

Program Authorization: The Training and Administration of the Reserve (TAR) In-Service Procurement Program (TAR ISPP) provides a pathway to officer commissions in specified Restricted and Unrestricted Line Officer communities for TAR enlisted personnel who meet eligibility criteria. Bureau of Naval Personnel TAR Officer Community Manager (OCM) (BUPERS-351) is the Program Manager. This pilot program will be evaluated no later than two years after date of signature and a recommendation made to renew, change or sunset.

1. Program Authority: Title 10 U.S. Code sections 12201 to 12209.
2. Cancellation: Expires two years from date of signature.
3. Quota: This Program Authorization will supplement MILPERSMAN 1001-020. Overall quotas will be as established by the Navy Reserve Community Manager (BUPERS-35) in coordination with Office of the Chief of Navy Reserve (OCNR) prior to each TAR Transfer and Redesignation board (twice annually). Final quotas are approved by Director, Military Personnel Plans and Policy (OPNAV N13) and will be promulgated bi-annually via NAVADMIN.
4. Qualifications:
 - a. Citizenship: Applicants must be U.S. citizens.
 - b. Gender: Open to men and women.
 - c. Age: Applicants must be at least 21 years old and will not exceed the maximum age limit for the specific designator for which they will be accepted.
 - d. Education: Due to the nature of the TAR ISPP, applicants must have completed their baccalaureate degree from a regionally accredited institution. Grade point average must meet minimum requirements as prescribed in the program authorization for the designator the individual is applying.
 - 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, for the specific designator for which they will be accepted.
 - f. Duty Preference: Not Applicable.
 - g. Marital Status: No restrictions.
 - h. Program Specific Requirements:
 - (1) Conduct: Applicants must 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) 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.

(3) 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.

(4) 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.

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

5. Selection:

a. Nominations must be from a command following the initial training pipeline and must occur at the CO level, with endorsement by the Immediate Superior in Command (ISIC). Nominations from the initial training pipeline will not be accepted. Applicants must be favorably nominated using the CO's recommendation section included in the Officer Programs Application, OPNAV 1420/1. Ensure all portions are completed and the applicant meets all eligibility criteria. The CO's endorsement must contain:

- (1) A statement indicating whether the applicant is serving on full duty without limitation;
- (2) A statement that the applicant meets physical fitness and body fat percentage standards; and
- (3) A statement addressing any adverse performance evaluation data as well as positive steps taken by the applicant to address these performance issues.

b. The CO will forward nominations to their ISIC for endorsement.

c. The ISIC, if in concurrence, will forward the nominations and endorsement to PERS-92.

d. PERS-92 will review nominations to ensure all elements of this Program Authorization are met. PERS-92 will reject a nomination if it is incomplete, ineligible, or the designator is closed due to filled available quotas. In these cases, the nominations will be returned to the originating command and notified of the discrepancy which prevented further processing.

e. PERS-92 will forward complete nomination packages to BUPERS-35 for consideration at TAR ISPP selection panels. Selection panels will be held bi-annually in conjunction with scheduled TAR Transfer and Re-designation Boards.

f. Following the TAR ISPP selection panel, PERS-92 will notify selectees and coordinate with the appropriate PERS-4 entities to process them to attend OCS.

6. Waivers: No waivers are authorized for receiving a commission via the TAR ISPP.

7. Accession Source: Only TAR enlisted Sailors are eligible for this program.

8. 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.

b. Follow-on training will be in accordance with the requirements for the specific designator for which they will be accepted.

9. Enlistment: Enlisted applicants in the pay-grades of E-4 and below selected for this program are designated officer candidates and advanced to or assigned the rank 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.

10. Constructive Entry Credit: Does not apply to this program.

11. Appointment: Candidates will be commissioned with the rank of Ensign in the U.S. Navy Reserve with the Training and Administration of the Reserve designator for which they were selected.

12. Service Obligation: All officers incur an 8-year service obligation (Title 10 U.S. Code section 651). This obligation will be served as a combination of active service and reserve service, with a minimum active service obligation of four years. Officers commissioned under this program will not be eligible for lateral transfer until minimum service requirements are met.

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

Approved: _____



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