



DEPARTMENT OF THE NAVY  
OFFICE OF THE SECRETARY  
1000 NAVY PENTAGON  
WASHINGTON DC 20350-1000

SECNAVINST 1400.1C  
ASN (M&RA)  
5 Apr 2019

SECNAV INSTRUCTION 1400.1C

From: Secretary of the Navy

Subj: OFFICER COMPETITIVE CATEGORIES FOR THE ACTIVE DUTY LIST  
OF THE NAVY AND MARINE CORPS

Ref: (a) 10 U.S.C.  
(b) DoD Instruction 1320.14 of 11 December 2013  
(c) SECNAVINST 1420.1C  
(d) SECNAVINST 5200.35F  
(e) SECNAV M-5214.1  
(f) NAVMC 1200.1D

Encl: (1) Navy Active Duty List Competitive Categories  
(2) Marine Corps Active Duty List Competitive  
Categories

1. Purpose. To establish the officer competitive categories within the U.S. Navy (Navy) and U.S. Marine Corps (USMC) for officers on the Active Duty List (ADL) under sections 574, 621, and 649a of reference (a), and reference (b), and criteria to assess the need for new competitive categories. This instruction is a complete revision and should be reviewed in its entirety.

2. Cancellation. SECNAVINST 1400.1B.

3. Applicability. This instruction applies to the Office of the Secretary of the Navy, the Chief of Naval Operations, the Commandant of the Marine Corps, and all Navy and USMC installations, commands, activities, field offices, and all other organizational entities within the Department of the Navy (DON).

4. Policy. DON policy is to establish officer competitive categories to provide for separate promotion consideration and career development of groups of officers with related education, training, skills, and experience needed to meet mission objectives of the Navy or USMC and to ensure maximum flexibility of officer management. Each officer on the ADL within the Navy and the USMC will be appointed to a competitive category for these purposes. New competitive categories will be established when needed to meet the mission objective of the services. It is therefore intended that

periodic review of existing competitive categories will be made. Changes to the competitive categories will be made, based on the criteria in this instruction, only after careful consideration of the long-term management needs of the service. If changes occur and enclosures (1) and (2) of this instruction have not been updated, each service annual officer promotion plan will publish promotion zones for the current competitive categories as stipulated by reference (c).

5. Criteria for New Competitive Categories. A separate competitive category for promotion will be considered only when the following criteria are met:

a. The specialized education, training, or experience and often relatively narrow utilization of a group of officers makes it impossible for them to compete for promotion on an equitable basis with other officers having more generalized experience;

b. It is necessary to protect a substantial investment in education, training, or experience by ensuring equitable promotion opportunity when that education, training, or experience will be utilized within a narrow career field;

c. The specialized community can be managed as a separate career field in such a manner as to ensure the most efficient use of the unique resources in the various officer grades; and

d. The specialized community will be large enough to sustain a career force in the grades, O4 through O6, generally within the promotion guidelines of reference (c).

6. Competitive Categories. The competitive categories for ADL officers are established in enclosures (1) and (2). Each officer on the ADL shall initially be assigned to the competitive category for which recruited. Changes to an officer's competitive category and specialty shall be made per service regulation.

7. Requests to Establish/Disestablish a Competitive Category. The Deputy Chief of Naval Operations (Manpower, Personnel, Training and Education) (DCNO (N1/MPTE)) and the Deputy Commandant for Manpower and Reserve Affairs (DC (M&RA)) may submit a request to the Assistant Secretary of the Navy (Manpower and Reserve Affairs) (ASN (M&RA)) to establish or disestablish a competitive category when the guidelines in paragraphs 4 and 5 are met. The requests must include:

a. Description of career area or career fields to be established or disestablished as a separate competitive category;

b. Discussion of the unique use of the proposed competitive category compared with other fields not established as separate competitive categories;

c. Projection of proposed promotion outlook (promotion opportunity and timing) for grades O4 through O6 for 5 years. If the requested category will take time to increase to proposed full strength, an estimate of the ability to attain and sustain the promotion guidelines in reference (c) is required; and

d. Complete justification for establishing or disestablishing the competitive category. Include an evaluation of the proposal and how it will enhance the management of the resource. Evaluate the advantages and disadvantages in terms of officer accession and retention for the proposed category and on the category(ies) from which separated or into which merged.

#### 8. Responsibilities

a. The ASN (M&RA) is responsible for overall supervision of the competitive category designation system under this instruction.

b. DCNO (N1/NMPTE) and DC (M&RA) shall periodically review and update the competitive categories in their respective services.

9. Internal Controls. In accordance with reference (d), the establishment and use of internal controls and accounting procedures are mandated to ensure: effectiveness and efficiency of operations; reliability of financial reporting; and compliance with applicable laws and regulations. Additionally, as part of the annual Manager's Internal Control Program (MICP) report, the Navy and USMC will provide the ASN (M&RA) with copies of the sections of their reports that are relevant to officer competitive categories for the ADL. The reports will include summary descriptions of internal controls used, their sufficiency, and any identified weaknesses or deficiencies.

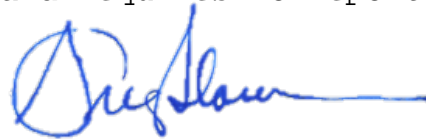
10. Records Management

a. Records created as a result of this instruction, regardless of format or media, must be maintained and dispositioned according to the records disposition schedules found on the Directives and Records Management Division (DRMD) portal page:

<https://portal.secnav.navy.mil/orgs/DUSNM/DONAA/DRM/SitePages/Home.aspx>

b. For questions concerning the management of records related to this instruction or the records disposition schedules, please contact your local Records Manager or the DRMD program office.

11. Reports. The requirement contained in paragraph 9 is exempt from information collection control, per Part IV, paragraph 7n of reference (e), and requires no Report Control symbol.



GREGORY J. SLAVONIC  
Assistant Secretary of the Navy  
(Manpower and Reserve Affairs)

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**NAVY ACTIVE DUTY LIST COMPETITIVE CATEGORIES**

COMPETITIVE CATEGORY AND DESIGNATOR

<u>DESCRIPTION</u>	<u>DESIGNATOR</u>
<u>Unrestricted Line Competitive Category</u>	
<u>Unrestricted Line Officer</u>	
Not currently qualified in any warfare specialty or in training for any warfare specialty	1100
Qualified in Surface Warfare	1110
Qualified in Submarine Warfare	1120
Qualified in Special Warfare	1130
Qualified in Special Operations	1140
In training for Surface Warfare Qualification	1160
In training for Submarine Warfare Qualification	1170
In training for Special Warfare Qualification	1180
In training for Special Operations Qualification	1190
In the aviation community whose rating as a Naval Aviator or Naval Flight Officer has been terminated	1300
Qualified for duty involving flying as a pilot (Naval Aviator)	1310
Qualified for duty involving flying as a Naval Flight Officer	1320
In training for Naval Flight Officer Qualification	1370
In training for pilot (Naval Aviator) Qualification	1390
Under instruction as a prospective Judge Advocate General's Corps officer	1950
<u>Restricted Line Competitive Categories</u>	
Special Duty Officer (Human Resources)	1200
Nuclear Power School Instructor	1210
Naval Reactors Engineer	1220
Permanent Military Professor	1230
Engineering Duty Officer Qualified as a Ship Engineering Specialist	1440
In a prescribed program for designator 144X	1460
Aerospace Engineering Duty Officer (Engineering)	1510
In the grade of Captain and above (Note 1)	1500
Aerospace Engineering Duty Officer (Maintenance)	1520
In the grade of Captain and above (Note 1)	1500
Special Duty Officer (Information Professional)	1600
Special Duty Officer (Public Affairs)	1650
Special Duty Officer (Foreign Affairs)	1710
Special Duty Officer (Oceanography)	1800
Special Duty Officer (Cryptologic Warfare)	1810
Special Duty Officer (Information Professional)	1820

Special Duty Officer (Intelligence)	1830
Special Duty Officer (Cyber Warfare Engineer) (Note 2)	1840
Information Warfare Community (Note 3)	1860
Acquisition Line Community (Note 4)	Multi
Foreign Expertise (Note 5)	Multi

**DESCRIPTION**

**DESIGNATOR**

Limited Duty Officer (Surface)	
Surface Deck	6110
Surface Operations	6120
Surface Engineering/Repair	6130
Surface Ordnance	6160
Surface Electronics	6180
Limited Duty Officer (Nuclear/Submarine)	
Nuclear Power	6200
Submarine Engineering/Repair	6230
Submarine Ordnance	6260
Submarine Electronics	6280
Submarine Communications	6290
Limited Duty Officer (Aviation)	
Aviation Deck	6310
Aviation Operations	6320
Aviation Maintenance	6330
Aviation Ordnance	6360
Air Traffic Control	6390
Limited Duty Officer (General Line)	
Administration	6410
Bandmaster	6430
Explosive Ordnance Disposal	6480
Security	6490
Limited Duty Officer (Information Warfare) (Note 6)	68X0
 <u>Staff Corps Competitive Categories</u>	
Medical Corps Officer	2100
Dental Corps Officer	2200
Medical Service Corps Officer	2300
Judge Advocate General's Corps Officer	2500
Senior Health Care Executive (Note 6)	2700
Nurse Corps Officer	2900
Supply Corps Officer	3100
Chaplain Corps Officer	4100
Civil Engineer Corps Officer	5100
Limited Duty Officer (Staff) (Note 7)	
Supply	6510
Civil Engineer Corps	6530

Chief Warrant Officer Competitive Category

Chief Warrant Officer (Surface)	
Surface Boatswain	7110
Surface Operations	7120
Surface Engineering	7130
Special Warfare	7150
Surface Ordnance	7160
Special Warfare Combatant Craft	7170
Surface Electronics	7180
Chief Warrant Officer (Subsurface)	
Diver	7200
Submarine Boatswain (Note 8)	7210
Submarine Engineering (Note 8)	7230
Submarine Ordnance	7260
Acoustic	7280
Nuclear Power (Note 8)	7400
Chief Warrant Officer (Aviation)	
Aviation Boatswain	7310
Aviation Operations	7320
Aviation Maintenance	7330
Aviation Ordnance	7360
Chief Warrant Officer (General Line/Staff)	
Nuclear Power Technician (Note 8)	7400
Ship's Clerk	7410
Explosive Ordnance Disposal (Note 8)	7480
Security (Note 8)	7490
Supply (Note 8)	7510
Food Services	7520
Civil Engineer (Note 8)	7530
Chief Warrant Officer (Information Warfare)	
Oceanography	7800
Information Warfare	7810
Information Professional	7820
Intelligence	7830
Cyber	7840

Note 1: All Aerospace Engineering Duty Officers (Engineering and Maintenance) designators 1510 and 1520 in the grade of captain will be re-designated to competitive category Aerospace Engineering Duty Officer designator 1500 unless the officer specifically declines such re-designation. Chief of Naval Personnel will make this re-designation to designator 1500 on the date of the officer's promotion to Captain. For the purpose of membership on selection boards, officers re-designated to 1500 will be considered as being in the same competitive category as officers assigned designators 1510 or 1520.

Note 2: All officers in designator 1840 will be re-designated to either 1820 or 1810 after a period of five years.

Note 3: All Oceanography, Cryptologic Warfare, Information Professional, and Intelligence officers (designators 1800, 1810, 1820, and 1830) in the grade of rear admiral (lower half) will be re-designated to competitive category Information Warfare Community Officer designator 1860. Navy Flag Officer Management will make this re-designation to designator 1860 on the date of the officer's promotion to rear admiral (lower half). For the purpose of membership on selection boards, officers re-designated to 1860 will be considered as being in the same competitive category as officers assigned designators 1800, 1810, 1820, or 1830.

Note 4: Unrestricted Line, Engineering Duty, and Aerospace Engineering Duty officers with the APM additional qualification designation (AQD) will compete for selection to rear admiral (lower half) and rear admiral in the Acquisition Line Community. For the purposes of membership on selection boards, officers in the Acquisition Line Community will be considered as being in the same competitive category as officers assigned as acquisition officers in the Unrestricted Line, Engineering Duty, and Aerospace Engineering Duty Officers.

Note 5: Unrestricted Line, Oceanography, Cryptologic Warfare, Information Professional, and Intelligence officers with the FEI AQD will compete for selection to rear admiral (lower half) in the Foreign Expertise competitive category.

Note 6: All Medical Corps, Dental Corps, Medical Service Corps, and Nurse Corps Officers (designators 2100, 2200, 2300, and 2900) in the grade of rear admiral (lower half) will be re-designated to competitive category Senior Health Care Executive designator 2700. Navy Flag Officer Management will make the re-designation to designator 2700 on the date of the officer's promotion to rear admiral (lower half). For the purpose of membership on selection boards, officers re-designated to 2700 will be considered as being in the same competitive category as officers assigned designators 2100, 2200, 2300, and 2900.

Note 7: Limited Duty Officers assigned to off ramps do not compete for control grade promotions. These officers must complete requirements for re-designation into their parent RL designators.



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Note 8: Chief Warrant Officers assigned to these designators are being phased out. These officers will continue to compete for promotions within assigned competitive categories until inventories are naturally depleted.

**USMC ACTIVE DUTY LIST COMPETITIVE CATEGORIES**

Officer Competitive Categories

<u>DESCRIPTION</u>	<u>MOS<sup>1</sup></u>
<u>Unrestricted Officer Competitive Category</u>	
Unrestricted Officer	
Manpower	0102
Intelligence	02XX
Infantry	0302
Special Operations	0370
Logistics	0402
Communication	0602
Field Artillery	0802
Combat Engineer	1302
Cyberspace	1702
Tank	1802
Assault Amphibious Vehicle	1803
Ground Supply	3002
Financial Management	3404
Judge Advocate	4402
Communication Strategy and Operations	4502
Military Police	5803
Aircraft Maintenance	6002
Aviation Supply	6602
Air Command and Control	7202
Low Altitude Air Defense	7204
Air Support Control	7208
Air Defense Control	7210
Air Traffic Control	7220
Unmanned Aircraft System (UAS)	7315
Pilot VMA	7507/09
Pilot VMFA	7516/18/21/23
Pilot VMM	7531/32
Pilot VMAQ	7543
Pilot VMGR	7556/57
Pilot HMH/M/L/A	7560/62/63/64/65/66/67/68
Naval Flight	7524/25/80/88
Basic Pilot	7597/98
Naval Flight Officer Student (TBS)	7578
Flight Student (TBS)	7599

<u>DESCRIPTION</u>	<u>MOS<sup>1</sup></u>
Basic Officer	8001
General Officer	8003
Colonel, Logistician	8040
Colonel, Ground	8041
Colonel, Naval Aviator/Naval Flight Officer/ Unmanned Aircraft System Officer	8042
Colonel, Judge Advocate	4402
Marine Acquisition Officer-Aviation	8059
Marine Acquisition Officer-Ground	8061

Restricted Officer Programs

Limited Duty Officer Competitive Categories

Mobility Officer	0430
Cyber Network Operations	0605
Cyberspace Warfare Development	1705
Ordnance	2102
Explosive Ordnance Disposal	2305
Ammunition	2340
Electronics Maintenance - Ground	2802
Traffic Management	3102
Food Service	3302
Director/Asst Dir President's Own U.S. Marine Band	5505
Staff Officer, U.S. Marine Band	5506
U.S. Marine Drum and Bugle Corps	5507
Electronics Maintenance - Aviation	5902
Aircraft Maintenance Engineer	6004
Avionics	6302
Aviation Ordnance	6502
Meteorology and Oceanography	6802

Warrant Officer Competitive Categories

Postal	0160
Personnel	0170
Master Analyst	0205
Counterintelligence/Human Source Intelligence Operations	0210
Infantry Weapons (Marine Gunner)	0306
Mobility	0430
Space and Waveform Integration	0620
Network Engineering Officer	0630
Strategic Electromagnetic Spectrum	0640
Data Systems Engineering	0670
Target Acquisition	0803
Utilities	1120

<u>DESCRIPTION</u>	<u>MOS<sup>1</sup></u>
Engineer Equipment	1310
Bulk Fuel	1390
Offensive Cyberspace Warfare	1710
Defensive Cyberspace Warfare	1720
Ordnance Vehicle Maintenance	2110
Weapons Repair	2120
Electro-Optic Instrument Repair	2125
Explosive Ordnance Disposal	2305
Ammunition	2340
Signals Intelligence/Electronics Warfare/ Cyberspace Operations	2602
Electronics Maintenance	2805
Ground Supply Operations	3010
Distribution Management	3102
Food Service	3302
Finance	3402
Financial Management Resource	3408
Motor Transport Maintenance	3510
Marine Corps Community Services	4130
Legal Administrative	4430
Visual Information	4503
Recruiting	4810
Band	5502
Staff Officer Presidents Own Marine Band	5506
U.S Marine Drum and Bugle Corps	5507
Chemical, Biological, Radiological and Nuclear Defense	5702
Corrections	5804
Criminal Investigation	5805
Aviation Radio Detection and Ranging (RADAR) Systems Maintenance	5910
Air Traffic Control Systems Maintenance	5950
Tactical Data Systems Maintenance	5970
Aircraft Maintenance Engineer	6004
Avionics	6302
Aviation Ordnance	6502
Aviation Supply Operations	6604
Meteorology and Oceanography	6802
Expeditionary Airfield and Emergency Services	7002
Tactical Systems Officer/Mission Specialist	7380

Note 1: Military Occupational Specialty per reference (f).