Billet subspecialty coding is to be based on the minimum education/training/experience level required for optimum performance.

1. **Subspecialty Coding Restrictions:** Billets assigned to: 1000-1140 and 1300-1322, 1710-1720 and 1830.

2. **Applicable Officer Designators:** Unrestricted Line (100X-114X, 130X-132X) and 18XX

3. **Applicable Billet Designators**
   a. Unrestricted Line: 1000-1140 and 130X-132X
   b. 1830

4. **Significant Experience Criteria**
   a. Homeland Defense and Security S-coded billets are not authorized.
   b. Homeland Defense and Security S-coded officers are authorized when the officer completes at least 18 consecutive months in any 2600-coded billet.
   c. Homeland Defense and Security R-coded billets are not authorized.
   d. Homeland Defense and Security R-coded officers are authorized when the officer already holds a 2600S subspecialty code and subsequently completes at least 18 consecutive months in another 2600-coded billet.

5. **Baccalaureate Criteria:** Homeland Defense and Security E-coded billets or officers are not authorized.

6. **Elective Level Criteria**
   a. H-coded billets are authorized when a billet would be best filled by an officer with a master's degree or higher in the 2600 subspecialty, but advanced education is not a requirement to fill the billet.
b. H-coded officers are not authorized.

7. Functional Education Criteria
   
a. Homeland Defense and Security F-coded billets or officers are not authorized.

b. Homeland Defense and Security G-coded billets or officers are not authorized.

8. Master’s Criteria
   
a. Homeland Defense and Security F-coded billets are authorized when the billet requires all of the following:

   (1) Ability to provide advice on a broad base of homeland defense and security issues and methods.

   (2) Formulate policy options, devise strategy alternatives and develop budget plans for homeland defense and security. This includes but is not limited to:

       (a) Civil-military relations
       (b) Critical infrastructure vulnerability and analysis
       (c) Asymmetric conflict
       (d) Law enforcement and legal issues
       (e) Planning and budgeting
       (f) Information technology
       (g) Comparative government
       (h) Intelligence

   (3) Theoretical and practical understanding of national military and civilian capabilities, command structure, doctrine and intelligence sources at the strategic, operational and tactical levels of the war on terrorism.
(4) Use of analytical tools, threat analysis and research methods to evaluate and enhance military and interagency cooperation at the local, state and Federal levels in support of homeland defense and security programs and objectives. This includes a working knowledge of state of the art analytical tools (e.g., assessment, forecasting, gaming and/or simulation) and/or the intelligence cycle and research methodologies.

b. Homeland Defense and Security P-coded officers are authorized when the officer completes Homeland Defense and Security ESRs by earning a Master’s Degree at an accredited and approved institution.

(1) Education must be from a regionally accredited source and must meet the approved ESRs.

(2) The P-code will not be granted if a Master’s Degree is not completed.

c. Homeland Defense and Security Q-coded billets are authorized when the billet requires a combination of formal Master’s level education with relevant experience in application or development of homeland defense and security strategy and/or policy doctrine or implementation.

d. Homeland Defense and Security Q-coded officers are authorized when the officer satisfies the criteria listed for the P-code and subsequently serves at least 18 consecutive months in a 2600P coded billet.

9. Post-Master’s Criteria

a. Homeland Defense and Security M-coded billets are not authorized.

b. Homeland Defense and Security M-coded officers are not authorized.

10. Doctorate Criteria

a. Homeland Defense and Security D-coded billets are not authorized.

b. Homeland Defense and Security D-coded officers are not authorized.
c. Homeland Defense and Security C-coded billets are not authorized.

d. Homeland Defense and Security C-coded officers are not authorized.

11. Community Managers have agreed to allow billets to be coded for Homeland Defense and Security (2600) and Officers to be educated for this curriculum.

<table>
<thead>
<tr>
<th>Designator</th>
<th>Officer Community Manager</th>
<th>Approval Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>111X / 116X</td>
<td>CDR Chase Patrick</td>
<td>30 OCT 12</td>
</tr>
<tr>
<td>112X / 117X</td>
<td>CDR Todd Nethercott</td>
<td>31 OCT 12</td>
</tr>
<tr>
<td>113X / 118X</td>
<td>CDR Darin Evenson</td>
<td>31 OCT 12</td>
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<tr>
<td>114X / 119X</td>
<td>CDR Jeffrey Morgenthaler</td>
<td>31 OCT 12</td>
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<tr>
<td>13XX</td>
<td>CDR David Whitehead</td>
<td>20 NOV 12</td>
</tr>
<tr>
<td>18XX</td>
<td>LCDR Andrew T. Newsome</td>
<td>31 OCT 12</td>
</tr>
</tbody>
</table>

12. **Sponsor and Subject Matter Experts**

a. **Major Area Sponsor:** Michelle J. Howard, VADM, Deputy Chief of Naval Operations (Operations, Plans and Strategy) (N3/N5)

b. **Subject Matter Expert:** Bruce B. Stubbs, SES, Director, Strategy and Policy Division (OPNAV N51), Acting

c. **Point of Contact:** LT Alan Syslo, USN, OPNAV N515, Comm: 703-692-4482, DSN: 222-4482, Email: alan.syslo@navy.mil.

APPROVED: 

[date]

Director, Strategy and Policy (OPNAV N51)

FINAL APPROVAL: 

[date]

Director, Information, Analysis and Development (OPNAV N15)