

**Officer Accessions, Evaluations, and Promotions, COMDTINST M1000.3  
(series)  
Summary of Changes**

Change/ Date	Article	Change
	1.A.4.b.(1)	Dual status of temporary officers is updated to reflect termination upon integration to permanent officer rather than upon promotion to lieutenant.
	1.A.6.	Various changes to the appointment of the Coast Guard Band Director.
	1.A.10.c.(3)(d)	Updated policy regarding promotion of retired officer.
	1.B.2.d.(2)	Changed the word “commissioned” to “active” referring to the number of years a reserve officer can remain on an active duty agreement.
	1.B.2.h.	Various changes to the policy governing reserve active duty agreements.
	1.B.3.	Various changes throughout the section regarding Reserve Program Administrator (RPA) appointments.
	1.B.5.b.(1)	Updated age requirements for OCS applicants.
	1.C.1.b.(2)	Updated age requirement for Selected Reserve Direct Commission Officer Program applicants.
	1.D.2.a.(5)	New policy limiting applicants for appointment to warrant grade to have no more than 26 years active service.
	1.D.2.a.(14)	Added MLES & OSS to specialties requiring normal color perception to apply for warrant.
	1.D.2.a.(15)	Expanded on the guidance on the command endorsement in the E-Resume for warrant applicants.
	1.D.4.a.	Numerous changes to the table containing the normal path of appointment for warrant specialties.
	1.D.6.c.	Changed ALCGPSC release date for the preboard eligibility list for warrants from April to February.
	1.D.11.b.(2)	Further defined commissioned officer to include active, reserve, or retired officers who are able to administer the oath of office.
	1.D.13.	Updated scope of warrant specialties for AVI, BOSN, ISM, ISS, MSSD, MSSE, MLES, MED, OSS, PERS, & WEPS.
	1.D.15.b.(1)(a)	Changed requirement to have served six months as a special agent before being eligible for warrant to two years.
	1.D.15.c.(2)(a) & (b)	Required special agents to maintain security eligibility standards and have normal color vision and hearing to be eligible to apply for warrant.
	1.D.15.d.	Updated the application procedures for special agents.
	1.D.15.e.(1)(a) ) & (b)	Changes to lateral eligibility for INV warrant specialty to include having no prior felony convictions or domestic violence convictions and eliminating requirement to have 1 year sea duty.
	1.D.16.	Added guidance for appointing a Specialty Force Manager.
	1.E.4.a.	Removed reference to the Naval Academy Preparatory School (NAPS).

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	2.A.1.	Updated chart containing warrant specialty names and abbreviations.
	3.A.4.e.	New article defining In-Zone reordering for promotion boards.
	3.A.11.c.	Updated the distribution of the Oath of Office.
	3.A.12.f.(3)	Updated article governing the response of the member to the Board of Officers.
	3.A.13.b.	Updated list of those authorized to request authority to frock officers..
	3.B.10.h.(3)	Updated warrant specialty table.
	4.A.6.	Changed term “Law Specialist” to “Judge Advocate”.
	4.A.7.b.(6)	Updated authority for approval of Command at Sea Insignia for retired and inactive duty officers.
	4.A.9.b.(3)	Updated authority for approval of Command Ashore Insignia inactive duty and retired inactive duty officers.
	4.B.4.	Inserted guidance for the Marine Safety Insignia.
	5.A.2.b.(2)(i)	Requires civilians performing Supervisor or Reporting Officer duties to receive OES training.
	5.A.2.e.	Various updates throughout this section defining the Reporting Officer duties and responsibilities.
	5.A.2.f.(1)(a)	Various updates throughout this section defining the Reviewer’s duties and responsibilities.
	5.A.2.h.	Removed the requirement for a unit to have an OER Administrator.
	5.A.2.i.	Several updates to CG PSC’s responsibilities throughout the article
	5.A.3.a.	Various updates throughout this article regarding submission schedules of the OER including changes to the flowcharts.
	5.A.3.a.(3)(b)	<b>Days Not Observed block in the OER is no longer applicable.</b>
	5.A.3.a.(3)(b)	Included wording to clarify a mandatory OER for officers separating from the Service.
	5.A.3.a.(4)(a)	Includes requirement for frocked captains to receive an OER and added wording to clarify last day of service as an O5. Further clarification on continuity OER.
	5.A.3.a.(4)(c)	Deleted the example. Added final sentence in this subparagraph.
	5.A.3.a.(4)(e)	Excluded captains being frocked as flag officers from the requirement of this subparagraph.
	Figure 5.A.5. & 5.A.6.	Minor changes to OER flowchart for promotion of reported-on officer (includes reserve OER flowchart).
	5.A.3.a.(4)(a) &(b)	Included the wording “Reserve specific” and “all others” to distinguish who the guidance is applicable to.
	5.A.3.a.(4)(b) [5]	Removed identifier for reserve CWO4s only. Deleted the exception. Deleted subparagraph (6) regarding waivers.
	5.A.3.a.(4)(f)	Added wording making this subparagraph applicable to only retirement, voluntary separations or discharges.

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	Figure 5.A.7. & 5.A.8.	Minor changes to OER flowchart for continuity purposes (includes reserve OER flowchart).
	5.A.3.b.(3)	Added guidance on obtaining a waiver.
	5.A.3.c.	Changes throughout article to include addition of 45 day timeline at end of paragraph (1), further clarification of below standard performance in subparagraph (a), clarification on timeline for special OERs in subparagraph (c), and changes to concurrent OERs in subparagraph (2) and (2)(e).
	5.A.3.e.(1)(a)	Changes to reserve OERs for periods of 280 days or less.
	Figure 5.A.9.	Minor changes to the OER flowchart for reserve on ADOS-AC or RC
	5.A.4.a.(3)	Deleted guidance for units submitting OERs on non-standard terminals. No longer applicable.
	5.A.4.b.	Added third column to table to identify form used for reviewer comments.
	5.A.4.c.	Minor changes throughout this article (preparation of OER) to reflect current procedures.
	5.A.4.c.(1)(b)	Added instruction for the Reported-on Officer Signature block.
	5.A.4.c.(1)(h)	Days Not Observed block in the OER is no longer applicable.
	5.A.4.c.(1)(j)	Days Not Observed block in the OER is no longer applicable; reference to use of this block in regards to members between permanent or temporary duty stations was removed.
	5.A.4.c.(2)(a)	Added instruction for the completion of the officer's primary duty title.
	5.A.4.c.(3)(a)[1]	Changed to reflect awards no longer being authorized as attachments to the OER.
	5.A.4.c.(3)(b)	Deleted this subparagraph pertaining to submission of letters, certs, citations, etc. supporting reported-on officer's OER.
	5.A.4.c.(11)(g)	Deleted subparagraph regarding reviewer comments.
	5.A.4.c.(14)	Added new subparagraph providing guidance on signatures.
	5.A.4.d.	Added further guidance on reviewer's comments.
	5.A.4.e.	Updated guidance on unit OER administration. Deleted references to the OER Administrator which was also removed earlier in chapter.
	5.A.4.h.(1)	Provided further guidance on procedures related to a derogatory OER.
	5.A.5.a.(c)	Expanded on procedures for a DUINS OER.
	5.A.5.b.(3)	Added guidance for DUINS OERs for members in the Navy SEALs Program.
	5.A.5.b.(5) – (10)	Newly added guidance for DUINS OERs.
	Figure 5.A.10.	Minor changes to the DUINS OER flowchart.
	5.A.5.c.	Minor changes throughout this article (preparation of OER) to

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		reflect current procedures.
	Throughout	Changed CGPC to CG PSC.
	Throughout	Changed PSC/HRSIC to PPC.
	Throughout	Changed MLC to HSWL or logistics/service centers as appropriate.
	Throughout	Changed PERSRU TO SPO.