



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

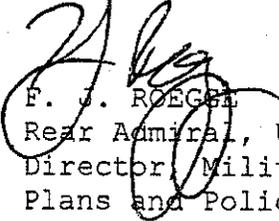
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MEMORANDUM FOR ASSISTANT COMMANDER NAVY PERSONNEL COMMAND FOR
CAREER PROGRESSION DIVISION (PERS-8)

Subj: JUNE 2015 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 1 June 2015.
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, supersede 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.


F. J. ROEGER
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 CW05. An officer may not request transfer from the Unrestricted Line until within 6 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 officers (131X and 132X) are eligible to apply for lateral transfer if the officer has fulfilled Active Duty Service Obligation (ADSO), or will be within 12 months of completing ADSO at the time the board convenes. Aviation officers with obligated service as a result of Aviation Career Continuation Pay (ACCP) are eligible to apply if the officer will be within 12 months of completing ACCP obligation at the time the board convenes. Additionally, Aviation officers with obligated service as a result of ACCP are eligible to apply if the officer will be within 12 months of Department Head tour Planned Rotation Date (PRD) at the time the board convenes, regardless of contrary ACCP contract language. Aviation officers shall not be permitted to redesignate until completion of ADSO, fulfillment/expiration/cancellation of ACCP contract, or PRD, as determined by BUPERS-313. Aviation officers in operational flying billets (billet designator XXX1 or XXX2) will not be permitted to redesignate until PRD. BUPERS-313 authorizes redesignation timing.

(1) General Aviation officers (GENAVs), 1300-designated officers, are eligible to apply for lateral transfer/redesignation, regardless of ADSO from winging.

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 2 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 6 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. Applications for redesignation and lateral transfer will not be accepted from officers who are being processed for administrative separation.

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

h. 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.

i. 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.

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 = Maximum allowed for that YGB.
 Note: Any number in parenthesis indicates numbers are spread across more than one YGB.

Year Groups 2014-2012 Top Six are Priority		Year Groups 2011-2009 Top Six are Priority	
Quotas Out = 15 Priority allocation = 8		Quotas Out = 104 Priority allocation = 52	
Community	Community	Community	Community
1. HR (1200): 2/(3)	10. IP (1820)	1. FAO (1710): 5/5	10. AMDO (1520)
2. INTEL (1830): 2/4	11. IW (1810)	2. PAO (1650): 8/(8)	11. Supply (3100)
3. AVIATION (13XX): 1/2	12. EDO (1440)	3. IW (1810): 5/5	12. CEC (5100)
4. OCEANO (1800): 1/(2)	13. SPECWAR (1130)	4. HR (1200): 5/(5)	13. MSC (2300)
5. CEC (5100): 1/(2)	14. EOD (1190)	5. EDO (1440): 7/(7)	14. Aviation (13XX)
6. PAO (1650): 1/(7)	15. SUPPLY (3100)	6. AEDO (1510): 1/1	15. SWO (1110)
7. AMDO (1520)	16. FAO (1710)	7. OCEANO (1800)	16. SPECWAR (1130)
8. SWO (1110)	17. AEDO (1510)	8. INTEL (1830)	17. EOD (1190)
9. MSC (2300)		9. IP (1820)	

Year Groups 2008-2003
Top Six are Priority

Quotas Out = 97
Priority allocation = 49

Year Groups 2002 and Senior

Quotas Out = 5

Community	Community	Community	Community
1. FAO (1710): 14/14	10. AMDO (1520)	1. AEDO (1510)	10. PAO (1650)
2. AEDO (1510): 14/14	11. PAO (1650)	2. EDO (1440)	11. OCEANO (1800)
3. IP (1820): 10/10	12. OCEANO (1800)	3. FAO (1710)	12. EOD (1190)
4. IW (1810): 2/2	13. CEC (5100)	4. IP (1820)	13. CEC (5100)
5. HR (1200): 2/2	14. SWO (1110)	5. HR (1200)	14. Supply (3100)
6. INTEL (1830): 1/1	15. SPECWAR (1130)	6. AMDO (1520)	15. INTEL (1830)
7. EDO (1440)	16. EOD (1190)	7. IW (1820)	16. Aviation (13XX)
8. MSC (2300)	17. Aviation (13XX)	8. SPECWAR (1180)	17. SWO (1110)
9. Supply (3100)		9. MSC (2300)	

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 - Active Component (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

YG	16	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	1	4	6	17	45	10	8	2	0	8	2	1	2	0	0	0	0	0	0	0	0	0	0	0
1110 (SWO(N))	0	0	0	0	0	0	0	1	2	1	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0
1120 (SUB)	0	0	0	0	0	0	0	8	6	5	0	0	1	7	0	1	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	0
1140 (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
1200 (HR)	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
1210 (INSTPR)	0	0	0	0	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1220 (NR)	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
1300 (GENAV)	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
1310 (PILOT)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
VFA	0	0	0	0	0	0	0	0	0	0	0	0*	1*	U	U	U	U	U	U	U	U	U	U	U	U	U
VAAQ	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	U
VAM/VRC	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	U
VP	0	0	0	0	0	0	0	0	0	0	0	0*	1*	U	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	3	2*	U	U	U	U	U	U	U	U	U	U	U	U	U
VQ(F)	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	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	U
HS/HSC	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	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	U

1310 (PILOT) CODES

* = Unlimited Outs for 1XFOS for O4

NOTE1: Status as 1xFOS to O4 supersedes ACCP obligation and all T/M/S/D & YG restrictions
 NOTE2: Board may select up to 2 individuals from USN Test Pilot School (TPS) Class 144 & 145 without T/M/S/D & YG restrictions (2 total, NOT 2x1310 and 2x1320).

YG	16	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	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	U	
VAO	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	U	
VAV/VRC	0	0	0	0	0	0	0	0	a	1	2	2&*	2&*	U	U	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	U	
VQ(T)	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	U	
VQ(P)	0	0	0	0	0	0	0	0	1	0	0	0*	1*	U	U	U	U	U	U	U	U	U	U	U	U	U	
1320 (NFO) CODES																											
* = Unlimited Outs for 1XFOS to O4																											
& = E-2D qualified officers are not eligible for this board unless 1XFOS for O4																											
NOTE1: Status as 1XFOS to O4 supersedes ACCP obligation and all T/M/S/D & YG restrictions																											
NOTE2: Board may select up to 2 individuals from USN TPS Class 144 & 145 without T/M/S/D & YG restrictions (2 total, NOT 2 per class, NOT 2x1310 and 2x1320).																											
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	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	0	0
1520 (AMDO)	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
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	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	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	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	0	0
1810 (IW)	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
1830 (INTEL)	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
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	0	0
2900 (NC)	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
3100 (SC)	0	0	0	1	0	0	3	0	1	0	0	0	0	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	0	0
5100 (CEC)	0	0	0	0	0	0	0	0	0	0	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
611X (SURFACE)	0	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
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	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	0	0
618X (Surf/Elec)	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	0
633X (AV Maint)	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	0	0
641X (Admin)	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	0	0
642X (Info Sys)	0	0	0	0	0	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
644X (IW)	0	0	0	0	0	0	3	0	2	0	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	1	0	1	0	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	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
649X (Security)	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
651X (Supply)	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Notes: Lateral Out Community Specific Information

a. Special Warfare (NSW) - 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 12 months remaining under their obligated service or contract at the time of the board convening date.

c. Nuclear Power School (NPS) (1210)- Lateral-Out Policy: Instructors are commissioned and remain on active duty for 4 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)- Lateral-Out Policy: 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 5 years and work in the research, development and design of nuclear technology at Naval Reactors Headquarters.

e. Judge Advocate General (JAG) - 2500 Lateral-Out Policy: Law Education Program Officers are not eligible to transfer/redesignate 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 FY-15 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	16	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	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	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	0
NO	118X (SEAL)	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	0
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	0	0
NO	1200 (HR)	0	0	0	0	3*	2	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	7	
NO	131X (PILOT)	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	0	1	
NO	132X (NFO)	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	0	1	
NO	14X0 (EDO)	0	0	0	0	0	4	0	2	2	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	10	
NO	14X0 EDO(N)	0	0	0	0	0	0	0	1	1	1	10†	1	2	4	1	1	1	1	1	1	1	1	1	1	1	1	17	
NO	14X0 EDO(NR)	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	4	
NO	151X (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	0	8	
NO	152X (AMDO)	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	24	
NO	165X (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	0	3	
NO	17XX (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	0	7	
NO	180X (OCH)	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	22	
NO	181X (IW)	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	7	
NO	182X (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	0	22	
NO	183X (INTEL)	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	7	
NO	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	0	2	
NO	310X (SC)	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	4	
NO	510X (CEC)	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	2	

HR Note:

= A maximum of one quota may be used in YGs 08-09 if an authorized quota from other YGs is not used.

* = A maximum of one quota may be reallocated if an authorized quota from other YGs is not used per the priorities outlined in guidance provided (para d2).

14X0 (EDO Codes):

† = Maximum of 10 total selects across EDO and EDO(N). At least 1 select MUST be EDO(N).

†† = Not more than 1 select for YGs 09,08, and 05 (2 selects permissible in YG08 if 1 is EDO(N)).

Note: NO EDO(NR) quotas for this board.

151X (AEDO) Codes:

! = No more than 4 officers may be selected from any one year group.

Note: Board may select up to 2 individuals from USN Test Pilot School (TPS) Class 144 & 145 (2 total, NOT 2 per class, NOT 2x1310 and 2x1320), regardless of

151X (AEDO) YG in-quotas.

INTEL Note:

^ = Quotas may be reallocated to YG12 if authorized quotas from other YGs are not used.

NOTES: Lateral In Community Specific Information

a. Surface Warfare Officer (SWO) - 111X. Officers applying for SWO with 3 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 7 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. All selections must have passed the SEAL physical screening test and received a positive screening during the SEAL Officer Assessment and Selection Board held each September.

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 03-05 and 07 due to YG shortages. The board may select up to one for YGs 03-05, zero in YG06, one in YG07, two in YG10, and three for YGs 11-13. Should quotas go unused based on preceding quota YG caps, unused YG quotas can be reallocated based on following priority: one additional quota for YG07 (new cap of two quotas), one additional quota for YGs 03-05 (new cap of two quotas), one additional quota for YGs 11-13 (new cap of four quotas), one quota for YGs 08-09 (new cap of one quota).

(3) Education. HR related degrees in operations analysis, manpower systems analysis, education/training management, financial management, business management, and human resources management are highly desired. Master's degrees are not required for YGs 10 and junior since the community may send selectees to the Naval Postgraduate School for an HR related

Master's degree. HR applicants without graduate degrees or enrolled in a graduate degree awarding program are preferred to have a minimum Academic Profile Code (APC) of 345 or better with APCs of 325 or better being optimum for admittance to all relevant NPS curriculums to include Operations Analysis (OA). Applicants without an APC should have their transcripts reviewed for the following preferred minimums: 2.2 GPA, Calculus with C or better or 2 pre-Calculus courses with a B+ or better. Applicants may qualify for OA curriculum, a community priority, if they have more than 1 year of Calculus/upper level math with average grades between C+ and B+ or better. Applicants in YGs 09-07 are less likely to have opportunity to attend NPS and are preferred to have completed their Master's degree or progressing towards completion before next promotion opportunity (YG09 completion within 2 years, YGs 08-07 completion within 1 year). Applicants in YGs 06 and senior without a Master's degree should still be considered by board if whole of record is competitive.

(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, Aviation Selection Test Battery (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 conducted within the last 12 months 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) 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.

(3) Year group considerations: Officers YG04 and senior require careful consideration for lateral transfer. They must be highly competitive for promotion based on performance and should also have a qualifying subspecialty code (i.e. a technical master's degree acceptable to the community, see paragraph (4), below) such that they will not need to be detailed for graduate study.

(4) Degree requirements: While there is no strict guidance for undergraduate study, technical undergraduate degrees are preferred (Academic Profile Code (APC) should not be greater than 334). For those applicants already having completed graduate work, board members should look for the following approved subspecialty codes with a "P" or higher suffix: 51XX, 52XX, 53XX, 55XX, 56XX, 57XX (with exception of 5709 and 5710), 58XX or 6203. As noted in paragraph (3), it is highly desirable for more senior applicants to possess an approved subspecialty code.

(5) Additional considerations:

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

(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 or business undergraduate degrees are preferred. Technical, systems engineering, technical management, and business graduate degrees are highly desired. Test Pilot School (TPS) graduates and acquisition experience are also highly desired

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

(4) Graduates of USN TPS Class 144 (December 13, 2013 Graduation) and Class 145 (June 13, 2014 Graduation): The lateral transfer board may select up to two applicants (2 total, NOT 2 per class, NOT 2x1310 and 2x1320), from these designated USN TPS classes regardless of AEDO (1510) YG in-quotas.

(5) Officers who are 1xFOS for LCDR shall not be considered for lateral transfer to 1510.

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. Degrees in business, technical, math, or "hard" science disciplines are desired; however, overall academic achievements should be given due consideration. The Defense Acquisition Workforce Improvement Act (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) YGs 11-13: The board is authorized to select up to seven YG11 through YG13 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 YG09 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 engagement 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 Strategic Studies program), and civilian graduate programs in foreign affairs, international relations, international business, homeland security, 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 3 year overseas tour or multiple overseas tours within the same region totaling at least 3 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) Defense Language Proficiency Test (DLPT) score(s) of at least "2" or greater in two of the three modalities (listening, reading and speaking). A 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 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, Aviation, Submarine, Special Warfare, or qualified Information Dominance Corps (IDC) officer. Top-performing officers from other Restricted Line and Staff Communities may be

selected if they possess attributes desired by the FAO Community.

(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 2 year overseas tours within the same region, totaling approximately 3 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 educational and regional expertise subspecialty codes: 2000, 2101, 2102, 2103, 2104, and 2300.

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

(4) Promotability: In general, the FAO Community is able to provide junior officers (YG05 through YG10) 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 2 years time-in-grade as Lieutenant Commanders may be challenged to develop the appropriate experience and skills necessary to compete for milestone selection and their next promotion board, especially if they lack both a foreign language and 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 their official record or lateral transfer package (e.g. SSQ letter, JPAS, or SF-86 if service member not adjudicated to fill a TS/SCI billet).

(7) The board shall select twenty-three high-quality applicants for lateral transfer into the FAO Community using the following guidance:

(a) YG96: The board shall select one officer in YG96. This officer must possess all the requirements of a "Fully Qualified FAO" per the definition in this board Quota Letter. Officers who have served in or are currently assigned to FAO work are highly desirable.

(b) YGs 97-98: The board shall select only one officer from either YG97 or YG98. This officer must possess most if not all the requirements of a "Fully Qualified FAO" per the definition in this board Quota Letter.

(c) YGs 01-02: The board shall select one officer in YG01, and two officers in YG02. In addition to meeting the requirements of a "Fully Qualified FAO" per this board Quota Letter, officers with proven linguistic capability in one or more languages are desired.

(d) YGs 03-04: Due to FAO Community manning requirements, top-priority should be given for selection of high quality candidates in these YGs. The board shall select three officers in YG03, and may select two officers in YG04. LCDRs and LCDR (selects) in these year groups may incur up to 24 months of non-observed FITREPs prior to their in-zone look for CDR milestone and promotion. Candidates should have DLAB scores at or above 100 or documented language qualifications.

(e) YG05: The board shall select three officers in YG05; LCDR and LCDR(sel) applicants in this YG are highly desirable.

(f) YG06: Due to the majority of these officers being in-zone or coming into zone for promotion, only one officer should be picked from this year group. In addition to having qualities valued by the FAO Community, officers with records of sustained superior performance likely to promote

during the current year's promotion selection boards, are desired. If the board finds that no applicant should be picked from this YG due to promotion considerations, use this remaining quota for an additional selection in YG03.

(g) YGs 07-10: The board shall select two LTs in YG07, three LTs in YG08, three LTs from YG09, and two LTs from YG10. Ideal candidates must demonstrate sustained superior performance and international aptitude. Applicants with a FAO related master's degree are highly desired; however, this is not required and will be provided an opportunity to complete a master's following lateral transfer into the FAO Community.

k. Oceanography (OCEANO)- 1800. Open to three officers of any designator in YGs 10-12, 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. However, YG10 and overall Oceanography community health, can support one in-quota for an outstandingly, qualified applicant, despite depicted over-manned profile in that year group. YG12 prospective gains are SWO OCEANO Options, all of which may not be realized as actual gains in FY-16.

(2) Oceanography LDOs must possess or be within 6 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, or significant, positive progress towards completion, 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 233, waiverable to 334 (minimum 2.2 GPA, C average in calculus series, and C average 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, as is current or prior experience in the Oceanography community (enlisted or officer). 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 Cyber 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) IW is specifically looking for qualified LT lateral transfer candidates in YGs 08 and 10. In view of ongoing Information Dominance Corps LDO off-ramp initiatives, board members should pay particular attention to LDO 644X applicants between YG08 and YG10. LDO applicants should be within 6 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, Electronic Warfare, or Cyber Operations 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.

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-zone for FY-16 Promotion Boards 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 YG10 and senior

should also be considered. IP LDOs must be within 6 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, Information Dominance Warfare Officer (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 2.8 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 4 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.

n. Intelligence (INTEL) - 1830. INTEL has seven quotas for this board.

(1) Sustained Superior Performance. Officers who have a record of sustained superior performance and are best qualified should be considered for selection. Primary consideration should be given to applicants with documented skills, education, and background to contribute to Intelligence specialties in

Human Intelligence, Targeting, Special Operations, Cyber, and Intelligence, Surveillance, and Reconnaissance (ISR).

(2) YG Considerations. Priority should be given for high quality candidates in YGs 12, 13, and 14 due to YG shortages. Competitive INTEL LDO applicants in YG10 should also be considered. The board may select one candidate each for YG04, YG10, and YG11. Zero quotas are available for all other YGs. Should quotas go unused based on preceding quota YG caps, unused YG quotas should be reallocated to YG12.

(3) Education: Selection is not based upon degree alone; however, preferred fields of study for Intelligence officers include: International Relations with a Language/ Regional Focus (e.g., Middle East or Asian Studies), Political Science, History, or Science, Technology, Engineering and Mathematics (STEM). Certifiable foreign language skills and cultural background/expertise is highly desirable but not required. Claims to language skills must be supported by a valid minimum Defense Language Proficiency Test (DLPT) score of 2/2/2 (listening/reading/speaking) level or a Defense Language Aptitude Battery (DLAB) test to measure the applicant's aptitude to learn a foreign language.

(4) Promotability: Records must be closely screened to determine when the applicant will be in-zone for promotion and their potential for further promotion as a new Intelligence Officer. Applicants with more than 4 years time-in-grade as Lieutenants may be challenged to develop the appropriate experience and skills necessary to compete for the next promotion board.

(5) LDO Off-Ramp: In view of ongoing Information Dominance Corps LDO off-ramp initiatives, board members should pay particular attention to LDO 645X applicants in YG10. LDO applicants should have or be within 6 months of completing an undergraduate degree.

(6) Assignment considerations: All applicants must be sea duty deployable and available for worldwide assignment.

(7) Security clearance: Applicants must be eligible for Top Secret, Sensitive Compartmented Information (SCI) clearance. If not currently eligible for SCI, the applicant must have included an SF-86 or a letter from a Special Security Officer (SSO) indicating successful completion of an SCI pre-screening interview.

o. Medical Service Corps (MSC) - 2300. The MSC has two 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 $\frac{1}{2}$ 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 Duty Under Instruction (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. Also, when considering the selection into subspecialties prioritize both Aerospace Physiology and Industrial Health. Radiation Health is close to reaching manning target.

(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, 2 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 YGs 10-06 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.