



FY-22 Active-Duty Line Merit Reorder Considerations Brief Disclaimer

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Surface Warfare Officer

Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Service at Sea - Successful performance as a DIVO afloat, Trait average consistently above RSCA
 - Screened for or served in Early Command at Sea (PC, MCM, Post-Division Officer MKVI Patrol Boat)
 - Completed competitively screened Graduate Education or Fellowship (FSEP, Olmsted, MIT, LEAD, etc.)
 - Warfare Tactics Instructor (WTI) qualification
 - Advanced qualifications such as EOOW or TAO
 - Masters or JPME Phase I complete

- **Valued achievements prior to COMMANDER**
 - Service at Sea - Recognized top performer as Department Head Afloat
 - Standout performance in early command at sea
 - Screened for or serving in XO-CO fleet-up at sea
 - Standout performance in post DH billets at sea
 - Standout performance in a WTI production tour
 - Standout performance while serving in community or operational assignments
 - Masters and JPME Phase I complete

- **Valued achievements prior to CAPTAIN**
 - Recognized top performer as Commanding Officer at sea
 - Standout performance while serving as reactor officer or other post command at sea operational tours
 - Standout performance while serving in community or operational assignments following command at sea



Submarine Warfare Officer

Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER (in ranked order)**
 - Serving/served as a DH AFLOAT
 - Recognized top performer as a DH
 - May have been assigned to a competitively-screened post-DO shore duty, to include (but not limited to) flag aide, instructor, prototype, Naval Reactors, and detailer/community management assignments

- **Valued achievements prior to COMMANDER (in ranked order)**
 - Serving/served as an XO AFLOAT and recommended for CO
 - Squadron (ISIC) ranking as a DH
 - May have been assigned to a competitively-screened post-DH shore duty, to include (but not limited to) flag aide, waterfront support, strategic deterrence, joint duty, and detailer/community management assignments

- **Valued achievements prior to CAPTAIN (in ranked order)**
 - Serving/served as a CO AFLOAT and recommended for MC
 - Recognized top performer as CO
 - May have been assigned to a competitively-screened post-XO shore duty, to include (but not limited to) Moored Training Ship CO, Combat Readiness Evaluation Team, Naval Reactors, joint duty, and detailer/community management assignments



Special Warfare (SEAL) Officer

Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Trait Average consistently above RSCA in all tours through DEPT HEAD
 - Completed competitively screened operational tour and/or Sensitive Reconnaissance Operation

- **Valued achievements prior to COMMANDER**
 - Sustained superior performance in all tours through XO
 - Completed competitively screened operational tour and/or Sensitive Reconnaissance Operation
 - Completed In-residence Graduate Education
 - Completed JPME Phase 1
 - Superior performance on a Flag / Joint staff

- **Valued achievements prior to CAPTAIN**
 - Sustained superior performance in all tours through CO or Acquisitions O5 milestone
 - Completed competitively screened operational tour and/or Sensitive Reconnaissance Operation
 - Superior performance on a Flag / Joint staff
 - Completed JPME Phase 2
 - Designated as a Joint Qualified Officer
 - DAWIA Level 3 certified



Explosive Ordnance Disposal Officer

Merit Reorder Considerations

▪ Valued achievements prior to LIEUTENANT COMMANDER

- Superior performance in EOD DH billet (EODMU/MDSU/CTF/Ops Officer/Flag Staff)
- Top recognized performer across multiple tours/reporting seniors
- Completed Graduate Education program/JPME Phase I

▪ Valued achievements prior to COMMANDER

- Superior performance as an EOD XO; awarded EOD XO AQD (KG6)
- Top recognized performer in post-XO, Ech 1-3 staff, Ech 4 CTF, or joint billets
- Top recognized performer across multiple tours/reporting seniors
- Completed JPME Phase I
- Successfully completed in-residence Graduate Education program

▪ Valued achievements prior to CAPTAIN

- Top recognized performer in O5/CDR Command; awarded EOD CO AQD (KG7)
- Top recognized performer in Post-CO, Major Navy/Joint Staff Billets
- Top recognized performer across multiple tours/reporting seniors
- Completed JPME Phase II or Fully Joint Qualified



Aviation Officer

Merit Reorder Considerations

- **Aviation is a large and competitive community. Those officers who are consistently recognized as top performers during both sea and shore assignments should receive first priority for merit reordering**

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Minimum requirements: Top recognized performer over consecutive tours (sea and shore assignments); advanced warfare qualifications
 - Secondary criteria: First shore assignment in production (NAWDC, FRS, VT/HT, test); officers that excel in the production environment prioritized over others
 - Tertiary criteria: Top recognized performer in three qualifying assignments should receive favorable consideration over their peers; graduate education

- **Valued achievements prior to COMMANDER**
 - Minimum requirements: Top recognized performer in operational department head milestone assignment; TACAIR/ROTARY communities value longer periods of recognized performance; MARITIME communities do not discriminate by milestone duration
 - Secondary criteria: successful completion of nominative assignments, top recognized performer across multiple tours / reporting seniors and in community staff assignments
 - Tertiary criteria: In-residence graduate education; IA/GSA

- **Valued achievements prior to CAPTAIN**
 - Minimum requirements: Top recognized performer in operational command
 - Secondary criteria: successful completion of nominative assignments, top recognized performer at major staff assignments both afloat and ashore
 - Tertiary criteria: In-residence graduate education



Human Resources Officer

Merit Reorder Considerations

Sustained superior performance in positions of increased responsibility, complexity, and judgment should be the primary consideration for merit reorder.

▪ **Valued achievements prior to LIEUTENANT COMMANDER**

- Top recognized performer in source community and/or subsequent HR tour(s)
- Meets one or more HR community competency skill requirements identified in convening order
- Professional Certification including PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A
- Progression towards Master's degree in HR related subspecialty including Operations Analysis, Manpower Systems Analysis, Financial Management, Education and Training Management, or civilian equivalent (3210P, 3130P, 3150P, 311XP, 3XXXP)
- Command eligible (2D1)

▪ **Valued achievements prior to COMMANDER**

- Top recognized performer across all assignments, especially LCDR HR command/milestone
- Command eligible or qualified (AQD: 2D1/2D2)
- Meets one or more HR community competency skill requirements identified in convening order
- HR PROVEN subspecialty (Q/R suffix): (321X, 3130, 3150, 311X)

▪ **Valued achievements prior to CAPTAIN**

- Top recognized performer across all assignments, especially CDR HR command/milestone
- Meets one or more HR community competency skill requirements identified in convening order
- Documented successful completion of O-6 command eligibility
- Fleet N1/TYCOM/HQ/Major staff experience
- Documented breadth and depth of experience across HR core competencies (Development, Management, Recruiting, Requirements)
 - Diverse HR subspecialty experience, with at least one PROVEN (Q/R suffix): (321X, 3130, 3150, 311X)
 - CCA profile reflects experience level of 4+ in at least two HR core competencies
- JQO



Permanent Military Professor

Merit Reorder Considerations

- **The PMP Community especially values a sustained superior record of teaching, scholarship, academic leadership, and professional leadership in PMP billets, as well as superior leadership across a career.**

- **Valued Achievements prior to CAPTAIN:**
 - Superior teaching record, especially as recognized by winning institutional teaching awards
 - Sustained excellence in academic field, especially as shown through academic promotion to Associate Professor
 - Sustained superior academic leadership in roles such as department chair, associate chair or equivalent
 - Director of institution-wide academic programs
 - Leader of large scale institutional professional development programs or Navy leader development programs



Engineering Duty Officer

Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Proven performance in assignments, such as overseas tours, sea duty, INSURV
 - Proven performance in positions of leadership

- **Valued achievements prior to COMMANDER**
 - Proven performance in assignments, such as overseas tours, sea duty, INSURV
 - Proven performance in positions of leadership, such as officer in charge

- **Valued achievements prior to CAPTAIN**
 - Proven performance in assignments, such as overseas tours, sea duty, INSURV
 - Proven performance in command or as officer in charge



Aerospace Engineering Duty Officer

Merit Reorder Considerations

- **AEDO is a lateral transfer-only community with accessions solely from warfare- qualified Aviation Warfare (13XX) officers who support three major acquisition lines of effort:**
 - PM: Program Management (SYSCOMs - NAVAIR, NAVWAR)
 - T&E: Test & Evaluation (VX/HX/UX Squadrons/Wings, USNTPS)
 - FS&P: Fleet Support and Production (DCMA, FRC, TYCOM Class Desk)

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Top recognized performer in first squadron sea duty and top recognized performer in an acquisition assignment (approximately 24 months)
 - DAWIA Level II certification
 - STEM undergraduate degree

- **Valued achievements prior to COMMANDER**
 - Top recognized performer in two separate LCDR experience tours (approximately 24 months each)
 - Diversity of experience, as demonstrated through diverse AEDO tours in PM, T&E and FS&P; and/or DAWIA Level II certification in two or more areas
 - Master's degree complete (technical or business)
 - ACQ Full Qual (APM) AQD – Acquisition Professional Membership

- **Valued achievements prior to CAPTAIN**
 - Top recognized performer in two separate CDR experience tours, where at least one involved authority, responsibility, and accountability above the norm for a CDR.
 - Diversity of experience, as demonstrated through diverse AEDO tours in PM, T&E and FS&P; and/or DAWIA Level III certification in two or more areas



Aerospace Maintenance Duty Officer

Merit Reorder Considerations

▪ Valued achievements prior to LIEUTENANT COMMANDER

- Top recognized performer in O and I level Maintenance junior officer tours
- Professional Aviation Maintenance Officer qualified (IL6: PAMO PQS)
- Acquisition Production, Quality, Manufacturing Level II (AG2: ACQ PQM LV2)
- Master's degree (business or technical)

▪ Valued achievements prior to COMMANDER

- Top recognized performer in O4 milestone Tour - CAGMO, CVN IM1, AIMD OIC, L-Class MO, Squadron AMO
- Professional Aviation Maintenance Officer qualified (IL6: PAMO PQS)
- Acquisition Production, Quality, Manufacturing Level III (AG3: ACQ PQM LV3); and Level II in Life Cycle Logistics (AL2: ACQ LCL LV2) or Program Management (AA2: ACQ PM LV2)
- DoN Acquisition Professional Membership (APM: ACQ FULL QUAL)
- Master's degree (business or technical)

▪ Valued achievements prior to CAPTAIN

- Top recognized performer in O5 Command tour/O5 Acquisition Shore Command (ASC) tour (IL5: LOG MJ/AIMD)
- Top recognized performer in bonus O5 Command tour
- Corporate Tour (CE(x): CMDSHR xxx)
- Acquisition Production, Quality, Manufacturing Level III (AG3: ACQ PQM LV3); and Level III in Life Cycle Logistics (AL3: ACQ LCL LV3) or Program Management (AA3: ACQ PM LV3)
- Master's degree (business or technical)



Public Affairs Officer

Merit Reorder Considerations

- **All merit reorder values are listed in prioritized order for each rank**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Top recognized performer in an independent duty PAO tour
 - Top recognized performer in their PAO sea tour(s)
 - Top recognized performer in a staff tour
 - JPME I
- **Valued achievements prior to COMMANDER**
 - Top recognized performer in O4 milestone tour, awarded 7M1 AQD
 - Sustained superior performance throughout time in grade
 - Graduate degree in communications and/or Naval War College/service school
 - JPME I
 - Advanced Certifications and Accreditations: APR+M/SCMP (valued equally)
- **Valued achievements prior to CAPTAIN**
 - Top recognized performer as a Fleet Ops PAO (Numbered Fleet, Lead TYCOMs, USFF/CPF Deputy)
 - Sustained superior performance throughout time in grade
 - Graduate degree in communications and/or Naval War College/service school
 - JQO
 - Advanced Certifications and Accreditations: APR+M/SCMP (valued equally)



Foreign Area Officer

Merit Reorder Considerations

▪ Valued achievements prior to LIEUTENANT COMMANDER

- Top recognized performer in source community as evidenced in FITREPS and other administrative board selection (i.e. department head, etc.)
- Completion of FAO community qualifications (FAO Qual [Region] AQD)
- Other official or external recognition of leadership (i.e., Officer of the Year) or academic achievement awards earned during the FAO qualification track (i.e., NPS academic excellence award)
- Clear recommendations in words/ranking towards early promotion

▪ Valued achievements prior to COMMANDER

- Standout performance in an O5 or O6 billet in an arduous duty assignment
- Standout performance in an O5 billet
- Meritorious leadership reflected in Flag FITREPs or leadership awards
- Clear recommendations in words/ranking towards early promotion and CAPT/SDO/DATT potential
- Fellowship, scholarship or continued education focused on Great Power Competitors

▪ Valued achievements prior to CAPTAIN

- Standout performance in an O6 or O5 leadership billet in an arduous duty assignment
- Standout performance in an O6 billet
- Meritorious leadership reflected in Flag-signed FITREPs or leadership awards
- Clear recommendations in words/ranking towards early promotion and future Flag potential
- Fellowship, scholarship or continued education focused on Great Power Competitors



Oceanography Officer

Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Demonstrated superior performance and leadership
 - Information Warfare Officer qualification will be complete

- **Valued achievements prior to COMMANDER**
 - Demonstrated superior performance in O4 milestone highlighted by operational qualification (BWC, TAO, OOD)
 - Demonstrated superior performance in leadership positions at operational commands and operational or programmatic staffs
 - JPME I complete

- **Valued achievements prior to CAPTAIN**
 - Demonstrated superior performance and leadership in O5 Command and O5 milestone
 - Demonstrated superior performance in positions of influence and leadership at operational and major staffs



Cryptologic Warfare Officer

Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Superior performance in tactical CW assignments (Air, Surface, Subsurface, SPECWAR)
 - Demonstrated expertise in ALL CW core competencies (SIGINT, Cyber, AND EW)
 - Master's degree complete
 - JPME Phase I complete

- **Valued achievements prior to COMMANDER**
 - Superior performance in O4 leadership tour (XO/OIC)
 - Superior performance in O4 operational milestone tour
 - Break out performance in major staff assignment
 - Documented Joint Qualified Officer progress
 - In or complete JDAL tour OR JPME Phase II complete

- **Valued achievements prior to CAPTAIN**
 - Superior performance in O5 Command
 - Superior performance in O5 operational milestone tour
 - Superior performance in Major Staff tour (CCMD/OPNAV/TYCOM/CPF/USFF/FCC/C10F)
 - Joint Qualified Officer complete



Information Professional Officer

Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Superior performance in C4I operational tours afloat and ashore
 - Superior performance in a critical IP Basic Course Instructor billet
 - Technical Master's degree
 - IP Intermediate Qualification

- **Valued achievements prior to COMMANDER**
 - Superior performance in O4 milestone
 - Technical Master's degree or completion of a degree plan at a service college
 - IWC Command Qualification complete
 - JPME Phase I complete

- **Valued achievements prior to CAPTAIN**
 - Superior performance in O5 Command (~10% command opportunity)
 - Superior performance in O5 milestone
 - IP Advanced Qualification
 - Joint Qualified Officer complete



Intelligence Officer

Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Superior performance in multiple operational/sea tours
 - Top recognized performer at competitive intelligence center/staff tour
 - JPME I complete
- **Valued achievements prior to COMMANDER**
 - Successful performance in O4 XO/OIC leadership tour (limited opportunity)
 - Superior performance in mid-career (O3/O4) operational/sea milestone tour
 - Multiple operational/sea tours are valued
 - Top recognized performer at competitive intelligence center/staff tour as O4
 - Master's degree, Joint Qualified Officer progress beyond JPME I
- **Valued achievements prior to CAPTAIN**
 - Successful performance in O5 Command (limited opportunity)
 - Superior performance in O5 operational/sea milestone tour
 - Successful performance in O5 XO/OIC leadership tour
 - Top recognized performer at competitive intelligence center/staff tour as O5
 - Demonstrated proficiency integrating IW disciplines in operational/sea tours
 - Master's degree, Joint Qualified Officer



Cyber Warfare Engineer

Merit Reorder Considerations

▪ Valued achievements prior to LIEUTENANT COMMANDER

- Superior performance in software development assignments with leadership responsibilities
 - CWG-6 software development team member and division officer
 - Software development team lead
- Joint Qualified Officer (JQO) progress
 - JPME Phase I complete
- Advanced education
 - Master's degree complete

▪ Valued achievements prior to COMMANDER

- Superior performance in O4 software development team lead role
- Superior performance in O4 technical director role with leadership responsibilities
 - Technical director leading a team of engineers
- Completion of CNODP or similar program
- JQO progress
 - Joint assignment OR JPME Phase II complete

▪ Valued achievements prior to CAPTAIN

- Superior performance in major staff O5 technical director role with leadership responsibilities
 - Major staff technical director leading a team of engineers
- Doctorate in engineering field complete
- JQO complete



Limited Duty Officer (Line Competitive Categories)

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 their designator specialty.
 - Surface (61XX) DIVO/DH at sea; Screened for DH AFLOAT
 - Submarine (62X0): Division Officer at sea; Nuclear Power (6200): CVN PA, Assistant Naval Reactors Representative (ANRR), sustained superior performance at sea
 - Aviation (63X0) Branch/DIVO tour (O/I Level)
 - General Line (64X0) DIVO/ H (ashore or afloat)

▪ Valued achievements prior to COMMANDER

- Meritorious consideration should be given to those officers who demonstrate superior leadership based on opportunities within their designator.
 - Surface (61X0) DH/PA AFLOAT; Command ashore AQD 2D1 and/or serving as CO
 - Submarine (62X0) Dry Dock CO or screened, Command ashore AQD 2D1; Nuclear Power (6200): CVN PA, PMA or Deputy NRR/ANRR
 - Aviation (63X0) DH/PA Tour; Command ashore screened; 6330 needs PAMO qualification
 - General Line (64X0) DH Afloat; OIC; XO; Command AQD 2D1 and/or serving as CO

▪ Valued achievements prior to CAPTAIN

- Meritorious consideration should be given to those officers who demonstrate superior performance and leadership in an O5 Command or O5 Milestone tour given the opportunities of their designator.
- Superior performance in positions of influence and leadership at operational and strategic staffs should also be considered.
 - Surface (61X0) Successfully serving and/or served as CO
 - Submarine (62X0) Served as CO or major command XO; Nuclear Power (6200), Served as PMA and CVN CHENG or NRR
 - Aviation (63X0) Successfully served as CO; Acquisition Level I/II/III
 - General Line (64X0) Successfully serving and/or served as CO