

Program Authorization: Training and Administration of the Reserve (TAR) Surface Warfare Officer - Trainee program (Designator 1167) via the TAR In-Service Procurement Program (TAR ISPP) Bureau of Naval Personnel Reserve Officer Community Manager (OCM) (BUPERS-351) is the Program Manager.

1. Program Authority: Title 10 U.S. Code sections 12201 to 12209.
2. Cancellation: Not applicable.
3. Quota: As established by the Director, Military Personnel Plans and Policy (OPNAV N13).
4. Qualifications
 - a. Citizenship: Applicants must be citizens of the United States (U.S.).
 - b. Sex: No restrictions.
 - c. Age: Applicants must be at least 21 years old and not more than 29 years of age at the time of commissioning.
 - d. Education: Possess a baccalaureate or graduate degree from a regionally accredited institution and must have a cumulative grade point average (GPA) of at least 2.75 on a 4.0 scale.
 - e. Physical: Applicants must meet the requisite pre-commissioning/accession physical standards for appointment. These physical standards are in line with the Manual of the Medical Department, Chapter 15. Waivers will not be considered for deficient color vision.
 - f. Duty Preference: Not Applicable.
 - g. Marital Status: No restrictions.
 - h. Program Specific Requirements:
 - (1) 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.
 - (2) Interview: For the ISPP program, applicants must submit a total of three interviews conducted by officers in paygrades O-3 or above. One of these interviews must be from a Surface Warfare officer (111X designator). The current version of the Interviewer's Appraisal Sheet, NAVCRUIT 1131/5, will be used to record observations for candidate evaluations.

Interviews are valid for one year beginning on the date of the interview and must not exceed one year upon convening of the board.

(3) Physical Fitness Assessment (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) Candidates must score a minimum of a 42 on their most recent Officer Aptitude Rating (OAR) exam.

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

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

(7) Security Clearance Eligibility. Applicants must meet eligibility criteria for a Secret security clearance.

5. Waivers: In the event an applicant does not meet all of the above qualifications but is otherwise an exceptional candidate or contains a proven skillset required for service in the TAR Surface Warfare community, a waiver request may be submitted for consideration. Waivers must include the steps outlined below.

a. Application Contents: Waivers will consist of a formal letter request from the applicant, addressed to Head, Reserve Community Management (BUPERS-35). Regardless of the waiver(s) requested, each request must include the applicant's name, date of birth, most recent OAR score, and undergraduate GPA. The letter must include an endorsement by the member's CO. Applications requiring more than one waiver are unlikely to be approved and must be considered highly exceptional in all other respects.

b. Routing: Submit all endorsed waiver requests along with the completed application package to Officer Definite Recall Program (PERS-92) in line with submission guidelines. BUPERS-35 will coordinate with PERS-92 to adjudicate waiver requests within the authority outlined below and will forward any waivers beyond this authority (and any package requiring more than one waiver) for adjudication by the Director of Military Community Management (BUPERS-3). No waivers will be accepted by BUPERS-3 less than two weeks before convening of the TAR In-Service Procurement board. Applications requiring a waiver must be submitted with ample review time for routing and adjudication of the package.

c. Approval Authority: Any single waiver may be adjudicated by Head, Reserve Community Management (BUPERS-35) up to the limits below. As mentioned above, if more than one waiver is required, if still recommended for approval, the request must be forwarded to BUPERS-3 for consideration.

(1) Age: Between age 29 and 32 at the time of commissioning.

(2) GPA: Between 2.5 and 2.75.

(3) OAR: Between 39 and 42.

d. Notification: Regardless of the authority required, PERS-92 will notify the member of the final status of any waiver submitted after final adjudication is made. Due to processing, waiver notification may happen in conjunction with or after release of board results.

6. Accession Source: Navy enlisted personnel in the TAR component.

7. 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. Candidates who are unable to be returned to their previous command will be notified of orders by the TAR Enlisted Detailer (PERS-4012).

b. After commissioning, officers attend the basic division officer course and officer of the deck Phase I training in either Norfolk, VA, or San Diego, CA, followed by billet specialty training in route to their first operational assignment. This combination of training generally lasts between 6-8 months and does not involve travel or temporary housing accompanied by dependents.

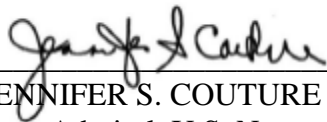
8. Enlistment: Enlisted applicants in the paygrades of E-4 or below selected for this program are designated officer candidates and advanced to or assigned the paygrade of E-5 upon reporting to OCS. Enlisted applicants in the paygrades of E-5 and above are designated officer candidates and remain in their present paygrades until commissioning.

9. Constructive Entry Credit: Not applicable.

10. Appointment: Candidates will be commissioned in the unrestricted line with the rank of Ensign in the U.S. Navy Reserve as a Surface Warfare Officer (in training) with the TAR designator 1167.

11. Service Obligation: All officers incur an 8-year service obligation (Title 10 U.S. Code section 651). Members will utilize form TAR Officer Candidate Service Agreement (NAVPERS 1131/1) to document this service agreement in the designator for which they are selected. Selectees will incur a minimum four year TAR active duty service obligation. After the four years have been completed, if the selectee elects to "release from active duty" and has not satisfied their initial Military Service Obligation (MSO), they must serve their remaining MSO in a Reserve status. Officers commissioned under this program will not be eligible for lateral transfer until minimum service requirements are met.

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

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

Date: 26 Feb 25