


FY-20 Active-Duty Staff Corps 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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Medical Corps

Merit Reorder Considerations

- Valued achievements prior to LIEUTENANT COMMANDER
 - Commitment to Excellence
 - Associate Master Clinician (AMC)
 - Peer-reviewed publications
 - Leadership
 - Chief Resident
 - Department Head (DH)
 - Associate Program Director (APD)
 - REG SG, MEU SG, MLG/Wing/Div SG, other operational leadership role
 - Medical/Specialty State or National Organization leadership role
 - Top recognized performer in leadership role
 - Career Diversity
 - Prior service (e.g. Line)
 - Operational tour(s)
 - Deployments
- Valued achievements prior to COMMANDER
 - In addition to those for Lieutenant Commander
 - Commitment to Excellence
 - AMC or Master Clinician
 - Multiple peer-reviewed publications, invited presentations
 - Leadership
 - Top recognized performer in leadership roles such as: MTF/MEDCEN Director, DH, CMO, OIC role, CVN/LHD SMO, MAW SG, MAG SG, SR REG FS, TYCOM SG, MEF SG, CATF SG, MEU SG, MLG/Wing/Div SG
 - MEC Chair/Vice Chair or Program Director/Associate Program Director
 - Career Diversity
 - Joint tour, headquarters tour, War College and/or operational leadership tour
 - Assistant Specialty Leader or Specialty Leader
- Valued achievements prior to CAPTAIN
 - In addition to those for Commander
 - Master Clinician
 - Program Director
 - Specialty Leader

Dental Corps


Merit Reorder Considerations



- Valued achievements prior to LIEUTENANT COMMANDER
 - Successfully completed a residency program
 - Successfully served as Department Head Afloat or completed deployment (MEU)
 - Board certification in specialty
 - Top recognized performer in leadership positions
- Valued achievements prior to COMMANDER
 - Operational leadership (Clinic Director, Dental Battalion) or deployments
 - Successfully led in the clinical arena (mentor to junior officers or credentialing officers)
 - Successfully led in an academic setting (PGY-1 program director or residency program staff; publication in peer-reviewed journal)
 - Board certification in specialty and leader in community (Assistant Specialty Leader or leader in national organization)
- Valued achievements prior to CAPTAIN
 - Successfully served in a leadership position within Navy Medicine (Director, OIC, XO of Dental Battalion)
 - Successfully led in the clinical arena (master clinician)
 - Successfully led in an academic setting (residency program director; multiple peer-reviewed publications)
 - Board certification in specialty and leader in community (Specialty Leader)
 - Fulfilled a wide variety of assignments (CONUS, OCONUS, FMF, Sea Duty, War College)

Medical Service Corps

Merit Reorder Considerations

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- Valued achievements prior to LIEUTENANT COMMANDER
 - Lead with Integrity
 - Established track record of ongoing success with increasing responsibility
 - Top recognized performer in operational leadership tour/deployment; Department Head tour; HQ tour (BUMED, DHA, PERS, OPNAV, etc)
 - Commitment to Excellence
 - Sustained outstanding performance in sub-specialty
 - Contributed to Operational Readiness
 - Deployment if applicable; Fleet support
 - No PRT failures in at least five years
 - Pursued life-long learning and ongoing specialty-specific & professional education
 - Board Certification, if applicable; advanced degree and additional training: AQD, PhD., etc.
 - Honor Our Heritage
 - Served as educator/mentor within area of professional specialization
 - Exhibited career diversity through the ability to excel across a variety of assignments
 - Valued achievements prior to COMMANDER
 - Lead with Integrity
 - Established track record of ongoing success with increasing scope/responsibility/staff/budget
 - Top recognized performer in MTF Director tour, operational leadership tour/deployment, officer in charge, HQ tour (BUMED, DHA, PERS, OPNAV, etc)
 - Commitment to Excellence
 - Contribution to Command, Navy Medicine and the operational forces
 - No PRT failures in at least five years
 - Pursued life-long learning and ongoing specialty-specific & professional education
 - Board Certification, if applicable; advanced degree and additional training - AQD, PhD., JPME, etc.
 - Honor Our Heritage
 - Served as educator/mentor within area of professional specialization
 - Exhibited career diversity through the ability to excel across a variety of assignments
 - Valued achievements prior to CAPTAIN
 - In addition to those for Commander
 - Top recognized performer in MTF Director tour, operational leadership tour/deployment, officer in charge, HQ tour (BUMED, DHA, PERS, OPNAV, etc)

Judge Advocate General's Corps

Merit Reorder Considerations

- Valued achievements at all paygrades
 - Regardless of assigned duties, particularly impactful performance based upon the precept, convening order, and these principles:
 - Secretary of Defense priorities: Contribution to Readiness and/or Lethality of U.S. military forces.
 - Secretary of the Navy priorities: Positive impact in shaping People, Capabilities, and/or Processes.
 - Chief of Naval Operations Lines of Effort: Contribution to Strengthening Naval Power, both kinetic and non-kinetic; to Achieving High Velocity Learning marked by vigorous assessments, best practices, and insights; to Strengthening the Navy Team for the Future, by enhancing professionalism and support for Sailors & families; and/or by Expanding and Strengthening Our Network of Partners, reflected by work with other Services, foreign allies & partners, and academia.


Nurse Corps

Merit Reorder Considerations

- Valued achievements prior to LIEUTENANT COMMANDER
 - Rank-appropriate demonstration of superior performance across all domains of the Professional Practice Model
 - Operational Readiness/Jointness
 - Completed Combat Casualty Care Course
 - Deployment if applicable, or provided direct support to the warfighter
 - Possible AQDs: BX2, LA7,6FA, 6OB, 6OC, 6OE, 6OU, 6OW, 6AJ, 68M
 - Completed Joint Professional Military Education (JPME I); AQD JS7; Joint assignment
 - Professional Development of self and others
 - Sustained outstanding performance in sub-specialty
 - Advanced education; certification
 - Variety of duty stations, including non-traditional (e.g., CONUS, OCONUS, Small-large MTF, HQ, Branch Clinic, Academia)
 - Transformational Leadership
 - Led teams, people, or programs to achieve measurable outcomes; provided mentorship; acted as a change agent and promoted innovation
 - Possible AQDs: HB3, HG2, 67G, 68H, 68I, 68L, 69K, 69O, 69P, 69L
- Valued achievements prior to COMMANDER
 - In addition to those for Lieutenant Commander
 - Operational Readiness/Jointness
 - Successfully completed EP tour at any of the following: MTF Department Head, Operational assignment, deployment
 - Completed JPME II; AQD JS8
 - Professional Development of self and others
 - Achieved advanced degree and maintains clinical competency
 - Transformational Leadership
 - Successful performance in leadership role such as Nurse researcher; specialty leader, executive assistant, detailer, faculty member, assistant director
- Valued achievements prior to CAPTAIN
 - In addition to those for Commander
 - Models all domains of the Professional Practice Model
 - Completed Advanced Medical Department Officers Course
 - Earned AQD: 67A
 - Top recognized performer in as any of the following: MTF Director, operational assignment, deployment, officer in charge, HQ tour (e.g., BUMED, DHA, PERS, OPNAV, Operational Staff)


Supply Corps

Merit Reorder Considerations

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- Valued achievements prior to LIEUTENANT COMMANDER
 - Top recognized performer in two operational tours to include a DH tour
 - Top recognized performer in tough visible tours that balance skillset development and operational experience
 - Warfare qualification
 - Valued achievements prior to COMMANDER
 - Top recognized performer in tough visible tours which balance skillset development and operational experience
 - Top recognized performer in at least one Supply Corps line of operation
 - Documented accomplishments in leadership and expertise commensurate of a Commander highly valued
 - A subspecialty in at least one Supply Corps line of operation
 - Completed JPME Phase I
 - Joint and Acquisition qualifications highly valued
 - Valued achievements prior to CAPTAIN
 - Top recognized performer in O5 Operational or Command Ashore tour, e.g., DCMA, DLA, PMO
 - Top recognized performer in one (i.e., fully developed sub-specialty) & experience in another line of operation/competency
 - Geographic diversity and documented accomplishments in leadership and subject matter expertise commensurate of a Captain highly valued
 - Joint Qualified Officer (JQO) or an Acquisition Corps member

Chaplain Corps

Merit Reorder Considerations

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- Valued achievements for all paygrades
 - Increasing levels of responsibility in successive tours
 - Documented strong positive influence on peers
 - Official recognition
 - Demonstrated exceptional strength of performance
 - Character and conduct that inspire Navy core values and attributes in others
 - Valued achievements prior to LIEUTENANT COMMANDER
 - More than one successful operational, overseas, or isolated duty tour
 - Personal professional development when it does not displace regular duties
 - Contribution to CHC through sharing of best practices, SOPs, publishing of articles
 - Valued achievements prior to COMMANDER
 - More than 2 operational tours (at sea and expeditionary) commensurate with rank (O2 – O4)
 - Organization-wide impact through collaboration across command lines, other agencies
 - Leadership of teams
 - Valued achievements prior to CAPTAIN
 - Overseas, operational, or upper echelon supervisory success positively impacting organizations
 - Superior performance in O5 milestone and assigned AQD (541 or 548)
 - Demonstrated contribution to the CHC: COIs, working groups, PDTWs, Area Wide Training, coaching, mentoring, and leadership
 - Multi-disciplinary leadership and teamwork
 - Proven ability to plan, lead, and direct people and organizations in tough and challenging environments

Civil Engineer Corps

Merit Reorder Considerations



- Valued achievements for all paygrades
 - Successfully and continuously served in a billet coded and normally filled by the next higher paygrade, or “Acting” in a similar billet for more than six months
 - Top recognized performer in all assignments
 - Successful performance in multiple overseas, arduous, or other similar operational / Individual Augment assignments
- Valued achievements prior to LIEUTENANT COMMANDER
 - Professional qualification (PE or RA). Architects who have completed the Intern Architect Development Program shall have their RA
 - Acquisition Level II or higher
- Valued achievements prior to COMMANDER
 - Successful leadership of military and civilian personnel in challenging assignments
 - Acquisition Level III
 - Selection for command by the Command Screening Board
- Valued achievements prior to CAPTAIN
 - Additional relevant education in Business or Engineering fields beyond a single graduate degree
 - Selection for command by the Command Screening Board at current paygrade
 - Superior performance in more than one of the following billets: Commanding Officer, Chief of Staff/Chief Staff Officer, Executive Officer, Public Works Officer, Operations Officer, Assistant Regional Engineer

Limited Duty Officer (Staff) 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