



DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
2000 NAVY PENTAGON
WASHINGTON, D.C. 20350-2000

1530
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23 May 14

MEMORANDUM FOR ASSISTANT COMMANDER NAVY PERSONNEL COMMAND FOR
CAREER PROGRESSION DIVISION (PERS-8)

Subj: JUNE 2014 LATERAL TRANSFER/REDESIGNATION BOARD
REQUIREMENTS LETTER

Encl: (1) Lateral Transfer/Redesignation Requirements

1. Purpose. To provide policy guidance and requirements for Lateral Transfer/Redesignation Board scheduled to convene 2 June 2014.
2. Lateral Transfer/Redesignation. Specifications for officer lateral transfer between the Line and Staff Corps and redesignation within the Line are identified in enclosure (1).
3. Waivers. Waiver requests, which have been granted by CNP or N13, supercede other board eligibility requirements.
4. Board Composition. Ensure each panel has at least one Unrestricted Line member.
5. Board Results. Forward statistical results to the Director, Military Personnel Plans and Policy Division (N13) and Diversity Directorate (N134).
6. Once the board is convened, no changes to enclosure (1) will be entertained.

A handwritten signature in blue ink, appearing to read "F. J. Roegge", written over the typed name and title.

F. J. ROEGGE
Rear Admiral, U.S. Navy
Director, Military Personnel
Plans and Policy Division (N13)

LATERAL TRANSFER/REDESIGNATION REQUIREMENTS

1. All candidates must have the professional or graduate degree required for the designator requested as specified in MILPERSMAN 1212-010 or 1212-030. Candidates must also meet the requirements as delineated in OPNAVINST 1210.5. Specifically:

a. Officers must have completed at least 24 months of active commissioned service above the grade of CWO5. An officer may not request transfer from the Unrestricted Line until within six months of completing obligatory service in the present community as a result of functional training received (training received that further enables an Unrestricted Line officer to perform their duties, such as Department Head School).

b. Aviation (131X and 132X) officers will be allowed to apply for lateral transfer when the officer is within 12 months of completing Active Duty Service Obligation (ADSO) from obtaining their wings or any obligated service as a result of an Aviation Career Continuation Pay (ACCP) contract. Aviation officers shall not normally be permitted to lateral transfer or redesignate until completion of ADSO or expiration of ACCP contract.

(1) General Aviation officers (GENAVs), 1300-designated officers, are eligible to apply for lateral transfer/redesignation, regardless of MSR expiration date.

c. Surface Warfare (11XX) Officers who have applied for and/or accepted Surface Warfare Officer Continuation Pay (SWOCP), and/or Junior Officer Critical Skills Retention Bonus (CSRB), and/or Revised Junior Officer Critical Skills Retention Bonus (RJCSRB), are obligated to complete their department head assignments and may not apply for lateral transfer from the SWO community until within 12 months of PRD from their final required department head tour; and, if selected by the Lateral Transfer board, are not eligible for redesignation into their new community until completion of their final required department head tour. Post-department head officers may not apply for lateral transfer until within 12 months of PRD; additionally, if serving under an agreement for the LCDR SWO critical skills bonus, may not apply to the board until within 12 months of satisfaction of the full obligation.

d. Unrestricted Line officers shall have achieved warfare qualification before applying for transfer. Officers who are exempted from participation in warfare qualification programs

must complete a minimum of two years of active commissioned service before applying.

e. Officers must possess at least a baccalaureate degree; however, any Limited Duty Officer wishing to redesignate who is within six months of completing their baccalaureate degree may apply for lateral transfer. Their package must include an official letter from an accredited university or college stating they are in good standing and also contain their expected degree and graduation date (month/year). Waiver requests from the degree requirement will be considered on a case-by-case basis.

f. Applicant choice: Officers who desire consideration for lateral transfer into more than one designator and are qualified for lateral transfer/redesignation in those designators will first receive consideration from the community of their first choice. If not selected by that community, they may be considered by their second choice and/or other communities.

g. Applications for redesignation and lateral transfer will not be accepted from officers who are being processed for administrative separation.

h. Full Time Support (FTS) and Selected Reserve (SELRES) officers are not eligible to apply for this board.

i. All officers under consideration at this board must have the concurrence of their respective Officer Community Manager (OCM) to ensure their eligibility for lateral transfer.

j. Selection order: Year Group Priority (YGP) selection order is promulgated to assist the promotion of community health within identified Year Group Bands (YGB). Due to a shortage of outgoing inventory (from the feeder communities) within the specified YGB a YGP was generated to assist the communities in most need of personnel within that YGB. YGP (Table A) was set based on communities with short falls, Chief of Naval Personnel (CNP) priorities, and programmed billet growth.

The option to choose up to 50% of the feeder communities' outgoing quotas for the same YGB will be provided to the communities identified in respective order. Each priority community, starting with the first priority community listed (Table A), will choose one candidate at a time until their maximum priority quota has been consumed (or the priority communities have passed on selecting their share).

At that time the selection process will open up to the remaining communities.

If there are out quotas remaining after each community makes their initial selection, the same order will be used for the second round, starting with the 1st community listed.

(Note: All priority communities will be afforded the opportunity to make at least one selection, even if the 50% threshold is surpassed. If the YGB does not contain enough candidates/quotas to support this, then the communities will select based on availability. Upon reaching the threshold, the next selection will be the first non-priority community.)

Table A: Year Group Priority

Year Group Priority number of picks.

1st number Maximum # of priority picks.

2nd number = Max allowed for that YGB.

Note: Any number in parenthesis indicates numbers are spread across more than one YGB.

Year Groups 2012-2011 Top Six are Priority		Year Groups 2010-2008 Top Six are Priority	
Quotas Out = 37 Priority allocation = 19		Quotas Out = 90 Priority allocation = 45	
Community	Community	Community	Community
1. IP(1820) 3/3	10. SWO(1110)	1. FAO(1710) 4/4	10. AVIATION(13XX)
2. HR(1200) 4/(12)	11. EDO(1440/1460)	2. MSC(2300) 7/(7)	11. OCEANO(1800)
3. PAO(1650) 4/6	12. OCEANO(1800)	3. HR(1200) 10/10	12. SUPPLY(310X)
4. AVIATION(13XX) 2/(2)	13. IW(1810)	4. PAO(1650) 2/2	13. SWO(1110)
5. INTEL(1830) 3/8	14. EOD(1140)	5. EDO(1440/1460) 12/12	14. AEDO(1510)
6. MSC(2300) 3/(7)	15. SUPPLY(310X)	6. IW(1810) 9/(9)	15. CEC(5100)
7. CEC(5100)	16. AEDO(1510)	7. IP(1820)	16. SPECWAR(1130/1180)
8. AMDO(1520)	17. FAO (1710)	8. AMDO(1520)	17. EOD(1140)
9. SPECWAR(1130/1180)		9. INTEL(1830)	

Year Groups 2007-2002		Year Groups 2001 and Senior	
Community	Community	Community	Community
1. AEDO(1510)	10. OCEANO(1800)	1. AEDO(1510)	10. SWO(11100)
2. FAO(1710)	11. SUPPLY(310X)	2. FAO(1710)	11. OCEANO(1800)
3. IP(1820)	12. PAO(1650)	3. IP(1820)	12. EOD(1140)
4. AMDO(1520)	13. CEC(5100)	4. AMDO(1520)	13. SUPPLY(310X)
5. HR(1200)	14. SPECWAR(1130/1180)	5. EDO(1440/1460)	14. INTEL(1830)
6. MSC(2300)	15. SWO(1110)	6. PAO(1650)	15. CEC(5100)
7. IW(1810)	16. EOD(1140)	7. HR(1200)	16. MSC(2300)
8. EDO(1440/1460)	17. AVIATION(13XX)	8. IW(1810)	17. AVIATION(13XX)
9. INTEL(1830)		9. SPECWAR(1130/1180)	

2. The following is a list of the requested designators and openings for lateral transfers from their respective communities. The Board shall not exceed the authorized quotas as listed in Table B.

Table B - AC OCM YG LIMITATIONS MATRIX - Maximum number of quotas allowed for transfer "OUT" of each community

The AC OCM restrictions listed below apply only to USN applicants or USNR applicants on the active duty list and each YG restriction has been vetted through each AC OCM. These numbers represent the maximum number from AC communities by YG, **not** a quota to be re-designated.

NOTES: All applications received are reviewed by the applicable OCM before being considered by the Redesignation Board. Certain YG's may be available on case-by-case basis.
U = UNLIMITED

* = PDM 4-N131-99 mandates a minimum 18 month tour length for division officers assigned as Fire Control Officer or Training Officer in AEGIS Platforms.

Notes: For Table B: Brackets in matrix denote YG Band quota allocation.

YG	15	14	13	12	11	10	09	08	07	06	05	04	03	02	01	00	99	98	97	96	95	94	93	92	91
1110 (SWO)	0	0	0	5	18	18	17	24	5	2	2	1	3	1	0	0	1	0	1	0	0	0	0	0	0
1110 (SWO (N))	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
1120 (SUB)	0	0	0	0	0	0	0	7	7	8	3	2	2	5	2	0	0	0	0	0	0	0	0	0	0
1130 (SPECWAR)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1140 (EOD)	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
1200 (HR)	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1210 (INSTR)	0	0	0	0	9	7	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1220 (NR)	0	0	0	0	0	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1300 (GENAV)	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U
1310 (PILOT)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
VFA/VF	0	0	0	0	0	0	0	0	0	0	0	0*	0*	U	U	U	U	U	U	U	U	U	U	U	U
VAQ	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
VAW/VRC	0	0	0	0	0	0	0	0	0	0	0	0*	0*	1!	U	U	U	U	U	U	U	U	U	U	U
VP	0	0	0	0	0	0	0	0	0	0	1	1*	1*	U	U	U	U	U	U	U	U	U	U	U	U
VQ(T)	0	0	0	0	0	0	0	0	0	0	1	0*	U	U	U	U	U	U	U	U	U	U	U	U	U
VQ(P)	0	0	0	0	0	0	0	0	0	0	1	1*	2*	U	U	U	U	U	U	U	U	U	U	U	U
HSL/HSM	0	0	0	0	0	0	0	0	0	0	1	0*	0*	U	U	U	U	U	U	U	U	U	U	U	U
HS/HSC	0	0	0	0	0	0	0	0	0	0	1	0*	U	U	U	U	U	U	U	U	U	U	U	U	U
HM	0	0	0	0	0	0	0	0	0	0	0	0	U	U	U	U	U	U	U	U	U	U	U	U	U

1310 (PILOT) CODES

* Unlimited Outs for 1XFOS for O4

! Unlimited if 2XFOS for DH

& E-2D qualified officers are not eligible

** Number of 1XFOS Outs authorized

EXAMPLES:

0* = No Quotas out, but unlimited Outs for 1XFOS to O4

1* = One Quota Out and unlimited Outs for 1XFOS to O4

0/2*** = No Quotas Outs, but Two Outs for 1XFOS to O4

1/2* = One Quota Out, and Two Outs for 1XFOS to O4

YG	15	14	13	12	11	10	09	08	07	06	05	04	03	02	01	00	99	98	97	96	95	94	93	92	91
1320 (NFO)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
VFA/VF	0	0	0	0	0	0	0	0	0	0	0	0*	0*	U	U	U	U	U	U	U	U	U	U	U	U
VAQ	0	0	0	0	0	0	0	0	1	1	1	0/1**	1*	U	U	U	U	U	U	U	U	U	U	U	U
VAW/VRC	0	0	0	0	0	0	0	2	1	1	2&	2*&	2*&	2!	U	U	U	U	U	U	U	U	U	U	U
VP	0	0	0	0	0	0	0	0	1	1	1	1*	1*	U	U	U	U	U	U	U	U	U	U	U	U
VQ(T)	0	0	0	0	0	0	0	0	0	0	0	0*	U	U	U	U	U	U	U	U	U	U	U	U	U
VQ(P)	0	0	0	0	0	0	0	0	1	1	1	1*	2*	U	U	U	U	U	U	U	U	U	U	U	U

1320 (NFO) CODES

* Unlimited Outs for 1XFOS to O4 ** Number of 1XFOS Outs authorized

! Unlimited if 2XFOS for DH

& E-2D qualified officers not eligible

SEE EXAMPLES ABOVE

1440 (EDO)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1510 (AEDO)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1520 (AMDO)	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1650 (PAO)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
17X0 (FAO)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
180X (OCN)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1820 (IP)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1810 (IW)	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1830 (INTEL)	0	0	0	0	1	0	0	0	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
2300 (MSC)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2900 (NC)	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3100 (SC)	0	0	0	1	0	0	1	0	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4100 (CHC)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5100 (CEC)	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
611X (SURFACE)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
612X OPS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
613X ENG	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
616X (ORDNANCE)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
618X (Surf Elec)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
629X (Sub Comm)	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
632X (AV OPS)	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
633X (AV Maint)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
636X (Ordnance)	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
642X (Info Sys)	0	0	0	0	0	0	4	2	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
644X (IW)	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
645X INTEL	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
646X OCEANO	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
651X SUPPLY	0	0	0	0	0	0	0	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Notes: Lateral Out Community Specific Information

a. Special Warfare - 113X Lateral-Out Policy: NSW officer manning remains critically low and retention of officers at all grades in the community remains a priority.

b. Explosive Ordnance Disposal (EOD) 114X Lateral-Out Policy: Officers who are obligated under either their minimum service requirement (MSR), Obligated Service Requirement (OBLISERV) for completion of Naval School Explosive Ordnance Disposal (NAVSCOLEOD), or the Critical Skills Retention Bonus (CSRB) will not be authorized to laterally transfer out of the EOD community unless they have less than twelve months remaining under their obligated service or contract at the time of the board convening date.

c. Nuclear Power School (NPS) (1210) Instructor Description: Instructors are commissioned and remain on active duty for four years and serve as instructors at both officer and enlisted Nuclear Power School, teaching the fundamentals of the program. Nuclear Power School Instructors teach at the Master's level and only those with the highest academic records are selected.

d. Nuclear Reactors Engineer (1220) Description: Naval Reactors Engineers assume responsibility for various portions of technical work in their assigned areas. This includes directing technical work at one of two Department of Energy laboratories, six shipyards, two nuclear prototype/training sites, over 100 nuclear-powered ships, and over 1000 firms that support the Naval Reactors Program. All of these organizations are subject to the technical direction of the engineers at Naval Reactors. NR Engineers are commissioned and remain on active duty for five years and work in the research, development and design of nuclear technology at Naval Reactors Headquarters.

e. Judge Advocate General (JAG) - 2500: Law Education Program Officers are not eligible to transfer/re-designate to another community through this board process.

3. The following is a list of the requested designators and openings for lateral transfers into their respective communities. The Board shall not exceed the authorized quotas and there is no requirement to fill all quotas. **Board members should select only the best qualified applicants within the constraints listed in Table C.**

Table C - YG LIMITATIONS MATRIX – “Maximum quotas allowed for transfer “INTO” each community”

The limitations listed below are the maximum number of officers that can be redesignated in each officer community by YG based on vacant OPA – and includes redesignations from both AC as well as Reserve component (RC) recalls. The total represents the maximum number of officers that can be redesignated across all YGs in each community; these numbers are set in the FY13 Active Duty Officer Accession Plan

Notes for Table C: Brackets in matrix denote YG Band quota allocation. Quota allocation is a total number of selects across the YG Band.

RC QUOTAS	YG	15	14	13	12	11	10	09	08	07	06	05	04	03	02	01	00	99	98	97	96	95	94	93	92	91	Max Allowable Quotas*	
NO	111X (SWO)	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	8
NO	112X (SUB)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NO	118X (SEAL)	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
NO	119X (EOD)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
NO	1200 (HR)	0	0	0	(12)	4	5	1	3	0	0	3	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	32
NO	131X (PILOT)	0	0	0	(1	)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
NO	132X (NFO)	0	0	0	(1	)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
NO	14X0 (EDO)	0	0	0	0	0	4	3	4	3	2	1	2	2	(1	)	0	0	0	0	0	0	0	0	0	0	0	18 (2)/1**
NO	14X0 (EDO-N)	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
NO	14X0 (EDO-NR)	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
NO	151X (AEDO)	0	0	0	0	0	0	0	(9	)	3	4	4	(5	)	0	0	0	0	0	0	0	0	0	0	0	0	21
NO	152X (AMDO)	0	0	0	(7	)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	7
NO	165X (PAO)	0	0	0	3	3	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	8
NO	17XX (FAO)	0	0	0	0	0	0	2	2	2	3	1	4	5	(6	)	0	(2	)	0	0	0	0	0	0	0	0	30
NO	180X (OCN)	0	0	0	0	0	(4	)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
NO	181X (IW)	0	0	0	0	0	0	(9	)	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	11
NO	182X (IP)	0	0	0	0	3	3	0	(28	)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	35
NO	183X INTEL)	0	0	0	2	6	0	2	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	10
NO	2300 (MSC)	0	0	0	0	(7	)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	7
NO	310X (SC)	0	0	0	0	0	(5	)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5
NO	510X (CEC)	0	0	0	(4	)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4

*As outlined in the current Accession Plan

****EDO Note:**

- YG 07: The number in the EDO line is the total number of quotas available for EDO and EDO(N).
- EDO(N) numbers indicate how many of the EDO quotas MAY be used to select an EDO(N).
Example - YG07: EDO = 3/EDO(N) = 1. Max of 3 quotas, 1 can be EDO(N).
- YG 10: 1 quota is to be used for redesignation to EDO(NR) and shall not be used elsewhere.
Example - Maximum total quotas for YG 10 is 5 (including EDO(NR)); if 1 is EDO(NR), 4 MAY be EDO. If EDO(NR) quota is not utilized, only 4 can be EDO.
- Total EDO, EDO(N) and EDO(NR) quotas not to exceed 20.

NOTES: Lateral In Community Specific Information

a. Surface Warfare Officer (SWO) - 111X. Officers applying for SWO with three or more years of commissioned service must be Surface Warfare qualified and have (or be capable of completing) 36-months in division officer billets prior to reaching seven and a half years of commissioned service. Officers must have a Bachelor's degree. For applicants who have not specifically applied to the SWO community, their packages will not be considered.

b. Special Warfare (NSW) - 1130. The quota for YG 12 is for 118X (SEAL Training) officers only. All selections must have passed the SEAL physical screening test.

c. Explosive Ordnance Disposal (EOD) - 1190. Selection of officers should be based on quality of the record. All selections must have successfully passed the EOD physical screening test (PST) and be cleared medically for diving duty. An interview by an EOD Officer, while preferred, is waivable and its absence should not be viewed as disqualifying. Achieving all quotas is not a priority.

d. Human Resources (HR) - 1200. Guidance provided:

(1) Sustained Superior Performance. Officers who have a record of sustained superior performance and are best qualified should be considered for selection.

(2) YG Considerations. Priority should be given for high quality candidates in YGs 02-04, 07 and 09-11 due to YG shortages. The board may select up to one in YG 02, three in YG 03, three in YG 04, zero in YGs 05-06, three in YG 07, one in YG 08, five in YG 09, four in YG 10, and 12 in YGs 11-12

(3) Education. Degrees in operations analysis, manpower systems analysis, education/training management, financial management, business management, and human resources management are highly desired. Masters degrees are not required. HR applicants without graduate degrees are preferred to have Academic Profile Codes (APCs) of 345 or better to allow admittance to relevant Naval Postgraduate School (NPS) curricula.

(4) Warfare Qualification. Warfare qualified applicants are preferred. However, non-warfare qualified officers (e.g., Nuclear Power School Instructors (1210 designator)) who have

strong records, strong educational/experience backgrounds in human resources core competencies, and are physically qualified for overseas or sea duty, should be strongly considered. Applicants that are sea duty deployable and available for worldwide assignment are preferred.

e. Aviation (AVN) - 13X0. Aviation selection should be based on sustained superior performance, ASTB scores and, academic record due to the rigors of the Aviation training pipeline. Candidates shall have an approved Naval Operational Medicine Institute (NOMI) Aviation Physical stating candidate is physically qualified for aviation service. Minimum ASTB Score requirements: Pilot: AQR = 4 /PFAR = 5/ NFO: AQR = 4 /FOFAR = 5.

f. Engineering Duty Officer (EDO) - 14X0.

(1) Source communities: EDOs typically come from 1110 and 1120 communities; however, candidates from all communities may be considered (i.e., 13X0, 12X0, etc.).

(2) Degree requirements: Selection is not based upon degree alone; however, technical undergraduate degrees are preferred. Additionally, board members should look for applicants with the following approved subspecialty codes: 51XXP, 52XXP, 53XXP, 55XXP, 56XXP, 57XXP (with exception of 5709P and 5710P), 58XXP or 6203P. It is highly desirable for LCDR, CDR (sel) and CDR to possess an approved subspecialty code to allow maximum opportunity for rapid qualification.

(3) Warfare qualifications: The EDO community needs warfare-qualified officers. Nuclear Power School Instructors (1210) Officers or Naval Reactors Engineers (1220) Officers (not screened for an EDO (NR) quota) may be considered without warfare qualification, with the expectation they will gain qualification via the ED Dolphin Program.

(4) Year group considerations: Officers YG03 and senior should be highly competitive for promotion based on performance in their current community because they will be in zone prior to completing their ED qualification tour.

(5) Additional considerations:

(a) EDO (N) officers must be selected from nuclear qualified surface warfare officers (as indicated by a KD1 AQD).

(b) If there are an insufficient number of qualified

and competitive applicants for the EDO (N) community, the unused portion of the EDO (N) requirement should be filled by the best qualified EDO candidate(s). If qualified candidates are unavailable, the requirements should not be filled.

(c) EDO (NR) quotas are used to select qualified NR Officers (1220 or 1110) - if qualified candidates are not available the requirement must not be filled. The quotas for EDO (NR) cannot be used elsewhere. EDO (NR) qualified candidates are clearly identified by NR in their command endorsement.

g. Aerospace Engineering Duty Officer (AEDO) - 1510. The following guidance is provided:

(1) Source communities: Applicants will be considered from the URL aviation designator (13XX).

(2) Degree requirements: Selection is not based upon degree alone; however, technical undergraduate degrees are preferred. Technical, systems engineering, technical management, and business graduate degrees are highly desired.

(3) Warfare qualifications: Applicants must be aviation warfare qualified officers (Pilot or Naval Flight Officer). Due to community shortfalls, strong consideration should be given to junior rotary/helicopter and VFA community applicants. A minimum of 48 months of fleet sea duty experience is preferred.

(4) Additional requirements: To be eligible to apply for lateral transfer from the aviation community, applicants must be within 12 months of completing the Minimum Service Requirement (MSR) from obtaining their wings or any obligated service as a result of an Aviation Career Continuation Pay (ACCP) contract when the board convenes.

h. Aerospace Maintenance Duty Officer (AMDO) - 1520. The following guidance is provided:

(1) Professional Aviation Maintenance Officer (PAMO) qualification is highly desired, or selectees should have enough time to meet requirements. Management or technical degrees are desired; however, overall academic achievements should be given due consideration. DAWIA Acquisition Career Field Certifications should also be considered when selecting senior applicants.

(2) Applicants that possess a diverse background, including both aviation organizational and intermediate level maintenance tours should be strongly considered and are highly preferred.

(3) Select only the best-qualified applicants who possess adequate time to establish career paths consistent with 1520 LCDR requirements.

i. Public Affairs (PAO) - 1650. The Public Affairs community is open to top performing applicants from any designator who have demonstrated sustained, superior performance and possess the core competencies needed of Public Affairs Officers, either through academic credentials and/or civilian professional work experience or operational exposure. Candidates must possess the necessary background to provide strategic communications counsel, media operations guidance, as well as planning and execution of public affairs missions.

(1) Board YG considerations: Opportunity to redesignate as a Public Affairs officer is very limited, and, historically, the demand to join the PAO community far exceeds the community's capacity. The Public Affairs Officer community has EIGHT quotas available for this board. Consideration should be given to officers in specific YGs to ensure a healthy promotion flow point to LCDR and CDR.

(a) YG10-12: The Board is authorized to select up to seven YG10 through YG12 LTJGs and LTs. There is a steep requirement increase of 74 officers between LTJG (OPA of 13) and LT (OPA of 87). All Officers selected from these year groups will be assigned to initial sea duty Public Affairs pipeline training billets, most likely at the Navy Public Affairs Support Element (NPASE) in Norfolk or San Diego. As such, the board should assess the ability of candidates to serve on sea duty in one of these duty locations.

(b) LTs in YG08 must have strong potential for promotion to LCDR as a PAO, including a potential 12-month period of non-observed FITREP while completing community-sponsored graduate education prior to an in zone consideration for LCDR.

(2) Public Affairs experience (collateral duty PAO, civilian PA background, etc.) and degrees in communication, mass communications, journalism, marketing, public administration,

economics, political science, international studies, or a foreign language are preferred, but not required.

(a) Candidates who actively sought opportunities to collaborate with designated PAOs, whether as a collateral duty PAO or during TAD/TDY opportunities, should be recognized and receive close attention by the board.

(b) Interviews, appraisals, or endorsements by experienced, designated Public Affairs Officers are desired; however, absence of interviews, appraisals, or endorsements should not be viewed as disqualifying.

(3) Warfare qualified applicants are preferred, but non-warfare qualified officers who have strong public affairs backgrounds should be considered.

(4) All applicants must be sea duty deployable and available for worldwide assignment.

j. Foreign Area Officer (FAO) - 1710. The FAO Community is open to top performing applicants with strong operational experience and international aptitude.

(1) A "Fully Qualified FAO" possesses the following:

(a) Regionally focused graduate degree in foreign area studies or international affairs such as a NPS degree (National Security Affairs Area Studies program), service war college (National Security Strategy program), and civilian graduate programs in foreign affairs, international relations, international business, etc. Degrees conferred by Foreign Universities or Service colleges at the post-graduate level are accepted and desirable. The education requirement may be substituted by significant regional experience (either one three-year overseas tour or multiple overseas tours within the same region totaling at least three years in the region).

(b) In-theater FAO experience of not less than 6 months in the country and/or region of specialty, involving significant interaction with host-nation.

(c) DLPT score(s) of at least "2" or greater in two of the three modalities (listening, reading and speaking). A Defense Language Proficiency Test (DLPT) and/or Oral Proficiency Interview (OPI) score must have been achieved within the 3-year period immediately preceding the board.

(2) Above all other considerations, officers selected for transfer into the FAO Community must have documented sustained superior performance and be due course in their source community. The FAO Community desires one or more of the following attributes in its selectees:

(a) Demonstrated superior performance while serving as a Surface Warfare, Submarine Warfare, Special Warfare, Explosive Ordnance Disposal, Naval Aviation, Information Warfare, or Intelligence Officer. Top-performing officers from other communities may be selected.

(b) Achievement of, or progress toward, a graduate degree in Regional/Foreign or Political-Military/National Security Affairs, including Olmstead scholars and foreign war college graduates.

(c) Language proficiency or aptitude as proven by documented scores on the DLPT, OPI, and/or Defense Language Aptitude Battery (DLAB).

(d) Overseas experience (i.e. one or more two-year overseas tours within the same region, totaling approximately three years in that region). The nature of overseas service, especially in international relations assignments or internationally focused staff assignments, should be given consideration in determining those best qualified for selection.

(e) Possess one or more of the following regional expertise subspecialty codes: 2000, 2101, 2102, 2103, and 2104.

(3) Officers with strong performance records and skills critical to the FAO Community who failed to screen for milestone assignments should not be disadvantaged if the board determines that participation in non-traditional international engagement assignments was the major factor for the officer failing to select for milestone assignment within their parent communities.

(4) Promotability: In general, the FAO Community is able to provide junior officers (YG04 through YG09) requisite education and language training to become fully qualified FAOs following accession. For ALL Lieutenant applicants, it is incumbent upon the board to evaluate the applicants' promotion potential as FAOs in the next promotion cycle as the most critical selection factor. Applicants with more than two years time in grade as Lieutenant Commanders may be challenged to

develop the appropriate experience and skills necessary to compete for the next promotion board, especially if they lack a foreign language and/or graduate degree. These records must be carefully evaluated for possible immediate assignment to FAO in-country billets.

(5) FAO selectees must be worldwide assignable as evidenced by a suitability for overseas assignment report signed by a medical authority and endorsed by their command.

(6) Selectees must be "eligible" for a Top Secret, Sensitive Compartmented Information (TS/SCI) clearance as evidenced by current security clearance documentation provided as part of the lateral transfer package.

(7) The total number of FAO selections desired is 27. Due to FAO Community manning requirements, priority should be given for selection of high quality candidates in YGs 02, 03, and 04. Any quotas not used in these YGs should be used to select high quality candidates using the following guidelines:

(a) YG96-98: The board is authorized to select two officers total within these three year groups. CDRs and CDRs (select) who meet the definition of "Fully Qualified FAO" per this Board Quota Letter are desired.

(b) YG00: The board is authorized to select up to two LCDRs in YG00. YG00 candidates must be near to meeting the requirements of "Fully Qualified FAO" and able to compete either in their parent community or as a FAO at the FY16 CDR promotion board in Feb 2015. Candidates should ideally have DLAB scores above 130 or documented language qualifications.

(c) YG01: The board is authorized to select up to two LCDRs in YG01. YG01 candidates must be near to meeting the requirements of "Fully Qualified FAO." FAO is looking for one EUCOM focused officer and/or one AFPAK hands experienced officer in YG01. Candidates should ideally have DLAB scores above 115 and/or documented EUCOM and/or CENTCOM language qualifications.

(d) YG02-04: The board is authorized to select up-to two officers in YG02, up-to five officers in YG03, and up-to four officers in YG04. LCDRs and LCDR (selects) with sustained superior performance may need to incur up-to 24-months of non-observed FITREPs prior to their in zone look for CDR. Candidates should ideally have DLAB scores at or above 105 or documented language qualifications.

(e) YG05: The board is authorized to select up to one LT from this year group. FAO desires a PACOM experienced LT in this Year Group. Candidates should ideally have DLAB scores above 100 or documented language qualifications.

(f) YG06: The board is authorized to select up to three LTs from this year group. The ideal candidate should demonstrate sustained superior performance and international aptitude. Candidates should ideally have DLAB scores above 130 or documented language qualifications.

(g) YG07-YG09: The board is authorized to select up to two LT from YG07, two LTs from YG08 and two from YG09. The ideal candidate should demonstrate sustained superior performance and international aptitude. Candidates should ideally have DLAB scores above 105 or documented language qualifications. Candidates with proven PACOM language capabilities are desired (not required).

k. Oceanography - 1800. Open to four officers of any designator in YG 06-10, however primary consideration should be afforded to the best and fully qualified fleet experienced officers. All applicants must be world-wide assignable and qualified for sea duty. The board should give special consideration to the following:

(1) Undermanned year groups: As a lateral transfer community, Oceanography relies on the lateral transfer process to supplement undermanned year groups. Competitive applicants in YG07 should be given very special consideration for selection. Great caution should be exercised in considering applicants in YG08, as that year group is currently overmanned.

(2) Oceanography LDOs must possess or be within six months of completing their undergraduate degree to be considered. An Academic Profile Code (APC) calculation is not mandatory, but sufficient academic transcripts indicating the completion of a calculus and calculus-based physics series must be submitted in lieu of a qualifying APC. Preference should be applied to those OCEANO LDO applicants who are most competitive to begin their 1800 career now.

(3) Education: Undergraduate or graduate degrees in physical oceanography, meteorology, physics, engineering, mathematics, or other science-related field are preferred. Applicants must have a minimum APC of 323, waiverable to 334

(minimum 2.2 GPA, C+ in calculus series, and C+ in calculus-based physics series). If APC is not in record, college transcripts should be reviewed for above minimums.

(4) Experience: Prior relevant operational fleet experience (enlisted or officer) in Naval Special Warfare, Naval Aviation, Surface Warfare, or the Submarine force is highly desirable. Otherwise exceptional candidates from communities that do not offer fleet experience should also be given due consideration.

(5) Promotability: Records must be closely screened to determine when they will be in-zone for promotion and carefully evaluate their potential for promotion as a new Oceanographer.

1. Information Warfare (IW) - (1810). Applicants into this community will be considered from any designator. Primary consideration should be given to sustained superior performers with the skills, education, and background to contribute to IW core competencies of Signals Intelligence (SIGINT), Electronic Warfare (EW), and Cyberspace Operations. Board members should not feel obligated to fill all of the Information Warfare lateral transfer quotas should there be insufficient numbers of qualified applicants; quality is preferred over quantity. For applicants who have not specifically applied to the IW community, their packages will not be considered.

(1) The Board should give special consideration to promotability.

(2) In view of ongoing Information Dominance Corps LDO off-ramp initiatives, board members should pay particular attention to LDO 644X applicants between YG 08 and YG 09. LDO applicants should be within six months of completing an undergraduate degree. Officer warfare qualification is desired, but not required if the officer has not had the opportunity to obtain the officer warfare qualification.

(3) Security clearance: Applicants must be eligible for Top Secret, Sensitive Compartmented Information (SCI) clearance.

(4) Education: The IW community has technical leadership opportunities for officers with undergraduate and graduate degrees related to Science, Technology, Engineering and Mathematics (STEM). Experience and certifications gained outside traditional academic venues should also be recognized

and considered by the Board. Selection of candidates should not be based solely upon educational background.

(5) Experience: Warfare qualified applicants with prior Signals Intelligence, Cyberspace Operations, or Electronic Warfare mission experience should receive close attention.

(6) Paygrade priorities: When considering how best to prioritize non-LDO lateral transfer candidates, please do so as follows (highest to lowest priority): LTJG, LT, and LCDR.

m. Information Professional (IP) Officer - 1820. General guidance:

(1) IP Officers serve in diverse and challenging billets of increasing scope and responsibility both afloat and ashore. The IP Officer career path is designed to develop expertise in Cyber, Communication (RF/Satellite/terrestrial), Net-Centric Operations, and Space by balancing sea, shore, expeditionary, joint, and educational tours. IP Officers require background and experience in diverse and technical information technology fields. Operational experience and leadership skills are highly valued by the community. The IP Community is one of four Information Dominance Corps (IDC) officer communities. IP Officers serve globally at sea in surface combatants (CVN, LHA/LHD, LPD), as well as at Navy Special Warfare/Special Operations Commands, and within deploying Fleet staffs. IP Officers also serve within Numbered Fleet Commander, Fleet Commander, Combatant Commands, and Navy Major Headquarters Staffs such as OPNAV and TYCOMs. Ashore IP officers serve at Naval Computer and Master Telecommunications Station (NCTAMS)/Naval Computer Telecommunications Stations (NCTS) that deliver assured communications, networks, and information systems capabilities to National, Joint, and Fleet communities. Additionally, IP Officers are embedded within Joint staffs and commands both in CONUS and overseas. IP Officers have command opportunities at the Captain and Commander rank to include Navy Major Command, Joint Command, and other IDC Command. Officers who are either in-zone or above the zone for FY-15 promotion to LCDR or CDR will not be considered for lateral transfer into the IP community. Those applying for IP should also consider applying for one of the other communities that make up the IDC (Intel-1830, IW-1810, and Oceanography-1800).

(2) Source Communities: Applicants will be considered from any URL, RL, or Staff designator as well as qualified LDOs. URL, RL, and Staff applicants should be due course officers

whose performance remains competitive within their original community. Competitive IP LDO applicants in YG 07 and senior should also be considered. IP LDOs must be within six months of completing their undergraduate degree to be considered for lateral transfer and a letter from the college/university stating the applicant in good standing with expected graduation date included in the letter. The degree field of study should be a Science, Technology, Engineering, or Mathematics (STEM) based degree if possible; operational experience of the officer will carry more weight than the specific undergraduate degree program. Officer warfare qualification is highly desired. However, due to recent changes in Surface Warfare qualification requirements, and removing IDC LDOs from qualifying as Surface Warfare Officers, it should not be considered negative for officers that do not have the SWO qualification. However, IDWO qualification is required for IP LDOs.

(3) Degree requirements: Major fields of study directly related to Science, Technology, Engineering, and Mathematics (STEM) are most strongly preferred, but not mandatory. An undergraduate cumulative grade point average (GPA) of 2.2 or greater is required. Completion of calculus sequence (Calculus I and Calculus II) and calculus-based physics sequence with a C average or better is preferred, but not mandatory. Additional consideration will be given to technical experience gained outside of formal educational institutions.

(4) Warfare Qualifications: URL applicants must have attained warfare qualification from their original community, be world-wide assignable, and be in competitive standing within their current community.

(5) Before appointment, all applicants must be eligible for a Top Secret / Sensitive Compartmented Information (SCI) clearance based on a background investigation completed not more than four years before the year of application. Applicants not possessing the requisite access authority and clearance shall execute a Personnel Security Questionnaire (SF-86) (BI/SSBI) per SECNAVINST 5510.30A.

(6) Point of contact: IP OCM: (901) 874-2846 DSN: 882.

n. Intelligence (INTEL) - (1830). Applicants will be considered from any designator having demonstrated consistent superior performance in their respective community. Preferred experience areas and/or fields of study include but are not limited to: HUMINT/Counter Intelligence, Expeditionary, SPECWAR,

Maritime Interception Operations or proven experience in intelligence operations (e.g., Collateral Duty Intelligence Officer). Board members should not feel obligated to fill all of the INTEL lateral transfer quotas should there be insufficient numbers of qualified applicants.

(1) Degree/requirements: Selection is not based upon degree alone; however, preferred fields of study for Intelligence officers include: Science, Technology, Engineering and Mathematics (STEM), Political Science, Language/Regional Studies, History and International Relations. Certified foreign language skill and cultural background/expertise is highly desirable. Claims to language skills must be supported by a valid minimum Defense Language Proficiency Test (DLPT) score of 2/2/2 (listening/reading/speaking).

(2) Security clearance: Applicants must be eligible for a Sensitive Compartmented Information (SCI) clearance. If not currently eligible for SCI, the applicant must have included an SF-86 with their board package.

o. Medical Service Corps (MSC) - 2300. The MSC has seven quotas for this board.

(1) The community is managed by subspecialty and not by Year Group. Officers who pursue lateral transfers into the MSC typically lose rank.

(a) Per OPNAVIST 1120.8A, "Appointment of Regular and Reserve Officers in the Medical Service Corps of the Navy", unless an officer has a qualifying degree in the specialty being appointed, the member only receives prior commissioned service credit of ½ year for each year on active duty.

(b) Bottom Line: The current rank of the candidate should not impact selection.

(2) This community only considers applicants for the specialty area for which the MSC Officer Community Manager has professionally recommended. For this board, the MSC is only considering Aerospace Physiologist (1836), Industrial Hygiene (1861) and Radiation Health (1825) applicants.

(3) Applicants must be worldwide deployable and have not been a Failure of Selection in current grade.

(4) When prioritizing officers for selection, consideration should be given to selecting applicants who possess adequate time to establish a career path, attend DUINS to achieve appropriate master's degree (and adequately serve an appropriate time on active duty as "payback" for education) and avoiding downstream shortfalls within the specialty.

(5) For Radiation Health officers, applicants must have a Baccalaureate Degree with a major in radiation health, radiobiology, physics, chemistry, mathematics, engineering, nuclear engineering, or biology. Transcripts must include course work in physics and calculus with a grade of B or better. Officers with Navy nuclear experience are preferred, but not required.

(6) For Industrial Hygiene officers, applicants preferably should have a Bachelor's or Master's of Science in Industrial Hygiene, Occupational Health or engineering degree aligned with industrial hygiene. A bachelor's or master's degree in public health, environmental sciences, chemistry, chemical engineering, industrial engineering or industrial safety is also acceptable. An applicant with any degree will be considered if they can show successful completion of calculus, biology, two academic years of chemistry (including inorganic and organic chemistry with labs), and a total of at least 40 hours of coursework in the "pure" sciences.

(7) For Aerospace Physiology officers, applicants with significant military aviation experience (Naval aviator, Naval Flight Officer, etc.) who have completed a Bachelor's degree or Master's degree in a biological science (human or animal physiology, biology, zoology, kinesiology, biomedical engineering, other biological-based sciences or a degree with a heavy concentration in "pure" sciences as appropriate) will be considered. Core courses should include: Chemistry, a second-level Chemistry course (i.e. biochemistry or inorganic), college mathematics (algebra, pre-calculus or above), Physics, and Statistics. Applicants must have a GPA of 3.0 or higher on a 4.0 scale for each degree earned. Instructor/teaching experience is highly desirable. Applicants must meet Class II aviation physical standards (flight physical).

(8) Board members should be aware that applicant's transcripts were reviewed by the appropriate Specialty Leader and were determined academically qualified for the requested subspecialty.

p. Supply Corps (SC) - 3100. Guidance provided:

(1) Year group requirements are driven by current manning inventories and are imposed to ensure that lateral transfers fill known gaps without exacerbating existing overages. Strong performance records, coupled with weapons systems experience, provide the most desirable mix of qualifications for transition into the Supply Corps. Officers selected for the Supply Corps must be physically qualified to serve at sea and world-wide assignable.

(2) Preferred experience areas and/or fields of study include: business, supply chain management, operations analysis, operational logistics, contracting/financial management, or other disciplines with demonstrated quantitative orientation (i.e., STEM - science, technology, engineering, or mathematics). Although a degree in these fields of study is not mandatory for selection, stronger consideration should be given for these academic backgrounds.

(3) In a community with a warfare designator, the earned warfare pin is highly recommended for lateral transfer applicants.

(4) The LDO Supply Community (651X) is specifically desired for YG10-06 IAW LDO Off-Ramp initiative.

q. Civil Engineer Corps (CEC) - 5110. The following guidance is provided:

(1) Source communities: Applicants will be considered from any URL, RL or LDO designator.

(2) Degree requirements: Selected applicants must have an Accreditation Board for Engineering and Technology (ABET) accredited engineering degree or National Architecture Accrediting Board (NAAB) accredited Architecture degree. Applicants holding degrees in engineering technology will only be considered if they have a current Engineer in Training license.

(3) In a community with a warfare designator, the earned warfare pin is required for lateral transfer applicants.

(4) Clearance Requirements: Secret level clearance required.