



DEPARTMENT OF THE NAVY
COMMANDER NAVY RESERVE FORCE
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COMNAVRESFOR NOTICE 5400

From: Commander, Navy Reserve Force

Subj: FISCAL YEAR 2027 NATIONAL COMMAND AND SENIOR OFFICER APPLY
BILLET SCREENING AND ASSIGNMENT PROCEDURES

Ref: (a) BUPERSINST 1001.39
(b) RESPERSMAN M-1001.5
(c) SECNAVINST 5211.5
(d) COMNAVRESFORINST 1412.2
(e) CNO WASHINGTON DC 271415Z Sep 19 (NAVADMIN 220/19)
(f) COMNAVRESFORNOTE 1570
(g) DoD Joint Ethics Regulation
(h) CJCSI 1330.05B
(i) OPNAVINST 3440.16
(j) JAGINST 1000
(k) NAVSUPINST 1412.1

Encl: (1) Fiscal Year 2027 National Command and Senior Officer APPLY Billet Screening
and Assignment Procedures

1. Purpose. To revise standardized policy and procedures per references (a) through (k) for the National Command and Senior Officer APPLY Board, henceforth referred to as the "APPLY Board". The Fiscal Year (FY) 2027 APPLY Board will convene 10 August through 21 August 2026 at Navy Personnel Command, Millington, Tennessee.

2. Background. Assigning the best and most fully qualified officers to senior leadership and management positions is vital to the continued successful support provided to Active Component (AC) supported commands. This is achieved through a consistent screening and assignment process that promotes credibility with resource sponsors, manpower claimants, supported commands, and our Selected Reserve (SELRES) communities. In order to provide consistent vetting of applicant qualifications and eligibility, all Reserve Component (RC) communities will participate in the APPLY Board with limited exceptions.

a. Commander, Naval Air Force Reserve (COMNAVAIRFORES) and Chief of Naval Air Training (CNATRA) will adhere to the current directives to fill their squadron and squadron augment unit (SAU) billets via separate boarded processes.

b. Maritime Expeditionary Security Squadron (MSRON) commanding officer (CO) billets are screened by the Surface Commander Command Board per current directives. Officers screened will be slated to MSRON Command by Commander, Naval Surface Forces (COMNAVSURFOR) with endorsement from Navy Expeditionary Combat Command (NECC).

c. Naval Construction Force (NCF) CO billets are screened by the Naval Facilities Engineering Systems Command Command Board in per current directives. Officers screened will be slated to Naval Construction Battalion (NCB) or Naval Construction Regiment (NCR) Command by Commander, Naval Facilities Engineering System Command (NAVFAC) with endorsement from NECC.

3. Navy Reserve Strategic Priorities. A ready Force must be in strict alignment with Navy requirements. Therefore, certain initiatives may affect components of reserve force structure, including size and location of units, billet requirements, and projected rotation dates (PRD). All projected changes will be communicated immediately to affected commands and members in order to minimize potential assignment disruptions and/or the truncation of tour lengths.

4. Scope

a. This notice supplements officer assignment policies issued by references (a) and (b), and contains additional policies and procedures for officer application, billet advertisement, and board conduct pertinent to the screening and assignment of drilling Navy Reserve Officers to CO, officer in charge (OIC), post command, executive officer (XO), senior executive, milestone, and senior officer non-command billets.

b. Dates for involuntary transfer of senior officers to the Voluntary Training Unit who did not receive an APPLY awarded billet or post board assignment are prescribed in Appendix A, will be published via ForceConnect message, and posted on the Reserve Force Manpower Tools homepage.

5. Records Management. Records created as a result of this notice, regardless of media or format, must be managed per Secretary of the Navy Manual 5210.1 of September 2019.

6. Cancellation Contingency. This notice remains in effect for 1 year or until superseded by a subsequent notice.



L. A. FROST
Deputy Commander

Releasability and distribution:

This notice is cleared for public release and is available electronically via,
<https://www.navyreserve.navy.mil/Resources/Official-RESFOR-Guidance/Notice>

FISCAL YEAR 2027
NATIONAL COMMAND AND SENIOR OFFICER APPLY BILLET SCREENING AND
ASSIGNMENT PROCEDURES

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SECTION 1

ACTION ITEMS

The success of the APPLY Board depends on accurate billet structure/requirements and relies heavily on input from supported commands via their respective Reserve Program Directors (RPD). As such, the following specific action items shall be carried out:

1. Commander, Navy Personnel Command (COMNAVPERSCOM)

- a. Act as the convening authority for the FY27 APPLY Board.
- b. Appoint Navy Reserve flag officers to serve as president and vice president of the FY27 APPLY Board community panels.
- c. Appoint panel members and board support personnel as needed/required.
- d. Coordinate with COMNAVRESFORCOM N12 to notify personnel chosen to serve as panel members or board support and provide members with COMNAVRESFORNOTE 5400.
- e. Release a Navy Administrative Message announcing FY27 APPLY Board dates and detailing procedures for submitting correspondence to the board.

2. Commander, Navy Reserve Force (COMNAVRESFOR) Deputy Commander

- a. Appoint an Executive Steering Committee (ESC) composed of three Navy Reserve flag officers (one president and two vice presidents) from a variety of designators and communities to guide the future growth and development of the APPLY Board process. The ESC will select the panel presidents and vice presidents for each community panel.
- b. Review the APPLY Board slate and approve the release of results via Reserve Force Manpower Tools (RFMT).

3. Commander, Navy Reserve Forces Command (COMNAVRESFORCOM) Staff Judge Advocate (SJA) will work through Readiness and Mobilization Commands (REDCOM) to ensure due process and will advise CNRFC N12 if APPLY applicants will be recommended for removal from slated billets for pending or adjudicated administrative, disciplinary, or legal action.

4. COMNAVRESFORCOM (N12)

- a. Liaise with COMNAVPERSCOM (PERS-9) in the scheduling, coordination, and execution of the APPLY Board.
- b. Ensure RFMT is available on the Navy Reserve Homeport under the "Applications" link.

c. Board Membership

(1) Collect membership applications for Selected Reserve (SELRES) and Training and Administration of Reserves (TAR) personnel desiring appointment to the APPLY Board, including voting members (panel members), recorders, and assistant recorders (board support), as prescribed in Appendix A.

(2) Nominate Reserve Component (RC) officers to serve as panel members and board support.

(3) Officers with an approved retirement or who are within one year of statutory retirement will not be nominated for board support and will not serve as panel members.

(4) Ensure the contents of membership APPLY applications are released only to board support staff and members. Observe strict compliance with the Privacy Act requirements contained in reference (c).

d. Remove from advertisement, all billets with funding end dates in Total Force Manpower Management System (TFMMS) of 30 September 2026 or earlier.

e. Execute APPLY board slate as approved to include writing and releasing orders.

f. Collect, validate and adjudicate Post Board Assignment (PBA) nominations as per Section 4.

g. Identify senior officers subject to involuntary transfer to the Voluntary Training Unit (VTU) and execute transfers as per Appendix A.

5. Supported Commands and RPDs

a. Request RPD access via the "Role Request" link in RFMT.

b. Submit PRD modification requests via RFMT Personnel Move Request (PMR) in a timely manner.

c. Verify billet structure/requirements including designator, rank, Additional Qualification Designator (AQD)/Sub-specialty (SSP) Code, security clearance, Reserve Functional Area and Sex (RFAS) Code, Leadership (LDR) Code, suppression or advertisement code, and Primary Functional Area Code (FAC).

(1) For permanent changes to designator, rank, AQD/SSP, or security clearance, RPDs will submit Manpower Change Requests (MCR) through their active command's Budget Submitting Office (BSO).

(2) For modification to an RFAS code, LDR code, or the suppression or advertisement of a billet, RPDs must submit a Billet Change Request (BCR) to CNRFC N123 (Force Structure) by the date annotated in Appendix A. BCRs submitted after that date will not be processed until FY27 APPLY Board results have been released.

d. Update billet CO and supported command comments in RFMT, including those not scheduled to be advertised during the FY27 APPLY Board to include coordination of comment updates with respective unit COs and OICs. Review all comments for accuracy and applicability via RFMT.

(1) Comments should state general guidelines, training requirements, specific professional skills, mission of unit, scope of responsibility, any unique drilling requirements, and inform applicants of any pending changes to billets.

(2) The billet requirements prescribed in RFMT, as delineated in Section 1.5.c., are the governing factors in determining whether an applicant meets the minimum requirements for eligibility to apply for the billet.

e. Ensure all CO, OIC, XO, POST, SE, and MILE billets, to include operational and commissioned units, are correctly identified with the proper corresponding LDR Code as per the definitions in Appendix C. Each Reserve Unit Identification Code (RUIC) will only have one CO or OIC coded billet.

f. Ensure the APPLY policies, procedures, and dated milestones are widely advertised and disseminated to ensure every officer is aware of current policy requirements. Notify all SELRES officers on active orders of their requirement to participate in the APPLY process.

6. Echelon IV Commanders

a. Disseminate COMNAVRESFORNOTE 5400 to all officers.

b. Coordinate thorough billet assignment and PRD review with subordinate Echelon V and VI commands. Review will include the validation and current status of all O6, O5, CO, and OIC assignments, including verification of existing orders, billets, and PRDs in all applicable databases. This may include, but is not limited, to Navy Standard Integrated Personnel System (NSIPS), My Navy Assignments (MNA), and RFMT.

c. Echelon IV N1 will route any O6, O5, unit CO or OIC assignment discrepancy corrections found at the Echelon V and VI levels to CNRFC N12 using RFMT Personnel PMR for adjudication via the respective RPD.

7. Echelon V Navy Reserve Activity (NRA) and Navy Reserve Center (NRC) COs

a. Execute all APPLY and PBA orders within five working days of orders effective date.

b. Report unresolved order discrepancies to the appropriate Echelon IV.

8. Echelon VI Navy Reserve Unit COs and OICs

a. Review Reserve Unit Assignment Document (RUAD) from MNA to ensure proper billet assignment. Report unresolved discrepancies to the RPD.

b. Mentor officers regarding the APPLY process, including application procedures, board correspondence, dated milestones, and the importance of personal record maintenance.

c. Encourage eligible officers to apply for board membership or board support positions via RFMT if they are not applying for billets.

d. Update billet CO comments, including those not scheduled to be advertised during FY27 via RFMT. Members assigned to CO or OIC billets are automatically granted access to edit billet CO comments via RFMT. This responsibility cannot be delegated. Unit COs and OICs having trouble navigating RFMT should refer to the User Guides posted on the RFMT homepage.

(1) Keep comments concise and limited to information not covered by the RPD in "Supported Command" comments.

(2) Comments should include a unit point of contact (POC) for applicants who desire more information regarding the unit or billet.

9. Reserve Officers

a. Read and thoroughly understand the policy contained within the COMNAVRESFORNOTE 5400, including community guidelines governing all billets applied for outside of an officer's parent community.

b. Ensure IDT order history is accurately reflected in RFMT, including billet leader type (e.g. CO, OIC, NON, etc.) and tour dates. Failure to do so may result in dream sheet invalidation and erroneous or improper assignment.

c. Update "self-reported" billet history in RFMT. "Self-reported" billet history is required to submit a dream sheet.

d. Ensure NSIPS and RFMT contact information, including email address, is accurate. RFMT will be the primary method used to communicate with applicants. Ensure RFMT "email notifications" are turned "ON" under account settings to receive notifications from RFMT.

e. Check RFMT member profile for accuracy. Rank, designator, AQDs and SSPs as reflected in RFMT are the primary governing factors in determining whether an applicant meets the minimum billet eligibility requirements to apply.

Note: Officers must ensure any AQDs required for billet eligibility, including but not limited to the 2N1/2D1 AQD, are visible in RFMT **prior** to dream sheet submission. RFMT will not allow a member to apply for a billet until the required AQDs are reflected in the member's RFMT record. Per reference (d), COMNAVRESFOR N7 will coordinate with PERS 911-D to add the 2N1/2D1 AQD into the service records of those who have completed and qualified for a Navy Reserve Readiness Unit (NRRU) CO or OIC Command Qualification Oral Board (CQOB). RFMT should reflect the new AQD within three weeks from the time the request is uploaded to the COMNAVRESFOR N7 SharePoint site (includes PERS entry in NSIPS and transfer to RFMT). Manual entries of AQDs in RFMT will not be accepted. COMNAVRESFOR N7 recommends completing the NRRU CO or OIC CQOB as early as possible prior to the dream sheet submission window opening, and referencing RFMT to verify the AQD appears in the member's record.

f. Check official record for accuracy. Officers are encouraged to submit a letter to the board via COMNAVPERSCOM as directed by reference (e); COMNAVRESFORCOM will **not** accept letters to the board. Letters to the board should highlight any amplifying information, including any record discrepancies. Areas of interest include fitness report continuity and currency of professional license or credentials.

g. Regularly check RFMT for the most current information to include billets listed on dream sheet. Changes in billet information, to include advertisement status, during the dream sheet submission window will be kept to a minimum but may occur.

h. Consider applying for board membership or board support (assistant recorder) positions if not eligible for billet assignment in FY27.

(1) Members may **not** apply for board membership nor board support (assistant recorder) and compete for an APPLY Board assignment during the same cycle.

(2) Membership and board support (assistant recorder) applications are submitted via RFMT by selecting the "APPLY" link. Due to COMNAVPERSCOM vetting and approval procedures, selected board members and support personnel may be notified of their selection as late as 30 days prior to convening date.

(3) Contact CNRFC N122 via email (seniorofficerapplycnrfc@us.navy.mil) if disqualifying situations arise after submission of application.

i. Fully participate in the APPLY Board process if desiring a billet assignment. Participation is defined as completing and verifying all applicable sections of the APPLY application including self-reported billet history, personal data, qualifications, and status of pending board review in RFMT prior to submission. The Reserve officer is responsible for verifying that the application is fully submitted within RFMT.

(1) Applications left in a draft status will be canceled. To remain eligible for PBA, members must list and submit a dream sheet containing at least one billet. Up to 50 billets can be added to the dream sheet. Dream sheets will not be accepted by CNRFC N122 after the date and time prescribed in Appendix A. It is the applicant's responsibility to ensure a dream sheet is properly submitted in RFMT.

(2) Senior officers with a 30 November 2026 PRD or earlier are required to participate in the FY27 APPLY Board. Failure to participate will result in transfer to the VTU.

(3) Officers are highly encouraged to state willingness to accept billets not on their dream sheet, which will enable the board to select the best and most fully qualified applicants for other assignment opportunities - these are known as suggest billets. This is accomplished by selecting "yes" or "no" in the dropdown menu under, *"I want to be considered for billets not on my dream sheet."* Suggest billets may be declined within the seven-day declination period at no penalty to the applicant. If you selected "no" to a suggest billet, and were not awarded a billet, you will be PBA eligible.

(4) In the event a billet is defunded, regardless of whether it takes place during or after dream sheet phase, the officer's dream sheet will reflect a discrepancy, CNRFC N122 will remove that billet from their dream sheet.

Note: Billets that become discrepant, for any reason, will reflect on the RFMT Dream Sheet Discrepancy Report, which requires removal of that billet before the Board convenes. A discrepant dream sheet cannot be reviewed at the Board.

(a) If removal of the defunded billet(s) results in an officer's dream sheet having no remaining valid billets, the affected officer will receive an RFMT notification alerting them of the issue with instructions to contact the email provided in the notification to afford them the opportunity to add new billets for which the officer is eligible.

(b) If removal the defunded billet(s) results in an officer's dream sheet having only billets remaining for which the officer is not eligible and/or does not qualify, the affected officer will receive an RFMT notification alerting them of this issue with instructions to contact the email provided in the notification, to afford them the opportunity to add new billets for which the officer is eligible.

(c) If an officer applied to billets for which they were not eligible and/or do not qualify, and those billets are removed from their dream sheet, the affected officer will receive an RFMT notification alerting them of this issue with instructions to contact the email provided in the notification, to afford them the opportunity to add new billets for which the officer is eligible.

(5) APPLY-selected officers will be locally assigned unless permitted by community specific information prescribed in Section 3. Therefore, officers should only list billets on dream sheets to which there is a willingness and ability to personally pay travel expenses related to required drills.

Note: Certain billets may be coded with the RFAS code "R," which indicates the billet is eligible for limited travel reimbursement under the Inactive Duty Training-Reimbursement (IDT-R) program. Requests for IDT-R must be submitted to CNRFC N12 for approval each time an officer is assigned to a new billet that is eligible for IDT-R. It is highly recommended that the IDT-R applicant familiarize themselves with the governing instruction, reference (f).

(6) Officers are highly encouraged to submit "remarks to the board" within their dream sheet in RFMT to enhance opportunities for assignment during slating. The "remarks to the board" section of the dream sheet is the only way for the applicant to communicate to the APPLY panel members during the billet slating process. This section is provided for the applicant to address experience, qualifications, or desires related to specific billets as described in the supported command or CO comments section of those billets. Applicants are encouraged to seek an experienced mentor to review effective use of the "remarks to the board" feature.

SECTION 2

APPLY APPLICATION AND ASSIGNMENT POLICIES AND PROCEDURES

1. Assignment Eligibility

a. Officers may apply for billets for which they are fully qualified (e.g. designator, pay grade, AQD, or RFAS match).

b. Officers may serve in a maximum of two APPLY-selected CO or OIC billets per pay grade, as defined by the pay grade of the billet, unless otherwise stated in the specific community requirements as prescribed in Section 3. Example, an O5 in a CO billet who promotes to O6 during their tenure, receives O5 CO credit for that tour only, not O5 and O6 CO credit.

c. Officers with tenure remaining in CO, OIC and POST leadership billets, to include Major Command (MAJCOM) and Sequential Major Command (SEQ-MAJCOM) (billets specifically marked with the command type CO, OIC, or POST in RFMT) are not eligible to break tenure.

d. Officers with tenure remaining in XO billets (billets specifically marked with command type XO in RFMT) are not eligible to apply for non-command (billets specifically marked with the command type NON in RFMT) nor XO billets, but are permitted to apply for CO, OIC, POST, SE, or MILE billets unless otherwise prescribed in Section 3. If an officer has tenure remaining in an XO billet and indicates willingness to accept a billet not on their dream sheet, the board may offer a suggest CO, OIC, POST, SE, or MILE billet but not a NON nor XO billet.

e. Officers with tenure remaining in MILE billets (billet specifically marked with command type MILE in RFMT) are not eligible to apply for NON, XO, or other MILE billets, but are permitted to apply for CO, OIC, POST, or SE billets unless otherwise specified in Section 3. If an officer has tenure remaining in a MILE billet and indicates willingness to accept a billet not on their dream sheet, the board may offer a suggest CO, OIC, POST, or SE billet.

f. Officers with tenure remaining in current NON billet assignment cannot apply for other NON billets but may apply for CO, OIC, POST, XO, SE, or MILE billets unless Section 3 states otherwise. If willing to accept billets outside their dream sheet, the board may offer a suggested billet, excluding NON billets. This applies to PBA as well.

g. Officers without tenure remaining in current NON billet assignment may re-apply for their current NON billet, or another billet, unless prohibited in Section 3.

(1) CDR and CAPT selects, regardless of whether tenure is remaining in their NON billet, whether the billet is JO or APPLY, may apply to billets in their selected pay grade. See Section 2.4 "Officers Selected for Promotion to O5 and O6" for additional information.

h. Officers are not eligible to apply for billets in units at which they have previously commanded except for POST, unless permitted by community specific guidance as prescribed in Section 3.

i. Per reference (b), officers with a Manpower Availability Status (MAS) code that may restrict certain assignments are eligible to participate in the APPLY Board. However, COMNAVRESFOR, the order-issuing authority, may withhold orders for awarded billets pending resolution of MAS-related issues. After reviewing the circumstances of the MAS code, anticipated resolution, and the officer's

ability to serve effectively, the authority may decline the assignment and fill the billet with another qualified officer as outlined in Section 4.

j. Officers in the Inactive Ready Reserve-Active Status Pool (IRR-ASP) who wish to participate in the APPLY Board to compete for a billet, must receive permission from BUPERS Officer Community Manager prior to submission of dream sheet.

k. Commander, Navy Air Forces Reserve (CNAFR) Eligibility.

(1) All 13XX officers currently assigned to COMNAVAIRFORES (CNAFR) squadrons, wings, and Squadron Augment Units (SAUs), to include Chief of Naval Air Training (CNATRA), are required to submit an APPLY dream sheet unless they have tenure through 30 November 2027 to fill a CNAFR CDR/O5 billet or have an approved Over Grade Waiver (OGW) to fill a LCDR/O4 or below billet.

(2) Officers who have applied for and are selected for a billet on their dream sheet at the FY27 APPLY Board, will be assigned to that billet. Declination of the APPLY awarded billet specifically listed on an officer’s dream sheet will result in transfer to the VTU.

(3) Officers who have applied for, and who have been selected to fill, commissioned unit Flight Surgeon or Physician’s Assistant billets, via CNAFR Flight Surgeon Selection Board, may only submit an APPLY dream sheet if they are within one year of the end of their Flight Surgeon or Physician Assistant tour.

(4) For additional information please contact Commander, Naval Air Force Reserve (CNAFR) Manpower department via CNAFRN1B@us.navy.mil.

2. Assignment Duration (tenure)

ASSIGNMENT TYPE	ASSIGNMENT DURATION	NOTES
CO, OIC, POST	Two (2) years	Unless otherwise stated in the community specific requirements prescribed in Section 3
XO, SE, MILE	Three (3) years	
JDAL XO, JDAL MILE	Four (4) years	
JDAL NON command	Four (4) years	
NON command	Three (3) years	
OLW NON command	Four (4) years	

3. Officer Retirements

a. Officers within 12 months of approved voluntary or mandatory retirement are not eligible to participate in the FY27 APPLY Board. Approved retirement is determined by the continuation date provided by PERS-911 following continuation boards. After each board, PERS-911 notifies CNRFC N12 with a list of officers considered. See examples below:

(1) Example 1: If an officer’s approved continuation period is less than 12 months from the board date (e.g., continuation board convenes in September 2025, and the officer is approved continuation through May 2026, which is 8 months), the officer’s RFMT profile will be updated with the “RETIRING

IN 12 MONTHS” tag, rendering the officer ineligible to participate in APPLY. The officer will not be PBA eligible but will remain IAP in the current TRUIC until their scheduled retirement date.

(2) Example 2: If an officer’s approved continuation period is more than 12 months from the board date (e.g., continuation board convenes in September 2025, and the officer is approved continuation through December 2026, which is 15 months), the officer’s RFMT profile will be updated with the “RETIRING IN 13-24 MONTHS” tag, rendering the officer eligible to participate in the FY27 APPLY Board.

Note: As soon as an officer has submitted a request for retirement to PERS-912, they need to coordinate with their supporting NRA/NRC to ensure that the ARR MAS code is entered into their record in NSIPS. This will allow a member whose tenure is expiring to remain IAP until their scheduled retirement date without being subject to involuntary transfer to the VTU for failure to participate in the APPLY cycle.

b. Officers requesting continuation or retention through PERS-911 must receive approval before dream sheet phase closes to participate in the APPLY Board. Members who have submitted continuation requests that are not yet adjudicated by PERS-911 are not eligible to participate in the APPLY Board.

c. Officers with approved retirement dates before the end of their current tenure may have their PRDs modified to 30 November in the year closest to their approved retirement date. (Example: An officer with a current PRD of 30 November 27 and an approved retirement date of 1 January 27 will have their PRD modified to 30 November 26.) RPDs must submit requests via RFMT PMR with documentation of the member’s approved retirement date. Requests will not be accepted via email.

4. Officers selected for promotion to O5 or O6

a. Commander selects (CDR-S).

(1) CDR-S selected to promote in FY26 (CDR-S6) in JO billets had their PRDs modified to 30 November 2026 as per FY26 COMNAVRESFORNOTE 5400. CDR-S6 are highly encouraged to apply for billets in their selected pay grade in the FY27 APPLY Board.

(2) Commander selects selected to promote in FY27 (CDR-S7) that are currently in a JO billet will have their orders modified to a PRD of 30 November 2027 by CNRFC N12 and will be eligible to participate in the FY27 APPLY Board.

(3) CDR-S7 with tenure remaining in APPLY NON billets are eligible to apply for leadership billets as well as NON billets in their selected pay grade.

(4) CDR-S7 with tenure remaining in an APPLY leadership billet may not break tenure and are not PBA eligible.

OFFICER CATEGORY	CURRENT BILLET STATUS	ACTION
CDR-S7	Junior Officer (JO) Billet (regardless of tenure)	<ul style="list-style-type: none"> Orders will be modified to a PRD of 30 November 2027. Eligible to participate in the FY27 APPLY Board. Eligible for billets in their selected pay grade.
CDR-S7	Tenure in an APPLY Leadership Billet (CO, OIC, XO)	<ul style="list-style-type: none"> Cannot break tenure. Not PBA eligible.
CDR-S7	APPLY Non-Command Billet (NON)	<ul style="list-style-type: none"> Permitted to break tenure for billets in their selected pay grade.

Note: In the event the Commander selection message is released after the closure of dream sheet phase, CNRFC N122 will issue a message via an RFMT notification to all affected officers. Upon receipt of this notification, officers are directed to immediately contact the point of contact provided in the RFMT notification. This action is required to facilitate modifications and the addition of billets to the officer's dream sheet.

b. Captain selects (CAPT-S).

(1) CAPT-S selected to promote in FY26 (CAPT-S6) did not have their PRDs modified as per FY26 COMNAVRESFORNOTE 5400.

OFFICER CATEGORY	CURRENT BILLET STATUS	STIPULATION/ELIGIBILITY
CAPT-S7	APPLY Leadership Billet (CO, OIC)	<ul style="list-style-type: none"> May not vacate their command billet and will not have PRD modified.
CAPT-S7	APPLY non-Command Billet (NON)	<ul style="list-style-type: none"> Permitted to break tenure, for leadership billet and NON billets in their selected pay grade.

Note: CAPT-S and CDR-S who are currently serving in a CO, OIC, XO, or priority billet in the following communities: Judge Advocate General Corps (JAGC), Information Warfare Line (IWL), and Medical (BUMED), are not eligible to break tenure to apply for billets in their selected pay grade.

5. Commanding Officer Assignments

a. Senior officers may not exceed two (2) APPLY-awarded command (CO/OIC) positions per pay grade (defined as the pay grade of the billet) unless otherwise stated in Section 3.

b. Officers who completed two (2) APPLY-awarded command (CO/OIC) positions who were not afforded the opportunity to reach a total of 36 months in command in the same pay grade will be afforded the opportunity to apply for an additional command billet. **Officers in this situation are instructed to contact CNRFC N122 at seniorofficerapplycnrfe@us.navy.mil for assistance.**

c. Senior officers may not apply for their current or previously held CO or OIC position, unless otherwise stated in Section 3. Officers in the pay grade of O4 and below may apply for their current or previously held CO or OIC position unless prohibited by Section 3.

d. Navy Reserve Readiness Unit (NRRU) CO positions require command screening (2NX AQD series). Officers selected for these positions must complete the Navy Reserve Unit Management Course (NRUM) within one year of assuming command.

e. Operational and commissioned unit CO positions require command screening (2DX AQD series). Officers selected for these positions must complete the Command Leadership Course in Newport, Rhode Island within one year of assuming command.

f. Reference (d) establishes the qualification process for the 2N1 AQD mandatory for CO and OIC billets. Officers holding the 2D1, 2D2, or 2D3 AQD are deemed 2N1 qualified. **The 2N1/2D1 AQD must be reflected in the member's RFMT profile prior to adding CO/OIC billets to their dream sheet.**

g. The selection of COs or OICs for newly established units is typically handled through the APPLY Board process. However, in situations where a new unit is established too late for its leadership billet to be advertised in RFMT for the Board, an alternative process is used. In these cases, the billet will be advertised during the PBA process, as detailed in Section 4.

h. In the event a CO is unable to fulfill their duties and the removal of the 2N1 qualification is appropriate, removal (e.g. loss of confidence, legal reasons, loss of 2N1), of the officer from the billet will be executed in accordance with reference (d). Upon notification by the RPD via RFMT PMR with supporting documentation the officer will be moved to the APU closest to the member's NSIPS residence.

6. POST Command Assignments. POST command assignments are filled by officers who have completed two (2) CO or OIC command tours in accordance with the pay grade of the billet, unless otherwise prescribed in Section 3.

7. Milestone (MILE) Assignments. Billets identified with the MILE command type require completion of the 2N1 or 2D1 AQD unless otherwise stated in Section 3.

8. Assignment Expectations. Officers selected to billets which they cannot fulfill may forfeit the assignment. Specifically:

a. Conflict of Interest. Per reference (g), subsection 5-205, officers will not apply for billets that will create a conflict of interest through either a past or present business relationship (e.g., employer/employee, professional/client, and vendor/customer) or any family or marital relationship with personnel assigned to the unit or supported command. Members are encouraged to consult with a JAG regarding any conflict of interest.

b. Officers may apply for, and be assigned to, billets for which they do not currently hold the required security clearance. Upon notification of assignment, the officer must immediately begin the process to obtain the required security clearance of the assigned billet. Failure to obtain the required security clearance may result in forfeiture of billet and reassignment.

9. Mobilization, Recall, and Active Duty for Operational Support (ADOS)

a. Officers **must** participate in the APPLY Board prior to their release from active duty to be eligible for PBA following the APPLY Board in which they participated. Officers with orders ending 30 November 2026 or earlier **must** participate in the FY27 APPLY Board to obtain a billet and remain in a pay status. Officers unable to submit a dream sheet should seek assistance prior to dream sheet phase closing by contacting CNRFC N122 at seniorofficerapplycnrfc@us.navy.mil.

b. Officers on mobilization orders will not be removed from their APPLY awarded billet, except as noted in Section 3.1. If the CO or OIC is mobilized outside of the supported command requirements, the XO is recommended to serve as the acting CO.

c. Officers on Recall or ADOS orders may be removed from their APPLY-awarded billet at the request of the RPD as defined below. Members will be placed IAP to their current TRUIC and are required to participate in APPLY during the year the member will be released from active-duty orders. All requests will be submitted via RFMT PMR and must include a hard copy of Active Duty orders. Requests will not be accepted via email.

(1) If the officer on Recall or ADOS orders is in an operational unit, the billet may be advertised by CNRFC N12 at the request of the RPD. The member will remain assigned to the billet until expiration of PRD or filled by a qualified member via APPLY Board/PBA, then the member will be IAP to their previously assigned TRUIC.

(2) If the officer on Recall or ADOS orders is in an NRRU after twelve (12) consecutive months, the RPD may request to advertise the billet. The member will remain in the billet until expiration of PRD or filled by qualified member via APPLY Board/PBA, then member will be IAP to their previously assigned TRUIC.

d. Officers who are mobilized or who accept voluntary Active Duty orders from a non-pay status (such as IRR or VTU) will return to a non-pay status upon return to a Reserve status, unless the officer participates in and receives an APPLY billet.

10. PRD Modification Requests. PRD adjustments must be requested via PMR in RFMT. Requests for PRD extensions are only accepted for mobilized officers who are in leadership positions.

11. Acceptance or Declination of APPLY-Awarded Assignments

a. APPLY awarded assignments are announced via RFMT messaging to selectees 7 days prior to public release – this is called the “declination phase”. Officers who desire to decline an APPLY-awarded billet must do so via RFMT during this phase following member notification. Assignment acceptances are implied even if the member does not accept via RFMT within the 7-day declination phase.

b. Declination of Billet (During Declination Phase).

(1) All officers, including Junior Officers (JOs), who decline a billet specifically requested on their dream sheet forfeit PBA eligibility and will be transferred to the VTU effective the date prescribed in Appendix A. JOs will not return to their previous JO Apply assignment.

(2) JOs who decline a suggested billet not specifically requested on their dream sheet are PBA eligible and will return to their previous JO Apply assignment if there is tenure remaining. If there is no tenure remaining, the JO may participate in PBA.

(3) Senior officers (O5 and O6) who decline a suggested billet not specifically requested on their dream sheet are PBA eligible and will not return to their previous assignment if there is tenure remaining.

Note: Officers who are awarded a Flight Surgeon billet via the Flight Surgeon Selection Board, and are also awarded an APPLY billet, will be assigned to Flight Surgeon billet. In this case, officers may decline the APPLY billet with no penalty.

12. Effective Date of Orders

a. The effective date of APPLY-awarded billet assignments will be 1 December 2026. Officers desiring an effective date other than 1 December 2026 will have their current RPD submit a PMR to include documentation of gaining command concurrence.

b. Officers subject to transfer to the VTU will receive orders that will be effective in January/February 2027. Officers that are transferred to the VTU who have a transfer of education benefits (TEB) obligation remaining will be direct assigned to a NON billet by CNRFC N12 with a PRD of 30 November 2027 and will be required to participate in FY28 APPLY. If a suitable billet is not available, the officer will be placed IAP to their current TRUIC with a PRD of 30 November 2027 and will be required to participate in FY28 APPLY.

c. Officers who were previously transferred to the IRR and who are awarded a billet at the APPLY board, will have their assignment eligibility reviewed for final approval by COMNAVRESFORCOM prior to re-affiliation with SELRES.

d. JOs who have fulfilled an APPLY awarded assignment without a follow-on APPLY awarded billet must participate in the next JO apply cycle.

13. Special Assignment Categories

a. CNAFR Assignments.

(1) COs are required to participate in the APPLY Board during the year their tenure expires. If the PRD does not align with the APPLY cycle and precludes participation, upon completion of the CO tour, the officer will be reassigned IAP to the wing and eligible for PBA assignment to a NON billet. All requests for reassignment will be submitted via PMR or PBA.

(2) Flight Surgeons. Only eligible 2105 officers with the flight surgeon SSP may apply via the CNAFR flight surgeon selection board. If an officer concurrently participates in APPLY and is awarded both, the CNAFR flight surgeon assignment prevails.

(3) Over Grade Waivers (OGW). Senior officers in JO billets that have been denied an OGW are required to participate in APPLY.

b. MSRON CO Assignments.

(1) SELRES officers selected for MSRON CO by the Surface Commander Command Board will be slated to MSRON Command by COMNAVSURFOR with endorsement from NECC. CNRFC N12 will generate orders after notification of the approved slate via RFMT PMR.

(2) Officers slated for MSRON CO will vacate their previous billet, including Command, upon the start of their MSRON tour. COMNAVSURFOR, CNRFC N12, and the RPD of the billet being vacated shall coordinate via RFMT PMR to ensure an appropriate mitigation plan is in place for the billet being vacated, to include billet advertisement and order generation.

(3) In the event an officer slated for MSRON CO will reach their PRD in their previously awarded assignment before the start of their MSRON tour, COMNAVSURFOR shall manage their temporary assignment until the start of their MSRON tour via RFMT PMR.

(4) COMNAVSURFOR shall manage the temporary assignment of officers who have concluded their MSRON CO tour until their next opportunity to compete for an APPLY billet. Temporary assignment options include IAP or PBA. All requests for assignment modification will be submitted via RFMT PMR or PBA.

(5) Successfully completing a full MSRON Commander Command tour shall be considered as meeting the requirements for the 2N2 and 2N3 AQDs even if the time in command was less than two years. RPD shall coordinate with CNRFC N7 to ensure proper documentation of tour completion codes and time in MSRON CO to ensure appropriate eligibility for future billets.

c. Naval Construction Force CO Assignments to the following BINs.

BIN	UNIT NAME
0164188	1st NCR VCC
0164248	7th NCR GUL
0034606	NMCB 25 HQ VCC
0034538	NMCB 27 HQ GUL
0034718	NMCB 14 HQ GUL
0109277	NMCB 18 HQ VCC
0034854	NMCB 22 HQ VCC

(1) SELRES officers selected for Naval Construction Force (NCF) CO by the Naval Facilities Engineering Systems Command (NAVFAC) Command Board will be slated to NCF command by NAVFAC with endorsement from Navy Expeditionary Combat Command (NECC). CNRFC N12 will generate orders after notification of the approved slate via RFMT PMR.

(2) Officers slated for NCF CO will vacate their previous billet and execute a one-year IAP period, except as outlined in Section 3, Paragraph 12.a.7 and 12.a.9. The Civil Engineer Corps (CEC) Reserve Career Manager, CNRFC N12, and the RPD of the billet being vacated shall coordinate via RFMT PMR to ensure an appropriate mitigation plan is in place for the billet being vacated, to include billet advertisement and order generation.

(3) In the event an officer slated for NCF CO will reach their PRD in their previously awarded assignment before the start of their NCF CO tour, the CEC Reserve Career Manager shall manage their temporary assignment until the start of their NCF CO tour via RFMT PMR.

(4) The CEC Reserve Career Manager shall manage the temporary assignment of officers who have concluded their NCF CO tour until their next opportunity to compete for an APPLY billet. Temporary assignment options include IAP or PBA. All requests for assignment modification will be submitted via RFMT PMR or PBA.

(5) Successfully completing a full NCF command tour shall be considered as meeting the requirements for the 2D2 AQD and 4305 (NCB Command) or 9006 (NCR Command) NOBCs, even if the time in command was less than two years.

14. JDAL Assignments

a. Billets are identified by the “JDAL” tag.

b. Vacating prior to the completion of tenure may preclude maximum joint qualification credit.

c. Annual participation (days per year) while serving in a JDAL billet is not automatically awarded or certified. Therefore, members who are serving must submit documentation that supports annual levels of participation to the appropriate combatant command certifying official.

d. A full joint equivalent tour (and subsequent joint qualifications, including Joint Qualified Officer (JQO) nomination) is obtained by meeting the time requirements in a Standard Joint Duty Assignment billet, submitting for experience-based points, or a combination as outlined in reference (h). Members may log in to view or access their joint credit, education, or experience captures at <https://dhrmission.servicenow.services.mil/jqs>. See Section 2.2 for JDAL tenure duration.

15. OLW Assignments

a. Billets are identified by the “OLW” tag.

b. Certain NON command OLW billets require extensive qualification and training. For these billets, orders will be issued for four (4) years to capitalize on experience, allow for attendance of required schools, obtain qualifications, and increase continuity across the full spectrum of assignments. See Section 2.2 for JDAL tenure duration.

Note: It is the responsibility of the RPD to identify these OLW billets and provide the list to CNRFC N122.

SECTION 3

COMMUNITY SPECIFIC INFORMATION AND REQUIREMENTS

1. Major Command (MAJCOM) and Sequential-Major Command (SEQ-MAJCOM). Select O6 CO and POST billets have been designated as MAJCOM and SEQ-MAJCOM based on scope of influence, scope of responsibility, and warfighting contributions of their supported AUIC. MAJCOM and SEQ-MAJCOM billets manage high-profile, operationally focused units that require the best and most fully qualified leaders. The significance of MAJCOM and SEQ-MAJCOM leadership billets demand more careful deliberation beyond APPLY's auto-slating process. MAJCOM and SEQ-MAJCOM billets will be filled using a limited detailing process in a separate panel from, and in advance of, the community panels. This process will ensure that the AC Supported Commanders have the best leaders in key positions to support operational AC organizations with large RC enterprises. Applicants should apply for MAJCOM and SEQ-MAJCOM billets using the standard dream sheet process via RFMT. The FY27 MAJCOM and SEQ-MAJCOM billet list is posted on the RFMT homepage.

Note: All MAJCOM and SEQ-MAJCOM billets are reviewed and validated annually via the Reserve Major Command Review Board (MCRB) process. MAJCOM and SEQ-MAJCOM billets are updated each APPLY cycle. The Reserve MCRB occurs in the fall.

a. MAJCOM Eligibility Guidelines. Unless otherwise prescribed in Section 3, the following are requirements for MAJCOM eligibility:

- (1) In current pay grade of O6 (O6 selects are not eligible).
- (2) 2N1/2D1 AQD. The AQD must be on your RFMT profile at the time of dream sheet submission. RFMT will not let you apply for MAJCOM without this AQD.
- (3) Completion of JPME Phase 1 (fulfilled by JSA, JS1, JS7 and JS8 AQDs).
- (4) Have completed one, but not two, two-year O6 CO tours in a board-selected, O6, C- or K-coded billet by the time that they assume MAJCOM command validated via RFMT orders OR have the 2N3/2D3 AQD (Major Command Qualified).
- (5) Members who cannot complete the entire billet tenure prior to mandatory retirement are NOT ELIGIBLE for Reserve MAJCOM.
- (6) Officers in MAJCOM CO billets are expected to focus their military efforts on the AUIC/UMUIC associated with their RFMT orders during the entire billet tenure. In support of that, officers serving in a MAJCOM billet will be fenced and protected from involuntary mobilization for missions outside of the supported command/AUIC during their billet tenure. Likewise, any long-term active-duty orders, such as ADT, ADOS, or Recall for assignments outside of the supported command during any portion of the MAJCOM billet tenure must be requested and routed for concurrence through the AUIC RPD, APPLY ESC, and ultimately for Flag-level approval by CNRFC. Finally, if long-term orders are approved by CNRFC, the member may be required to vacate the MAJCOM billet at the discretion of CNRFC prior to accepting the long-term orders to another AUIC.

Note: Officers who have completed, or are currently executing, a commanding officer tour for Djibouti Expeditionary Base (CLDJ CO) are eligible to apply for MAJCOM opportunities even if the MAJCOM would be their third command in grade. Command Ashore qualification and CLDJ CO detaching FITREP should be in the officer's record or submitted with the letter to the board if not in the officer's Officer Summary Record (OSR).

b. SEQ-MAJCOM Eligibility Guidelines. Unless otherwise prescribed in Section 3, the following are requirements for SEQ-MAJCOM eligibility:

(1) Have completed two (2) O6 CO tours in a board-selected, O6, C- or K-coded billet by the time they assume SEQ-MAJCOM (same as POST eligibility described in Section 2) validated via RFMT orders OR have the 2N4/2D4 (Sequential Major Command Qualified) AQD.

(2) Completion of JPME Phase 1 (fulfilled by JSA, JS1, JS7 and JS8 AQDs).

(3) Additional desired qualifications:

(a) Previous MAJCOM experience.

(b) Previous OLW, Fleet, or Echelon I, II, or III staff experience.

(4) Officers in SEQ-MAJCOM billets are expected to focus their military efforts on the AUIC/UMUIC associated with their RFMT orders during the entire billet tenure. In support of that, officers serving in a SEQ-MAJCOM billet will be fenced and protected from involuntary mobilization for missions outside of the supported command/AUIC during their tenure. Likewise, any long-term active-duty orders, such as ADT, ADOS, or RECALL for assignments outside of the supported command during any portion of the SEQ-MAJCOM billet tenure must be requested and routed for concurrence through the AUIC RPD, APPLY ESC, and ultimately for Flag-level approval by CNRFC. Finally, if long-term orders are approved by CNRFC, the member may be required to vacate the SEQ-MAJCOM billet at the discretion of CNRFC prior to accepting the long-term orders to another AUIC.

(5) Applicants should review RFMT billet descriptions for any billet-specific required or desired qualifications or experience.

c. Panel Consideration and Requirement.

(1) Officer assignments for MAJCOM and SEQ-MAJCOM billets shall be awarded to those officers who are the best of the fully qualified.

(2) Proven and sustained superior performance in command or other leadership positions in difficult and challenging assignments is the definitive measure of fitness for selection. Furthermore, successful performance and leadership in combat or operational conditions demonstrate exceptional selection potential and should be given special consideration. Finally, the Reserve force values warfighting readiness and attainment of warfare qualifications, advanced education, and experience in the maritime, air, and undersea operations centers, and experience on joint and component staffs at all Echelons of command. Formal training and OLW qualifications (e.g. MSOC, ELOC, JAOC2C, Battle Watch Captain qualification, etc.) are highly desired. Each board member shall apply this guidance when deliberating and voting.

d. Board Procedures.

(1) MAJCOM and SEQ-MAJCOM panels will be conducted prior to other O6 community panels. Records will be graded against MAJCOM or SEQ-MAJCOM billet-specific criteria as specified above.

(2) Officers who apply for MAJCOM or SEQ-MAJCOM billets will be screened for those billets first, regardless of where they ranked the non-MAJCOM or non-SEQ-MAJCOM choices on their dream sheets.

Example: If an officer applies for any billet in the MAJCOM or SEQ-MAJCOM panel and ranks it as #6 on their dream sheet, and non-MAJCOM or non-SEQ-MAJCOM billets are ranked as #1,2, 3, 4, and 5, the member will be considered for MAJCOM/SEQ-MAJCOM billet first. If selected, the officer's record will be removed from consideration on the other panels.

(3) If not selected for a MAJCOM or SEQ-MAJCOM billet, and the member has applied for non-MAJCOM or non-SEQ-MAJCOM billets, the applicant's record will be automatically transferred to the regular APPLY O6 panel after the mark-ups and grades have been removed. No action by the applicant is required.

(4) Billets vacated or unfilled at the MAJCOM or SEQ-MAJCOM Panel will not be filled via the suggest billet process but may be filled with MAJCOM and SEQ-MAJCOM applicants via the PBA process.

e. Billet Tenure.

(1) MAJCOM CO: Two (2) years.

(2) SEQ-MAJCOM: Two (2) years.

2. 1115 - Surface Warfare Officer (SWO)

a. Applicant Eligibility Requirements.

(1) Non-SWOs are not allowed to apply to 111X billets, unless permitted by RFAS code.

(2) SWOs are allowed to apply to any 111X, 1050, and 1000 billet for which they are qualified.

(3) SWO MAJCOM Billets (1110 BINs only). Applicants for these billets must meet the requirements prescribed in Section 3 with the addition of the eligibility criteria in the table below. For FY27, this only applies to the CO, NR CNSL TYCOM HQ billet (2107713).

(4) SWO SEQ-MAJCOM Billets (1110 BINs only). Applicants for these billets must meet the requirements prescribed in section 3. above with the addition of the eligibility criteria in the table below. For FY27, this only applies to the NR CNSP HQ SURFOR Reserve Chief of Staff (RCOS) billet (2760284).

CATEGORY	ELIGIBILITY CRITERIA
Surface Warfare Community MAJCOM and SEQ-MAJCOM 1110 Billets	<p>Must have served in or be serving in a Surface Warfare Community tour in one or more of the following:</p> <ul style="list-style-type: none"> • Naval Surface Group (CNSG) • Littoral Combat Ship Squadron (LCSRON) • Surface and Mine Warfare Development Center (SMWDC) • Naval Beach Group (NBG) • Maritime Expeditionary Security Force (MESG, MSRON) • Unmanned Surface Vessel Squadron (USVRON) • Surface TYCOM Readiness Operations Center (ROC) • Task Force 504/Task Force LOG • Military Sealift Command (MSC) • Commander Naval Surface Forces Pacific or Atlantic TYCOM HQ • Completion of a mobilization or ADOS/ADT afloat

(5) Applicants for the Navy Expeditionary Combat Command (NECC) RCOS billet (2899903) must meet the requirements prescribed in Section 3 above with the following additions:

CATEGORY	ELIGIBILITY CRITERIA
Navy Expeditionary Combat Command (NECC) RCOS	<ul style="list-style-type: none"> • <u>Surface Warfare (111X) Officers</u>: Must have served in an NECC Community Command tour (CO or OIC) or mobilization at the O4/O5/O6 level. Acceptable legacy CO/OIC or MC Billet Titles are Coastal Riverine Group/Squadron, Company, 1st/2nd Platoon, Boat Division, or Security Detachment. • <u>Supply Corps (3105) and Civil Engineering Corps (5105) Officers</u>: Must have served in an NECC Community Command tour (CO or OIC) or mobilization at O4/O5/O6 level. Legacy CO/OIC billet titles acceptable.

- b. Panel Consideration and Requirement. Suggest billets are allowed.
- c. Billet Tenure.
 - (1) Command and Post Command: Two (2) years.
 - (2) All other billets: Three (3) years.
- d. Post Board Assignment. Community concurrence is required for PBA submission and exceptions to policy.

3. 1135 - Naval Special Warfare: Sea Air and Land (SEAL). To fill critical Special Warfare Officer billets, 1135 officers must adhere to the following:

a. Applicant Eligibility Guidelines.

(1) 1135 O5 and O6 officers must list all eligible 1130 billets on their respective dream sheets before listing non-1130 billets. Exceptions are allowed after first serving as a Naval Special Warfare (NSW CO) at the current rank when applying to 1050 Fleet O5 CO, O6 CO, O6 POST and MAJCOM Billets. If not, NSW billets on the dream sheet will be removed, or moved to the top of the dream sheet prior to the APPLY Board convening. Failure to add all advertising 1130 billets to the dream sheet could result in the application being canceled.

(2) All 1130 O5/O6 CO billets will be moved to the top of qualified applicants' dream sheets and filled first before filling O5/O6 non-CMD billets. NR SEAL Unit and NR SWCC Unit CO billets are priority billets and must be filled by 1135 officers with the highest confidence factor.

(3) In order to apply for NSW MAJCOM and SEQ-MAJCOM billets, 1135 officers must meet the requirements prescribed in section 3 above with the following exceptions:

(a) MAJCOM Billets: Must have completed at least one NSW O5 command tour. Additional desired qualifications and experience:

- (1) Multiple command tours.
- (2) JPME Phase 1 Graduate (JSA, JS1, or JS8 AQDs).
- (3) Advanced education (master's degree or higher).

(b) SEQ-MAJCOM Billets: Must have completed at least one NSW O5 command tour and at least one NSW O6 command tour and have enough time remaining in the Navy Reserves to be able to complete the tour without an age or time-in-service waiver. Additional desired qualifications and experience:

- (1) Previous MAJCOM command tour.
- (2) Previous SEAL, SWCC, or TSOC NRRU command tour.
- (3) JPME Phase 1 graduate (fulfilled by JSA, JS1, or JS8 AQDs).
- (4) Advanced education (master's degree or higher).

b. Panel Consideration and Requirement. Upon conclusion of the slating process, if any 1130 billets remain unfilled, 1135 officers who have applied for, but were not slated to a billet, will be slated to one of the community's unfilled billets, unless found to be unqualified for the billet by the board.

4. **1145 - Naval Special Warfare: Explosive Ordinance Disposal (EOD)/Diving.** To fill critical diving and EOD 1140 billets, 1145s must adhere to the following:

a. Applicant Eligibility Guidelines. 1145 O5 and O6 officers must only list all eligible 1140 and 1130 (RFAS coded for 1145) billets on their dream sheet but may apply to billets in other designators with command type leadership code other than NON.

b. Panel Consideration and Requirement. Upon conclusion of the slating process, if any 1140 billets remain unfilled, 1145 officers that have applied for, but were not slated to a billet, will be slated to one of the community's unfilled billets, unless found to be unqualified for the billet by the board.

5. 13X5 - Aviation Officers

a. Applicant Eligibility Guidelines.

(1) Commander, Naval Air Force Pacific (CNAP)/Commander, Naval Air Forces (CNAF) MAJCOM: Must meet the following requirements in addition to those prescribed in Section 3:

(a) Completion of at least one RESFORON or SAU O5 command tour. Applicants must ensure RESFORON and SAU CO tour is accurately documented in RFMT IDT order history.

(b) Completion of one tour in an OLW billet, validated by RFMT IDT orders.

(c) Additional desired qualification: Advanced education (master's degree or higher).

(2) CNAP/Commander, Naval Air Force Atlantic (CNAL) SEQ-MAJCOM. Must meet the following requirements in addition to those prescribed in Section 3:

(a) Completion of at least one RESFORON or SAU O5 command tour. Applicants must ensure RESFORON and SAU CO tour is accurately documented in RFMT IDT order history.

(b) Completion of one (1) O6 K-coded command tour in an APPLY-selected OLW billet.

(c) Additional desired qualifications and experience:

(1) JPME Phase 1 graduate (fulfilled by JSA, JS1, JS7 and JS8 AQD.

(2) Advanced education (master's degree or higher)

(3) CNAP: For NR Naval Air Warfare Development Center (NAWDC) CO billet, to include valid AQDs and RFAS code compliance. Applicants must meet the following criteria:

(a) Possess the minimum qualifications required for placement into the billet.

(b) Although not required, it is preferred that applicants are preferred to have specialized experience conducting adversary (Red Air) aircraft control and are expected to function in a dynamic and fast paced air-intercept control environment.

(c) CNAP NAWDC billets will not be available to fill in the suggest phase of the APPLY Board slating process.

(4) Base Operating Support Integrator (BOS-I) Aviation Logistics Company (ALC) Units Eligibility. CO and XO applicants must be aware of the following and meet the requirements listed below. For additional information, contact Commander, Naval Air Force Reserve (CNAFR) Manpower department via email at CNAFRN1B@us.navy.mil.

(a) COs must meet the following criteria to be considered for assignment to a BOS-I ALC billet:

(1) Served at least 18 months of a NRRU or SAU O5 command. Applicants must ensure RESFORON and SAU CO tour is accurately documented in their RFMT IDT order history.

(2) Minimum completion of JPME Phase 1 (JS7 AQD) fulfilled by other AQDs (JSA, JS1, and JS8).

(3) Special consideration will be given to members who completed at least 6 months as the squadron Operations Officer or Maintenance Officer.

(4) Recommended: Any physical security or logistics qualifications from DOW or non-DOW training/schools.

(b) XO's must meet the following criteria to be considered for assignment to a BOS-I ALC billet:

(1) Served at least 18 months of a NRRU or SAU OIC command, or 12 months as a Department Head at a RESFORON.

(2) Special consideration will be given to members who completed at least 6 months as the squadron Operations Officer or Maintenance Officer.

(3) Recommended: Any physical security or logistics qualifications from DOD or non-DOD training/schools.

Note: BOS-I ALC units are rotationally deployable units in support of Global Operations. The Unit COs will be considered Operational COs, however, the eligibility to wear the Command at Sea insignia is in development and the units are currently considered NRRUs.

Note: BOS-I ALC units are administratively assigned to the NRC and the associated Regional Command and are operationally assigned to NAF Washington when not deployed and the Area Commander and Combatant Commander when in a deployed posture.

b. AED/AMDO (15XX) Billets. 13X5 are encouraged to apply for 1500-coded billets provided the billet is structured with the appropriate RFAS code of "HB." 13X5 applicants should document any relevant acquisition experience through either FITREPs, a letter to the board, or "remarks to the board" within dream sheets.

c. Flight Surgeon (2105) Billets. All CNAFR Flight Surgeon billets will be filled via the FY27 Commander, Naval Air Force Reserve Flight Surgeon Selection Board (FSSB). This board is an administrative board held prior to the APPLY board. Any 2105s who applied for, and were not selected via the FSSB, must apply for a billet during the APPLY cycle. Failure to do so will result in transfer to the VTU if you are not currently in billet with tenure. For additional information, contact Commander, Naval Air Force Reserve (CNAFR) Manpower department via email at CNAFRN1B@us.navy.mil.

6. 1665 - Strategic Sealift Officer (SSO)

a. Applicant Eligibility Guidelines.

(1) Officers who do not have an active license and the appropriate AQD are not eligible for assignment to an SSO billet. Merchant Mariner Credentials (MMC) are identified with TD(X) and/or TE(X) AQDs. Officers that do not have MMCs will have SSO billets removed from their dream sheets.

(2) All pay grade eligible 1660 billets must be listed on dream sheets. Officers may rank these billets in any order of preference. This does not limit officers applying to non-SSO pay grade eligible billets with the following exceptions:

(a) Billets currently or previously awarded in APPLY.

(b) 1660 CO billets will be removed from the dream sheet if the officer has already completed two CO tours at the current pay grade, regardless of billet designator.

(c) Except for officers in JDAL billets, officers in NON billets with tenure remaining, are eligible to apply for POST/CO/OIC/XO billets.

(d) Officers who are APPLY selected to an XO billet and have tenure remaining may apply for CO/OIC billets if they have previously completed a two-year XO assignment as an O4 or O5.

(e) O5 Selects and O6 selects serving in an APPLY-awarded CO or OIC billet with tenure remaining are not eligible to apply for billets in the next higher pay grade. All other O5 and O6 selects may apply for billets in the pay grade for which they have been selected.

b. Consideration and Requirement. In cases of tie-breaking, SSO officers applying to an SSO billet will have precedence over URLs for the billet. In cases where URL officers applying to an URL billet will have precedence over SSOs for the billet.

7. 1715 - Foreign Area Officer (FAO)

a. Applicant Eligibility Guidelines.

(1) 1710 MILE billets require completion of an FA1, FA2, FA3, FA4, or FA5 AQD.

(2) Officers who have completed two APPLY-awarded CO assignments are not eligible for a third CO assignment at the same rank. Officers who apply and are selected for a third CO assignment may be removed from the billet during the PBA process.

(3) Non-FAO Billets on dream sheets.

(a) FAOs may apply for 10XX or 105X command (CO/OIC/XO) billets for which the applicant is qualified.

(b) FAOs may apply for 10XX or 105X non-command billets for which the applicant is qualified; however, all pay grade-eligible FAO billets must be listed on their dream sheets first. 10XX or 105X non-command billets must be listed after all FAO billets.

(c) If an officer applies only for 10XX or 105X non-command billets, those billets will be removed from the dream sheet prior to the APPLY Board convening. Officers who fail to list FAO billets may have their application canceled.

(4) Other designators applying to FAO billets:

(a) Non-1715 officers may apply for FAO billets only if the billet is structured with the appropriate RFAS substitution code.

(b) Non-1715 officers will only be considered for FAO billets if no qualified 1715 officers remain.

b. Billet Tenure.

(1) CO billets: Two (2) years.

(2) XO billets: Two (2) years.

(3) NON billets: Three (3) years.

(4) MILE billets: Three (3) years.

(5) Special Tenure: FAO billets requiring extensive qualifications or training may have extended tenure to capitalize on experience and continuity.

c. Post-Board Assignments.

(1) FAO billets will require community concurrence before PBA request submission. Officers must contact community assignment POCs if interested in PBA assignment.

(2) PBA requests for FAO billets will not be awarded to non-FAO officers unless no qualified FAOs are available.

(3) Special Cases. Officers occupying FAO billets that are subsequently restructured or deleted may work through their RPD to obtain a PBA. Consideration should be given to allow officers to obtain the necessary qualifications and remain in billets to fulfill the originally assigned full tenure.

8. 6XXX - URL Limited Duty Officer (LDO)

a. Applicant Eligibility Guidelines.

(1) 6XXX officers who have completed three APPLY-awarded CO/OIC assignments are not eligible for a fourth CO/OIC assignment in the same pay grade. Officers who apply and are selected for a fourth CO assignment may be removed from the billet.

(2) Non-6XXX Billets on dream sheets.

(a) 6335 officers may apply for 15XX command and non-command billets for which the applicant is qualified. 15XX billets may be listed before or after 6XXX billets.

(b) 6XX5 officers (except 6335) may apply for 10XX command (CO/OIC/XO) billets for which the applicant is qualified. 10XX command billets must be listed after all 6XXX command billets.

(c) 6XX5 officers (except 6335) may apply for 10XX non-command billets for which the applicant is qualified; however, all pay grade-eligible 6XXX billets must be listed in their dream sheets first. 10XX non-command billets must be listed after all 6XXX billets.

(d) If a 6XXX officer (except 6335) applies only for 10XX billets, those billets will be removed from the dream sheet prior to the APPLY Board convening. Officers who fail to list 6XXX billets may have their application canceled.

(3) Other Designators Applying to 6XXX Billets.

(a) Non-6XX5 officers may apply for 6XXX billets only if the billet is structured with the appropriate RFAS substitution code.

(b) Non-6XX5 officers will only be considered for 6XXX billets if no qualified 6XX5 officers remain.

b. Panel Consideration and Requirement.

(a) A reduction of available billets has occurred in the LDO 6XXX community while senior LDOs remain in inventory. To enable utilization of the significant leadership and warfighting experience in the LDO inventory, LDOs should be considered for slating in non 6XXX billets based on the following:

- (1) 2N1 qualification and prior K coded assignments.
- (2) Previous OLW, Fleet, or Echelon I, II or III staff experience.
- (3) Breadth of an officer's NOBC and AQD's shall be considered when slating.
- (4) Warfare Qualifications when available to an officer.

(b) Upon conclusion of the slating process, any 6XX5 officer who applied for a billet, but was not slated, should be slated to one of the community's billets provided they selected "yes" to suggest billets. If the officer is not qualified for the suggest billet, the officer will remain without a billet and be PBA eligible. If there are no remaining community billets the officer may be assigned to a 1XXX billet, unless found to be disqualified.

c. Billet Tenure.

(a) CO billets: Two (2) years

(b) XO billets: Two (2) years

(c) NON billets: Three (3) years

d. Post-Board Assignment.

(a) 6XXX billets will require community concurrence before PBA request submission. Officers must contact community assignment POCs if interested in PBA assignment.

(b) PBA requests for 6XXX billets will not be awarded to non-6XX5 officers unless no qualified 6XX5 officers are available.

(c) PBA assignments will be full tenure.

(d) Assignments will not exceed involuntary separation date based on Continuation/Retention Policy limits, determined by PERS-91.

9. Joint Enabling Capability Command (JECC). Failure to meet JECC billet requirements outlined below may result in the removal from a JECC billet.

a. Assignment Eligibility Guidelines.

(1) Officers with an approved, voluntary or mandatory, retirement date less than 24 months are not eligible for JECC billets. Applicants unable to meet the 24-month requirement may be removed from the billet.

(2) Personnel assigned to JECC billets are required to maintain mobilization readiness and world-wide deployability to activate under mobilization authority for up to 120 days. JECC members are also required to participate in an alert deployable period up to 90-days (1 quarter) each fiscal year. Applicants unable to meet readiness, activation, and world-wide deployability requirements may be removed from the billet.

(3) All JECC officers are required to complete JECC onboarding requirements within the first 12 months of being assigned to a JECC billet. JECC onboarding includes a one-week Newcomers Indoctrination course and a two-week JECC Joint Planner's Course.

(4) JECC officers are not eligible to volunteer for ADOS or to fulfill mobilization requirements outside of JECC.

b. Panel Consideration and Requirement. Due to the unique eligibility, screening, and participation requirements of JECC billets outlined above, JECC billets will only be filled via the APPLY selection and slating process.

(1) Upon conclusion of the slating process, JECC billets vacated or that remain unfilled will not be reviewed in the billet suggestion phase but may be filled through the PBA process following the APPLY Board, using the criteria in Section 3.2.h.

c. Post Board Assignment. Due to qualifications, the PBA process for the JECC community may require interviews, approvals and disapprovals and may take longer than seven (7) days. Exception to policy letters must be routed if an applicant does not meet the standard requirements.

10. Navy Emergency Preparedness Liaison Officer (NEPLO). Failure to meet the NEPLO requirements outlined below may result in the removal from a NEPLO billet.

a. Applicant Eligibility Guidelines.

- (1) Most NEPLO billets have an RFAS code to allow 1XXX, Staff Corps, and LDOs to fill.
- (2) Previous NEPLO experience is required for "SV" coded billets. These billets require officers to hold the "JN1" AQD for assignment eligibility.
- (3) All NEPLO officers are required to complete the JN1 AQD requirements within the first 12 months of being assigned to a NEPLO billet. Applicants unable to meet the 12-month requirement may be removed from the billet. Officers with less than 24 months remaining before approved voluntary or mandatory retirement dates are not eligible to apply for NEPLO billets unless they already have the JN1 AQD. Members with less than 24 months remaining, those who already possess the JN1 AQD are eligible to apply for NEPLO billets, however, their PRDs will coincide with the APPLY cycle nearest to their retirement date.
- (4) For Navy Region and Naval District Washington (NDW), Federal Emergency Management Agency (FEMA) Region, State, and Guam NEPLO billets, the officer's HOR shall be within 400 miles of the drill location as annotated in the billet details. NEPLO billets are administratively attached to an NRC, but the NRC is not the drill site. All members must drill in-person at the specified "alternate drill site" at least quarterly. Refer to billet details for the billet drill location.
- (5) NEPLO billets are coded as Individual Mobilization Augmentee (IMA) billets with a requirement to maintain mobilization readiness to activate under mobilization authority for up to 120 days. Applicants unable to meet this requirement will be removed from the billet upon notification to COMNAVRESFORCOM N12 by the RPD via RFMT PMR.
- (6) Officers in NEPLO billets are not eligible for ADOS, Recall, or Mobilization orders outside of the NEPLO program without prior written approval from the NEPLO Program Manager.

b. Panel Consideration and Requirement. NEPLO billets will only be filled via the APPLY selection and slating process. Upon conclusion of the slating process, any NEPLO billets vacated or that remain unfilled will not be reviewed in the billet suggest phase but may be filled through PBA.

c. Post Board Assignment. All NEPLO eligibility requirements upheld during the APPLY selection and slating process will not be a disqualifying factor during the PBA process, including the 400-mile HOR/drill location requirement, RFAS and AQD restrictions. Instead, PBA assignment fills will be at the discretion of the Program Manager and Reserve Program Director and communicated via RPD comments in RFMT. Exception to policy will not be required during the PBA process.

11. 15XX - Aerospace Engineering Duty (AED)/Aerospace Maintenance Duty (AMD)

a. Applicant Eligibility Guidelines.

(1) O5/O6 AED/AMD officers are limited to one AED/AMD command billet in pay grade. However, due to limited opportunity for AED/AMD command at the O5/O6 level, AED/AMD O5/O6s are eligible to apply for a second (CO/OIC) command in grade among eligible 1XXX billets.

(2) 13X5 officers are encouraged to apply for eligible 15XX billets. 13X5 applicants should document any relevant SYSCOM/acquisition experience through FITREPs, a letter to the board or "remarks to the board" within their dream sheets. Additionally, 13X5 officers should state a strong desire for a SYSCOM billet in their remarks.

(3) Applicants for AED/AMD O5 command billets should have legacy DAWIA Level I certification in either Program Management, Engineering, Life Cycle Logistics, Production, Quality & Manufacturing or Test & Evaluation. A Foundational certification in Engineering & Technical Management, Life Cycle Logistics or Practitioner in Program Management will also be considered.

(4) Applicants for AED/AMD O6 command billets should have DAWIA Legacy Level II certification in either Program Management, Engineering, Life Cycle Logistics, Production, Quality & Manufacturing or Test & Evaluation. Or a Practitioner certification in Engineering & Technical Management or Program Management.

(5) Completion of course work in lieu of certification is sufficient to satisfy the DAWIA certification requirement. Applicants applying for CO billets whose records do not reflect DAWIA certification must send their DAWIA transcript via a letter to the board, to document that DAWIA training requirements have been met. A statement should also be included in "remarks to the board" within their dream sheet in RFMT.

b. Panel Consideration and Requirement.

(1) Tiebreakers will be based on preponderance of experience as it relates to the billet requirements and/or supported command comments.

(2) Unfilled billets may be considered "suggested". Eligible officers will be slated based on preponderance of experience as it relates to the billet requirements and/or supported command comments. This includes various factors, including education, training, prior experience, NOBC/AQDs.

c. Billet Tenure.

(1) Command: Two (2) years

(2) Non-command: Three (3) years.

d. Post Board Assignment. NAVAIRSYSCOM Deputy Commander endorsement is required to receive a 15XX PBA billet. PBA to 15XX billets will be for one (1) year.

12. 5105/6535 - Civil Engineer Corps (CEC). The billet reviews will take place in two separate panels: a Priority Panel for leadership and key billets and a corps-specific panel for remaining CEC billets.

a. Applicant Eligibility Guidelines.

(1) Officers with designators 5105/6535 must apply for billets within the CEC community and shall not apply for billets in other designators, including 1000-coded NEPLO billets. O6 selects assigned to an O5 billet must participate in APPLY and compete for O6 billets unless the currently filled billet is Naval Construction Battalion (NCB) command or requires full tenure in a qualifying JDAL assignment.

(a) Billets coded as 51XX/65XX are restricted to officers within those respective designators. Officers from all other designators who list 51XX/65XX billets on their dream sheets will have those billet selections removed prior to the Board.

(2) APPLY-awarded assignments supersede JO APPLY assignments.

(3) Non-local assignments are authorized.

(4) Officers in pay grade O6 may complete an unlimited number of CO and OIC billet tours.

(5) FY27 Naval Construction Force (NCF) command billets for the following units will be awarded at the APPLY Board, and will have an effective date of 01 December 2026:

BIN	LDR CODE	BILLET TITLE	GRADE	UNIT NAME
0034539	NON	XO CONST FOR	LCDR	NMCB 25 HQ VCC
0034607	NON	OPS CONST FOR	LCDR	NMCB 27 HQ GUL
0034608	NON	XO CONST FOR	LCDR	NMCB 27 HQ GUL
0034611	NON	TRAINING	LCDR	NMCB 27 HQ GUL
0034719	NON	XO CONST FOR	LCDR	NMCB 14 HQ GUL
0034720	NON	OPS CONST FOR	LCDR	NMCB 14 HQ GUL
0109279	NON	OPS CONST FOR	LCDR	NMCB 22 HQ VCC
0164190	NON	OPS AFLOAT GEN	CDR	1ST NCR VCC
0164250	NON	OPS AFLOAT GEN	CDR	7TH NCR GUL
3006183	NON	TRAINING	LCDR	NMCB 25 HQ VCC

(6) Officers selected for FY27 NCF Command and XO billets will be assigned IAP to their respective Naval Construction Regiment (NCR) through 30 November 2027 to permit the selected officer the opportunity to complete the advanced training pipeline. Selected officers may waive their IAP assignment with endorsement from the command they currently support via the CEC OCM.

(7) Officers selected for FY27 NCF Command and XO billets currently holding a JDAL or OIC billet will remain in the current billet while completing advanced training pipeline.

(8) NCB or NCR command billet applicants must meet the following criteria:

(a) Successfully screened for CEC O5 command for NMCBs or O6 command for NCRs.

(b) Three or more years remaining before reaching age 62, or before reaching 28 years of commissioned service for O5s, or before reaching 30 years of commissioned service for O6s.

(9) O5s and O6s currently serving in a billeted OIC position may apply for NCB CO or NCR CDRE command billets provided they receive an endorsement from the current supported command and submit the endorsement to the CEC Program Manager via the RPD.

(10) Officers applying for, or slated to, NR NAVFAC HQ Deputy COS/CO (BIN: 0002738), and NR NAVFAC CRF (Contingency Reserve Force) CO (BIN: 0119829) positions must be in grade by 30 September 2026.

(11) O6s currently serving in a qualifying JDAL assignment with tenure remaining may apply for NCR CDRE command billets provided they receive endorsement from current supported command and submit the endorsement to the CEC APPLY manager via the RPD and agree to waive the one-year IAP assignment.

(12) Applicants for priority billets must meet the following criteria:

(a) Seabee Combat Warfare qualification (AQD 960).

(b) Licensed Professional Engineer (AQD 951) or Registered Architect (AQD 952) with exception of O4 training billets.

(c) Willingness to sign a Volunteer Waiver Acknowledgement form to mobilize within dwell, if necessary, to meet unit operational requirements.

b. Panel Consideration and Requirement.

(1) The priority is to assign officers to billets in exact pay grade and skill (designator, AQD) match. Officer assignments are for those who are best and fully qualified. In situations where a qualified officer in exact grade and skill is not equally or substantially qualified for assignment, the panel may consider RFAS substitution criteria for billet placement.

(2) Priority panels will convene to review and select applicants for priority billets to include O6 CO, OIC, and POST, O5 NCB CO, OIC and NCR Operations Officers, O4 MILE billets XO, Operations and Training Officers and other billets designated as priority. Officers selected and assigned to billets in the priority panel will not be considered in the subsequent corps specific panel. The list of FY27 priority billets is available on the RFMT homepage.

Example: If an officer selects any billet in the priority panel and ranks it as #6 on their dream sheet and non-priority billets are ranked as #1, 2, 3, 4, and 5, they will be considered for the #6 billet choice first. If selected, the officer's record will be removed from consideration for the corps specific panel.

(3) Billets vacated or unfilled at the APPLY Board will not be filled via the suggest billet process but via the PBA process to support needed community flexibility.

c. Billet Tenure.

(1) NCF command (NCB CO, NCR Commander), NCR Operations Officer, NCF priority (NMCB S7/S3/XO), and ACB-1 OIC: Two (2) years.

(2) Priority billet assignments are two years in length with exception of the following O5 NR NAVFAC HQ billets:

(a) 0002728 - PERS DIST GEN/BD/OFFICER MANPO – Three (3) years.

(b) 0002802 - PERS DIST GEN/BD/OFFICER MANPO – Three (3) years.

(c) 0124298 - PERS DIST GEN/OFFICER MANPOWER – Three (3) years.

NOTE: PRDs will not be adjusted to support early application of another priority billet.

13. 4105 - Chaplain Corps (CHC)

a. Applicant Eligibility Guidelines.

(1) Officers with the 4105 designator are not authorized to apply for billets in other designators, including 1000-coded NEPLO billets.

(2) O5 and O5-selects with tenure remaining in an O4 billet may apply for O5 non-milestone billets.

(3) O6-selects with tenure remaining in an O5 billet may apply for O6 non-milestone billets.

(4) Milestone billet eligibility:

(a) O5 MILE Billets. NR CNSL TYCOM HQ (2107707).

(b) O6 MILE Billets. NR CPF MHQ (0112130), NR RELSUP HQMC (1396919), NR CNIC HQ (3430342), and NR USFF N01 (3567962).

(c) O5s (not O5-selects) with tenure remaining in an O5 billet are eligible to apply to MILE billets.

(d) Officers in MILE billets with tenure remaining are not allowed to break tenure.

(e) Officers in MILE billets that do **not** have tenure remaining, are eligible to apply to MILE billets.

b. Panel Consideration and Requirement. While not a community requirement, due consideration will be given in the screening process to service specific experience and AQDs (e.g. USMC, USCG, FMF qualification etc.).

c. Billet Tenure.

(1) O6 MILE billets: Two (2) years.

(2) O5 MILE billets: Two (2) years.

(3) JDAL billets: Four (4) years.

(4) OLW billets: Four (4) years.

(a) Exception:

(1) 2967085 - FORCE CHAPLAIN/DEPUTY/CHAPLAIN: Three (3) years.

(2) 2265435 - FORCE CHAPLAIN/SUPV CHAPLAIN: Three (3) years.

14. 1445 - Engineering Duty Officer (EDO)

a. Applicant Eligibility Guidelines.

(1) Only officers with the 14X5 (EDO) designator may apply for 14XX (EDO) billets. 14X5 officers must apply for billets within the EDO community and are not authorized to apply for non-14X0 billets with the exception of NAV SCI & TECH RSCH (BIN 2760644) which is approved by Program 29 Naval Sea Systems Command (NAVSEA) Military Program Office, in coordination with CNRFC, and is based on needs of the EDO community. This requirement extends to the PBA process.

(2) 14X5 O5s and O6s who have selected any available and approved non-14X0 billet(s) on dream sheets will be considered by the appropriate community panel for those billet(s). EDO officers slated to a billet in the EDO panel will be assigned to EDO billets and the officers will not be further considered for other panels.

15. 1205 - Human Resources (HR)

a. Applicant Eligibility Guidelines.

(1) Only officers with the 1205 designator may apply for 1200 billets.

(a) O5s and O6s may apply for 1XXX command (CO/OIC/XO) billets for which the applicant is qualified. 1XXX command billets must be listed after all 1200 command billets.

(b) O5s and O6s may apply for 1XXX non-command billets for which the applicant is qualified, however, all pay grade-eligible 1200 billets must be listed in their dream sheets first. 1XXX non-command billets must be listed after all 1200 billets.

(c) O4s and below are highly encouraged to apply for 1XXX-coded CO/OIC/XO billets to enhance leadership experience. They may apply for 1XXX command (CO/OIC/XO) billets for which the applicant is qualified.

(d) If an HR officer only applies for 1XXX billets, those billets will be removed from the dream sheet prior to the APPLY Board convening. Officers who fail to list 1200 billets may have their application canceled.

(2) HR officers who have completed two 1200 CO/OIC assignments, verifiable by RFMT IDT orders, are not eligible for a third 1200 CO/OIC assignment in the same rank.

b. Panel Consideration and Requirement.

(1) Designator match is a priority for the HR community. All 1205 officers slated to a billet in the HR panel will be assigned the HR billet, even if they have non-HR command billet(s) listed on their dream sheet.

(2) In the event that two or more officers are equally qualified for a billet, the board will select the junior officer.

(3) Officers who have completed two command tours at the current pay grade should not be placed in an HR command billet unless no other reasonably qualified officer applies.

(4) Community milestone screening is conducted by virtue of assigning a confidence factor to officer records during the HR panel.

(5) Top priority fills for HR milestone O6 billets are: CO of NR USFF N1 (0004233) and CO of NR NPC NAVCAS (0000644). The list of HR milestone billets can be found on the HR community webpage located on the MyNavyHR web site.

c. Billet Tenure.

(1) CO billets: Two (2) years.

(2) XO billets: Two (2) years.

(3) NON command billets: Three (3) years.

(4) JDAL and OLW billets: Four (4) years.

d. Post Board Assignment.

(1) HR officers are only eligible for billets in their selected pay grade. Officers should consult the Program Manager for SELRES HR assignments prior to submitting a request for PBA to ensure highest likelihood of approval.

(2) 1205 Flag endorsement for all PBA requests to HR billets is required regardless of the billet designator.

(3) HR officers who apply to billets outside the HR community will be considered on a case-by-case basis based on quantity of vacant HR billets and the billet's overall alignment with community objectives.

(4) PBA applications for 1200 billets will only be awarded to HR officers. If there are no available HR officers, the billet may be awarded to a non-HR officer.

(5) PBA placements will be full tenure and not exceed involuntary separation date based on Continuation/Retention Policy limits, determined by PERS-91.

16. 18X5 - Information Warfare Line (IWL). The provisions of COMNAVRESFORNOTE 5400 apply to all 18X5 officers, except as otherwise prescribed below. In the case of a conflict, the Community Specific Information in this section takes precedence.

a. Applicant Eligibility Guidelines.

- (1) 18X5 (O1-O6) officers may only apply for billets on the IWL Community Panel.
- (2) All 18X5 and Space Cadre officers must have the GC0 AQD (IWO qualified) in order to apply for IWL billets.
- (3) Unrestricted Line (URL) Space Cadre officers are eligible for selection to 18X5 billets requiring a VS or VR AQD and where the RFAS code allows same. URL Space Cadre officers selected for an IWL CO/XO billet will not be considered for billets on the URL panel.
- (4) URL Space Cadre officers, Maritime Space Officers (1875), and Maritime Cyber Warfare Officers (1885) are not eligible to apply for Naval Information Force Reserve (NAVIFORES) Readiness Center (REDCEN) CO billets.
- (5) 18X5 O6s who have tenure remaining in a NON billet, and who meet eligibility requirements, may apply for NAVIFORES HQ Community Lead, NAVIFORES REDCEN CSO, and NAVIFORES POST billets (if previously held an APPLY-awarded O6 CO billet).
- (6) 18X5 O6s/O5s who have completed two APPLY Board-awarded CO assignments are ineligible for a third CO assignment at the same rank. Officers who apply, and are selected, for a third CO assignment may be removed from the billet during the PBA process.
- (7) APPLY Board-selected NAVIFORES REDCEN COs with tenure remaining may not break tenure in the current billet to apply for any other billet. APPLY Board-selected NAVIFORES REDCEN COs who have completed at least 12 months (not necessarily consecutively) of a NAVIFORES REDCEN command tour are not eligible to apply for another Navy Reserve Readiness Unit (NRRU) CO, NRRU XO, NAVIFORES REDCEN CO, or NAVIFORES REDCEN CSO position.
- (8) 18X5 officers who are APPLY/PBA Board-selected to an XO billet and have tenure remaining may apply for CO/OIC billets if they have previously completed a two-year APPLY/PBA Board-selected XO assignment as an O4 or O5. An officer serving in his/her first APPLY/PBA Board-selected XO tour as an O4 or O5 with tenure remaining beyond 30 Nov 2026 does not receive credit for a "previously completed" XO assignment and, therefore, is ineligible to compete for CO/OIC billets. Completion of a two-year assignment as an APPLY/PBA Board-selected OIC/CO will satisfy the requirement of a previously completed XO assignment.
- (9) 18X5 officers in JDAL billets with tenure remaining are not eligible to break tenure or otherwise vacate their billet early. Notwithstanding, an officer who will have completed a full two (2) years of their three (3) year billet tenure by 30 Nov 2026 may make a request to COMNAVIFORES N1 to break tenure with RPD concurrence.

(10) O5 Selects and O6 Selects serving in an APPLY/PBA Board-awarded CO or OIC billet with tenure remaining are not eligible to apply for billets in the next higher pay grade. All other O5 Selects and O6 Selects may apply for IWL billets in the pay grade for which they have been selected.

b. Panel Consideration and Requirement.

(1) NAVIFORES REDCEN CO billets have been validated as MAJCOM billets by the Navy Reserve Major Command Review Board (MCRB). O6 eligibles must have been selected by the APPLY Board to serve as the CO of a Priority Command designated as such when selected, have successfully completed assignment, and have the 2D1 AQD. Officers selected for MAJCOM billets who wish to pursue MOB/Recall/ADOS/long-term ADT outside of their Supported Command may do so with Commander, Naval Information Force Reserve concurrence.

(2) Certain IWL billets have been validated as Priority Command billets based on their breadth and depth of responsibility IAW COMNAVIFORESINST 1211.1A. A list of those billets are identified in Appendix B. The list of all priority billets can be found on the RFMT home page. 18X5 O6 officers must have successfully completed an APPLY/PBA Board-selected O5 or O6 CO assignment to be eligible for consideration.

(a) A priority panel will convene to review and select applicants for designated O6 Priority Command billets. Officers selected and assigned to billets in the priority panel will not be considered in the subsequent IWL (non-priority) panel.

(b) If an officer applies for any Priority Command billet, even if ranking the Priority Command billet(s) below any non-priority billet(s) on their dream sheet, the officer will be considered for the Priority Command billet(s) first. If selected for a Priority Command billet, the officer's record will be removed from consideration by the IWL (non-priority) panel.

(3) Applicants for NAVIFORES N5 (BIN 0001878) must have successfully completed at least one APPLY/PBA Board-selected O6 CO assignment.

(4) Applicants for NAVIFORES Chief of Staff (COS) (BIN 0092960) and NAVIFORES N9 (BIN 1335798) must have successfully completed a NAVIFORES REDCEN CO assignment.

(5) O6 officers with Space Cadre Operations AQD VS7 through VS8 or VR3 are eligible for assignment to space cadre unit O6 CO billets. O5 officers with Space Cadre Operations AQD VS5 through VS8 or VR1 through VR3 are eligible for assignment to space cadre unit XO billets.

c. Billet Tenure.

- (1) NAVIFORES HQ O5/O6 billets: Two (2) years
- (2) NAVIFORES REDCEN CSO Billets: Two (2) years
- (3) Non-Command (NON) billets: Three (3) years
- (4) JDAL CO/OIC/XO/NON billets: Three (3) years

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Note: For NON billets identified as both a JDAL billet and an OLW billet, assignment tenure will be consistent with OLW billet tenure of 4 years. For XO/OIC/CO billets identified as both a JDAL billet and an OLW billet, assignment tenure will be consistent with JDAL tenure of 3 years.

d. Post Board Assignment. NAVIFORES will conduct a Post Board Assignment Board to fill IW billets that are vacant following the 7-day declination phase. All eligible IW officers must compete through the NAVIFORES PBA process and shall not submit applications via the CNRFC N12 Senior Officer APPLY PBA process. Officers who applied for, are selected by the FY27 APPLY Board, and do not decline a billet on their dream sheet, will be assigned to that billet and will not be eligible for PBA consideration. Available billets and application procedures will be released by COMNAVIFORESNOTE 5400 following release of APPLY Board results. For more information, please contact the CNIFR Officer Assignments team at CNIFR_APPLY@us.navy.mil.

17. 2505 - Judge Advocate General's Corps (JAGC). Officers are directed to read and comply with all requirements in this notice. Failure to follow requirements may result in administrative action as determined by the Deputy Judge Advocate General for Reserve Affairs and Operations (DJAG (RA&O)), including, but not limited to, a prohibition to serve in certain future billets, removal from the awarded APPLY billet, or other action as authorized pursuant to references (i) and (j) [i.e., DJAG (RA&O)'s Delegated Article 6 authority to assign reserve judge advocates]. If officers have questions, they should consult with the Program Manager, Reserve Component of the Judge Advocate General's Corps (RC JAGC). The provisions of COMNAVRESFORNOTE 5400 apply to all 2505 officer APPLY applicants, except as otherwise prescribed below. In the case of a conflict, the Community Specific Information in this section takes precedence.

a. Applicant Eligibility Guidelines.

(1) Officers with the 2505 designator are not authorized to apply for billets in other designators, including 1000-coded NEPLO billets. Officers with a designator other than 2505 are not authorized to apply for 2505-coded billets.

(2) As further identified below, RC JAGC Directors, unit COs, unit XOs, unit Department Heads (DH), REDCOM Staff Judge Advocates (SJA), and REDCOM Deputy SJAs (with the exception of the REDCOM Fort Worth Deputy SJA, which is an O4 billet) are considered designated O6 and O5 priority billets. Certain billets requiring subject matter expertise (SME) have also been identified as priority billets. The Navy and JAGC value subject matter expertise; priority SME billets are billets which both align with OLW and Navy priorities and require additional training and clearance which demands commitment to serve in the billet for the designated time.

(3) Officers who have tenure remaining in a priority billet are not eligible to break tenure to apply for another billet, with the exception that REDCOM DSJAs who have selected for and/or pinned on O6 may elect to apply for an O6 billet and depart the DSJA billet early. Officers who have tenure remaining in non-priority billets may apply for priority billets. A list of FY27 priority billets can be found on the RFMT homepage.

(4) Officers selected for promotion.

(a) CAPT-selects are eligible to apply for unit CO billets and REDCOM SJA billets.

(b) CDR-selects are eligible to apply for unit Department Head (DH) billets and REDCOM Deputy SJA billets but are not eligible to apply for unit XO billets.

(5) Priority billets and any other billet that may be identified by the DJAG (RA&O) will have replacement fills submitted via PBA requests by the RC JAGC Manager, with the approval of the DJAG (RA&O), when the prospective or incumbent officer is mobilized or serves on voluntary AD for a period exceeding six months.

(6) JAGC O6s may serve in non-priority billets in units they previously commanded, provided there is a gap of at least two years between assignments. In instances in which the expertise of the officer in a non-priority billet is highly desirable in support of overall unit readiness, DJAG (RA&O) may provide an exception to policy regarding this specific limitation.

(7) JAGC O6s may complete a maximum of two REDCOM SJA assignments. Although prior service as a unit CO is highly desirable, such service is not required to be eligible for a REDCOM SJA billet. Instead, the applicant's overall legal acumen, training and experience, including service in prior SJA billets, will be considered.

(8) JAGC O6 officers may complete one RC JAGC Director assignment. To be eligible for a Director assignment, officers must have completed either:

(a) Two CO assignments.

(b) One unit CO assignment and one REDCOM SJA assignment.

(c) One unit CO assignment and one year of Active Duty in one of the following billets or positions: RC JAGC Manager, Force Judge Advocate for Chief of Navy Reserve/COMNAVRESFOR, or SJA for an Echelon III Navy Reserve organization.

(9) JAGC O5s may complete only one unit XO assignment and one REDCOM Deputy SJA assignment. There is no restriction for JAGC O5s on the number of unit DH assignments or on the number of other priority billets.

(10) Consistent with Section 2, limitations placed upon the number of times an officer is eligible to serve in a priority billet will be applicable to an officer who actually served in any of those requisite billets for at least 18 months.

(11) JAGC Preliminary Hearing Officer billets and judicial billets, including magistrates, as determined by DJAG (RA&O), will be excluded from panel consideration and are not subject to COMNAVRESFORNOTE 5400.

(12) RC JAGC Manager will submit PBAs; PBAs are subject to approval of the DJAG (RA&O).

b. Panel Consideration and Requirement. Pursuant to the statutory authority in reference (j), the JAGC panel will be conducted as follows:

(1) Officer assignments are for those who are the best and fully qualified. Priority will be given to assigning officers to billets in exact pay grade and qualification designation. JAGC billets, and performance of requisite duties, typically require specific expertise and experience in diverse legal practice specialties and subspecialties. Accordingly, in determining the best and fully qualified, including instances in which multiple candidates receive the same confidence factor, priority consideration will be based on the preponderance of experience, which includes various nonexclusive factors, including education, training, prior experience, legal acumen, NOBCs, AQDs, security clearance, and seniority.

(2) Officers selected and assigned to O6 and O5 priority billets will not be considered in the subsequent non-priority panel. If multiple qualified officers for the same priority billet have received the same confidence factor, the panel will consider the various non-exclusive factors including education, training, prior experience, legal acumen, NOBCs, AQDs, security clearance, and seniority. The term "seniority" is defined as an eligible officer's date of rank pre-dating the next senior officer's date of rank by at least 12 months.

Note: If an officer applies for any priority billet, even if the ranking of the priority billet is below any non-priority billet on their dream sheet, they will be considered for the priority billet(s) first. If selected for a priority billet, that officer's record will be removed from consideration for the non-priority billets on their dream sheet

(3) If multiple qualified officers for the same non-priority billet have received the same confidence factor, the panel will consider the preponderance of experience to make an assignment. Preponderance of experience includes various non-exclusive factors including education, training, prior experience, legal acumen, NOBCs, AQDs, security clearance, and seniority. The term "seniority" is defined as an eligible officer's date of rank pre-dating the next senior officer's date of rank by at least 12 months

(4) Officers are strongly recommended to select "yes" to suggest billets. If billets are removed by COMNAVRESFORCOM N12 due to defunding and no valid billets remain on the dream sheet, selecting "yes" will allow the officer's record to be reviewed at the APPLY board and the member will be eligible for billets in the suggest phase. All efforts will be made to assign the officer to a billet for which they are fully qualified. If a billet is not awarded by the Board during the suggest phase, the officer will be eligible for PBA.

(5) Pursuant to reference (j), the DJAG (RA&O), acting for the Judge Advocate General of the Navy makes the final determination as to which RC JAGC billet assignments will be slated in APPLY. DJAG (RA&O) retains final approval authority over all JAGC APPLY assignments prior to and after assignment results are released. Because of the unique assignment requirements pertaining to judge advocates under reference (j), DJAG (RA&O) will be provided the JAGC community specific APPLY results after the conclusion of the APPLY Board and in advance of release. DJAG (RA&O) remains bound by the confidentiality agreement of all Board members and can communicate only with the Executive Steering Committee (ESC), the Judge Advocate General of the Navy, and COMNAVRESFOR APPLY Board staff about issues or questions regarding the APPLY Board Results prior to the official release of the APPLY Board Results.

c. Billet Tenure.

(1) Priority Panel Post Command/Command/Other billets (Director, unit COs, unit XO's, and unit DH's): Two (2) years.

(2) Priority Panel REDCOM SJA and REDCOM Deputy SJA: Two (2) years (unless the DSJA is selected for promotion to 06 and requests to depart early).

(3) Priority Panel SME billets: Four (4) years.

18. Medical: 2105 - Medical Corps, 2205 - Dental Corps, 2305 - Medical Service Corps, 2905 - Nurse Corps

a. Applicant Eligibility Guidelines.

(1) Officers with the 2105, 2205, 2305, and 2905 designators are not authorized to apply for billets in other communities including 1000-coded NEPLO billets. In addition to the requirements below, the board is also to follow BUMEDNOTE 1412 procedures for the Reserve Component Navy Medicine Command Screening Board. In the case of a conflict between the BUMEDNOTE 1412 or this notice, this notice will take precedence.

(2) Medical Department Officers are responsible for reading and understanding this document in its entirety to fully understand the billet selection process. Officers should consult with their respective command leadership, Senior Executive (SE), or Corps Reserve Affairs Officer (RAO) if any questions arise.

(3) Officers are responsible to ensure the self-reported billet history section of their RFMT profile is accurate for the panel to verify relevant experience required by a billet and to avoid multiple tours of duty. Any officer who applies for, and is awarded a billet, who is later found to have not met the requirements of the billet for any reason (including but not limited to, multiple tours, experience, credentials, security clearance, or RFAS Code) will be removed from the billet. Eligibility for PBA will be subject to the determination of the Bureau of Medicine and Surgery (BUMED) Vice Chief, Reserve Policy, and Integration (N01R), and the officer will be subject to guidance found in Section 2.

(4) Select O6 Medical Leadership billets have been designated as MAJCOM and SEQ-MAJCOM and will be screened during the MAJCOM/SEQ-MAJCOM panel in advance of the Medical Priority Panel. Leadership billets not meeting MCRB criteria will be slated in the APPLY Board Medical Priority Panel. If not selected for a MAJCOM or SEQ-MAJCOM billet and the member has applied for non-MAJCOM or non-SEQ-MAJCOM billets, the member's record will automatically be transferred to the Medical Priority and regular APPLY panel after the mark-ups and grades have been removed. No action by the applicant is required. To apply for Medical MAJCOM and SEQ-MAJCOM billets, 2XXX officers must meet the following requirements:

(a) SEQ-MAJCOM. Must have 2D1 AQD and have completed, or is at least 18 months into a current, O6 MAJCOM CO tour, or first POST command tour. Additional preferred qualifications and experience include having completed a prior O6 CO tour in an operational platform, leadership experience in a deployed setting, and JPME (JS1, JS7, JS8 or JSA AQDs) qualifications.

(b) MAJCOM. Must have 2D1 AQD and have completed or is at least 18 months into a current O6 XO tour. The only exception is 4th Medical Battalion, a major command wherein the XO billet is an O5 billet. This satisfies the requirement as an O6 XO tour since it is a MAJCOM tour under the United States Marine Corps (USMC) command structure. Additional preferred qualifications and experience include prior O6 XO or CO tour (particularly in an operational environment), leadership experience in a deployed setting, and JPME (JS1, JS7, JS8 or JSA AQDs) qualifications.

(5) Priority Panel Billets.

(a) Officers with tenure remaining in a Priority Panel billet may not break tenure in the current billet to apply for a new billet.

(b) Officers currently on AD status (e.g. MOB, ADOS, Recall, etc.) or have orders to begin AD service and are expected to serve in that status for greater than a six-month duration after the start of the APPLY-awarded billet, are not eligible to apply for Priority Panel billets. Eligibility for PBA will be subject to the determination of the Vice Chief, Reserve Policy, and Integration (BUMED N01R) and the officer will be subject to guidance found in Section 2.

(c) Officers selected for Priority Panel billets are expected to serve the entire tenure of the APPLY awarded billet. Approval by BUMED N01R is required for members assigned to BSO-18 Priority Panel billets to volunteer for AD opportunities greater than 45 days in duration. Officers assigned to medical Priority Panel billets in other BSOs will seek similar approval from U.S. Fleet Forces Command or MARFORRES.

(d) Non-local assignments are not authorized for members assigned to BSO-18 Priority Panel billets. Members assigned to BSO-18 Priority Panel billets must be assigned to the Command Headquarters (HQ) Training Unit Identification Code (TRUIC) and the respective Navy Reserve Center (NRC) location regardless of home of record (HOR).

(e) Officers may compete for 2 (two) XO and 2 (two) CO tours per pay grade (O5/O6) but cannot be in the same platform. For example: An officer cannot serve as an O5 XO in two separate Navy Medicine Readiness and Training Commands (NMRTCs).

(f) Upon completion of an O5/O6 CO tour, an officer may not be assigned to a billet in the same command for at least two years after completion of the CO tour.

(g) Officers seeking an O6 XO tour equivalent letter (including mobilizations) as an exception to policy shall have written approval from BUMED N01R to be granted the NOBC 9436. This must be done prior to the APPLY Board and in member's service record or submitted in a letter to the board. There is not an equivalent letter process or substitution for an O5 XO tour.

(h) Officers who have completed an O6 XO tour, but not a CO tour, are eligible for BUMED SE billets and MARFORRES Priority Panel billets, if not previously completed. Similarly, if an officer has completed an O5 XO tour, but not a CO tour, members remain eligible for O5 SE billets.

(i) Officers may complete for only one BSO-18 SE billet per pay grade. In the event an O5 SE is selected to promote to O6 after assignment to the billet, they are eligible to apply for another SE billet as an O6.

(6) Non-Priority Panel Billets:

(a) Officers selected to BSO-18 non-Priority Panel billets in a non-local assignment status will travel to the headquarters TRUIC of their billet, or to another location as determined by their UMUIC leadership, at least once per quarter on funded orders subject to the availability of funding.

(b) The non-local assignment policy for billets outside of BSO-18 are determined by the BSO resource owner of the billet and may be more restrictive.

(c) Officers assigned to MARFORRES billets, in non-local assignment status, are subject to approval by UMUIC leadership. Non-local assignments will be authorized for MARFORRES TRUICs within the same Major Subordinate Command. Priority for all assignment types is Local Assignment to all MARFORRES units. 4th Medical/Dental Battalion assigned personnel with UMUIC and Major Subordinate Command endorsement will have the following assignment options if priority assignment is not achievable:

- (1) Non-Local Assignment within Medical/Dental Battalions and its detachments.
- (2) Non-Local Assignment between Medical/Dental Battalion units.
- (3) Non-Local Assignment within 4th Marine Logistics Group.
- (4) Non-Local Assignment within MARFORRES.

Note: MARFORRES will not be supportive of Non-Local Assignments between Navy and Marine Corps units. Assignment of members to MARFORRES billets in a non-local assignment status are expected to travel to the HQ TRUIC location of their billet, or other locations determined by their UMUIC leadership, at least once per quarter on directed orders, subject to available funding. Applicants are encouraged to seek clarification from the RPD or CO listed in the RFMT billet description prior to submission of the APPLY dream sheet.

b. Billet Qualification and Requirement.

(1) O6 POST. Must have 2D1 AQD and have completed or is at least 18 months into current O6 CO tour. Officers may complete 2 (two) post command tours but not in an identical billet or region (e.g. cannot be the DCOS of Naval Medical Forces Atlantic and Naval Medical Forces Pacific). Additional preferred qualifications and experience include leadership in a deployed setting and JPME (JS1, JS7, JS8 or JSA AQDs) qualifications.

(2) O6 CO. Must have 2D1 AQD and have completed or is at least 18 months into current O6 XO tour. Additional preferred qualifications and experience include leadership in a deployed setting and JPME (JS1, JS7, JS8 or JSA AQDs) qualifications.

(3) O6 XO in a BUMED MAJCOM. Must have 2D1 AQD and have completed or is at least 18 months into current O5 or O6 SE tour. Additional preferred qualifications and experience include completed or at least 18 months into current XO or CO tour in a non-MAJCOM billet, leadership in a deployed setting, and JPME (JS1, JS7, JS8 or JSA AQDs) qualifications.

(4) O6 XO. Must have 2D1 AQD. Additional preferred qualifications and experience include completed or is at least 18 months into current O5 or O6 SE tour, leadership in a deployed setting, and JPME (JS1, JS7, JS8 or JSA AQDs) qualifications.

(5) O5 CO. Must have 2D1 AQD. Additional preferred qualifications and experience include completed or is at least 18 months into current O5 XO tour (the intent is to add this as a requirement

commencing in FY30), leadership in a deployed setting, and JPME (JS1, JS7, JS8 or JSA AQDs) qualifications.

(6) O5 XO. Must have 2N1 AQD. Additional preferred qualifications and experience include completed or is at least 18 months into current O5 SE tour, leadership in a deployed setting, and JPME (JS1, JS7, JS8 or JSA AQDs) qualifications.

(7) OIC Billets. Must have 2N1 AQD. Additional preferred qualifications and experience include prior HQ-level collateral duties (administrative officer, training officer, operations officer, etc.), deployment experience, and OIC of a field exercise or on deployment.

(8) SE Billets. Must have 2N1 AQD. Additional preferred qualifications and experience include prior experience as an OIC and hold NOBC 9420. Dental Corps (DC) Officers refer to the Corps-Specific Panel guidelines.

(9) MARFORRES Additional Billet Qualifications.

(a) BIN 0145595 MLG H&S 4MB CO must have 2D1 and Fleet Marine Force Warfare Officer (FMFWO).

(b) BIN 0145596 MLG H&S 4MB XO must have 2D1 with FMFWO preferred.

(c) BIN 0145416 MLG H&S 4DB CO must have 2D1 and FMFWO.

(d) BIN 0145417 MLG H&S 4DB XO must have 2D1 with FMFWO preferred.

(e) BIN 0145345, 0145426, 0145455, 0145482, 0145659 CO Marine Corps Company must have 2N1 with FMFWO preferred.

(f) BIN 0145427, 0145456, 0145483 XO Marine Corps Company must have 2N1 with FMFWO preferred.

(g) BIN 0145544, 0145597, 0145715, 2954236 MARFORRES Major Subordinate Command Surgeons, must have 2N1 with FMFWO preferred.

c. Panel Consideration and Requirement.

(1) Officers selected and assigned to billets in the Priority Panel will not be considered in subsequent Corps-specific (non-leadership) panels.

(2) If two or more members are equally qualified for a Priority Panel billet, the board will select the senior most qualified officer.

(3) Corps-specific Panel General Guidelines.

(a) The Corps specific non-leadership panel will select officers for all remaining Medical Department billets. Priority will be given to assigning officers to billets in exact pay grade and skill

match (i.e., designator, AQD, and SSP). If two or more members are qualified with the same confidence factor the board will select the junior most qualified officer.

(b) Corps-specific Guidelines.

1. All DC officers must possess the necessary credentials to be privileged in the specialty the billet requires at the time of selection. All officers will maintain privileges in the specialty required for the billet for the tenure of their assignment.

a. BSO 18: All Officers can apply for General Dentistry (GEN DEN, 1700 SSP) billets regardless of their subspecialty except for Oral Maxillofacial Surgery (OMFS, 1750 SSP) providers. All OMFS providers applying for a clinical billet are eligible only for OMFS billets.

b. BSO 27: All Officers possessing an SSP in addition to GEN DEN may only apply for billets in their primary subspecialty. Officers possessing an SSP in addition to GEN DEN are eligible to apply for 1700 BINs if the SSP BINs are not available. For example: a 1735 Orthodontist can apply for a 1700 BIN, but an Endodontist must apply for a 1710 BIN.

c. Leadership considers the following billets equivalent to a SE tour.

(1) Completed 2-year tour as a Senior Dental Officer (SDO) at an ASU command.

BIN	LDR CODE	BILLET TITLE	GRADE	UNIT NAME
0149486	SE	DENT GP/SDE/ADAPT MOB	CAPT	NR ADAPT MOB NFLK
0146889	SE	DENT GP/SDE/ADAPT MOB	CAPT	NR ADAPT MOB SDGO
0145426	CO	CO FMF CMPY/DENT GP	CDR	MLG 4DB 4DC
0145482	CO	CO FMF CMPY/DENT GP	CDR	MLG 4DB 24DC
0145455	CO	CO FMF CMPY/DENT GP	CDR	MLG 4DB 14DC
0145483	XO	DENT GP/XO FMF CMPY	CDR	MLG 4DB 24DC
0145456	XO	DENT GP/XO FMF CMPY	CDR	MLG 4DB 14DC
0145427	XO	DENT GP/XO FMF CMPY	CDR	MLG 4DB 4DC

(2) MC. All MC officers must possess the necessary credentials to be privileged in the subspecialty the billet requires at the time of selection. All officers will maintain privileges in the subspecialty required for the billet for the tenure of their assignment. Officers who apply for billets for which they are not currently privileged and are selected by the board will forfeit the billet and will be subject to guidance found in Section 2.

(3) MSC. The SE billet is the Director for Administration (DFA). If two or more members are equally qualified for a DFA billet, the board will select the senior most qualified officer. For non-command billets, assignment priority is based on the primary subspecialty contained in the member's official service record. Officers are responsible for ensuring their records are updated to include all current primary and secondary subspecialty codes. Officers who apply for billets for which

they have not maintained privileges and are selected by the board will forfeit the billet and will be subject to guidance found in Section 2.

(4) NC. For non-command billets, assignment priority is based on the primary subspecialty contained in the member's official service record. Officers are responsible for ensuring their records are updated to include all current primary and secondary subspecialty codes with Centralized Credentials and Privileging Directorate (CCPD). Officers who apply for billets for which they are not currently credentialed and are selected by the board will forfeit the billet and will be subject to guidance found in Section 2.

d. Billet Tenure.

(1) MAJCOM/SEQ-MAJCOM and Priority Panel Billets: Two (2) years.

(2) Community specific non-leadership: Three (3) years. There are exceptions to this with NR Expeditionary Resuscitative Surgical System (ERSS) Command to accommodate the Optimized Fleet Response Plan readiness cycle.

19. 1655 - Public Affairs Officer (PAO)

a. Applicant Eligibility Guidelines.

(1) As a managed community, eligible 1655 PAOs may only apply for 1650-coded billets, and 1650-coded billets are only open to eligible 1655 PAOs.

(2) Applicants are not authorized consecutive CO/OIC/XO tours at the same rank, dream sheets will be reviewed by the Public Affairs community to ensure compliance.

(3) Some O4-O6 PAO billets are designated as priority billets, including some unit CO/OIC, XO, and MILE coded billets. Priority billets are designated each fiscal year in accordance with the annual APPLY Board cycle. A list of 1650 priority billets is available on the RFMT homepage. Applicants are advised to read full billet descriptions, as titles of BINs may change due to force structure changes.

(a) When submitting a 1650 dream sheet, eligible candidates will first list their order of preference of priority billets, then non-priority billets.

(b) Officers who have tenure remaining in non-priority billets may apply for priority billets. Officers who have tenure remaining in a priority billet are not eligible to apply for another billet, unless selected for promotion to the next rank.

(c) 1655 Officers selected for promotion to O6 and O5 in FY26 are eligible for priority billets. 1655 O3 officers selected for promotion to O4 in FY26 are not eligible for APPLY billets.

(4) CO/OIC, XO, and MILE billets require the 2N1 AQD. Officers selected for these positions must complete the Navy Reserve Unit Management (NRUM) course within the CNRFC guidelines of every five years in a leader-coded billet.

(5) 1655 O5-selects and O6-selects are eligible to apply for billets at their selected rank, regardless of their billet tenure.

(6) 1655 O6s in non-priority billets may apply for the Vice Chief of Information Chief of Staff (COS) (BIN: 0066263) and Director, Commander's Action Group (CAG) (BIN: 3232570), regardless of remaining tenure in their billet.

(7) O4 XO/MILE priority BINs are coded for IDT-R. APPLY slated O4s must apply for IDT-R eligibility for travel reimbursement as a matter of CNRFC policy requiring local assignment to their unit's NRC; however, O4 XO/MILE billets denied IDT-R by CNRFC for lack of funding, may request and Exception to Policy (ETP) to be cross-assigned into their unit.

b. Panel Considerations and Requirements

(1) Priority billets will be reviewed and slated first. Officers slated to a priority billet will be removed from further consideration of remaining 1650 billets. Selection is in order of officer confidence factor.

(2) Once priority billets are slated, all remaining 1650 billets will be slated in order of officer confidence factor and their dream sheet preferences.

(3) In the event that two or more officers are equally qualified for a billet, the board will select the junior officer.

c. Billet Tenure.

- (1) Priority Billets: 2 years.
- (2) Non-Priority Billets: 3 years.
- (3) COS and CAG: 2 years.

d. Post Board Assignments. Officers with the 1655 designator are not authorized to apply for billets in other communities or designators without written consent from the Vice Chief of Information (VCI) during the PBA phase. All 1655 PBA assignments will be for one-year orders. The VCI is required to receive and endorse any PBA and/or ETP, prior to the APPLY Board Executive Steering Committee (ESC) authorizing an ETP and/or PBA orders. Route all requests through the CHINFO-RPD.

20. 3105 - Supply (SUP)

a. Applicant Eligibility Guidelines.

(1) O5 Supply Corps officers are not authorized to apply for billets in other designators. O6 Supply Corps officers are not authorized to apply for billets in other designators with the exception of NEPLO billets.

(2) Supply Corps officers slated to a billet in the Supply Corps panel are assigned to that billet and are not considered for billets in other communities regardless of dream sheet preference.

(3) MAJCOM and SEQ-MAJCOM Screening Panels. Select 3100 O6 CO and POST billets have been designated as MAJCOM and SEQ-MAJCOM. These billets will be screened and slated in advance of the O6 Supply Panel. A MAJCOM or SEQ-MAJCOM tour is highly desirable.

(a) Applicants for MAJCOM billets must meet all the requirements prescribed in Section 3.1 to be eligible to apply as well as those listed below:

1. Have three years or more remaining before reaching age 60, or before reaching 30 years of commissioned service.

2. For Navy Expeditionary Logistics Regiment (NELR) command billets, applicants must have held previous command at a Navy Cargo Handling Battalion (NCHB).

3. Additional desired qualifications and experience.

a. Earned the 2N3 AQD code "MAJCOM QUALIFIED."

b. Attained at least one formal warfare designation.

c. Completed Command Leadership School.

d. Earned an AQD code in at least one Supply Corps functional area from the 900-949 series.

e. Additional preferred AQDs include BX3, JSM, or JOM as well as OLW qualified tours.

4. Applicants applying for MAJCOM billets are eligible to apply if they have completed at least one, two-year, O5 command tour in a C or K-coded billet.

(b) Applicants selected for O6 NELR MAJCOM billets will first serve as Deputy Commander for 2 years, then will fleet up as Commander for an additional 2 years, alternating roles with the Training and Administration of the Reserves (TAR) member screened and selected through the Supply Corps CAPT MAJCOM Board (#56). Total tenure in this billet will be 4 years. The selected candidate will complete any advanced training pipeline for Commanding Officer billets during their tenure as Deputy Commander.

(c) Applicants for SEQ-MAJCOM billets must meet all the requirements prescribed in Section 3.1 to be eligible to apply. Additional desired qualifications and experience listed below:

QUALIFIED. 1. Previous MAJCOM Experience and earned the 2N4 AQD code "SEQ-MAJCOM

2. Attained at least one formal warfare designation.

3. Earned an AQD code in at least one Supply Corps functional area from the 900-949 series.

4. Advanced education to include a master's degree or higher.

(4) For consideration of O5 NCHB command billets, applicants must meet the following criteria:

(a) Have obtained the Navy Expeditionary Supply Corps Officer (NESCO) Warfare qualification (AQD 93E). Warfare designation demonstrates a level of competency and professionalism expected in command leaders.

(b) Hold the 2D1 AQD as outlined in Reference (k).

(c) Have three years or more remaining before reaching age 60, or before reaching 28 years of commissioned service.

(d) Willingness to sign a Volunteer Waiver Acknowledgement form to mobilize within dwell, if necessary, to meet unit operational requirements.

(e) Candidates selected for O5 NCHB command billets will first serve as Executive Officer for 18 months, then will fleet up as Commanding Officer for an additional 18 months, alternating roles with the Training and Administration of the Reserves (TAR) member screened and selected through the Supply Corps Commander Milestone Administrative Screening Board (#55). The selected candidate will complete the advanced training pipeline for Commanding Officer billets during their tenure as XO.

(f) Additional desired qualifications and experience.

1. Previous NCHB tours as Company Commander and/or Department Head desired.

2. Additional preferred AQDs include 9L1 and 9L2 as well as OLW qualified tours.

(5) For contracting billets, the preference is for officers to already possess DAWIA certification required by the billet; some billets are designated with a horizontal skill substitution code (Horizontal RFAS) requiring certification at time of selection. Contracting billet applicants are highly encouraged to submit a letter to the board in addition to "remarks to the board" within their dream sheet in RFMT to provide amplifying information addressing the following.

(a) DAWIA Contracting Professional certification status (achieved or pending review/approval).

(b) Other Federal Government contracting experience and qualifications, such as Federal Acquisition Certification in Contracting FAC-C (Professional).

(6) FY27 Navy Fleet Logistics Readiness Center (LRC) Command billets will have an effective date of 1 December 2026. Fleet LRC Command billets will be clearly identified in the CO/Supported Command comments.

(a) Applicants for O6 Fleet LRC command billets must possess the JPME 1 AQD (fulfilled by the JSA, JS1, and JS8 AQDs). Additionally, they are recommended to possess either the 9LI AQD for a qualified OLW tour or have successfully completed an O5 operational command tour.

(b) Applicants for O5 Fleet LRC command billets are strongly encouraged to possess the 9LI AQD for a qualified OLW tour or have successfully completed a Company Commander or Department Head tour in an operational command.

(c) Applicants are strongly encouraged to have completed the MSOC or the Logistics Planner Course. These courses are foundational education avenues that will aid in the proficiency and competency within the fleet OLW Theater.

(d) Applicants having completed the Maritime Advanced Warfighting School or the Joint Advanced Warfighting School and follow-on tour requirements will be considered qualified for any Fleet LRC command billet.

(7) FY27 Supply Corps POST billets will have an effective date of 1 December 2026. Supply Corps POST billets are highly competitive positions requiring significant leadership experience, logistics knowledge, and operational expertise at the senior level. Officers selected for Post Command will serve in senior advisory roles with their AC counterparts at their respective commands and represent the Supply Corps Reserve Community. To be considered for Supply Corps POST billets, applicants must have completed two O6 K-coded assignments; or have completed one O6 K-coded assignment and one O6 C-coded assignment.

(8) Certain billets may require additional certifications, or AQD codes prior to assignment. The billet requirements should be clearly identified in the supported command comments. Additional preferred AQDs include 9L1 and 9L2 as well as Fleet OLW qualified tours.

b. Panel Consideration and Requirement. A Supply Corps Priority Panel will convene to review and select applicants for Navy Expeditionary Logistics Support Group (NAVELSG) and Navy Cargo Handling Battalions (NCHB) command billets. Officers selected and assigned to billets in the priority panel will not be considered in the subsequent corps specific (non-priority) panel. A list of priority billets can be found on the RFMT homepage.

c. Billet Tenure.

- (1) O6 NELR MAJCOM Billets: Four (4) Years.
- (2) O5 NCHB CO Billets: Three (3) Years.

SECTION 4

POST BOARD ASSIGNMENT PROCEDURES

1. Applicant Eligibility Guidelines

a. PBA eligibility is defined by the following criteria:

(1) Full participation at the APPLY Board.

(a) The officer must have added a minimum of one (1) billet to their dream sheet.

(b) The officer's record must have been formally reviewed at the Board.

(2) Other eligibility:

(a) Officers who were not awarded a billet at the Board are PBA eligible.

(b) Officers who were awarded a suggest billet at the board but declined it are PBA eligible.

(c) Senior officers (O5/O6) whose billet defunded after dream sheet phase, who were not required participate in APPLY are PBA eligible.

(d) CDR selects are PBA eligible.

b. Officers who were awarded a billet at the Board that was specifically requested on their dream sheet and who officially accepted that billet during accept/decline phase, are not PBA eligible.

c. Officers who are awarded a billet in PBA are no longer eligible to apply for, nor be considered, for another billet in the same PBA cycle, unless otherwise stated in Section 3.

Note: Eligibility requirements are exclusive to any community-specific guidance outlined in Section 3.

d. Officers who are currently in a NON billet, who have tenure remaining, are not eligible to apply to another NON billet in PBA, but are eligible to apply for CO, OIC, POST, XO, SE and MILE billets, if they qualify for the billet. **Exception:** CDR-selects in a JO billet (NON) are eligible for NON billets in their selected pay grade.

e. Senior officers who affiliate with the Navy Reserve **on or after** 1 May 2026 are **not** required to participate in the FY27 APPLY Board but may do so if desired. These officers will be made PBA eligible and are only eligible for NON billets.

f. Senior officers who affiliate with the Navy Reserve **on or before** 30 April 2026 are required to participate in the FY27 APPLY board to obtain a billet; non-participation will result in transfer to the VTU.

2. RPD Responsibilities

a. Gaining command RPDs shall provide concurrence on **all** PBA applications. Applications that do not receive RPD concurrence in RFMT within 14 days of submission will be disapproved by CNRFC N122. Applicants may resubmit the application, or the RPD may submit it for them. Final adjudication will occur within 30 days of receipt of request via RFMT PBA.

b. Submissions for NON billets must obtain concurrence from the gaining command RPD on all PBA requests. If an officer is not an RFAS match to the billet being applied for, the RPD may waive that requirement by 1) submitting their concurrence, and 2) by adding a comment to the application stating they waive the RFAS mis-match (e.g. AQD waiver, outside billet designator, etc.). RPD concurrence of the PBA request indicates willingness to waive RFAS rank requirement.

c. An exception to policy for vertical pay-grade substitutions (higher or lower pay grade) is not required, unless otherwise stated in the Community Specific Guidance.

3. PBA Application Window and Policy Guidance

a. The FY27 PBA application window will open on the date prescribed in Appendix A, and close at 0800 (Eastern Standard Time) on 31 December 2026.

b. Applications submitted prior to the official closing date will be considered timely and will be honored and adjudicated, regardless of whether final disposition occurs after the application window has closed.

c. Officers eligible to participate in PBA, who do **not** have tenure remaining in a current assignment, who are not selected for a PBA billet, including those with applications pending adjudication as of the window close, will be transferred to the VTU in January/February 2027.

Exception: Officers who were displaced from their current assignment after the APPLY Board and/or after PBA due to billet cuts, who were unable to obtain a billet in PBA, will not be transferred to the VTU, but will remain IAP to their current TRUIC, or a TRUIC of choice, through 30 November 2027.

d. Officers subject to involuntary transfer to VTU who possess a remaining Transfer of Education Benefits service obligation will be direct assigned to a non-command billet ("NON") by CNRFC N122 with a PRD of 30 November 2027. If a suitable billet is not available, the officer will be assigned IAP to their current TRUIC with a PRD of 30 November 2027.

4. Command/leadership (MAJCOM, SEQ-MAJCOM, CO, OIC, XO, POST, SE, MILE) Billets

a. Eligibility

(1) MAJCOM or SEQ-MAJCOM billets. Applicants **must** have applied for a MAJCOM or SEQ-MAJCOM billet at the FY27 APPLY Board **and** had their record reviewed at the Board. There will be no exceptions to this rule.

(2) Command/leadership billets (CO, OIC, XO, POST, SE, MILE). Applicants **must** hold the required billet AQDs, to include the 2NX/2DX AQD series prior to submission.

(a) Applications for command/leadership billets must obtain concurrence from the gaining command RPD prior to applying. PBA requests that do not receive RPD concurrence from the gaining command RPD in RFMT within 14 days of submission, will be disapproved. Applicants may re-submit the application or the RPD may resubmit for them.

b. Final determination for PBA placement to command/leadership billets will be voted upon by the Executive Steering Committee and the APPLY Board panel President based on a review of submitted officer and billet requirements. Additionally, CNRFC will make the final determination for the PBA placement of candidates into the REDCOM Deputy Commander (DCOM) billets based on the voting recommendations of the ESC and panel President.

c. All command/leadership assignments will receive full tenure per Section 2 with PRDs aligned to 30 November, unless otherwise prescribed in Section 3.

5. Community Specific Guidance

COMMUNITY	PBA REQUIREMENTS/RESTRICTIONS
CHAP (4105)	<ul style="list-style-type: none"> Requires community concurrence before RFMT submission. Contact community assignment POC.
EDO (1445)	<ul style="list-style-type: none"> Only 1445 officers may apply for 1440 billets. Cannot apply to non-1440 billets Exception: NAV SCI & TECH RSCH (BIN 2760644) with NAVSEA and COMNAVRESFORCOM approval.
FAO (1715)	<ul style="list-style-type: none"> Require community concurrence prior to submitting a PBA application. Officers must contact community assignment POCs if interested in PBA assignment. FAO billets will not be awarded to non-FAO officers unless no qualified FAO officers are available.
HR (1205)	<ul style="list-style-type: none"> HR officers are only eligible for billets in their selected pay grade. Officers should consult the Program Manager for SELRES HR Assignments prior to submitting a request for PBA to ensure highest likelihood of approval. 1205 Flag Endorsement for all PBA requests to HR billets is required regardless of the billet designator. HR officers who apply to billets outside the HR community will be considered on a case-by-case basis based on quantity of vacant HR billets and the billet's overall alignment with community objectives. PBA applications for 1200 billets will only be awarded to HR officers. If there are no available HR officers, the billet may be awarded to a non-HR officer. PBA placements will be full tenure. PBA will not exceed involuntary separation date based on Continuation/Retention Policy limits, determined by PERS-91.
IWL (18XX)	<ul style="list-style-type: none"> NAVIFORES will conduct a Post Board Assignment (PBA) Board to fill IWL billets that are vacant following the 7-day declination phase. All eligible IW officers must compete through the NAVIFORES PBA process and shall not submit applications via the CNRFC N122 Senior Officer APPLY PBA process. Officers who applied for, are selected by the FY27 APPLY Board, and do not decline a billet on their dream sheet, will be assigned to that billet and will not be eligible for PBA consideration. Available billets and application procedures will be released by COMNAVIFORESNOTE 5400 following release of APPLY Board results.
JAG (2505)	<ul style="list-style-type: none"> PBA subject to final approval by Deputy JAG (Reserve Affairs and Operations) Authority under Section 806 of referenced document

COMMUNITY	PBA REQUIREMENTS/RESTRICTIONS
JECC	<ul style="list-style-type: none"> • May require interviews. Approval/disapproval may take >7 days ETP letter required if applicant doesn't meet standards.
MEDICAL (2105, 2205, 2305, 2905)	<ul style="list-style-type: none"> • Requires community concurrence before RFMT submission. Contact community assignment POC.
NEPLO	<ul style="list-style-type: none"> • The 400-mile HOR/drill location requirement for Navy Region and NDW, FEMA Region, State, and Guam NEPLO billets, which was upheld during the APPLY selection and slating process will not be a disqualifying factor during the PBA process. PBA assignment fills will be at the discretion of the Program Manager and the RPD via comments in the RMFT PBA request - an ETP will not be required. PBAs for NEPLO billets must be endorsed by Commander, Naval Installations Command RPD or NEPLO Program Manager.
PAO (1655)	<ul style="list-style-type: none"> • Requires Vice Chief of Information (VCI) endorsement (via CHINFO-RPD) prior to the APPLY Board Executive Steering Committee (ESC) authorizing an ETP and/or PBA orders. PBA tenure will be 1 year. 1655 officers are not authorized to apply for billets in other communities or designators without written consent from the VCI.
SSO (1665)	<ul style="list-style-type: none"> • Must apply to 1660 billets first. Can apply to other eligible billets only after 1660 options are exhausted.
1135 (e.g., Special Ops)	<ul style="list-style-type: none"> • Non-1135 officers must obtain senior 1135 flag officer approval. Endorsement letter required in PBA request.
SWO (1115)	<ul style="list-style-type: none"> • Community concurrence required for PBA submission and Exceptions to Policy.

6. Special Cases

a. "Double-slated" Billets. A billet which becomes "double-slated" due to an erroneous billet advertisement will remain assigned to the individual with tenure remaining in the billet. The affected officer will be made PBA eligible.

b. Defunded Billets.

(1) Officers who are in a billet that is due to defund or has already been defunded may remain in the assignment through the end date of the billet.

(2) If the officer did not participate in the APPLY Board because the assignment's tenure did not require the officer to participate, the officer is PBA eligible. Alternatively, the officer may be assigned IAP to the most appropriate TRUIC through 30 November 2027 and will be required to participate in the next APPLY board. Any requests for IAP placement must be submitted by the RPD via PMR in RFMT.

(3) If the officer participated in APPLY and was awarded a billet that later defunded, the officer would become PBA eligible for all billet types.

c. Billet Restructure.

(1) In the event an officer occupies an assigned billet that is subsequently moved to a new location, and the officer does not wish to move with the billet, the officer may work through the RPD to obtain a PBA billet but will be eligible to remain in the billet for the entirety of the assignment tenure. If a NON billet is moved, the RPD may submit an ETP request for consideration of a non-local assignment via RFMT PMR, and if approved, the officer will have their PRD modified to 30 November 2027.

(2) In the event an officer occupies an assigned leadership billet that is subsequently restructured to a NON billet, upon notification by the RPD via RFMT PMR, the officer's PRD may be adjusted to 30 November 2027 and the officer will remain in the billet until the next APPLY Board.

(3) In the event an officer occupies an assigned billet that is subsequently restructured from a NON billet to a command or leadership billet, upon notification by the RPD via RFMT PMR, the officer's PRD may be adjusted to 30 November 2027, and the officer will remain in the billet until the next APPLY Board. Consideration should be given to allow the member an opportunity to obtain the necessary qualifications (i.e. 2N1/2D1) and subsequently be allowed to remain in the billet for a full command tenure. The RPD is responsible for notifying COMNAVRESFORCOM N12 via RFMT PMR for all required order modifications.

(4) In the event an officer occupies an assigned billet that is subsequently changed for reasons other than leadership code changes (i.e., vertical pay grade, RFAS, qualifications), the officer may work through their RPD to obtain a PBA and will be eligible to remain in the billet until the next APPLY Board. Consideration should be given to allow officers to obtain the necessary qualifications, and subsequently be allowed to remain in the billet to fulfill the originally assigned full tenure.

7. Tenure. All PBA assignments will receive full tenure per Section 2, unless otherwise prescribed in Section 3.

APPENDIX A: TIMELINE (PLAN OF ACTION AND MILESTONES)

CY 2026	DESCRIPTION OF ACTION/TASKER
1-28 February	FY26 VTU transfer orders created; effective date during month of February.
23 February	CNRFC N12 begins accepting board membership and board support applications for FY27 APPLY. Applications can be found on the RFMT home page.
1 March	Unit leadership/RPDs start billet verification and review/update comments.
12 April	Deadline for submission of board membership and board support applications.
13 April	Deadline for RPDs to submit Billet Change Requests for any changes to billet requirements, including RFAS codes, and to verify correct leadership codes. Deadline for all supported command and commanding officers to update billet comments in RFMT. CNRFC N12 will review and remove comments older than 1 December 2025.
P-day	Publish date of FY27 COMNAVRESFORNOTE 5400.
11 MAY	Dream sheet submission phase opens in RFMT at 0800 Eastern Daylight Time. Note: Officers who are on active-duty status, or otherwise unable to operate in RFMT, should seek assistance by contacting CNRFC N122 for assistance at seniorofficerapplycnrfc@us.navy.mil .
NAVADMIN Date	APPLY applicant supplemental package (letter to the board) submissions - refer to FY27 NAVY RESERVE NATIONAL COMMAND AND SENIOR OFFICER APPLY BOARD NAVADMIN located on MyNavyHR.
28 June	Dream sheet submission phase closes at 2359 Eastern Daylight Time.
10-21 August	APPLY Board.
R-day	APPLY Board results released ("R") to Board selectees only upon approval from COMNAVPERSCOM and concurrence from COMNAVRESFOR. Seven-day accept/decline period begins. Results will not be released publicly until the declination period has ended.
R+7 days	Accept/decline period ends. APPLY board selectees automatically "accept" assignments after the seven-day declination period.
R+8 days	CNRFC N12 releases APPLY results via RFMT to "All Hands". PBA opens in RFMT.
1-15 November	CNRFC N12 will generate FY27 APPLY orders in RFMT.
1 December	Effective date of FY27 APPLY orders. NRAs execute loss and gain transactions via NSIPS for all FY27 APPLY Orders.
31 December	PBA closes at 0800 (Eastern Standard Time).
CY 2027	DESCRIPTION OF ACTION/TASKER
1-28 February	FY27 VTU transfer orders created; effective date during month of February.
22 February	CNRFC N12 begins accepting board membership and board support applications in RFMT for FY28 APPLY. Echelons IV, V, and VI start billet verification. RPDs, Echelon IVs, Reserve COs, and OICs review and update comments.

FY27 MAJOR COMMAND COMMUNITY MATRIX

Community	Allowed to Apply to Billets Outside of Community	Members Outside of Community Allowed to Apply	Slating Tie-breaker Deciding Factor	Authorized CO/OIC Tours (per pay grade)	Suggest Phase	Remarks/Notes
MAJCOM: -In the current paygrade of O6 (O6-selects are not eligible to apply). -Command screened or have completed command qualification (2N1/2D1). -Minimum completion of JPME Phase I (JS7 AQD). Requirement also fulfilled by: JSA, JS1, and JS8 AQDs. -Have completed one, but not two, two-year O6 CO tours in an O6, C or K-coded billet OR have the 2N3/2D3 AQD (Major Command Qualified). -Cannot vacate CO/POST but can vacate NON/MILE.						
MAJCOM, Aviation (13XX)	Yes	No	Preponderance of experience	N/A	No	- Completion of at least one RESFORON or SAU O5 command tour. - Completion of one tour in an OLW billet, validated by RFMT IDT orders.
MAJCOM, NSW (1135)	Yes	No	Preponderance of experience	N/A	No	- Must have completed 1 NSW O5 CO tour. Can be first O6 CO tour.
MAJCOM, SWO (1115)	Yes	Yes	Preponderance of experience	N/A	No	- Must have Surface Warfare Community tour.
MAJCOM, IWC (18XX)	No	No	Preponderance of experience	N/A	No	- Must have completed at least 1 O6 IW PRI command tour. - Must have 2D1.
MAJCOM, MEDICAL (2105, 2205, 2305, 2905)	No	No	Preponderance of experience	N/A	No	- Must have 2D1. - Must have completed or is at least 18 months into a current O6 XO tour. ** Exception: 4th Medical Battalion, a major command wherein the XO billet is an O5 billet.
MAJCOM, SUPPLY CORPS (3105)	No	No	Preponderance of experience	N/A	No	

APPENDIX B: COMMUNITY MATRIX

COMNAVRESFORNOTE 5400
17 Apr 2026

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Enclosure (1)

FY27 SEQUENTIAL MAJOR COMMAND COMMUNITY MATRIX

Community	Allowed to Apply to Billets Outside of Community	Members Outside of Community Allowed to Apply	Slating Tie-breaker Deciding Factor	Authorized CO/OIC Tours (per pay grade)	Suggest Phase	Remarks/Notes
SEQ-MAJCOM: -Have completed two O6 CO tours in board-selected, O6, C or K-coded billets OR have the 2N4/2D4 AQD (Sequential Major Command Qualified). -Minimum completion of JPME Phase I (JS7 AQD). Requirement also fulfilled by: JSA, JS1, and JS8 AQDs. -Can not vacate CO/POST but can vacate NON/MILE.						
SEQ-MAJCOM, Aviation (13XX)	Yes	No	Preponderance of experience	N/A	No	- Completion of at least one RESFORON or SAU O5 command tour. - Completion of one O6 K-coded command tour in an APPLY-selected OLW billet.
SEQ-MAJCOM, NECC	Yes	Yes	Preponderance of experience	N/A	No	SWO, Supply, and CEC: Must have served in NECC CO/OIC tour or mobilization.
SEQ-MAJCOM, NSW (1135)	Yes	No	Preponderance of experience	N/A	No	-Completed at least 1 NSW O6 CO tour and 1 NSW O5 CO tour.
SEQ-MAJCOM, SWO (1115)	Yes	Yes	Preponderance of experience	N/A	No	-Must have completed a O5 or O6 Surface Warface Community CO tour OR have completed a mobilization as an afloat OIC as a O5 or O6.
SEQ-MAJCOM, MEDICAL (2105, 2205, 2305, 2905)	No	No	Preponderance of experience	N/A	No	- Must have 2D1. - Must have completed, or is at least 18 months into a current, O6 MAJCOM CO tour, or first POST command tour.
SEQ-MAJCOM, SUPPLY CORPS	No	No	Preponderance of experience	N/A	No	- Must have complete.

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Enclosure (1)

COMNAVRESFORNOTE 5400
17 Apr 2026

FY27 UNRESTRICTED LINE COMMUNITY MATRIX

COMMUNITY	ALLOWED TO APPLY TO BILLETS OUTSIDE OF COMMUNITY	MEMBERS OUTSIDE OF COMMUNITY ALLOWED TO APPLY	SLATING TIE BREAKER DECIDING FACTOR	AUTHORIZED CO/OIC TOURS (PER PAYGRADE)	SUGGEST PHASE	REMARKS/NOTES
AVIATION (13XX)	Yes	No	Preponderance of experience	2	Yes	See Section 3.
<i>CNAP NAWDC AWF</i>	No	No	Preponderance of experience	2	No	Successfully screened by COMNAVAIRPAC per COMNAVAIRPACINST 3710.4.
<i>BOS-TALC</i>	No	No	Preponderance of experience	2	No	CO should have served at least 18 months as NRRU CO or SAU OIC or 12 months as DH at RESFORON. JPME 1 graduate.
FAO (1715)	Yes	Yes	Preponderance of experience	2	Yes	Section 3.2.g.
JECC	N/A	N/A	N/A	N/A	No	Security Clearance Joint and CCMD experience Any JQO 2 or 3 AQD Local to Virginia (low priority)
LDO (6XXX)	Yes	Yes	In-community designator preference	3	No	LDOs must fill designator specific billets prior to applying for out of designator billets.
NEPLO	Yes	Yes	Preponderance of experience	2	No	See Section 3. No vacate. IMA billets.
NSW: EOD (1145)	Yes	Yes	In-community designator preference	2	Yes (Slated to unfilled 1140 billets only)	See Section 3. NR EXU-1 CO and XO billets must be filled by 1145.
NSW: SEAL (1135)	Yes	Yes	In-community designator preference	2	Yes	
SSO	No	No	In-community designator preference			1) SSO officers applying to an SSO billet will have precedence over URLs for the billet. 2) In cases where URL officers applying to an URL billet will have precedence over SSOs for the billet.
SWO (1115)	Yes	No	In-community designator preference	2	Yes	Community concurrence required for PBA submission and Exception to Policy

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Enclosure (1)

COMNAVRESFORNOTE 5400
17 Apr 2026

FY27 RESTRICTED LINE COMMUNITY MATRIX

COMMUNITY	ALLOWED TO APPLY TO BILLETS OUTSIDE OF COMMUNITY	MEMBERS OUTSIDE OF COMMUNITY ALLOWED TO APPLY	SLATING TIE BREAKER DECIDING FACTOR	AUTHORIZED CO/OIC TOURS (PER PAYGRADE)	SUGGEST PHASE	REMARKS/NOTES
AED/AMD (15XX)	Yes	Yes	Preponderance of experience	2	Yes	See AED/AMD Panel comments.
CEC (5105/6536)	No	No	Preponderance of experience	Unlimited	Yes	Note, unlimited CO/OIC tours is only applicable to O6 paygrade. All other paygrades are limited to no more than 2.
CHAP (4105)	No	No	Preponderance of experience	2	Yes	Non-slated billets may be suggested to applicant without a slated billet.
EDO (14X5)	No	No	Absolute Date of Rank: Senior Member	Unlimited	Yes	Section 3.
HR (1205)	Yes	No	Absolute Date of Rank: Junior Member	Unlimited	Yes	Only allowed to apply to 1XXX-coded CO/OIC/XO billets outside of community if no 1205 billets available. Allowed only 2x 1200-coded CO/OIC/XO billets per paygrade.
IWL (18X5)	No	Yes (Space Cadre)	In-community designator preference	2	Yes	If Space Cadre is selected, should not flow through to URL Panel.
JAG (2505)	No	No	Preponderance of experience	2	Yes	Section 3.9; Two panels: Priority and Corps Specific.
MEDICAL (Leadership) (2105/2205/2305/2905)	No	No	Absolute Date of Rank: Senior Member	2	Yes	See Section 3.10
MEDICAL (Clinical/Non-Leadership) (2105/2205/2305/2905)	No	No	Absolute Date of Rank: Junior Member	N/A	Yes	See Section 3.10
PAO (1655)	No	No	Absolute Date of Rank: Junior Member	2	Yes	As a small managed community, ETPs require community endorsement from the Vice Chinfo (VCI).
SUPPLY (3105)	No	No	Preponderance of experience	2	Yes	Only O6 can apply for NEPLO.

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Enclosure (1)

COMNAVRESFORNOTE 5400
17 Apr 2026

APPENDIX C: BILLET TYPE DEFINITIONS

Title/LDR Code	Definition	General Prerequisites	Eligible to break tenure to apply for the following billet types
SEQ-MAJCOM	<p>Select O6 post-command billets have been designated as SEQ-MAJCOMs based on scope of influence, scope of responsibility, and warfighting contributions of their supported AUC. These SEQ-MAJCOM billets manage high-profile, operationally focused units that require the best and most fully qualified leaders. The significance of these SEQ-MAJCOM leadership billets demands a more rigorous slating process than APPLY's auto-slating process. SEQ-MAJCOM billets will be filled using a limited detailing process in a panel separate from, and in advance of, the O6 community panels. This process will ensure that the Active Duty Supported Commanders have the best leaders in key positions to support operational AC organizations with large RC enterprises.</p>	<ul style="list-style-type: none"> ✓ Completed two O6 CO tours in board-selected, O6, C or K-coded billet by the time that they would assume SEQ-MAJCOM OR have 2N4/2D4 AQD ✓ JPME Phase I (JS7 AQD). Also fulfilled by the JSA, JS1, and JS8 AQDs. 	None
Title/LDR Code	Definition	General Prerequisites	Eligible to break tenure to apply for the following billet types
MAJCOM	<p>Select O6 command billets have been designated as MAJCOMs based on scope of influence, scope of responsibility, and warfighting contributions of their supported AUC. These MAJCOM billets command high-profile, operationally focused units that require the best and most fully qualified leaders. The significance of these MAJCOM leadership billets demands a more rigorous slating process than APPLY's auto-slating process. MAJCOM billets will be filled using a limited detailing process in a panel separate from, and in advance of, the O6 community panels. This process will ensure that the Active Duty Supported Commanders have the best leaders in key positions to support operational AC organizations with large RC enterprises.</p>	<ul style="list-style-type: none"> ✓ In the current <u>paygrade</u> of O6 ✓ CMD screened or have completed command qualification (2N1/2D1) ✓ Completed one, but not two, two-year O6 CMD tours in board-selected, O6, C or K-coded billet by the time that they assume MAJCOM OR have 2N3/2D3 AQD ✓ JPME Phase I (JS7 AQD). Also fulfilled by the JSA, JS1, and JS8 AQDs 	None

Title/LDR Code	Definition	General Prerequisites	Eligible to break tenure to apply for the following billet types
PRIORITY BILLET	Community identified billets of high value representing increased scope and depth of responsibility. Typically composed of POST, CO, XO, MILE, SE and/or OIC billets. Priority billets are slated prior to non-priority billets.	N/A	Refer to Section 3
CO	In command of a Reserve unit.	✓ 2N1 or 2D1	None
OIC	In charge of a Reserve unit.	✓ 2N1 or 2D1	None
POST	A position of leadership with a greater scope of responsibility than that of a Commanding Officer.	✓ Requires completion of 2-previous CO tours at current paygrade	None
XO	Chief assistant to the Commanding Officer.	None	CO, OIC, POST, SE, MILE
SE (Senior Executive)	Provides administrative oversight for all members of a specific medical corps in the medical community (e.g. Medical Corps, Dental Corps, Nurse Corps, or Medical Service Corps) within a command or larger organization.	None	Refer to Section 3

Title/LDR Code	Definition	General Prerequisites	Eligible to break tenure to apply for the following billet types
MILE	Community driven and a highly competitive position of unique leadership because of the nature or complexity of work, scope of responsibility, and challenging operational functions/oversight. These billets should be directly tied to a validated/funded AMD billet. Additionally, MILE billets call for operational experience (depth and breadth) and require product generation, knowledge, coordination & collaboration across a large AC and RC chains of command. Paygrade for these key leadership billets should be in paygrade parity with AC counterpart billets.	✓ 2N1 or 2D1	CO, OIC, POST, SE, MILE
NON	A billet without a designated leadership code.	None	CO, OIC, POST, SE, MILE, XO

