



FY-26 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

- **Valued achievements 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
 - Exemplifying items described on the CHC's Community Values slide
- **Valued achievements 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
 - Strengthens the mastery of the four CHC core competencies in others by epitomizing mentoring, coaching, and supervising of chaplains and Religious Program Specialists
- **Valued achievements 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
 - Demonstrated ability to leverage institutional systems and processes to significantly increase the Spiritual Readiness of warfighters and their families
- **Valued achievements 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 advanced education or professional qualification(s)
 - Demonstrated ability to be the change agent the CHC expects of a CAPTAIN
 - Demonstrated business acumen to identify process gaps and implement deliberate planning tools to close those gaps



Civil Engineer Corps

Merit Reorder Considerations

Sustained superior performance in positions of increased responsibility, complexity, and judgement are the primary considerations for Merit Reorder.

- **Valued achievements for all paygrades:**
 - Superior performance in a leadership position normally filled by officers above their paygrade
 - Measurable leadership actions to improve retention, inclusion and mentorship within the CEC and Seabees

- **Valued achievements prior to LIEUTENANT COMMANDER:**
 - Minimum requirements: Consistent above-RSCA performance in previous tours
 - Additional items for consideration: Achieved professional qualification (PE or RA); superior performance in any O3 nominative billet; recommendations for O4 command/XO/S3/S7/other nominative billet; breakout MP/EP performance during operational tour

- **Valued achievements prior to COMMANDER:**
 - Minimum requirements: Consistent above-RSCA performance in LCDR tours
 - Additional items for consideration: Breakout performance early in tours; successful O4 command/XO/S3/S7/nominative tours; recommendations for O5 command

- **Valued achievements prior to CAPTAIN:**
 - Minimum requirements: Consistent above-RSCA performance in CDR tours; command eligible or qualified (AQD: 2D1 or 2D2)
 - Additional items for consideration: Meritorious consideration should be given to those officers who demonstrate superior performance and leadership in O5 Command or Major Command XO/CSO tour; superior performance in positions of influence and leadership at operational and strategic commands; recommendations for major/sequential command



Dental Corps

Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Successfully served as Department Head Afloat, operational leadership, or completed deployment (MEU)
 - Board certification, if applicable, in specialty
 - Recognized top performer in leadership positions
 - Exhibited career diversity through the ability to excel across a variety of assignments

- **Valued achievements prior to COMMANDER**
 - In addition to those for Lieutenant Commander
 - Top Performer in operational leadership (Clinic Director, Dental Battalion), deployments, or Milestone positions
 - Successfully led, and recognized, top performer in the clinical arena
 - Recognized top performer in an academic setting (i.e. 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)
 - Exhibited career diversity through the ability to excel across a variety of assignments

- **Valued achievements prior to CAPTAIN**
 - In addition to those for Commander
 - Successfully served, and recognized top performer, in a leadership position within Navy Medicine
 - 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



Judge Advocate General's Corps

Merit Reorder Considerations

- **Valued achievements at all paygrades**

- Superior performance in support of the fleet during high operational tempo.
- Superior performance in remote locations. Special consideration should be given to overseas, forward deployed, remote CONUS, and at-sea service.
- Top recognized performer in all assignments.
- Successful performance in a position above current paygrade, to include Acting in a billet for more than six months.
- Measurable leadership actions to improve retention, inclusion, and trust within the JAGC.
- Initiation and/or routine utilization of processes that result in self-assessment, learning, and/or process improvement.
- Significant contributions to recruiting efforts.



Medical Corps

Merit Reorder Considerations

▪ Valued achievements prior to LIEUTENANT COMMANDER

- Superior performance:
 - As a leader in the operational, deployed, clinical, or academic 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)
 - In talent management (Surgeon General's Line of Effort 4 – Recruiting and Retention)

▪ Valued achievements prior to COMMANDER

- Superior performance:
 - As a leader in the operational, deployed, clinical, or academic 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)
 - In talent management (Surgeon General's Line of Effort 4 – Recruiting and Retention)
- Diversity of assignments
- JPME I, Masters Degree, Fellowship training, Quality Safety and Leadership Academy (QSLA)

▪ Valued achievements prior to CAPTAIN

- Superior performance:
 - As a leader in the operational, deployed, clinical, or academic 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)
 - In talent management (Surgeon General's Line of Effort 4 – Recruiting and Retention)
- Diversity of assignments
- JPME I/II, Masters Degree, Fellowship training, Quality Safety and Leadership Academy (QSLA)



Medical Service Corps

Merit Reorder Considerations

▪ Valued achievements prior to LIEUTENANT COMMANDER

- Ready
 - 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)
- Aligned
 - Sustained outstanding performance in sub-specialty
 - Contributed to Operational Readiness
 - Deployment if applicable; Fleet/USMC support
 - Pursued life-long learning and ongoing specialty-specific & professional education
 - Board Certification, if applicable; advanced degree and additional training: AQD, PhD., etc.
- Diverse
 - 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

- Ready
 - 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)
- Aligned
 - Contribution to Command, Navy Medicine and the operational forces
 - Pursued life-long learning and ongoing specialty-specific & professional education
 - Board Certification, if applicable; advanced degree and additional training - AQD, PhD., JPME, etc.
- Diverse
 - Served as educator/mentor or Specialty Leader 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; clinical 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
 - Clinical Leadership
 - 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 JS7
 - Professional Development of self and others
 - Achieved advanced degree and maintains clinical competency (MSN/MBA/DNP/PhD)
 - Publication in peer-reviewed journal relevant to specialty, presentation at professional nursing conference
 - Board/chapter member of professional nursing organization (i.e. ANA, AACN, AAACN, ENA)
 - Transformational Leadership
 - Successful performance in leadership role such as Nurse researcher, specialty leader, executive assistant, detailer, faculty member, associate director
 - Certification in leadership (i.e. NEA-BC, CENP, CNML, FACHE)
 - HQ tour
- **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 JPME II (AQD JS8); Advanced Medical Department Officers Course; earned Executive Medicine AQD 67A.
 - Top performer in any of the following: CNO, executive Leadership position, senior operational assignment, deployment leadership, officer in charge, senior HQ tour



Supply Corps

Merit Reorder Considerations

- **Valued achievement at ALL paygrades**
 - Officers who are consistently recognized as top performers in all assignments should receive first priority for merit reorder

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Successful completion of two operational tours
 - Superior performance in an afloat Department Head tour is especially valued, but not required.

- **Valued achievements prior to COMMANDER**
 - Breakout performance in challenging assignments aligned to the SC Lines of Operation
 - Superior performance in a large-deck Principal Assistant tour (especially valued)
 - Completed JPME Phase I

- **Valued achievements prior to CAPTAIN**
 - Breakout performance in challenging assignments aligned to the SC Lines of Operation
 - Superior performance in O-5 milestone tours
 - Acquisition Professional Community member or Joint Qualified Officer (JQO) (especially 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
 - Second operational tour serving as a Company Commander or OIC
- **Valued achievements prior to COMMANDER**
 - Meritorious consideration should be given to those officers who demonstrate superior leadership based on opportunities within the 6530 designator
 - XO, S7, Expeditionary Staff
 - Selected for command by the Command Screening Board at current paygrade
- **Valued achievements prior to CAPTAIN**
 - Meritorious consideration should be given to those officers who demonstrate superior performance and leadership in O5 Command
 - Superior performance in positions of influence and leadership at operational and strategic staffs should also be considered.
 - CSO, Expeditionary Staff
 - Selected for command by the Command Screening Board at current paygrade