

Chapter 2

Officer Classification System

Section I

Definitions, Specifications and Procedural Guidance for the Officer Classification System

2-1. Concept

This section provides the procedural guidance for the classification of branches and functional areas and the classification of officer personnel and positions. Chapters 3 and chapter 4 contain the complete compilation of authorized classification identifiers for officer personnel and chapter 5 contains standards for grading officer positions in requirement and authorization documents. No other classifications will be used for officers in requirement or authorization documents or strength reporting requirements. DA Pam 600-3 describes requirements and opportunities for professional development of Army non-medical department officers and DA Pam 600-4 describes requirements and opportunities for professional development of Army medical department officers.

2-2. The basic elements of the officer classification system

The basic elements of the officer classification system are coded and have the data uses identified below.

a. Branch/functional area (FA)/medical FA codes. Two characters (numeric), which are used to identify the principal or secondary position requirements and the officer's designated branch/functional area/medical FA. Note that the two-digit code is the first two characters of the AOC code included within the branch/functional/medical FA (see chapter 3 for the numerical list of authorized branch/functional/medical FAs).

b. Immaterial codes. Three characters (two numeric and one alpha), which are used to identify the principal or secondary position requirements when specific branch skills are not required.

c. Areas of concentration codes. Three characters (two numeric and one alpha), which are used to identify the specific requirement(s) of a position in requirements and authorizations documents and requisite qualifications for officers to fill them (see chapter 3 for the alphabetical list of AOC and duty position titles). AOC should apply to at least 40 authorized duty positions with such close occupational or functional relationship that an optimal degree of interchangeability among officers so classified will exist at any given level of skill or grade.

d. Skill identifiers. Two characters, in either numeric- alpha or alpha-numeric combinations, which are used, in combination with an AOC, to identify the skills required of a position in requirements and authorizations documents as well as the skills in which officers may be classified. SIs identify specialized occupational areas which are not normally related to any one particular branch, FA or AOC but are required to perform the duties of a special position. SIs may require significant education, training or experience; however, SIs do not require repetitive tours and do not provide progressive career developmental assignments.

SIs are authorized for use with any AOC unless expressly limited by the classification guidance contained in table 4-3. SIs include aircraft qualification, specialized maintenance, medical and veterinary duties and other required skills that are too restricted in scope to comprise an AOC. More than one SI may be used to denote the requirements of a position or to identify the qualifications of an officer.

e. Professional development proficiency codes (PDPC). Two characters, in either numeric- alpha or alpha-numeric combinations, coded and awarded on documents and personnel records just as SI, which are used, in combination with a special branch (medical, chaplain or judge advocate general's corps) AOC, to identify levels of professional development and qualifications attained through training and/or experience. PDPCs may be used to identify the skills required of a position in requirements and authorizations documents as well as the skills in which officers may be classified or used to identify personnel skills only. PDPCs identify specialized occupational areas which are directly related to a specific special branch or AOC and may be required to perform the duties of selected position. PDPCs normally require significant education, training or experience and unlike SIs, can require specific and/or repetitive tours to provide progressive career developmental assignments. PDPCs are authorized for use as detailed in table 4-2 (Medical PDPC), table 4-3 (Numerical Listing of Skill

Identifiers (SI 8J, 8K, 8L and 8R) and table 4-4 (Judge Advocate General's Corps PDPC). More than one PDPC may be used to identify the qualifications of an officer but only one PDPC will be used to denote the requirements of a position.

f. Personnel Development Skill Identifier (PDSI).

(1) Permanent PDSI. Three character (alpha - numeric- alpha) codes which are used, in combination with an AOC, to identify unique skills, training or experience officers may obtain during their careers that could add value to the Army and organization in it's mission but which do not meet minimum requirements for establishment of a SI (identify positions and personnel). PDSI codes are for use in identification of personnel only and may or may not be related to any one particular branch, FA or AOC. The skills identified by PDSI codes may be required of officers to perform selected additional or primary duties in certain positions but will not be documented in requirements or authorization documents. PDSI may require significant education, training or experience, however, PDSI do not require repetitive tours and do not provided progressive career developmental assignments. PDSI are authorized for association with any AOC unless expressly limited by the PDSI specification restrictions. More than one PDSI may be used to identify the qualifications of an officer.

(2) Temporary PDSI. Temporary PDSI may be established for periods not to exceed three years to identify officers skilled in new equipment/systems/processes pending personnel developer development of proposals to establish permanent identifiers (AOC/SI/PDSI) or other skill sustainment options.

(3) Reserve Component Mobilization for Training (MFT)/Individual Skill Training (IST) PDSI. MFT/IST PDSI may be established as approved by Department of Defense and ODCSG-3 to identify skill sets in this category. The procedures for establishment of PDSI codes are contained in Chapter 1, and a listing of officer PDSI codes with qualifications and restrictions are contained in chapter 4.

g. Language identification codes (LIC). Two characters (alpha), which are used to identify the designated foreign language requirements of a position and an officer's qualification in a designated foreign language (see AR 611-6). The degree of language proficiency cannot be determined by the LIC alone; supplemental remarks are required under AR 11-6.

h. Reporting classification. A classification code (three character numeric – numeric – alpha) used to identify general officers and their positions as well as all officers who are in a non-duty status (e.g., duties unassigned, sick in hospital, student, in-transit, etc.).

i. Control code (CTCODE). An accounting classification used by CG, HRC to designate officers by branch or FA when comparing operating strengths with authorizations. It is also used to compare operating strengths with the Officer Distribution Plan for the purpose of validating requisitions for officers. CTCODEs are the basis for the officer accounting system. The use and definition of CTCODEs are explained in AR 614-185.

2-3. Classification of branches, functional areas and functional categories

a. Basic and special branches. The branches of the Army are classified as basic branches and special branches. Branch names are used to identify Soldiers and units trained in the principal functions associated with that branch.

(1) The basic branches are Adjutant General Corps, Air Defense Artillery, Armor, Aviation, Civil Affairs, Chemical Corps, Corps of Engineers, Cyber, Field Artillery, Finance Corps, Infantry, Logistics, Military Intelligence, Military Police Corps, Ordnance Corps, Psychological Operations, Quartermaster Corps, Signal Corps, Special Forces and Transportation Corps.

(2) The special branches are the Medical Corps, Dental Corps, Veterinary Corps, Army Medical Specialist Corps, Army Nurse Corps, Medical Service Corps, Chaplains Corps and The Judge Advocate General's Corps.

b. Arms and services branches. The branches of the Army are categorized as arms and services based on normal functions and roles performed by the personnel assigned to them. Certain branches are both an arm and a service. The arms are those branches whose Soldiers are primarily concerned with combat and combat support. These are further classified as combat arms and combat support.

(1) Combat arms are those branches whose Soldiers are directly involved in the conduct of actual fighting. Combat arms branch codes are designated in branch code 10-19. The combat arms branches are Air Defense Artillery (14), Armor (19), Aviation (15), Corps of Engineers (12), Cyber (17), Field Artillery (13), Infantry (11), and Special Forces (18).

(2) Combat support arms are those branches whose Soldiers provide operational assistance to the combat arms. Unless also considered a combat arm, combat support arms branch codes are designated in branch code 20-99. The combat support arms branches are Civil Affairs (38), Chemical Corps (74), Corps of Engineers (12), Military Intelligence (35), Military Police Corps (31), Psychological Operations (37) and Signal Corps (25).

(3) Combat services are those branches whose Soldiers are concerned with providing combat service support and/or administrative support to the Army. Unless also considered a combat arm, combat services branch codes are designated in branch code 20-99. The combat services branches are Adjutant General Corps (42), Army Medical Department (60-73), Aviation (15), Chaplain Corps (56), Corps of Engineers (12), Finance Corps (36), Military Police Corps (31), Ordnance Corps (91), Quartermaster Corps (92), Signal Corps (25), The Judge Advocate General's Corps (27), Logistics (90) and Transportation Corps (88).

c. Functional areas. A Functional Area (FA) is a group of officers, other than a branch, who possess tasks and skills that require significant education, training and experience. Functional area codes are designated from 20-99. The functional areas are:

- (1) Network/System Engineering (26).
- (2) Electronic Warfare (29)
- (3) Information Operations (30).
- (4) Strategic Intelligence (34) (Rescind 202110).
- (5) Space Operations (40).
- (6) Public Affairs (46).
- (7) Academy Professor, U.S. Military Academy (47).
- (8) Foreign Area Officer (48).
- (9) Operations Research/Systems Analysis (49).
- (10) Force Management (50).
- (11) Army Acquisition Corps (51).
- (12) Nuclear Research and Operations (52).
- (13) Simulations Operations (57).
- (14) Strategic Plans and Policy (59).
- (15) Ammunition (89).

d. Functional Categories. In addition to categorizing branches as arms and services, the Army also assigns both branches and functional areas to one of three functional categories. The intent of the Officer Personnel Management System (OPMS) design is to functionally align branches and functional areas consistent with joint doctrine, focusing on development of multi-skilled leaders with broader, functionally relevant competencies. This design aligns branches and functional areas into groups and categories with similar functions to facilitate the development of officer functional competencies required today, and in future operational environments. The design is not intended to reflect where officers serve, but to align the functions and skills required to meet 21st century challenges. The three functional categories and associated functional groups are:

(1) Maneuver, Fires & Effects (MFE): this functional category gathers maneuver branches and functional areas that have similar battlefield application or complementary roles. This category is comprised of the following functional groups, with the branches and functional areas listed:

- (a) Maneuver: Infantry (11), Aviation (15) and Armor (19).
- (b) Fires: Field Artillery (13) and Air Defense Artillery (14).
- (c) Maneuver Support: Engineer (12), Military Police (31) and Chemical (74).
- (d) Special Operations Forces (SOF): Special Forces (18), Psychological Operations (37) and Civil Affairs (38).
- (e) Effects: Cyber (17), Information Operations (30) and Public Affairs (46).

(2) Operations Support (OS): This functional category gathers two currently existing branches, Military Intelligence (35) and Signal (25), with functional areas that have similar

battlefield applications or complementary roles. Also included in this functional category are the functions associated with force training, development and education that design, build, and train the force. The category is comprised of the following:

(a) Network & Space Operations: Telecommunication Systems Engineer (24) (Rescind 201610), Signal Corps (25), Network/System Engineering (26) (Effective 201610), Electronic Warfare (29), Space Operations (40) and Information Systems Management (53) (Rescind 201610).

(b) Intelligence, Surveillance, Reconnaissance & Area Expertise: Strategic Intelligence (34) (Rescind FA 34, 202110), Military Intelligence (35) and Foreign Area Officer (48).

(c) Plans Development: Strategic Plans and Policy (59) and Nuclear & Counterproliferation (52).

(d) Forces Development: Force Management (50), Operations Research and Systems Analysis (49) and Simulation Operations (57).

(e) Education and Training: Permanent Academy Professor (47).

(3) Force Sustainment (FS): This functional category is comprised of all branches and functional areas associated with logistics, Soldier support and acquisition functions:

(a) Logistics: Transportation (88), Ammunition (89), Logistics (90), Ordnance (91) and Quartermaster (92).

(b) Soldier Support: Adjutant General Corps (42) and Finance Corps (36).

(c) Acquisition: Acquisition Corps (51).

(d) Special Branches: Medical Corps (60, 61, 62), Dental Corps (63), Veterinary Corps (64), Army Medical Specialist Corps (65), Army Nurse Corps (66), Medical Service Corps (67), Chaplains Corps (56) and The Judge Advocate General's Corps (27).

2-4. Specifications, composition and organization of branch, FA, and AOC codes

The specifications for branches and FAs are as follows:

a. *Branch/FA code and title.* A two-digit numerical designation and descriptive title that identify the branch/FA.

b. *Branch/FA proponent.* The designated proponent assigned primary responsibility for establishing of qualification criteria and career development patterns within their specific occupational career field.

c. *Branch/FA description.* A short paragraph that indicate briefly the scope and distinguishing characteristics of the branch/FA.

d. *Branch/FA qualification.* DA Pam 600-3 lists qualifications for entry and promotion in all branches and FA.

e. *AOC code and title.* A three-character alpha numeric code identifies branch/FA and the associated areas of expertise followed by a descriptive title.

f. *AOC description of duties.* A general statement explaining the duties of the positions within this AOC. This statement describes some representative tasks. This statement also includes an indication of skills, knowledge required, equipment used, and other pertinent occupational information.

g. *Special qualifications.* A statement of skills, knowledge, education, training, experience and security requirements not explicitly defined in detail by the description of duties. DA Pam 600-3 contains detailed description of officer career progression training, education options and requirements. Security investigation or clearance requirements that apply only to designated activities or duty positions are not included. These requirements are outlined in AR 380-67 and other regulations governing assignment to special activities and programs.

h. *Special grading of positions.* Designate those positions within the AOC that require special grading exception and cannot be graded under the standards in chapter 5 as approved by ODCS G-1 (DAPE-PRP).

i. *Unique duty positions.* Example of duty positions appropriate and unique for the AOC. These positions are intended only as a guide in selecting descriptive titles. Also included are authorization documents and cover only the more generally used duty position titles. They should not be considered complete or applicable to all authorization documents. However, follow the duty positions titles to the maximum extent possible when documenting position requirements.

j. *Special coding of positions and personnel classification.* If required to specify special position coding and/or personnel classification requirements unique to the AOC that are applicable to the secondary position requirement or personnel classification, they will be listed here. An example would be Logistics AOC 90A with branch 88 in the secondary (90A88) to identify AOC 90A positions requiring a basic branch 88 qualified officer and identify the officer with those qualifications.

2-5. Specifications of officer reporting classification codes

These reporting classifications are to be used for personnel and/or position reporting purposes only and not for personnel accounting. The first two digits of the reporting classification (00) is the control code used to account for those student officers in a non-operating status. The reporting classifications are also used to further define the actual status of an officer and may be used as position codes for general officer documentation purposes in documentation systems. Except general officers, all officers with a reporting classification will be further identified by the control code (CTCODE) they carried at the time they went into a non-duty status. For example, a student officer (reporting classification 00E) who possessed CTCODE 31 (Military Police) prior to entering the student account would be reported as 00E31. The following reporting codes will be used in personnel reporting documents to reflect the officer's reporting classification.

a. *00A--Duties unassigned.* This reporting classification is to be used for personnel reporting purposes only. It is used to report absence from present duty assignment of an officer who has not been given a specific principal duty, whether assigned or attached to unit, or enroute to join a unit.

b. *00B--General officer.* This reporting classification is to be used for general officers. It will be used to designate and classify manning table requirements for all officers in grade of brigadier general or higher. It will be used in place of the AOC for all general officers. General officers may have other skills as designated in this publication for which they are qualified. This classification may be used to identify officers who have served as general officer and are now serving in a grade below that of brigadier general.

c. *00C--Relieved from duty sick in hospital or quarters.* This reporting classification is to be used for personnel reporting purposes only. It is used to report non-duty status of an officer, assigned or attached unassigned to a unit, who has been relieved of duty while sick in hospitalized or non-hospitalized status, either on or off post.

d. *00D--Newly commissioned officers awaiting entry on active duty or active duty for training for OBC attendance.* This reporting classification is to be used for personnel reporting purposes only. It is used for reporting all newly appointed lieutenants, regardless to source of commission, who are awaiting entry on active duty or active duty for training to attend a basic branch OBC.

e. *00E--Student officer.* This reporting classification is to be used for personnel reporting purposes only. It is used to report duty status of an officer who is presently pursuing a course of instruction at a general or special service school on full time basis.

f. *09G--National Guard on active duty medical hold.* This reporting classification is to be used for personnel reporting purposes only. It is used for reporting all National Guard officers on active duty medical hold.

g. *09H--U.S. Army Reserve on active duty medical hold.* This reporting classification is to be used for personnel reporting purposes only. It is used for reporting all U.A. Army Reserve officers on active duty medical hold.

2-6. Specifications of officer immaterial codes.

The following officer immaterial codes as described in this section have been established to identify officer positions where the job description does not correlate directly with a specific branch or FA. These codes permit more flexibility with force structure and inventory changes, allowing more accurate coding to fulfill requirements.

a. *01A--Officer Generalist* (Proponent: ODCS, G-1 (DAPE-PRP)).

(1) *Description of duties.* Commands or performs staff duties encompassing a broad understanding of Army leadership, doctrine, policy, force structure and management.

(2) *Position title examples.* See table 2-2. (Examples shown are not to be used to restrict assignment of women.)

b. *01B--Aviation/Infantry/Armor/Military Intelligence Immaterial* (Proponent: ODCS, G-1 (DAPE-PRP)).

(1) *Description of duties.* Commands or performs staff duties in organizations encompassing a broad understanding of Army leadership, doctrine, policy and utilization and possesses skills and experience in aviation, infantry, armor or military intelligence.

(2) *Position title examples.* See table 2-2. (Examples shown are not to be used to restrict assignment of women).

(3) *Restrictions.* Coding of positions in documents must be approved by ODCS, G-1 (DAPE-PRP) per table 2-2.

c. *01C--Chemical/Engineer/Military Police Immaterial* (Proponent: Maneuver Support Center (MANSCEN)).

(1) *Description of duties.* Commands or performs staff duties where a broad understanding and working knowledge/skills of chemical, engineer or military police operation in the Combat Support Brigade (Maneuver Enhancement).

(2) *Position title examples.* See table 2-2.

(3) *Restrictions.* Coding of positions in documents must be approved by ODCS, G-1 (DAPC-PRP) per table 2-2.

d. *01D--Financial Management/Adjutant General Immaterial* (Proponent: Soldier Support Institute (SSI))

(1) *Description of duties.* Commands or performs staff duties where a broad understanding and working knowledge/skills of financial management and human resource operations in the Special Troops Battalion of the Sustainment Brigade is required.

(2) *Position title examples.* See table 2-2.

(3) *Restrictions.* Coding of positions in documents must be approved by ODCS, G-1 (DAPE-PRP) per table 2-2.

e. *01F--Special Forces/Civil Affairs/Psychological Operations Immaterial* (Proponent: USAJFCSWCS).

(1) *Description of duties.* Command or performs staff duties in organizations encompassing a broad understanding of Special Operations leadership, doctrine, policy, utilization and possesses skills and experience in Special Forces, Civil Affairs or Psychological Operations.

(2) *Position title examples.* See table 2-2.

(3) *Restrictions.* Coding of positions in documents must be approved by ODCS, G-1 (DAPE-PRP) per table 2-2.

f. *01G--Cyber/Signal/Military Intelligence/Space Operations Immaterial* (Proponent: Cyber Center of Excellence (CCoE)).

(1) *Description of duties.* Commands or performs staff duties where a broad understanding and working knowledge/skills of Cyber, Signal, Military Intelligence, or Space Operations in the Multi Domain Task Force (I2CEWS Detachment)

(2) *Position title examples.* See Table 2-2.

(3) *Restrictions.* Coding of positions in documents must be approved by ODCS, G-1 (DAPE-PRP) per table 2-2.

g. *01M--Officer Generalist Grade Immaterial* (Proponent: ODCS, G-1 (DAPE-PRP))

(1) *Descriptions of Duties.* Officer performs duties in organizations encompassing initiatives related to the technological advancement of the Army.

(2) *Position title examples.* See table 2-2.

(3) *Restrictions.* Coding of positions in documents must be approved by ODCS, G-1 (DAPE-PRP) per table 2-2.

h. *02A--Combat Arms Generalist* (Proponent: ODCS, G-1 (DAPE-PRP))

(1) *Description of duties.* Commands or performs staff duties encompassing a broad understanding of combined arms doctrine, training and force structure.

(2) *Position title examples.* See table 2-2. (Examples shown are not to be used to restrict assignment of women.)

i. *02B--Infantry/Armor Immaterial* (Proponent: ODCS, G-1 (DAPE-PRP))

(1) *Description of duties.* Command or perform staff duties in organizations encompassing a broad understanding of infantry/armor doctrine, training, and utilization.

- (2) *Position title examples.* See table 2-2.
- (3) *Restrictions.* Coding of positions in documents must be approved by ODCS, G-1 (DAPE-PRP) per table 2-2.
- j. *02C--Infantry/Armor/Field Artillery/Engineer Immaterial* (Proponent: ODCS, G-1 (DAPE-PRP))
- (1) *Description of duties.* Command or perform staff duties in organizations encompassing a broad understanding of combat arms doctrine, training, utilization and possesses skills and experience in a combat arms branch of infantry, armor, field artillery, or engineer.
- (2) *Position title examples.* See table 2-2.
- (3) *Restrictions.* Coding of positions in documents must be approved by ODCS, G-1 (DAPE-PRP) per table 2-2.
- i. *02D--Infantry/Armor/Special Forces* (Proponent: ODCS, G-1 (DAPE-PRP))
- (1) *Description of duties.* Command or perform staff duties in organizations encompassing a broad understanding of combat arms doctrine, training, utilization and possesses skills and experience in a combat arms branch of infantry, armor, or special forces.
- (2) *Position title examples.* See table 2-2.
- (3) *Restrictions.* Coding of positions in documents must be approved by ODCS, G-1 (DAPE-PRP) per table 2-2.
- j. *02E--Air Defense Artillery/Field Artillery Immaterial* (Proponent: FCOE Fort Sill)
- (1) *Description of duties.* Commands or performs staff duties encompassing a broad understanding of Army leadership, doctrine, policy force structure and management in the TRADOC Fires Training Brigade is required.
- (2) *Position title examples.* See table 2-2.
- (3) *Restrictions.* Coding of positions in documents must be approved by ODCS, G-1 (DAPE-PRP) per table 2-2.
- k. *05A--AMEDD Immaterial* (Proponent: Office of The Surgeon General)
- (1) *Description of duties.* Commands or performs staff duties which requires education, training or experience associated with AMEDD. Successful performance at the required grade in these positions does not require unique education, training or experience with a specific AMEDD branch or AMEDD functional area affiliation.
- (2) *Utilization restrictions.* Officers utilized in Immaterial Code 05A positions must have no record of conviction by special or general courts-martial or civilian courts of offenses listed in AR 27-10 (Military Justice), chapter 24 or otherwise be required to register as a sexual offender under AR 27-10, chapter 24.
- (3) *Special grading of positions.* None.
- (4) *Position title examples.* See table 2-2.
- 2-7. Composition and organization of skill identifier (SI), professional development proficiency code (PDPC) and personnel development skill identifier (PDSI) specifications.** The specifications for SI, PDPC and PDSI are as follows:
- a. *SI/PDPC/PDSI code.*
- (1) SI/PDPC. A two-character alpha numeric or numeric/alpha code assigned to identify the skill.
- (2) PDSI. A three-character code assigned per paragraph 2-2f to identify the skill.
- b. *SI/PDPC/PDSI title.* A descriptive title that identifies the skill.
- c. *SI/PDPC/PDSI proponent.* The designated proponent assigned primary responsibility for establishing qualifications criteria.
- d. *SI/PDPC/PDSI description.* A descriptive summary of the scope and distinguishing characteristic of the skill, made up of the following subparagraphs:
- (1) *Description of positions.* A short paragraph that identifies the scope and specific duties of the skill. SI, PDPC and PDSI codes for use with personnel only will state that no positions are associated with the identifier.
- (2) *Qualification for award.* A description of required education, training or other special qualifications an officer must meet for the skill.
- (3) *Restrictions.* A listing of any specific branch/FA and/or AOC or other applicable restrictions with which the skill may or may not be used. If restrictions are not shown, the skill may be used with any AOC.

2-8. Position classification structure

a. Position requirements are identified by an alpha-numeric code that identifies the occupational skills required to perform the principal duties of a position. These data elements for officers consist of grade, branch, FA, AOC, immaterial, SI and LIC codes. These are used together as indicated in table 2-4.

b. The nine characters of the position requirement code corresponds to the nine-character field in the requirements and authorization document format with the column headings, MOS, ASI/LIC (see table 2-4 for use and examples of duty position requirements).

(1) The first three positions will be coded with the AOC associated with a branch or FA with an immaterial position code that best defines the expertise needed.

(2) The fourth and fifth positions will normally be coded with a "00" indicating that no further expertise is needed. However, a branch, FA or immaterial code can be used, if necessary, to further define the position requirements within the following guidelines.

(a) If the first three positions are coded with an immaterial code, no additional code will be used.

(b) If the first three positions are coded with a branch AOC, a FA area code can be

(c) If the first three positions are coded with a FA AOC, then a branch code or combat arms generalist immaterial code may be used.

(d) If the first three positions are coded with Logistics branch AOC 90A, then branch code 88 (Transportation), 91 (Ordnance) or 92 (Quartermaster) may be used. If the first three positions are coded in Military Intelligence branch AOC 35G (35G, Rescind 202110) (AOC 35A, Effective 202110), then branch code 15 (Aviation) may be used. If the first three positions are coded in Aviation branch AOC 15C, then Military Intelligence branch code 35 may be used.

(3) The remaining four positions will be used to identify further skill qualifications or language requirements when necessary.

c. Positions will be coded in accordance with the skills and expertise required. Personnel involved in position coding should have knowledge of the requirements of the positions, the skills and qualifications identified within the branch/FA AOC and those identifiable through skill and language identifiers. Over specialization/over documentation is discouraged. In identifying positions requiring multiple qualifications, careful consideration should always be given to the principal qualifications required. Branch AOCs may not be paired with other branch AOCs except as shown defined in paragraph b(2)(d) above. Functional area AOCs may not be paired with other FA codes.

d. The above coding convention and elements constitute the MOSC used in Army Unit Status Reporting (USR) as defined in AR 220-1, paragraph 9-2h(2).

e. Some positions are not related to any branch or FA and can be filled by officers from any branch or FA. Other positions are not related to a specific branch or FA but require experience in combat arms while some positions require experience from a specific group of AOCs. These positions will be identified by a three character special reporting code (SRC). The approved SRC coding for these types of positions are as defined in paragraph 2-6 above and table 2-2.

f. General officer position coding guidance.

(1) Use immaterial coding to the maximum extent possible when a specific branch is not required.

(2) Use Branch coding whenever the expertise of a specific branch is required.

(3) Use FA coding when the expertise of the specific FA is required.

(4) Dual coded positions (i.e., branch/FA, FA/branch or in approved exceptions branch/branch) should be kept to a minimum and used only when a position requires a combination of expertise. An exception to this is dual position coding with branch 90 and branch 88/91/92.

(5) In identifying positions which have been validated for advanced degrees by the Army Educational Requirements System, the branch/FA related to the educational discipline required should be identified as the principal skill required. These positions will also be identified with remarks code 96 or 98.

2-9. Grade standards for officer positions

a. Grades of officer positions in organization tables will be established in accordance with the standards provided herein. Exceptions will be authorized only as indicated in chapter 1, paragraph 1-12 of this DA pamphlet. Grade standards do not authorize positions, but determine grades of positions that have already been established per other appropriate regulatory guidance.

b. The active component officer branch/functional area (BR/FA) structure grade cap distribution matrix (GCDM) (figure 2-1) will be used in determining the maximum allowable grade structure for each BR/FA or designated AOC group. It prescribes the distribution of officer authorizations by grade for the documented force structure by BR/FA (ACC and special branches) to include immaterial authorizations for the active component. The GCDM:

(1) Driven by current personnel policies and senior leader guidance.

(2) Ensures that there is sufficient opportunity for development assignments and facilitates a reasonable equitable promotion opportunity.

(3) Allows each BR/FA to be self-sustaining, allowing upward mobility while providing adequate time to gain experience at each grade.

c. The GCDM provides a tool for maintaining a sustainability and feasibility of the officer program within current policy, legal, and regulatory constraints. It provides guidance to evaluate the impact of force design actions, structure changes, and position code changes as well as the impact of personnel policies.

d. Personnel developers may distribute the grade structure allocated by figure 2-1 to meet demands within their BR/FA. While officer structure GCDM provides flexibility, personnel developers must not exceed the aggregate BR/FA grade structure allowance or create infeasible career progression opportunities within the affected AOC. Proposals affecting officer grade structures will be evaluated for impact on and compliance with the BR/FA GCDM. Deviation from the approved table must be fully justified and approved by HQDA ODSC G-1 (DAPE-PRP).

e. Positions not similar to or shown in an existing SG tables will be evaluated using the factors of grade coding listed in paragraph 2-11 to determine appropriate grading. Grading a position not represented in a SG table is considered an exception and will be authorized only as indicated in chapter 1, paragraph 1-11. If the position is a permanent requirement, an action must be initiated, through the appropriate personnel developer, to establish a SG.

2-10. Generic grade tables

a. Grades for command and staff positions are provided in generic tables by command for each type position. Only principal positions are included. The grade standards listed in chapter 5 are provided to ensure equitable position grading in all requirement and authorization documents. Agencies responsible for the preparation, review or approval of requirements and authorization documents will adhere to these grade standards. Grades for positions not listed will be determined by comparing the primary duties and qualifications with those of the most nearly related positions contained in the tables. This comparison will be made in the terms of the appropriate factors presented in paragraph 2-46. Normally, the grade of officers within an organizational element and the heads of subordinate organizational elements will be at least one grade below that of the immediate supervisor. A position authorized a Colonel will not have immediate subordinates of equal grade. The grade of a civilian supervisor must also be taken into consideration. The following two exceptions will apply:

(1) Positions of Chief of Staff authorized as a Colonel may have direct subordinates of equal grade.

(2) Positions authorized a general officer but which are unsupported may be filled with a Colonel and may have direct subordinates of equal grade.

b. The generic grade tables for officer positions for TDA, TOE/MTOE, battalion/company and medical special grading may be found in chapter 5.

2-11. Grade authorization factors

a. Military grades serve as both pay grades and grades of rank. Grade authorizations contained herein are based upon appropriate consideration of both to ensure—

(1) Grade appropriate to the amount and level of responsibility involved.

(2) Rank necessary for the amount and level of both responsibility and authority involved.

(3) Equitable enumeration for duties performed and qualifications required.

b. In determining grades for positions not included in the authorization tables in DA Pam 611– 21, consideration will be given to the following:

(1) Organizational setting. The extent to which an incumbent accrues status and responsibility/authority from the organizational environment in which he must operate. Three sub-factors are provided to assist in identifying and evaluating the relevant components of this factor.

(a) Organizational level. The level, in the Army's organizational hierarchy, of the headquarters in which the position under consideration is located. Consider levels from team, section or detachment to Joint Chief of Staff/DoD level.

(b) Magnitude of organizational responsibility. One relative measure of the total organizational responsibility is the number of officer-level position in the headquarters of the organization. Consider the number of officer-level positions (officer, warrant and professional civilian GS–9 or above) in the headquarters identified in sub-factor (a) above.

(c) Level of position within the organization. The level of the position in the organizational hierarchy of the headquarters identified in sub-factor (a) above (command section, principal or special staff, headquarters support or service element).

(2) Positional responsibility authority. The incumbent's share of his organization's total responsibility. Six sub-factors are provided to assist in identifying and evaluating the relevant components of this factor.

(a) Type of position. Identify the basic function of the position (commander, executive officer, chief of a staff element, assistant staff officer, equipment or system operator) and the grade of the immediate supervisor. These are indicators of the functional scope and relative importance of the position.

(b) Magnitude of supervisory responsibility. One measure of the positional share of the total organizational responsibility is the number of officer level positions within the organizational element which is directed and controlled by the incumbent. Include all officer, warrant and professional civilians (GS–9 or above) in this total.

(c) Independence. Consider the nature of the controls over the position and the extent to which the incumbent is left to his own devices to achieve the desired results.

(d) Communication demands. Consider the extent to which the position requires skills in oral and written communications.

(e) Lateral points of contact. The magnitude of the coordination and nonsupervisory functions. Consider the organizational level and grade of person with whom contact is maintained. Organizational categories should include military, public or industrial and the new media. Disregard contact associated with commemorative or special events that occur on an infrequent or irregular basis.

(f) Auxiliary authority/responsibility. The extent to which the position requirements include significant, recurring additional duties, such as committee/study group participation, administration of military justice, personnel guidance and counseling programs, interior guard and preventive maintenance or medicine programs.

(3) Criticality to organizational mission. The extent to which success or failure in the management of assigned activities affects the organization as a whole. Two sub-factors are provided to assist in identifying and evaluating the relevant components of this factor.

(a) Effects of errors. The many activities or groupings of activities in any organization can be graded in the order of their criticality. Consider the extent to which the incumbent's actions and decision affect the current operational effectiveness of the organization as a whole.

(b) Effect on future organizational effectiveness. The extent to which the position incumbent can affect future operational effectiveness. Consider the extent to which the position requirements include the development of concepts, plans, programs or procedures for future organizational activities. Implied in this sub-factor is a consideration of the foresight, creativity and originality required.

(4) Skills and knowledge required. The level of skills and knowledge required for assignment to the position and attainment of a satisfactory level of performance by the end of a 30–day orientation period. Three sub-factors are provided to assist in identifying and evaluating the relevant components of this factor.

(a) Formal education. Consider the level of formal educational development required to deal with the academic theories, facts and information that will be encountered while serving in the position.

(b) General military educational development. The range and substance of the overall military perspective which are required to deal with the military data, methods, theories and problems that will be encountered while serving in the position. Equate this to the career development training program of the military professions.

(c) Unique specialty training. The extent of the requirement for subject matter expertise which is acquired only through attendance at military or industrial training courses especially designed for the military function under consideration. Consider the length of the training course required.

(5) Grade balance. This factor is to be used to prevent grade gaps and ensure a progressive/proportionate distribution of grades with respect to superior and subordinate positions within the organization.

2-12. Commissioned officer aviation position criteria, temporary operational flying duty and limited cockpit duty

a. Positions requiring aviators must be identified as operational or non-operational flying positions. This paragraph prescribes procedures for requesting changes to or establishing new aviator positions in already approved TOE/MTOEs and TDAs. (In this paragraph, the term "commissioned officer" does not include commissioned warrant officers.) Request procedures for aviators to perform temporary operational flying duties (lieutenant colonel and below) and limited cockpit duty (colonel through general officer level in active component (AC) and Army reserve (USAR) and lieutenant colonel through general officer level national guard (NG)) are also covered in this paragraph. Unapproved TOE/MTOE and TDA documents containing commissioned officer aviator positions being submitted to HQDA for approval will be in accord with AR 71-32. MTOE and TDA actions to substitute commissioned officers for warrant officers in warrant officer flying positions are not authorized.

b. Commissioned officers assigned to non-aviator or non-operational flying positions are prohibited from performing operational flying duties unless authorized by HQDA (DAPE-PRP). Additionally, no commissioned officer positions on the TDAs of the Army Staff or a field operating agency of the Army Staff located within the National Capital Region (with the exception of FOAs with assigned aircraft) will be coded as operational flying.

c. For approved authorization documents, HQDA approval will be obtained prior to converting a position to operational flying or non-operational flying (additional skill identifier G7). (See table 2-3 for examples of positions that normally require the performance of operational flying duty.)

d. Positions requiring commissioned officer aviators must be identified as operational or non-operational (G7) flying positions. Operational flying positions will be coded Aviation Branch (15) or 67JOO for Medical Service Corps as the primary position requirement followed by the specific aircraft qualification skill in the skill identifier column of the authorization document. Additional aviation-related skill identifiers (for example, engineering test pilot G5) will be placed in subsequent ASI columns. For operational flying positions in the Army Acquisition Corps Program, the aviation area of concentration (AOC) may be placed as the secondary position requirement.

e. Non-operational flying positions will be coded Aviation Branch (15) or 67JOO for Medical Service Corps, as one of the position requirements. The skill identifier G7 (non-operational flying) will be placed in the skill identifier column on the authorization document. When a specific aircraft qualification is required for a non-operational flying position, the appropriate aircraft skill identifier will be entered in subsequent ASI columns of the authorization document.

f. On occasion, mainly because of increased mission requirements or unanticipated shortages of aviators within a unit, a need may arise for commissioned officer aviators who are not assigned to the unit but who occupy non-aviator or non-operational flying positions (lieutenant colonel and below), to perform temporary operational flying duties. Commissioned officer aviators performing temporary operational flying duties will be integrated into the units' Aircrew Training Program (ATP) and will complete all ATP requirements. HQDA (AC and USAR) or National Guard Bureau (NG) approval will be obtained prior to permitting officers assigned to non-operational flying positions to perform cockpit duties. Submission procedures are in AR 71-32, table J-1. The duration of these duties to meet short-term mission requirement should not exceed 180 days.

g. The authorization to perform limited cockpit duty is to permit those officers (colonel and general

officer in AC and USAR and lieutenant colonel through general officer in NG) whose duties inherently require performance of cockpit duties on a limited basis to operate military aircraft. This authorization only applies to officers designated in AOC 15. (See AR 71-32; table J- 1 for MACOM approval authority.) Limited cockpit duty is not intended to permit these officers to perform pilot duties independent of the requirements of their duty position. Requests by these officers will only be considered for approval to perform the following duties in conjunction with their duty assignment:

- (1) Evaluate operational flying procedures.
- (2) Review flight training effectiveness and performance.
- (3) Participate in flying exercises or test programs.
- (4) Gain familiarity with selected aviation systems and equipment.

h. Upon approval, aviators will be authorized to perform limited cockpit duties for 100 hours of flight time per year from the date of approval. Approval is limited to one year and must be renewed annually by HQDA (DAPE-PRP) for AC and USAR and NGB (NGB-AVS) for NG. Requests to fly more than 100 hours per year will be submitted through command channels to the appropriate approval authority for consideration. No hourly limitation will be placed on requests approved for general officers. However, the number of hours flown will be kept to the minimum essential to accomplish those duties specified in paragraph a above. Officers performing limited cockpit duties will not receive operational flying duty credit or aviation career incentive pay unless otherwise entitled by the Aviation Career Incentive Act (DODD 7730.57). If the request for limited cockpit duty is approved, the officer will meet the requirements stated in AR 95-1.

i. Requests to change the strength of or the personnel requirements code of commissioned officer operational or nonoperational flying positions will be submitted per AR 71-32 and contain:

(1) *Narrative justification.* The background and rationale for the change. Requests to make changes to commissioned officer aviator positions or to create new positions will also contain the following information:

(a) TDA UIC and command control number (CCNUM) or TOE/MTOE UIC and CCNUM occupied).

(b) Paragraph and line number of the appropriate authorization document.

(c) Name, grade, and social security number of the officer (if the position is currently

(d) Complete position requirement code.

(e) Duty description.

(f) Projection of hours to be flown, type of aircraft, location where flying will be performed, and organization to which the aircraft is assigned. (This applies to requests for operational flying positions only.)

(g) For operational flying positions, explain why a nonoperational flying position would not suffice and explain what changes have occurred to the duty description that now require the performance of flying duties. For nonoperational flying positions, justify the requirement for aviation experience. To convert an operational flying position to nonoperational flying, explain why the duties of the position no longer require the performance of flying duties.

(2) *Temporary operational flying request.* Requests for commissioned officer aviators who occupy non-aviator or nonoperational flying positions (grades O5 and below) to perform temporary operational flying duties will be submitted through command channels and will contain the following information:

(a) Name, grade, and social security number of the officer.

(b) The nature of the mission and justification why other operational aviators within the command cannot be used to meet the requirement.

(c) The proposed duration of the requirement. (Duration should not exceed 180 days, but must be more than 15 days in a 1 month period.) If the request is approved, the serving personnel office will—

(1) Prepare orders.

(2) Notify the finance and accounting office (FAO) of temporary authorization. Orders provided to the FAO will state initiation date of entitlement to Aviation Career Incentive Pay (ACIP). Orders will also include a termination date published in the approval document.

(3) Withdraw monthly authorization, where applicable, when the program is

completed if the completion date is sooner than the termination date in the authorizing order. (This does not apply to commissioned officers entitled to continuous ACIP.)

(3) *Limited cockpit duty.* These officers (grades 06 and general officer in AC and USAR and lieutenant colonel through general officer in NG)) will submit an annual request to the appropriate MACOM commander, head of Joint or Defense activity, Director of the Army Staff, head of the Army Staff agency, or Chief, National Guard Bureau for approval. Justification in these requests should be consistent with the above policy considerations. Information copies of the approved request will be sent to HQDA (DAPE-PRP), Washington, D.C. 20310-0300, and USAHRC (AHRC-OPA-CV), Alexandria, VA 22332-0400.

2-13. Changes to the officer classification system

a. It is expected that additions, deletions or revisions to the officer classification system will be required at times to reflect technological developments and changes in organizations, equipment authorizations, missions, functions and personnel management policies. Changes should be recommended only after review and analysis of the current classification structure indicate that the existing structure will no longer satisfy the requirements.

b. Recommendations for classification system additions, revisions or deletions should be submitted through the appropriate branch/FA or skill identifier personnel developer for concurrence/non-concurrence to ODCS G-1, DAPE-PRP-CSB, per instructions contained in chapter 1. ODCS G-1 has the final approval authority for all such actions.

c. Recommendations for changes to Army Medical Department (AMEDD) officers and/or any of the AOC designations beginning with the number "6", designated skills beginning with the number "7" and/or all skills beginning with the number "8" or "9" should be submitted through channels to HQDA (DASG-PTZ), 5111 Leesburg Pike, Falls Church, VA 22041-3258. The Surgeon General will forward all such changes to the ODCS G-1 (DAPE-PRP-CSB), for coordination and implementation. Recommendations for AMEDD officer AOC/skill classification will be forwarded by letter to Commander, HRC, ATTN: AHRC-OPH- (appropriate career branch) . Each recommendation will cite specific reasons for the change to include an appraisal of the officer's qualifications in relation to the applicable portion of table Criteria for Degree of Proficiency for AMEDD Officers in table 4-2. Direct correspondence is authorized between AMEDD commanders and the Commander, HRC.

d. Recommendations for changes to Chaplain AOC designations should be submitted through channels to HQDA (DACH-PER), Washington DC 20310-2700. The Chief of Chaplains will review, evaluate and develop a proposed revision and forward appropriate documentation to ODCS G-1 (DAPE-PRP-CSB), for coordination and implementation.

e. Recommendations for changes to any of the Judge Advocate General's Corps (JAGC) AOC designations should be submitted through channels to HQDA (DAJA-PT), Washington, DC 20310-2206. The JAG will review and forward appropriate changes to ODCS G-1 (DAPE-PRP-CSB) for coordination and implementation.

f. Each request for a proposed new branch/FA identifier or AOC will be considered on its own merits. The request must meet the following criteria for a new branch/FA identifier or AOC:

(1) The proposed new AOC should apply to at least 40 authorized duty positions with such close occupational or functional relationship that an optimal degree of interchangeability among officers so classified will exist at any given level of skill or grade.

(2) The skill and job requirements of the proposed new AOC should be sufficiently different from any existing AOC that, with reasonable modification, an existing AOC could not be used to meet the requirements.

(3) The requirements are peculiar to one branch/FA.

g. Each request for a new SI will be considered on its own merit. The following criteria for a new skill is as follows:

(1) Qualification for an individual to be awarded the SI must include two or more weeks of formal training or equivalent as established by the skill personnel developer.

(2) There must be a requirement for 20 or more positions to be identified by the proposed new skill.

(3) The advantage to be derived from a more precise occupational classification must be

clearly evident.

h. Each request for a new permanent PDSI will be considered on its own merit. The following criteria for a new PDSI is as follows:

(1) Qualification for an individual to be awarded the PDSI. This may include formal military or civilian training, unique experience or assignments or a combination of both as established by the personnel developer.

(2) There must be a requirement for 10 or more personnel to be identified by the proposed new PDSI.

(3) The advantage to be derived from a more precise occupational classification must be clearly evident.

i. Certain AOCs or skills may, for various reasons, become obsolete or no longer viable as separate classifications and, therefore, should be deleted or consolidated with other related classifications. The personnel developer should submit substantiating information in accordance with procedures described above.

j. Each SI and PDSI will be reviewed biennially. SI will be considered for elimination if there are less than 20 positions in authorization documents and/or the SI no longer meets the criteria for initial establishment. PDSI will be considered for elimination if there are less than 10 officers in the inventory awarded the PDSI and/or the PDSI no longer meets the criteria for initial establishment.

2-14. Officer Physical Demands Category Task Lists.

a. Physical demands categories are based on a combination of strength, upper body strength, lower body strength, and aerobic endurance. All soldiers must be able to successfully perform Warrior Tasks and Battle Drills in conjunction with Military Occupational Specialty physical demands located in tables 3-xxx-1 (officer), 8-xxx-1 (warrant officer) and 10-xxx-1 (enlisted). The three physical demands categories as established HQDA EXORD 202-16 are as follows:

(1) Moderately (MO) --- Frequently/constantly lifts up to 40 lbs. or when all physical demands are performed on an occasional basis. .

(2) Significant (SG): frequently/constantly lift 41 lbs. - 99 lbs.; with or without occasional tasks up to 100 lbs.

(3) Heavy (HV) --- Frequently/constantly lift 41 lbs. and above or any frequent/constant tasks of 100 lbs. or more with occasional tasks over 100 lbs.

b. Definitions of physical demands adjectives.

(1) Occasional: 1-19% of the time (occurring or appearing at irregular or infrequent intervals; occurring now and then).

(2) Frequent: 20-80% of the time (happening or occurring at short intervals).

(3) Constant: 81-100% of the time (continuing without pause or letup; unceasing; regularly recurrent, continual or persistent).

Section II

Classification of Active Duty Army Competitive Category (ACC) Officers

2-15. General

This section provides the classification of ACC officers on active duty or active duty for training (ADT) for more than 90 days. Army Medical Department (AMEDD) officers, chaplains, and Judge Advocate General's Corps (JAGC) officers are addressed in later paragraphs.

2-16. Designation of branches, FA, AOC, skills and language identifiers

a. Classification of ACC officers will be accomplished in accordance with the basic policies and procedures prescribed by HQDA. The Director of Officer Personnel Management (OPMD), HRC, will designate branches, FA, AOC, skills (HRC controlled skills) and language identifiers. This is based on the Army's needs and each officer's qualifications and desires. Chapter 3 lists branch/FA qualification criteria and DA Pam 600-3 describes requirements and opportunities for professional development of officers. All ACC officers will be commissioned in one of the basic branches of the Army (paragraph 2-3). Officers may be branch transferred to meet changing Army requirements at higher grade levels.

b. Female officer designation/utilization. (Rescind 201602)

(1) It is current Army policy that female officers may be designated in any branch or FA except Infantry (11), Armor (19) and Special Forces (18). They may be designated in all other branch and FA AOCs.

(2) Female officers will not be assigned to positions, in otherwise open AOC, if the unit or position is coded with Direct Combat Probability Code (DCPC) P1.

Section III

Classification of AMEDD Officers

2-17. General

This section provides for the classification of officers of the AMEDD on active duty and in the Army Reserve. The AOC for officers generally defines the scope of an occupational area without regard to the level of skills, grade, echelon or responsibility involved. This general rule, however, is not always applicable to members of the health professions due to unique identification requirements within a given field of specialization and personnel management techniques applicable only to AMEDD officers.

2-18. Classification responsibilities

Classification of AMEDD officers will be within the basic policies and procedures prescribed by the Department of the Army (DA).

Control branch functions for active duty AMEDD officers are the responsibility of The Surgeon General (TSG). Control branch functions for United States Army Reserves (USAR) AMEDD officers are the responsibility of the Surgeon, U.S. Army Personnel Center (ARPERCEN). TSG and the Surgeon, ARPERCEN, are the classification authorities for AMEDD officers. This includes the award and/or withdrawal of all special qualifications and proficiency skills.

Commanders at all echelons, having AMEDD officers under their jurisdiction, are responsible for continuous review of the AOC and skill held by these officers. The commanders are also responsible for recommending changes in these AOCs and skill classifications to TSG or to the Surgeon, ARPERCEN (as appropriate).

2-19. Designation of medical AOC and skills

a. AMEDD officers will be classified with no more than three AOCs. The designation (P) for primary, (S) for secondary, and (T) for tertiary will be used to indicate relative priority of the AOC classification. AMEDD officers may be classified with only those AMEDD AOC contained in chapter 3; however, they may serve in duty AOC as prescribed by The Surgeon General (TSG).

b. Chapter 3 defines the basic criteria for award of AMEDD AOC. Because of the need to evaluate professional qualifications and experience, only the classification authorities may award an AMEDD AOC. This authority also redesignates an AMEDD AOC as (P), (S) or (T).

c. Chapter 4 describes skills that may be used to identify additional qualifications of AMEDD officers. The proficiency designator codes in table 4-2 will be used to designate degree of proficiency in a particular AOC. The initial and reevaluation standards for determining the appropriate skill to denote degrees of proficiency are in terms of formal training and professional experience.

Assignments, with satisfactory results, to a certain professional duty does not entitle an officer to the rating unless he has demonstrated evidence of superior professional abilities and progressive experience commensurate with the responsibilities of the position held. Further, the officer need not be assigned to a specific duty in order to be eligible for a proficiency designation. The position currently occupied by an officer should not influence a commander in recommending such change.

d. AOCs will normally be designated for an individual AMEDD officer in the form of a 3- position code. However, the proficiency designator in table 4-2 may be designated in conjunction with the AOC to form a 7-position code. This designator indicates the officer's degree of proficiency in that particular AOC.

2-20. Procedures for classification

a. *Initial classification.* The Surgeon General will accomplish initial classification of all AMEDD

officers. The AOC for officers whose first active duty assignment is preceded by attendance at the AMEDD Officer Basic Course (OBC) at the Army Medical Department Center and School (AMEDDCS) will be furnished to the Commandant, AMEDDCS. AMEDDCS Commandant will direct that the AOC classification be submitted as a personnel transaction, under AR 600-8-104, before the officer's departure from school.

b. *Change in classification.* Changes subsequent to initial classification will be accomplished based on a continuing evaluation of demonstrated professional competence. Specific reference is made to validation of current state license to practice nursing.

(1) When an officer is considered qualified for classification with a secondary or additional AOC or skill, or when a change in primary AOC is considered appropriate, commanders will submit recommendations for changes in classification to Commander, AHRC, ATTN: AHRC-OPH (appropriate career branch) for active army officers, or Commander, HRC St. Louis, ATTN: DARP-OP-O (AMEDD), 9700 Page Avenue, St. Louis, MO 63132-5260, for USAR officers. The criteria contained in table 4-2 and in the AOC specifications will serve as a guide for submission of recommendations for AOC changes. A duty position occupied does not in itself require or justify a change in (P), (S) or (T) AOC classification.

(2) An annual review and evaluation of the classification of each Army Nurse Corps (ANC) officer will be made by the appropriate commander per the schedule shown in table 2-1. Recommendations resulting from this review will be forwarded to Commander, AHRC, ATTN: AHRC-OPH-AN, no later than the 15th day of the month following the review quarter.

(3) On receipt of notification of specialty board certification of a Medical Corps (MC), Dental Corps (DC) or Veterinary Corps (VC) officer by an American Specialty Board or by the Federal Services Board of General Dentistry, a request for classification with a "9B" proficiency designator must be sent through command channels. Forward request to Commander, HRC, ATTN: AHRC-OPH (appropriate career branch), or to Commander, AHRC St. Louis, ATTN: DARP-OP-O (AMEDD), as appropriate. The classification request must include appropriate documentation of the board certification.

(a) On receipt of notification of certification of a MC, DC and VC officer by their respective national organization specialty boards, AMEDD commanders are authorized to classify their assigned officers with the "9B" proficiency designator. Notification of classification with a copy of the certification will be sent to Commander, HRC, ATTN: AHRC-OPH (appropriate career branch) or to Commander, AHRC St. Louis, ATTN: DARP-OP-O (AMEDD), as appropriate.

(b) Commanders of AMEDD facilities approved to conduct medical residency and/or dental residency and fellowship training are authorized to classify with the "9C" proficiency designator. The proficiency designator for medical and dental officers is awarded on completion of formal training meeting the American Specialty Board or the Federal Services Board of General Dentistry requirements in a specialty field.

(c) Commanders of AMEDD facilities approved to conduct medical and/or dental residency (to include Advanced Education in General Dentistry (AEGD), 1 year) and fellowship training are authorized to classify with the "9D" proficiency designator to medical and dental officers who complete 1 year of formal training in a professional field.

(d) Commander of AMEDD facilities approved to conduct graduate medical/dental education programs including fellowship training are authorized to award proficiency designator "9E" to an officer in a medical/dental intern or a dental resident education program. The officer will be awarded the AOC specialty in which he is training to include proficiency designator "9E".

(e) Commanders of AMEDD facilities approved to conduct graduate medical/dental education programs including fellowship training are authorized to award proficiency designator "9F" to a Medical Corps officer in a medical subspecialty training program, whether following successful completion of basic specialty training or in subspecialty training within an AOC, and to a Dental Corps officer upon completion of an Advanced Clinical Program of not less than twelve months duration with formal preparation in General Dentistry, Exodontics, Endodontics, Periodontics, Prosthodontics, or other dental discipline.

(f) Recommendations for change in AOC/skill classification will be forwarded by letter to Commander, AHRC, ATTN: AHRC-OPH- (appropriate career branch), or Commander, AHRC St. Louis, ATTN: DARP-OP-O (AMEDD), as appropriate. Each recommendation will cite specific reasons for the change to include an appraisal of the officer's qualifications in relation to the applicable portion

of table 4-2 and/or chapter 3. Direct correspondence is authorized between AMEDD commanders and the Commander, AHRC, or between AMEDD commanders and the AMEDD Personnel Management Office at HRC St. Louis.

2-21. Criteria for classification of certain AMEDD officers

a. *Medical Corps*. Operational Medicine is coded in AOC 60A and is only used as a duty AOC to identify positions of operational medicine. It is used to designate certain positions at command and staff level in which medical officers may perform a variety of planning and supervisory functions pertaining to the delivery of health services, in addition to duties in their primary clinical AOC.

b. *Dental Corps*.

(1) *General Dentist*. AOC 63A indicates that an officer must perform the duties a general practitioner of dentistry performs. However, the officer has not received specialty training in one of the fields recognized as a primary AOC. Dental officers holding AOC 63A are authorized award of SI 9D per table 4-2 only when they have completed the program of Advanced Education in General Dentistry.

(2) *Executive Dentist*. Officers with primary classification in Branch 63 will retain that classification when assigned to duty in AOC 63R on satisfactory completion of such duty, as determined by the Chief, Army Dental Corps. AOC 63R may be awarded as a secondary AOC.

c. *Veterinary Corps*.

(1) *Field Veterinary Services*. This is the entry level medical functional area (MFA). It identifies officers who do not have specific qualifications per table 3-1. It shows the officer is qualified to perform a variety of veterinary general duties. This MFA identifies the general veterinary officer who directs, supervises, coordinates and/or performs the inspection of subsistence. Additionally, the veterinary officer examines, diagnoses, treats, or prescribes courses of treatment for sick or wounded animals. Veterinarians with this MFA may also participate as research and development investigators.

(2) *Veterinary Corps*. These professional specialty MFAs identify officers who satisfactorily completed their approved graduate training or have experience in a field directly related to the MFA. These MFAs also identify officers who completed a veterinary preceptor-ship program approved by TSG.

(3) *Skill*. The SIs are awarded for VC officers who have had further education, training, and/or experience in certain disciplines of subspecialties. The skills are restricted to certain MFAs/AOCs. A skill designation is not intended to classify an officer for utilization limited to the skill.

d. *Army Nurse Corps*

(1) *Instructors*. Skill identifier 5K used in conjunction with a clinical nurse AOC will indicate a minimum of 1 year in military nursing practice, a minimum of a baccalaureate degree in nursing and qualification for assignment as a full-time instructor in nursing at an Army service school or other organized training facility.

(2) *Medical Research, Development, Test, and Evaluation (RDT&E)*. Skill identifier 8Z used in conjunction with the clinical nurse AOCs will indicate a minimum of 1 year in military nursing practice, a doctoral degree, and qualifications for assignment as full-time principal investigator at an Army research unit. In certain instances, the doctoral degree can be waived when the officer has completed a creditable research project and holds a minimum of a master's degree in nursing. Officers who now possess SI 8Z as a result of having completed the 10-month course in Military Nursing Practice and Research are authorized to retain this skill.

(3) *Skill*. The skill designator provides a means whereby officers who have had education and experience in certain subspecialties and extended roles of nursing can be identified at headquarters level, as well as providing utilization guidance to local commanders. The skill is not intended to limit utilization of an officer to a subspecialty within an AOC. An ANC officer must be as broadly trained and as widely qualified as possible in order to ensure maximum flexibility in assignment and utilization. The skill should assist supervisors in planning work experiences that provide for growth and development of the nurse officers. These work experiences should broaden, rather than restrict, future utilization of the ANC officer. When a skill is applicable to more than one AOC, the qualifying experience must be appropriate to the basic AOC in order to describe that AOC.

e. *Medical Service Corps (MSC)*.

(1) *Health Services Administration*. This is the entry level MFA for association with AOC 67A.

It identifies officers who do not possess specific qualifications per table 3-1.

(2) *Aeromedical Evacuation Officer*. MSC officers who are on flight status and receiving flight pay per the Aviation Career Incentive Pay (ACIP) Act of 1974 will be classified with primary AOC 67J. When entitlement to ACIP ceases upon completion of 25 years Active Federal Commissioned Service or on voluntary withdrawal from flight status, officers holding primary AOC 67J will be reclassified consistent with their background and experience. In these cases, AOC 67J will be retained as a secondary AOC.

f. *Army Medical Specialist Corps (AMSC)*. SI 8Z may be awarded to AMSC officers provided they have actively participated in at least three research or clinical investigation studies and have published at least three research papers in professional journals. They must also possess a graduate degree in a relevant research discipline (master's degree with thesis, Master of Physical Therapy from the U.S. Army Baylor Program or a doctoral degree). In certain instances, the degree requirement may be waived when an individual has demonstrated outstanding research and/or clinical investigation competence by significantly exceeding all other requirements.

g. *All AMEDD Corps*. AMEDD officers may be awarded SI 8Z in recognition of personal qualification and demonstrated proficiency in an RDT&E activity. Criteria for ANC officers and AMSC officers are specified above. Criteria for AMSC officers are specified in "Army Medical Specialist Corps" section of Skill Criteria for AMSC Proficiency Designation in Research and Clinical Investigation. Other AMEDD officers may be awarded SI 8Z provided that they have a graduate degree in a relevant research discipline, and have satisfactorily performed duty as a principal investigator or field researcher for at least 3 years in a RDT&E activity.

Section IV

Classification of Chaplains

2-22. General

This section provides for the classification of chaplains in the active army or in a Reserve Component (RC). All chaplain AOC codes have "56" as the first two digits of the three-character AOC code. These AOC designations are unique to chaplains and can only be designated or withdrawn by the Chief of Chaplains.

2-23. Procedures for classification

Classification of chaplains will be accomplished within the basic policies and procedures prescribed by HQDA. Control branch functions for chaplains are the responsibility of the Chief of Chaplains, who is the classification authority. Commanders at all echelons having chaplains under their jurisdiction are responsible for continuous review of the AOC held by these officers and for recommending changes in their AOC to the Chief of Chaplains.

a. *Initial classification*. The Chief of Chaplains will accomplish initial classifications of chaplains.

b. *Change in classification*. Changes in the AOC designation of a chaplain or the classification with additional AOC in the "56" series will be based on a continuing evaluation of demonstrated professional competence.

(1) When a chaplain is considered qualified for classification with an additional AOC in the "56" series or an additional skill description and code, commanders will submit recommendations for changes in AOC or SI classification to HQDA (DACH-PER), WASH DC 20310-2700. The criteria contained in the AOC and SI specifications will serve as a guide for the submission of recommendations. Recommendations will include comments and recommendation for approval or disapproval from the command staff chaplain.

(2) Chaplains may be classified with additional AOC in other than the "56" series.

Section V

Classification of Judge Advocate General's Corps Officers 2-

24. General

This section provides for the classification of Judge Advocate General's Corps (JAGC) officers on active duty or in the Army Reserve. The Judge Advocate General is the classification and approval authority for Judge Advocate General's Corps officers. All JAGC AOC codes have "27" as the first two digits of the three-character AOC code. AOC 27 codes are unique to the JAGC and can only be designated or withdrawn by The Judge Advocate General (TJAG).

2-25. Procedures for classification

Classification of JAGC officers will be accomplished within the basic policies and procedures prescribed by HQDA. Control branch functions for JAGC officers are the responsibility of TJAG, the classification authority. Commanders at all echelons having JAGC officers under their jurisdiction are responsible for continuous review of the AOC held by these officers and for recommending changes in their AOC to TJAG.

a. *Initial classification.* The Judge Advocate General will accomplish initial classification of JAGC officers.

b. *Change in classification.* Changes in the AOC code of a JAGC officer or the designation of SI will be based on a continuing evaluation of demonstrated professional competence. Commanders will submit recommendations for changes in classification of JAGC officers to HQDA (DAJA-PT), WASH DC 20310-2206. The criteria contained in the AOC and SI specifications will serve as a guide for the submission of recommendations.

Section VI

Classification of Officers of the U.S. Army Reserve not on Active Duty

2-26. General

This section provides for the classification of officers of the U.S. Army Reserve (USAR) not on active duty except the following:

a. Members of the Retired Reserve.

b. Officers on active duty or active duty for training (ADT) in excess of 90 days, who will be classified per section II.

c. Officers commissioned through Reserve Officer training Corps and assigned to USAR Control Group (delayed) pending entry on initial tour of active duty or ADT, who will be classified under paragraph 2-5.

d. AMEDD officers, chaplains and JAGC who will be classified under section III, IV and V respectively.

2-27. Procedures for classification.

a. This paragraph describes the procedures for identifying officers' qualifications and indicates the appropriate classification authorities. Area commanders (as defined in AR 140-1) and the CG, HRC, are responsible for the overall effectiveness of classification operations for members of the Army Reserve under their administrative jurisdiction. When designating branch, FA, AOC, and skill, the qualification requirements prescribed in this section will apply.

b. Designation of branch upon initial entry. Designation of a branch for officers not on active duty will be accomplished by Director, Officer Personnel Management, HRC-St Louis, based on the Army's need and each officer's qualifications and desires. As an exception, the appointing authority may designate the branch for an individual receiving a direct appointment in the USAR.

c. Designation of functional areas and skill identifiers. Responsibility for designation of the functional area and skill identifiers for members of the USAR is as follows:

d CG, HRC will designate the branch of officers:

- (1) Upon release of an officer from active duty and transfer to the Individual Ready Reserve (IRR) or Standby Reserve.
- (2) As needed to document specific skills acquired through military/civilian education or experience.
- (3) Upon transfer of an officer from inactive to active status.

- (4) Annually upon receipt of DA Form 3725 from USAR control group officers.
- (5) Upon reassignment from a troop program unit to the IRR or Standby Reserve.
- (6) Upon identification of an officer as eligible for promotion.

(7) Upon assignment as an Individual Mobilization Augmentee.

e. Area commanders will designate the branch of officers:

- (1) Upon assignment to a troop program unit (TPU).
- (2) As required to document specific skills acquired through military/civilian education or experience.

(3) Annually, upon receipt of DA Form 3725 (Army Reserve Status and Address Verification) from troop program units during personnel audit of the birth month Personnel Qualification Record or at any other time when considered appropriate.

f. Classification upon transfer to USAR after release from active Army or transfer from another RC. The officer's active army or RC records will be reviewed to ensure that appropriate branch, FA, AOC and skills are recorded. Records under review should contain data on the member's occupational and military skills, education, quality of active duty service, or physical condition.

g. Individuals receiving appointments/commissions under provision of AR 135-100 for assignment to troop program unit (TPU) or Individual Mobilization Augmentation (IMA) positions are to be designated a branch, AOC and skill based on the requirements of the position being filled and a review of the officers' military/civilian training and experience. These officers will be reported as "00D" in personnel reporting documents until they satisfactorily complete a basic branch officer basic course.

h. An officer transferred to the Ready Reserve from the Retired Reserve or from an inactive status list to an active status will be designated a branch and AOC descriptive of the individual's most significant and most recent military/civilian training and experience.

2-28. Annual review

a. AOCs designated under the provisions of this section will be reviewed annually for Control Group officers based upon qualifications data furnished by the member on DA Form 3725 or DA Form 4213 (Supplemental Data for Army Medical Service Reserve Officers) (see AR 135-133). The procedure for evaluation of significant qualification data in determining appropriate AOCs, FAs or skills is provided in c below.

b. In measuring the relative value of recently acquired qualifications, particular attention will be given to the following:

- (1) Quality and length of experience or training.
- (2) Relevancy of experience or training to specific AOC duty requirements prescribed in this regulation.

c. Changes or additions to AOC or skill should be based upon a significant increase in qualifications, such as—

- (1) AOC progression as a result of experience gained in a TPU.
- (2) Completion of 2 years' work experience in a civilian occupational area having an AOC counterpart.
- (3) Completion of civilian or military schooling or training in areas or skills related to an AOC or skill.
- (4) Job progression to foreman or supervisor or to a managerial or executive position.
- (5) Graduation from an accredited college or university.

2-29. Civilian education

An officer who has earned a Bachelor of Arts (BA), Bachelor of Science (BS) or higher degree from an accredited college or university may have an AOC or SI designated that is related to his major field of study, provided the skills gained from his education match the duty requirements of the AOC or skill. The officer's educational achievements should be evaluated with his occupational achievements, particularly if the occupational achievements are in the major field of study or in a closely related field. A closely-knit relationship between civilian education and occupations, particularly in highly skilled occupations and professions, will be regarded as a strong basis for designating an AOC or SI.

2-30. Civilian occupations Civilian occupation will, in many instances, comprise the most important segment of an officer's total qualifications. It should, therefore, be evaluated carefully and also be given proper weight when considered with factors such as trade school or college training under the principles outlined in paragraph 2-28.

a. Prior to changing or adding any AOC or skill under the provisions of this paragraph and paragraph 2-28, the officer will be required to furnish documentation of any significant change in civilian education and civilian occupation status. Examples of documentation required are degrees earned, certificates of completion of trade school or apprenticeship training, trade association licenses, journeyman certificates or official statements from employer concerning the nature and duration of current and/or past employment.

2-31. Determination of AOC or SI

a. An AOC or SI may be changed under the following conditions:

(1) The member's qualifications have significantly increased, qualifying the officer for an AOC of greater value to the Army or reflecting increased technical knowledge or skill.

(2) The officer's proficiency in the AOC or skill has not been maintained.

b. If the improvement referred to in a(1) above is based chiefly on civilian education or occupations per paragraph 2-28 or 2-29, the individual may request the change in AOC/skill. If the improvement is based chiefly on reserve duty training, or military schooling, the change in the AOC/skill will be requested by the unit commander or designated representative.

2-32. Redesignation of branch/FA or skill

a. Branches and FAs will be redesignated and skills withdrawn for any of the following reasons:

(1) When the individual requests branch transfer and has the qualifications for such action.

(2) When the branch or FA is deleted.

(3) When directed by HQDA.

(4) When a pilot is indefinitely suspended from flying status, any skill denoting pilot qualifications will be withdrawn immediately. If the restriction is subsequently lifted, the withdrawn skill will be reinstated, provided the officer is otherwise qualified.

(5) When, as documented in an officer's evaluation report, the officer is determined to be no longer qualified by the rating officer in the AOC or SI involved.

b. An officer who did not qualify in a branch or FA after 3 years or two annual training (AT) periods (whichever is longer) will be--

(1) Reassigned locally to another position within his/her designated branch/FA or to a related branch/FA most suitable to the officer's training and skills.

(2) Retained in his/her present assignment when a longer period of training is justified by the technical nature of the assignment or otherwise justified by extenuating circumstances.

(3) Considered for reassignment within the Command or Army area or, if no suitable positions are available, to the appropriate USAR Control Group. Final action on non-obligated officers will be taken at the USAR Command level. Final action on obligated officers will be taken by the area commander. For Individual Ready Reserve (IRR) officers, appropriate action will be taken by CG, HRC St. Louis.

c. The redesignation of branches and FA will not be published in written orders; however, the immediate commander will provide written notification to the officer concerned.

Section VII

Specialty Designation and Classification of Officers in the Army National Guard

2-33. General

This section provides for the designation of branches, FA and AOC, and establishes procedures for classification of officers in the Army National Guard (ARNG). Provisions of this regulation do not pertain to the following:

- a. Officers on active duty or special tours or ADT in excess of 179 days. Officers in this category will be designated and classified under the procedures in section II and DA Pam 600–3.
- b. Chaplains and JAGC will be designated and classified under the procedures in section IV and V respectively.
- c. ARNG U.S. Property and Fiscal Officers who will be classified branch and FA designations will generally align with logistics and procurement requirements of the position.
- d. AMEDD officer's branches and AOC will be designated as follows:
 - (1) Initial classification by the Surgeon General during administrative processing of application for appointment.
 - (2) Reclassification by State Adjutant General under DA Pam 611–21.
 - (3) Award of SI "9A" by the Surgeon General's Classification Board on an individual basis per table 4-2.

2-34. Responsibility

The State Adjutant General of each state and territory is responsible for the overall direction and effectiveness of--

- a. Branch, FA designation, classification and personnel administration.
- b. Management, preparation, maintenance and disposition of the qualification records of assigned officers.

2-35. Procedures for classification

- a. This paragraph establishes the procedures for identifying an officer's branch, FA and skill qualification. When awarded for ARNG officers, the qualification requirements prescribed in chapter 3 will apply.
- b. Designation of initial branch and AOC will be accomplished by each State Adjutant General based upon the State Master Development Plan and each officer's qualifications and desires. The State Master Development Plan will be an analysis of various branch and AOC authorized by the State force structure authorization documents to include career progression patterns.
- c. Before designation of initial branch and AOC upon appointment in the ARNG of officers and former officers of any component of the Armed Forces, the officer's records will be reviewed to ensure that appropriate AOC and skill qualifications are recorded as discussed below. The records primarily reviewed are: Officer Records Brief, DA Form 2-1 (Personnel Qualification Record) , DD Form 2808 (Report of Medical Examination), DA Form 67-9 (Officer Evaluation Report) and any other records or documents that contain data on the member's occupation and military skills, education, quality of service and physical condition.
- d. Branches, FA and skills when initially designated and awarded will be entered on officer qualification records and the automated personnel data systems.
- e. Officers who are assigned to the Inactive National Guard will be identified with the branch/FA and AOC, if applicable, designated prior to transfer to the Inactive National Guard. When officers are returned to active status in the ARNG, their qualifications will be re-evaluated. The reevaluation will include a review of the latest significant educational achievement (military and civilian), civilian employment history and requirements as indicated on the State Master Development Plan. If an officer is transferred to the USAR from the Inactive National Guard, the records will include any appropriate branch, FA and skill qualifications acquired prior to transfer.
- f. Branches, FA and skill qualification designator may be awarded by the State Adjutant General as follows:
 - (1) Upon completion of an Army service school, USAR school or extension courses that are skill producing as attested by certificates provided by the appropriate school commandant.

(2) Upon completion of civilian education (see paragraph 2-36).

(3) When civilian occupation and training warrant such an award (see paragraph 2-37).

As a result of the unit commander's recommendation and evaluation of the officer's performance of duties, including completion of annual training (AT), active duty training (ADT) or full-time training duty. Such evaluation and recommendation will be forwarded through

(4) Channels to the State Adjutant General.

(5) When restriction is lifted for a pilot previously suspended for an indefinite period.

(6) When proficiency has been regained in previously withdrawn branches, FA and skills as attested to by rating chain officers on the evaluation report.

(7) Reclassification of AMEDD officers will be accomplished at the state level using the professional criteria contained within section III. Reclassification boards will consist of appropriate ARNG AMEDD representation.

g. Once an initial branch/FA and AOC is designated it may not be redesignated without prior approval of the State Adjutant General. Basis for re-designation request will include:

(1) When an imposed reorganization precludes absorption of the officer within reasonable geographic limits within the branch/FA and AOC during the ensuing year.

(2) When a proposed reassignment to a different branch/FA AOC for the officer's advancement or development requires redesignation to a new branch/FA. In this instance the officer should have had previous experience or training (military or civilian) in the branch/FA of the proposed reassignment.

(3) When the State Adjutant General determines that a change of primary branch/FA will be in the best interest of the State and the officer.

(4) When the officer requests the change of branch/FA and/or AOC and the State Adjutant General determines that the change will be in the best interest of the State and the officer.

(5) NGR 600-100 contains specific instructions regarding requirements for Federal recognition boards and Officer Personnel Classification Boards associated with branch/FA transfer and AOC redesignation.

h. Branches, FA and skills may be withdrawn by the State Adjutant General when:

(1) The rating chain shows the individual is determined to be no longer qualified in the branch, FA or skill involved, as documented in an officer evaluation report.

(2) Directed by Army regulations.

(3) A pilot is indefinitely suspended from flying status. Any skill denoting pilot qualifications will be withdrawn immediately.

i. The redesignation of an initial AOC which does not result in a change of branch/FA will not be published in written orders; however, the State Adjutant General is responsible for informing the officer by letter and ensuring that a copy of the notification is included in the Military Personnel Records Jacket, Official Military Personnel File and the automated personnel system.

j. Functional Area (FA), when required, will be designated for basic branch officers not later than the eighth year of commissioned service. Normally, this action will not be accomplished prior to the fourth year of commissioned service. Each officer will be encouraged to develop skills associated with a FA either through civilian education and vocation or through military education and assignments.

2-36. Annual review

a. Branch, FA and skill qualifications awarded under the provisions of this regulation will be reviewed annually by the State Adjutant General.

b. Changes which result in the award or withdrawal of branch, FA and skill qualifications based on new data will be reflected on the

officer's qualification records and in the automated personnel reporting system.

c. In evaluating recently acquired qualifications, particular consideration will be given to the following:

(1) Quality and length of experience or training.

(2) Relevancy of experience or training to specific branch, FA or skill duty requirements prescribed in this regulation and NGB Pam 600-1.

(3) Civilian education or occupation. If a branch, FA or skill based chiefly on civilian education or occupation, principles outlined in paragraphs 2-31 and 2-32 apply.

(4) Recently acquired qualifications. The recently acquired qualifications must be attested to and the award recommended and submitted by the unit commander through command channels to the State Adjutant General.

2-37. Civilian education

a. An officer who has earned a BA, BS or higher degree from an accredited college may be awarded a branch, FA or skill provided that the skills and knowledge gained from the officer's education are compatible with the requirements of the branch, FA or skill. The officer's educational achievements should be evaluated together with the occupational achievements, particularly if the occupational achievements are in the major subject field or in closely related fields. Compatibility between civilian education and occupation, particularly in the highly skilled occupations and professions, may be regarded as a valid basis for awarding of branch, FA or skill qualifications. Conversely, any indication of not maintaining proficiency will be regarded as a valid basis for withdrawing the qualification designator.

b. An officer who completes specialized civilian schooling or training other than academic schooling may be awarded a branch, functional area or skill qualification provided that the scope of the schooling is comparable.

c. Prior to awarding a branch, AOC qualification under this paragraph and paragraph 2-32, the officer will be required to furnish documentation of civilian and educational status including subsequent changes. Examples of documentation required are: transcripts of degrees, certificates of completion from trade schools or apprenticeships, trade association licenses, journeyman licenses or official statements from employers concerning the nature, duration, manner of performance and scope of current employment.

2-38. Civilian occupations

a. Civilian occupation constitutes an important segment of an officer's qualifications. Therefore, it should be carefully evaluated and properly considered together with trade school or college training as justification for awarding of branch, functional area or skill.

b. Occupational expertise without corresponding educational training may justify the award of a branch, FA, AOC or skill provided the individual has sufficient work experience.

c. Occupational experience not considered sufficient for award of branch, FA, AOC or skill on initial examination should be reviewed annually for possible award on subsequent evaluations.

2-39. Failure to qualify for award of AOC or skill qualification in duty position

When an officer fails to qualify for award of an AOC or skill qualification upon completion of two AT periods, he will be evaluated for:

a. Reassignment to position for which qualified.

b. Retention in the present assignment when a longer period of training is justified by the nature of that assignment.

c. Redesignation of branch or FA if determined that officer cannot satisfy qualification requirements.

**Figure 2-1: Active Component Officer Structure Grade Cap
Distribution Matrix (GCDM)**

Effective 1 October 2021

For Official Use Only

BR/FA	O2	O3	O4	O5	O6	Total
01	22.80%	50.00%	10.20%	8.00%	9.00%	100%
02	21.60%	50.20%	10.80%	8.40%	9.00%	100%
11	49.85%	35.03%	8.20%	5.89%	1.03%	100%
12	27.10%	38.83%	18.54%	11.10%	4.43%	100%
13	43.95%	35.23%	13.30%	6.15%	1.37%	100%
14	30.02%	40.06%	17.10%	9.40%	3.42%	100%
15	19.81%	47.70%	19.57%	10.28%	2.64%	100%
17	24.94%	38.93%	21.88%	10.43%	3.82%	100%
18	0.00%	47.00%	27.00%	19.72%	6.28%	100%
19	52.45%	35.79%	6.75%	4.26%	0.75%	100%
25	18.21%	47.59%	19.75%	10.60%	3.85%	100%
26	0%	42.29%	36.48%	17.01%	4.22%	100%
30	0%	19.56%	49.64%	23.48%	7.32%	100%
31	24.34%	42.09%	17.20%	13.15%	3.22%	100%
35	12.10%	48.00%	23.40%	12.60%	3.90%	100%
36	9.41%	37.32%	25.22%	19.70%	8.35%	100%
37	0%	48.10%	36.10%	13.78%	2.02%	100%
38	0%	59.32%	28.60%	9.83%	2.25%	100%
40	0%	35.50%	40.00%	18.00%	6.50%	100%
42	13.33%	49.43%	21.11%	12.58%	3.55%	100%
46	0%	30.88%	37.29%	22.26%	9.57%	100%
47	0%	0%	0.00%	57.76%	42.24%	100%
48	0%	0%	45.70%	34.80%	19.50%	100%
49	0%	11.31%	53.25%	27.32%	8.12%	100%
50	0%	5.00%	49.50%	35.00%	10.50%	100%
51	0%	24.10%	40.38%	25.84%	9.68%	100%
52	0%	15.21%	49.89%	27.74%	7.16%	100%
57	0%	23.13%	39.50%	31.32%	6.05%	100%
58	0%	10.32%	51.68%	29.53%	8.47%	100%
59	0%	0%	49.33%	34.17%	16.50%	100%
74	41.87%	32.90%	13.68%	8.41%	3.14%	100%
89	50.25%	26.96%	14.46%	6.37%	1.96%	100%
90	29.38%	39.80%	18.40%	9.10%	3.32%	100%
Overall ACC Officer Structure Content	23.00%	40.00%	20.00%	12.00%	5.00%	100%

The officer structure GCDMs prescribe the distribution of grades for each BR/FA based on current personnel policies and senior leader guidance. It is used to inform/influence force structure decisions to ensure the officer force remains viable and sustainable. While maintaining grade feasibility at individual AOC level, the aggregate BR/FA grade structure must meet grade cap GCDM grade targets within plus or minus 2%. The 2% allowable variance at grade is calculated as: Aggregate BR/FA AC authorizations x GCDM grade percentage = GCDM grade target x 2% = allowable grade variance or 1 whichever is greater. GCDM grade targets exceeding a whole number are rounded up to the next whole number (example: a target of 15.3 would be 16).

**Figure 2-1: Active Component Officer Structure Grade Cap
Distribution Matrix (GCDM)**

Effective 1 October 2021

For Official Use Only

BR/FA	O2	O3	O4	O5	O6	Total
27	0%	48.07%	28.02%	16.07%	7.84%	100%
56	0%	49.09%	30.48%	13.46%	6.96%	100%
AMEDD*	10.02%	38.08%	28.21%	15.60%	8.09%	100%

Note: AMEDD's structure GCDM is based on the authorizations for the six corps: Medical, Dental, Veterinary, Medical Specialist, Nurse, and Medical Services Corps.

Active Component Total GCDM

O2	O3	O4	O5	O6	Total
18.85%	39.78%	22.53%	12.98%	5.85%	100%

Table 2-1
Schedule for reviewing ANC AOC/Skill

Commanders		Will Review Assigned ANC Officers' AOC/Skill Classification Annually During
USA Medical Command, Regions I and II MEDDAC	January-March	
Dwight David Eisenhower Army Medical Center		
Walter Reed Army Medical Center		
USA Medical Command, Region III and IV MEDDAC	April-June	
Brooke Army Medical Center		
William Beaumont Army Medical Center		
USA Medical Command, Regions V and VI MEDDAC	July-September	
Fitzsimmons Army Medical Center		
Letterman Army Medical Center		
Madigan Army Medical Center		
HQDA	October-December	
MACOM other than MEDCOM		
Tripler Army Medical Center		

Table 2-2

Example of Positions that should be coded with Special Reporting Codes

	Officer Generalist	Aviation/Infantry/Armor/ Military Intelligence Immaterial	Chemical/Engineer/Military Police Immaterial	Financial Management/Adjutant General	Special Forces/Civil Affairs/Psychological Operations Immaterial	Cyber/Signal/Military Intelligence/Space Operations Immaterial	Officer Generalist Grade Immaterial	Combat Arms Generalist	Infantry/Armor Immaterial	Infantry/Armor/Field Artillery/Engineer Immaterial	Infantry/Armor/Special Forces Immaterial (Effective 201710)	AMEDD Immaterial
Position (not all-inclusive). See note	01A	*01B	*01C	*01D	*01F	*01G	*01M	02A	*02B	*02C	*02D	05A
TOE/MTOE												
Special Troops Bn Sustainment Bde												
Commander				X								
Executive Officer				X								
S3				X								
Corps Protection & Sustainment Hq												
Chief of Protection			X									
Division Protection & Sustainment Hq												
Chief of Protection			X									
Brigade Combat Team (IBCT/HBCT/SBCT)												
Commander										X		
Deputy Commander										X		
Brigade Combat Team (HBCT/SBCT)												
Executive Officer									X			
S3									X			
Battlefield Surveillance Brigade (BFSB)												
Commander		X										
Executive Officer		X										
S3		X										
Combat Support Brigade (Maneuver Enhancement)												
Commander			X									
Deputy Commander			X									
Executive Officer			X									
S3			X									
S3 Operations Officer			X									
Liaison Officer Team Chief			X									
HHC Commander			X									
Training Brigade												
Commander	X											
S3	X											
Maneuver Battalion HBCT												
Commander									X			
Training Battalion												
Commander									X			
Executive Officer									X			
S3									X			
RSTA Squadron (IBCT/HBCT/SBCT)												
Commander									X			
Infantry Battalion (SBCT)												
Commander									X			
Special Troops Bn (Div) (87006Gxxx)												
Commander	X											
Security Force Assistance (SFA)												
Commander											X	
Other Positions												
Commander	X					X		X				X
Chief of Staff	X							X				X

	Officer Generalist	Aviation/Infantry/Armor/ Military Intelligence Immaterial	Chemical/Engineer/Military Police Immaterial	Financial Management/Adjutant General	Special Forces/Civil Affairs/Psychological Operations Immaterial	Cyber/Signal/Military Intelligence/Space Operations Immaterial	Officer Generalist Grade Immaterial	Combat Arms Generalist	Infantry/Armor Immaterial	Infantry/Armor/Field Artillery/Engineer Immaterial	Infantry/Armor/Special Forces Immaterial (Effective 201710)	AMEDD Immaterial
Position (not all-inclusive). See note	01A	*01B	*01C	*01D	*01F	*01G	*01M	02A	*02B	*02C	*02D	05A
SGS	X							X				X
IG/Assistant IG	X							X				X
Executive Officer	X							X				X
Operations Officer	X							X				X
Plans Officer	X							X				X
Battlestaff Officer	X							X				X
Liaison Officer	X							X				X
Aide de Camp	X							X				X
Historian	X							X				X
Other Services Staff Officer	X											
TDA												
Commander	X				X			X				X
Community Commander	X							X				X
Deputy Community Commander	X							X				X
Commander Sub-Community	X							X				X
Commander Installation	X							X				X
Chief of Staff	X							X				X
SGS	X							X				X
Protocol Officer	X							X				X
Aide de Camp	X							X				X
Executive Officer to General Officer	X							X				X
Alcohol & Drug Control Officer	X							X				X
Organization Effectiveness Staff	X							X				X
Reenlistment Officer	X							X				X
Headquarters Commandant	X							X				X
IG/Assistant IG	X							X				X
ROTC Positions	X											
USAREC Co/Bn Commander	X											
USMA Positions	X											
Basic Training Positions	X											
General positions not requiring a specific branch or Combat Arms qualifications	X						X					
General positions requiring a Combat Arms qualification								X				
General positions requiring a AMEDD qualification.												X

Notes:

1. Immaterial positions associated with medical installations or requiring medical background should be coded with SRC 05A.
2. Coding of other positions with SRC denoted by * requires prior approval of ODCS, G-1 (DAPE-PRP).

Table 2-3

Positions and Functions That Normally Require Operational Flying

Positions: Commissioned officer position in MTOE/TDA aviation units with assigned aircraft.

Functions: Command, leadership control and management.

Positions: Principal aviation staff, adviser or liaison positions in headquarters elements at all levels, and in military assistance advisory groups and missions.

Functions: Administrative, advisory, environmental interface, evaluation, operations, plans, safety, standardization, supply, and training.

Positions: aviation-related positions in depots, installations, laboratories, project system manager offices, and aviation test and safety boards.

Functions: Aviation maintenance, research, development, test, evaluation and acquisition.

Positions: Aviation (flight and ground) instructor positions at service schools, installations, and aviation training centers.

Functions:

- a. Aviation flight course design, course development, and instructional materials in support of aviation systems equipment training.
 - b. research, development, test and evaluation of flight simulators and aviation training devices; development of associated cost and training effectiveness studies.
 - c. Development of aviation concepts, and doctrine, materiel systems, and studies about threat, test and evaluation.
 - d. Development and publishing of aviation field manuals, training manuals, annual written examinations, and other supporting aviation publications.
 - e. Standardization and evaluation pilots.
 - f. Maintenance test pilots.
-

Table 2-4 Position Requirement Codes					
Position description: Correctional Officer Code: 31A00 Explanation: A single skill position that requires principal skills associated with the Military Police Branch (31) and the AOC of Military Police (31A).					
Position description: Infantry Instructor Code: 11A00 5K 5S Explanation: A multiple skill position that requires principal skills associated with the Infantry Branch (11), an AOC of Infantry (11A) and additional skills requiring instructor (5K) and ranger-Parachutist (5S) qualifications.					
Position description: Unit Air Movements Officer Code: 02A00 3S 00 Explanation: A multiple skill position not related to a specific branch/functional area, but which requires a combat arms officer and which has been identified with combat arms management for fill. SI 3S further identifies the position as unit air movements officer.					
Means of identification position requirements.	Branch/Functional Area associated with the primary occupational skills or area of expertise required to perform the principal duties of the position.	Identifies special occupational skills or area of expertise within principal position specialty.	Branch/Functional Area associated with the secondary occupational skills or area of expertise required or developed in performing the principal duties of a position.	Skill identifier (SI)	Language skills required or a second skill requirement.
	Two character (numeric)	One character (alpha)	Two character (numeric)	Two character (alpha numeric or numeric alpha)	Two character (alpha for language skills or alpha numeric/numeric alpha for second skill set.
Code	51	A	15	B4	AK
	Area of Concentration (three character)		Enter 00 if no secondary skill is required	Enter 00 if no SI is required	Enter 00 if no language or SI is required
	Primary position code (5 character)				

Table 2-6
Functional Category Code (FUNAC) Validation Table
As of November 2021

FUNAC	DEFINITION	IMPL DATE	RESC DATE
AB	ARMY BANDS	0801	
AC	AIR DEFENSE ARTILLERY/FIELD ARTILLERY IMMATERIAL	1204	
AD	AIR DEFENSE ARTILLERY		
AE	AMEDD ENLISTED	0801	
AG	ADJUTANT GENERAL CORPS		
AI	AMEDD IMMATERIAL	0504	
AL	ASSOCIATED WITH ALL FUNAC CODES (MOS 00Z ONLY)	1204	
AM	AMMUNITION		
AN	ARMY NURSE CORPS		
AR	ARMOR		
AV	AVIATION		
BD	BANDS		
BI	BRANCH IMMATERIAL		
CA	COMMUNITY ACTIVITIES		0005
CA	CIVIL AFFAIRS	0006	
CC	CHAPLAIN CANDIDATE	1009	
CD	COMBAT DEVELOPMENT		0507
CE	SIGNAL		0507
CH	CHAPLAIN		
CI	COMBAT ARMS IMMATERIAL		
CM	CHEMICAL CORPS		
CN	COMPTROLLER		
CW	CYBER WARFARE	1407	1710
CY	CYBER	1510	
DC	DENTAL CORPS	0404	
DE	DENTAL CORPS		0410
EN	CORPS OF ENGINEERS		
EW	ELECTRONIC WARFARE	0903	1810
FA	FIELD ARTILLERY		
FC	FINANCE AND COMPTROLLER	1910	
FD	FORCE DEVELOPMENT		
FI	FINANCE CORPS		1910
FO	FOREIGN AREA OFFICER		
GO	GENERAL OFFICER		
HR	HUMAN RESOURCE MANAGEMENT		
IA	INFANTRY/ARMOR IMMATERIAL	1204	
IN	INFANTRY		
IO	INFORMATION OPERATIONS		
IS	INSTITUTIONAL SUPPORT CF		0507
JA	JUDGE ADVOCATE GENERAL CORPS		
LG	LEGAL		0507
LG	LOGISTICS	0810	
LI	LOGISTICS IMMATERIAL		0507
MA	MARKETING	1908	

MC	MEDICAL CORPS		
MD	AMEDD		0507
MF	MANEUVER FIRES AND EFFECTS IMMATERIAL	1204	
MI	MILITARY INTELLIGENCE		
ML	MULTIFUNCTIONAL LOGISTICIAN		0810
MP	MILITARY POLICE CORPS		
MS	MEDICAL SERVICE CORPS		
NW	NUCLEAR AND COUNTERPROLIFERATION		
OD	ORDNANCE CORPS		
OP	OPERATIONS/PLANS/TRNG		0507
OR	OPERATIONS RESEARCH/SYSTEMS ANALYSIS (ORSA)		
OS	OPERATIONS SUPPORT CF		0507
OT	OTHER SPECIALITIES		
PA	PUBLIC AFFAIRS		
PI	PERSONNEL IMMATERIAL		0507
PM	PERSONNEL MANAGEMENT		0507
PO	PSYCHOLOGICAL OPERATIONS		
PP	PERMANENT FACULTY U.S. MILITARY ACADEMY		
PT	PROCUREMENT MANAGEMENT		0507
QM	QUARTERMASTER		
RD	RESEARCH,DEVELOPMENT,ACQUISITION & CONTRACTING		
RR	RECRUITING/RETENTION		
SA	SYSTEM AUTOMATION		
SC	SIGNAL CORPS		
SE	TELECOMMUNICATIONS SYSTEMS ENGINEERING		
SF	SPECIAL FORCES		
SI	STRATEGIC INTELLIGENCE	2110	
SJ	STRATEGIC PLANS AND POLICY		1004
SJ	STRATEGIST	1004	
SM	SIMULATIONS OPERATIONS		
SO	SPACE OPERATIONS		
SP	ARMY MEDICAL SPECIALTY CORPS		
SS	SERVICE SUPPORT		0507
TC	TRANSPORTATION CORPS		
VA	AUDIO VISUAL		0507
VC	VETERINARY CORPS		

Table 2-7**Officer AOC Security Requirements Listing (as of November 2021)****Refer to Table 1-9 for Security Clearance Code Definitions**

AOC	TITLE	STAT-CD	IMPL-YR/MO	GRD-BND	SEC-CLEARANCE
00A	DUTIES UNASSIGNED	B	197510	02 06	S
00B	GENERAL OFFICER	B	197510	07 0A	T
00C	RELIEVED FROM DUTY, S	B	197510	02 06	
00D	NEWLY COMMISSIONED OF	B	197510	02 06	
00E	STUDENT OFFICER	B	197510	02 06	
01A	OFFICER GENERALIST	B	198510	02 06	S
01B	AVIATION/INFANTRY/ARM	B	200704	04 06	S
01C	CHEMICAL/ENGINEER/MIL	B	200710	03 06	S
01D	FINANCIAL MANAGEMENT/	B	201010	03 06	S
01F	SPECIAL FORCES/CIVIL	B	201610	06 06	S
01G	CYBER/SIGNAL/MILITARY	A	202210	05 05	S
01M	OFFICER GENERALIST GR	B	202009	0M 0M	
02A	COMBAT ARMS GENERALIS	B	198510	02 06	S
02B	INFANTRY/ARMOR IMMATE	B	200704	02 06	S
02C	INFANTRY/ARMOR/FIELD	B	200704	02 06	S
02D	INFANTRY/ARMOR/SPECIA	B	201710	02 06	S
05A	ARMY MEDICAL DEPARTME	B	199904	02 06	S
09G	NATIONAL GUARD ON ACT	B	200402	02 06	
09H	U.S. ARMY RESERVE ON	B	200402	02 06	
11A	INFANTRY	B	197510	02 06	S
12A	ENGINEER	B	201004	02 06	S
13A	FIELD ARTILLERY, GENE	B	197510	02 06	S
14A	AIR DEFENSE ARTILLERY	B	197510	02 06	S
15A	AVIATION, GENERAL	B	197510	02 02	S
15B	AVIATION COMBINED ARM	B	197704	03 06	S
15C	AVIATION ALL-SOURCE I	B	197704	03 06	T
15D	AVIATION MAINTENANCE	B	201510	03 06	S
17A	CYBER WARFARE OFFICER	B	201408	02 06	R
17B	CYBER AND ELECTRONIC	B	201810	02 06	R
17D	CYBER CAPABILITIES DE	B	202110	02 06	R
17X	CYBER OFFICER DESIGNA	B	201601	02 06	R
18A	SPECIAL FORCES	B	198310	02 06	T
19A	ARMOR	B	200304	02 06	S
25A	SIGNAL, GENERAL	B	197510	02 06	R
26A	NETWORK SYSTEMS ENGIN	B	201610	03 05	R
26B	INFORMATION SYSTEMS E	B	201610	03 05	R
26Z	SENIOR NETWORK SYSTEM	B	201610	06 06	R
27A	JUDGE ADVOCATE GENERA	B	200304	02 06	S
27B	MILITARY JUDGE	B	200304	02 06	S
30A	INFORMATION OPERATION	B	199904	03 06	R
31A	MILITARY POLICE	B	197510	02 06	S
35A	INTELLIGENCE OFFICER	B	202110	02 06	R
35B	STRATEGIC INTELLIGENC	B	202110	04 06	R
36A	FINANCE AND COMPTROLL	B	200804	02 06	S

Table 2-7**Officer AOC Security Requirements Listing (as of November 2021)****Refer to Table 1-9 for Security Clearance Code Definitions**

AOC	TITLE	STAT-CD	IMPL-YR/MO	GRD-BND	SEC-CLEARANCE
37A	PSYCHOLOGICAL OPERATI	B	200604	03 06	T
37X	PSYCHOLOGICAL OPERATI	B	200604	02 06	T
38A	CIVIL AFFAIRS (AA AND	B	198510	03 06	T
38G	MILITARY GOVERNMENT (B	201510	03 06	S
38S	CIVIL AFFAIRS OFFICER	B	202110	03 06	T
38X	CIVIL AFFAIRS, DESIGN	B	200604	02 06	T
40A	SPACE OPERATIONS	B	199904	03 06	R
40C	ARMY ASTRONAUT	B	200110	03 06	R
42B	HUMAN RESOURCES OFFIC	B	197510	02 03	S
42C	ARMY MUSIC	B	198510	02 06	S
42H	SENIOR HUMAN RESOURCE	B	200804	04 06	S
46A	PUBLIC AFFAIRS, GENER	B	197510	02 06	S
46X	PUBLIC AFFAIRS DESIGN	B	200112	03 04	S
47A	USMA, PROFESSOR	B	198410	05 06	S
47C	USMA, PROFESSOR OF EN	B	199904	05 06	S
47D	USMA, PROFESSOR OF EL	B	199904	05 06	S
47E	USMA, PROFESSOR OF LA	B	200304	05 06	S
47F	USMA, PROFESSOR OF SY	B	199904	05 06	S
47G	USMA, PROFESSOR OF FO	B	199904	05 06	S
47H	USMA, PROFESSOR OF PH	B	199904	05 06	S
47J	USMA, PROFESSOR OF SO	B	199904	05 06	S
47K	USMA, PROFESSOR OF HI	B	199904	05 06	S
47L	USMA, PROFESSOR OF BE	B	199904	05 06	S
47M	USMA, PROFESSOR OF CH	B	199904	05 06	S
47N	USMA, PROFESSOR OF MA	B	199904	05 06	S
47P	USMA, PROFESSOR OF GE	B	199904	05 06	S
47Q	USMA, PROFESSOR AND A	B	199904	05 06	S
47R	USMA, PROFESSOR OF CI	B	199904	05 06	S
47S	USMA, PROFESSOR OF PH	B	199904	05 06	S
47T	USMA, PROFESSOR OF LE	B	200406	05 06	S
47U	USMA, PROFESSOR OF MI	B	200706	05 06	S
47V	USMA, PROFESSOR OF AR	B	201601	05 06	S
47W	USMA, PROFESSOR OF TH	B	201601	05 06	S
48B	WESTERN HEMISPHERE	B	197510	03 06	R
48D	CENTRAL AND SOUTH ASI	B	197510	03 06	R
48E	EUROPE AND EURASIA	B	198510	03 06	R
48F	CHINA	B	197510	03 06	R
48G	MIDEAST/NORTH AFRICA	B	197510	03 06	R
48H	NORTHEAST ASIA	B	198510	03 06	R
48I	SOUTHEAST ASIA	B	198510	03 06	R
48J	AFRICA, SOUTH OF THE	B	198510	03 06	R
48P	ASIA-PACIFIC	A	202210	03 06	R
48X	FOREIGN AREA OFFICER	B	200204	04 06	R
49A	OPERATIONS RESEARCH/S	B	197510	03 06	S

Table 2-7**Officer AOC Security Requirements Listing (as of November 2021)****Refer to Table 1-9 for Security Clearance Code Definitions**

AOC	TITLE	STAT-CD	IMPL-YR/MO	GRD-BND	SEC-CLEARANCE
49W	TRAINED, ORSA	B	198710	03 06	S
49X	UNTRAINED, ORSA	B	198710	03 06	S
50A	FORCE DEVELOPMENT	B	199904	03 06	S
51A	SYSTEMS DEVELOPMENT	B	197510	03 04	S
51C	CONTRACT AND INDUSTRI	B	198904	02 06	S
51R	SYSTEMS AUTOMATION AC	B	199904	03 04	S
51S	RESEARCH AND ENGINEER	B	199904	03 04	S
51T	TEST AND EVALUATION	B	199904	03 04	S
51Z	ACQUISITION	B	199904	05 06	S
52B	NUCLEAR AND COUNTERIN	B	197510	02 06	R
56A	COMMAND AND UNIT CHAP	B	197510	02 06	S
56D	CLINICAL PASTORAL EDU	B	197510	02 06	S
56X	CHAPLAIN CANDIDATE	B	201009	02 04	S
57A	SIMULATIONS OPERATION	B	199904	03 06	S
58A	MARKETING OFFICER	B	201908	03 06	S
59A	STRATEGIST	B	199904	03 06	R
60A	OPERATIONAL MEDICINE	B	197510	02 06	S
60B	NUCLEAR MEDICINE OFFI	B	197510	02 06	S
60C	PREVENTIVE MEDICINE O	B	197510	02 06	S
60D	OCCUPATIONAL MEDICINE	B	197510	02 06	S
60F	PULMONARY DISEASE/CRI	B	197510	02 06	S
60G	GASTROENTEROLOGIST	B	197510	02 06	S
60H	CARDIOLOGIST	B	197510	02 06	S
60J	OBSTETRICIAN AND GYNE	B	197510	02 06	S
60K	UROLOGIST	B	197510	02 06	S
60L	DERMATOLOGIST	B	197510	02 06	S
60M	ALLERGIST, CLINICAL I	B	197510	02 06	S
60N	ANESTHESIOLOGIST	B	197510	02 06	S
60P	PEDIATRICIAN	B	197510	02 06	S
60Q	PEDIATRIC SUB-SPECIAL	B	197510	02 06	S
60R	CHILD NEUROLOGIST	B	197510	02 06	S
60S	OPHTHALMOLOGIST	B	197510	02 06	S
60T	OTOLARYNGOLOGIST	B	197510	02 06	S
60V	NEUROLOGIST	B	197510	02 06	S
60W	PSYCHIATRIST	B	197510	02 06	S
60X	CRITICAL CARE INTENSI	A	202310	03 06	S
61A	NEPHROLOGIST	B	197510	02 06	S
61B	MEDICAL ONCOLOGIST/HE	B	197510	02 06	S
61C	ENDOCRINOLOGIST	B	197510	02 06	S
61D	RHEUMATOLOGIST	B	197510	02 06	S
61E	CLINICAL PHARMACOLOGI	B	197510	02 06	S
61F	INTERNIST	B	197510	02 06	S
61G	INFECTIOUS DISEASE OF	B	197510	02 06	S
61H	FAMILY MEDICINE	B	197510	02 06	S

Table 2-7**Officer AOC Security Requirements Listing (as of November 2021)****Refer to Table 1-9 for Security Clearance Code Definitions**

AOC	TITLE	STAT-CD	IMPL-YR/MO	GRD-BND	SEC-CLEARANCE
61J	GENERAL SURGEON	B	197510	02 06	S
61K	THORACIC SURGEON	B	197510	02 06	S
61L	PLASTIC SURGEON	B	197510	02 06	S
61M	ORTHOPEDIC SURGEON	B	197510	02 06	S
61N	FLIGHT SURGEON	B	197510	02 06	S
61P	PHYSIATRIST	B	197510	02 06	S
61Q	RADIATION ONCOLOGIST	B	197510	02 06	S
61R	DIAGNOSTIC RADIOLOGIS	B	197510	02 06	S
61U	PATHOLOGIST	B	197510	02 06	S
61W	PERIPHERAL VASCULAR S	B	197510	02 06	S
61Z	NEUROSURGEON	B	197510	02 06	S
62A	EMERGENCY PHYSICIAN	B	197804	02 06	S
62B	FIELD SURGEON	B	198810	02 06	S
62Z	GENERAL MEDICAL OFFIC	A	202310	03 06	S
63A	GENERAL DENTIST	B	197510	02 06	S
63B	COMPREHENSIVE DENTIST	B	197510	02 06	S
63D	PERIODONTIST	B	197510	02 06	S
63E	ENDODONTIST	B	197510	02 06	S
63F	PROSTHODONTIST	B	197510	02 06	S
63H	PUBLIC HEALTH DENTIST	B	197510	02 06	S
63K	PEDIATRIC DENTIST	B	197510	02 06	S
63M	ORTHODONTIST	B	197510	02 06	S
63N	ORAL AND MAXILLOFACIA	B	197510	02 06	S
63P	ORAL PATHOLOGIST	B	197510	02 06	S
63R	EXECUTIVE DENTIST	B	197510	02 06	S
64A	FIELD VETERINARY SERV	B	197510	02 03	S
64B	VETERINARY PREVENTIVE	B	200004	03 06	S
64C	VETERINARY LABORATORY	B	200004	03 06	S
64D	VETERINARY PATHOLOGY	B	200004	03 06	S
64E	VETERINARY BIOMEDICAL	B	200004	03 06	S
64F	VETERINARY CLINICAL M	B	200004	03 06	S
64Z	SENIOR VETERINARIAN (B	200004	03 06	S
65A	OCCUPATIONAL THERAPY	B	197510	02 06	S
65B	PHYSICAL THERAPY	B	197510	02 06	S
65C	DIETITIAN	B	197510	02 06	S
65D	PHYSICIAN ASSISTANT	B	199204	02 06	S
65X	SPECIALIST ALLIED OPE	B	200304	03 06	S
66B	ARMY PUBLIC HEALTH NU	B	200204	02 06	S
66C	PSYCHIATRIC/BEHAVIORA	B	197510	02 06	S
66E	PERIOPERATIVE NURSE	B	197510	02 06	S
66F	NURSE ANESTHETIST	B	197510	02 06	S
66G	OBSTETRIC AND GYNECOL	B	200204	02 06	S
66H	MEDICAL-SURGICAL NURS	B	197510	02 06	S
66N	GENERALIST NURSE	B	199610	02 06	S

Table 2-7**Officer AOC Security Requirements Listing (as of November 2021)****Refer to Table 1-9 for Security Clearance Code Definitions**

AOC	TITLE	STAT-CD	IMPL-YR/MO	GRD-BND	SEC-CLEARANCE
66P	FAMILY NURSE PRACTITI	B	200204	02 06	S
66R	PSYCHIATRIC/BEHAVIORA	B	201304	02 06	S
66S	CRITICAL CARE NURSING	B	201510	02 06	S
66T	EMERGENCY NURSING	B	201510	02 06	S
66W	CERTIFIED NURSE MIDWI	B	201304	02 06	S
67A	HEALTH SERVICES	B	197510	02 06	S
67B	ALLIED SCIENCES	B	197510	02 06	S
67C	PREVENTIVE MEDICINE S	B	197510	02 06	S
67D	BEHAVIORAL SCIENCES	B	197510	02 06	S
67E	PHARMACY	B	197510	02 06	S
67F	OPTOMETRY	B	197510	02 06	S
67G	PODIATRY	B	197510	02 06	S
67J	AEROMEDICAL EVACUATIO	B	197510	02 06	S
70A	HEALTH CARE ADMINISTR	B	199304	02 06	S
70B	HEALTH SERVICES ADMIN	B	199304	02 06	S
70C	HEALTH SERVICES COMPT	B	199304	02 06	S
70D	HEALTH SERVICES SYSTE	B	199304	02 06	S
70E	PATIENT ADMINISTRATIO	B	199304	02 06	S
70F	HEALTH SERVICES HUMAN	B	199304	02 06	S
70H	HEALTH SERVICES PLANS	B	199304	02 06	S
70K	HEALTH SERVICES MATER	B	199304	02 06	S
71A	MICROBIOLOGY	B	199304	02 06	S
71B	BIOCHEMISTRY	B	199304	02 06	S
71E	CLINICAL LABORATORY	B	199304	02 06	S
71F	RESEARCH PSYCHOLOGY	B	199304	02 06	S
72A	NUCLEAR MEDICAL SCIEN	B	199304	02 06	S
72B	ENTOMOLOGY	B	199304	02 06	S
72C	AUDIOLOGY	B	199304	02 06	S
72D	ENVIRONMENTAL SCIENCE	B	199304	02 06	S
73A	SOCIAL WORK	B	199304	02 06	S
73B	CLINICAL PSYCHOLOGY	B	199304	02 06	S
74A	CHEMICAL, BIOLOGICAL,	B	197510	02 06	S
88A	TRANSPORTATION, GENER	B	198710	02 03	S
89E	EXPLOSIVE ORDNANCE DI	B	200404	02 06	T
90A	LOGISTICS	B	199310	03 06	S
91A	MAINTENANCE & MUNITIO	B	197510	02 03	S
92A	QUARTERMASTER, GENERA	B	197510	02 03	S

Table 2-8**Officer AOC Conversion Listing (as of April 2022)**

From		To		Conversion Effective Date	Conversion NOFC*/Cycle
MOS	Title	MOS	Title		
02E	AIR DEFENSE ARTILLERY/FIELD ARTILLERY		This MOS was not converted to any other MOS	01 Apr 2019	
03A	INFANTRY/ARMOR IMMATERIAL	02A	COMBAT ARMS GENERALIST	01 Oct 2009	0704 - 14
		02B	INFANTRY/ARMOR IMMATERIAL		
		02C	INFANTRY/ARMOR/FIELD ARTILLERY/ENGINEER IMMATERIAL		
		42B	HUMAN RESOURCES OFFICER		
04A	PERSONNEL IMMATERIAL	42B	HUMAN RESOURCES OFFICER	01 Oct 2000	9810 - 17
		43A	HUMAN RESOURCE MANAGEMENT OFFICER		
11B	LIGHT INFANTRY	11A	INFANTRY	01 Apr 1991	
11C	MECHANIZED INFANTRY	11A	INFANTRY	01 Apr 1991	
12A	ARMOR, GENERAL	19A	ARMOR	01 Sep 2004	0204 - 06
12B	COMBAT ENGINEER	12A	ENGINEER	01 Oct 2013	1110 - 14
12C	CAVALRY	19C	CAVALRY	01 Sep 2004	0204 - 06
12D	FACILITIES/CONTRACT CONSTRUCTION MANAGEMENT ENGINEER (FCCME)	12A	ENGINEER	01 Oct 2013	1110 - 14
13B	LIGHT MISSILE FA	13A	FIELD ARTILLERY, GENERAL	01 Apr 1996	03
13C	HEAVY MISSILE FA		This MOS was not converted to any other MOS	01 Oct 1993	
13D	FA TARGET ACQUISITION	13A	FIELD ARTILLERY, GENERAL	01 Apr 1996	
13E	CANNON FA	13A	FIELD ARTILLERY, GENERAL	01 Apr 1996	03
14B	SHORT-RANGE AIR DEFENSE ARTILLERY (SHORAD)	14A	AIR DEFENSE ARTILLERY OFFICER	01 Oct 2009	0704 - 15
14D	HAWK MISSILE AIR DEFENSE ARTILLERY	14A	AIR DEFENSE ARTILLERY OFFICER	01 Oct 2009	0704 - 15
14E	PATRIOT MISSILE AIR DEFENSE ARTILLERY	14A	AIR DEFENSE ARTILLERY OFFICER	01 Oct 2009	0704 - 15

15D	AVIATION LOGISTICS	15B	AVIATION COMBINED ARMS OPERATIONS	01 Oct 2009	0704 - 02
15E	AVN TACT COMM	15B	AVIATION COMBINED ARMS OPERATIONS	01 Apr 1993	9210 - 05
19B	ARMOR	19A	ARMOR	01 Oct 2016	1610 - 53
19C	CAVALRY	19A	ARMOR	01 Oct 2016	1410 - 08
21A	ENGINEER, GENERAL	12A	ENGINEER	01 Oct 2010	0804 - 15
21B	COMBAT ENGINEER	12B	COMBAT ENGINEER	01 Oct 2010	0804 - 15
21C	TOPOGRAPHIC ENGINEER	21B	COMBAT ENGINEER	01 Apr 1997	9610 - 01
21D	FACILITIES/CONTRACT CONSTRUCTION MANAGEMENT ENGINEER (FCCME)	12D	FACILITIES/CONTRACT CONSTRUCTION MANAGEMENT ENGINEER (FCCME)	01 Oct 2010	0804 - 15
24A	TELECOMMUNICATIONS SYSTEMS ENGINEER	26A	NETWORK SYSTEMS ENGINEERING	01 Oct 2016	1510 - 01 05
		26B	DATA SYSTEMS ENGINEERING		
		26Z	DATA NETWORK ENGINEERING		
24B	DATA SYSTEMS ENGINEER	51R	SYSTEMS AUTOMATION ACQUISITION AND ENGINEERING	01 Sep 2005	0204 - 05
		51Z	ACQUISITION		
		53A	INFORMATION SYSTEMS MANAGEMENT		
		57A	SIMULATIONS OPERATIONS OFFICER		
		24A	TELECOMMUNICATIONS SYSTEMS ENGINEER		
24X	DESIGNATED TELECOMMUNICATIONS SYSTEMS ENGINEER	26A	NETWORK SYSTEMS ENGINEERING	01 Oct 2016	1510 - 01 05
		26B	DATA SYSTEMS ENGINEERING		
		26Z	DATA NETWORK ENGINEERING		
24Z	INFORMATION SYSTEMS ENGINEER	24A	TELECOMMUNICATIONS SYSTEMS ENGINEER	01 Sep 2005	0204 - 05
		53A	INFORMATION SYSTEMS MANAGEMENT		
25B	C-E AUTOMATION	53A	INFORMATION SYSTEMS MANAGEMENT	01 Oct 2000	9810 - 20
		24A	TELECOMMUNICATIONS SYSTEMS ENGINEER		
		25A	SIGNAL, GENERAL		
25C	C-E OPERATIONS	01A	OFFICER GENERALIST	01 Oct 2000	9810 - 20

		24A	TELECOMMUNICATIONS SYSTEMS ENGINEER		
		24Z	INFORMATION SYSTEMS ENGINEER		
		25A	SIGNAL, GENERAL		
25D	C-E ENGINEERING	24A	TELECOMMUNICATIONS SYSTEMS ENGINEER	01 Oct 2000	9810 - 20
		24Z	INFORMATION SYSTEMS ENGINEER		
		25A	SIGNAL, GENERAL		
25E	C-E NETWORKING	24A	TELECOMMUNICATIONS SYSTEMS ENGINEER	01 Oct 2000	9810 - 20
		24Z	INFORMATION SYSTEMS ENGINEER		
		53A	INFORMATION SYSTEMS MANAGEMENT		
		25A	SIGNAL, GENERAL		
25G	NETWORK INTEGRATION	25A	SIGNAL, GENERAL	01 Oct 2020	1810 - 02
		26B	DATA SYSTEMS ENGINEERING		
25Z	NETWORK INTEGRATION	25A	SIGNAL, GENERAL	01 Oct 2021	1910 - 08 09
29A	ELECTRONIC WARFARE OFFICER	17B	CYBER AND ELECTRONIC WARFARE OFFICER	01 Oct 2018	1610 - 59
31B	PHYSICAL SECURITY	31A	MILITARY POLICE	01 Apr 1995	
31C	CORRECTIONAL	31A	MILITARY POLICE	01 Apr 1995	
31D	CRIMINAL INVEST	31A	MILITARY POLICE	01 Apr 1995	
34A	STRATEGIC INTELLIGENCE OFFICER	35B	STRATEGIC INTELLIGENCE OFFICER	01 Oct 2021	1910 - 03 09
35A	MILITARY INTEL GEN	35D	ALL SOURCE INTELLIGENCE	01 Oct 1993	
35B	STRATEGIC INTELLIGENCE (RC)	34A	STRATEGIC INTELLIGENCE OFFICER	01 Oct 2006	0404 - 02
		35D	ALL SOURCE INTELLIGENCE		
35C	IMAGERY INTELLIGENCE (IMINT)	35D	ALL SOURCE INTELLIGENCE	01 Oct 2010	0904 - 21 21A
35D	ALL SOURCE INTELLIGENCE	35A	INTELLIGENCE OFFICER	01 Oct 2021	1910 - 03 09
35E	COUNTER INTELLIGENCE (CI)	35A	INTELLIGENCE OFFICER	01 Oct 2021	1910 - 03 09
35F	HUMAN INTELLIGENCE (HUMINT)	35A	INTELLIGENCE OFFICER	01 Oct 2021	1910 - 03 09

35G	SIGNAL INTELLIGENCE/ELECTRONIC WARFARE (SIGINT/EW)	35A	INTELLIGENCE OFFICER	01 Oct 2021	1910 - 03
39A	PSYCHOLOGICAL OPERATIONS OR CIVIL AFFAIRS, GENERAL	37A	PSYCHOLOGICAL OPERATIONS	01 Oct 2006	0404 - 01
		38A	CIVIL AFFAIRS (RESERVE FORCES ONLY)		
39B	PSYCHOLOGICAL OPERATIONS	37A	PSYCHOLOGICAL OPERATIONS	01 Oct 2006	0404 - 01
39C	CIVIL AFFAIRS	38A	CIVIL AFFAIRS (RESERVE FORCES ONLY)	01 Oct 2006	0404 - 01
39X	PSYCHOLOGICAL OPERATIONS AND CIVIL AFFAIRS, DESIGNATED	37X	PSYCHOLOGICAL OPERATIONS, DESIGNATED	01 Oct 2006	0404 - 01
		38X	CIVIL AFFAIRS, DESIGNATED		
41A	PERS PROGRAMS MGT	01A	OFFICER GENERALIST	01 Oct 2000	9810 - 15
		02A	COMBAT ARMS GENERALIST		
		42B	HUMAN RESOURCES OFFICER		
		43A	HUMAN RESOURCE MANAGEMENT OFFICER		
		46A	PUBLIC AFFAIRS, GENERAL		
42A	AG GENERAL	43A	HUMAN RESOURCE MANAGEMENT OFFICER	01 Oct 2000	9810 - 12
		45A	COMPTROLLER		
		49A	OPERATIONS RESEARCH/SYSTEMS ANALYSIS		
		42B	HUMAN RESOURCES OFFICER		
42E	ADMIN SYSTEMS MGT	40A	SPACE OPERATIONS	01 Oct 2000	9810 - 12
		43A	HUMAN RESOURCE MANAGEMENT OFFICER		
		45A	COMPTROLLER		
		42B	HUMAN RESOURCES OFFICER		
43A	HUMAN RESOURCE MANAGEMENT OFFICER	42B	HUMAN RESOURCES OFFICER	01 Oct 2008	0604 - 10
		42H	SENIOR HUMAN RESOURCES OFFICER		
44A	FINANCE, GENERAL	36A	FINANCE AND COMPTROLLER	01 Oct 2008	0804 - 10

45A	COMPTROLLER	36A	FINANCE AND COMPTROLLER	01 Oct 2008	0704 - 10
45B	PROGRAM BUDGET	45A	COMPTROLLER	01 Oct 1990	
46B	BROADCAST	46A	PUBLIC AFFAIRS, GENERAL	01 Oct 2006	0404 - 08
47B	USMA ACADEMY PROF	FA47		01 Apr 1999	9704 - 02
48A	FOREIGN AREA GENERAL	FA48		01 Oct 2000	9810 - 24
48C	EUROPE	48E	EUROPE AND EURASIA	01 Oct 2018	1610 - 58
48D	CENTRAL AND SOUTH ASIA	48B	WESTERN HEMISPHERE	01 Oct 2022	2110 - 03
		48E	EUROPE AND EURASIA		
		48G	MIDEAST/NORTH AFRICA		
		48P	ASIA-PACIFIC		
		48X	FOREIGN AREA OFFICER		
48F	CHINA	48G	MIDEAST/NORTH AFRICA	01 Oct 2022	2110 - 03
		48X	FOREIGN AREA OFFICER		
		48P	ASIA-PACIFIC		
48H	NORTHEAST ASIA	48P	ASIA-PACIFIC	01 Oct 2022	2110 - 03
48I	SOUTHEAST ASIA	48P	ASIA-PACIFIC	01 Oct 2022	2110 - 03
49B	OR PERSONNEL	01A	OFFICER GENERALIST	01 Oct 2000	9810 - 06
		49A	OPERATIONS RESEARCH/SYSTEMS ANALYSIS		
49C	OR CBT OPS/MAT SYS	01A	OFFICER GENERALIST	01 Oct 2000	9810 - 06
		49A	OPERATIONS RESEARCH/SYSTEMS ANALYSIS		
49D	OR PPRM	01A	OFFICER GENERALIST	01 Oct 2000	9810 - 06
		49A	OPERATIONS RESEARCH/SYSTEMS ANALYSIS		
49E	OR T&E	49A	OPERATIONS RESEARCH/SYSTEMS ANALYSIS	01 Oct 2000	9810 - 06
50A	FORCE DEVELOPMENT	54A	OP PLANS TRAINING	01 Oct 1995	95046
51B	TEST AND EVALUATION	51T	TEST AND EVALUATION	01 Oct 2000	9810 - 13
		51Z	ACQUISITION		
51D	ACQUISITION	51Z	ACQUISITION	01 Oct 2000	9810 - 13
52A	NUCLEAR WEAPONS GEN		This MOS was not converted to any other MOS	01 Oct 1994	
53A	INFORMATION SYSTEMS MANAGEMENT	25G	NETWORK INTEGRATION	01 Oct 2016	1510 - 09 05
		25Z	NETWORK INTEGRATION		
		26A	NETWORK SYSTEMS ENGINEERING		

		26B	DATA SYSTEMS ENGINEERING		
		26Z	DATA NETWORK ENGINEERING		
53B	SYS AUTO ENGINEERING	51R	SYSTEMS AUTOMATION ACQUISITION AND ENGINEERING	01 Oct 2000	9810 - 22
		53A	INFORMATION SYSTEMS MANAGEMENT		
		24B	DATA SYSTEMS ENGINEER		
53C	SYS AUTO ACQUISITION	24B	DATA SYSTEMS ENGINEER	01 Oct 2000	9810 - 22
		51Z	ACQUISITION		
		51R	SYSTEMS AUTOMATION ACQUISITION AND ENGINEERING		
		53A	INFORMATION SYSTEMS MANAGEMENT		
53X	DESIGNATED SYSTEMS AUTOMATION		This MOS was not converted to any other MOS	01 Oct 2016	1510 - 09 05
54A	OP PLANS TRAINING	01A	OFFICER GENERALIST	01 Oct 2000	9810 - 14
		02A	COMBAT ARMS GENERALIST		
		11A	INFANTRY		
		12A	ARMOR, GENERAL		
		13A	FIELD ARTILLERY, GENERAL		
55A	JUDGE ADVOCATE, GENERAL	27A	JUDGE ADVOCATE GENERAL	01 Sep 2004	0104 - 06
55B	MILITARY JUDGE	27B	MILITARY JUDGE	01 Sep 2004	0104 - 06
60F	PULMONARY DISEASE/CRITICAL CARE OFFICER	61F	INTERNIST	01 Oct 2023	2110 - 04
60G	GASTROENTEROLOGIST	61F	INTERNIST	01 Oct 2023	2110 - 04
60H	CARDIOLOGIST	61F	INTERNIST	01 Oct 2023	2110 - 04
60M	ALLERGIST, CLINICAL IMMUNOLOGIST	61F	INTERNIST	01 Oct 2023	2110 - 04
60R	CHILD NEUROLOGIST	60V	NEUROLOGIST	01 Oct 2023	2110 - 04
60U	CHILD PSYCHIATRIST	60W	PSYCHIATRIST	01 Oct 2017	1510 - 14
61A	NEPHROLOGIST	61F	INTERNIST	01 Oct 2023	2110 - 04
61B	MEDICAL ONCOLOGIST/HEMATOLOGIST	61F	INTERNIST	01 Oct 2023	2110 - 04
61C	ENDOCRINOLOGIST	61F	INTERNIST	01 Oct 2023	2110 - 04
61D	RHEUMATOLOGIST	61F	INTERNIST	01 Oct 2023	2110 - 04

61L	PLASTIC SURGEON	61J	GENERAL SURGEON	01 Oct 2023	2110 - 04
64B	VETERINARY STAFF OFF	75A	FIELD VETERINARY SVC	01 Apr 1993	9210 - 08
		75B	VET PREVENTIVE SVC		
		75C	VET LAB ANIMAL MED		
		75F	VET CLINICAL MED		
		64A	FIELD VETERINARY SERVICE		
64C	VET LAB AN MED OFF	75A	FIELD VETERINARY SVC	01 Apr 1993	9210 - 08
		75B	VET PREVENTIVE SVC		
		75C	VET LAB ANIMAL MED		
		75E	VETERINARY MICROBIOLO		
		64C	VET LAB AN MED OFF		
64D	VETERINARY PATHO	75A	FIELD VETERINARY SVC	01 Apr 1993	9210 - 08
		75B	VET PREVENTIVE SVC		
		75C	VET LAB ANIMAL MED		
		75E	VETERINARY MICROBIOLO		
		64C	VET LAB AN MED OFF		
64E	VETERINARY MICROBIOL	75F	VET CLINICAL MED	01 Apr 1993	9210 - 08
		75E	VETERINARY MICROBIOLO		
		75A	FIELD VETERINARY SVC		
		75B	VET PREVENTIVE SVC		
		75C	VET LAB ANIMAL MED		
64F	VET COMP MED OFF	75A	FIELD VETERINARY SVC	01 Apr 1993	9210 - 08
		75B	VET PREVENTIVE SVC		
		75C	VET LAB ANIMAL MED		
		75F	VET CLINICAL MED		
		64A	FIELD VETERINARY SERVICE		
66A	NURSE ADMINISTRATOR	66N	GENERALIST NURSE	01 Oct 1996	9604 - 06
66B	COM HEALTH NURSE	66H	MEDICAL-SURGICAL NURSE	01 Oct 1996	9604 - 06
66D	PEDIATRIC NURSE	66H	MEDICAL-SURGICAL NURSE	01 Oct 1996	9604 - 06
66G	OB-GYNECOLOGIC NURSE	66H	MEDICAL-SURGICAL NURSE	01 Oct 1996	9604 - 06
66J	CLINICAL NURSE	66H	MEDICAL-SURGICAL NURSE	01 Oct 1996	9604 - 06
67H	HLTH SVC PLAN OP OFF	70H	HEALTH SERVICES PLANS, OPERATIONS, INTELLIGENCE, SECURITY, AND TRAINING	01 Apr 1993	9210 - 09
		67A	HEALTH SERVICES		
67K	HEALTH SVC MAT OFF	70K	HEALTH SERVICES MATERIEL	01 Apr 1993	9210 - 09

		67A	HEALTH SERVICES		
67L	HEALTH FAC PLAN OFF		This MOS was not converted to any other MOS	01 Apr 1993	
68A	MICROBIOLOGIST	71A	MICROBIOLOGY	01 Apr 1993	9210 - 09
		67B	ALLIED SCIENCES		
68B	NUC MED SCIENCE OFF	72A	NUCLEAR MEDICAL SCIENCE	01 Apr 1993	9210 - 09
		67C	PREVENTIVE MEDICINE SCIENCES		
68C	BIOCHEMIST	71B	BIOCHEMISTRY	01 Apr 1993	9210 - 09
		67B	ALLIED SCIENCES		
68D	PARASITOLOGIST	71C	PARASITOLOGY	01 Apr 1993	9210 - 09
		67B	ALLIED SCIENCES		
68E	IMMUNOLOGIST	71D	IMMUNOLOGY	01 Apr 1993	9210 - 09
		67B	ALLIED SCIENCES		
68F	CLINICAL LAB OFFICER	71E	CLINICAL LABORATORY	01 Apr 1993	9210 - 09
		67B	ALLIED SCIENCES		
68G	ENTOMOLOGIST	72B	ENTOMOLOGY	01 Apr 1993	9210 - 09
		67C	PREVENTIVE MEDICINE SCIENCES		
68H	PHARMACY OFFICER	67E	PHARMACY	01 Apr 1993	9210 - 09
68J	PHYSIOLOGIST	71B	BIOCHEMISTRY	01 Apr 1993	9210 - 09
		67B	ALLIED SCIENCES		
68K	OPTOMETRY OFFICER	67F	OPTOMETRY	01 Apr 1993	9210 - 09
68L	PODIATRIST	67G	PODIATRY	01 Apr 1993	9210 - 09
68M	AUDIOLOGIST	72C	AUDIOLOGY	01 Apr 1993	9210 - 09
		67C	PREVENTIVE MEDICINE SCIENCES		
68N	ENVIR SCIENCE OFFICER	72D	ENVIRONMENTAL SCIENCE AND ENGINEERING	01 Apr 1993	9210 - 09
68P	SANITARY ENGINEER	72E	ENVIRONMENTAL ENGINEER	01 Apr 1993	9210 - 09
		67C	PREVENTIVE MEDICINE SCIENCES		
68R	SOCIAL WORK OFFICER	73A	SOCIAL WORK	01 Apr 1993	9210 - 09
		67D	BEHAVIORAL SCIENCES		
68S	CLINICAL PSYCHOLOGIST	73B	CLINICAL PSYCHOLOGY	01 Apr 1993	9210 - 09
68T	HEALTH SVC RSCH PSYCH	71F	RESEARCH PSYCHOLOGY	01 Apr 1993	9210 - 09
		67B	ALLIED SCIENCES		
68U	PSYCHOLOGY ASSISTANT	73B	CLINICAL PSYCHOLOGY	01 Apr 1993	9210 - 09
71C	PARASITOLOGY	71A	MICROBIOLOGY	01 Oct 1995	95044
71D	IMMUNOLOGY	71A	MICROBIOLOGY	01 Oct 1995	95044

72E	ENVIRONMENTAL ENGINEER	72D	ENVIRONMENTAL SCIENCE AND ENGINEERING	01 Oct 2010	0804 - 20
74B	CHEMICAL OPERATIONS AND TRAINING	74A	CHEMICAL, BIOLOGICAL, RADIOLOGICAL AND NUCLEAR (CBRN)	01 Oct 2010	0804 - 06
74C	CHEMICAL MUNITIONS AND MATERIEL MANAGEMENT	74A	CHEMICAL, BIOLOGICAL, RADIOLOGICAL AND NUCLEAR (CBRN)	01 Oct 2010	0804 - 06
75A	FIELD VETERINARY SVC	64A	FIELD VETERINARY SERVICE	01 Oct 2000	9804 - 01
		64B	VETERINARY PREVENTIVE MEDICINE		
		64Z	SENIOR VETERINARIAN (IMMATERIAL)		
75B	VET PREVENTIVE SVC	64B	VETERINARY PREVENTIVE MEDICINE	01 Oct 2000	9804 - 01
75C	VET LAB ANIMAL MED	64C	VETERINARY LABORATORY ANIMAL MEDICINE	01 Oct 2000	9804 - 01
75D	VETERINARY PATHOLOGY	64D	VETERINARY PATHOLOGY	01 Oct 2000	9804 - 01
75E	VETERINARY MICROBIOLO	64E	VETERINARY BIOMEDICAL SCIENTIST	01 Oct 2000	9804 - 01
75F	VET CLINICAL MED	64F	VETERINARY CLINICAL MEDICINE	01 Oct 2000	9804 - 01
88B	TRAFFIC MANAGEMENT	88A	TRANSPORTATION, GENERAL	01 Oct 2011	1010 - 02
		90A	LOGISTICS		
88C	MARINE AND TERMINAL OPERATIONS	88A	TRANSPORTATION, GENERAL	01 Oct 2011	1010 - 02
		90A	LOGISTICS		
88D	MOTOR/RAIL TRANSPORTATION	88A	TRANSPORTATION, GENERAL	01 Oct 2011	1010 - 02
		90A	LOGISTICS		
88E	TRANSPORTATION MGMT	88A	TRANSPORTATION, GENERAL	01 Oct 1993	9304 - 03
		88B	TRAFFIC MANAGEMENT		
		88C	MARINE AND TERMINAL OPERATIONS		
		88D	MOTOR/RAIL TRANSPORTATION		
		90A	LOGISTICS		
91B	MAINTENANCE MANAGEMENT	91A	MAINTENANCE & MUNITIONS MATERIEL OFFICER	01 Oct 2005	0304 - 08

91C	MSL/ELECT MAT MGMT	91B	MAINTENANCE MANAGEMENT	01 Apr 1992	
91D	MUNITIONS MATERIEL MANAGEMENT	91A	MAINTENANCE & MUNITIONS MATERIEL OFFICER	01 Oct 2005	0304 - 08
91E	EXPLOSIVE ORDNANCE DISPOSAL	89E	EXPLOSIVE ORDNANCE DISPOSAL	01 Sep 2005	0204 - 09
92B	SUPPLY MATERIEL MGMT	01A	OFFICER GENERALIST	01 Oct 2000	9810 - 21
		43A	HUMAN RESOURCE MANAGEMENT OFFICER		
		53A	INFORMATION SYSTEMS MANAGEMENT		
		92A	QUARTERMASTER, GENERAL		
92D	AERIAL DELIVERY AND MATERIEL	92A	QUARTERMASTER, GENERAL	01 Oct 2010	0904 - 10 10A
92F	PETROLEUM AND WATER	90A	LOGISTICS	01 Oct 2011	1010 - 02 02A
92G	SUBSISTENCE	92A	QUARTERMASTER, GENERAL	01 Oct 1996	9604 - 5
97A	CONTRACT IND MGT OFF	51C	CONTRACT AND INDUSTRIAL MANAGEMENT	01 Oct 2000	9810 - 13
		51Z	ACQUISITION		