

Program Authorization: Appointment as an Ensign, U.S. Navy, designator 1200, for duty at Recruit Training Command (RTC) as a Future Sailor Preparatory Course Academic (FSPC-A) instructor. The Human Resource (HR) Officer Community Manager (OCM) (BUPERS-311-HR) is the program manager.

1. Program Authority: Title 10 United States Code Sections 531 and 532.
2. Cancellation: Expires 30 September 2026.
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. Age: Applicants must be at least 19 years old and less than 42 years old at time of commissioning.
 - c. Education
 - (1) Baccalaureate degree from a regionally accredited college or university.
 - (2) Cumulative grade point average of at least 2.75 on a 4.0 scale.
 - (3) A conferred graduate-level degree from a regionally accredited institution with a cumulative graduate program GPA of 3.0 or greater will supersede an undergraduate degree with a non-qualifying GPA.
 - d. Physical: In line with the Manual of the Medical Department, Chapter 15 and as detailed in Medical Standards for Appointment, Enlistment, Or Induction in the Military Services, DoD Instruction 6130.03 of 6 May 2018.
 - e. Duty Assignment: Selected candidates will be assigned to RTC in a non-deployable billet as an instructor for their entire duty obligation. Until new billets are added, all selected candidates will be assigned to one designated BIN identified for this program. No follow-on tour to another duty station is authorized unless the member meets requirements listed in subparagraph 11(d).
5. Waivers: Other than a medical waiver, no other waivers are authorized.
6. Accession Source
 - a. Civilians, including prior service members who have separated from the military under honorable conditions.

b. Enlisted personnel of the Navy (Active or Reserve Components).

7. **Indoctrination:** Selectees will attend Officer Candidate School (OCS) at Officer Training Command, Newport, RI.

8. **Enlistment:** Civilians and enlisted applicants in the paygrades of E-4 or below, who are selected for this program are designated officer candidates and advanced to the paygrade of E-5 upon reporting to OCS. Enlisted applicants in the paygrades of E-5 and above are designated officer candidates in their present paygrades.

9. **Constructive Entry Credit:** Not applicable.

10. **Appointment:** Candidates will be commissioned as a Special Duty Officer of the U.S. Navy at the rank of Ensign with designator 1200.

11. **Service Obligation**

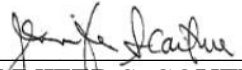
a. All officers incur an 8-year service obligation. This obligation may be served as a combination of active service and reserve service, with a minimum active service obligation of three years. The Active Duty obligation commences upon commissioning.

b. Maximum of two one-year extensions for a total of five years Active Duty service is authorized. Extension requests must be endorsed by the RTC commanding officer and approved by the HR OCM. No waivers will be considered to allow an officer to remain on Active Duty beyond the probationary officer period of six years of commissioned service as defined in Title 10 U.S. Code section 630 unless meeting the requirements listed in subparagraph 11(d).

c. The balance of service, sufficient to complete eight years of total obligated service, may be served in a ready reserve status.

d. FSPC-A instructors who have completed a minimum of two years and six months of commissioned service and desire to continue to serve via Active, Training and Administration of the Reserve (TAR), or Selected Reserve (SELRES) duty as either a 120X officer or in another community beyond their current assignment may be referred by RTC's Commanding Officer to the Probationary Officer Continuation and Redesignation (POCR) board at the discretion of Bureau of Naval Personnel (BUPERS-31) for force management. Officers selected at the POCR board are authorized to continue their service beyond the probationary period.

12. Pay and Allowances: Pay and Allowances: Upon commencing OCS, selectees will receive pay and benefits based on paygrade as outlined in paragraph 8.

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

Date: 2 Feb 2026