

Program Authorization: Reserve Component (RC) designator 2505 (Judge Advocate General Corps (JAG Corps)) direct commission officer program. Reserve Officer Community Manager (BUPERS-351) is the RC JAG Corps officer community manager (OCM).

1. Program Authority: Title 10 U.S. Code sections 12201 through 12209, Navy Reserve Direct Appointment Program, OPNAVINST 1120.3C and Appointment of Active and Reserve Officers in the Navy Judge Advocate General's Corps, OPNAVINST 1120.11A.

2. Cancellation: Program Authorization 211 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 21 years old and less than 42 years old at time of commissioning. Prior qualifying service will be considered for year-for-year service credit up to age 52.

d. Education: Applicants must hold a baccalaureate degree from a college or university listed in the Directory of Accredited Institutions of Post-Secondary Education, the Higher Education Directory (published annually by Higher Education Publishing Incorporated) or The New York State Board of Regents accrediting agency. Applicants are also required to have obtained a law degree (Juris Doctor (JD)) from an American Bar Association (ABA) approved law school under provisions established by the ABA at the time of the applicant's graduation. All claimed undergraduate and post-graduate education shall be supported by an associated transcript.

e. Physical: Per the Manual of the Medical Department, Chapter 15.

f. Duty Preference: No restrictions.

g. Marital Status: No restrictions.

h. Program Specific Requirements:

(1) Licensure: Applicants must be admitted to practice before the bar of a federal court or the highest court of a state, territory, commonwealth, or the District of Columbia. Applicants must also be in an active and good standing status with at least one licensing jurisdiction and not under disciplinary investigation or adverse action by any jurisdiction in which licensed.

(2) Time-in-Service: Applicants must have previously served on active duty for a

cumulative period of at least one year, which may include any combination of Active Component (AC) or RC Active Duty orders.

(3) Military Experience: Applicants must submit copies of performance evaluations or fitness reports from the last 3 years of their most recent AC or RC service. Applicants must also include a description of prior military service, military positions held, military training and military education completed. A Certificate of Release or Discharge from Active Duty, DD 214, and any other previous military service discharge records must be provided.

(4) Civilian Work Experience: Experience as a practicing attorney is preferred. Based on the needs of the JAG Corps at the time of application, special consideration may also be given to applicants with substantial experience in one or more specific areas of legal practice relevant to the JAG Corps core practice areas. Applicants must include a curriculum vitae or resume and a minimum of two written employment related references to validate civilian work experience. At least one of the employment related references should address the applicant's character.

(5) Interviews: Applicants will participate in an interview conducted by at least one RC judge advocate in the paygrade of O-6. Interviews are valid for one year from the date of the interview and must not exceed one year upon convening of the professional recommendation board.

5. Waivers: If an age waiver is requested for consideration for selection, recruiters must follow the steps below prior to the convening of the selection board.

a. Application Contents: Applicants must include a signed maximum age statement of understanding, indicating the applicant acknowledges they may not be able to serve long enough to obtain a retirement (regular or non-regular).

b. Routing: Recruiters may submit age waiver requests to the Commander, Navy Recruiting Command (CNRC) waiver portal to facilitate a RC JAG Corps Officer Community Manager recommendation.

c. Approval Authority: CNRC.

6. Accession Sources

a. Former AC or RC officers of any uniformed service.

b. Enlisted personnel (prior or current) in the Selected Reserve (SELRES), National Guard, or Individual Ready Reserve of any service. Enlisted personnel on extended active duty orders at the time of application must complete their active duty obligation under current orders before being commissioned.

7. Training

a. Former officer selectees must complete the Naval Justice School Basic Lawyer Course

within one year of commissioning, with the exception of selectees who previously completed an equivalent training course to the Basic Lawyer Course in another uniformed service while serving as a judge advocate.

b. Enlisted or former enlisted selectees must complete all officer accession training requirements within one year of commissioning and must complete the Basic Lawyer Course within two years of commissioning.

8. Enlistment: Not applicable.

9. Entry Grade Credit: Upon a participant's satisfaction of the requirements for a commission, entry grade credit (EGC) will be awarded in accordance with CNP Memo 1120 Ser N1/021 of 11 Apr 23 to the reserve appointment (designator 2505) as follows:

a. Participants with No Prior Service as a Commissioned Officer. Upon appointment as designator 2505, participants with no prior active service as a commissioned officer will normally be credited with 3 years total EGC and appointed as lieutenant junior grade (LTJG). In unusual cases for participants with specialized experience or unique qualifications, application may be made for additional entry grade credit to the Secretary of the Navy via the Judge Advocate General of the Navy.

b. Participants with Prior Service as a Commissioned Officer. Participants with prior service as a commissioned officer (except as a commissioned warrant officer) in any Military Service, the National Oceanic and Atmospheric Administration (NOAA), or the U.S. Public Health Service (USPHS) may be awarded total EGC of greater than 3 years. Total EGC is the sum of the Prior Commissioned Service Credit (PCSC) and the Constructive Service Credit (CSC). A participant's total EGC will depend on the total amount and type of prior commissioned service performed. Participants with a total EGC of 4 years but less than 10 years will be appointed as a Lieutenant (LT). Participants with greater than 10 years of EGC will be appointed as a lieutenant commander (LCDR).

c. Entry Grade Credit Matrix:

<u>Qualification</u>	<u>Credit</u>
(1) Active commissioned service in any of the uniformed services (the <i>Prior Commissioned Service Credit "PCSC"</i>).	-½ day's credit* for each day of active service in a non-lawyer specialty; and/or -Day-for-day credit* for each day of active service in a lawyer specialty (*Note: the PCSC is reduced by the total CSC awarded subject to the Minimum Entry Grade Credit Rule below)
(2) Juris doctor degree (the <i>Constructive Service Credit "CSC"</i>).	CSC of three years less any periods of time on a day-for-day basis spent as a commissioned officer on active duty or in an active status while attending law school (these days accounted for under PCS Credit)

(3) Unusual cases involving special experience or unique qualifications as determined by the Secretary of the Navy.	One-half year for each year, up to a maximum of three years of credit.
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d. Minimum Entry Grade Credit Rule: Under no circumstance may an officer's total Entry Grade Credit be less than 3 years. For applicants who have greater than 1 year of prior active commissioned service and whose PCSC calculation using the guidance above comes to less than 1 year, the total PCSC will be rounded up to either (a) 1 year for applicants whose law school attendance did not overlap with periods of active commissioned service; or (b) for applicants with periods of overlap between law school and periods of active commissioned service, 1 year plus the full overlap period (the effect for each of these groups will be a total EGC of 4 years).

e. Examples. The below examples are provided to aid in application of the guidance above. For brevity, the Prior Commissioned Service Credit will be referred to as "PCSC," the Constructive Service Credit as "CSC" and Entry Grade Credit as "EGC" in this paragraph. Similarly for brevity, periods of time will be expressed in fractions of years rather than in days as will be required in application.

(1) An applicant with 10 years of prior active commissioned service as a submarine officer and no overlapping periods of time between his law school attendance and periods of prior active commissioned service will be awarded as follows:

- (a) $PCSC = (10 \text{ years} \times 50\%) - 3 \text{ years} = 2 \text{ years}.$
- (b) $CSC = 3 \text{ years}.$
- (c) $EGC = 2 \text{ years (PCSC)} + 3 \text{ years (CSC)} = 5 \text{ years}.$

(2) An applicant with 8.5 years of prior active commissioned service as a surface warfare officer and 365 days (1 year) of overlap between her law school attendance and her prior active commissioned service will be awarded as follows:

- (a) $PCSC = (8.5 \text{ years} \times 50\%) - 2 \text{ years} = 2.25 \text{ years}.$
- (b) $CSC = 3 \text{ years} - 1 \text{ year overlap} = 2 \text{ years}.$
- (c) $EGC = 2.25 \text{ years (PCSC)} + 2 \text{ years (CSC)} = 4.25 \text{ years}.$

(3) An applicant with 6 years of prior active commissioned service as an Army judge advocate and no overlapping periods of time between his law school attendance and periods of prior active commissioned service will be awarded as follows:

- (a) $PCSC = (6 \text{ years} \times 100\%) - 3 \text{ years} = 3 \text{ years}.$
- (b) $CSC = 3 \text{ years}.$

(c) $EGC = 3 \text{ years (PCSC)} + 3 \text{ years (CSC)} = 6 \text{ years.}$

(4) An applicant with 9 years of prior active commissioned service as an Air Force judge advocate and a 0.5-year overlap between her law school attendance and periods of prior active commissioned service will be awarded as follows:

(a) $PCSC = (9 \text{ years} \times 100\%) - 2.5 \text{ years} = 6.5 \text{ years.}$

(b) $CSC = 3 \text{ years} - 0.5\text{-year overlap} = 2.5 \text{ years.}$

(c) $EGC = 6.5 \text{ years (PCSC)} + 2.5 \text{ years (CSC)} = 9 \text{ years.}$

(5) An applicant with 7 years of prior active commissioned service as an aviation officer and no overlapping periods of time between her law school attendance and periods of prior active commissioned service will be awarded as follows:

(a) $PCSC = (7 \text{ years} \times 50\%) - 3 \text{ years} = 0.5 \text{ years. Min. PCSC rule rounds credit to 1 year.}$

(b) $CSC = 3 \text{ years.}$

(c) $EGC = 1 \text{ year (Min. PCSC Rule Applied)} + 3 \text{ years (CSC)} = 4 \text{ years.}$

(6) An applicant with 4.5 years of prior active commissioned service as a Navy surface warfare officer and a 0.5-year overlap between her law school attendance and periods of prior active commissioned service will be awarded as follows:

(a) $PCSC = (4.5 \text{ years} \times 50\%) - 2.5 \text{ years} = -0.25 \text{ years. Min. PCSC rule rounds credit to 1.5 years.}$

(b) $CSC = 3 \text{ years} - 0.5\text{-year overlap} = 2.5 \text{ years.}$

(c) $EGC = 1.5 \text{ years (Min. PCSC Rule Applied)} + 2.5 \text{ years (CSC)} = 4 \text{ years}$

f. Routing: BUPERS 316F will perform EGC computations applying CNP guidance. CNRC will prepare appointment documents based upon EGC computations.

g. Approval Authority: The Judge Advocate General, except in cases involving special experience or unique qualifications, see paragraph 9.a.

10. Appointment: Candidates will be commissioned in the staff corps of the U.S. Navy at the grade level equivalent to the results of the constructive entry credit matrix, designator (2505).


11. Service Obligation

a. Selectees will incur an eight-year Ready Reserve obligation, of which the first six years must be completed as a SELRES in a PAY 1 status. The obligation commences upon commissioning.

b. Selectees must maintain eligibility for worldwide assignment.

12. Pay and Allowances: Not applicable.

Approved:



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

Date:

24 Feb 25