



Department of Defense **INSTRUCTION**

NUMBER 1300.19

March 4, 2014

USD(P&R)

SUBJECT: DoD Joint Officer Management (JOM) Program

References: See Enclosure 1

1. PURPOSE

a. This instruction reissues DoD Instruction 1300.19 (Reference (a)) in accordance with the authority in DoD Directive 5124.02 (Reference (b)) and sections 619a, 661-668, and 2151-2154 of Title 10, United States Code (Reference (c)) to establish policy, assign responsibilities, and provide general procedures for the DoD JOM Program.

b. Specific procedural guidance for implementing the DoD JOM Program is established by the Chairman of the Joint Chiefs of Staff (CJCS) and found in the CJCS Instruction (CJCSI) 1330.05 (Reference (d)).

2. APPLICABILITY. This instruction applies to:

a. OSD, the Military Departments, the Office of the CJCS and the Joint Staff, the Combatant Commands (CCMDs), the Office of the Inspector General of the Department of Defense, the Defense Agencies, the DoD Field Activities, and all other organizational entities in the Department of Defense (referred to collectively in this instruction as the "DoD Components").

b. U.S. elements of combined commands and Military Department elements of U.S. Government agencies outside the Department of Defense. The term "Military Services," as used in this instruction, refers to the Active and Reserve Components (AC and RC) of the Army, the Navy, the Air Force, and the Marine Corps.

3. POLICY. It is DoD policy:

a. That officers be educated, trained, and experienced in joint matters to enhance the joint warfighting capability of the United States through a heightened awareness of joint requirements, including multi-Service, interagency, international, and non-governmental perspectives.

b. That officers be designated as joint qualified based on their achievement and completion of education, training, and experience that develop and use knowledge, skills, and abilities relevant to the definition of joint matters in chapter 38 of Reference (c). Such progressive levels of joint qualification will be known as: Level II, Level III (referred to as joint qualified officer (JQO) in this instruction), and Level IV.

c. That positions that provide officers significant experience in joint matters, as defined by section 668 of Reference (c), be designated as joint duty assignments (JDAs).

d. That critical standard joint duty assignments (S-JDAs) on the joint duty assignment list (JDAL), pursuant to section 661 of Reference (c), must be limited to positions that:

(1) Require incumbents who are previously trained, educated, and experienced in joint matters; or

(2) At a minimum, would be greatly enhanced by such an incumbent.

e. That while assignments in an officer's Military Department may provide an opportunity to gain joint experience, Service positions will not be designated as S-JDAs or added to the JDAL.

f. That officers be assigned to S-JDAs for a length of time needed to provide stability to the joint organization. All general or flag officers (G/FOs) will be assigned to S-JDAs for not less than 2 years. Other AC and RC full-time officers will be assigned for not less than 3 years, and RC officers who serve less than full-time must serve in accordance with this instruction.

g. That quality officers who have completed Joint Professional Military Education (JPME) Phase II (or in the case of RC officers, Advanced Joint Professional Military Education (AJPME)) and a full S-JDA, or who have met such additional criteria as prescribed by the Secretary of Defense in this instruction, be designated as JQOs.

h. That only officers in the pay grade of O-4 or above may be designated as JQOs.

i. To designate an appropriate number of critical S-JDA positions to meet mission requirements and to fill critical S-JDAs with JQOs; and to fill at least one half of all S-JDA positions designated as O-5 or above billets with officers who have the appropriate level of joint qualification.

j. To assign quality officers to S-JDAs. The qualifications of officers assigned to S-JDAs should be such that the promotion rates of those officers meet the objectives in section 662 of Reference (c).

k. That officers on the Active Duty List (ADL) must be designated a Level III JQO before appointment to brigadier general or rear admiral (lower half) pursuant to section 619a of Reference (c).

l. That all ADL graduates, and RC graduates not on the ADL to the extent practicable, of National Defense University (NDU) JPME Phase II-awarding schools who are JQOs and more than 50 percent of the remaining graduates of each of these schools will be assigned to an S-JDA upon graduation in compliance with section 663 of Reference (c).

m. That policy governing education and experience in joint matters for RC officers not on the ADL will, to the extent practicable, be similar to such policy for officers on the ADL, in compliance with section 666 of Reference (c)

4. RESPONSIBILITIES. See Enclosure 2.

5. PROCEDURES. See Enclosures 3 through 13.

6. INFORMATION COLLECTION REQUIREMENTS. The JOM Annual Report to Congress, referred to in paragraph 4a of Enclosure 10 and section 1 of Enclosure 12 of this instruction, is submitted to Congress in accordance with section 667 of Reference (c) and is coordinated with the Assistant Secretary of Defense for Legislative Affairs in accordance with the procedures in DoD Instruction 5545.02 (Reference (e)).

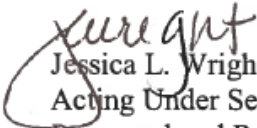
7. RELEASABILITY. **Unlimited**. This instruction is approved for public release and is available on the Internet from the DoD Issuances Website at <http://www.dtic.mil/whs/directives>.

8. EFFECTIVE DATE. This instruction:

a. Is effective March 4, 2014.

b. Must be reissued, cancelled, or certified current within 5 years of its publication to be considered current in accordance with DoD Instruction 5025.01 (Reference (f)).

c. Will expire effective March 4, 2024 and be removed from the DoD Issuances Website if it hasn't been reissued or cancelled in accordance with Reference (f).


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Enclosures

1. References
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5. Joint Duty Credit
6. Joint Experience, Training, and Education
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ENCLOSURE 1

REFERENCES

- (a) DoD Instruction 1300.19, “DoD Joint Officer Management Program,” October 31, 2007, as amended (hereby cancelled)
- (b) DoD Directive 5124.02, “Under Secretary of Defense for Personnel and Readiness (USD(P&R)),” June 23, 2008
- (c) Title 10, United States Code
- (d) Chairman of the Joint Chiefs of Staff Instruction 1330.05, “Joint Officer Management Program Procedures,” May 1, 2008
- (e) DoD Instruction 5545.02, “DoD Policy for Congressional Authorization and Appropriations Reporting Requirements,” December 19, 2008
- (f) DoD Instruction 5025.01, “DoD Directives Program,” September 26, 2012, as amended
- (g) DoD Joint Officer Management Joint Qualification System Implementation Plan, March 30, 2007
- (h) Chairman of the Joint Chiefs of Staff Instruction 1331.01D, “Manpower and Personnel Actions Involving General and Flag Officers,” August 1, 2010
- (i) Chairman of the Joint Chiefs of Staff Instruction 1800.01D, “Officer Professional Military Education Policy (OPMEP),” July 15, 2009
- (j) DoD Instruction 1315.18, “Procedures for Military Personnel Assignments,” January 12, 2005
- (k) DoD 7000.14-R, “Department of Defense Financial Management Regulations (FMRs),” current edition

ENCLOSURE 2

RESPONSIBILITIES

1. UNDER SECRETARY OF DEFENSE FOR PERSONNEL AND READINESS (USD(P&R)). The USD(P&R):

- a. Establishes policy and oversees the DoD JOM Program.
- b. Establishes, with the advice of the CJCS, different levels of joint qualifications and criteria for qualification at each level, including joint education and joint experience criteria, pursuant to Reference (c).
- c. Exercises approval authority for the annual JDAL based on the recommendations of the CJCS.
- d. Approves Level III JQO designation and Level IV joint qualified designation.
- e. Designates the military specialties that meet the critical occupational specialty (COS) criteria in Enclosure 9 of this instruction.
- f. Acts on requests to waive DoD JOM Program requirements, as authorized in Enclosures 3, 8, and 11 of this instruction, and forwards those requests to the Secretary of Defense or Deputy Secretary of Defense requiring their action pursuant to the DoD Joint Officer Management Joint Qualification System Implementation Plan (Reference (g)).

2. ASSISTANT SECRETARY OF DEFENSE FOR READINESS AND FORCE MANAGEMENT (ASD(R&FM)). Under the authority, direction, and control of the USD(P&R), the ASD(R&FM):

- a. Develops policies to administer the DoD JOM Program.
- b. Convenes boards, as necessary pursuant to CJCSI 1331.01D (Reference (h)), to make recommendations on management of officers under the DoD JOM Program.
- c. Oversees the preparation and coordination of reports, as required, in support of the DoD JOM Program.
- d. Develops policy to administer joint education, joint exercises, joint training, and other education that contribute to an officer's expertise in joint matters.
- e. Acts on requests to waive joint tour length and post-JPME Phase II assignment requirements.

3. ASSISTANT SECRETARY OF DEFENSE FOR RESERVE AFFAIRS (ASD(RA)). Under the authority, direction, and control of the USD(P&R), the ASD(RA):

- a. Exercises oversight for joint qualification system (JQS) policies and procedures that govern RC officers.
- b. Coordinates with the CJCS to develop guidance to allow RC officers to receive joint duty credit for joint experience.
- c. Monitors the RC to facilitate compliance with the DoD JQS program with the goal of increasing the pool of all levels of RC JQO.
- d. Coordinates RC joint officer education and JOM issues with the CJCS.
- e. Oversees the policies and procedures governing RC G/FO attendance at the Capstone course at NDU.

4. DIRECTOR, DEPARTMENT OF DEFENSE HUMAN RESOURCES ACTIVITY (DoDHRA). Under the authority, direction, and control of the USD(P&R), and in coordination with the ASD(R&FM), the Director, DoDHRA, maintains and updates joint duty management information systems.

5. DoD COMPONENT HEADS, EXCLUDING THE SECRETARIES OF THE MILITARY DEPARTMENTS. Excluding the Secretaries of the Military Departments, the DoD Component heads:

- a. Implement this instruction.
- b. Comply with guidelines and procedures established by the CJCS for implementing the DoD JOM Program.
- c. Provide to the CJCS, in coordination with the Military Services, proposed additions, deletions, and changes to the JDAL.
- d. Do not reassign, other than for cause, officers filling S-JDA positions to non S-JDA positions, or JQOs filling critical S-JDA positions, without prior coordination with the respective Military Service.
- e. Participate in boards convened by the ASD(R&FM) on management of officers under the DoD JOM Program.
- f. Monitor assignment actions to ensure organizational stability is maintained.

6. SECRETARIES OF THE MILITARY DEPARTMENTS. The Secretaries of the Military Departments:

- a. Implement this instruction.
- b. Comply with Reference (d) and other supporting CJCS guidance for implementing the DoD JOM Program.
- c. Require that the JPME Phase I and Phase II curriculum of Military Service schools meet the criteria established in CJCSI 1800.01D (Reference (i)).
- d. Direct that joint assignment practices result in the Military Departments meeting the tour length requirements specified in section 664 of Reference (c).
- e. Nominate officers meeting the joint qualification criteria in Enclosure 4 of this instruction to the CJCS and the Secretary of Defense, as appropriate, for joint designation as Level II, III, or IV.
- f. Monitor the careers of JQOs and officers who are serving or have served on the Joint Staff and the staff of the Secretary of Defense.
- g. Require appropriate assignment of JQOs to critical S-JDAs.
- h. Require the qualifications of officers assigned to S-JDAs are such that joint promotion objectives can be achieved.
- i. Require all ADL graduates of NDU JPME Phase II-awarding schools who are JQOs be assigned to an S-JDA as their immediate assignment following graduation pursuant to section 663 Reference (c). To the extent practicable, this policy should also apply to RC graduates not on the ADL.
- j. Require that more than half of ADL non-JQO graduates of NDU JPME Phase II-awarding schools be assigned to an S-JDA as their immediate assignment following graduation. Up to one half of the officers subject to this requirement may be assigned to an S-JDA as their second (rather than first) assignment following graduation. To the extent practicable, this policy should also apply to RC graduates not on the ADL.
- k. Support boards convened by the ASD(R&FM) on management of officers under the DoD JOM Program.
- l. Provide JOM reports, as required, through the CJCS to the Secretary of Defense.

7. CJCS. In addition to the responsibilities in section 5 of this enclosure, the CJCS:

- a. Develops procedures and instructions to implement and support this instruction.

- b. Develops and coordinates policies for JPME.
- c. Develops and maintains the methodology for determining S-JDA and critical S-JDA requirements.
- d. Recommends JDAL changes to the USD(P&R) and reviews, updates, maintains, and publishes the JDAL annually.
- e. Manages the Joint Duty Assignment Management Information System (JDAMIS).
- f. Manages the joint qualification designation process.
- g. Monitors the promotions of JQOs and officers who are serving or have served on the Joint Staff and the staff of the Secretary of Defense to ensure that appropriate consideration is given to their joint performance.
- h. Reviews Military Service requests for DoD JOM Program waivers and makes recommendations on such requests to the USD(P&R).
- i. Serves as board secretariat for boards convened by the USD(P&R) on management of officers under the DoD JOM Program.
- j. Prepares and coordinates on reports, as required, in support of the DoD JOM Program.
- k. Submits a list of RC G/FO Capstone course attendees, by class, to the Office of the ASD(RA).
- l. Determines and accredits those joint experiences, joint training and exercises, and other education that have direct relevance to the definition of joint matters specified in section 668 of Reference (c), and as prescribed in Enclosure 6 of this instruction.

ENCLOSURE 3

JOINT QUALIFICATIONS

1. JOINT QUALIFICATIONS. The JQS is a multi-level system that is open to all officers of the AC and RC and recognizes joint experiences, regardless of where they accrue. Attaining expertise in joint matters is a career-long accumulation of experiences that may be gained via various duties and assignments to joint organizations for extended periods or through the performance of temporary duties of shorter duration. An S-JDA in accordance with section 664(a) of Reference (c) is still the primary means of achieving joint experience and joint duty credit.

2. JOINT QUALIFICATION LEVELS AND CRITERIA. The multi-level system is designed to recognize an officer's progressive, career-long accumulation of joint experiences. In an effort to streamline joint qualification levels and reduce redundancy between criteria, the Level I qualification has been eliminated. The joint qualification levels now begin with Level II. Officers who meet the requirements for Level II and Level III joint qualification simultaneously may be designated as a Level III JQO without previously being designated as Level II. Award of the various levels of joint qualification is contingent on meeting the following criteria:

a. Level II. The approval authority is the Vice Director, Joint Staff. An officer:

(1) Must accrue 18 joint qualification points (a minimum of 12 of the 18 points must be derived from joint experiences other than joint training or joint exercises), or have been awarded full joint duty credit.

(2) Must successfully complete JPME Phase I.

(3) May accrue discretionary points derived from joint training, joint exercises, and other education that enhances an officer's knowledge and understanding of joint matters.

b. Level III. The approval authority is the USD(P&R).

(1) An officer must:

(a) Earn 18 more joint qualification points, over and above the 18 points required to be designated Level II. A minimum of 12 joint experience points must have been accrued in the pay grade of O-4 or higher for officers obtaining joint experience points through experience-based joint duty assignments (E-JDAs) (in some cases, officers may need more than 36 total points to qualify for Level III due to the 12 point recency requirement), or have been awarded full joint duty credit. Officers who are currently serving in an S-JDA and have completed JPME Phase II or AJPME may combine accrued joint qualification points with time (months) already served in the S-JDA to achieve the requisite 36 points required for Level III. Use of interim time

(months) served to achieve a total of 36 points will not preclude the requirement to complete the full tour of duty in the current S-JDA.

(b) Successfully complete JPME Phase II. RC officers may complete AJPME in lieu of JPME Phase II.

(c) Be in the pay grade of O-4 or above.

(2) Discretionary points may be derived from joint training, joint exercises, and other education that enhances an officer's knowledge and understanding of joint matters. A maximum of 12 discretionary points may be used for award of Level III joint qualification.

(3) Officers approved for award of Level III joint qualification will be designated as a JQO.

(4) Only officers designated as a JQO are eligible for appointment as an O-7 (brigadier general or, for the Navy, rear admiral (lower half)), unless the Secretary of Defense waives the JQO requirement in accordance with Enclosure 11 of this instruction. This provision of section 619a of Reference (c) applies only to the AC.

c. Level IV. The approval authority is the USD(P&R). A G/FO must:

(1) Accrue 24 joint qualification points or have been awarded full G/FO joint duty credit from an assignment after completing at least 14 months in a G/FO joint duty billet. The officer must be a G/FO for pay purposes for at least 1 day while filling the G/FO joint billet. Officers who are currently serving in an S-JDA and have completed Capstone may combine accrued joint qualification points with time (months) already served in the S-JDA to achieve the requisite 24 points required for Level IV. Use of interim time (months) served to achieve a total of 24 points will not preclude the requirement to complete the full tour of duty in the current S-JDA.

(2) Successfully complete Capstone.

(3) Be designated a Level III JQO before being designated to Level IV, unless waived by USD(P&R) or promoted to the grade of brigadier general or rear admiral (lower half) before October 1, 2008. A G/FO designated to Level IV without being designated to Level III is ineligible for assignment to a critical joint duty billet.

3. JOINT QUALIFICATION FORMULA. An officer's eligibility for consideration to be awarded joint qualification Level II – IV will be based on the completion of the requisite education, joint experience points, and discretionary points, as depicted in Table 1.

Table 1. Joint Qualification Matrix

| LEVEL | CRITERIA |
|--------------------|---|
| II | <p>a. Awarded upon completion of JPME Phase I and accrual of 18 points and certification by the CJCS or his or her designee.</p> <p>b. A minimum of 12 points must come from joint experience.</p> <p>c. A maximum of 6 discretionary points may be derived from joint training, joint exercises, and other education.</p> <p>NOTE: Officers who have full joint tour credit and have completed JPME Phase I may be nominated by their Service, in accordance with procedures established by the CJCS, to be designated as Level II.</p> |
| III | <p>a. Awarded upon completion of JPME Phase II or AJPME (RC officers not on the ADL) and accrual of a minimum of 36 total points (based on Level II point requirements, normally 18 more points since Level II) or full joint duty credit, and certification by the Secretary of Defense or his or her designee.</p> <p>b. A minimum of 24 points must come from joint experience.</p> <p>c. A maximum of 12 discretionary points may be derived from joint training, joint exercises, and other education.</p> <p>d. Recency requirement: a minimum of 12 points must come from joint experience earned in the pay grade of O-4 or higher.</p> <p>e. Formal designation: JQO.</p> <p>f. JQO is required for appointment as an O-7 (ADL Officers Only).</p> |
| IV G/FO Only | <p>a. Awarded upon completion of Capstone and accrual of 24 joint experience points or full joint G/FO credit from an assignment after completing at least 14 months in a G/FO joint billet in OSD, the Joint Staff, CCMD headquarters (HQ), joint task force (JTF) HQ, or Defense Agencies and DoD Field Activities, hold designation as a JQO, and certification by the Secretary of Defense or his or her designee.</p> <p>b. Officers must be a G/FO (for pay purposes) for at least 1 day while filling the G/FO S-JDA or during the period for which joint experience points are earned.</p> |

4. JOINT QUALIFICATION POINTS. Joint qualification points are based on a formula that accounts for the type, intensity and environment, and duration and frequency of the joint experience; qualifications are contingent upon meeting these criteria:

a. Joint experience points are one of three components contributing to an officer's eligibility to earn joint qualification Levels II – IV. Points are computed by multiplying the duration of the experience by the intensity factor, as depicted in the Figure.

(1) Duration: 1 month (30.4 days) equals one point.

(2) Intensity:

(a) Combat is a multiplier of 3. The combat intensity factor will be correlated to the receipt of hostile fire or imminent danger (HF/ID) pay.

(b) Non-combat is a multiplier of 2. The CJCS must identify and certify which events and operations will qualify in this category. Past examples of this intensity factor include JTF Katrina, tsunami relief, and drug interdiction operations.

(c) Steady state is a multiplier of 1. This includes any joint duty assignment that does not qualify under sections 4a(2)(a) and (b). This may also include joint experiences gained while assigned to a Service position, excluding those qualifying experiences in combat.

(d) When the application of the intensity multiplier results in a points value of 24 (G/FOs) or 36 (for O-6 and below), it will be considered to be a full tour of duty in accordance with the 24 and 36 month tour lengths specified in section 664(a) of Reference (c).

b. Discretionary points may be earned from joint training, joint exercises, and other education that contribute to an officer's expertise in joint matters.

Figure. Point Accrual Formula

Joint EXPERIENCE Points = Duration (Months) x Intensity Factor*
*Combat: 3, Non-Combat: 2, Steady-state: 1

DISCRETIONARY Points = Education + Training + Exercise
Education / Training = degree or certification related to "Joint Matters" [Pts TBD]
Exercise Points = Role [Participant (1pt), Key Participant/Planner (2pts), Leader (3pts)]

JOINT QUALIFICATION LEVEL = EXPERIENCE Pts + DISCRETIONARY Pts + JOINT EDUCATION

ENCLOSURE 4

JDAs AND THE JDAL

1. JDAs AND THE JDAL

a. JDA. There are two types of JDAs: standard and experienced-based.

b. JDAL. The JDAL is the position management file of the JDAMIS that the CJCS manages. Positions are added to the JDAL to identify duties in which officers gain significant experience in joint matters and will not be added as an assignment incentive.

2. CRITICAL S-JDAs. Level III JQOs must fill critical S-JDAs. The USD(P&R), with the assistance of the CJCS, designates critical S-JDAs in accordance with section 661 of Reference (c). A position may be designated as a critical S-JDA only if the duties and responsibilities of the position make it important that the occupant be particularly trained in, and oriented toward, joint matters. The heads of joint organizations must identify those positions that meet the criteria of critical S-JDAs and recommend to the CJCS that they be designated as critical S-JDAs. Only positions requiring grades O-5 and above will be designated as critical S-JDAs. Critical positions are not necessarily the most key and essential positions within an activity, although that may be the case.

a. If the number of critical S-JDAs identified by heads of joint activities is determined to be insufficient to meet DoD mission requirements, the CJCS will direct the heads of joint activities to identify additional billets that meet the definition of a critical S-JDA.

b. Position redesignations occur when the duties and responsibilities of the position change and impact the requirement for an incumbent to be previously educated and experienced in joint matters. A change in incumbents is not a basis for changing the position designation. Stability in critical positions is essential to the Military Services' production and maintenance of sufficient numbers of JQOs per career area.

3. MISSION ESSENTIAL JDAs

a. Non-critical S-JDAs that are essential to mission accomplishment may be designated as mission essential JDAs. The incumbents of positions designated as mission essential S-JDAs will not be assigned to lengthy temporary duty (TDY) assignments (12 weeks or more) unless waived for such temporary assignments by the commander or director of the joint organization. For a position to be designated as mission essential, it must be one-deep, key and essential, and have direct mission impact critical to the accomplishment of the joint organization's mission.

b. No more than 15 percent of a joint activity's non-critical JDA positions may be recommended for mission essential status. The CJCS approves these requests.

4. S-JDA FILL REQUIREMENTS. The Military Services must ensure that approximately one-half of their O-5 and above S-JDA positions are filled at any time by officers who have the appropriate level of joint qualification. The Military Services and joint activities must ensure that critical S-JDAs are filled with JQOs unless waived by the CJCS.

5. CRITICAL S-JDA JQO QUALIFICATION WAIVER

a. The CJCS has the authority to approve or disapprove requests to fill critical S-JDAs with non-JQOs.

b. Waiver requests for G/FOs are forwarded to the CJCS Special Assistant for G/FO matters; all others are forwarded to the CJCS Directorate for Manpower and Personnel (J-1).

c. Non-JQOs must not be assigned to critical S-JDAs without an approved waiver. The CJCS must provide a report to the USD(P&R) on the number of waivers granted each fiscal year (FY).

6. JDAL POSITION STANDARDS

a. Only permanent S-JDA positions where an officer gains significant experience in joint matters may be designated as JDAL positions. A position must be involved in producing or distributing national military strategy, joint doctrine, joint policy, strategic plans or contingency plans, commanding and controlling operations under unified command, or national security planning with other departments and agencies of the United States.

b. Compliance with the requirements in paragraph 6a of Enclosure 4 of this instruction should be determined by verifying that a majority of a position's responsibilities involve joint matters. Verification will include a performance report capturing the joint matters experience gained by an officer filling the position.

c. Positions that meet the standards above may be included on the JDAL. Position redesignations, from S-JDA to non S-JDA or vice versa, occur when the duties and responsibilities of the position change. A change in incumbents is not a basis for changing the position designation.

d. The exclusions from the JDAL are:

(1) Student positions for joint education and joint training.

(2) Instructor positions not responsible for preparing and presenting JPME Phase I and II courses in national security strategy, theater strategy and campaigning, joint planning processes and systems, and joint, interagency, and multinational capabilities and the integrations of those capabilities.

(3) Fellowship or internship assignments that are affiliated with an educational, degree granting, or research program where an officer is not responsible for implementation of joint policies or programs.

(4) Positions or assignments within an officer's own Military Department.

(5) Temporary, overage, or unfunded positions.

(6) Positions requiring grades O-3 and below.

e. All joint organizations will incorporate joint qualification levels as part of billet requisitions. Procedures for establishing and designating appropriate joint qualification levels for positions on the JDAL can be found in Reference (d).

7. JDAL POSITION CATEGORIES. Determining which positions may be included on the JDAL requires identification of positions that clearly meet the criteria in section 6 of this enclosure. There are six groups of qualifying positions.

a. OSD Positions. The incumbents of these positions are responsible for developing and distributing policies that support national security objectives.

b. Joint Staff Positions. The incumbents of these positions are responsible for matters relating to national military strategy, joint doctrine or policy, strategic planning, and contingency planning.

c. CCMD HQ Positions. The incumbents of these positions are involved in matters relating to national military strategy, joint doctrine or policy, strategic planning, contingency planning, and command and control of combat operations under a CCMD.

d. Defense Agency and DoD Field Activity HQ Positions. The incumbents of these positions are involved in developing and distributing joint policy, strategic plans, and contingency plans relating to national military strategy.

e. Organizational Positions (Other Than Those in the OSD, the Joint Staff, CCMD HQ Positions, or Defense Agencies and DoD Field Activities HQ Positions). The incumbents of these positions:

(1) Are involved with matters related to the achievement of unified action by multiple military forces in operations conducted across domains such as land, sea, air, space, or in the information environment.

(2) Have a majority of duties that directly deal with creating or distributing national military strategy, joint doctrine, joint policy, strategic plans or contingency plans, commanding and controlling operations under unified command, national security planning with other

departments and agencies of the United States, or combined operations with military forces of allied nations.

f. Professional Specialty Positions. Regardless of assigned organization, all professional specialty positions must be approved through the JDAL validation process before they may be included on the JDAL. Incumbents of professional specialty positions (medical officer, dental officer, veterinary officer, medical service officer, nurse, biomedical science officer, chaplain, or judge advocate):

(1) Are involved with matters related to the achievement of unified action by multiple military forces in operations conducted across domains such as land, sea, air, space, or in the information environment.

(2) Have a majority of duties that directly deal with creating or distributing national military strategy, joint doctrine, joint policy, strategic plans or contingency plans, commanding and controlling operations under unified command, national security planning with other departments and agencies of the United States, or combined operations with military forces of allied nations.

8. JDAL REVIEW. The entire JDAL must be reviewed and revalidated every 5 years (beginning in calendar year 2009), to ensure positions continue to meet the standards in section 6 of this enclosure. The CJCS will be responsible for conducting the reviews and forwarding the results to the USD(P&R) for approval.

a. Filled JDAL positions coded for deletion will not be removed until the incumbent departs.

b. Officers who have been issued valid written orders or assignment selection dates, or who have received a request for orders (RFO) for full time orders in the Active Guard and Reserve (AGR) program, to a billet that is subsequently identified for deletion from the JDAL, will be allowed to receive joint duty credit in that assignment. The written orders, assignment selection date, or RFO must be issued before the effective date of the USD(P&R) memorandum deleting the billet from the JDAL. The officer must have a report date no later than 6 months from the date of the USD(P&R) signed memorandum.

9. JDAL VALIDATION BOARD. The purpose of the JDAL Validation Board is to review positions nominated by joint organizations for addition to or deletion from the JDAL.

a. The CJCS will be responsible for conducting at least one JDAL Validation Board annually. JDAL position standards described in section 6 of this enclosure will apply.

b. JDAL Validation Board members will be comprised of one colonel, or in the case of the Navy, captain, or civilian equivalent, from the Joint Staff and each of the Military Services. An OSD representative must be an advisor.

c. The USD(P&R) is the approval authority for JDAL Validation Board recommendations forwarded by the CJCS. Contingent on approval by the USD(P&R) , the effective date a position is added or deleted from the JDAL will be the date the Vice Director, Joint Staff (or Director, Joint Staff for G/FO positions), signs the recommendation memorandum on behalf of the CJCS.

d. Organizational positions must be reviewed by the JDAL Validation Board to be included on the JDAL.

(1) OSD staff principals, the CJCS, or a G/FO or civilian equivalent designee of the Military Services may submit a request to remove the JDAL designation from positions under their responsibility.

(2) The JDAL will be published as needed, but at least annually. The JDAL used to complete the JOM Annual Report to Congress must be the last one published in that year.

(3) JDAL Validation Board results must be published and service managers notified within 30 days of approval by the USD(P&R).

ENCLOSURE 5

JOINT DUTY CREDIT

1. JOINT DUTY CREDIT. Joint duty credit is granted to an officer for either completion of a tour of duty in a JDAL position (S-JDA position) or the accrual of joint experience points (E-JDA), which may include discretionary points from joint training, exercises, or a combination of both. Statutory requirements regarding tour lengths and full, accrued, and constructive credit will apply. Policies regarding retroactive credit and the experience-based joint qualification point system are addressed in Enclosure 6 of this instruction.

a. An officer begins to accrue joint duty credit upon assignment to the JDAL position and stops accruing joint duty credit on departure from the JDAL position.

b. A tour of duty in which an officer serves in more than one S-JDA without a break between such assignments will be considered to be a single tour of duty in an S-JDA. The assignment dates recorded in JDAMIS are used to calculate the annual joint duty tour length average.

c. The assignment of more than one officer to one S-JDA is not authorized except during reassignment. The overlap of incoming and outgoing officers, during which time both officers accrue joint duty credit, may not exceed 90 days.

d. A G/FO must serve a minimum of 2 years in an S-JDA to receive full joint credit, unless waived by the Deputy Assistant Secretary of Defense for Military Personnel Policy (DASD(MPP)) or released under an early release exception, as outlined in Enclosure 7. All others must serve a minimum of 3 years to receive full joint credit, unless waived by the DASD(MPP). Full credit is equivalent to 24 experience points for G/FOs, and 36 experience points for other officers (O-6 and below).

(1) Officers (O-6 and below) who serve the accompanied-by-dependents tour prescribed in DoD Instruction 1315.18 (Reference (j)) in positions designated as full credit overseas S-JDAs, including Alaska and Hawaii, may receive full credit for serving less than 3 years in an S-JDA without a tour length waiver. Only those tours that are at least 2 years may be designated as full-credit overseas S-JDAs. The officer must serve the accompanied-by-dependents tour length, regardless of marital or dependent status to receive full credit without a tour length waiver. Officers who serve the unaccompanied-by-dependents tour length or tours that are less than 2 years receive accrued credit (discussed in section 2 of this enclosure).

(2) Enclosure 13 provides tour length requirements to receive joint credit for RC officers who serve less than full time in S-JDA positions.

2. ACCRUED JDA CREDIT. Officers who do not receive full tour credit in an S-JDA may receive accrued joint duty credit, unless they are returned to his or her Service for cause.

Accrued credit may be applied towards joint qualifications in accordance with Enclosure 3 of this instruction.

3. CONSTRUCTIVE CREDIT FOR JOINT DUTY TOUR COMPLETION. Constructive credit for joint duty tour completion does not apply to G/FOs. Officers may depart an S-JDA up to 60 days early and receive constructive credit when the criteria in paragraphs 3a and 3b of this enclosure are met. Constructive credit may be applied to 3-year S-JDA tour lengths, to 2-year early COS reassignments, and to overseas assignments with 2 years or more tour lengths (including Hawaii and Alaska).

a. Constructive credit is excluded when calculating the joint duty tour length average; only time actually served in an S-JDA may be used to calculate the joint tour length average.

b. Constructive credit may only be used when early departure is required for military necessity (e.g., school report date or a change of command that cannot be delayed) and other alternatives would not suffice in meeting mission requirements. It must not be used for personal convenience.

c. Constructive credit is not authorized when officers receive accrued credit for S-JDA.

4. JOINT DUTY CREDIT WHEN JDAL POSITIONS ARE ADDED OR REMOVED

a. Positions that meet the definition of an S-JDA are added to the JDAL and are removed from the JDAL when the responsibilities of the position change.

b. A position is removed from the JDAL when it no longer meets the definition of an S-JDA or the position is eliminated.

c. An officer's joint duty credit begins on assignment to a JDAL position and stops when the officer departs the position. Officers serving in an S-JDA will not be penalized by loss of joint credit if that position is coded for deletion from the JDAL during their tour of duty.

d. The incumbent's reporting date will be considered the tour start date, as long as the incumbent is serving in the position on the date the Vice Director, Joint Staff (or Director, Joint Staff for G/FO positions), signs the recommendation memorandum on behalf of the CJCS forwarding the results of the JDAL Validation Board to the USD(P&R).

5. JOINT DUTY CREDIT FOR OFFICERS IN PAY GRADE O-3. Officers in the pay grade of O-3 assigned to JDAL positions receive joint duty credit; all joint duty provisions apply, including tour length and early release requirements.

6. JOINT DUTY CREDIT DURING PERIODS OF TDY. TDY and return does not change an officer's permanent assignment to a JDAL position or joint duty credit status.

7. DIFFERENTIAL JOINT DUTY CREDIT. Military Services may only request differential credit for officers who did not receive full tour credit. Until October 1, 2014, the Military Services may request differential credit retroactive to September 11, 2001. After October 1, 2014, credit must be requested within 12 months of tour completion. The CJCS has the authority to approve or disapprove requests for differential joint duty credit. Credit may be given to officers who:

a. Served in an S-JDA in a geographic location designated as an HF/ID pay area in DoD 7000.14-R (Reference (k)); or

b. Were deployed in the S-JDA as part of their S-JDA duties and the geographic location(s) is designated as an HF/ID pay area in Reference (k).

ENCLOSURE 6

JOINT EXPERIENCE, TRAINING, AND EDUCATION

1. GENERAL. The career-long accumulation of joint experience encourages officers to earn progressive levels of joint qualifications based on knowledge, skills, and abilities in joint matters. Joint experiences may be accrued via more traditional long-term assignments (S-JDAs) or brief periods of joint operations. Unique to this system is the opportunity to acknowledge that officers also gain expertise in joint matters based on their involvement in joint exercises and other forms of joint training, as well as JPME and other education. Joint experience, joint training and exercises, and other education must have direct relevance to the definition of joint matters, found in the Glossary of this instruction, and be designated by the CJCS.

2. JOINT EXPERIENCE. The majority of the force will continue to complete a traditional S-JDA to earn full or accrued joint credit. A smaller portion of the force may earn joint qualifications from the career-long accumulation of joint experiences that are recognized by the CJCS as providing officers with an equivalent level of joint capability and expertise in joint matters. This method will enable officers to be recognized, through a points system, for their joint experiences in a systematic, progressive manner. Under the JQS, joint experiences will accrue points toward three successive levels of joint qualifications and provide the joint commander a greater degree of consistency in assessing the capabilities of each officer. This will enhance the DoD's ability to ensure the appropriate mix of joint-experienced officers in each organization.

a. Joint experience may be gained in the performance of duties that involve both aspects of the definition of joint matters –**who** the duty is performed with and **what** the duty entails.

(1) The **who** includes: integrated military forces that plan or execute (or both) operations with participants from more than one Military Department or a Military Department and one or more of the following: other departments and agencies of the United States, the military forces or agencies of other countries, and non-governmental persons or entities.

(2) The **what** includes: the achievement of unified actions by integrated military forces in operations conducted across domains such as land, sea, or air, in space, or in the information environment. These actions include matters that relate to national military strategy; strategic planning and contingency planning; command and control of operations under unified command; national security planning with other departments and agencies of the United States; and combined operations with military forces of allied nations.

b. Officers may gain joint experience while serving in positions internal to their Service only if tasked to fulfill a joint requirement (deployment, contingency, etc.) beyond their Service position duties. Service positions will not be placed on the JDAL. The method of assessing joint experience gained while assigned to Service positions is specified in Reference (d).

c. Officers must submit requests within 12 months of experience completion. Verification will include a performance report or evaluation capturing the joint matters experience gained by an officer filling the position.

d. Officers awarded accrued joint duty credit under provisions in Enclosure 5 of this instruction may have that credit converted to the appropriate number of joint qualification points, as specified in Reference (d).

3. JOINT TRAINING. Training includes mission rehearsals of individuals, units, and staffs using joint doctrine or joint tactics, techniques, and procedures to prepare joint forces or joint staffs to respond to strategic, operational, or tactical requirements considered necessary by the Combatant Commanders to execute their assigned or anticipated missions.

a. The CJCS will establish a process to certify joint individual training courses that contribute to an officer's expertise in joint matters and will assign joint qualification points based on course content and duration.

b. The CJCS must identify, maintain, and annually publish a list of joint exercises that qualify for the award of joint qualification points. Joint exercises conducted on or after September 11, 2001, will be maintained on this list. Officers will be able to receive qualification points as a participant, planner, or leader in these designated joint exercises.

c. The CJCS must ensure that applicable policy and guidance institutionalize the CJCS's oversight over the certification of joint training courses and incorporate business rules for broader joint experiences and training opportunities.

d. An officer may request discretionary joint credit based on completion of joint training and exercises. An officer may not receive discretionary joint credit based on exercises that occurred during the same time period that they accrued S-JDA or E-JDA credit.

4. JOINT EDUCATION. JPME, as defined in Reference (i), is the only approved joint education that meets the prerequisite for earning joint qualifications.

a. Educational Framework of Professional Military Education (PME). JPME is comprised of a three-phase approach consisting of a rigorous and thorough instruction and examination of officers of the Military Services in an environment designed to promote a theoretical and practical in-depth understanding of joint matters. JPME is a shared responsibility of the Military Service colleges and NDU. Reference (i) provides additional PME information. Officers who complete JPME Phases I and II satisfy the educational requirements for JQO designation.

b. JPME Phase I. In addition to intermediate Service colleges, other programs, as approved by the CJCS, may satisfy the JPME Phase I requirement.

c. JPME Phase II. Officers must complete JPME Phase I to be eligible to attend JPME Phase II.

(1) The CJCS may approve a direct-entry waiver to permit an officer to attend JPME Phase II without having completed JPME Phase I. Typically, direct-entry waivers are only approved under extreme circumstances and must be fully justified.

(2) An officer will not be credited with JPME Phase II until he or she has completed JPME Phase I.

d. AJPME. AJPME is a JPME RC officer (O-4 to O-6) course taught at the Joint Forces Staff College (JFSC) to JPME Phase I graduates that satisfies the JPME Phase II requirements and prepares RC officers for JDAs.

e. Capstone. Capstone is the third phase of JPME, mandated by section 2153 of Reference (c), designed to prepare newly selected G/FOs for high-level joint, interagency, intergovernmental, and multinational responsibilities.

f. Officer Professional Military Education Policy (OPMEP). Reference (i) defines the objectives and policies of the CJCS for the schools, colleges, and other educational institutions that make up the military education system of the Military Services. Additionally, it identifies the fundamental responsibilities of the major participants in the military education arena in achieving desired educational goals. In terms of JPME, the OPMEP provides the policy guidance necessary to meet DoD responsibilities for the educational development of JQOs.

g. NDU Graduates. The Military Services must ensure that the following requirements are met by all ADL officers, and by RC officers not on the ADL to the extent practicable, who graduate from each of the NDU schools (National War College (NWC), the Eisenhower School, Joint Advanced Warfighting School, or Joint and Combined Warfighting School) for each FY:

(1) All JQOs must be assigned to an S-JDA as their next duty assignment following graduation unless waived on a case-by-case basis by the USD(P&R).

(2) More than 50 percent of all non-JQO graduates (for each Military Service and for each school) attending NDU schools must be assigned to an S-JDA as their next duty assignment following graduation. Up to one half of the officers subject to that requirement (for each Military Service and for each school) may be assigned to an S-JDA as their second (rather than first) assignment following graduation, if necessary, for efficient officer management.

(a) Non-JQO graduates may be assigned to non-JDAL positions, such as JTF HQ and the Afghanistan-Pakistan Hands program, that will clearly provide the officer significant experience in joint matters. These requests will be forwarded through the Joint Staff J-1 and approved by the DASD(MPP). The Military Service must coordinate with the CJCS to document compliance in JDAMIS.

(b) The assignment requirements stated in paragraph 4g(2) of this enclosure may be computed for ADL officers and RC officers not on the ADL as a combined whole for each Military Service and for each school.

ENCLOSURE 7

TOUR LENGTH REQUIREMENTS AND EARLY RELEASES

1. TOUR LENGTH REQUIREMENTS. Except for S-JDAs terminated by joint duty tour length waivers or for one of the reasons listed in section 3 of this enclosure, officers assigned to S-JDAs in grades O-6 and below must complete at least 3 years in those S-JDAs, and G/FOs must complete at least 2 years. Enclosure 13 provides the tour length requirements to receive joint credit for RC officers who perform duties less than full-time in S-JDA positions. Exceptions listed in section 3 of this enclosure also apply to these tour length requirements. A tour of duty in which an officer serves in more than one JDA without a break between such assignments will be considered to be a single tour of duty in a JDA.

2. ANNUAL JOINT DUTY TOUR LENGTH AVERAGE. For each Military Service, the average tour length, as computed and maintained separately for each AC and full-time RC S-JDAs (measured by the lengths of the S-JDAs that ended during each FY), must not be less than 3 years for officers in grades O-6 and below and not less than 2 years for G/FOs. S-JDA tours terminated by joint duty tour length waivers are included in the annual tour length average. S-JDAs of 36 months (24 months for G/FOs) that qualify for differential credit require a tour length waiver. The application of differential credit will not be included in the tour length average calculation. Reassignment from S-JDAs under section 3 of this enclosure may be excluded from the annual tour length average. Annual tour length averages are reported to Congress for each Military Service according to these categories:

- a. G/FOs assigned to S-JDAs under the CJCS.
- b. G/FOs assigned to all other S-JDAs.
- c. O-6s and below assigned to S-JDAs under the CJCS.
- d. O-6s and below assigned to all other S-JDAs.

3. EARLY RELEASE FROM S-JDA. The Military Services initiate requests to release officers early from an S-JDA. All early releases must provide full justification and have the concurrence of the officer's joint organization. Concurrence from the joint organization must be obtained from a G/FO, or civilian equivalent, in the officer's chain of command. In cases where the joint activity does not concur with the release, the activity will address the resolution of the disagreement with the CJCS or the USD(P&R), as appropriate. Officers may be released from S-JDAs before completing the prescribed tour lengths without a tour length waiver if they are:

- a. COS officers who meet all the criteria in section 2 of Enclosure 9 of this instruction.

b. Officers released from a second and subsequent S-JDA that is not less than 2 years, as authorized by section 664 of Reference (c).

c. Officers serving in overseas S-JDAs, including Alaska and Hawaii, for which the tour length prescribed by Reference (k) is less than 3 years (O-6 and below) or 2 years (G/FOs).

d. Less than full-time RC officers.

e. Reassigned for unusual personal reasons, including extreme hardship and medical conditions beyond the control of the officer or the Military Service concerned.

f. Retired or released from active duty.

g. Suspended from duty and reassigned from the Joint Staff or a CCMD pursuant to sections 155(f)(2) or 164(g) of Reference (c). A suspension from duty that is a result of an adverse action should be documented in the officer's personnel record, and in writing, to the appropriate Military Service.

4. **JOINT DUTY TOUR LENGTH WAIVERS.** Except for the reasons contained in section 3 of this enclosure, early releases from all S-JDAs require a joint duty tour length waiver. Tour length waiver requests are considered on a case-by-case basis.

a. Tour length waivers must be approved before an officer departs the joint organization.

b. Waiver requests for early release from an S-JDA are initiated by the Military Services and forwarded from the Military Services through the CJCS to the DASD(MPP) for action. Waiver requests will be submitted to the CJCS at least 60 days before the desired departure date.

c. Although the DASD(MPP) is the approval authority, the CJCS and Secretaries of the Military Departments may exercise disapproval authority or delegate disapproval authority.

d. S-JDA tour length waiver requests must substantiate why the officer should be released at the requested time and must include:

(1) Officer's grade, name, social security number, and current S-JDA position line number and description. Also specify if the officer is serving in a critical S-JDA.

(2) The name, grade, and duty title of the G/FO, or civilian equivalent, providing the concurrence or non-concurrence of the losing activity. Also indicate if a replacement has been nominated and accepted to fill the vacancy should the waiver be approved. If a replacement has been identified, provide the officer's name and indicate if the officer is a JQO.

(3) Duty title of the officer's projected assignment.

- (4) Specific qualifications making the officer uniquely qualified for the proposed assignment (stating that an officer is “the best or only” qualified is not sufficient).
- (5) Impact on the officer and the gaining organization if the waiver is not approved.
- (6) Arrival date and recommended departure date.
- (7) The number of months the officer will have served in that S-JDA on reassignment.
- (8) Current and projected Military Service S-JDA tour length average.
- (9) Explanation for late requests (if applicable).
- (10) An officer career brief.

5. REQUEST FOR JOINT CREDIT WITH JOINT DUTY TOUR LENGTH WAIVERS.

Applications for a joint duty tour length waiver must include a specific request for full or accrued joint credit. Justification must show the officer gained significant joint experience in the S-JDA.

- a. G/FOs may only be eligible for award of full G/FO joint duty credit after serving at least 14 months in a G/FO S-JDA.
- b. O-6s and below may only be eligible for award of full credit after serving at least 22 months in an S-JDA.

ENCLOSURE 8

DESIGNATING LEVEL III JQOs

1. GENERAL. The designation as a Level III JQO is an administrative classification that identifies an officer as having education and experience in joint matters and is in addition to the officer's primary military occupational specialty. The JQO designation is an officer management tool used primarily in the assignment selection process and may not be declined by the officer. There are no restrictions on the number of JQOs; however, enough must be available to meet the S-JDA and critical S-JDA fill requirements.

2. JQO SELECTION CRITERIA. Officers must be on the ADL or Reserve Active Status List (RASL), complete JPME Phases I and II (or AJPME for RC), and successfully complete a full tour of duty in a joint assignment, or such other assignments and experiences in a manner that demonstrate the officer's mastery of knowledge, skills, and abilities in joint matters to qualify for designation as a JQO, except as noted in section 3 of this enclosure. Officers recommended for JQO designation should meet quality force standards established by their parent Military Service.

3. JPME II/AJPME WAIVER. The USD(P&R) may, on a case-by-case basis and in the interest of sound personnel management, waive the JPME Phase II/AJPME requirement if the officer has completed two full JDAs (one must be an S-JDA).

a. Waivers for officers who have completed two full JDAs are only permitted when it is impractical to require the officer to complete JPME Phase II/AJPME at the current stage of the officer's career and the types of JDAs the officer completed were of sufficient breadth to prepare the officer adequately for Level III joint qualification. To request a waiver for a G/FO, the Military Department must also show that there are unusual circumstances justifying the waiver and that it is necessary to meet a critical need of the Military Services, as determined by the CJCS.

b. For O-6s and below on the ADL, the total number of waivers must not exceed 10 percent of the total JQO designations by grade for any FY for each Military Service. The officers' grades as of the date the JQO list is approved by the USD(P&R) must be used to determine the maximum number of waivers available.

c. For G/FOs, the total number of waivers must not result in more than 32 G/FOs being on active duty at the same time who were designated as JQOs while holding a G/FO grade and for whom a waiver was granted. A Military Department may request this waiver with requests to the USD(P&R) through the CJCS to designate selected G/FOs as JQOs.

4. JQO CAREER GUIDELINES. JQOs are not expected to serve entirely in the joint arena. JQOs are expected to maintain a high level of knowledge of joint matters and be qualified in

their respective military occupational specialties. The Secretary of Defense, with the advice of the CJCS, oversees the careers of JQOs and officers who are serving or have served in S-JDAs in OSD or the Joint Staff. The CJCS:

- a. With the assistance of the Military Services, establishes JQO career development guidelines to ensure that sufficient numbers of quality officers especially educated and experienced in joint matters are maintained.
- b. Monitors the promotions of JQOs and officers who are serving or have served in S-JDAs in OSD or the Joint Staff.
- c. Manages JDAMIS and the Military Services update JDAMIS data files to aid monitoring of JQOs and officers who are serving or have served in S-JDAs in OSD or the Joint Staff.

ENCLOSURE 9

COSs

1. COSs. COSs do not apply to G/FOs. The USD(P&R) designates COSs.

2. EARLY RELEASE CRITERIA. Officers possessing a COS may be released early from an S-JDA with the approval of the joint activity if they meet all of the following criteria:
 - a. Reassignment must be to the COS-specific skill held by the officer being released from the S-JDA.

 - b. The officer must be serving in his or her initial S-JDA and must serve at least 2 years in that S-JDA. Up to 60 days of constructive credit may be applied toward this assignment. If maximum constructive credit is authorized, the officer may be released early after completion of 22 months in the assignment.

3. EXCLUSION FROM TOUR LENGTH AVERAGING. S-JDAs terminated in accordance with section 2 of this enclosure may be excluded from the annual tour length average.

4. DESIGNATIONS. Skills that may be designated as COS are determined each FY and are included in the JOM Annex to the Secretary of Defense Annual Report. As required, the Military Services submit requests to update the list of COS through the CJCS to the Secretary of Defense for approval.

ENCLOSURE 10

PROMOTION SELECTION BOARDS FOR ADL AND RASL

1. PROMOTION OBJECTIVES FOR ADL. Promotion objectives specified in this paragraph apply only to officers on the ADL. The qualifications of officers assigned to the Joint Staff and officers designated as Level III JQOs should meet statutory and policy objectives. The objectives are:

a. Officers who are serving, or have served, on the Joint Staff will, as a group, be promoted to the next higher grade at a rate not less than the rate for officers in the same Military Service in the same grade and competitive category who are serving, or who have served, on the HQ staff of their Military Service.

b. Officers in the grade of major (or in the case of the Navy, lieutenant commander) or above who have been designated as a JQO will, as a group, be promoted to the next higher grade at a rate not less than the rate for officers of the same Military Service in the same grade and competitive category.

c. Officers who are serving, or have served since being considered by the most recent promotion board, on the staff of the Secretary of Defense will, as a group, be promoted to the next higher grade at a rate not less than the rate for officers in the same Military Service in the same grade and competitive category who are serving, or who have served since being considered by the most recent promotion board, on the HQ staff of their Military Service.

2. PROMOTION TRACKING FOR ADL. The tracking and reporting of promotion statistics for officers on the ADL will be in accordance with References (c) and (d).

3. PROMOTION BOARD REQUIREMENTS FOR ADL. ADL promotion selection boards, including special selection boards, considering JQOs or officers who are serving, or have served, on the Joint Staff must include at least one JQO appointed by the CJCS as a board member.

a. The Military Department concerned will recommend a minimum of two available officers for such duty to the CJCS, who will select an officer from that list or another qualified officer.

b. The Secretary of the Military Department's formal charge, letter of instruction, or precept for promotion selection boards must include guidelines to ensure that the board gives appropriate consideration to the performance of officers who are serving, or have served, on the Joint Staff and those who hold the JQO designation. Additionally, the records of all officers who are serving, or have served, on the Joint Staff and those who hold the JQO designation must be clearly identified for board members.

c. For promotion selection boards, including special selection boards, that consider officers on the Active Duty List who are serving, or have served, on the Joint Staff and those who hold the JQO designation, the CJCS will review the promotion board results to determine if Joint Staff and JQO performance was given appropriate consideration.

4. PROMOTION BOARD REQUIREMENTS FOR RASL

a. The Services will report RASL JQO promotion statistics annually to the Joint Staff for inclusion in the JOM Annual Report. At a minimum, Services must include AGR and full-time support O-5 and above promotion boards convened in accordance with section 14101 of Reference (c). However, this policy does not preclude Services from reporting statistics for all RASL categories.

b. Promotion boards that consider only officers with professional specialties, or only Selected Reserve, Individual Ready Reserve, or individual mobilization augmentee officers, and federal recognition boards, are exempt.

c. Officers who have been designated as a JQO are expected as a group to be promoted to the next higher grade at a rate not less than the rate for officers of the same Military Service in the same grade and competitive category.

d. To facilitate full RC integration into the JOM program, beginning October 1, 2020, promotion boards for all RASL categories that consider officers with joint qualifications must be conducted according to sections 1, 2, and 3 of this enclosure.

ENCLOSURE 11

G/FO PROVISIONS

1. FULL TOUR OF JOINT DUTY. The joint duty tour length requirement for G/FOs is at least 2 years (pursuant to section 664 of Reference (c)), unless the DASD(MPP) approves a tour length waiver or the incumbent departs due to reasons provided in Enclosure 7 of this instruction. Enclosure 13 provides the tour length requirement for RC G/FOs who perform duties periodically in an S-JDA.

2. G/FO JDA CREDIT. Joint duty credit begins to accumulate the day an officer is assigned to an S-JDA position. The officer's pay grade on departure from an S-JDA determines the type of joint credit the officer receives (G/FO or field grade credit). Officers who are O-7 selects (includes frocked O-7s) will only receive field grade credit on departure from an S-JDA.

3. PROMOTION PREREQUISITE. Pursuant to section 619a of Reference (c), an officer on the Active Duty List must be designated as a Level III JQO (formerly known as a joint specialty officer (JSO)) in order to be eligible for appointment to the pay grade of O-7 after September 30, 2008. The Secretary of Defense or the USD(P&R) may waive the JQO requirement on a case-by-case basis for the following reasons:

a. Good of the Service (GOS). Only the Secretary of Defense may grant this waiver. When a GOS waiver is granted, the first duty assignment as a G/FO must be to an S-JDA. An officer serving in a JDA at the time the O-7 board is processed, who is not a JQO, also requires a GOS waiver request from the Secretary of the Military Department concerned. If approved, the officer may be forwarded with the other officers selected by the promotion selection board. Officers not approved for a GOS waiver will be returned to the Military Department concerned without action. If otherwise eligible, officers may be subsequently nominated for promotion once they receive the appropriate joint officer qualification or if additional substantive information warrants reconsideration. Typically, GOS waivers are only approved under extreme circumstances and must be fully justified.

b. Scientific and Technical. Either the Secretary of Defense or the USD(P&R) may approve scientific and technical waivers. This waiver may be requested for an officer whose selection is based primarily on scientific or technical qualifications for which S-JDAs do not exist. Subsequent to entering their scientific or technical career field, officers holding one of the specialties listed in Table 2 may serve in broadening assignments outside that field, not to exceed a total of 36 months. With the exception of a total of 36 months of broadening assignments, officers receiving scientific and technical waivers must have served continuously in the specialized field or have been awarded full G/FO joint duty credit before reassignment to any other G/FO non-scientific or non-technical position. Those categories are identified in Table 2 by Military Service.

Table 2. Scientific and Technical Waiver Categories

| | Army | Navy | Air Force | Marine Corps |
|--|------|------|-----------|--------------|
| SCIENTIFIC | | | | |
| Chemical | x | n/a | x | n/a |
| Oceanography | n/a | x | n/a | n/a |
| Weather | n/a | x | x | n/a |
| Engineer | x | n/a | x | n/a |
| Civil Engineer Corps | x | x | x | n/a |
| Engineering Duty Officer | n/a | x | x | n/a |
| Aeronautical Engineering Duty Officer | n/a | x | x | n/a |
| Scientific and Development Engineer | n/a | n/a | x | n/a |
| TECHNICAL | | | | |
| Astronaut | x | x | x | x |
| Acquisition Professional Career Fields | x | x | x | x |
| Aviation Maintenance | x | x | x | x |
| Comptroller/Finance | x | x | x | x |
| Education & Training | x | x | n/a | n/a |
| Law Enforcement/Military Police | x | n/a | x | x |
| Missile Maintenance | n/a | n/a | x | n/a |
| Ordnance | x | n/a | x | x |
| Public Affairs | x | x | x | x |
| Research & Development Program Mgmt | x | n/a | x | n/a |

c. **Professional.** Either the Secretary of Defense or the USD(P&R) may approve professional waivers. This waiver may be requested for an officer whose military occupational specialty is medical officer, dental officer, veterinary officer, medical service officer, nurse, biomedical science officer, chaplain, or judge advocate officer.

4. **JQO DESIGNATION CRITERIA.** The JQO designation criteria in Enclosure 3 of this instruction apply to G/FOs.

5. **COS PROVISIONS.** COS provisions do not apply to G/FOs.

6. **ATTENDANCE AT CAPSTONE.** Officers on the ADL selected for promotion to O-7 must attend the Capstone course (a course at NDU designed to prepare O-7s to work in the joint environment) within approximately 2 years after the Senate confirms their selection unless such attendance is waived or deferred. Officers may attend Capstone as soon as their selection has been publicly announced. The Secretary of the Military Departments may request that the USD(P&R), through the CJCS, waive or defer Capstone attendance for the following reasons:

- a. If the officer's assignment immediately before selection to the pay grade O-7 was an S-JDA and the officer is thoroughly familiar with joint matters.
- b. When necessary for the GOS concerned.
- c. In the case of an officer whose selection for promotion is based on scientific and technical qualifications for which JDA positions do not exist.
- d. In the case of a medical officer, dental officer, veterinary officer, medical service officer, nurse, biomedical science officer, chaplain, or judge advocate officer.

7. POSITIONS WITH SPECIAL JDA AND JQO REQUIREMENTS

- a. To be appointed as Chief of a Military Service, the officer must have previously completed a full tour of duty in a JDA as a G/FO.
- b. To be appointed as the Vice Chairman of the Joint Chiefs of Staff or a Combatant Commander, the officer must have previously completed a full tour of duty in a JDA as a G/FO and be a JQO.
- c. To be appointed as the CJCS, the officer must have served as Vice Chairman of the Joint Chiefs of Staff, Chief of a Military Service, or Combatant Commander.
- d. The President, in accordance with the applicable sections of Reference (c), may waive any of the requirements in this section if such action is necessary in the national interest.

8. EVALUATION OF SENIOR OFFICERS

- a. The CJCS will review the joint duty experience of each officer recommended for initial appointment to pay grade O-9 and O-10 and provide an evaluation of that officer's performance as a member of the Joint Staff and in other JDAs through the Secretary of Defense to the President.
- b. The CJCS will make a determination whether officers nominated for appointment to the following positions have significant joint duty experience, including providing an evaluation of that officer's performance as a member of the Joint Staff and in other JDA through the Secretary of Defense to the President:
 - (1) Chief of the National Guard Bureau.
 - (2) Chief of Army Reserve.
 - (3) Chief of Navy Reserve.

- (4) Commander, Marine Forces Reserve.
- (5) Chief of Air Force Reserve.
- (6) Vice Chief of the National Guard Bureau.
- (7) Director, Army National Guard.
- (8) Director, Air National Guard.

c. The CJCS will also comment on and make recommendation on any waivers requested or required.

9. G/FO PROMOTION OBJECTIVES. Promotion objectives in Enclosure 10 of this instruction apply to O-7 and O-8 promotion selection board consideration and reporting.

ENCLOSURE 12

REPORT REQUIREMENTS

1. ANNUAL JOM REPORT TO THE CONGRESS. Not later than November 15 of each year, the CJCS must, with the assistance of the Military Services, prepare for Secretary of Defense approval the JOM Annual Report to the Congress. The report includes the items specified in sections 662 and 667 of Reference (c) and the following information, which is shown for the Department of Defense as a whole and for each of the Military Services, as follows:

a. The number of RC officers, by grade, who have earned full joint credit from the retroactive joint credit opportunity described in Reference (g) as well as Enclosure 6 of this instruction.

b. The number of officers, by grade and component, who have completed AJPME.

c. The number of AC and RC officers who have completed JPME Phase II via:

(1) JFSC.

(2) The Eisenhower School and NWC.

(3) A senior service college certified to award JPME Phase II.

d. The number of officers, by component, designated in the previous FY as:

(1) Level II Joint Qualified.

(2) Level III, JQO.

(3) Level IV Joint Qualified.

e. The total number of officers, by component, holding:

(1) Level II Joint Qualification.

(2) Level III, JQO.

(3) Level IV Joint Qualification.

f. Other information, as required.

2. ADDITIONAL REPORTS. With the advice and assistance of the CJCS, the USD(P&R) must submit additional reports, as required by the Congress.

ENCLOSURE 13

RC OFFICER JOINT QUALIFICATION PROGRAM

1. GENERAL. RC officers have two options to earn joint qualification – the S-JDA path and the E-JDA path. RC officers may become joint qualified under either option or a combination. Since most RC officers perform duty periodically in other than JDAL positions, they may find the E-JDA path a more practical means of achieving joint qualification. This enclosure is primarily applicable to RC officers who perform duty part-time in positions that are eligible for inclusion on the JDAL. RC officers who serve in a full-time capacity are mentioned only where appropriate in order to cross-reference to pertinent sections of this instruction.

2. E-JDA AND S-JDA APPLICABILITY TO RC OFFICERS

a. E-JDA. The E-JDA path allows an officer to obtain joint qualification through periodic or temporary joint assignments – the typical way RC officers perform duty – and completion of the requisite joint education. The E-JDA criteria prescribed in section 4 of Enclosure 3 will apply to all RC officers.

b. S-JDA for RC Officers Who Perform Duty Full-Time. The S-JDA joint credit criteria prescribed in Enclosure 5 will apply to RC officers who perform duty full-time while assigned to a JDAL position.

c. Combined S-JDA/E-JDA for RC Officers Who Perform Duty Periodically. RC officers who perform part-time duty generally do not gain sufficient joint knowledge and experience within the S-JDA tour length requirements described in Enclosure 7. Section 4 of Enclosure 13 prescribes the criteria for these RC officers to earn joint duty credit while assigned to a JDAL position.

3. JOINT EDUCATION

a. The provisions of section 4 of Enclosure 6 apply to RC officers whether performing joint duty periodically or in a full-time status. Completion of JPME Phase I, JPME Phase II or AJPME, and Capstone is required in order to meet the joint education criteria for joint qualification.

b. RC G/FOs are strongly encouraged to attend Capstone. The CJCS Directorate for Operational Plans and Joint Force Development (J-7) will provide the annual Size and Composition Memorandum, as prescribed by Reference (i), which will include the RC Capstone allocations. Additionally, CJCS (National Guard and Reserve Matters and J-7) will advocate for expanded opportunities for the National Guard and the Reserve through direct engagement with the NDU and the Service G/FO Management Offices.

4. S-JDA FOR RC OFFICERS WHO PERFORM DUTY PERIODICALLY

a. JDAL Positions. RC positions that comply with section 6 of Enclosure 4 of this instruction will be added to the JDAL. Assigned officers are to accrue appropriate S-JDA credit. RC officers may receive joint credit using procedures distributed by the CJCS.

b. Joint Duty Credit. RC officers who perform duty periodically and are assigned to a JDAL position may have time credited toward joint duty in accordance with the criteria prescribed in this paragraph. The majority of RC officers performing duty periodically should follow either the 3-year or 2-year paths in Table 3 to earn the equivalent of full joint tour credit. Although the 6-year path remains an option when the member or organization cannot support higher participation levels, it is not optimal for most officers' desired professional military progression.

Table 3. RC Officer Paths to Earn the Equivalent of Full Joint Tour Credit

| | Years in S-JDA | + Experience Points | Minimum Annual Participation in S-JDA (days a year) |
|------------------------|----------------|---------------------|---|
| O-6 and Below | | | |
| 6-Year S-JDA | 6 | 0 | 66 |
| 3-Year S-JDA/E-JDA | 3 | 10 | 36 |
| 2-Year S-JDA/E-JDA | 2 | 18 | 36 |
| O-7 and Above | | | |
| Full G/FO S-JDA Credit | 4 | 0 | 66 |
| G/FO S-JDA/E-JDA | 2 | 7 | 36 |

(1) For officers O-6 and below, the expected initial period of assignment to a JDAL position is 3 years. To encourage tour-length stability, officers O-6 and below must serve a minimum of 2 years in an S-JDA to qualify for any of the tour credit combinations in Table 3. Officers failing to meet the minimum 2-year requirement may request their time served be accrued under the E-JDA path. (S-JDAs under this section do not translate into points for each year completed; officers must meet all requirements for S-JDA/E-JDA and annual participation requirements to receive full joint duty credit. Additionally, officers will not be designated Level II in accordance with Table 3 unless they have the requisite number of experience points and JPME I.)

(2) For G/FOs, the minimum initial period of assignment to a JDAL position is 2 years. A joint tour length waiver must be requested in accordance with section 4 of Enclosure 7 if there is a need to depart before completing a 2-year S-JDA tour of duty.

(3) Minimum annual participation requirements while serving in a JDAL position are outlined in Table 3; 66 days (typically 24 days of inactive duty training (e.g., 48 drill periods), 12 days of annual training, and 30 additional days of duty or any other combination of duty) or 36 days (typically 24 days of inactive duty training (e.g., 48 drill periods) and 12 days of annual

training). Units should ensure funding for an additional 30 days of duty is available for assigned RC officers.

(a) The annual participation accounting date will be the anniversary date the officer first performed creditable duty in the JDAL position.

(b) After completion of the S-JDA tour, officers failing to meet the 66- or 36-day annual participation requirement may request their time served (number of days divided by 30.4) be accrued under the E-JDA path.

(c) Up to one-half of the experience points required in Table 3 may consist of discretionary points. The experience points for this path are designed to ensure an officer has sufficient joint matter experience before designation as a JQO. Experience points may be requested while officers are serving in an S-JDA for those experiences outside of the S-JDA billet.

5. COMBINING S-JDA AND E-JDA TO BECOME JOINT QUALIFIED

a. Time served in a JDAL position that is not sufficient to earn full joint duty credit may be accrued under the E-JDA path.

b. RC officers who meet the criteria established in section 2 of Enclosure 3 may earn designation as a Level II, III, or IV joint qualification via the S-JDA or E-JDA path.

6. CREDIT FOR CIVILIAN EXPERIENCES. RC officers who are employed by the Federal Government may apply for joint experience credit through the experience path, if the performance of their duties meets the definition of joint matters. The rules that apply are:

a. Up to 18 experience points may be accrued through civilian experiences and applied toward qualification as a JQO (9 points may be applied toward Level II qualification, and 9 points applied to Level III for a total of 18 points towards JQO). The other 18 experience points must be accrued performing duties while serving as a military officer.

b. In addition to the Joint Experience Summary, officers must provide documentation detailing the dates of the joint experience that meets the definition of joint matters, percentage of time spent in joint duties, and the organization-specific duties performed.

(1) In the rare case where adequate documentation is not available, officers may submit a letter from the organization where their joint experience occurred (certified and signed by the G/FO or agency chief with personal knowledge of the experience).

(2) The letter must have inclusive dates of experience, percentage of time spent in joint duties, and the specific joint duties that meet the definition of joint matters the officer performed while serving in their civilian position.

GLOSSARY

PART I. ABBREVIATIONS AND ACRONYMS

| | |
|-----------|---|
| AC | Active Components |
| ADL | Active Duty List |
| AGR | Active Guard and Reserve |
| AJPME | Advanced Joint Professional Military Education |
| ASD(R&FM) | Assistant Secretary of Defense for Readiness and Force Management |
| ASD(RA) | Assistant Secretary of Defense for Reserve Affairs |
| CCMD | Combatant Command |
| CJCS | Chairman of the Joint Chiefs of Staff |
| CJCSI | Chairman of the Joint Chiefs of Staff Instruction |
| COS | critical occupational specialty |
| DASD(MPP) | Deputy Assistant Secretary of Defense for Military Personnel Policy |
| E-JDA | experience-based joint duty assignment |
| FY | fiscal year |
| G/FO | general or flag officer |
| GOS | good of the service |
| HF/ID | hostile fire or imminent danger |
| HQ | headquarters |
| J-1 | Joint Staff Directorate for Manpower and Personnel |
| J-7 | Joint Staff Directorate for Operational Plans and Joint Force Development |
| JDA | joint duty assignment |
| JDAL | joint duty assignment list |
| JDAMIS | Joint Duty Assignment Management Information System |
| JFSC | Joint Forces Staff College |
| JOM | joint officer management |
| JPME | Joint Professional Military Education |
| JQO | joint qualified officer |
| JQS | joint qualification system |
| JSO | joint specialty officer |
| JTF | joint task force |
| NDU | National Defense University |
| NWC | National War College |
| OPMEP | Officer Professional Military Education Policy |

| | |
|----------|--|
| PME | professional military education |
| RASL | Reserve Active Status List |
| RC | Reserve Component |
| RFO | request for orders |
| S-JDA | standard joint duty assignment |
| TDY | temporary duty |
| USD(P&R) | Under Secretary of Defense for Personnel and Readiness |

PART II. DEFINITIONS

These terms and their definitions are for the purposes of this instruction.

accrued joint duty credit. The joint credit designation granted to an officer for time served in an S-JDA less than the duration needed to qualify for full joint duty credit.

ACs. For the Military Services of the Department of Defense, they are the Army, the Navy, the Marine Corps, and the Air Force.

ADL. A single list for the Army, Navy, Air Force, or Marine Corps which contains the names of all officers of that armed force who are serving on active duty.

Afghanistan-Pakistan Hands. DoD program established to develop a cadre of specially trained U.S. Service members skilled in Afghan and Pakistani culture and language.

assignment. The position in an organization to which an officer permanently belongs for manpower accounting purposes, which TDY with other organizations does not alter.

CCMD positions. A category of positions that are defined by the CJCS and are responsible for unified command and control of combat operations or operations other than war.

combined command. A major command consisting of two or more forces or agencies of two or more allies to the United States.

COS. A military occupational specialty involving combat operations within the combat arms (Army) or equivalent military specialties (Navy, Air Force, or Marines) that the USD(P&R) designates as critical. Equivalent military specialties are those engaged in operational art in order to attain strategic goals in an operational area through design, organization, and conduct of campaigns and major operations. COS provisions do not apply to G/FOs.

critical S-JDA. Positions proposed by heads of joint activities that are approved by the USD(P&R) with the recommendation of the CJCS and that require the incumbent to have previous experience and education in joint matters.

differential joint duty credit. Joint duty credit earned by an officer serving in an S-JDA position in a geographic area designated as an HF/ID pay area in Reference (k).

discretionary points. Points earned in excess of the minimum education and experience requirement through exercises, education other than JPME, collective joint training, or individual joint training.

E-JDA. An assignment, other than in a JDAL position, through which an officer demonstrates knowledge, skills, and abilities in joint matters that may be shorter in duration and therefore aggregated to achieve the equivalent of a full tour in an S-JDA, as determined under such regulations and policies prescribed by the Secretary of Defense.

exercise participation descriptors

leader. Exercises formal authority and direction over significant organizational elements or major tasks. For example, a commander of a JTF.

planner. A person(s) who is the focal point for an activity or organization authorized to represent that organization for specified support. For example, CCMD exercise planner.

participant. Person(s) actively involved in an event capable of making positive contributions to the mission. For example, JTF staff member; Joint Functional Component Command HQ staff member; Contingency Command Post staff member.

integrated military forces. In the context of joint matters, reference to military forces that are involved in the planning or execution (or both) of operations involving participants from more than one Military Department; or a Military Department and one or more of the following: other departments and agencies of the United States, the military forces or agencies of other countries and non-governmental persons or entities.

JDA. An assignment in which an officer gains significant experience in joint matters. This excludes assignments for joint training and joint education, except as an instructor responsible for preparing and presenting courses for JPME I and II.

JDAL. A list of AC and RC positions designated as S-JDAs approved by the USD(P&R) with the advice and assistance of the CJCS, and reflected in the JDAMIS.

JDAMIS. The automated system of record for all related joint manpower and officer joint personnel information, maintained by Defense Manpower Data Center and managed and updated by the CJCS and the Military Services.

joint duty credit. The joint credit granted to an officer for the completion of a tour of duty in a JDAL position (S-JDA) that meets all statutory requirements or the accumulation of joint experience points accrued from an E-JDA and discretionary points from joint training and exercises or a combination of both. Such credit may also be awarded to RC officers who meet the S-JDA tour length criteria established in Enclosure 13 of this instruction.

joint experience. The successful application of what individuals learn via joint training and exercises, JPME and other education, and self-development in a joint position must have direct relevance to the definition of joint matters.

joint experience points. Points calculated to the nearest tenth derived from the duration and intensity of a joint experience whereby the intensity is determined by the environment (combat, non-combat, steady state) in which the experience is gained. Joint Experience Points = (Number of Days / 30.4)(Intensity Factor).

Combat is an intensity factor of 3, correlated to the receipt of HF/ID pay.

Non-combat is an intensity factor of 2, correlated to operations designated by the CJCS, such as disaster relief and overseas drug interdiction. Experiences in these positions are significantly more intense than steady state experiences.

Steady-state is an intensity factor of 1, correlated to any staff assignment in OSD, the Joint Staff, CCMD HQ, Defense Agency HQ, DoD Field Activities, or Military Department elements of U.S. Government agencies outside the DoD or joint experiences gained while assigned to a Service position (except those qualifying experiences in combat).

joint matters. Matters related to the achievement of unified action by integrated military forces in operations conducted across domains such as land, sea, or air, in space, or in the information environment, including matters relating to national military strategy; strategic and contingency planning; command and control of operations under unified command; national security planning with other departments and agencies of the United States; and combined operations with military forces of allied nations.

joint qualification points. The aggregate of Joint Experience Points and Discretionary Points.

joint training. When two or more Military Departments interact with a CCMD or subordinate joint force commander, and involves joint forces, joint staffs, or individuals preparing to serve in a joint organization. Training is conducted using joint doctrine, tactics, techniques, and procedures to prepare joint forces to execute their assigned or anticipated missions. Joint exercises are a form of joint training for the purposes of the JQS.

JPME. A CJCS-approved body of objectives, outcomes, policies, procedures, and standards supporting the educational requirements for JOM.

JPME Phase I. The first phase of JPME taught at intermediate Service colleges and other appropriate educational programs that meet JPME criteria and are accredited by the CJCS.

JPME Phase II. Instruction to enhance Phase I taught by JFSC, other NDU schools, and accredited senior-level Service colleges required for JQO designation (or AJPME for the RC in lieu of JPME Phase II).

AJPME. A blended learning course (with distance learning and multiple, short residency periods) for RC officers (O-4 to O-6) taught at JFSC to JPME Phase I graduates; similar in content to the in-residence JFSC JPME Phase II course and prepares graduates for JDAs.

Capstone. The third phase of JPME mandated by section 2153 of Reference (c) designed to prepare newly selected G/FOs for high-level joint, interagency, intergovernmental, and multinational responsibilities.

JQO. An officer (O-4 or above) educated and trained in joint matters who has completed the Level III requirements, and is designated so by the Secretary of Defense. (Replaces legacy term JSO).

mission essential JDA. Non-critical S-JDAs that are singularly manned, required key positions that have direct impact critical to the accomplishment of the joint organization's mission.

organizational positions. A category of positions not included in OSD, the Joint Staff, CCMDs HQ, or Defense Agencies and DoD Field Activities HQs that provide the officer significant experience in joint matters that qualitatively are equivalent to experiences gained by other officers filling JDAs.

PME. The systematic instruction of professionals in subjects that enhance their knowledge of the science and art of war.

professional specialties. Military occupational specialties for which JQO requirements for promotion do not apply: medical officer, dental officer, veterinary officer, medical service officer, nurse, biomedical science officer, chaplain, and judge advocate.

RASL. A single list for the Army, Navy, Air Force, or Marine Corps which contains the names of all reserve officers of that armed force who are in an active status other than those on an ADL or warrant officers (including commissioned warrant officers).

RCs. For the Military Services of the Department of Defense, they are the Army National Guard of the United States, the Army Reserve, the Navy Reserve, the Marine Corps Reserve, the Air National Guard of the United States, and the Air Force Reserve.

S-JDA. An assignment to an approved JDAL position in a multi-Service, joint, or multinational command or activity that is involved in the integrated employment or support of the land, sea, and air forces.

scientific and technical waiver categories. Military occupational specialties for which G/FO joint duty requirements do not exist or not enough exist to provide for career progression.

TDY. Temporary assignment of an officer to an organization that is not the organization they permanently belong to for manpower accounting purposes. A temporary assignment does not alter the officer's permanent assignment status.

validation board. A board convened and directed by the USD(P&R) and composed of representatives from the CJCS and the Military Services, as well as an observer from OSD, to review and make recommendations on nominated positions for inclusion on the JDAL.