

MILPERSMAN 1301-907

NAVAL LEADER LEGAL TRAINING CONTINUUM

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References	(a) 10 U.S.C. (b) National Defense Authorization Act for Fiscal Year 2020 (c) VCNO memo 5370 Ser N09/19U112904 of 22 Apr 2019 (d) 5 CFR (e) DoD Directive 5500.07 of 15 May 2024 (f) JAGINST 5800.7F (g) Manual for Courts-Martial, 2024 (h) CNO WASHINGTON DC 292208Z Jan 20 (NAVADMIN 025/20)
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1. **Purpose**. To establish a milestone-based legal training continuum for Navy prospective flag officers, commanding officers, executive officers, senior enlisted leaders, and all other officers to attend legal training courses prior to assuming a leadership position within their career continuum.

2. **Background**. Reference (a), section 5947, 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 in the Military Services, and to promote efficiency and effectiveness in the military establishment. References (b), sections 540A and 540B; (c); (d), sections 2638.308; and (e) 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 ensure leaders are properly trained on legal policy and procedures, a legal training continuum has been established to provide milestone-based legal training to naval officers that addresses the legal requirements and challenges associated with incremental leadership responsibilities. The legal training continuum consists of courses at the junior officer, intermediate leader, and senior leader milestones.

b. To properly train all members of the command leadership triad to address legal issues that arise in their units, all prospective commanding officers (PCO), executive officers (PXO), and command master chiefs (PCMC) and chiefs of the boat (PCOB) are required to attend the Naval Justice School's Senior Leader Legal Course (SLLC).

c. All PCOs, PXOs, and PCMCs and PCOBs receive mandatory leadership training via an intermediate stop at the Naval Leadership and Ethics Center (NLEC).

d. Command leaders who served in a commander (O-5) command or major command billet and who 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. This applies to COs, XOs, officers in charge (OIC), and command senior enlisted leaders. If it has been more than 4 years since last attending SLLC, personnel are required to attend SLLC again. XOs serving in fleet-up billets are not required to attend SLLC once they take command, if they attended SLLC as part of their PXO pipeline.

e. OICs are required to either attend SLLC or receive face-to-face legal training by the senior staff judge advocate (SJA) in their chains of command. On a case-by-case basis, non-command track senior officers may attend SLLC if the immediate superior in command determines additional legal training would benefit those officers in the execution of their duties.

f. Placement officers are responsible for ensuring SLLC course quotas are obtained for all PCOs, PXOs, PCMCs and PCOBs, and OICs before completing orders for their constituents.

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

h. 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.

i. SJAs to a flag officer in command are required to provide legal training on Government ethics and standards of conduct, military justice, and other matters pertinent to the command within 90 days of the flag officer assuming duties; legal training will be required annually. 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), section 2638.308; (e); and (h).

4. **Action**

a. Community leads, as designated per reference (h), must:

(1) Ensure their personnel receive milestone legal training.

(2) Coordinate with Naval Justice School to ensure delivery of legal training to their division officers and department heads, or equivalents, within their training pipelines.

b. Naval Justice School must execute the following milestone legal courses:

(1) For junior officers or division officer-equivalents, an online legal training course will be implemented in training pipelines at community lead's discretion.

(2) For department head or equivalents, an in-person half-day legal course will be implemented in training pipelines at community lead's discretion, in coordination with Naval Justice School, as to specific timing and location.

(3) The SLLC for PCOs, PXOs, OICs, PCMCs, and COBs.

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

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

e. Any officer or senior enlisted member unable to attend SLLC en route to a leadership tour must request a waiver through their community manager who must be approved by the Deputy Chief of Naval Personnel (BUPERS-00B). 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 because their career legal training is considered to have met this article's training requirement.

f. Office of the Chief of Naval Operations (OPNAV) Flag Matters Office (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.