



FY-25 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 (13XX) officers who support three major acquisition lines of effort, each of which are equally weighted and important:**
 - FS&P: Fleet Support and Production (DCMA, FRC, TYCOM Class Desk)
 - PM: Program Management (ASN, F-35 JPO, NAVAIR, NAVSEA, NAVWAR, OPNAV)
 - T&E: Test & Evaluation (HX/UX/VX Squadron, Test Wing, USNTPS)

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Top recognized performer in operational and acquisition tours
 - Business or technical Master's degree desired
 - Any DAWIA certification

- **Valued achievements prior to COMMANDER**
 - Top recognized performer in two LCDR experience tours
 - Diversity of experience, as demonstrated through diverse AEDO tours in FS&P, PM, and/or T&E
 - DAWIA Practitioner certification
 - Business or technical Master's degree
 - ACQ Full Qual (APM) AQD – Acquisition Professional Membership

- **Valued achievements prior to CAPTAIN**
 - Top recognized performer in multiple CDR leadership tours, where at least one involved authority, responsibility, and accountability above the norm for CDR
 - Diversity of experience, as demonstrated through diverse AEDO tours in FS&P, PM, and/or T&E
 - Business or technical Master's degree
 - DAWIA PM Advanced certification and a certification in another area



Aerospace Maintenance Duty Officer

Merit Reorder Considerations

- **Officers shall demonstrate steadfast leadership, character and consistent superior performance**

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Sustained superior performer across multiple tours and reporting seniors with consistent breakouts
 - Professional Aviation Maintenance Officer qualified
 - Life Cycle Logistics Foundational or Engineering & Technical Management Foundational
 - Master's degree (Business, Leadership, or STEM preferred)

- **Valued achievements prior to COMMANDER**
 - Sustained superior performer during O4 Leadership Tour (CAGMO, CVN IM1, OIC, Squadron AMO as an O4)
 - Sustained superior performer across multiple tours and reporting seniors with consistent breakouts
 - Corporate Tour(s), including Tour with Industry, complete
 - Practitioner and Foundational certifications in more than one functional area
 - Acquisition Professional Membership
 - Master's degree (Business, Leadership, or STEM preferred)

- **Valued achievements prior to CAPTAIN**
 - Sustained superior performer in O5 Leadership Tour (ACQ Command, CVN AIMDO, FRC OIC, FRC Production Officer)
 - Sustained superior performer across multiple tours and reporting seniors with consistent breakouts
 - Corporate Tour(s), including Tour with Industry, complete
 - Life Cycle Logistics Advanced or Program Management Practitioner required



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, 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; FM/OA experience; 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; FM/OA experience; Joint Qualified Officers



Cryptologic Warfare Officer

Merit Reorder Considerations

- **Merit reorder consideration should be given to sustained superior performance– trait average consistently above RSCA in all tours- and one or more of the following:**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Superior performance in tactical CW assignments (Air, Surface, Subsurface, SPECWAR)
 - Demonstrated expertise in more than one CW core competency (SIGINT, Cyber, EW)
 - Significant post-graduate education 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
 - Superior performance in major staff, OPNAV, or TYCOM 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, OPNAV, or TYCOM assignment
 - Joint Qualified Officer complete



Cyber Warfare Engineer

Merit Reorder Considerations

- **Merit reorder consideration should be given to sustained superior performance– trait average consistently above RSCA in all tours– and one or more of the following:**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Superior performance in software development assignments with leadership responsibilities
 - Documented progress beyond member’s first USCYBERCOM Capability Developer Senior Level Qualification
 - Post Graduate Education
 - Master’s degree complete
- **Valued achievements prior to COMMANDER**
 - Superior performance across multiple CWE core mission areas
 - Superior performance in O4 technical director role with leadership responsibilities
 - Technical director leading a team of engineers
 - Completion of two USCYBERCOM Capability Developer qualifications at the senior level or USCYBERCOM Master-level Developer Qualification
- **Valued achievements prior to CAPTAIN**
 - Superior performance as a technical leader in a Navy, Joint, or national tour.
 - Superior performance in major staff O5 technical director role with leadership responsibilities–
 - Major staff technical director leading a team of engineers
 - Doctorate in a CWE-related field



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 over consecutive LCDR tours
- Proven performance in positions of leadership, such as officer in charge
- Proven performance in EDO assignments such as overseas tours, sea duty, INSURV

▪ Valued achievements prior to CAPTAIN

- Minimum requirement: Top recognized performer over consecutive CDR tours
- Proven performance in positions of leadership, such as command or as officer in charge
- Proven performance in EDO assignments such as overseas tours, sea duty, INSURV



Explosive Ordnance Disposal Officer

Merit Reorder Considerations

▪ Valued achievements prior to LIEUTENANT COMMANDER

- Minimum requirements: Superior performance across multiple tours/reporting seniors to include EODMU/MDSU/CTF Ops Officer or ECH IV and above staff
- Secondary criteria: Kauffman Award recipient then those who completed in-resident graduate education or JPME Phase I

▪ Valued achievements prior to COMMANDER

- Minimum requirements: Superior performance as an executive officer; awarded “EOD EXEC OFF” AQD (KG6)
- Secondary Criteria: Top recognized performer in post-XO, Ech 1-4 Staff or joint billets
- Tertiary criteria: Completed JPME Phase I and in-resident graduate education

▪ Valued achievements prior to CAPTAIN

- Minimum requirements: Top recognized performer in O5/CDR Command; awarded “EOD CO” AQD (KG7)
- Secondary criteria: Top recognized performer in Post-CO, Ech 1-4 major Navy/joint staff or sequential Command
- Tertiary criteria: Completed joint tour or JPME Phase II



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.), and
 - 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 O5 billet in an arduous duty assignment
 - Standout performance in an O4 billet in an arduous duty assignment
- **Valued achievements prior to CAPTAIN**
 - Standout performance in an O6 billet in an arduous duty assignment
 - Standout performance in an O5 billet in an arduous duty assignment



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)
- Completion of Master's degree in HR-focused subspecialty including Operations Research Analysis, Manpower Systems Analysis, Financial Management, Education and Training Management, or civilian equivalent (3210P, 3130P, 3150P, 311XP, 3XXXP)
- Command eligible (2D1)
- Current Professional Certification including PHR, SPHR, or CDFM

▪ **Valued achievements prior to COMMANDER**

- Top recognized performer across all assignments, and completed or serving in two of the following tours LCDR HR Command / Leadership / Sea Screened tour (CO/XO/OIC/Sea Duty)
- Command eligible or qualified (2D1 / 2D2)
- HR career track (FD, FM, FR2) Advanced
- HR PROVEN subspecialty (Q/R suffix): 321X, 3130, 3150, 311X

▪ **Valued achievements prior to CAPTAIN**

- Top recognized performer across all assignments, and completed or serving in CDR HR Command / Leadership Screened (CO/XO/OIC) tour and CDR HR Milestone tour
- Documented successful completion of O-6 Major Command eligibility (RLC)
- HR career track (FD, FM, FR2) Expert
- Fleet N1/TYCOM/HQ/Major Staff experience
- HR PROVEN subspecialty (Q/R suffix): 321X, 3130, 3150, 311X
- JQO



Information Professional Officer

Merit Reorder Considerations

- **Merit reorder consideration should be given to sustained superior performance– trait average consistently above RSCA in all tours– and one or more of the following:**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Superior performance in C4 or Cyber afloat and ashore
 - IP Intermediate Qualification
 - Technical Master’s degree or in-residence education
 - Superior performance in an IW or IP Instructor billet, including WTI
- **Valued achievements prior to COMMANDER**
 - Superior Performance in O4 Leadership (~14% leadership opportunity)
 - Superior performance in O4 Milestone
 - Command Qualification
 - IP Advanced Qualification
 - JPME Phase I
- **Valued achievements prior to CAPTAIN**
 - Superior performance in O5 Command (~11% command opportunity)
 - Superior performance in O5 Milestone
 - Joint Qualified Officer



Intelligence Officer

Merit Reorder Considerations

- **Merit reorder consideration should be given to sustained superior performance– trait average consistently above RSCA in all tours– and one or more of the following:**

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Trait average consistently above RSCA in all tours
 - Top recognized performer at a competitive intelligence center/staff tour

- **Valued achievements prior to COMMANDER**
 - Trait average consistently above RSCA in all tours
 - Highlighted breakout performance in O3/O4 Milestone tour

- **Valued achievements prior to CAPTAIN**
 - Trait average consistently above RSCA in all tours
 - Highlighted breakout performance in O5 Milestone tour as identified with Hard break (EPs) or Soft break (#1 or #2 of XX)
 - Successful performance in O5 Command or XO/OIC tour (limited opportunity) with Hard break (EPs) or Soft break outs (#1 or #2 of XX)



Maritime Space Officer

Merit Reorder Considerations

- **Merit reorder consideration should be given to sustained superior performance– trait average consistently above RSCA in all tours– and one or more of the following:**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Other official or external recognition of technical expertise and leadership
 - Post graduate degree in technical or national security-related field of study
- **Valued achievements prior to COMMANDER**
 - Clear breakout against peers while performing space integration duties on Navy and/or Joint staffs
 - Outstanding performance at a Fleet MOC or WDC as an O4 Space Planner
 - Space Operations Officer Level II AQD (VS7)
 - Post graduate degree in technical or national security-related field of study
 - Progress towards JQO
- **Valued achievements prior to CAPTAIN**
 - Clear breakout against peers while performing space integration duties on Navy and/or Joint staffs
 - Outstanding performance at a Fleet MOC as an O5 Space Planner
 - Space Operations Officer Level III (VS8)
 - Post Graduate degree in technical or national security-related field of study
 - JPME Phase I complete
 - Significant experience advising and/or successfully leading, planning, or executing space integration at the operational level of war



Oceanography Officer

Merit Reorder Considerations

- **Merit reorder consideration should be given to sustained superior performance– trait average consistently above RSCA in all tours– and one or more of the following:**
- **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**
 - Sustained superior performance as action officer or deputy at TYCOM/Numbered Fleet/CHINFO
 - Sustained superior performance in their PAO operational, sea or staff tours
 - Selection as Junior Public Affairs Officer of the Year
 - JPME I
 - Advanced Certifications and Accreditations: APR+M/SCMP (valued equally)
- **Valued achievements prior to COMMANDER**
 - Sustained superior performance in grade with specific focus on O4 milestone (7M1 AQD) tour
 - Graduate degree in communications (4400P) and/or Naval War College/service school
 - Advanced Certifications and Accreditations: APR+M/SCMP (valued equally)
 - Documented superior performance in a Washington DC HQ assignment
- **Valued achievements prior to CAPTAIN**
 - Sustained superior performance in grade with specific focus on O5 milestone (7M2 AQD) tour
 - Documented superior performance as 5th, 6th or 7th Fleet PAO
 - Graduate degree in communications (4400P) and/or Naval War College/service school
 - JQO
 - Advanced Certifications and Accreditations: APR+M/SCMP (valued equally)



Special Warfare (SEAL) Officer

Merit Reorder Values

- **Valued achievements prior to LIEUTENANT COMMANDER (in rank order)**
 - DH tour complete (AQD QD9) and recommended for XO
 - Recognized top performer as DH
 - Serving in a post-DH operational leadership position (TRP CDR or OPSO)
 - Sustained superior performance across all assignments
- **Valued achievements prior to COMMANDER (in rank order)**
 - Serving/served XO and recommended for CO
 - Sustained superior performance in all assignments
 - Superior performance on a Flag / Joint staff
 - Completed In-residence Graduate Education and JPME Phase 1
- **Valued achievements prior to CAPTAIN (in rank order)**
 - Serving/served CO and recommended for MC
 - Recognized top performer as CO and sustained superior performance in all assignments
 - Superior performance on a Flag / Joint staff
 - Completed JPME Phase 2
 - Designated as a Joint Qualified Officer (AQD JS5) or Acquisition Practitioner in Program Management (AQD AA2)



Submarine Warfare Officer

Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER (in ranked order)**
 - Serving/served as a DH AFLOAT and recommended for XO
 - Recognized top performer as a Division Officer (DO)
 - 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
 - Recognized top performer as a DH and/or post-DH shore duty
 - 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 and/or post-XO shore duty
 - May have been assigned to a competitively-screened post-XO shore duty, to include (but not limited to) Moored Training Ship CO, Tactical Readiness Evaluation Team (previously 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, recommendations for Afloat DH in each DIVO tour, screened for (or serving as) DH Afloat, and EOOW letter complete.
 - Additional items for consideration: Early EP performance in DH, screened for/serving in Early Command (PC/MCM/MK6), TAO letter, WTI qualification, JPME I complete, and/or Master's degree complete.
- **Valued achievements prior to COMMANDER**
 - Minimum requirements: Screened for or serving in an XO/CO Fleet-up billet and stand-out performance as a DH Afloat (consistent MP/EP breakouts throughout DH tours).
 - Additional items for consideration: Breakout performance in Early Command, Post-DH stand-out performance in production and/or community tours (CNSP/CNSL, SWSC, N95/N96, NSMWDC, PERS-41), Master's degree complete.
- **Valued achievements prior to CAPTAIN**
 - Minimum requirements: Breakout performance (EP Hard break, #1 or #2 soft break) in Command at Sea of a ship and Master's degree complete.
 - Additional items for consideration: Post-command assignment and performance in significant community (CNSP/CNSL, SWSC, N95/N96, NSMWDC, PERS-41) or operational tours, stand-out performance as Reactor Officer for Nuclear-trained SWOs, JPME II and/or JSO complete.



Limited Duty Officer (Line)

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): Submarine Tender DIVO (Fleet), CVN/Submarine Tender PA (Fleet), Assistant Naval Reactors Representative (ANRR) (NR), sustained superior performance at sea
 - Aviation (63X0) Branch/DIVO at (O/I Level)
 - General Line (64X0) DIVO / DH (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 and Command ashore AQD 2D1 complete; serving or served as OIC, XO and/or CO
 - Submarine (62X0) Dry Dock CO or screened Command ashore AQD 2D1; Submarine (623X) LOGSU XO; Nuclear Power (6200): Multiple CVN/Tender PA tours (Fleet), PMA (Fleet), CVN ARO (Fleet), or Deputy NRR/ANRR (NR)
 - Aviation (63X0) DH/PA ; Command ashore screened (AQD: 2D1); 6330 needs PAMO qualification (AQD: IL6)
 - General Line (64X0) DH Afloat and Command AQD 2D1 complete; serving or served as OIC and/or XO

▪ 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) Command ashore screened; and successfully serving and/or served as XO and/or CO or in PMT tour
 - Submarine (62X0) Served CO or major command/**Tender** XO; Nuclear Power (6200): Both PMA and CVN CHENG (Fleet) or NRR (NR)
 - Aviation (63X0) Successfully serving or served as CO; Acquisition Certification
 - General Line (64X0) Command ashore screened; successfully serving and/or served as XO and/or CO or in PMT tour