



DEPARTMENT OF THE NAVY
OFFICE OF THE JUDGE ADVOCATE GENERAL
WASHINGTON NAVY YARD
1322 PATTERSON AVENUE SE SUITE 3000
WASHINGTON DC 20374-5066

IN REPLY REFER TO

JAGINST 1001
001R / 62
17 June 2009

JAG INSTRUCTION 1001

From: Judge Advocate General

Subj: RESERVE COMPONENT JUDGE ADVOCATE TOTAL FORCE STRUCTURE

Ref: (a) SECNAVINST 5430.27B
(b) Title 10, United States Code
(c) "JAG Corps 2020" Navy JAG Corps Strategic Plan of
Sep 2006
(d) BUPERSINST 1001.39F
(e) JAGINST 1301.2C

Encl: (1) Reserve Recruiting Checklist
(2) Pillar Application Template
(3) Sample Pillar Career Paths

1. Purpose. To organize Navy Reserve Component (RC) judge advocates into three pillars of practice to provide strategic and operational support to the Navy Judge Advocate General's Corps (JAG Corps), while delivering authoritative and timely legal solutions to Navy leadership and personnel as required by reference (a).

2. Cancellation. JAGINST 1151

3. Background

a. In accordance with Section 10102 of reference (b), the RC JAG Corps provides operational support and strategic depth to the Navy as an integral part of the Total Force Navy JAG Corps. The mission of the Navy JAG Corps, as articulated in reference (c), is to provide solutions from a military perspective to legal issues involving military operations, organization, and personnel, whenever and wherever required.

b. Consistent with reference (c), the Navy JAG Corps will align RC expertise into three pillars of practice: (1) military justice litigation; (2) command services and legal assistance; and (3) specialty practices in international law, environmental law, and admiralty law. Subject to the needs of the Navy, RC judge advocates will be assigned to a practice pillar based on their military and civilian experience, education, and demonstrated competency. This instruction establishes policies

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and procedures for recruiting, promoting, and retaining RC judge advocates within this three-pillar construct.

4. Discussion

a. Pillar Descriptions. The areas of law, pillar code, and the type of billets in each pillar consist of the following:

1. Military Justice Litigation (P1). RC judge advocates in this pillar will develop and maintain experience in all facets of military justice litigation. Billet assignments will support the Core Capability area of Accountability in accordance with reference (c), as well as all phases of the military justice process, including service as trial counsel, defense counsel, appellate review counsel, members of the trial and appellate judiciary, and in other roles which support the development and implementation of policy in the military justice litigation area;

2. Command Services/Legal Assistance (P2). RC judge advocates in this pillar will develop and maintain experience in all facets of command services and legal assistance to include the provision of advice on administrative law, civil law, and matters related to intelligence oversight. Billet assignments will support the Core Capability areas of Sailor Legal Readiness and Navy Legal Readiness in accordance with reference (c), including service as legal assistance attorneys, staff judge advocates, and in other roles which support the development and implementation of policy in these areas; and

3. Specialty Practice (P3). RC judge advocates in this pillar will develop and maintain experience in all facets of either international law, environmental law, or admiralty law. Billet assignments will support the Core Capability area of Operations in accordance with reference (c), including service as specialty advisors, instructors, and in other roles which support the development and implementation of policy in these areas.

b. Recruitment. Capturing the training and experience of Active Component (AC) judge advocates who are releasing from active duty is critical to the Navy Reserve Law Program (NRLP). Senior AC judge advocates shall utilize enclosure (1) to facilitate the transition of legal personnel under their charge who are releasing from active duty. Senior AC judge advocates should consult and coordinate with the Navy Reserve Law Program Manager (NRLPM) and other offices identified in enclosure (1) in

carrying out RC recruitment efforts.

c. Promotion. Implementation of this instruction will commence immediately. However, selection board precepts will be edited as necessary to ensure that judge advocates before promotion boards who have not served significant time under the Total Force construct implemented in this instruction are judged on the merits of their existing record under the best and fully qualified standard.

d. Pillar Selection and Designation

1. All RC judge advocates will be assigned to a pillar within 48 months of affiliation into the RC or promotion to O-5, whichever is sooner. Personnel shall apply for a pillar in accordance with enclosure (2). Pillar assignments will be made at the direction of the Deputy Judge Advocate General for Reserve Affairs and Operations (DJAG(RAO)) in consultation with the NRLPM and Deputy Assistant Judge Advocate General for Reserve and Retired Affairs (OJAG Code 62). RC judge advocates who are O-4 or below with less than 48 months in the RC may apply for pillar assignment.

2. The primary factors for pillar assignment are the judge advocate's relevant AC, RC, and civilian work experience. Special attention will be paid to work done during active duty for operational support (ADOS), recall, or mobilization periods. Other factors include relevant formal education and training.

3. Recommendations for pillar assignments will be made in block 40 of NAVPERS 1610/2 by commanding officers for all officers who are not yet assigned to a pillar. Once an officer has been selected for a pillar, subsequent fitness reports will note the designations, P1, P2, or P3, in block 29 of NAVPERS 1610/2.

e. Appeal. In the event a RC judge advocate's application for assignment to a particular pillar is not approved, the officer may submit an appeal to DJAG(RAO) via OJAG Code 62. The appeal shall be in letter format and shall provide the reasons warranting approval. The appeal may include supporting documents as enclosures.

f. Redesignation. A RC judge advocate who is assigned to a pillar, but later believes redesignation to a different pillar is necessary, may submit an application in accordance with paragraph

d. The personal statement shall include a detailed explanation of the reasons that support the redesignation request. The completed redesignation package shall be routed via the RC judge advocate's JAG Corps chain of command with final approval authority resting with the DJAG(RAO).

g. Navy Officer Billet Classification (NOBC) Codes. Reference (d) governs procedures for NOBC designation for the Navy Reserve. Certain NOBCs may be relevant to each of the practice areas under this instruction and may be noted in the application for assignment to a pillar. However, earning a NOBC does not guarantee assignment to a corresponding pillar.

h. Billet Assignments

1. RC senior judge advocates will be assigned to billets by the APPLY Board in accordance with reference (e). Normally, a billet assignment will correspond to a judge advocate's assigned pillar practice area. However, the DJAG(RAO) may approve the assignment of a RC judge advocate outside his or her pillar practice area based upon the needs of the Navy, yearly billet rotation schedule, or the professional development needs of the individual judge advocate. Reporting seniors for any judge advocate assigned to a billet outside his or her pillar practice area shall annotate that the DJAG(RAO) determined the need for the out of pillar assignment in block 41 of the judge advocate's fitness report (NAVPERS 1610/2).

2. The NRLPM will maintain a list of available billets on Navy Knowledge Online (NKO). Sample career paths for each of the pillars are provided at enclosure (3).

i. Retention, Development, and Training. Senior RC judge advocates are responsible for identifying, training, and mentoring junior RC judge advocates who have not yet been assigned to a pillar or are newly assigned to a pillar. To sustain a sufficient pool of RC judge advocates within each pillar, senior RC judge advocates shall identify and mentor junior officers who express an interest or proficiency in an area of law falling into one of the three pillars and implement long-term training and development plans to cultivate their skills consistent with enclosure (3).

5. Responsibilities

a. Deputy Judge Advocate General (Reserve Affairs and Operations). The DJAG(RAO) is responsible for overall NRLP force management and shall:

1. Manage the NRLP community and force structure to meet the needs of the Navy;
2. Consult with the Judge Advocate General and Administrative Law Division Director (OJAG Code 13) on promotion precept language, as necessary;
3. Develop policies to provide career opportunities and training to hone and develop subject matter experts in pillar practice areas; and
4. Promulgate Notices in accordance with this instruction, as necessary, setting forth the requirements for RC judge advocates to complete and submit applications for pillar assignments.

b. Navy Reserve Law Program Manager (NRLPM). The NRLPM shall:

1. Manage command/unit composition and pillar requirements within the NRLP;
2. Track and maintain a list of pillar designations for all members of the NRLP for use in the APPLY process;
3. Work with Commander Navy Reserve Forces Command (CNRFC) to obtain Active Duty Training (ADT) Schools funding to facilitate training for RC judge advocates;
4. Submit a report identifying the billets that need to be filled by pillar designation for the upcoming year on 15 January and 15 June to the DJAG(RAO); and
5. Determine, track, and report accession, loss and retention statistics for the RC community to ensure proper force distribution by pillar needs.

c. Reserve Component Command Staff Judge Advocates (RCC SJA). RCC SJAs and all Echelon IV SJAs shall:

1. Track all judge advocates serving in billets outside of the Navy Reserve Law Program and those serving in Voluntary Training Units (VTU) in each RCC SJA's respective region to ensure conformity with this instruction;

2. Track personnel pillar assignments for RC judge advocates in each RCC SJA's respective region; and

3. Work closely with DJAG(RAO) and the NRLPM to manage billets in their respective regions by pillar designation.

d. Deputy Assistant Judge Advocate General for Reserve and Retired Affairs (OJAG Code 62). OJAG Code 62 shall:

1. Coordinate requirements of RC and AC Total Force managers; and

2. Assist DJAG(RAO), as directed, to manage the RC judge advocate force.

e. RC Commanding Officers, Senior Staff Judge Advocates, and Reporting Seniors. RC commanding officers, senior staff judge advocates, and reporting seniors shall:

1. Mentor and train RC junior judge advocates consistent with this instruction; and

2. Ensure proper pillar designations and recommendations are clearly annotated in blocks 29 and 40 of the judge advocate's NAVPERS 1610/2.

3. If necessary, document that DJAG(RAO) determined the need to assign a judge advocate to a billet outside of his or her pillar practice area in block 41 of the judge advocate's NAVPERS 1610/2.

f. AC Commanding Officers and Senior Judge Advocates. AC commanding officers and senior judge advocates shall:

1. Mentor AC junior judge advocates who are releasing from active duty regarding the benefits of continuing their Navy service as part of the RC; and

2. Provide information to such judge advocates to assist them in identifying an area of practice within a pillar.

g. RC Senior Judge Advocates (O-6 / O-5). RC senior judge advocates shall:

1. Submit initial applications for pillar assignment in accordance with this instruction no later than 15 October 2009 and any additional Notices issued by DJAG(RAO) regarding the submission of applications. All applications shall be submitted in hard-copy format to:

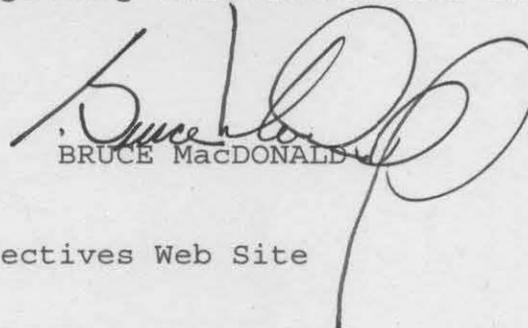
Office of the Judge Advocate General (Code 62)
1322 Patterson Avenue SE Suite 3000
Washington Navy Yard
Washington DC 20374-5066

2. Mentor and train RC junior judge advocates consistent with this instruction.

h. RC Junior Judge Advocates (O-4 and below). RC junior judge advocates shall submit an initial application for pillar assignment in accordance with this instruction and any additional Notices promulgated by DJAG(RAO) within 48 months of affiliation with the RC or upon promotion to O-5, whichever is earlier.

6. Effective date: This instruction is effective immediately. Pillar designations will be considered by the APPLY Board for billet assignments commencing in Fiscal Year 2010.

7. Questions. Questions regarding this instruction should be directed to OJAG Code 62.


BRUCE MacDONALD

Distribution:
Electronic only via Navy Directives Web Site
<http://neds.daps.dla.mil>

RESERVE TRANSITION CHECKLIST

TIME LINE	ACTION	ACTION OFFICE	NOTES	DATE COMPLETED
<p><u>NLT 6 MONTHS PRIOR TO RAD</u></p>	<p>Contact member regarding interest in Reserve affiliation</p>	<p>1. Member's CO / Senior SJA 2. PERS 4416</p>	<p>-Convey results to member's CO / Senior SJA and Reserve Law Program Manager (RLPM) for follow-up coordination.</p> <p>-Provide member contact information to RLPM and Reserve Component Special Assistant for Recruiting (RC SAR).</p> <p>-<u>Reserve Law Program Manager :</u></p> <p>-CAPT Janet Donovan (757) 322-5649 janet.donovan@navy.mil</p> <p>-<u>Reserve Component Special Assistant for Recruiting (RC SAR) :</u></p> <p>-CAPT Daniel Bean (904) 798 7294 daniel.bean@hklaw.com / daniel.bean@navy.mil</p>	
<p><u>NLT 6 MONTHS PRIOR TO RAD</u></p>	<p>Send RC JAG information packet to interested member</p>	<p>1. RLPM</p>	<p>-Information packet to include ARI/TF Presentation, contact information for applicable Reserve Component Command SJA, and U.S. Navy Reserve brochure.</p>	

TIME LINE	ACTION	ACTION OFFICE	NOTES/ POC	DATE COMPLETED
<p><u>NLT 5 MONTHS PRIOR TO RAD</u></p>	<p>Discuss benefits of Reserve Affiliation.</p>	<p>1. Member CO / Senior SJA</p>	<p>-Continuing service to the nation.</p> <p>-Compensation Benefits:</p> <p>http://www.navyreserve.com/benefits/officer.jsp http://www.navyreserve.com/benefits/enlisted.jsp</p>	
<p><u>NLT 5 MONTHS PRIOR TO RAD</u></p>	<p>Encourage member to speak with current Reservists about the program.</p>	<p>1. Member CO / Senior SJA</p>	<p>-Contact RLPM and OJAG Code 62 (Reserve and Retired Programs Division) for assistance with identifying Reservists.</p> <p>-<u>OJAG Code 62 Division Director</u> :</p> <p>(202) 685 5216</p> <p>-Points of discussion include:</p> <ul style="list-style-type: none"> - Organizational structure of Reserves. - Potential assignments. - Drilling and Training requirements. - Quality of Life / Service 	

TIME LINE	ACTION	ACTION OFFICE	NOTES/ POC	DATE COMPLETED
<u>NLT 4 MONTHS PRIOR TO RAD</u>	If appropriate, coordinate JAG, DJAG, and/or DJAG (RAO) contact via phone call or e-mail to encourage Reserve affiliation.	<ol style="list-style-type: none"> 1. Member CO / Senior SJA 2. OJAG Front Office 3. EA to DJAG (RAO) 	<u>OJAG Front Office Point of Contact:</u> (703) 614 7420 debra.ward@navy.mil <u>EA to DJAG (Reserve Affairs and Operations):</u> (202) 685 5216	
<u>NLT 4 MONTHS PRIOR TO RAD</u>	Identify availability of assignments in desired location and/or billet specialty.	<ol style="list-style-type: none"> 1. Member CO / Senior SJA 2. RLPM 	-RLPM will direct member to appropriate Regional Reserve Component Command Staff Judge Advocate (RCC SJA) who controls billet assignments.	
<u>NLT 3 MONTHS PRIOR TO RAD</u>	Identify and facilitate contact with appropriate Regional Navy Recruiter.	1. RLPM	http://www.cnrc.navy.mil/ -See "World Wide" Drop Menu on left side of webpage to find applicable Navy Recruiting District.	

TIME LINE	ACTION	ACTION OFFICE	NOTES/ POC	DATE COMPLETED
<p><u>NLT 2 MONTHS PRIOR TO RAD</u></p>	<p>Confirm completion of Reserve Application Package and Placement on Scroll.</p>	<p>1. Unit CO / Senior SJA 2. RLPM</p>	<p>-Reserve Application Package includes:</p> <ul style="list-style-type: none"> - DD 214 (Upon discharge) - Oath of Office (Officers) - Detaching Physical Evaluation <p><u>-Note: Each active duty transfer to the Reserves must be certified by the Office of the Secretary of Defense (OSD). Names of individuals who desire to join the Reserves are placed on a "scroll", approved by Commander Naval Personnel (CNP), and forwarded to OSD for certification. The time from CNP approval to OSD certification takes approximately 4-5 weeks.</u></p> <p><u>Individuals are placed on the scroll when they request to transition to the Reserve Component. This usually happens when they request release from active duty, so the scroll process is already complete when they detach and the individual can transition into the Reserves immediately.</u></p> <p><u>-NOTE: If personnel do not have their names on the scroll prior to RAD, RC affiliation could be delayed up to 12 weeks.</u></p> <p><u>CNP Scroll Point of Contact:</u></p> <p style="padding-left: 40px;">-Mr. Kimrick Chapman, OPNAV N1 (703) 695-3058</p>	

TIME LINE	ACTION	ACTION OFFICE	NOTES/ POC	DATE COMPLETED
<u>NLT 1 MONTH PRIOR TO RAD</u>	Finalize Reserve Application Package and Expected Assignment.	1. RLPM	<p>-Recruiter will work with member and RCC SJA to obtain a billet assignment.</p> <p>-Recruiter will be required to send past 3 FITREP's / EVAL's to RLPM.</p> <p><u>-NOTE: An application for affiliation with the Reserves ultimately cannot be submitted and processed until RAD . Actual affiliation does not begin until RAD.</u></p>	
<u>PRIOR TO DETACHMENT</u>	Indicate in FITREP that member is recommended for affiliation with Reserves.	1. Unit CO / Senior SJA	-Ensure coordination with RLPM on reserve affiliation recommendation.	
<u>NLT 1 MONTH AFTER RAD</u>	Develop lessons learned to improve recruitment process.	1. Unit CO / Senior SJA 2. RLPM 3. OJAG Code 62	-OJAG Code 62 will make changes to checklist following lessons-learned discussion (if necessary).	

TIME LINE	ACTION	ACTION OFFICE	NOTES/ POC	DATE COMPLETED
<u>NLT 3 MONTH AFTER RAD</u>	Report results of Reserve affiliation to OJAG Code 61 (Deputy Special Assistant for Recruiting)	1. RLPM	Submit results of Reserve affiliation to OJAG Code 61 (Deputy Special Assistant for Recruiting) <u>Deputy Special Assistant for Recruiting:</u> -LCDR Lorraine Luciano (202) 685-7391 lorraine.luciano@navy.mil	
<u>NLT 6 MONTH AFTER RAD</u>	Re-engage personnel who decided not to affiliate with RC to gauge interest in joining the program.	1. RC SAR		
<u>CONTINUOUS</u>	Develop, track and maintain metrics on RAD Reserve Recruitment	1. OJAG Code 61	<u>OJAG Code 61 (Military Personnel Division):</u> (202) 685-7254 <u>Deputy Special Assistant for Recruiting:</u> -LCDR Lorraine Luciano (202) 685-7391 lorraine.luciano@navy.mil	

NOTES

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Enclosure (1)

[Date]

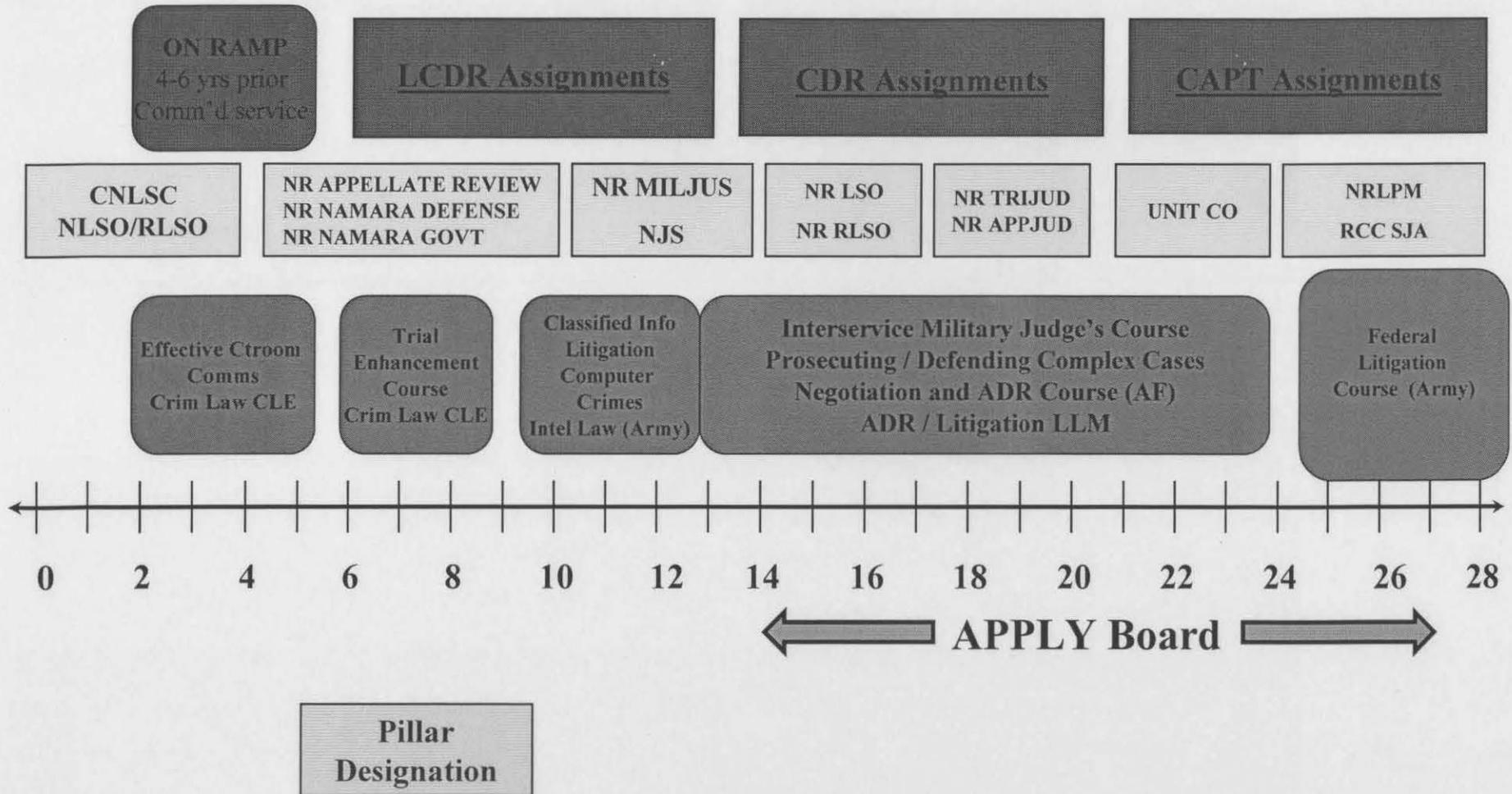
From: LCDR J. D. Lawyer, JAGC, USN
To: Deputy Judge Advocate General (Reserve Affairs & Operations)
Via: Deputy Assistant Judge Advocate General for Reserve and Retired Affairs (OJAG Code 62)
Subj: APPLICATION FOR DESIGNATION TO [MILITARY JUSTICE LITIGATION/ COMMAND SERVICES AND LEGAL ASSISTANCE / SPECIALTY - INTERNATIONAL OR ENVIRONMENTAL OR ADMIRALTY] PILLAR
Ref: (a) JAGINST 1001
Encl: (1) Officer Fitness Reports [*Include all fitness reports for the past four years*]
(2) List of AC and RC duty stations, billet assignments, NOBC(s), and awards
(3) Law school transcript(s)
(4) Commanding Officer, JAGC, USN, endorsing ltr of _____
(5) Personal statement outlining judge advocate's interests, qualifications, education, and experience in Pillar area, including a summary of relevant civilian professional work experience.

1. Pursuant to reference (a), I hereby respectfully request assignment to the [*Military Justice / Command Services and Legal Assistance / Specialty - International or Environmental or Admiralty*] pillar (Pillar _____).

J. D. LAWYER

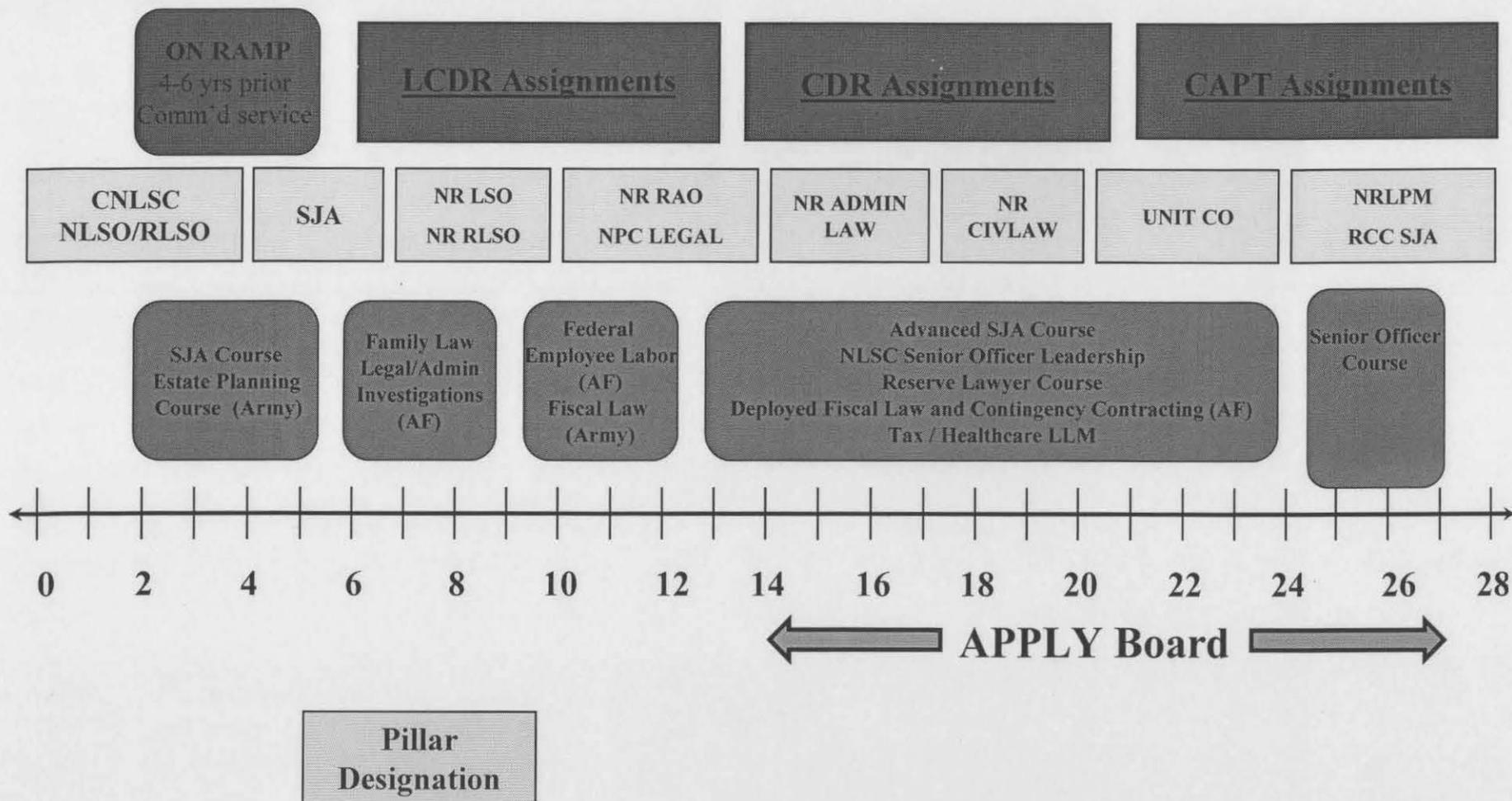
Enclosure (2)

Sample Career Progression (Military Justice)

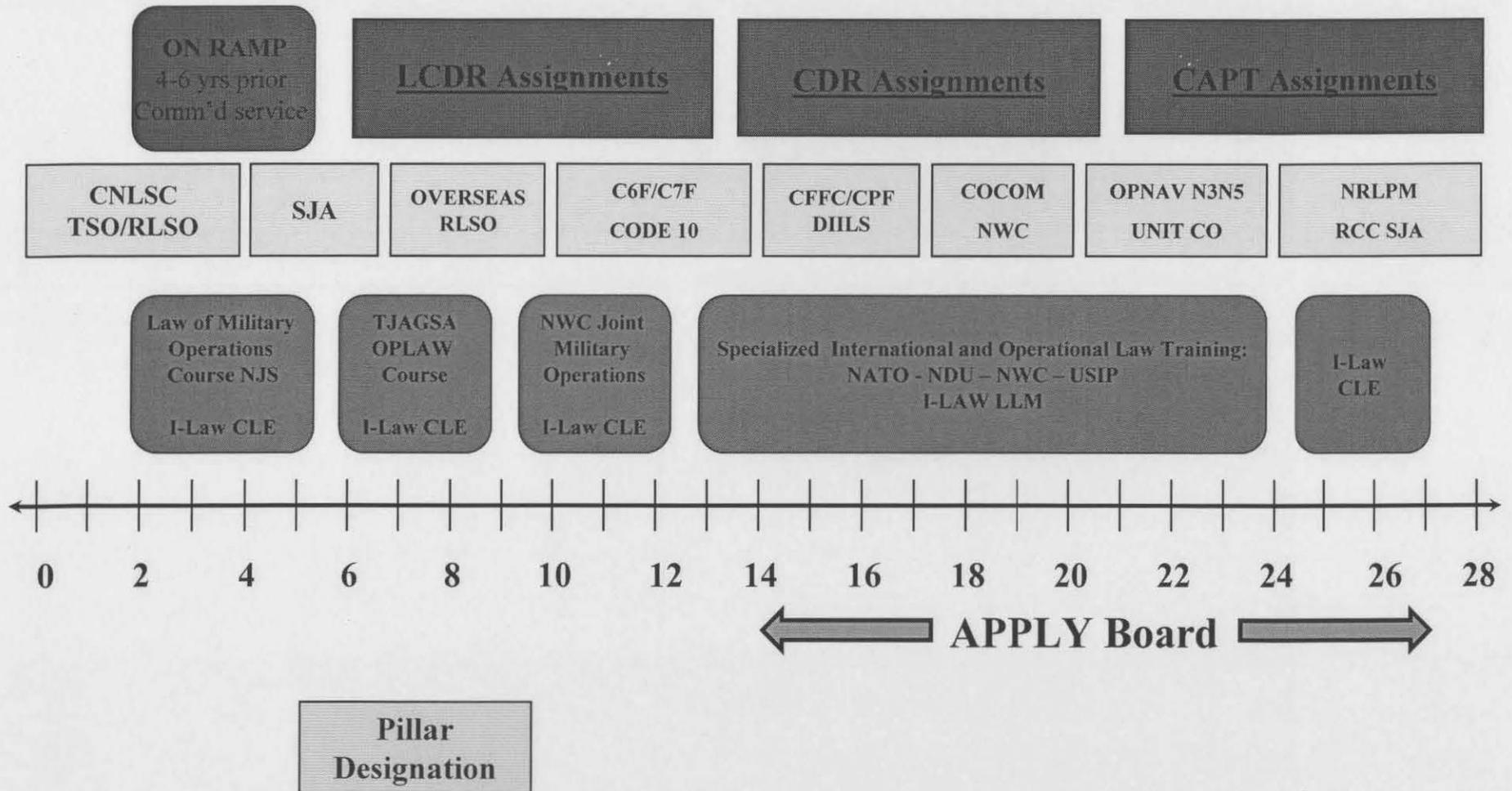


Sample Career Progression

(Command Services / Legal Assistance)

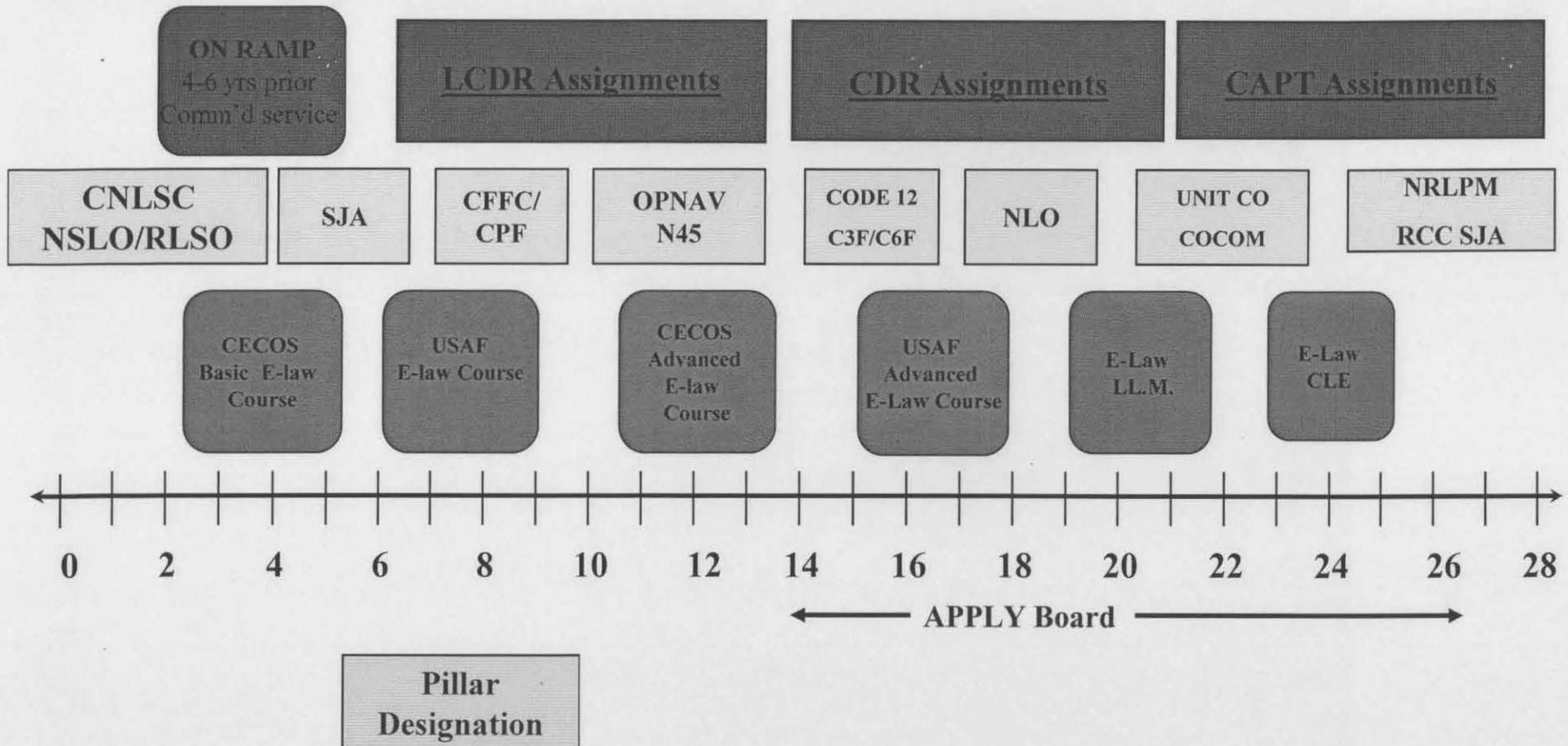


Sample Career Progression (Specialty - International Law)



Sample Career Progression

(Specialty – Environmental Law)



Sample Career Progression (Specialty – Admiralty Law)

