Billet subspecialty coding is to be based on the minimum education/training/experience level required for optimum performance. Operations Analysis/3211 coding is justified when, in addition to the general criteria stated in NAVPERS 15839 series (Manual of Navy Officer Manpower and Personnel Classification) Part B, the following specific criteria are satisfied:

1. **Subspecialty Coding Restrictions**


2. **Applicable Officer Designator(s)**

<table>
<thead>
<tr>
<th>Designator</th>
<th>Officer Community Manager Name</th>
<th>Approval Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. 1000</td>
<td>LCDR Eddi Watson</td>
<td>20 Jan 2015</td>
</tr>
<tr>
<td>b. 1050</td>
<td>LCDR Eddi Watson</td>
<td>20 Jan 2015</td>
</tr>
<tr>
<td>c. 111x</td>
<td>CDR Erik Bisleich</td>
<td>20 Jan 2015</td>
</tr>
<tr>
<td>d. 112x</td>
<td>CDR Alan Nelson</td>
<td>24 Nov 2014</td>
</tr>
<tr>
<td>e. 113x</td>
<td>CDR Bryan Johnson</td>
<td>26 Jan 2015</td>
</tr>
<tr>
<td>f. 12xx</td>
<td>CDR Steven Milinkovich</td>
<td>24 Nov 2014</td>
</tr>
<tr>
<td>g. 13xx</td>
<td>CDR Patrick Hansen</td>
<td>26 Nov 2014</td>
</tr>
<tr>
<td>h. 152x</td>
<td>LCDR Christopher Haas</td>
<td>02 Dec 2014</td>
</tr>
<tr>
<td>i. 181x</td>
<td>LCDR Joel Yates</td>
<td>20 Jan 2015</td>
</tr>
<tr>
<td>j. 182x</td>
<td>CDR Ken Demick</td>
<td>23 Jan 2015</td>
</tr>
<tr>
<td>k. 183x</td>
<td>CAPT James Scarcelli</td>
<td>24 Nov 2014</td>
</tr>
</tbody>
</table>

Enclosure (2)
l. 23xx  LCDR Richard Gilliard  24 Nov 2014
m. 31xx  CDR David Carnal  24 Nov 2014
n. 51xx  CDR Jason Wood  04 Dec 2014

3. **Applicable Billet Designator(s)**
   
a. 1000
b. 1020
c. 1050
d. 111x
e. 112x
f. 113x
g. 12xx
h. 13xx
i. 152x
j. 181x
k. 182x
l. 183x
m. 23xx
n. 31xx
o. 51xx

4. **Significant Experience Criteria**

   a. Operations Analysis/3211 S-coded billets are justified when two of the following conditions are met:

   (1) Billet duties require quantitative analyses dealing with alternative choices in warfare tactics and strategy; or in planning, budgeting and procurement of systems and forces with substantial utilization of at least two of the following areas:
probability and statistics, data analysis, mathematical modeling, quantification of uncertainty and random phenomena, resource allocation, optimization techniques, game theory, or war gaming.

(2) Incumbent gains initial experience or improved understanding of the general principles, techniques and skills of operations analysis.

(3) Billet allows incumbent to work with officers designated through post-graduate education (P/Q codes) in the field of operations analysis.

b. Operations Analysis/3211 S-coded officers are justified when:

(1) The officer has filled a B, H, S, R, P, Q coded billet for more than 18 consecutive months and has no subspecialty code in Operations Analysis.

(2) Fitness report (FITREP) justifies the officer has accomplished the task(s) indicated above for more than 18 consecutive months.

c. Operations Analysis/3211 R-coded billets are justified when all of the following conditions are met:

(1) Billet duties require quantitative analyses dealing with alternative choices in warfare tactics and strategy; or in planning, budgeting and procurement of systems and forces with substantial utilization of at least two of the following areas: probability and statistics, data analysis, mathematical modeling, quantification of uncertainty and random phenomena, resource allocation, optimization techniques, game theory, or war gaming.

(2) Incumbent gains improved understanding of the general principles, techniques and skills of operations analysis.

(3) Billet allows incumbent to work with officers designated through post-graduate education (P/Q codes) in the field of operations analysis.

(4) Range and scope of billet requires the incumbent to have successfully completed a tour in an Operations Analysis S-coded billet.

d. Operations Analysis/3211 R-coded officers are justified when:
(1) The officer has filled a B, S, R, P, or Q coded billet for more than 18 consecutive months and was previously awarded an S subspecialty code in Operations Analysis.

(2) FITREP justifies the officer has accomplished the task(s) indicated above for more than 18 consecutive months.

5. **Baccalaureate Criteria**

   a. Operations Analysis/3211 E-coded billets are not authorized.

   b. Operations Analysis/3211 E-coded officers are authorized when:

      (1) The officer has received a baccalaureate degree in Operations Research or Operations Analysis.

6. **Elective Level Criteria**

   a. Operations Analysis/3211 H-coded billets are authorized when:

      (1) A master’s level of knowledge in Operations Analysis is desired but not essential for optimum performance.

   b. Operations Analysis/3211 H-coded officers are not authorized.

7. **Functional Education Criteria**

   a. Operations Analysis/3211 G-coded billets are not authorized.

   b. Operations Analysis/3211 G-coded officers are authorized when:

      (1) An officer has completed the Operations Analysis curriculum at NPS but not completed a thesis.

      (2) An officer attends a Civilian Institution and completes all Operations Analysis/3211 Educational Skill Requirements (ESR) with the exception of Analysis of Military Operations.
c. Operations Analysis/3211 F-coded officers are authorized when:

(1) An officer has a G-code and completed a tour in a billet requiring an Operations Analysis/3211 master’s degree billet or higher.

8. Masters Criteria

a. Operations Analysis/3211 P-coded billets are authorized when the billet requires all of the following:

(1) Billet requires the educational skills required for a master’s degree in Operations Research.

(2) Incumbent will be required to independently perform and evaluate quantitative analyses dealing with alternative choices in warfare tactics and strategy; or in planning, budgeting and procurement of systems and forces.

b. Operations Analysis/3211 P-coded officers are authorized when:

(1) The officer completes a master’s degree program that meets all Operations Analysis/3211 ESRS.

Note: Full subspecialty will not be given if thesis is not completed. The officer will receive the G subspecialty code suffix. When thesis is completed, student must apply to Naval Postgraduate School registrar for new transcript which should be forwarded to Navy Personnel Command (PERS-4) to update Officer Master File in order to grant P-code.

c. Operations Analysis/3211 Q-coded billets are authorized when all of the below are met:

(1) Billet requires all educational skills required for a master’s degree in Operations Research

(2) Billet requires independent performance and evaluation of quantitative analyses dealing with alternative choices in warfare tactics and strategy, or in planning, budgeting and procurement of systems and forces.

(3) Billet range and scope requires the incumbent to have successfully completed a tour in an Operations Analysis P-coded billet.
(4) Billet requires supervision of other Operations Analysis/3211 coded billets.

d. Operations Analysis/3211 Q-coded officers are authorized when:

(1) Officer with a P-code completes at least 18 consecutive months in a master's degree coded billet or higher.

Note: Q-coded officers cannot obtain Q-codes, but will be authorized F-codes.

9. Post-Masters

a. Operations Analysis/3211 M-coded billets are not authorized.

b. Operations Analysis/3211 M-coded officers are not authorized.

c. Operations Analysis/3211 N-coded billets are not authorized.

d. Operations Analysis/3211 N-coded officers are not authorized.

10. Doctorate Criteria

a. Operations Analysis/3211 D-coded billets are authorized when:

(1) The billet requires doctoral-level facility with mathematical modeling, quantification of uncertainty and random phenomena, data analysis, probability and statistics, optimization techniques, or game theory.

b. Operations Analysis/3211 D-coded officers are authorized when:

(1) The officer completes a doctoral program in Operations Analysis that meets Operations Analysis/3211 ESRs.

c. Operations Analysis/3211 C-coded billets are authorized when all of the below are met:
(1) The billet requires doctoral-level facility with mathematical modeling, quantification of uncertainty and random phenomena, data analysis, probability and statistics, optimization techniques, or game theory.

(2) Billet range and scope requires the incumbent to have successfully completed a tour in an Operations Analysis D-coded billet.

(3) Billet requires supervision of other Operations Analysis/3211 coded billets.

d. Operations Analysis/3211 C-coded officers are authorized when:

(1) Officer with a D-code completes at least 18 consecutive months in a C- or D-coded billet.

11. Community managers and the Budget Submitting Office have agreed to allow billets to be coded for Operations Analysis/3211 and officers to be educated for this curriculum.

12. Major Area Sponsor and Subject Matter Experts:

Major Area Sponsor: J. P. Mulloy, VADM, Deputy Chief of Naval Operations, Integration of Capabilities and Resources (N8)

Subject Matter Expert: H. A. Shelanski, RADM, Director, Assessment Division (N81)

APPROVED: [Signature] 5/7/15
Major Area Sponsor

APPROVED: [Signature] 7/23/15
Director, OPNAV N12

Date
Date