

Program Authorization: The pilot Unrestricted Line Officer (URLO) In-Service Procurement Program (URLO ISPP) provides a pathway to officer commissions in all Unrestricted Line Officer communities for active-duty enlisted personnel who meet eligibility criteria. Commander Navy Recruiting Command (CNRC) is the Program Manager. This pilot program will be evaluated no later than two years after date of signature and a recommendation made to renew, change or sunset.

1. Program Authority: Title 10 United States Code Sections 531, 532, 533, and 2004.
2. Cancellation: Expires two years from date of signature.
3. Quota: This Program Authorization will supplement recruiting efforts tied to Program Authorizations 100, 100A, 100D, 100E, and 106. Overall quotas will be as established by the Deputy Chief of Naval Operations (Manpower, Personnel Training and Education) (N1).
4. Qualifications
 - a. Citizenship: Applicants must be U. S. citizens.
 - b. Gender: Open to men and women.
 - c. Age: Applicants must be at least 18 years old and will not exceed the maximum age limit for the specific designator for which they will be accepted.
 - d. Education: Due to the nature of the URLO ISPP, applicants must have completed their baccalaureate degree. Grade point average must meet minimum requirements as prescribed in the specific designator Program Authorization as well as any other curriculum requirements.
 - e. Physical: Applicants must meet the requisite pre-commissioning/accession physical standards for appointment. These physical standards are per the Program Authorization for the specific designator for which they will be accepted.
 - f. Duty Preference: Not applicable.
 - g. Marital Status: No restrictions.
 - h. Program Specific Requirements:
 - (1) Testing. Aviation candidates must have a minimum Aviation Selection Test Battery (ASTB) in line with the program authorization for the specific designator for which they will apply. The Officer Aptitude Rating (OAR) must meet minimum requirements as prescribed in the specific designator Program Authorization.
 - (2) Conduct: Applicants shall be of good moral character and have no record of disciplinary action under the Uniform Code of Military Justice, Article 15, no court-martial convictions, no civilian felony convictions by any civil court or misdemeanors (except minor (\$300 or less fine) traffic violations) within the three years preceding selection. For the purpose of this subparagraph, an offense involving driving under the influence of an intoxicant (Driving Under the Influence/Driving While Intoxicated (DUI/DWI), etc.) is a major traffic violation and is disqualifying if within four years preceding selection date. Pre-service drug use or alcohol abuse is not an

immediate application disqualifier. However, any substantiated in-service drug use or in-service alcohol abuse (any record of either, regardless of date) will result in disqualification.

(3) PFA Performance: To ensure applicants are ready for Officer Candidate School (OCS), applicants must have passed their last PFA with an overall score of at least Excellent. If no official PRT scores are available, a mock PFA will suffice provided it is administered by a qualified Command Fitness Leader. Running the PFA is preferred as no alternate cardio is offered at OCS.

(4) Time in Service: This Program Authorization relies on the commanding officer's good judgement, observation and evaluation of candidates. As such, a minimum of six months' time in service is required.

(5) Warfare Qualification: There is no requirement that an applicant have achieved their warfare qualification. Not having a warfare qualification will not be viewed adversely by the selection board.

(6) Nuclear trained Sailors: Sailors assigned to a nuclear training command or who hold a nuclear Navy Enlisted Classification (N1XX/N2XX) must obtain a conditional release from nuclear field duty when applying to a non-nuclear officer commissioning program. To obtain a conditional release, a Sailor must submit an Enlisted Personnel Action Request (NAVPERS 1306/7) to the Nuclear Propulsion Program Management Branch (OPNAV N133) via their detailer at Navy Personnel Command, Enlisted Submarine/Nuclear Power Assignments Division (PERS-403). Applicants must obtain a conditional release prior to submitting their application for a non-nuclear officer program.

(7) Nuclear Officer programs: Sailors applying for appointment into the nuclear propulsion officer candidate (NUPOC) program must meet all requirements of Program Authorization 100A.

5. Selection

a. Nominations must be from a command following the initial training pipeline and shall occur at the Commanding Officer (CO) level, with endorsement by the first Flag Officer in the CO's chain of command. Nominations from the initial training pipeline will not be accepted. The nominating CO and endorsing Flag Officer need not be an URL officer. Applicants must be favorably nominated using the CO's Recommendation section included in the Officer Programs Application, OPNAV 1420/1. Ensure all portions are completed and that the applicant meets all eligibility criteria. The CO's endorsement shall contain:

(1) A statement indicating whether the applicant is serving on full duty without limitation;

(2) A statement that the applicant meets physical fitness and body fat percentage standards;
and

(3) A statement addressing any adverse performance evaluation data as well as positive steps taken by the applicant to address these performance issues.

“Well-Qualified Applicant Profiles” contained in some of the designator specific Program Authorizations contain guidelines for measurable characteristics of the Sailors this program seeks to commission.

b. The CO will forward nominations to the first Flag Officer in their chain of command for endorsement.

c. The first Flag Officer, if in concurrence, will forward the nominations and endorsement to NRC.

d. NRC will review nominations to ensure that all elements of this Program Authorization are met. NRC will reject a nomination if it is incomplete, ineligible, or the designator is closed due to filling available quotas. In these cases, the nominations will be returned to the originating command and the first Flag Officer notified of the discrepancy which prevented further processing.

e. NRC will forward complete nomination packages to BUPERS-31 for consideration at URLO ISPP selection panels. Selection panels will be held at least quarterly or in conjunction with scheduled URL Professional Recommendation Boards.

f. Given the demonstrated propensity to serve, successful completion of an undergraduate degree and a Navy enlisted training pipeline, as well as CO and first Flag Officer backing, URLO ISPP selection panels shall normally select all qualified candidates, giving them priority over other applicants seeking a commission via the URL PROREC process. If the URLO ISPP selection panel finds that it is quota limited, BUPERS-3 shall communicate directly with OPNAV N-13, in situ, to request additional quotas. N-13 will normally grant additional quotas.

g. Following the URLO ISPP selection panel, CNRC will notify selectees and process them to attend OCS.

6. Waivers: No waivers are authorized for receiving a commission via the URLO ISPP.

7. Accession Source: Active duty enlisted Sailors are eligible for this program. Members of the Full-Time Support, Individual Ready Reserve, or Selected Reserves serving on Active Duty for Special Work (ADSW), Active Duty for Training (ADT), one-to-three year recall, or Canvasser Recruiter duty are not eligible for this program.

8. Indoctrination

a. All selectees shall complete Officer Candidate School (OCS) in Newport, RI. If a candidate fails to successfully complete OCS for any reason other than injury, that candidate will be returned to their previous command at their former rank/rate.

b. Follow-on training will be in accordance with the program authorization for the specific designator for which they will be accepted.


9. Enlistment: (Active Component only) Enlisted applicants in the pay-grades of E-4 and below selected for this program are designated officer candidates and advanced to or assigned the rank of E-5 upon reporting to OCS. Enlisted applicants in the paygrades of E-5 and above are designated officer candidates and remain in their present paygrades until commissioning.

10. Constructive Entry Credit: Does not apply to this program.

11. Appointment: Candidates will be commissioned in the Unrestricted Line (URL) of the U.S. Navy with the rank of Ensign. Designator will be based upon the application and selection of the candidate.

12. Service obligation: All officers incur an 8-year service obligation (Title 10 U.S. Code section 651). This obligation will be served as a combination of active service and reserve service, with a minimum active service obligation of four years or as specified in the specific program authorization, whichever is longer. Officers commissioned under this program will not be eligible for lateral transfer until minimum service requirements are met. If a greater obligation is required in accordance with the program authorization for the specific designator for which the candidate is accepted, that obligation will apply.

13. Pay and Allowances: Ensign, O-1. Prior enlisted service members with qualifying records are assigned the O-1E paygrade and compensated accordingly.

Approved: 

J. P. WATERS
Rear Admiral, U.S. Navy
Director, Military Personnel
Plans and Policy Division (N13)

Date: 30 Nov 21