU

### ▪ Valued achievements prior to **COMMANDER**

- Meritorious consideration should be given to those officers who demonstrate superior leadership based on opportunities within the 6530 designator
  - CO / XO, Expeditionary Staff

### ▪ Valued achievements prior to **CAPTAIN**

- Meritorious consideration should be given to those officers who demonstrate superior performance and leadership in O5 Command and O5 Milestone tour in regards to the opportunities of the 6530 designator
- Superior performance in positions of influence and leadership at operational and strategic staffs should also be considered.
  - CSO / CO, Expeditionary Staff