



# 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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# 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
  - DAWIA Level II certification
  - STEM undergraduate degree
  
- **Valued achievements prior to COMMANDER**
  - Top recognized performer in two LCDR experience tours
  - Diversity of experience, as demonstrated through diverse AEDO tours in PM, T&E and/or FS&P
  - 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 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/or FS&P
  - 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 during O4 experience tour: AIMD OIC, CAGMO, CVN IM1, L-Class MO, Squadron AMO as an O4
- 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 Commander Command / Command Equivalent (ACSB) tour (IL5: LOG MJ/AIMD) / O5 Acquisition Shore Command (ASC) tour
- Top recognized performer in bonus O5 Command / Command Equivalent tour: FRC Production Officer or O5 Acquisition Shore Command (ASC) 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)



# 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; JPME I
  
- **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; Joint Qualified Officers



# Cryptologic Warfare Officer

## *Merit Reorder Considerations*

- **Demonstrated exceptional performance in leadership and operational billets**
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Superior performance in tactical CW assignments (Air, Surface, Subsurface, SPECWAR)
  - Demonstrated expertise in multiple core competencies (SIGINT, Cyber, AND EW)
  - Significant Master's degree progression
  - JPME Phase I progression
- **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 OR Major Command XO tour
  - Superior performance in O5 Operational Milestone tour
  - Superior performance in major staff tour (CCMD/OPNAV)
  - Joint Qualified Officer complete



# 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
- 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



# Engineering Duty Officer

## *Merit Reorder Considerations*

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Minimum requirement: Top recognized performer over consecutive tours
  - Secondary criteria: Proven performance in EDO assignments such as overseas tours, sea duty, INSURV
  
- **Valued achievements prior to COMMANDER**
  - Minimum requirement: Top recognized performer across multiple tours
  - Proven performance in EDO assignments such as overseas tours, sea duty, INSURV
  - Proven performance in positions of leadership, such as officer in charge
  
- **Valued achievements prior to CAPTAIN**
  - Minimum requirement: Top recognized performer across multiple tours
  - Proven performance in assignments such as overseas tours, sea duty, INSURV
  - Proven performance in command or as officer in charge



# 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 or 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-resident 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 and reporting seniors
- Completed JPME Phase II or Fully Joint Qualified





# Foreign Area Officer

## *Merit Reorder Considerations*

- **All merit reorder values are listed in prioritized order for each rank**
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Top performer in source community as evidenced in FITREPS and other administrative board selection (i.e. department head, etc.)
  - Completion of FAO community qualifications (FAO Q [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 O4 or O5 billet in an arduous duty assignment
  - Meritorious leadership reflected in Flag-signed FITREPs
  - Clear recommendations in words/ranking towards early promotion and CAPT/SDO/DATT potential
- **Valued achievements prior to CAPTAIN**
  - Standout performance in an O6 or O5 leadership billet in an arduous duty assignment
  - Meritorious leadership reflected in Flag-signed FITREPs
  - Clear recommendations in words/ranking towards early promotion and future Flag potential



# Human Resources Officer

## *Merit Reorder Considerations*

**Sustained superior performance in positions of increased responsibility, complexity, and judgement 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 / Leadership / Sea Screened tour (CO/XO/OIC/Sea Duty)
- Command eligible or qualified (AQD: 2D1/2D2)
- Meets one or more HR community competency skill requirements identified in convening order
- Documented depth of experience (3 or more tours) within at least one HR career track (FD, FM, FR2)
- 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 / Leadership Screen (CO/XO/OIC) tour
- Meets one or more HR community competency skill requirements identified in convening order
- Documented successful completion of O-6 command eligibility (AQD: RLC)
- Fleet N1/TYCOM/HQ/Major staff experience
- Documented depth of experience (4 or more tours) within at least one HR career track (FD, FM, FR2)
- Diverse HR subspecialty experience, with at least one PROVEN (Q/R suffix): (321X, 3130, 3150, 311X)
- JQO



# Information Professional Officer

## *Merit Reorder Considerations*

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- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Superior performance in C4/Cyber operational tours afloat and ashore
  - IP Intermediate Qualification
  - Technical Master's degree / in-residence education
  
- **Valued achievements prior to COMMANDER**
  - Superior Performance in O4 Leadership
  - Superior performance in O4 Milestone
  - IWC Command Qualification complete
  - IP Advanced Qualification
  - JPME Phase I complete
  
- **Valued achievements prior to CAPTAIN**
  - Superior performance in O5 Command (~10% command opportunity)
  - Superior performance in O5 Milestone
  - 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
  - Successful completion of Command Qualification Program
- **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
  - Successful completion of Command Qualification Program



# 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



# 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



# 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, awarded 7IC AQD
  - 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 in O5 milestone tour, awarded 7M2 AQD
  - 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)



# 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
- Detailer or community management assignments

- **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
- Detailer or community management assignments

- **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 PM III
- Detailer or community management assignments





# 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



# Surface Warfare Officer

## *Merit Reorder Considerations*

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Minimum requirements: Consistent above-RSCA performance at sea in DIVO tours, with recommendations for Afloat DH in each DIVO tour. Screened for (or serving as) DH Afloat. EOOW letter complete.
  - Additional items for consideration: Screened for/serving in Early Command (PC/MCM/MK6), TAO letter, WTI qualification, JPME I completion, and/or Master's degree completion. Early EP performance in DH.
- **Valued achievements prior to COMMANDER**
  - Minimum requirements: Screened for or serving in XO/CO Fleet-up billet. Stand-out performance as a DH Afloat (consistent MP/EP breakouts throughout DH tours). JPME I completion.
  - Additional items for consideration: Breakout performance in Early Command, Post-DH stand-out performance in production and/or community tours. Master's degree completion.
- **Valued achievements prior to CAPTAIN**
  - Minimum requirements: Breakout performance (EP Hard break, #1 or #2 soft break) in Command at sea. Master's degree complete.
  - Additional items for consideration: Post-command assignment and performance in significant community or operational tours. Stand-out performance as Reactor Officer for Nuclear-trained SWOs. JPME II and/or JSO 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 (61X0) 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 O5 Command and O5 Milestone tour in regards to 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 CO or major command XO; Nuclear Power (6200), Served PMA and CVN CHENG or NRR
  - Aviation (63X0) Successfully serving and/or served as CO; Acquisition Level I/II/III
  - General Line (64X0) Successfully serving and/or served as CO