From: Deputy, Chief of Naval Personnel
To: President, FY-20 Active Aviation Commander Command Screen Board

Subj: ORDER CONVENING THE FY-20 ACTIVE AVIATION COMMANDER COMMAND SCREEN BOARD

Ref: (a) FY-20 Administrative Selection Board Precept
     (b) OPNAVINST 1412.14
     (c) COMNAVAIRFORINST 1412 series
     (d) BUPERSINST 1401.5B
     (e) MILPERSMAN 1301-804

Encl: (1) Board Membership
      (2) Administrative Support Staff
      (3) FY-20 ACSB Eligibility Criteria

1. Date and Location

   a. This administrative selection board, consisting of you as president, the officers listed in enclosure (1) as members, and the personnel listed in enclosure (2) as administrative support staff, is ordered to convene at Navy Personnel Command, Millington, TN, at 0800, 11 March 2019, or as soon as practicable thereafter.

   b. The board shall proceed in accordance with all guidance in this letter and the FY-20 Administrative Selection Board Precept, reference (a), and the eligibility criteria as defined in references (b) and (c), and enclosure (3).

2. Function. The function of the board is to:

   a. Recommend Unrestricted Line (URL) officers for respective initial Aviation Commander Command.

   b. Recommend Aerospace Engineering Duty Officers (AEDO) and URL officers for Aviation Commander Command (Test and Evaluation).

   c. Recommend Aerospace Maintenance Duty Officers (AMDO) for respective command and command equivalent tours.
3. Board Authorized Selections

a. Maximum Number of Selects. The maximum number of candidates that may be recommended in each competitive category is listed below. All officers within each competitive category have been reviewed to ensure compliance with the eligibility criteria as outlined in enclosure (3). Although individuals may be eligible for multiple competitive categories, an individual may be recommended for selection in only one competitive category.

<table>
<thead>
<tr>
<th>Competitive Category</th>
<th>Maximum Number of Selects</th>
</tr>
</thead>
<tbody>
<tr>
<td>HM OP</td>
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<tr>
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<tr>
<td>MPRF OP</td>
<td>15</td>
</tr>
<tr>
<td>VQ(T) OP</td>
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<td>VAW 1320 OP-T</td>
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<td>VFA OP-T</td>
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<table>
<thead>
<tr>
<th>Competitive Category</th>
<th>Maximum Number of Selects</th>
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<tr>
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</tr>
<tr>
<td>AMDO Second Command-in-grade Equivalent</td>
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</tbody>
</table>

\(^1\)USNTPS FY-20 ACSB selectee is from the Fixed-Wing community

(1) The board need not select to the maximum number of selects outlined in the table above. The maximum number of selects should only be attained if there are a sufficient number of candidates determined fully qualified. Should the board deem that an insufficient number of officers of command caliber exist in a particular competitive category, this finding will be included in the board report.

b. Qualified Insufficient Opportunity. In each competitive category there may be officers whose records clearly meet selection criteria but miss selection because of limited quotas. The board shall identify such officers to the Recorder, and those names will be annotated in the recorder’s ledger. In the board report, officers selected as QIO will be ranked in order of merit within each competitive category. However, the QIO list will not be published to the Navy or the public.

(1) The recommended number of QIOs in each competitive category is listed below. By majority vote, the board may deviate from this if it so deems based on quality. Any deviation will be included in the board report.
### Competitive Category | Recommended Number of QIOs
--- | ---
HM OP | 3
HSC/VRM OP | 5
HSM OP | 10
VAQ OP | 6
VAW OP | 6
VRC/VRM OP | 3
VFA 1310 OP | 7
VFA 1320 OP | 2
MPRF OP | 10
VQ(T) OP | 4
HSC OP-T | 4
HSC/HM/VRC/VRM OP-T | 6
HSM OP-T | 5
VAQ OP-T | 5
VAW/VRC 1310 OP-T | 4
VAW 1320 OP-T | 4
VFA OP-T | 5
VQ(T) OP-T | 4
MPRF/VQ(T) OP-T | 10
Special Mission Command (URL) | 8
Test & Eval (VX-31) | 2
Test & Eval (USNTPS) | 2
Test & Eval (VX-20) | 2
AMDO (1520) Command/Equivalent | 5
LDO (63XX) Command | 5
Special Mission Command (LDO) | 3
HSC Second Command-in-grade | 4
HSM Second Command-in-grade | 2
VAW/VRC Second Command-in-grade | 3
VFA Second Command-in-grade | 6
AMDO Second Command-in-grade Equivalent | 4

(2) Unlike a recommendation for selection, an individual may be recommended as a QIO in multiple competitive categories.

(3) Should a need arise during the year for an additional officer to fill a command, an officer from the QIO list so identified in the board report shall be considered qualified and additional administrative screen procedures need not be pursued. Officers shall be selected from the board report according to order of merit and subject to assignability.
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(4) Once a QIO officer is selected to fill a command billet, that officer is considered a command select.

4. Additional Guidance. The below information is provided to clarify community requirements and any specific needs, but in no way should replace the Best and Fully Qualified Standard of reference (a).

   a. Naval Aviation. Naval Aviation is first and foremost an aerial combat force and values the attainment of warfare qualifications and leadership both in the air and on the ground. The Naval Aviation Enterprise continues to value the war fighting ability and tactical excellence required for Operational Commanders to excel in combat both today and in the future. Therefore, as an aviation officer progresses in his/her career, achievement of community specific warfare qualifications and expertise in emerging combat capabilities across the full spectrum of warfare should be documented in the officer’s official record. The ultimate measure of success within the aviation community is sustained superior performance in operational environments.

   b. Aviation Commander Command (Test and Evaluation)

      (1) VX-31/USNTPS. Eligible officers must have served in either a fleet department head (DH) tour (URL or ADEL) or in an AEDO LCDR Experience tour IAW the SECNAV-approved AEDO community brief with at least one observed fitness report. Ideal candidates will have accumulated leadership experience in acquisition billets within test commands and program offices.

      (2) VX-20. VX-20 requires additional acquisition, test and/or operational experience. Eligible Officers (AEDO or URL) must either (a) have served in or be serving in an Acquisition 05 Leadership tour IAW the SECNAV-approved AEDO community brief (including Government Flight Test Directors) with at least one observed fitness report or (b) (URL only) completed or are currently serving in a Commander Command (OP, OP-T) tour with at least one observed FITREP. Officers with a prior test CO tour may be considered for a second test command only if there are no suitable candidates meeting the above criteria. Ideal candidates will have accumulated diverse acquisition and leadership experience within operational commands, test commands, and/or program offices.
c. AMDO (1520) Command and Command Equivalent

(1) AMDO command consists CVN Maintenance Officer and Fleet Readiness Center (FRC) Officer in Charge. Due consideration should be given to candidates with diverse experience at-sea and ashore in various squadron and aviation component repair facilities.

(2) The AMDO second command-in-grade equivalent tour is as a Level III (Depot) FRC Production Officer.

d. LDO (63XX) Command

(1) All IZ and AZ eligible officers will compete for command quotas in Center for Naval Aviation Technical Training Units (CNATTU). AZ eligible officers not selected for CNATTU will also compete for Special Mission command.

(2) To best afford officers the opportunity to serve the Naval Aviation Enterprise beyond the 05 paygrade, the board should give due consideration to the selection of officers who will not reach statutory retirement (35 years and one month of active service) prior to in-zone consideration for promotion to 06. Because promotion zones are adjusted each year, there is no absolute predictive standard by which to identify those who will statutorily retire prior to being in-zone for promotion to 06. As a general rule, officers commissioned with more than 14 years of enlisted service stand a higher likelihood of statutorily retiring before being considered in-zone for 06. This guidance in no way replaces the fundamental tenet of selecting the best and most fully qualified candidates.

e. Joint Professional Military Education (JPME). Per NAVADMIN 136/10, all URL officers who screen for commander command after 15 April 2010 must complete JPME Phase 1 prior to assuming command.

f. Bank Review (Re-screen). To ensure standards of performance are maintained, the records of those officers previously selected to Commander Command (or equivalent) or second command-in-grade (or equivalent) who have not yet reported to their ultimate command shall be reviewed. Board
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members should review these records for indications of a significant decline in performance or for non-medical material submitted subsequent to the last board which casts doubt upon their qualifications for command.

(1) Those officers whose records, in the opinion of a simple majority of the board, contain indications of declining performance shall be reported to the Commander, Navy Personnel Command. This report shall include a recommendation regarding their continuance on the Aviation Command List.

(2) Officers eligible for re-screen are authorized to administratively participate in the board in accordance with reference (d).

[Signature]

W. W. HUGHES
FY-20 ACTIVE AVIATION COMMANDER COMMAND SCREEN BOARD
ELIGIBILITY CRITERIA

1. FY-20 Active Aviation Command Screen Board (ACSB)
   Eligibility. Overall eligibility for the FY-20 ACSB has been
determined by Navy Personnel Command (PERS-43) personnel based
upon officers meeting the criteria listed in the applicable
sections of this document. As promotion zones are not strictly
aligned with year groups, individuals are designated into Screen
Groups (SG) as set forth in the annual Promotion Zone Forecast
message. Approved In-Zone (IZ) look deferrals will result in
those officers rolling back one SG. These officers will be
considered IZ for the FY-21 ACSB. Approved OP-Only look
petitions will result in those officers’ records being
considered for operational command categories only by the FY-20
ACSB. If not selected for command by the FY-20 ACSB, these
officers will be required to request an additional look in
accordance with reference (e) in order to be considered by the
FY-21 ACSB. Petitions for deferral or for an OP-Only look shall
be made in writing to the selection board president via PERS-43.

2. Disqualifying events
   a. Previously Selected/Slated Officers

      (1) Commander Command. Those officers who have been
      previously selected for and/or slated to commander command (or
      equivalent) are ineligible for subsequent command selection with
      the exceptions of Test and Evaluation (VX-20) and the second
      command-in-grade competitive category.

      (2) Second Command-in-Grade

         (a) Officers who have been previously selected for
         and/or slated to second command-in-grade (or equivalent) tours
         or Major Command at Sea (Nuclear Power Pipeline) are ineligible
         for subsequent second command-in-grade selection.

         (b) Aviation Maintenance Duty Officers (AMDOs) who
         have been previously selected for and/or slated to other 05
         shore second command-in-grade positions at the Naval Aviation
         Systems Command Acquisition Corps Assignment Slating Panel are
         ineligible for additional second command-in-grade positions.
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(c) Unrestricted Line (URL) Officers who have been previously selected for URL Operational Training (OP-T) Command or Special Mission Command are not eligible for URL Second Command-in-Grade, but may remain eligible for Test and Evaluation (VX-20).

b. Aviation Acquisition Corps Unrestricted Line Major Program Management (AC URL MPM). Those officers accepting AC URL MPM designation from the Naval Air Systems Command Major Acquisition Command slating panel are ineligible for the FY-20 ACSB with the exception of Test and Evaluation.

c. Declining Command

(1) URL, Limited Duty Officers (LDOs), or Aerospace Engineering Duty Officers (AEDOs) who previously declined Aviation Commander Command, Second Command-in-Grade (if eligible), or Aviation Major Command at Sea (Nuclear Power Pipeline) (if eligible) are ineligible for the FY-20 ACSB and future command and major command boards.

(2) AMDOs that decline commander command or equivalent tours are ineligible for the FY-20 ACSB and future command or major command boards. AMDO officers screened for second command-in-grade equivalent but slated to fill Naval Aviation Enterprise community billets remain eligible for future command and major command opportunities.

(3) Aerospace Engineering Duty Officers (AEDOs) who previously declined Aviation Commander Command (Test and Evaluation) are ineligible for the FY-20 ACSB and future ACSBs.

(4) AC URL MPM officers and AEDOs who are screened for Test Command (VX-20, VX-23, and HX-21 only) but slated to fill Naval Aviation Enterprise community billets remain eligible for future acquisition command and major acquisition command opportunities.

d. “Don’t Pick Me” Letter Submission. Any officer who submitted a “Don’t Pick Me” letter in any previous Active Aviation Commander Command Screen Board or Aviation Major Command Screen Board is ineligible for the FY-20 ACSB.
e. Resignation and Retirement. All officers with released resignation or retirement orders with a Date-Time-Group on or prior to 11 March 2019 are ineligible for the FY-20 ACSB.

f. Lateral Transfer

(1) Those officers who have been selected for and accepted lateral transfer outside of the 13X0, 15X0, or 63XX designated communities, to include the Permanent Military Professor Program, are ineligible for the FY-20 ACSB. Officers enrolled in the Junior Permanent Military Professor Program who are otherwise eligible remain eligible.

(2) Those 13X0 designated officers who have been selected for lateral transfer to the AEDO community (1510 designator) and who have not declined the appointment are eligible for Aviation Command (Test and Evaluation) only. These officers are ineligible for URL second command-in-grade, URL Operational command, URL Operational-Training command, or Special Mission command.

g. Failure to earn Command Qualification. Failure to earn the Qualified for Command ("2D1") Additional Qualification Designation per reference (c).

h. Professional Flight Instructor Program. Those officers who have been selected for and accepted assignment as Professional Flight Instructors are ineligible for the FY-20 ACSB and future ACSBs.

i. Astronaut Program. Astronauts currently enrolled in the program and Astronaut Selects who have accepted enrollment to the astronaut program and have not been subsequently disqualified from astronaut training are ineligible due to the scope of their commitment to the Astronaut Program.

j. Community Disestablishment. For URL officers, cannot have declined community transition associated with VF or VS sundown.

k. Voluntarily terminated (VOLTERM). VOLTERM flight status.
1. Failure-of-Selection (FOS). URL Officers who have failed to select to commander more than once are ineligible except for re-screens.

m. Inter-service Transfer. Officers approved for inter-service transfer.

3. Community Specific Screen Groups

a. Command Eligible URL Officers

(1) URL Officers - In-Zone (IZ). URL officers (13X0 designators) receiving their first "look" (IZ look) are referred to as SG-06. URL SG-06 consists of:

(a) Officers considered in-zone for promotion to commander on the FY-20 Active Commander Line Board, except deferrals.

(b) Officers selected Below-Zone (BZ) on the FY-19 Active Commander Line Board.

Note: Officers who receive approval to defer their IZ ACSB look will be considered members of SG-07.

(2) URL Officers - Above-Zone (AZ). URL officers (13X0 designators) receiving their second "look" (AZ look) are referred to as SG-05. SG-05 consists of:

(a) Officers who were considered in-zone for promotion to commander on the FY-19 Active Commander Line Board or who were selected BZ on the FY-18 Active Commander Line Board who have not previously selected for Aviation Command.

Note: Officers who receive approval to receive an OP-Only look will be considered members of SG-06 for the FY-20 ACSB. If not selected, these officers will be required to request an additional look in accordance with reference (e) in order to be considered by the FY-21 ACSB.
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(3) URL Officers - Test and Evaluation Command Screen Groups.

(a) Aviation Commander Command (Test and Evaluation) (VX-31/USNTPS)

1. SG-05 eligible URL officers are as defined in paragraph 3a(2).

2. SG-04 is comprised of those URL commanders and commander selects who were considered in-zone for promotion to commander on the FY-18 Active Commander Line Board or who were selected BZ on the FY-17 Active Commander Line Board who have not previously selected for Aviation Command.

3. SG-03 is comprised of those URL commanders and commander selects who were considered in-zone for promotion to commander on the FY-17 Active Commander Line Board or who were selected BZ on the FY-16 Active Commander Line Board who have not previously selected for Aviation Command.

(b) Aviation Commander Command (Test and Evaluation) (VX-20). Officers within SG-03 and senior will be eligible until they are in-zone for promotion to captain.

b. Command Eligible AEDOs (1510)

(1) Aviation Commander Command (Test and Evaluation) (VX-31/USNTPS)

(a) SG-05 is comprised of those AEDOs selected for commander on the FY-19 Active Commander Line Board or who were selected BZ on the FY-18 Active Commander Line Board.

(b) SG-04 is comprised of those AEDOs selected for commander on the FY-18 Active Commander Line Board or who were selected BZ on the FY-17 Active Commander Line Board.

(c) SG-03 is comprised of those AEDOs selected for commander on the FY-17 Active Commander Line Board or who were selected BZ on the FY-16 Active Commander Line Board.

(2) Aviation Commander Command (Test and Evaluation) (VX-20)
FY-20 ACTIVE AVIATION COMMANDER COMMAND SCREEN BOARD

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(a) SG-03 is comprised of those AEDOs selected for commander on the FY-17 Active Commander Line Board or who were selected BZ on the FY-16 Active Commander Line Board.

(b) SG-02 is comprised of those AEDOs selected for commander on the FY-16 Active Commander Line Board or who were selected BZ on the FY-15 Active Commander Line Board.

(c) SG-01 is comprised of those AEDOs selected for commander on the FY-15 Active Commander Line Board or who were selected BZ on the FY-14 Active Commander Line Board.

c. Command Eligible AMDOs (1520)

(1) SG-06 is comprised of:

(a) AMDOs considered in-zone for promotion to commander on the FY-20 Active Commander Line Board.

(b) AMDOs selected BZ on the FY-19 Active Commander Line Board.

(2) SG-05 is comprised of AMDOs who were considered in-zone for promotion to commander on the FY-19 Active Commander Line Board or who were selected BZ on the FY-18 Active Commander Line Board who have not previously selected for Aviation Command.

(3) SG-04 is comprised of AMDO commanders and commander selects who were considered in-zone for promotion to commander on the FY-18 Active Commander Line Board or who were selected BZ on the FY-17 Active Commander Line Board who have not previously selected for Aviation Command.

d. Command Eligible Limited Duty Officers (63XX)

(1) SG-05 is comprised of those Aviation LDOs selected for commander on the FY-19 Active Commander Line Board or on a quarterly Special Promotion board in FY-19.

(2) SG-04 is comprised of those Aviation LDOs selected for commander on the FY-18 Active Commander Line Board or on a quarterly Special Promotion board in FY-18 who have not previously selected for Aviation Command.
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e. Second Command-in-Grade Eligible Officers. Officers eligible for Second Command-in-Grade (or AMDO equivalent) are those URL (13X0) and Restricted Line (1520) officers that are junior to the junior In-Zone Aviation Officer for the FY-20 Active Duty 06 Line Promotion Board. For URL Second Command-in-Grade (Bonus Command), the 05 Command tour must be operational with an observed fitness report.

f. Bank Review (Re-screen). Officers previously selected to 05 command, 05 second command-in-grade, or AMDO equivalent who have not yet reported to their ultimate command shall be reviewed.

4. Competitive Category Eligibility. In addition to the eligibility matrix below, all officers within these competitive categories will have been determined to have met the following eligibility criteria:

a. Aviation Command (Test and Evaluation)

   (1) Qualified URL officers, who have been board selected for redesignation to AEDO and have not declined that appointment as delineated on the Active Transfer/Redesignation Selection Board results NAVADMIN, will be considered for Aviation Command (Test and Evaluation) selection as AEDO (1510) candidates.

   (2) Officers must be:

      (a) A graduate of U.S. Naval Test Pilot School, U.S. Air Force Test Pilot School, or an equivalent foreign TPS.

      (b) Defense Acquisition Workforce Improvement Act (DAWIA) certified Test and Evaluation Level 2 or 3 (AT2 or AT3).

      (c) A member of the Acquisition Corps (APM).

   (3) Aviation Commander Command (Test and Evaluation) (VX-31/USNTPS)

      (a) For AEDO eligible officers, must have served or be serving in an AEDO 04 milestone tour (in accordance with the SECNAV-approved community brief) with at least one observed fitness report.
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(b) For URL eligible officers, must not have been previously selected for operational command.

(4) Aviation Commander Command (Test and Evaluation) (VX-20)

(a) Officers shall not be in-zone for promotion to captain and have not previously failed to select for promotion to captain.

(b) For AEDO eligible officers, must have served or be serving in an AEDO 05 Leadership tour (in accordance with the SECNAV-approved community brief), including Government Flight Test Directors, with at least one observed fitness report.

(c) For URL eligible officers, must have successfully completed or be serving in an 05 command tour with at least one observed fitness report.

b. URL Operational Training (OP-T) Command. Must be a designated URL officer (13X0) from SG-05 who did not select for operational command or Aviation Command (Test and Evaluation) (if eligible).

c. AMDO (1520) Command and Command Equivalents

(1) Must be able to be certified to Level III in Manufacturing & Production (AQLVL3MANUF) within 24 months of assuming their duties.

(2) Must have served or be serving in an AMDO 04 milestone tour (in accordance with the SECNAV-approved community brief) with at least one observed fitness report.

d. Special Mission Command

(1) SG-05 URL (13X0) or SG-04 LDOs (63XX).

(2) Not previously selected for operational command, Aviation Command (Test and Evaluation) (if eligible), or OP-T command (if eligible).
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<tr>
<th>COMMAND CATEGORY</th>
<th>Screen Group</th>
<th>Additional Qualifications / Experience</th>
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</tbody>
</table>

** Special Mission: 100% eligible from SQS & 91XX eligibles are from SQM.

* All Officers previously selected to Commander Command or Second Command-In-Grade (or equivalent), who have not yet reported to ultimate command.

** Candidates without AGT ADD will be considered eligible and must be able to be certified to DAWM Level III in Manufacturing & Production (AGT/VMANP) within 24 months of assuming their duties.

*** For URL Bernie, OS command tour must be operational.