



FY-24 Reserve 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

- **Merit considerations for all paygrades: documented strong positive influence on peers, subordinates, and leadership; official recognition; demonstrated exceptional strength of performance; character and conduct that inspire Navy core values and attributes in others.**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Demonstrated tactical mastery of CHC core capabilities (provide, facilitate, care, advise)
 - Demonstrated full integration into, and alignment with, standards of Professional Naval Chaplaincy
 - Recognition by peers or superiors related to exceptional ministry performance or collegiality
 - Full understanding of the pluralistic environment of the military and implications for ministry
 - Demonstrated effectiveness in program management
- **Valued achievements prior to COMMANDER**
 - Demonstrated pursuit of Professional Naval Chaplaincy and Service system and process mastery
 - Demonstrated ability to build and lead teams to mission success
 - Demonstrated ability to productively interact with senior line officers
 - Demonstrated interdisciplinary savvy
 - Demonstrated mastery of strategic plan execution and management of ministry at & from the sea
- **Valued achievements prior to CAPTAIN**
 - Demonstrated mastery of institutionally valuable knowledge
 - Demonstrated mastery of Professional Naval Chaplaincy and Service systems and processes
 - Demonstrated effectiveness in communication inside and outside the CHC
 - Demonstrated ability to align CHC and commander priorities in planning and execution
 - Demonstrated mastery of strategic talent management
 - Demonstrated professional fidelity to Sea Service ministry



Civil Engineer Corps

Merit Reorder Considerations

- **Valued achievements for all paygrades:**
 - Successfully and continuously served in assignments normally filled by the next higher paygrade, or “Acting” in a similar billet, for more than six months
 - Top recognized performer in all assignments
 - Successful performance in overseas, arduous, or operational / Individual Augment assignments
 - Post-graduate degree
 - ACA qualification
 - Other technical qualifications or certifications (e.g., PMP, CEM, LEED, etc.)
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Achieved professional qualification (PE or RA)
 - Completion of JPME Phase I
- **Valued achievements prior to COMMANDER**
 - Successful leadership of personnel in challenging assignments
 - Superior performance in a key Battalion billet (XO, S3, S7)
 - Completion of JPME Phase I
- **Valued achievements prior to CAPTAIN**
 - Additional relevant education in business, engineering, or military science fields beyond a single graduate degree
 - Selected for command by the command screening board at current paygrade
 - Superior performance in more than one of the following billets: Commanding Officer, Chief of Staff/Chief Staff Officer, Executive Officer, Regimental or Battalion Operations Officer



Dental Corps

Merit Reorder Considerations

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Successfully completed deployment or mobilized to Active Duty
 - Committed to Excellence & Professional Education: Board certification in specialty, KSA Verification
 - Track record of ongoing success with increasing responsibility (Training Officer, Admin Officer, Collaterals) with trait average consistently above RSCA
 - Contributed to operational readiness
 - Volunteered to support Dental Readiness throughout the Region
- **Additional valued achievements prior to COMMANDER**
 - Increasing scope/responsibility of Operational or Training Leadership (ASU OIC, Operations Officer, HQ Collateral Duty, Dental Battalion, Detachment OIC/AOIC, Exercise OIC) with trait average consistently above RSCA
 - Operational Deployment or mobilized to Active Duty
 - Leadership role in support of Dental Readiness nationwide
 - Continued Commitment to Excellence: Professional Education, Service School, SG/CNO Reading List participant, JPME I, FMFWO, 2N1, Continued KSA Verification
 - Medical Executive Committee - CCPD
- **Additional valued achievements prior to CAPTAIN**
 - Served with distinction in a Leadership position within Navy Medicine (ASU OIC, DENCO XO, NMRTC Command N7/N1a/FITREP Coordinator, Dental Battalion S Codes, Fleet Surgeon) with trait average consistently above RSCA
 - Board certification in specialty and leader in community (Specialty Leader)
 - Administrative Subject Matter Expert
 - Complete a wide range of advanced training (FMF, JPME I/II, War College, BUMED Recall)
 - Senior Dental Executive
 - Reserve Operational Support Officer



Judge Advocate General's Corps

Merit Reorder Considerations

- **Valued experience at all paygrades**

- 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 inclusion, retention, and trust within the JAGC.
- Development 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

- Commitment to Excellence
 - Dedicated to excellence as a clinician
 - Board certification
 - Training and mentoring
 - Peer-reviewed publications
- Leadership
 - Chief Resident
 - Medical/specialty state or national organization leadership role
 - Top recognized performer in leadership role in clinical or operational environment
- Career Diversity
 - Prior service (e.g. Line, enlisted or first career in health related field)
 - Operational tour(s)
 - Deployments

▪ Additional valued achievements prior to COMMANDER

- Commitment to Excellence
 - Master clinician
 - Multiple peer-reviewed publications, invited presentations
 - Specializations or fellowship trained in subspecialty
 - Teach/train particularly in operational platforms
 - Pursuit of military professional development courses/JPME/2N1 AQD
- Leadership
 - Detachment AOIC/OIC, HQ Staff Position
 - Program Director/Associate Program Director
 - AOIC/OIC field exercise or deploying platform
 - Collateral duties

▪ Additional valued achievements prior to CAPTAIN

- Top recognized performer in leadership roles such as: Assistant Chief Medical Officer, Assistant Wing/Group/Division/FHG surgeon or subcomponents, Regimental Surgeon, Chief Professional Services 4th MED BN, Unit OIC, 4th MED BN Company CO, 4th MED BN XO, Career Development Board member for mentoring the corps
- Master clinician, Program Director
- Assistant Specialty Leader or Specialty Leader
- Medical Executive Committee



Medical Service Corps

Merit Reorder Considerations

▪ Valued achievements prior to LIEUTENANT COMMANDER

- Lead with Integrity
 - Established track record of ongoing success with increasing responsibility
 - Recognized top performer in operational leadership tour/deployment (FDPMU, MFR, NSW); Detachment Leadership tour (OIC, AOIC, TO); HQ tour (EMF, NR NMRTC, MedBN, CNFK, NAVCENT); Recall/MOB/ADOS
- Commitment to Excellence
 - Sustained outstanding performance in specialty
 - Contributed to operational readiness
 - Deployment if applicable; Fleet support
 - Pursued life-long learning and ongoing specialty-specific and professional education
 - Advanced degree and additional training and additional subspecialty qualification: 2N1 AQD, PhD
- Honor Our Heritage
 - Exhibited career diversity through the ability to excel across a variety of assignments

▪ Additional valued achievements prior to COMMANDER

- Lead with Integrity
 - Recognized top performer in Assistant DFA tour; operational leadership tour/deployment; ASU Officer-in-Charge; HQ tour; Recall/MOB/ADOS
- Commitment to Excellence
 - Contribution to command, Navy Medicine, and the operational forces
 - Pursued life-long learning and ongoing specialty-specific and professional education
 - Board certification, if applicable; advanced degree and additional training - AQD, PhD, JPME.

▪ Additional valued achievements prior to CAPTAIN

- Lead with Integrity
 - Recognized top performer in DFA tour, operational leadership tour/deployment, HQ tour (MedBN XO, MedBN Company CO/XO).
- Commitment to Excellence
 - Accomplished Specialty Leader
 - Pursued life-long learning and ongoing specialty-specific and professional education
 - AJPME, Navy War College



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
 - Joint assignment
- Professional development of self and others
 - Sustained outstanding performance in sub-specialty
 - Certification
 - Variety of billets, including non-traditional (e.g., EMF, OHSU, USMC, etc.)
 - Supports and engages with UMUIC (Virtual leadership positions, DH, AOIC, policy)
- Transformational leadership
 - Led teams, people, or programs to achieve measurable outcomes; provided mentorship; acted as a change agent and promoted innovation
 - Possible AQDs: HB3, HG1, 67G, 68H, 68I, 68L, 69K, 69O, 69P, 69L

▪ Additional valued achievements prior to COMMANDER

- Operational readiness/Jointness
 - Top recognized performer in any of the following: Unit Department Head, operational assignment, deployment
 - Supports and engages with UMUIC (Virtual leadership positions, DH, AOIC/OIC, policy)
 - Completed Joint Professional Military Education (JPME I); AQD JS7
- Professional development of self and others
 - Achieved advanced degree and maintains clinical competency
 - Successful role as a Team member or Lead of a BUMED Nurse Corps Strategic Goals Group
- Transformational leadership
 - Successful performance in leadership role such as nurse researcher, specialty leader, executive assistant, faculty member, or assistant director.

▪ Additional valued achievements prior to CAPTAIN

- Models all domains of the Professional Practice Model
- Completed Advanced Readiness Officer Course, earned AQD: 67A
- Top recognized performer in as any of the following: Operational assignment, deployment, Officer-in-Charge, HQ tour (Command Leadership Position i.e.; Det Director, Command TO, Command OPSO), and operational staff. UMUIC engagement with virtual or HQ leadership positions—increasing span of control in large, tough positions
- Assistant Chief Nursing Officer and Specialty Leader



Supply Corps

Merit Reorder Considerations

▪ **Valued achievements prior to LIEUTENANT COMMANDER**

- Top recognized performer on mobilization, recall, or active duty for operational support (ADOS) orders
- Top recognized performer in tough visible tours that balance skillset development and operational experience in multiple areas of responsibility
- Earned warfare qualification in a qualifying tour

▪ **Valued achievements prior to COMMANDER**

- Top recognized performer in command/officer-in-charge tour
- Top recognized performer on mobilization, recall, or active duty for special work (ADOS) orders
- Top recognized performer in tough visible tours which balance skillset development and operational experience
- Expertise in operational logistics planning
- Completed JPME Phase I
- Acquisition Professional Membership highly valued

▪ **Valued achievements prior to CAPTAIN**

- Top recognized performer in O-5 command tour, particularly in commissioned unit command
- Top recognized performer on mobilization, recall, or active duty for operational support (ADOS) orders
- Top recognized performer at major staff
- Tour diversity in multiple Reserve Supply areas of operation AND expertise in one: OPLOG, Acquisition, Expeditionary, Supply Chain
- Completed JPME Phase II and/or JQO



Supply Corps (TAR)

Merit Reorder Considerations

▪ **Valued achievements prior to LIEUTENANT COMMANDER**

- Recognized top performer in two operational tours to include a department head tour
- Recognized top performer in tough visible tours that balance skillset development and operational experience
- Earned warfare qualification in each qualifying tour
- Reserve management experience
- Master's or JPME Phase I complete

▪ **Valued achievements prior to COMMANDER**

- Recognized top performer in tough visible tours which balance skillset development and operational experience
- Recognized top performer in at least one Supply Corps line of operation competency (Reserve Management, Aviation, Expeditionary) demonstrated by Early Promote and soft breakout FITREPs
- A subspecialty in at least one Supply Corps competency
- Recognized top performer in Reserve management tour
- Tour diversity, master's degree in Supply Corps competency and JPME Phase I complete

▪ **Valued achievements prior to CAPTAIN**

- Recognized top performer in a command tour (Navy Reserve Center or Navy Cargo Handling Battalion)
- Recognized top performer at major staff assignments (e.g., Echelon III staff or higher)
- Tour diversity, JPME Phase II complete



Limited Duty Officer (Staff)

Merit Reorder Considerations

▪ Valued achievements for all paygrades:

- Meritorious consideration should be given to those officers who demonstrate superior LEADERSHIP AND TECHNICAL performance within their designator specialty in the degree of importance demonstrated here:
 - Qualification as Seabee Combat Warfare Officer (AQD: 960)
 - Documented successful leadership roles
 - Successful performance in multiple overseas, arduous, or operational / Individual Augment assignments
 - Graduate degree
 - Completion of JPME Phase I
 - Combined/joint experience in reserve assignments and/or deployments
 - Top recognized performer in all assignments
 - Attainment of Facilities Engineering qualification (AQD: AF1 to AF3)