DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
WASHINGTON, DC 20350-2000

IN REPLY REFER TO

OPNAVINST 1120.6
PERS-44
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OPNAV INSTRUCTION 1120.6

From: Chief of Naval Operations

Subj: APPOINTMENT OF REGULAR AND RESERVE OFFICERS IN THE SUPPLY CORPS OF THE NAVY

Ref: (a) DOD Directive 1310.2 of 28 May 96
(b) SECNAVINST 1000.7E
(c) 10 U.S.C.
(d) DOD Directive 1312.3 of 21 Oct 96
(e) SECNAVINST 1210.5A
(f) DOD Directive 1320.13 of 21 Jun 96
(g) SECNAVINST 1920.6B
(h) Manual of the Medical Department (NAVMED P-117)
(i) MILPERSMAN 1920-130
(j) SECNAVINST 1427.1C
(k) SECNAVINST 1427.2B

1. Purpose. To establish regulations governing:

a. Appointment of officers in the Supply Corps (SC) in the Regular and Reserve components under reference (a), in either component through inter-service transfer from another uniformed service under reference (b).

b. Voluntary recall of officers of the SC to the Active Duty List (ADL).

c. Award of entry grade credit on appointment in the SC under reference (c), sections 533 and 12207, and reference (d).

2. Applicability

a. This instruction applies to all individuals appointed as Regular or Reserve officers (other than Limited Duty Officers), in the SC including officers transferred from another uniformed service, Reserve officers transferred into the Regular component, Reserve officers voluntarily recalled to the ADL, and officers transferred from the line or another staff corps into the SC.

b. Additional guidance on the transfer of SC officers from other uniformed services into the Navy is found in reference (e).

3. Policy. The Department of the Navy (DON) will maintain authorized strength and grade levels in the SC by recruiting personnel required to support the annual 5-year promotion plan under reference (f) to provide a base for an all-Regular career force and to attain authorized strength in the Reserve component to meet approved mobilization requirements.

a. Requirements for newly appointed officers on the ADL sufficient to support an all Regular career force will be filled primarily by accessions from Officer Candidate School (OCS). To provide a base of Regular officers with strong military backgrounds, U.S. Naval Academy (USNA), and Navy Reserve Officer Training Corps (NROTC) graduates not physically qualified for duty in the unrestricted line will be allocated to the SC, and transfers of qualified officers from the unrestricted line and other competitive categories may be solicited.

b. Requirements for Regular officers on the ADL in career grades that cannot be met by promotion will be supplemented by transfer from the Reserve, redesignation of officers serving in another designator, by direct procurement of former military officers, and by voluntary recall to active duty of officers from the Reserve component.

c. Requirements for the Selected Reserve (SELRES), Individual Ready Reserve (IRR), and Full Time Support (FTS) of Reserves will be filled primarily through transfer of officers from the ADL and the Direct Commissioning Program. Requirements that cannot be met through these sources and requirements in advanced grades that cannot be met by promotion will be met from the following sources in priority order.

(1) Transfer of Reserve component officers from other staff corps.

(2) Reappointment.

(3) Interservice transfer.

d. In determining the mix used to meet approved accession requirements, factors such as cost effectiveness, current and projected supply and demand for college graduates, retaining flexibility to adjust to changes in the market and in specialty requirements, and providing reasonable career progression opportunities for those appointed as entry level SC officers, shall be used.

4. Accession Plans. The Chief of Naval Operations (CNO) will develop an annual accession plan to support authorized strength in the SC, within total Navy authorized strength. Accessions must support the annual 5-year promotion plans for the active duty and Reserve components to ensure promotion opportunity and flow necessary to meet authorized strength-in-grade requirements.

5. Basic Qualifications. To be eligible for appointment as a SC officer in either Regular or Reserve components or for voluntary recall from the Reserve component to the ADL, the applicant must meet the following requirements:

a. Citizenship. Must be a citizen of the United States. When a manning shortfall cannot be filled by recruiting candidates who meet citizenship requirements, the CNO may propose procurement in the Navy Reserve of non-citizen applicants who have been admitted lawfully to the United States for permanent residence under the Immigration and Nationality Act (8 U.S.C., chapter 12). This exception may be authorized for a specified period of time.

b. Age

(1) Must be at least 19 years of age and be able to complete 20 years of active commissioned service before their sixtieth birthday. Deputy, Chief of Naval Operations (Manpower Personnel, Training, and Education) (CNO (N1/NT)) may waive the upper age restriction up to age 62 for otherwise qualified applicants for appointment as a Reserve officer not on the ADL. Age limits may be waived in the following instances:

(a) A manning shortfall exists which cannot be filled by in-zone promotions under the annual 5-year promotion plan and recruiting of candidates who meet age requirements.

(b) Extraordinary circumstances cause such a waiver to be in the best interest of the naval service.

(c) A gross inequity to the applicant would otherwise result.

(2) Before appointment, applicants who will be unable to complete 20 years of active commissioned service by age 60 must acknowledge in writing that they are ineligible for Regular appointment. Before appointment, applicants who may be unable to complete 20 years of creditable service for retirement shall acknowledge same in writing.

c. Moral Character. Must be of good moral character and of unquestioned loyalty to the United States as determined by interview and investigation. As prescribed in reference (g), no person who is drug or alcohol dependent, who abuses drugs or alcohol, whose pre-service abuse of drugs or alcohol indicates a proclivity to continue abuse in the service, or who has a record of any drug trafficking offenses, shall be permitted to enter or be retained in the SC.

d. Physical Standards. Must meet the physical standards for active duty as established by the Director, Naval Medicine and approved by the CNO. CNO (N1/NT), upon recommendation of the Chief, Bureau of Medicine and Surgery may grant waivers for physical defects that will not interfere with performance of active duty within the guidelines of reference (h).

e. Education. No specific degree is required, but selectees should include applicants with degrees in business management related fields or credit hours in accounting, economics, business law, procurement, and management related studies.

f. Professional. If serving as a commissioned officer in the Navy, applicant must be serving in a grade not above lieutenant commander.

6. Entry Grade Credit

a. Entry grade and date of rank upon appointment in the SC shall be based on the number of years of entry grade credit awarded for prior active commissioned service.

ENTRY GRADE CREDIT TABLE

Qualification	Credit
Service as a commissioned officer other than a chief warrant officer on active duty or in an active status in any of the uniformed services	1 year for each year

b. Entry grade credit for advanced education, training, and professional experience will not be granted. Service shall be credited for prior active commissioned service subject to the computation and maximum credit criteria in paragraphs 7 and 8 and as specified in the above table.

7. Limits and computation of entry grade credit. Entry grade credit shall be computed as follows:

a. A period of time shall be counted only once.

b. Qualifying periods of less than 1 full year shall be credited proportionately to the nearest day.

c. Credit may not be awarded for service as a chief warrant officer.

d. Graduates of the Service academies may not be awarded credit for any service performed or education, training, or experience obtained before graduation from the academy concerned.

8. Maximum entry grade credit. To attain a high degree of experience in the SC community, total entry grade credit will normally be limited to 10 years. The Assistant Secretary of the Navy (Manpower and Reserve Affairs)(ASN (M&RA)), considering the recommendations and supporting justification from CNO (N1/NT), may waive the entry grade limit on a case-by-case basis in the following circumstances:

a. For appointment on the ADL. When there is a shortage against authorized strength in the SC for which the appointee is nominated which cannot be met by:

(1) Voluntary recall of qualified officers from the Reserve component.

(2) The Inter-service Procurement Program.

(3) In-zone promotion when the 5-year promotion plan is approved by the Secretary of the Navy (SECNAV).

b. For appointment in the Reserve component. When there is a shortage against authorized strength in the SC for which the appointee is nominated which cannot be met by:

(1) Transfer of officers from the ADL.

(2) In-zone promotion under the 5-year promotion plan is approved by SECNAV.

c. When a gross inequity to the applicant would otherwise result.

9. Entry Grade Credit in Transition Period. This instruction provides for entry grade credit to be awarded to individuals being appointed in the SC from the date of this instruction. There shall be no retroactive changes made, as a result of this instruction, to the number of years credit granted previously to officers appointed in the SC before the date of this instruction.

10. Qualification as a SC Officer. All SC officers appointed under this instruction will attend a basic course of instruction at the Navy SC School in Athens, GA, to obtain the general knowledge necessary to carry out basic supply operations ashore and afloat. An officer who is unable to complete this course may be reappointed in another competitive category to complete any active duty obligation. In cases where a change of designator cannot be accomplished, separation under reference (i) will be effected.

11. Appointment and Assignment of Precedence

a. Except as provided in paragraph 12 concerning inter-service transfers, an applicant selected for appointment as a Reserve officer in the SC of the Navy who is not awarded Entry Grade Credit under paragraph 6, shall be appointed in the grade of ensign with a date of rank coinciding with the date of appointment. An applicant selected for appointment as a Reserve officer in the SC of the Navy and awarded Entry Grade Credit

under paragraph 6 shall be appointed with a date of rank derived by subtracting the Entry Grade Credit from the date of appointment to arrive at a constructive ensign date of rank. Determination of appointment grade will be made by using the following formula:

RANK	YEARS OF ENTRY GRADE CREDIT
O2	2 years (or the then applicable promotion flow point)
RANK	YEARS OF ENTRY GRADE CREDIT
O3	4 years (or the then applicable promotion flow point)
RANK	YEARS OF ENTRY GRADE CREDIT
O4	10 years (or the then applicable promotion flow point)

b. Selectee who is or was a commissioned officer (other than as a warrant officer). Selectees shall be appointed in the same grade and with the same date of rank as the officer in the SC on the ADL of the Navy who:

(1) Was originally appointed in the SC from a civilian status with no prior commissioned service.

(2) Has been on continuous active duty since appointment in the SC.

(3) Was promoted under reference (e) in due course to all grades in which served.

(4) Has not lost numbers or precedence on the lineal list or ADL.

(5) Has, on the date of the selectee's appointment in the SC, active commissioned service which is equal to, or most nearly equal to, the entry grade credit of the selectee.

c. Each appointee will be placed on the ADL or assigned a running mate as follows:

(1) Appointees not concurrently ordered to or retained on active duty and placed on the ADL shall be assigned a running mate on the ADL and placed on the inactive duty precedence list in an active status under reference (j).

All appointees whose placement on the ADL would render them eligible for consideration in-zone or above-zone for promotion by an active duty promotion selection board within 1 year of entering on active duty shall be counseled regarding the option to defer eligibility for consideration for promotion under reference (g), and shall acknowledge such counsel in writing.

(2) Appointees ordered to active duty or retained on active duty (other than active duty of Reserve officers as described in reference (d), section 641(1)), incident to appointment shall be placed on the ADL under reference (k).

12. Inter-service Transfer of Officers. Inter-service transfer of Reserve and Regular officers into the SC of the Navy is governed by reference (c).

13. Responsibilities

a. The CNO is responsible for:

(1) Procurement and appointment of SC officers under this instruction.

(2) Establishment of the annual accession plan and plans for temporary authorization to appoint non-citizen applicant.

b. The Chief of the SC shall assist CNO (N1/NT) in the procurement and appointment of SC officers, including calculating entry grade credit and coordinating SC entry level training requirements, to ensure the strongest officer quality.

c. Commander, Navy Recruiting Command (COMNAVCRUITCOM) shall determine grade and date of rank based on the above calculation subject to approval of CNO (N1/NT).

d. CNO (N1/NT) shall approve entry grade credit and establish entry grades and dates of rank of SC officers under this instruction.

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