

FY-28 TRAINING AND ADMINISTRATION OF THE RESERVE REDESIGNATION REQUIREMENTS

(FY-28 Transfer and Redesignation Boards refers to the boards that will convene in November 2026 and April 2027. Conversions may occur in either 2027 or 2028 based on Needs of the Navy.)

1. General Information

a. Training and Administration of the Reserve (TAR) Transfer/Redesignation Boards convene semi-annually, in the fall and spring, in accordance with the approved fiscal year (FY) accession plan. This document outlines both general and community-specific eligibility requirements and restrictions and serves to supplement MILPERSMAN Article 1001-020. Additional requirements and restrictions are listed on the TAR Officer Community Management web pages.

b. Active Component (AC) officers, Selected Reserve (SELRES) officers including those on temporary recall orders, Canvasser Recruiters (CANRECs), Strategic Sealift Officers (SSOs) and members of the Voluntary Training Units (VTUs) are eligible to apply to the TAR officer program. Applications from Individual Ready Reserve (IRR) officers (apart from SSOs and VTU members), enlisted personnel, civilians, or officers from other services are not eligible for the TAR Transfer/Redesignation Board.

c. TAR officers are eligible to apply for redesignation into another TAR officer community and are subject to respective TAR community manning needs and limitations as outlined in the community-specific eligibility criteria. TAR officers must have completed their initial TAR minimum service requirement (MSR) to become eligible to apply for redesignation into a different TAR designator.

d. Applicants must have no more than a 4-year break in active commissioned service and be able to attain 20 years of active service by age 62. Officers not able to meet these requirements may be approved by the TAR Officer Community Manager (OCM) on a case-by-case basis based upon community health and the applicant's understanding of possible career and retirement ramifications.

e. All AC applicants will be screened through their AC OCM prior to the board convening date and must be released prior to the board. This occurs automatically through the TAR OCM, so no action is required by the applicants. Applicants who have submitted a command approved letter of resignation via NSIPS or are in a two-time Failure of Selection (FOS) status do not require AC OCM release. AC applicants who do not meet the criteria for release by their OCM will not be considered for transfer into the TAR program.

f. Applications need to be endorsed by the applicant's Commanding Officer (CO) or Officer in Charge (OIC), if there is no Commanding Officer in that command. Applications received without a command endorsement will not be considered. SELRES/SSO/VTU applicants must provide command endorsement with their application from either their Reserve Unit/Squadron CO or OIC, current AC command (if presently serving on temporary active-duty orders), or Navy Reserve Activity Commanding Officer.

g. AC officers on the Active-Duty List (ADL) who have failed to select once or twice for promotion to the next higher paygrade are eligible to apply. AC officers who have failed to select more than twice for promotion to the next higher paygrade are not eligible to apply.

h. SELRES officers in a 2x FOS status are eligible to apply. SELRES officers with three or more FOS are not eligible to apply for transfer/redesignation.

i. TAR and AC applicants to the TAR Transfer/Redesignation Board must be cleared (medical and dental) as "Fit for Full Duty" or "Fully Medically Ready" for assignment into their desired TAR community. SELRES applicants must be cleared (medical and dental) for immediate recall to active duty for assignment into their desired TAR community. All applicants shall provide proof of required medical/dental status in their application package. Specific community requirements include:

(1) TAR Surface (1117, 1167), TAR Submarine Warfare (1127), TAR Special Warfare (1137) and TAR Explosive Ordnance Disposal (1147) – All applicants must be cleared (medical and dental) for active duty, sea-duty, special warfare, or EOD assignment, as applicable.

(2) TAR Aviation (13X7) – All applicants must have a current flight physical. A copy of a current DD Form 2992 (aviation "up chit") indicating that the applicant is cleared to perform the duties in the requested aviation community shall be included in their application package.

(3) TAR Special Warfare (1137) – Officers desiring opportunities in Naval Special Warfare (NSW) must pass all physical and mental screening tests listed in MILPERSMAN 1210-220 related to NSW, specifically passing a Physical Screening Test (PST) IAW MILPERSMAN 1220-100, Exhibit 1. Applicant's current physical shall be stamped "PQ for diving duty".

(4) TAR Human Resources (1207), Permanent Professional Recruiter (1287), Aerospace Maintenance Duty Officer (1527), and Supply Corps (3107) – All applicants must be cleared (medical and dental) for an active-duty assignment.

j. Applicants in a limited duty (LIMDU) status with current or pending medical situations that preclude immediate detailing into an active-duty assignment within their selected TAR community are not eligible to apply to the TAR program until the issue has been resolved and the member has been returned to a "Fit for Full Duty" or "Fully Medically Ready" status. Those with temporary conditions will be reviewed on a case-by-case basis.

k. Applicants who are selected for the TAR officer program and become unfit (medical or dental) for an active-duty assignment before being redesignated as a TAR officer will be removed from the select list. The applicant may re-apply to the TAR officer program at a later TAR Transfer/Redesignation Board once returned to a "Fit for Full Duty" status.

l. AC, TAR, and SELRES applicants on Active Duty must have a PRD or Release from Active Duty (RAD) date within 18 months of the board convening date to apply for 1127, 1147,

1207, 1287 (pending designator approval), 13X7, 1527, or 3107. AC 1110 and 1130 applicants may apply for 1117 or 1137, regardless of PRD, if currently serving in an operational tour (i.e., Type I, II, or IV Sea Duty), as those operational tours are part of the 1117 and 1137 career paths.

m. AC applicants with a pending or approved resignation may apply to the TAR officer program. Applicants with a pending resignation must have submitted/routed their command approved resignation through NSIPS to PERS.

n. Applications will not be accepted from officers in a "legal hold" status or currently being processed for administrative separation.

o. The initial TAR MSR is three years as a TAR officer for Active Component (AC) officers and SELRES officers (MILPERSMAN 1001-020). TAR aviation community selects should refer to MILPERSMAN 1321-100 for additional MSR requirements.

p. Applicants selected for TAR will redesignate in the same FY in which they were selected to the maximum extent practical. Examples of individuals not redesignating into TAR in the same FY are delays in the scrolling process, the execution of promotion status, or the current billet assignment does not allow for redesignation (i.e. aviators redesignating to TAR HR cannot redesignate until they have departed their 13XX/DIFOPS billet).

2. Waiver Requests and Adjudication

a. General eligibility requirements may be considered for waiver based upon community manning levels, availability of fully eligible applicants to that community, and the magnitude of the waiver request. The only official waiver request required to be submitted by the applicant, if applicable, is a PRD waiver. The PRD waiver request is included in the CO endorsement, see the application template for further details. Other waiver requests are adjudicated based on the needs of the specific community and the number of effected applicants. YG waiver requests are adjudicated by BUPERS-315 and the MSR waiver requests coincide with the AC OCM release.

b. Community and service requirements are not waiver-able. Community requirements include, but are not limited to, warfare qualification or specific fleet experience. Service requirements include, but are not limited, to medical and dental readiness, worldwide assignability, eligibility for security clearance, and freedom from any legal restrictions (e.g. "Legal Hold") at the time of application.

3. Surface Warfare Officer (SWO, 1117/1167) Community Requirements

a. Ideal applicants are SWO qualified and already screened for Department Head (screening code FAAZ). Applicants already serving in Department Head afloat billets should have highly competitive records that will make them strong contenders to screen for Command-at-Sea. This could include both AC (1110 and SWO-qualified LDO designators) and SELRES SWO officers (1115 designator).

b. SELRES or AC officers not already possessing a SWO qualification are eligible to apply to the TAR SWO community if the applicant is LTJG or junior with fewer than 36 months of commissioned service as of the board convening date and there is a TAR quota in their YG. These limits are to ensure that selectees can return to an initial sea duty Division Officer Afloat assignment to achieve their SWO qualification, complete a minimum of 39 months of SWO Division Officer service, and be in Department Head School prior to 7.5 years of commissioned service, thus remaining competitive for future promotion.

c. Any officer who does not already possess a SWO qualification and has three or more years of commissioned service as of the board convening date is too senior to be competitive within the TAR SWO community and is not eligible to apply.

d. Surface Warfare Officers receiving any community continuation, retention pays, or bonuses (e.g. Department Head Retention Bonus (DHRB)) can only apply for TAR SWO. SWO officers receiving the LCDR Retention Bonus (LRB) may apply for any TAR designator as long as the applicant is within 18 months of completing their bonus service obligation by the board convene date.

e. Officers currently qualified for supervision, operation, and maintenance of nuclear propulsion plants are not eligible to apply to the TAR Transfer/Redesignation Board unless approved for release by the AC Nuclear Power OCM, which is coordinated by the TAR OCM.

f. Applicants selected for the 1117 community will be detailed to their next career sea duty milestone upon acceptance. Officers with fewer than 42 months commissioned service will be detailed to their first or second division officer tour at sea as appropriate. Officers that have completed their division officer tours and possess a SWO qualification will be detailed as appropriate to arrive in Department Head School NLT their 7.5 YCS point. Officers currently serving as a Department Head afloat will be detailed as required to complete their two required Department Head tours.

4. Submarine Warfare (1127) Community Requirements

a. Applicants to the TAR Submarine community must already be submarine warfare qualified.

b. Officers currently qualified for supervision, operation, and maintenance of nuclear propulsion plants are not eligible to apply to the TAR Transfer/Redesignation Board unless approved for release by the AC Nuclear Power OCM, which is coordinated by the TAR OCM.

c. Applicants should be LCDR or junior and not in zone for O-5.

5. Special Warfare (1137) Community Requirements

a. Applicants to the TAR Special Warfare community must already be SPECWAR qualified with designator 113X, must have successfully completed a Division Officer assignment, and

been awarded Additional Qualification Designation (AQD) Code QC1 (SEAL DIVO). Additionally, Active Duty (1130) applicants must have screened for Department Head at an Administrative Selection Board.

b. Both AC (1130) and RC (1135) applicants should be on track LTs and LCDRs who are able to fill Naval Special Warfare (NSW) Platoon Commander and post-Platoon Commander assignments to include Operations Officer and Executive Officer at SEAL Teams 17 and 18 or other NSW commands.

6. Explosive Ordnance Disposal (1147) Community Requirements

a. Applicants to the TAR Explosive Ordnance Disposal (EOD) community must already be EOD Officer Warfare qualified possessing a KG5 AQD. LT/LCDR applicants should be able to fill TAR and EOD operational billets, and his/her career milestones should be commensurate with their paygrade (e.g. KG5, KG0, KG7, KG7, etc.)

b. Applicants should be LCDR or junior.

7. Aviation (1317/1327) Community Requirements

a. Applicants to the TAR Aviation community must already be qualified naval aviators/NFOs.

b. Applicants to a flying community must have no more than a five-year break in military flying.

c. AC applicants must be within 18 months of completing their post-winging MSR.

d. AC applicants under a current AC Aviation Bonus (AvB) contract are generally not eligible to apply for TAR unless when the TAR board convenes the applicant is 1) within one year of their AvB contract term or 2) in their AC DH tour and within one year of PRD. However, eligibility for transfer out of the AC for an officer under AvB is not governed by this document. Officers under AvB contract should contact the AC AvB Program Manager at (901) 874-3484 or avipandavb@us.navy.mil with any additional questions about eligibility.

e. Per MILPERSMAN 1321-100, acceptance of orders by TAR pilots for initial training in VR aircraft constitutes an agreement to remain on active duty (ACDU) for a period of 36 months (equivalent to a normal squadron tour), commencing upon completion of the transition training or upon reporting to the ultimate duty station, whichever is later.

f. Per MILPERSMAN 1321-100, acceptance of orders to Fleet Replacement Squadron (FRS) training en-route to the selectee's squadron constitutes an agreement to remain on ACDU for a period of time equal to a normal squadron tour (36 months for first tour pilots, 30 months for second tour pilots) following completion of FRS training.

g. VFC applicants should be qualified as a Strike Fighter Weapons and Tactics (SFWT) Level IV in order to apply to the TAR VFC community. VFA NFO members may apply, and if accepted, should expect assignment to a VFC squadron, pending billets for a department head tour. VFC NFO follow-on tours will be primarily in reserve management. Applications to Joint Strike Fighter squadron SAU will also be considered from applicants who are F-35 qualified. VFA/C applicants must be SAP eligible to apply.

h. VAQ Pilot and NFO applicants shall be one or more of the following:

(1) Growler Weapons and Tactics Program (GWTP) Level III or higher. Applicants that are GWTP Level II and able to attain GWTP Level III prior to redesignation may be considered if documented in the Commanding Officer's endorsement of the application.

(2) A qualified EA-18G FRS instructor who has completed an EA-18G FRS tour.

(3) F/A-18E/F SFWT Level IV or higher.

i. VP applicants shall be P-8A ACTC Level 300 or higher to apply to the VP community. P-8A Instructor Pilots and Tactical Coordinators (Level 400) and Weapons and Tactics Instructors (Level 500) with FRS or MPRWS experience are strongly desired.

j. VUP applicants will support the MQ-4C Triton Unmanned Aircraft System (UAS). Applicants with specialized UAS and information technology experience are highly desired.

k. VAW applicants are eligible to apply for the VAW SAU for their department head tour.

l. VRM applicants shall be Tiltrotor Aircraft Commanders.

m. HM applicants should be qualified Airborne Mine Countermeasures (AMCM) Level III. Applicants who are not Level III qualified will be evaluated on a case-by-case basis.

n. HSM applicants shall be MH-60R Level III or higher.

o. HSC applicants are eligible to apply for HSC-3 Fleet Support Detachment (FSD) for their department head tour. Applicants should be qualified MH-60S Level III or higher.

p. VTJ eligible pilots have completed a tour in the VFA, VAQ, VAW, or VRC communities. Highly qualified pilots from other communities with significant fixed wing experience (i.e., two fixed wing flying tours or instructor tour(s) in VT with significant formation flying experience) and a minimum primary flight school NSS of 55 may also be considered on a case-by-case basis. Instructor pilot experience preferred.

q. All applicants will submit documentation in support of eligibility requirements.

r. Table (1) displays the Navy Reserve aviation communities to which an applicant may apply based on their current or parent aviation community.

TAR AVIATION COMMUNITY ELIGIBILITY															
If your present Aviation Community is:		Then you are eligible for these TAR Aviation Communities:													
		TAR Communities													
Current Community		VFC	VAQ	HM	HSC	HSM	VP	VTJ	VTP	HT	VR	VRM	VAW	VUP	ARM
PILOT	VFA	X	X					X			X			X	X
	VAW							X	X		X		X	X	X
	VRC							X	X		X			X	X
	VAQ	X	X					X			X			X	X
	VRM								X	X	X	X		X	X
	HM			X					X	X	X			X	X
	HSC				X				X	X	X			X	X
	HSM					X			X	X	X			X	X
	VP						X		X		X			X	X
	VQ								X		X			X	X
NFO	VFA	X						X	X						X
	VAW							X	X				X		X
	VQ								X					X	X
	VAQ		X						X					X	X
	VP						X		X					X	X

Table 1: TAR Aviation Community Eligibility Matrix

8. ARM - Aviation Reserve Management (Staff-Tank) Community Requirements

- Applicants to the Aviation Reserve Management Community shall be AC or SELRES officers from the 13XX designator possessing professional experience.
- Officers selected to the Aviation Reserve management community are not eligible for the Aviation Department Head Retention Bonus (ADHRB). ARM selectees can reapply for a flying billet in an aviation community on future boards per the annual NAVADMIN.
- Applicants to the Aviation Reserve Management community are not required to have a

DD Form 2992 'Up-chit' as their primary duties do not involve flying.

9. Human Resources (1207) Community Requirements

a. Applicants to the TAR Human Resources (HR) community are AC, TAR, or SELRES officers from any designator possessing professional experience or education relating to HR Management.

b. It is desired that junior applicants at the rank of LT or below should have demonstrated leadership in their initial tour(s).

c. Senior applicants should have demonstrated leadership and preferably a minimum of two years of HR experience. Additionally, those who have already obtained one or more of the following will be most competitive: HR related Master's degree and HR Certification.

d. Officers with subspecialties or significant experience in Information Technology, Financial Management, Manpower Systems Analysis, or Operations Research Analysis, or Recruiting are preferred but not required.

10. Permanent Professional Recruiter (1287) Community Requirements

a. Applicants to the TAR Permanent Professional Recruiter (PPR) community are AC, TAR, or SELRES officers from any designator possessing professional experience in the recruiting mission.

b. Applicants who have subspecialties or significant experience in Recruiting will be most competitive.

c. The paygrade restrictions on community billets will be limited to the O-4 paygrade. Therefore, there will be no PPR promotion opportunities to commander (O-5).

d. Members may have the opportunity to remain in the same geographical location for the duration of their time in service, but may be required to relocate based on the needs of the Navy.

11. Aerospace Maintenance Duty Officer (1527) Community Requirements

a. Applicants with squadron and intermediate-level maintenance experience are desired and should be LT or junior unless they are currently a 152X/633X LCDR. Applicants from other communities are encouraged to apply provided they have aviation maintenance management experience. Applicants with other than Fleet Sea-duty experience must have sufficient time to acquire AMDO experience before reaching the next promotion milestone.

b. Applicants should have completed or be in the process of completing their Professional Aviation Maintenance Officer qualification.

12. Supply Corps (3107) Community Requirements

a. It is preferred that applicants are AC or SELRES Supply Corps (3100, 3105, or 3165) officers, but active-duty warfare qualified line officers are also encouraged to apply. TAR, AC, and SELRES officers possessing professional experience or education relating to Business/Logistics Management/STEM or that have already completed the Navy Supply Corps School's Basic Qualification Course (BQC) are also encouraged to apply.

b. Competitive SELRES Direct Commission Supply Corps Officers should have a baccalaureate degree in accounting, finance, inventory management, contracting, food service, information management, transportation/logistics, or supply chain management and have one of the following:

(1) Significant (3+yrs) active-duty enlisted experience in a supply rating.

(2) Significant comparable civilian work experience in accounting, finance, inventory management, contracting, food service, information management, transportation/logistics, or supply chain management.

(3) Experience in a relevant Supply Corps billet(s) while mobilized on active duty.

HATCH.STEVEN.S [REDACTED]

COTT. [REDACTED]

CAPT S. S. HATCH
BUPERS-315

HEINEMEIER.BENJ. [REDACTED]

AMIN.JOHN. [REDACTED]

CAPT B. J. HEINEMEIER
PERS-46

WOOD.ANDRE [REDACTED]

W.R. [REDACTED]

CAPT A. R. WOOD
PERS-9