

Program Authorization: Seaman to Admiral-21 (STA-21) explosive ordnance disposal (EOD) warfare option commissioning program. STA-21 EOD warfare option will facilitate the completion of a baccalaureate degree and enhance upward mobility for enlisted personnel of the EOD and diving communities (Navy enlisted classifications (NEC) M02A, M03A, M04A, M1DV, M2DV, B16A, B17A, L27A or L28A) to obtain a commission, designator 1190. STA-21 core option may apply to EOD warfare, designator 1190, upon commissioning. EOD Officer Community Manager (BUPERS-311E) is the community manager. Naval Service Training Command (NSTC) is the program manager.

1. Program Authority: Title 10 U.S. Code sections 532, 2013, 6323 and 12201 to 12209.
2. Cancellation: Program Authorization 150G of June 2019.
3. Quota: As prescribed by the Deputy Chief of Naval Operations for Personnel, Manpower, and Training, N1.
4. Qualifications
  - a. Citizenship: Applicants must be citizens of the United States.
  - b. Sex: No restrictions.
  - c. Age: Applicants must be at least 19 years old and of such age that they will not have passed their 35th birthday at time of commissioning.
  - d. Education:
    - (1) Applicants must provide SAT or ACT scores. The minimum combined math/verbal SAT score is 1000 (not less than 500 math or 500 verbal) or minimum combined math/English ACT score is 41 (not less than 21 math or 20 English).
    - (2) There are no specific degree requirements. However, applicants are strongly encouraged to pursue technical degrees.
      - (a) STA-21 selectees must take a minimum of two semesters/three quarters of calculus and calculus-based physics receiving a passing grade of “C” or better. Calculus and physics taken at other than the host institution must be transferrable to the host institution to satisfy the STA-21 requirement.
      - (b) All STA-21 participants must complete requirements for a baccalaureate degree in 36 months.
      - (3) Participants must maintain a cumulative grade point average of 2.5 or higher on a 4.0 scale.

(4) Enrollees will attend Naval Reserve Officers' Training Corps (NROTC) affiliated colleges or universities and be full-time students throughout the year (including summer sessions). Enrollees must remain at the university in which they initially enrolled and will not be permitted to transfer to another university while participating in STA-21.

(5) In addition to disenrollment for academic reasons, candidates may be disenrolled because of disciplinary problems (i.e., drug usage, civil convictions, etc.) by the DCNO N1 as recommended by the NSTC Deputy Commander for NROTC Operations (NSTC N04).

e. Physical: In line with SEAL/EOD/SWCC/DIVER/AIRR Physical Screening Testing Standards and Procedures, MILPERSMAN 1220-410 and Enlisted to Officer Commissioning Programs Application Administrative Manual OPNAVINST 1420.1B, all EOD officer applicants must be able to pass a physical screening test (PST) and be physically qualified. Medical determination will be made by an undersea medical officer, or Director for Undersea and Special Operations (BUMED M34). Candidates should strive to achieve significantly more than the minimum PST standard as listed in the MILPERSMAN.

f. Duty Preference: All officers will be detailed to their first operational tour upon completion of the training pipeline.

g. Marital status: No restrictions.

h. Program Specific Requirements:

(1) Selection: Applicants that desire to become EOD officers via the STA-21 Program must carry one of the enlisted EOD NECs (M02A, M03A, M04A) or enlisted diving NECs (M1DV, M2DV, B16A, B17A, L27A, L28A).

(2) After receiving their commission, new officers with EOD NECs (M02A, M03A, M04A) must attend the joint diving officer (JDO) course at Naval Diving and Salvage Training Center to attain their appointment as an EOD officer trainee (designator 1190). New officers with enlisted diving NECs (M1DV, M2DV, B16A, B17A, L27A, L28A) must attend the JDO course at Naval School Explosive Ordnance Disposal and follow-on advanced training to attain their appointment as an EOD officer trainee (designator 1190).

5. Waivers: Not applicable.

6. Accession Source

a. Applicants must be serving on active duty in the U.S. Navy or Navy Reserve including Full-Time Support, Selected Reserve and Navy Reservists on Active Duty (Active Duty for special work, canvasser recruiter, etc.). Applicants on active duty for training to include annual training and initial active duty for training are not eligible.

b. Applicants must have no record of courts-martial convictions or civilian felony convictions, disciplinary action under Article 15 of the Uniform Code of Military Justice or

conviction by civil court for misdemeanors (except minor traffic violations) during the 3 years preceding the date of application to STA-21. Any substantiated drug abuse while in an enlisted status is disqualifying.

7. Indoctrination: Before beginning full-time college studies, STA-21 participants are required to attend the 8-week Naval Science Institute curriculum at Newport, RI to complete required officer professional core competencies. While attending their selected Naval Reserve Officers Training Corps (NROTC) affiliated college or university, STA-21 officer candidates will participate in drills with their NROTC unit, attend two naval science leadership courses and are strongly recommended to hold leadership positions within the unit. Upon completion of their baccalaureate degree program, STA-21 participants will be commissioned as officers in the U.S. Navy.

8. Enlistment: Participants in the paygrades of E4- and below will be designated officer candidates and advanced to the paygrade of E-5. Participants in the paygrades of E-5 and above will be designated officer candidates in their present paygrades. Participants will remain eligible for promotion while participating in the STA-21 program.

9. Constructive entry Credit: Not applicable.

10. Appointment: Candidates will be commissioned in the unrestricted line of the U.S. Navy as an ensign, designator 1190.

11. Service Obligation: STA-21 EOD warfare option officer candidates will incur a 5-year active-duty obligation upon commissioning. Candidates disenrolled from the program will incur obligation as specified in OPNAVINST 1420.1B.

12. Time in Service: In line with Title 10 U.S. Code section 6328, the months of active service in pursuit of a baccalaureate-level degree under the STA-21 program shall be excluded in computing the years of service of an officer who was appointed to the grade of ensign in the Navy upon completion of the program to determine the eligibility of the officer for retirement, unless the officer becomes subject to involuntary separation or retirement due to physical disability. Such active service shall be counted in computing the years of active service of the officer for all other purposes.

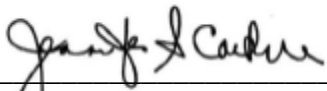
13. Pay and Allowances

a. Participants will continue to receive full enlisted pay and allowances and remain eligible for promotion while participating.

b. Participants will receive an annual \$10,000 education voucher, provided to benefit each participant and paid to the educational institution attended. This voucher will be used to pay tuition, fees and book costs only. Excess funding for vouchers will be remitted by the educational institution to NSTC as program manager.

c. Participants will pay for any requirements that exceed the \$10,000 voucher. STA-21 students are not eligible for tuition assistance from the Navy's Tuition Program but may use

Montgomery GI Bill funds and the other Veterans Affairs educational benefits listed in section 3681(b) of Title 38 U.S. Code so long as payment is for different courses and not combined to pay for the same course.

Approved:   
JENNIFER S. COUTURE  
Rear Admiral, U.S. Navy  
Director, Military Personnel  
Plans and Policy (OPNAV N13)

Date: 26 Feb 25