DEPARTMENT OF THE NAVY
CHIEF OF NAVAL PERSONNEL
701 SOUTH COURTHOUSE ROAD
ARLINGTON VA 22204-2472

1210
BUPERS-00
22 Feb 22

From: Deputy Chief of Naval Personnel
To: President, FY-22 Navy Active-Duty Officer Lateral Transfer/Redesignation Selection Board

Subj: FEBRUARY 2022 NAVY ACTIVE-DUTY OFFICER LATERAL TRANSFER AND REDESIGNATION SELECTION BOARD PRECEPT AND CONVENING ORDER

Encl: (1) Board Membership
(2) Administrative Support Staff
(3) FY-22 Navy Active-Duty Officer Lateral Transfer and Redesignation Selection Board Guidance
(4) FY-22 Navy Active-Duty Officer Lateral Transfer and Redesignation Selection Board Requirements

1. **Membership, Date, Location and Function**

a. This selection board, consisting of you as president, the officers listed in enclosure (1) as members, and the personnel listed in enclosure (2) as administrative support staff, is ordered to convene at the Naval Station Activity Mid-South, Ray Hall, Millington, Tennessee, at 0800, 23 - 25 February 2022 or as soon as practicable thereafter.

b. The function of the Lateral Transfer and Redesignation Selection Board is to consider officers for Lateral Transfer and/or Redesignation in the Regular Navy. The selection board will consider carefully, without prejudice or partiality, the record of every eligible officer. The records and names of all eligible officers, determined as of the date the board convenes, will be furnished to the board.

c. I have personally appointed the members of this Lateral Transfer and Redesignation Selection Board. During the board process, the officers assigned as board members work directly for me, under oath. Board members are entrusted with selecting the future leadership of the Navy. The performance of these duties will have a greater effect on the future of the Navy than any other duty they perform. During the board process all other duties of an assigned member are secondary to the board process and the utmost care will be given to ensure the process is not compromised or rushed to accommodate outside concerns.

Each record reviewed represents years of service by the individual officer. It is absolutely essential that your evaluation afford each eligible officer fair and equitable consideration.

d. The board will proceed in accordance with any guidance contained in this letter and the FY-22 Navy Active-Duty Officer Lateral Transfer and Redesignation Selection Board Guidance, enclosure (3).

2. **Authorized Selections**. The number of officers that may be selected in each category is provided in enclosure (4).

3. **Confidentiality**. Unless expressly authorized or required by me or higher authority, no board member, recorder, assistant recorder or administrative support staff may disclose the proceedings, deliberations or recommendations of this Lateral Transfer and Redesignation Selection Board. However, I may provide the recommendations of the selection board to the senior flag officer responsible for recommending community assignments and senior community detailers to the extent necessary to facilitate community assignments. All board members, the recorder, assistant recorders and administrative support staff must comply fully with these requirements and I expect each board president to emphasize the need for strict confidentiality.

4. **Process Improvements**. In order to continually improve the selection board process, you will report to me via written feedback immediately after the board. You should indicate whether all written guidance to the board (for example, the precept and convening order) was sufficiently direct, clear and concise to assist board members in performing their duties. The report should also assess board support and the administration of the board. Further, an office call and debrief regarding the board process should be offered to me. I will typically choose to accept the office call based on the written feedback.

A. HOLSEY

BOARD MEMBERSHIP
FEBRUARY 2022 NAVY ACTIVE-DUTY OFFICER
LATERAL TRANSFER/REDESIGNATION SELECTION BOARD

1. Lateral Transfer/Redesignation:

CAPT Jennifer L. Eaton, USN	(President)
CAPT Christopher J. Wood, USN	(Pilot/NFO)
CAPT Raymond M Bristol, MSC, USN	(MSC)
CDR Carrie Paben, SC, USN	(Supply)
CDR Willard Ball, USN	(INTEL)
CDR Mark Wadsworth, USN	(HR)
CDR Brandon M. Oberling, USN	(FAO)
CDR Stephanie A. Johnson, USN	(OCEANO)
CDR William M. Knight, USN	(PAO)
CDR Brian L. Schulz, USN	(CW)
CDR William A. Fensterer	(SWO)
LCDR Maureen Derks, USN	(AEDO)
LCDR Savannah L. Gill, USN	(EDO)
LCDR Noadiah Sikinger, USN	(IP)
LCDR Jannira L. Gregory, USN	(CEC)
LCDR David T. Doyle, USN	(AMDO)

ADMINISTRATIVE SUPPORT STAFF
FEBRUARY 2022 NAVY ACTIVE-DUTY OFFICER
LATERAL TRANSFER/REDESIGNATION SELECTION BOARD

1. LCDR Andrew Morris, USN, will act as the recorder with the following personnel acting as assistant recorder:

LT Joseph Lopez, USN
LT Denise Masella, USN

2. The recorder or an assistant recorder will be present during all deliberations.

3. The following person is designated to serve as the board administrator:

LCDR Jannira Gregory, USN

4. The following personnel are designated to serve as administrative support staff to the board:

LT Bryan Gill, USN
Mr. Alan Bonifer
Mr. Parker Dinwiddie
Mr. F. Todd Chaffin
Mrs. Debra Carradine

5. The following personnel are designated as observers:

CDR Aaron V. Kakiel
CDR Shaina M. Hogan
CDR LeAnne R. Riley
LCDR NaShaunna Sanders
LCDR Lucas R. Scruby
LT Zachary Krueger
LT Alexander Bedley
Mrs. Jana Rittman
Mrs. Kimberly S. Riddle

FEBRUARY 2022 NAVY ACTIVE-DUTY OFFICER
LATERAL TRANSFER/REDESIGNATION SELECTION BOARD GUIDANCE

Appendix	Subject
A	**General Guidance** - Duties of the Board President - Board Proceedings - Marital Status - Leadership of Diverse Organization - Area Tours - Adverse Information
B	**Best and Fully Qualified Selection Standard** - Fully Qualified - Best Qualified
C	**Equal Opportunity and Diversity Guidance** - Addresses Equitable Consideration for All Officers
D	**Board Report** - Addresses Content and Routing of Selection Board Report
E	**Oaths** - Provides Oaths for Board Members, Recorder, Assistant Recorders and Administrative Support Staff

APPENDIX - A

GENERAL GUIDANCE

1. **Duties of the Board President**. The president of the board is appointed by me and will perform prescribed administrative duties. The board president has no authority to constrain the board from recommending for selection those fully qualified officers whom the majority finds best qualified to meet the needs of the Navy.

2. **Board Proceedings**. The following directions apply to all board proceedings:

a. Each of you (president, members, recorder, assistant recorders and administrative support staff) is responsible for maintaining the integrity and independence of this Lateral Transfer and Redesignation Selection Board and for fostering careful consideration, without prejudice or partiality, of all eligible officers.

b. You must pay particularly close attention to the rules governing communication with and among other board members, the information authorized to be provided to you, and the procedures you should follow if you believe that the integrity of this selection board has been improperly affected.

c. You may not receive, initiate or participate in communications or discussions involving information prohibited for consideration by a Lateral Transfer and Redesignation Selection Board. You are to base your recommendations on the material in each officer's military record, any information I have provided to the board, and any information about his or her own record communicated to you by individual eligible officers in accordance with regulation I have issued.

d. In your deliberations, you may discuss your own personal knowledge and evaluation of the professional qualifications of eligible officers to the extent that such matters are not precluded by law or Navy regulations from consideration by a Lateral Transfer and Redesignation Selection Board or inclusion in an officer's military personal record. You may not discuss or disclose the opinion of any person not a member of the board concerning an officer being considered unless that opinion is contained in material provided to the board.

e. When discussing your own personal knowledge concerning the professional qualification of eligible officers, the board is reminded that, if such personal remarks could be considered adverse, the member cannot discuss that personal knowledge or

evaluation unless such matters are contained in the officer's official record or other material placed before the board in compliance with the law and Navy regulation. In addition, should an officer's record reveal the removal of a fitness report, the member may not discuss any personal knowledge regarding the circumstances, which resulted in the removal of the report, nor should any member conjecture or draw any inference as to the underlying circumstances involved.

f. I am the only person who may appear in person to address you on other than administrative matters. All communications with this board, other than those that are clearly administrative, must be in writing, given to each of you, and made part of the board's record. I have designated in writing those persons authorized to provide routine administrative information to you.

g. As a general rule, communications of any kind or method with outside parties (i.e., persons other than board members, the recorder, assistant recorders, board sponsors and administrative support staff) before, during or after the board relating in any way to the selection board or its proceeding are prohibited. Questions concerning the propriety of any communications prior to the board should be addressed to the board sponsors. The proceedings, discussions, deliberations or recommendations of the Lateral Transfer and Redesignation Selection Board will not be disclosed, nor will any written or documented record of such proceedings, discussions, deliberations or recommendations be used for any purpose, unless expressly authorized or required by me or higher authority, or as outlined in paragraphs 2i or 2j below.

h. To ensure the integrity of the board process, it is imperative that you advise the board sponsors of any relationship with any eligible officer that may affect the perceived integrity of the board. Such relationships include, but are not limited to, spousal, immediate relative by blood, marriage, adoption, or blended family up to the fourth degree of kinship (i.e., first cousin), fiancée, significant other or other intimate partner, ex-family member, business relationship, or an accuser/accused in legal proceedings. If you have any doubts or reservations, err on the side of disclosing the relationship. This is a continuing obligation throughout the board proceedings. If necessary, take such action as will protect the integrity of the board process as outlined in paragraph 2j below.

i. Before the report of the Lateral Transfer and Redesignation Selection Board is signed, the recommendation and

proceedings may be disclosed only to members of the board, the recorder, assistant recorders and those administrative support staff I have designated in writing. After you sign the board report and the public release has been made, only the recommendations of the board may be disclosed. Procedures and processes of the board may be discussed only in general terms. However, prior to the public release, I may provide the recommendations of the selection board to the senior flag officer responsible for recommending community assignments and to senior community detailers to the extent necessary to facilitate community assignments. The disclosure of recommendations and proceedings of the board are governed by Navy regulations. The proceedings of the board may not be disclosed to any person not a board member, recorder or assistant recorder, except to request relief from board duties in accordance with policy and Navy regulations.

j. If at any time you believe that you cannot in good conscience perform your duties as a member of the board without prejudice or partiality, you have a duty to request relief by me from this duty. I will honor any such request. If you believe that the integrity of the board's proceedings has been affected by improper influence of military or civilian authority, misconduct by the board president or a member, or any other reason, you have a duty to request from me or higher authority relief from your obligation not to disclose board proceedings and, upon receiving it, to report the basis for this belief.

3. **Marital Status**. Lateral Transfer and Redesignation Boards are prohibited from considering the marital status of an eligible officer or the race, religion, color, sex, gender, gender identity, sexual orientation, national origin, employment, education or volunteer service of an eligible officer's spouse.

4. **Leadership of Diverse Organizations**

a. Our differences give us the strength, courage and creativity necessary to accomplish our mission in, and meaningfully contribute to, an ever-changing world. The ability to maintain current and future readiness requires that we understand our differences and recognize the valuable contributions our differences make to the Department of the Navy and to our Nation. As we build the Navy of the 21st Century, we must be able to operate successfully and with credibility, across our Nation and in a challenging multi-cultural world. When reviewing an officer's potential for Lateral Transfer and Redesignation, consider that the Navy benefits when the officer corps possesses a broad spectrum of experience, background,

perspective, innovative talent and a depth and breadth of vision, drawn from every facet of the society it serves and understanding of the world within which it operates. The Navy needs innovative and bold male and female leaders who think creatively, challenge assumptions and take well-calculated risks that maximize effectiveness.

b. Today's Navy is composed of men and women representing dozens of different ethnic groups and literally hundreds of cultural heritages. Similarly, our allies, partners and friends across the globe represent a broad range of experience, backgrounds, perceptions and understandings - regionally, nationally or through agreements. To be effective, the Navy officer corps must draw upon its rich diversity of experience, backgrounds, perspective, innovative talent, and depth and breadth of vision. You should give careful attention to selecting officers who possess these valuable attributes and have demonstrated the potential to lead large organizations in a complex world composed of men and women coming from widely varying backgrounds. The Navy's ability to meet this leadership challenge depends, in part, on having leaders for, and from, our entire Navy who reflect our very best, including performance, background, professional experience, education and the spectrum of professional communities. These are factors for you to consider in selecting officers who are best and fully qualified for selection.

5. **Area Tours**. If any officer's record contains multiple or consecutive tours in a particular geographic location, it should not be viewed negatively, provided the officer has progressed in billet complexity, professional development and leadership responsibility.

6. **Adverse Information**

a. Just as you must consider positive performance, you must consider incidents of misconduct and substandard performance documented in an officer's official service record when determining those officers who are best qualified for Lateral Transfer and Redesignation. Adverse information may reflect on an officer's suitability for Lateral Transfer and Redesignation and future service in positons of greater responsibilities and

trust. Members must give careful consideration to each incident. For those eligible officers who are recommended for Lateral Transfer and Redesignation and who have received disciplinary action, or whose privileged information record (Electronic Military Personal Records System Code 17) contains matters relating to conduct or performance of duty, every board member will review the information contained therein personally prior to the final board decision.

b. While the Navy is, and will remain, a Service of the highest standards and strict accountability, we do not embrace blind adherence to a zero-defect mentality. All of us have made mistakes in the past; the test is of the character and resilience of the individual and his or her ability to learn and grow from that experience. In selecting the best and fully qualified officers to meet the future needs our Navy, you should not automatically discount any officer who, except for a single incident, would otherwise be considered to be among the best qualified from those you consider fully qualified. Careful scrutiny of the adverse information at issue and the officer's overall record is necessary to ensure the board recommends the officers best and fully qualified for Lateral Transfer and Redesignation.

APPENDIX - B

BEST AND FULLY QUALIFIED SELECTION BOARD

1. **Fully Qualified**. All officers recommended for Lateral Transfer and Redesignation must be fully qualified; that is, each officer recommended must be capable of performing the duties of their current pay grade in their new community. Officers who do not meet that standard will not be recommended for Lateral Transfer and Redesignation.

a. Officers fully qualified for Lateral Transfer and Redesignation demonstrate an appropriate level of leadership, professional skills, integrity, management acumen, grounding in business practices and resourcefulness in difficult and challenging assignments. Their personal and professional attributes include adaptability, intelligent risk-taking, critical thinking, innovation, adherence to Navy and Department of Defense ethical standards, physical fitness and loyalty to the Navy core values.

b. The Navy is composed of men and women representing dozens of different ethnic groups and hundreds of cultural heritages. Fully qualified officers must be capable of leading personnel from widely varying backgrounds and mentoring a diverse workforce while executing the Navy's strategic diversity challenge depends, in part, on having leaders who reflect our very best, including performance, professional experience and education.

2. **Best Qualified**. Among the fully qualified officers, you must recommend for Lateral Transfer and Redesignation the best qualified officers within their respective competitive category. Proven and sustained superior performance in command or other leadership positions in difficult and challenging assignments is a definitive measure of fitness for Lateral Transfer and Redesignation. Furthermore, successful performance and leadership in combat conditions demonstrate exceptional Lateral Transfer and Redesignation potential and should be given special consideration. Each board member will apply this guidance when deliberating and voting. Additionally, members will use the consideration below to guide their determination of the best qualified officers.

a. **Individual Augmentee (IA)/Global Support Assignment (GSA)/Overseas Contingency Operations (OCO)/Irregular Warfare /Afghanistan - Pakistan Hand (APH) Program Assignment**

(1) The board may give favorable consideration to those officers who have displayed superior performance while serving in IA/GSA/OCO/APH assignments in direct support of OCO, Irregular Warfare, and the National Defense Strategy, and in particular, those IA/GSA/OCO/APH assignments that are extraordinary arduous or which involve significantly heightened personal risk. These individuals are developing valuable combat and nation-building skills under stressful conditions. Such assignments may not be typical of the officer's traditional community career path, and the officer may be rated by a reporting senior unfamiliar with the officer's specialty and the Navy fitness report system.

(2) IA/GSA/OCO/APH assignments may take an officer out of the normal community career path for periods up to 1 ½ years. APH assignments consist of extensive specialized training and multiple, non-standard deployments that may take an officer out of the normal community career path for periods of up to 3 ½ years.

b. **Education and Professional Development.** The board will give favorable consideration to those officers with relevant graduate education, experience in specialized areas, and Navy and Joint Professional Military Education (JPME).

(1) The Navy values completion of graduate education and development of a subspecialty. Degrees from the Naval Postgraduate School, the Naval War College and equivalent Service institutions, and civilian education programs that result in assignment of a subspecialty code or award of Additional Qualification Designation (AQD) codes are desirable. Proven expertise from an experience tour utilizing that subspecialty is fundamental to the development of Navy Leaders.

(2) The Navy values competitive scholarships and fellowships, examples of which include: Olmsted Scholar, Marshall Scholar, Rhodes Scholar, White House Fellowship, SECDEF Corporate Fellowship and Federal Executive Fellowships (e.g., Politico-Military and Cyber).

(3) Best qualified officers seek opportunities to broaden their cultural awareness through experiences and

education and to enable better communication in a global operating environment.

c. **Innovation and Efficiency.** A critical goal of the Navy is to encourage -- to demand - innovation and efficiency to ensure that we retain an adaptive, flexible and effective naval force able to anticipate events and win across the spectrum of conflict. In your consideration, recognize that the continued preeminence of the Navy in the future is inextricably linked to its ability to successfully change and to manage for efficiency. Our future depends on male and female leaders who have demonstrated their awareness of this fact. Within the charter of best and fully qualified, seek to select these officers.

(1) In this age of limited resources and fiscal constraints, application of energy resource management and technology is of vital importance. Our institution must create energy solutions that make facilities and installations more energy efficient and encourage superior management of energy resources.

(2) Likewise, we must not restrict or limit the opportunity of any officer to think creatively, develop new ideas, take prudent risks, and maximize capabilities through sound management practices. Bear in mind that, in the context of a changing Navy, officers demonstrating innovative thinking, efficient management skills, prudent risk taking, and effective business practices, may reflect a variety of backgrounds.

APPENDIX - C

EQUAL OPPORTUNITY AND DIVERSITY GUIDANCE

1. The Department of the Navy is dedicated to equality of treatment and opportunity for all personnel without regard to race, religion, color, sex, gender identity, sexual orientation or national origin. Discrimination on any of these bases is contrary to the Department's core values of honor, courage and commitment. The Navy strives to maintain a professional working environment in which an individual's race, religion, color, sex, gender identity, sexual orientation or national origin will not limit his or her professional opportunities. Accordingly, within this board's charter to determine the officers who are "best and fully qualified," you must ensure that officers of every race, religion, color, sex, gender identity, sexual orientation and national origin are given fair and equitable consideration.

2. Your evaluation of all officers must be fair and equitable. You should be particularly vigilant in your evaluation of records to take care that no officer's Lateral Transfer and Redesignation opportunity is disadvantaged by service utilization policies or practices. You should evaluate each officer's potential to assume the responsibilities of a member of a new community. This includes his or her ability to successfully lead a diverse organization, the overriding factor being performance of duties assigned.

3. The Navy benefits when we capitalize on the diverse experience, perspective, innovative spirit, background and ideas in our ranks. Diversity is not founded on statistics, percentages or quotas. Diversity is about achieving peak performance. Our Navy should draw upon the entire possible set of talents and backgrounds to maximize our warfighting capability, innovate to address new threats and challenges, and take advantage of emergent opportunities.

4. The Navy has assigned some officers outside of traditional career development patterns, e.g., institutional instructors, diversity officers, recruiting and equal opportunity billets. These assignments, though greatly beneficial to the Navy, may have foreclosed to the officers so assigned opportunities available to other officers. In addition, other utilization policies or practices, such as those based on statutory restrictions on the assignment of women, may have had an effect

on career opportunities. Such assignment practices should not prejudice the selection of these men and women for Lateral Transfer and Redesignation, to do so may deny the Navy the diversity of talent, background and experience we should seek and which is necessary for sustained success in our changing world. Successful performance of duties is the key in measuring an officer's potential for Lateral Transfer and Redesignation, duties performed well by men and women affected by such utilization policies or practices should be given weight equal to duties performed well by an officer not affected by such policies or practices.

5. This guidance should not be interpreted as requiring or permitting preferential treatment of any officer or group of officers on the grounds of race, religion, color, sex, gender identify, sexual orientation or national origin.

APPENDIX - D

BOARD REPORT

1. The record of the board's proceedings will be compiled by the recorder, assistant recorders and administrative support staff. The written report of the board will be signed by the board president, members, recorder and assistant recorders. It will contain the names of the officers recommended for Lateral Transfer and the names of the officers recommended for redesignation, as well as the following items:

a. All instructions, information and guidance that were provided to the board, except information concerning particular officers, which must be returned and transferred to the Deputy Chief of Naval Personnel.

b. Certification that:

(1) To the best of your knowledge, the board complied with all instructions contained in the precept and convening order, as appropriate, other letters of guidance or instruction provided by me.

(2) You were not subject to or aware of any censure, reprimand or admonishment about the recommendations of the board or the exercise of any lawful function within the authorized discretion of the board.

(3) You were not subject to or aware of any attempt to coerce or influence improperly any action in the formulation of the board's recommendations.

(4) You were not party to or aware of any attempt at unauthorized communications.

(5) To the best of your knowledge, the board carefully considered the record of each officer whose name was furnished to the board.

(6) The officers recommended for Lateral Transfer and Redesignation are, in the opinion of the majority of the members of the board, fully qualified and best qualified to meet the needs of the Navy among those officers whose names were furnished to the board.

(7) The officers recommended for Lateral Transfer and Redesignation, including those who had adverse information provided to the board, are, in the opinion of the majority of the members of the board, fully qualified and among the best qualified to meet the needs of the Navy among those officers whose names were provided to the board, consistent with the exemplary conduct requirements of section 5947 of title 10, U.S. Code, which states:

"All commanding offices and others in authority in the naval service are required to show in themselves a good example of virtue, honor, patriotism and subordination; be vigilant in inspecting the conduct of all persons who are placed under their command; to guard against and suppress all dissolute and immoral practices, and to correct, according to the laws and regulations of the Navy, all persons who are guilty of them; and to take all necessary and proper measures, under the laws, regulations, and customs of the naval service, to promote and safeguard the morale, the physical well-being, and the general welfare of the officers and enlisted persons under their command or charge."

(8) You are aware that the names of the selectees will be released to the public after the board report is approved, and you know that you may not disclose recommended selectees until the names are released to the public.

(9) You understand that, except as authorized by me or higher authority, you may never disclose the proceedings, discussions, deliberations or recommendations of the board to any person who is not a board member, recorder or assistant recorder.

c. A list of all officers eligible for consideration.

d. This precept and convening order.

2. The report will be forwarded to me for approval.

APPENDIX - E

OATHS

1. The board administrator will administer the following oath or affirmation to the president and the members of the board:

"Do you, and each of you, solemnly swear (or affirm) that you will keep a true record of the proceeding of this board, and you will not divulge the proceedings of this board except as authorized or required by the Deputy Chief of Naval Personnel or higher authority, so help you God?"

2. The senior recorder will then administer the following oath or affirmation to the assistant recorders and administrative support staff:

"Do you, and each of you, solemnly swear (or affirm) that you will not divulge the proceeding of this board except as authorized or required by the Deputy Chief of Naval Personnel or higher authority, so help you God?"

LATERAL TRANSFER AND REDESIGNATION BOARD REQUIREMENTS

1. Officer choice. Officers who desire consideration for Lateral Transfer into more than one designator and are qualified for Lateral Transfer and Redesignation in those designators will first receive consideration from the community of their first choice. If not selected by that community, they may be considered subsequently by the second and third choices and/or other communities.

2. Selection order. Year Group Priority (YGP) selection order is promulgated to assist the promotion of community health within identified Year Group Bands (YGB). Due to a shortage of outgoing inventory from the officers' current communities within the specified YGB, a YGP was generated to assist the communities in most need of personnel within that YGB. YGP (Table A) was set based on communities with the lowest percent of inventory per programmed community requirements overall, by rank, by Year Group (YG) and adjusted to reflect impact on community (community size and dependence on the lateral transfer process).

The option to choose no more than 50% of the available out quotas, listed in Table B, for the same YGB, provided each gaining community will be afforded at least one opportunity to select from the limited out quota pool, will be provided to the communities identified in respective order. Each priority community, starting with the first priority community listed (Table A), will choose one officer in rotation until the maximum priority quota has been consumed (or the priority communities have passed on selecting their share). At that time the selection process will open up to the remaining communities.

If there are out quotas remaining after each community makes their initial selection, the same order will be used for the second round, starting with the first community listed.

At the end of each YGB selection process, unused quotas may be offered to other communities. These quotas may be moved as needed to other communities with the permission of the OCM for the community accepting the quota. These quotas will be in addition to the "in" quota limitations listed in the Table C, and priority consideration given per Table A.

Table C contains a list of the requested designators and openings for lateral transfers into their respective communities. The board will not exceed the authorized quotas and there is no requirement to fill all quotas. Board members should select on the best qualified officers within the constraints listed in Table C.

Table A. Year Group Priority (In bold below)

Note 1. All communities will be afforded the opportunity to make at least one selection from limited "out" pool. Priority picks determined by community need.
Note 2. Upon reaching the priority threshold, the next selection will be the first non-priority community.
Note 3. The number after the community name indicates the number of priority selections.
Note 4. All quotas pending approval by N13 IAW OPNAVINST 1210.5B

Year Groups 2019-2020		Year Groups 2017-2018	
Quotas Out - 8		Quotas Out - 14	
Priority Allocations - 1		**Priority Allocations - 5**	
Community	Community	Community	Community
1) HR (1)		**1) MSC**	8) IP
2) PAO		**2) PAO (1)**	9) OCEANO
3) CW		**3) EDO (1)**	10) SUPPLY
4) IP		**4) CWE (1)**	11) CEC
5) SUPPLY		**5) HR (1)**	12) INTEL
6) AVIATION		**6) FAO (1)**	13) AVIATION
7) INTEL		7) CW	

Year Groups 2015-2016		Year Groups 2009-2014	
Quotas Out - 18		Quotas Out - 73	
Priority Allocations - 7		**Priority Allocations - 6**	
Community	Community	Community	Community
1) PAO (1)	7) HR	**1) MSC (1)**	**7) AEDO (5)**
2) FAO (3)	8) INTEL	2) INTEL	8) HR
3) EDO (2)	9) OCEANO	3) CW	9) EDO
4) SUPPLY		4) AMDO	
5) CW		5) IP	
6) AEDO (1)		6) FAO	

Year Groups 2008 +	
Quotas Out - 31	
Priority Allocations - 0	
Community	Community
1) HR	
2) AEDO	
3) FAO	

Table B, below, is a list of the number of out quota limitations by YG authorized for transfer out of the listed designator (Community).

TABLE B-Active Component (AC) OCM YG Limitations Matrix- Maximum number of quotas allowed for transfer "OUT" of each community

All applications received are reviewed by the applicable Officer Community Manager (OCM) before being considered by the Redesignation Board. The AC OCM restrictions listed below apply to USN officers on the active duty list. Each YG restriction has been vetted through each AC OCM. These numbers represent the maximum out quota from AC communities (or lower number of applications received) by YG, **not** a quota to be redesignated.

13XX (AVN) / 151X (AEDO). The board may select up to two 13XXs from USN Test Pilot School (TPS) Class 155/156 to **AEDO** that do not meet ADSO requirements, subject to T/M/S/D and YG restrictions (two 13xx total, not two per class). Desired selections above T/M/S/D and YG restrictions will be subject to approval by the Aviation Officer Community Manager.

OUT-QUOTAS BY COMMUNITY AND YEAR GROUPS

COMMUNITIES	20	19	18	17	16	15	14	13	12	11	10	09	08	07	06	05	04	03	02	01	00+
1110 (SWO)	3	3	3	3	2	2	1	2	2	1	1				1						
1110 (SWO (N))					2	2															
1120 (SUBS)						1	2					1									
1140 (EOD)											1										
1210 (NR INST)			5																		
1300 (GENAV)	UNLIMITED OUTS ALL YG																				
1310 VFA																					
1310 VAQ										1	1	1	1	1			2	2			
1310 VAW / VRC								1		1	1										
1310 VP																					
1310 VQ(P)								1		2	1	1	1	1			2	2			
1310 VQ(T)								1			1										
1310 HSL / HSM								1		1	1	1	1	1			2	2			
1310 HS / HSC								1		1											
1310 HM								1													
1320 VFA						1	1	1			1	1	1	1			2	2			
1320 VAQ						1	1	1			1										
1320 VAW						2	2	2	2	2	2										
1320 VP						2	2	2	2	2	2	1	1	1			2	2			
1320 VQ(T)						1	1	2		1	1	1									
1320 VQ(P)						1	1	1	1	1	1	1									
1650 (PAO)										1											
5100 (CEC)	2																				
6XXX (LDO)				1		1			1												

Table C, below, is a list of the number of in quota limitations authorized for transfer into the listed designator (Community).

TABLE C-Active Component (AC) OCM Matrix-
Maximum number of quotas allowed for transfer "IN" to each community

All applicants received are reviewed by the applicable Officer Community Manager (OCM) before being considered by the Redesignation Board. The AC OCM restrictions listed below apply only to USN officers on the active duty list.
These numbers represent the maximum remaining in quotas to AC communities for POCR and Lateral Transfer, as approved by Director, Personnel Plans and Policy.

DESIGNATOR	LATERAL TRANSFER BOARD IN-QUOTAS
HR (1200)	16
AVIATION (1370/1390)	2
EDO (1460)	53
AEDO (1510)	27
AMDO (1520)	4
PAO (1650)	23
FAO (1710)	42
OCEANO (1800)	6
CW (1810)	12
IP (1820)	41
INTEL (1830)	7
CWE (1840)	1
MSC (2300)	16
SUPPLY (3100)	5
CEC (5100)	11
HR (1200)	16