

## MILPERSMAN 1301-907

### NAVAL SENIOR LEADER LEGAL TRAINING

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|                            | Naval<br>Justice<br>School | Phone: | DSN<br>COM        | 841-3800<br>(401) 841-3800             |

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| MyNavy Career Center | Phone: Toll Free<br>Email:<br>MyNavy Portal: | 1-833-330-MNCC (6622)<br><a href="mailto:askmncc@navy.mil">askmncc@navy.mil</a><br><a href="https://my.navy.mil/">https://my.navy.mil/</a> |
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| <b>References</b> | (a) 10 U.S.C. 5947<br>(b) National Defense Authorization Act for Fiscal Year 2020 §§ 540A and 540B<br>(c) VCNO memo of 22 Apr 2019<br>(d) 5 C.F.R. § 2638.308<br>(e) DoD 5500.07-R, Joint Ethics Regulation (chapter 11), August 1993<br>(f) JAGINST 5800.7F (JAGMAN)<br>(g) Manual for Courts-Martial, 2019<br>(h) VCNO Annual Standards of Conduct Guidance |
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1. **Purpose.** To establish procedures for Navy prospective flag officers, commanding officers, executive officers, and senior enlisted leaders to attend a legal training course prior to assuming a leadership position.

2. **Background.** Reference (a) establishes the duty of all United States Navy commanding officers to ensure the exemplary conduct of all officers and enlisted personnel under their charge of command. To execute this duty, senior Navy leaders must understand military law and how to affect its purposes to promote justice, to assist in maintaining good order and discipline, and to promote efficiency and effectiveness in the military establishment. References (b) through (g) address many of the legal issues that senior leaders must be prepared to effectively and fairly address, to include military justice, fair and impartial disposition of alleged offenses, investigations, government ethics, and standards of conduct.

3. **Policy**

a. To properly train all members of the command leadership triad to address legal issues that arise in their unit, all prospective commanding officers (PCOs), executive officers (PXOs), command master chiefs (PCMCs) and chiefs of the boat (PCOBs), and command senior chiefs (PCSCs) are required to attend the Naval Justice School's Senior Leader Legal Course (SLLC).

b. All PCOs, PXOs, PCMCs/PCOBs, and PCSCs receive mandatory leadership training via an intermediate stop at the Naval Leadership and Ethics Center. All of these personnel are also required to attend the SLLC at Naval Justice School in Newport, RI, or at either of the Naval Justice School Detachments in San Diego, CA or Norfolk, VA.

c. Commanding officers and senior enlisted personnel who served in a commander (O-5) command or major command billet, and are subsequently ordered to a second command in the same billet grade, are not required to re-attend SLLC if it has been less than 4 years since last attendance. If it has been more than 4 years since last attending SLLC, personnel are required to attend SLLC again. Officers filling XO fleet-up billets are not required to attend SLLC once they take command, if they attended SLLC as part of their PXO pipeline. Officers-in-charge will receive face-to-face legal training by the senior staff judge advocate (SJA) in their chain of command.

d. Commanding officers who attended SLLC prior to O-5 command, and who are subsequently selected for major command, are required to re-attend SLLC before assuming major command. This requirement extends to all major commanders, to include sexual assault initial disposition authorities.

e. Building on previous legal training provided at SLLC, flag officers will receive additional legal training at the New Flag and Senior Executive Training Symposium (NFLEX). Training provided at NFLEX is a supplement to, not a replacement for, face-to-face legal training provided through operational chains of command by an SJA.

f. SJAs to a flag officer in command are required to provide legal training on government ethics, standards of conduct, military justice, and other matters pertinent to the command within 90-days of the flag officer assuming duties;

annual legal training is required thereafter. This training is in addition to, and may be conducted in conjunction with, annual government ethics and standards of conduct training required by references (d), (e), and (h).

4. **Action.** Placement Officers and Enlisted Placement Coordinators are responsible for ensuring SLLC quotas are obtained for all PCOs, PXOs, PCMCs/PCOBs, and PCSCs before completing orders for their constituents. Additional direction includes:

a. PCS orders for officers and senior enlisted personnel en route to leadership tours will include an intermediate stop for SLLC.

b. Quotas are obtained directly through the Enterprise Naval Training Reservation System. Contact information for Navy Personnel Command and Naval Justice School is provided for quota support only.

c. Officers or senior enlisted personnel unable to attend SLLC en route to a leadership tour must request waivers through their community managers to the Deputy Chief of Naval Personnel (BUPERS-00B) for approval. This waives attendance en route to the leadership tour, but the officer or senior enlisted member remains obligated to attend SLLC as close to commencement of the leadership tour as possible. Judge advocates and legalmen serving in leadership billets are excluded from the requirements of this article as their career legal training is considered to have met this article's training requirement.

d. Office of Chief of Naval Operations Flag Officer Management and Distribution (OPNAV N00F) will partner with the Office of the Judge Advocate General (OJAG) to review and deliver the legal training requirements for new flag officers. Review of the NFLEX legal training curriculum should occur at least annually and may be more frequent when warranted by circumstances and or changes in the law or governing directives.