



FY-20 Active-Duty Line Merit Reorder Considerations Brief Disclaimer




This information is provided to assist board members in identifying performance and career achievements which may indicate a record of particular merit. Board members are expected to use their experience and judgment after review of the records recommended for promotion to determine those records of particular merit. Information on these slides is not an all inclusive list and should not be used to exclude records that otherwise document particular merit. This information is not a checklist of traits required for merit and should not substitute for board's discretion. It has been vetted by Navy Personnel Command and OJAG for statutory compliance and approved by SECNAV.

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Surface Warfare Officer

Merit Reorder Considerations

- 
- Valued achievements prior to LIEUTENANT COMMANDER
 - Service at Sea - Recognized top performer while serving as a department head (DH) afloat
 - Service at Sea - Successful performance as a DIVO afloat, trait average consistently above RSCA
 - Screened for, or served in, early command at sea
 - Completed competitively-screened graduate education program or fellowship (FSEP, Olmstead, MIT, LEAD, etc.)
 - Warfare Tactics Instructor (WTI) qualification
 - Advanced qualifications such as EOOW or TAO
 - Masters or JPME Phase I complete
 - Valued achievements prior to COMMANDER
 - Service at Sea - Recognized top performer as a department head afloat
 - Screened for, or serving in, XO-CO fleet-up at sea
 - Standout performance in early command at sea
 - Standout performance in post DH billets at sea
 - Standout performance in a WTI production tour
 - Standout performance while serving in community or operational assignments
 - Masters and JPME Phase I complete
 - Valued achievements prior to CAPTAIN
 - Recognized top performer as a commanding officer at sea
 - Standout performance while serving as a reactor officer or other post command at sea operational tours
 - Standout performance while serving in community or operational assignments following command at sea

Submarine Warfare Officer

Merit Reorder Considerations

- Valued achievements prior to LIEUTENANT COMMANDER (in ranked order)
 - Serving/served as a department head (DH) in a DH AFLOAT billet
 - Recognized top performer as a DH in the squadron
 - May have completed a competitively-screened shore duty, post DIVO (Flag LT, Prototype, Naval Reactors, etc.)
 - May have completed a competitively-screened graduate degree
- Valued achievements prior to COMMANDER (in ranked order)
 - Serving/served as an XO in an XO AFLOAT billet
 - Recognized top performer as an XO in the squadron
 - May have completed a waterfront support billet, post DH (Inspection Team, Squadron staff)
 - May have completed a competitively-screened graduate degree and/or JPME Phase I
- Valued achievements prior to CAPTAIN (in ranked order)
 - Serving/served as a Commanding Officer (CO) in a CO AFLOAT billet
 - Recognized top performer as CO
 - Must have been recommended for Major Command (or Squadron Command) on a competitive FITREP
 - Recognized top performer as CO in the squadron
 - May have been awarded Battle Efficiency "E" or other unit award during command tour

Special Warfare (SEAL) Officer Merit Reorder Considerations

- Valued achievements prior to LIEUTENANT COMMANDER

- Recognized top performer in tactical/operational positions (SEAL/SDV Team PLT CDRs)
- Awards for combat or national mission actions
- Successfully completed a competitively-screened billet (NSWDG TACDEVRON, SDV, or Flag Aide/ADC)
- Superior performance in diverse NSW billets (NSWDG/SDV/SRT/SBT/Overseas)
- Superior performance in Joint/USN tours (OSD, JCS, JSOC, OPNAV, Fleet, USSOCOM, TSOC)
- In-residence graduate education/ JMPE Phase I/ Acquisition Level II or higher
- Completed competitively-screened graduate education (FSEP, Olmstead, MIT, LEAD, etc.)

- Valued achievements prior to COMMANDER


- Recognized top performer in O4 Milestone (XO) highlighted by operational qualification
- Standout performance in Joint/USN tours (OSD, JCS, JSOC, OPNAV, Fleet, USSOCOM, TSOC)
- Awards for combat or national mission actions
- Successfully completed a competitively-screened billet (NSWDG TACDEVRON, SDV, JSOC, or Flag EA)
- In-residence graduate education/ Acquisition Level II or higher
- Completed competitively-screened education

- Valued achievements prior to CAPTAIN

- Recognized top performer in Commander command tour
- Superior performance in a Flag staff billet(s) (OSD, JCS, JSOC, OPNAV, Fleet, USSOCOM, TSOC, NSWC)
- Joint staff experience (Joint Qualified Officer (JQO) Designation)
- Senior War College graduate/ Acquisition Level III

Explosive Ordnance Disposal Officer

Merit Reorder Considerations

- 
- Valued achievements prior to LIEUTENANT COMMANDER
 - Superior performance in EOD DH billet (EODMU/MDSU/CTF/Operations Officer or Flag Staff)
 - Top recognized performer across multiple tours/reporting seniors
 - Diversity of experience (EOD, ExMCM, SOF, NSWDG, EXU, MDSU)
 - Valued achievements prior to COMMANDER
 - Superior performance as an EOD XO; awarded EOD XO AQD (KG6)
 - Top recognized performer in post XO, Navy Staff or joint operational billets
 - Top recognized performer across multiple tours/reporting seniors
 - Completed JPME Phase I
 - Served in an ech I, II, or III staff, joint staff, or ech IV CTF
 - Successfully completed in-resident graduate education program
 - Valued achievements prior to CAPTAIN
 - Top recognized performer in O5/Commander command; awarded EOD CO AQD (KG7)
 - Top recognized performer in post CO, major Navy staff or joint duty assignments
 - Top recognized performer across multiple tours/reporting seniors
 - JPME Phase II complete or fully joint qualified

Aviation Officer

Merit Reorder Considerations



- Aviation is a large and competitive community. Those officers who are consistently recognized as top performers during both sea and shore assignments should receive first priority for merit reordering
- Valued achievements prior to LIEUTENANT COMMANDER
 - Minimum requirements: Top recognized performer over consecutive tours (sea and shore assignments); advanced warfare qualifications
 - Secondary criteria: First shore assignment in production (NAWDC, FRS, VT/HT, test); officers that excel in the production environment prioritized over others
 - Tertiary criteria: Top recognized performer in three qualifying assignments should receive favorable consideration over their peers; graduate education
- Valued achievements prior to COMMANDER
 - Minimum requirements: Top recognized performer in operational department head milestone assignment; TACAIR/ROTARY communities value longer periods of recognized performance; MARITIME communities do not discriminate by milestone duration
 - Secondary criteria: successful completion of nominative assignments, top recognized performer in community staff assignments
 - Tertiary criteria: In-residence graduate education; IA/GSA
- Valued achievements prior to CAPTAIN
 - Minimum requirements: Top recognized performer in operational command
 - Secondary criteria: successful completion of nominative assignments, top recognized performer at major staff assignments both afloat and ashore
 - Tertiary criteria: In-residence graduate education

Human Resources Officer

Merit Reorder Considerations

- Valued achievements prior to LIEUTENANT COMMANDER
 - Top recognized performer in source community and/or subsequent HR tour(s)
 - Meets HR community skill requirements identified in convening order
 - Progress towards Master's degree in HR related subspecialty including Operations Analysis, Manpower Systems Analysis, Financial Management, Education and Training Management, or civilian equivalent (3210P, 3130P, 3150P, 311XP)
- Valued achievements prior to COMMANDER
 - Top recognized performer in LCDR HR command/milestone
 - Meets HR community skill requirements identified in convening order
 - HR PROVEN subspecialist (Q/R suffix): (321X, 3130, 3150, 311X)
- Valued achievements prior to CAPTAIN
 - Top recognized performer in CDR HR command/milestone
 - Meets HR community skill requirements identified in convening order
 - O-6 command eligible
 - Fleet N1/TYCOM/HQ/major staff experience
 - Breadth and depth of experience (4+ in two or more) across core competencies of development, management, recruiting, or requirements
 - More than one HR PROVEN subspecialty (Q/R suffix): (321X, 3130, 3150, 311X)
 - JQO

Permanent Military Professor


Merit Reorder Considerations

- Valued achievements prior to CAPTAIN

- Standout performance
- Superior teaching record, especially as recognized by winning or being nominated for institutional teaching awards
- Sustained research excellence in academic field, especially as shown in peer-reviewed publication
- Director of institution-wide academic programs
- Leader of large scale institutional professional development programs or Navy leader development programs


Engineering Duty Officer

Merit Reorder Considerations

- 
- Valued achievements prior to LIEUTENANT COMMANDER
 - Proven performance in assignments such as overseas tours, sea duty, INSURV
 - Proven performance in positions of leadership
 - Valued achievements prior to COMMANDER
 - Proven performance in assignments such as overseas tours, sea duty, INSURV
 - Proven performance in positions of leadership, such as officer in charge
 - Valued achievements prior to CAPTAIN
 - Proven performance in assignments such as overseas tours, sea duty, INSURV
 - Proven performance in command or as officer in charge

Aerospace Engineering Duty Officer

Merit Reorder Considerations

- 
- Valued achievements prior to LIEUTENANT COMMANDER
 - Top ranked performer in first squadron sea duty and in an acquisition assignment (minimum 24 months experience)
 - DAWIA Level II Certification
 - STEM undergraduate degree
 - Valued achievements prior to COMMANDER
 - Top ranked performer in two separate LCDR Experience tours (minimum 24 months experience each)
 - DAWIA Level II Certification in two areas
 - STEM undergraduate degree
 - Master's degree complete (Technical or Business)
 - ACQ FULL QUAL (APM) AQD – Defense Acquisition Corps Membership
 - Valued achievements prior to CAPTAIN
 - Top ranked performer in two separate CDR leadership tours (minimum 24 months experience each)
 - DAWIA Level III Certification in two areas
 - STEM undergraduate degree
 - Master's degree complete (Technical or Business)
 - ACQ FULL QUAL (APM) AQD - Defense Acquisition Corps Membership

Aerospace Maintenance Duty Officer

Merit Reorder Considerations



- Valued achievements prior to LIEUTENANT COMMANDER

- Top ranked performer in O and I Level Maintenance during junior officer tours
- Professional Aviation Maintenance Officer (PAMO) Qualification
- ACQ PQM LV2
- Master's degree (Business or Technical)

- Valued achievements prior to COMMANDER


- Top ranked performer in O4 milestone tour - CAGMO, CVN IM1, AIMD OIC, L-Class MO, Squadron AMO
- Professional Aviation Maintenance Officer (PAMO) Qualification
- ACQ PQM LV3 and LV2 in ACQ PM or LOG
- ACQ FULL QUAL – Defense Acquisition Corps Membership
- Master's degree (Business or Technical)

- Valued achievements prior to CAPTAIN

- Top ranked performer in O5 command/O5 Acquisition Shore Command (ASC) CO
- Top ranked performer in bonus O5 command tour
- AQD: CE(X) - Corporate tour
- Master's degree (Business or Technical)
- ACQ PQM LV3 and LV 3 in ACQ PM or ACQ LOG

Public Affairs Officer

Merit Reorder Considerations


- 
- Valued achievements prior to LIEUTENANT COMMANDER
 - Top recognized performer in a sea tour
 - Top recognized performer in either an independent duty and/or staff tour
 - JPME I
 - Valued achievements prior to COMMANDER
 - Top recognized performer in O4 milestone tour, awarded 7M1 AQD
 - Graduate degree in communications and/or Naval War College/service school
 - JPME I
 - Certifications and accreditations: APR/APR+M/CMP/SCMP (all valued equally)
 - Valued achievements prior to CAPTAIN
 - Graduate degree in communications and/or Naval War College/service school
 - Top recognized performer as a fleet ops PAO (Numbered Fleet, Lead TYCOMs, USFF/CPF Deputy)
 - JQO
 - Certifications and accreditations: APR/APR+M/CMP/SCMP (all valued equally)

Foreign Area Officer Merit Reorder Considerations

- Valued achievements prior to LIEUTENANT COMMANDER
 - Top recognized performer in source community
 - Completion of regionally focused or National Security Studies Master's degree
 - Achievement of FAO community qualifications (FAO Qual [Region] AQD)
- Valued achievements prior to COMMANDER
 - Standout performance in LCDR tour related to National Defense Strategy (NDS) / Great Power Competition (GPC) priorities (In descending order: China, Russia, North Korea and Iran, Terrorism in Middle East, followed by all others)
 - Sustained standout performance in increasing levels of responsibility as a LCDR in a FAO Staff, Defense Attaché or Security Assistance / Cooperation tour
 - Completion of FAO qualification standards (FAO Qual [Region] AQD)
 - Completion of JPME Phase I
 - Regional experience involving direct international engagement of foreign partners
- Valued achievements prior to CAPTAIN
 - Standout performance in CDR milestone tour related to National Defense Strategy (NDS) / Great Power Competition (GPC) priorities (In descending order: China, Russia, North Korea and Iran, Terrorism in Middle East, followed by all others)
 - Security Assistance Office (SAO) or Defense Attaché Office (DAO) standout performance
 - Attainment of JQO
 - Major staff or community leadership tours (Community Manager, Detailer, FAO Policy)
 - Significant experience leading, planning, and executing international engagement activities

Oceanography Officer

Merit Reorder Considerations

- 
- Valued achievements prior to LIEUTENANT COMMANDER
 - Meritorious consideration should be given to those officers who demonstrate superior performance and leadership
 - Information Warfare Officer qualification
 - Valued achievements prior to COMMANDER
 - Meritorious consideration should be given to those officers who demonstrate superior performance in O4 milestone highlighted by operational qualification (BWC, TAO, OOD)
 - Superior performance in leadership positions at operational commands and operational or programmatic staffs should also be considered
 - JPME I
 - Valued achievements prior to CAPTAIN
 - Meritorious consideration should be given to those officers who demonstrate superior performance and leadership in O5 command and O5 milestone
 - Superior performance in positions of influence and leadership at operational and strategic staffs should also be considered

Cryptologic Warfare Officer

Merit Reorder Considerations

- Valued achievements prior to LIEUTENANT COMMANDER
 - Standout performance & leadership in operational assignments
 - Tactical Cryptologic Tour (Air, Surface, Subsurface, SPECWAR)
 - National or Joint Tour (NSA/NIOC, Cyber Mission Force)
 - Department Head
 - JQO progress - JPME Phase I complete
 - Advanced education - master's degree complete
- Valued achievements prior to COMMANDER
 - Standout performance in O4 milestone tour (Cryptologic Resource Coordinator, CMT/NMT Team Leader)
 - Standout performance in major staff assignment (Combatant Command, TYCOM, Numbered Fleet)
 - JQO progress - Joint assignment or JPME Phase II complete
- Valued achievements prior to CAPTAIN
 - Standout performance in O5 operational milestone tour
 - Fleet Cryptologist, Major NIOC/CTF Operations Officer, Deputy Information Warfare Commander/Fleet N39
 - Standout performance in Programmatic Staff or Joint tour
 - OPNAV, NPC/BUPERS, Joint Staff, Combatant Command
 - JQO Complete


Information Professional Officer

Merit Reorder Considerations

- Valued achievements prior to LIEUTENANT COMMANDER
 - Superior performance in a C4I operational billet
 - Afloat or deploying unit billet (e.g., SPECWAR, VAQ Squadron, Expeditionary Unit) or Individual Augmentee to a combat zone
 - NCTS/NCTAMS
 - Cyber Protection Team, Combat Mission Team
 - Superior performance in a critical weapon & tactics billet (e.g., Weapons & Tactics Instructor (WTI), Navy Information Warfare Development Command (NIWDC))
 - Technical master's degree
- Valued achievements prior to COMMANDER
 - Superior performance in O4 milestone
 - Technical master's degree or completion of a degree plan at a service college
 - Superior performance in a critical weapon & tactics billet (e.g., Weapons & Tactics Instructor (WTI), Navy Information Warfare Development Command (NIWDC))
 - JPME Phase I complete
- Valued achievements prior to CAPTAIN
 - Superior performance in O5 command (~10% command opportunity)
 - Superior performance in O5 milestone
 - Joint Qualified Officer complete

Intelligence Officer

Merit Reorder Considerations

- 
- Valued achievements prior to LIEUTENANT COMMANDER
 - Superior performance in operational/sea duty tours and/or an IA to a combat zone
 - Multiple sea tours are valued
 - Top recognized performer
 - JPME I complete
 - Valued achievements prior to COMMANDER
 - Superior performance in mid-career (O3/O4) Milestone tour and/or an IA to a combat zone
 - Leadership tour (XO/OIC, < 5% opportunity)
 - Top recognized performer as O4
 - Other discriminators:
 - Master's degree
 - Joint Qualified Officer
 - Valued achievements prior to CAPTAIN
 - Superior performance in O5 milestone tour and/or an IA to a combat zone
 - Successful completion of O5 command (<10% command opportunity)
 - Leadership tour (O5 XO/O5 OIC)
 - Top recognized performer as O5
 - Other discriminators:
 - Master's degree
 - Joint Qualified Officer

Limited Duty Officer (Line)

Merit Reorder Considerations

- Valued achievements prior to LIEUTENANT COMMANDER
 - Meritorious consideration should be given to those officers who demonstrate superior TECHNICAL performance and leadership within their designator specialty
 - Surface (61XX): DIVO at sea; Screened for DH AFLOAT
 - Nuclear Power (6200): LC5 AQD (CVN EOOW), Top NR Staff performer, sustained superior performance at sea / Subsurface (62X0): DIVO
 - Aviation (63X0): Branch / DIVO Afloat (O/I Level); Acquisition Level I/II
 - General Line / Staff (64X0/6530): DIVO / DH (ashore or afloat)
 - IWC / Supply (68XX)/(6510): off-ramp communities, FY-20 last year for control grade selections
- Valued achievements prior to COMMANDER
 - Meritorious consideration should be given to those officers who demonstrate superior leadership based on opportunities within their designator.
 - Surface (61X0): DH/PA AFLOAT; command ashore AQD 2D1 and/or served CO
 - Nuclear Power (6200): PMA; CVN PA; ANRR for NR Reps/ Subsurface (62X0) Drydock CO or screened
 - Aviation (63X0): DH/PA Tour; command ashore screened; 6330 need PAMO Pin
 - General Line/Staff (64X0/6530): OIC; XO; Command AQD 2D1 and/or served CO
- Valued achievements prior to CAPTAIN
 - Meritorious consideration should be given to those officers who demonstrate superior performance and leadership in O5 command and O5 milestone tour in regards to the opportunities of their designator.
 - Superior performance in positions of influence and leadership at operational and strategic staffs should also be considered.
 - Surface (61X0): successful CO Tour, or for 6130/6180 O5 at sea milestone tour
 - Nuclear Power (6200): CVN CHENG; NRR for NR Reps; command ashore AQD 2D1 / Subsurface (62X0) command ashore AQD 2D1 and/or served CO; major command XO
 - Aviation (63X0): CO tour; Acquisition Level I/II/III
 - General Line / Staff (64X0/6530): CO and for Security LDO (6490) NAVSTA Security Officer