



DEPARTMENT OF THE NAVY
OFFICE OF THE JUDGE ADVOCATE GENERAL
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JAGINST 1000 CH-1
3 Feb 25

JAG INSTRUCTION 1000 CHANGE TRANSMITTAL 1


From: Judge Advocate General of the Navy

Subj: JUDGE ADVOCATE OFFICER COMMUNITY MANAGEMENT

Ref: (a) E.O., "Initial Rescissions of Harmful Executive Orders and Actions," of 20 Jan 25
(b) E.O., "Defending Women from Gender Ideology Extremism and Restoring Biological Truth to the Federal Government," of 20 Jan 25
(c) E.O., "Ending Radical and Wasteful Government DEI Programs and Preferencing," of 20 Jan 25
(d) E.O., "Ending Illegal Discrimination and Restoring Merit-Based Opportunity," of 21 Jan 25

Encl: (1) Revised Enclosure (1), Page 1
(2) Revised Enclosure (1), Page 2
(3) Revised Enclosure (4), Page 1

1. Purpose. Change issued in accordance with references (a) through (d).
2. Action. Remove pages 1 and 2 of Enclosure (1) and page 1 of Enclosure (4) and replace with enclosures (1) through (3), respectively.
3. Records Management. Records created as a result of this change transmittal, regardless of media or format, must be managed per the Secretary of the Navy Manual 5210.1 of September 2019.



LIA M. REYNOLDS
Acting

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DEPARTMENT OF THE NAVY
OFFICE OF THE JUDGE ADVOCATE GENERAL
3000 NAVY PENTAGON ROOM 4C642
WASHINGTON DC 20350

JAGINST 1000

Code 61

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JUDGE ADVOCATE GENERAL INSTRUCTION 1000

From: Judge Advocate General

Subj: JUDGE ADVOCATE OFFICER COMMUNITY MANAGEMENT

Ref: (a) SECNAVINST 5430.27E
(b) OPNAVINST 1000.16L
(c) 10 USC 806 (Article 6, Uniform Code of Military Justice)
(d) OPNAVINST 5215.17A
(e) SECNAV-M 5210.1
(f) COMNAVCRUITCOM/JAG MOU dtd 13 Jan 12
(g) JAGINST 1212.2B CH-1

Encl: (1) Roles and Responsibilities: Deputy Assistant Judge Advocate General (AJAG) for Military Personnel
(2) Roles and Responsibilities: Judge Advocate General's Corps (JAG Corps) Officer Community Manager
(3) Roles and Responsibilities: Judge Advocate Officer Detailer
(4) Summary of Judge Advocate Officer Community Management Functions

1. Purpose. To outline policies, practices, roles, and responsibilities for judge advocate community manpower and personnel management, in coordination with Navy Personnel Command (NPC) Career Management Department (PERS-4) and Bureau of Naval Personnel Officer Community Management Division (BUPERS-31), in order to ensure a coordinated, fleet-focused, requirements-based approach that consistently provides the Navy the legal support it requires. Pursuant to reference (a), the Judge Advocate General of the Navy (JAG) is the Chief of the Navy JAG Corps. This includes the responsibility for maintaining the JAG Corps legal community and determining the best possible allocation of available JAG Corps community assets.

2. Background

a. The JAG Corps provides commanders, Sailors, and Navy families targeted legal solutions whenever and wherever required to enable effective naval and joint operations. It is essential that the JAG Corps continually assesses manpower requirements and recruit, retain, develop, and assign top-quality judge advocates to best meet Fleet legal needs. Success is enabled through effective, coordinated manpower and personnel management practices that are consistent with Navy practices, while allowing for aspects unique to the JAG Corps as it strives to meet current and future Navy requirements.

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b. Requirements, Manpower Management. Proper manpower management begins with establishing the manpower requirements necessary to accomplish the mission of the JAG Corps, prioritizing in light of available funding and personnel, and translating authorizations into a demand signal for personnel, training, and education. Identifying the optimum number and required capabilities for delivering legal services in Navy activities is essential to maximizing available resources. Proper management allows the JAG to identify, develop, and leverage the skills and strengths of each judge advocate within the JAG Corps.

(1) Pursuant to reference (b), the Navy Manpower Analysis Center (NAVMAC) is the primary agent for the Deputy Chief of Naval Operations for Manpower, Personnel, Training, and Education, Office of the Chief of Naval Operations/Chief of Naval Personnel (CNP) for assessing, validating, and approving manpower requirements ashore and afloat. NAVMAC coordinates with applicable Budget Submitting Offices (BSOs) and Type Commanders (TYCOMs) for review and comment during the manpower validation and approval process. Once validated and approved, a manpower requirement is implemented when the BSO authorizes funding for a billet. Most judge advocate billets are authorized under the Field Support Activity and Directorate for Administration, Logistics, and Operations BSOs. Authorization of billets ultimately drives the number of judge advocates the Navy funds, which in turn shapes recruiting and accession, promotion opportunity and timing, and demand for specialized education and training.

(2) Manpower requirements can be approved in several ways. NAVMAC, in coordination with BSOs and TYCOMs, conducts Shore and Fleet Manpower Requirements Determinations (SMRD; FMRD) to determine whether an activity has the correct number of military and civilian billets, and the correct composition of designators, ratings, and civilian grades. These determinations encompass the entire activity and are based upon workload assessments and on-site interviews conducted by analysts. BSOs may also approve discrete additions to an activity's future manpower authorizations through the Program Objective Memorandum process. Finally, BSOs may change the makeup of an activity's manning by changing billet designators, ratings, or pay grades, usually without increasing or decreasing the total number of billets authorized for the activity. These changes are referred to as "offsets" or "compensation." All these manpower authorizations are ultimately implemented through the Manpower Change Request (MCR) (also referred to as a Billet Change Request (BCR)) process.

(3) References (a) through (c) recognize the JAG's authority to provide input in determining the number and type of billets for legal personnel throughout the Navy. The JAG, as community sponsor, is a stakeholder in the MCR process. It is essential to involve the JAG Corps' manpower experts well before a MCR is submitted to ensure that a requirement is valid, is consistent with similar activities, and will not adversely impact officer community health.

(4) In addition to the above, the JAG Corps conducts regular assessments of legal needs and programs throughout the Navy. These include occasional surveys and studies, biennial Naval Legal Service Command (NLSC) Inspector General (IG) Article 6 inspections of NLSC commands (which include interviews with supported commands), and regular assessments of the trial judiciary conducted by the Chief Judge of the Navy, as well as those conducted of the Office of the JAG (OJAG), the Naval Justice School, and fleet legal offices by the Chief Counsel to the JAG for Assessments and Organizational Performance. Results of these assessments will be used to identify legal needs and inform community management strategy, policy, and practices.

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c. Community Management. Reference (a) recognizes the JAG's significant role and responsibility as Chief of the JAG Corps in maintaining the JAG Corps officer community. The JAG achieves this through coordination with BUPERS-31, which has significant responsibility in support of the Chief of Naval Operations (CNO) and CNP for accession plans, promotion plans, retention plans, force shaping plans, incentive plans, force modeling and forecasting, community health assessments, strategic-level options, and other analyses.

d. Assignments. References (a) and (c) recognize the JAG's significant role in judge advocate duty assignments and provides all judge advocate duty assignments shall be made upon the recommendation of the JAG. The JAG achieves this through coordination with PERS-4, which has overall responsibility for officer personnel distribution and career development.

3. Intent

a. Proper community management requires close coordination between activities requesting manpower, OJAG Headquarters, the JAG Corps Officer Community Manager (OCM), and JAG Corps Officer Detailers. OJAG and NLSC leadership and officers assigned as Staff Judge Advocates (SJAs) must ensure proposals for manpower additions, cuts, or qualitative changes (grade, subspecialty code, etc.) within their organization and subordinate commands are coordinated with OJAG Code 61 and brought to the attention of the JAG and Commander, NLSC (CNLSC).

b. Judge advocates will only be assigned to activities where there is a funded requirement for a judge advocate. This includes positions in OJAG and NLSC. This policy will help ensure the Navy's legal community is adequately funded and manned to fill every requirement. Exceptions to this policy will be made only on the recommendation of the JAG after consultation with PERS-4. Exceptions may include, but are not limited to: (1) nominative billets, such as joint legal billets or an Aide-de-Camp billet; or (2) other billets, normally for a short (no more than three years) duration, when an activity has agreed to take immediate steps to authorize (fund) a judge advocate billet in future years. The JAG Corps Officer Detailer (PERS-4416) may also approve assignment of officers in pay grades O-2 and O-3 to offices in NLSC and OJAG in excess of billets authorized for those grades if excess officer inventory exists.

4. Roles and Responsibilities

a. AJAG (Operations and Management) (AJAG 06). Aligns OJAG and NLSC staff structure and strategic planning to optimize the efficiency and effectiveness of the JAG Corps' Total Force. AJAG 06 coordinates with BSOs for OJAG and NLSC manpower requirements, oversees OJAG Code 61 in the execution of its duties, and ensures proper coordination between BSOs, OCM, PERS-4416, and supported commands.

b. Deputy AJAG (Military Personnel) (Code 61). The JAG's staff subject matter expert on military manpower. Code 61 augments the expertise provided by the OCM and PERS-4416. Code 61 coordinates the JAG's strategic planning for military manpower and advises the JAG on requests for changes to military manpower authorizations. Enclosure (1) provides a detailed list of roles and responsibilities.

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(1) Coordinates closely with PERS-4416 and the OCM when acting on all changes related to officer billets, including funding, pay grade, designator, and subspecialty. Reviews PERS-4416 and OCM draft policy changes before submission to JAG for decision.

(2) Coordinates closely with the Deputy JAG for Reserve Affairs and Operations when acting on all changes related to Reserve officer and enlisted Selected Reserve billets.

c. JAG Corps Officer Community Manager. Assigned to BUPERS-31, the OCM works in support of the CNO, CNP, and JAG, and in coordination with Code 61 and PERS-4416, to provide accession plans, promotion plans, retention plans, force shaping plans, incentive plans, force modeling and forecasting, community health assessments, strategic-level options, and other analyses that are timely, data-driven, and accurate. Enclosure (2) provides a detailed list of roles and responsibilities.

d. PERS-4416. Assigned to NPC PERS-4, PERS-4416 makes assignments and assignment recommendations taking into account the needs of the Navy, the needs of the JAG Community, career needs of the individual, and desires of the individual. PERS-4416 advises both community leadership as well as individual officers. PERS-4416 also works closely with the JAG, OCM, and Code 61 on detailing strategies and processes, advises on NPC assignment policies, and runs several personnel programs. Enclosure (3) provides a detailed list of roles and responsibilities.

e. Deputy JAG for Reserve Affairs and Operations (DJAG RA&O). The JAG's advisor on all issues of reserve manpower. DJAG RA&O ensures reserve forces are optimally resourced and aligned to support the missions of OJAG, NLSC, and the Fleet. DJAG RA&O advises the JAG on requests and recommendations to add or remove reserve billets and coordinates with Code 61 in preparing the JAG's formal endorsement on MCRs, SMRDs, and FMRDs.

f. NLSC IG. Advises CNLSC concerning the efficiency, effectiveness, readiness, and morale of NLSC activities and conducts assessments and inspections as directed by CNLSC. The NLSC IG also manages the Article 6 inspection program for NLSC activities under the supervision of the Chief Counsel to the JAG for Assessments and Organizational Performance. The IG ensures matters pertinent to judge advocate community management are brought to the attention of CNLSC, DJAG, JAG, and other stakeholders.

g. Chief Counsel to the JAG for Assessments and Organizational Performance (CCAO). The CCAO is the designated senior member of the JAG's staff to oversee and implement the JAG Community Comprehensive Assessment Program. In this role, the CCAO coordinates with CNLSC and the NLSC IG to ensure the effective implementation of the Article 6 Program for NLSC. The CCAO also carries out assessments of the OJAG organization and non-NLSC SJA offices. The CCAO ensures matters pertinent to judge advocate community management are brought to the attention of CNLSC, DJAG, JAG and other stakeholders.

h. SJAs. SJAs in Fleet and shore commands play an important role in optimizing force structure for mission accomplishment and community health. SJAs are often in the best position to influence the decisions of commanders to appropriately resource the legal operations of their staff and subordinate commands. Senior SJAs in Echelon II commands are also JAG Corps community

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leaders and are expected to maintain situational awareness of JAG Corps force structure on their staffs and in subordinate commands. Fleet and shore command SJAs recommending changes or additions to manning in their offices, or who are aware of recommendations to add or remove judge advocate billets in their offices, must coordinate closely with the SJAs of their Immediate Superior in Command, OJAG Code 61, and PERS-4416. This will ensure the JAG is kept informed and has the time and information necessary to ensure force structure decisions are in the best interest of mission accomplishment and community health.

i. AJAGs, OJAG Division Directors (DIVDIRs), NLSC Chiefs of Staff (COSs), and Commanding Officers (COs). As senior leaders of OJAG and NLSC organizations, AJAGs, DIVDIRs, COSs, and COs also play an important role in optimizing force structure and community health. They support and coordinate manpower assessments, propose organizational and manpower changes, and ensure any manpower additions, cuts, or qualitative changes within their organizations are coordinated with Code 61, OCM, and PERS-4416 and brought to the attention of CNLSC, DJAG, and JAG.

5. Review and Effective Date. The AJAG 06 is responsible for the annual review of this instruction in accordance with reference (d). This instruction will be in effect for 10 years, unless revised or cancelled in the interim, and will be reissued by the 10-year anniversary date if it is still required, unless it meets one of the exceptions in reference (e), paragraph 9. Otherwise, if the instruction is no longer required, it will be processed for cancellation as soon as the need for cancellation is known following the guidance in OPNAV Manual 5215.1 of May 2016.

6. Records Management. Records created as a result of this instruction, regardless of format or media, must be maintained and dispositioned per the records disposition schedules located on the Department of the Navy Directorate for Administration, Logistics, and Operations, Directives and Records Management Division portal page at

<https://portal.secnnav.navy.mil/orgs/DUSNM/DONAA/DRM/Records-and-Information-Management/Approved%20Record%20Schedules/Forms/AllItems.aspx>


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Distribution:

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Roles and Responsibilities: Deputy Assistant JAG for Military Personnel (OJAG Code 61)

1. OJAG Code 61 oversees development and execution of policy in the areas of officer recruitment, military manpower management, military personnel strength planning, promotions, career progression, and retention of Navy judge advocates for the JAG. Code 61 also oversees development and implementation of the JAG Corps' recruiting policy and program. Specifically, Code 61 is responsible for the following matters:

a. Manpower/Community Management Program. (1) Provides technical advice on the development of requirements and composition of the Navy JAG Corps statutory and administrative boards; (2) coordinates the development of promotion plans between the JAG and BUPERS-31; (3) manages Navy JAG Corps military manpower resources; and (4) initiates manpower changes on behalf of the JAG and CNLSC through the Total Force Manpower Management System (TFMMS). With PERS-4416, Code 61 periodically reviews all judge advocate assignments and billets to ensure all manpower requirements are authorized and reflected in TFMMS. In coordination with PERS-4416 and OCM, Code 61 periodically reviews the number, pay grade distribution, and subspecialty codes of officer inventory and authorizations. These reviews are informed by any recent assessments (e.g., surveys, studies, Article 6 inspections, fleet legal office inspections, etc.) and occur at least bi-annually to ensure distribution aligns with authorizations and is sufficient to meet current and future demand. Code 61 reviews NAVMAC production plans and informs of upcoming SMRDs and FMRDs that could impact legal offices. Code 61 reviews all NAVMAC draft manpower requirements determinations and alerts senior SJAs at Fleet and shore commands when these reports recommend adding or removing military or civilian billets performing legal duties. As a matter of policy, the JAG will provide endorsement, prepared by Code 61, of draft manpower determinations recommending the addition or removal of officer billets (Active and Reserve) for OJAG and NLSC commands.

b. Recruiting Program. Manages the JAG Corps recruiting program and budget for OJAG headquarters and NLSC commands spanning over 200 ABA-accredited law schools. Code 61 executes policy and strategy for the recruitment of highly qualified professional candidates for a possible commission as a Navy judge advocate; supports and supervises JAG Corps recruiting efforts at NLSC commands; secures funding from within Navy to support recruiting initiatives; and coordinates JAG Corps attendance at national recruiting events.

c. Accession Program. Responsible for running accession selection boards for student program, direct accession, and interservice procurement program sources; submits board precepts, membership, and reports to JAG for approval; notifies professionally recommended (PROREC) selects; and coordinates a warm hand-off of PRORECs to PERS-4416 for assignment to pipeline training.

Enclosure (1)

d. Retention Program. Drafts policy in support of retention incentives such as Judge Advocate Continuation Pay (JACP) and the Bar Dues Reimbursement proposal. Publishes guidance on the federal Public Service Loan Forgiveness (PSLF) program. Drafts and executes surveys on retention tools and incentives as needed. Manages the Transition Interview program. Identifies trend in retention challenges through the use of surveys, interviews, and other sources of data. Code 61 also oversees the JAG Corps mentoring program, submission of JAG nominees for professional awards, and OJAG/NLSC awards.

e. Intern/Extern Program. Coordinates applications and selections of interns and externs, arranges placement at hosting commands, receives evaluations, and produces after-action reports.

f. Active Duty Operational Support (ADOS) Requests. Coordinates ADOS requests for JAG community with reserve forces.

g. Law Education Program. Responsible for summer assignments of Law Education Program members (LEPs) and for coordinating the mentorship program for LEPs.

h. Command Screening Program. Oversees the JAG Corps' policies and process for command screening, including an oral board.

i. Major Command Review Board (MCRB). Serves as JAG's representative on the MCRB working group to validate commanding officer billets.

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Roles and Responsibilities: JAG Corps Officer Community Manager (BUPERS-316)

1. The JAG Corps OCM provides accession plans, promotion plans, retention plans, force shaping plans, incentive plans, force modeling and forecasting, community health assessments, strategic-level options, and other analyses that are timely, data-driven, and accurate in support of CNO, CNP, and JAG, by working through the OCM Division, BUPERS-31. In alignment with other Officer Community Managers, and in coordination with Code 61 and PERS-4416, the JAG Corps OCM performs the following functions:

a. Community Management. Utilizes the major community management levers of strength planning, promotion planning, and force-shaping, to focus on the provision of sustainable inventories of judge advocates with requisite skills. This includes promotion plans, implementation of force management tools (e.g., Career Status Board (CSB)), and use of retention incentives (e.g., Judge Advocate Continuation Pay (JACP)).

b. Accession Planning. Responsible for ensuring JAG Corps accession needs are incorporated into annual active duty officer accession planning within BUPERS-31. In coordination with OJAG Code 61, the OCM performs analyses to justify annual accession needs and minimum acceptable quotas. The OCM communicates these requirements on behalf of JAG within BUPERS-31 and supports overall BUPERS-31 accession planning product development and options presented for approval to Director, Military Personnel Plans and Policy Division (N13), Office of the CNO.

c. Accession Program Management. Manages quotas for the JAG Corps' three accession programs following N13 approval: Student Program; Direct Appointment; and the In-Service Procurement Program (IPP).

d. Promotion Planning. Uses the Navy's official systems for inventory and loss management to compile, analyze, and apply losses, gains, and average-based projections to recommend courses of action (COAs) for the annual JAG Corps promotion plan, zones, and selection rates. COAs will be within approved statutory authorities and normally within regulatory authorities. The OCM presents the COAs and obtains JAG approval of the chosen promotion plan, which is subsequently presented to N13 for final approval.

e. Community Health Brief. Provides an annual community overview brief to N13 after pre-brief to the JAG, which is the basis for manpower decisions in the current and future fiscal years.

f. CSB. Uses inventory data, assesses projected losses, and coordinates with the PERS-4416 to make a recommendation to JAG on a selection opportunity for each CSB. CSBs are an important JAG Corps force-shaping tool.

g. JACP. Responsible for submitting the JACP Program Objective Memorandum (POM), JACP DON Budget Build, and JACP Execution Report, in coordination with the Detailers (PERS-4416).

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h. Subspecialty Code and Postgraduate Education Curriculum Review. Completes the biannual review of subspecialty codes in coordination with OJAG subject matter experts. The review encompasses both core skill requirements and educational skill requirements associated with each subspecialty code. Upon completion and approval by JAG, this review is forwarded to Director, Warfare Development (OPNAV N71) via Naval Postgraduate School.

i. Education Quota Planning. Responsible for the JAG Corps' submission to the annual Strategic Education and Alignment (SEA) Plan. Led and approved by OPNAV N7, the SEA Plan allocates education quotas across the Navy, to include quotas for JAG Corps post-graduate education and Joint Professional Military Education.

j. Law Education Program. Responsible for the management of LEP quotas and eligibility reviews conducted/coordinated with sourcing community manager.

k. Indefinite Recalls (Reserve Component). Responsible for coordinating with PERS-4416 and Code 61 to determine reserve indefinite recall quotas for inclusion in the upcoming fiscal year's Accession Plan.

l. Lateral Transfer. Responsible for managing transfers in or out of the JAG Corps when applicable. Lateral transfer consideration is balanced against both the promotion plan and accession numbers.

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Roles and Responsibilities: Navy Personnel Command Career Management Department
(PERS-4) Judge Advocate Officer Detailer (PERS-4416)

1. NPC performs officer personnel distribution and career development functions in support of CNP mission, per MILPERSMAN 1301-100. Within NPC, PERS-4 is responsible for (1) the assignment of the best qualified officers to meet needs of the Navy as defined by the approved officer billet file; and (2) the assignment of officers to billets which develop their professional expertise so that the officer corps embodies the leadership, technical, and managerial skills necessary to achieve the Navy's mission.

2. PERS-4416 is the NPC Branch responsible for carrying out those tasks for active duty judge advocates in coordination with the JAG. PERS-4416 also serves as the placement officer for OJAG and NLSC-owned billets. Finally, PERS-4416 collaborates closely with the JAG, Code 61, and OCM on community personnel initiatives and programs. Specifically, PERS 4416 performs the following functions:

a. Detailing/Assignments. Assigns all officers in designator 2500 (judge advocate) in accordance with reference (c), this instruction, and CNP/NPC policies. PERS-4416 personnel also serve as the JAG's subject matter experts and advisors on officer assignments and convey the JAG's detailing recommendations to PERS-4.

b. Community Support. Supports the JAG as community sponsor by participating with Code 61 and the OCM in periodic reviews of officer inventory to ensure that distribution aligns with authorizations, and that the number of officer accessions and subspecialty education authorizations are sufficient to meet demand.

c. LEP. Manages the execution of the program. This includes receiving quotas from the OCM and serving as NPC Board sponsor, managing all aspects of the selection process, the LEP Board, coordinating law school selection with the JAG, and designator change.

d. Accessions. After OJAG Code 61 identifies new accessions via the student program or the direct appointment program, PERS-4416 coordinates their commission process with Commander, Navy Recruiting Command (CNRC) and issues orders to their first duty station and initial training. PERS-4416 coordinates with Naval Legal Service Command commands to identify initial tour judge advocate quotas.

e. Career Status. Supports the JAG Corps by running its CSB selection process twice annually, per reference (g). Supports the selection process by determining eligibility based on Basic Lawyer Class graduation dates, receiving selection quotas from the OCM, identifying board members, and drafting the convening order for JAG approval. PERS-4416 also reaches out to eligible officers to explain the process, solicit applications, and notify applicants of results.

f. JACP. Receives JACP requests, troubleshoots requests to ensure timely and accurate submissions, codifies associated service obligations within internal PERS systems, and processes payments in coordination with Defense Finance and Accounting Service and other associated

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payment authorities. PERS-4416 supports the OCM with tracking payment "take" rates by phase and forecasting future budget needs.

g. Postgraduate School. Details officers selected by JAG for duty in 10-month post-graduate Master of Laws (LL.M) degree programs at civilian institutions (CIVINS) of higher education and The Judge Advocate General's Legal Center and School. Also details officers selected by the JAG for study in graduate programs at the Naval War College. PERS-4416 supports officers while applying, enrolling, and participating in education programs and tracks obligations such as annual education plans. PERS-4416 supports OCM and Code 61 in long-term planning for billets to support the CIVINS LL.M program and the bi-annual curriculum review for all JAG subspecialty fields and approved school programs. PERS-4416 supports Code 61 as it conducts engagement with civilian institutions to acquire memorandums of agreement for reduced tuition or other program needs.

h. Definite Recalls (Reserve Component). Requests and utilizes definite recall quotas when available. These quotas allow the assignment of a reserve component member into an active duty billet for a period of up to three years. PERS 4416 coordinates such quotas with the JAG and coordinates orders with PERS 92.

Summary of Judge Advocate Officer Community Management Responsibilities

		Responsibility (P=Primary; S=Supporting)			External offices with responsibility
		Code 61	OCM	4416	
Community Management					
	Community Health Brief		P		
	JAG Gold Team Brief	P	S	S	
	Billet Change Requests	P			
	Personnel Policy	P	S	S	
Accessions					
	Accession Plan	S	P		
	Accession Quotas	S	P		
	Accession Selection Board	P			
	Law Education Program				
	Quotas & Eligibility		P	S	
	NAVADMIN		S	P	
	LEP Board		S	P	
	Summer Assignments	P		S	
	Summer Internships, Externships	P		S	
	In-Service Procurement Program (IPP) Board				
	Quotas	S	P		
	NAVADMIN	P	S		
	IPP Board	P			
	Lateral Transfers	S	P		
Retention and Incentives					
	Blended Retirement System	S	S		NPC (N130G)
	Judge Advocate Continuation Pay (JACP)	S	P	S	
	Student Loan Repayment Program (SLRP)/Public Service Loan Forgiveness (PSLF)	S	P		
	Career Intermision Program (CIP)		P	S	
	Targeted Re-entry Program		P		
	Continuation Board	S	P		
	Career Status Board	S	S	P	
	Bar Dues Reimbursement Program	P			
	Mentorship Program	P			
Promotion					
	Promotion Plan	S	P		
	Board Membership	P	S		
	Promotion Board			S	NPC

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Summary of Judge Advocate Officer Community Management Responsibilities continued

		Responsibility (P=Primary; S=Supporting)			External offices with responsibility
		Code 61	OCM	4416	
Post-Graduate Education					
	Education Quota Planning		P	S	
	Zero Base Review	S	P		OPNAV N127
	Curriculum Review		P	S	
	Memoranda of Understanding	P			
	Detailing			P	
Command Screen Board					
	Oral Board	P			
	Formal Screening Board	S		P	P (PERS)
Major Command Review Board		P			
Attrition					
	Voluntary Release		S	P	
	Exit Survey	P			N1
	Peer Interview	P			
	Retirement		S	P	PERS-8
Reserves					
	Indefinite Recall Quotas		P	S	
	Definite Recall Quotas		S	P	
	1095 Waivers	S	P	S	
	ADOS Requests	P			RESFORCOM (OJAG Operational Support Officer)