

ENLISTED/OFFICER RFAS CODE TABLES

Enlisted RFAS Codes

1. Enlisted vertical paygrade substitution codes listed in the following table with the associated paygrade substitution.

Code	Billet Criteria	Authorized Paygrade Substitution								
		E9	E8	E7	E6	E5	E4	E3	E2	E1
M	Command Master Chief Billet	X								
9	E9 - (E8 and E9 (E9 Authorized Rating))	X	X							
S	Command Senior Chief Billet (E8 Only)		X							
8	E8 - (E7 through E9 (E8 Authorized Rating))	X	X	X						
7	E7 - (E7 and E8 (E7 Authorized Rating))		X	X						
6	E6 - (E5 and E6 (E6 Authorized Rating))				X	X				
Z	E5 through E8 requiring NEC (CNAFR Only)		X	X	X	X				
J	E5 and E6 - (E5 or E6 Authorized Rating)				X	X				
5	E5 - (E4 through E6 (E5 Authorized Rating))				X	X	X			
4	E1 through E5 - (E4 Authorized Rating)					X	X	X	X	X
3	E1 through E3 - (E1, E2, E3, E4 Authorized Rating)						X	X	X	X
N	E1 through E6 meeting horizontal “AB” or “BB” RFAS				E1 through E6 requiring NEC					

2. Enlisted horizontal skill substitution codes listed in the following table with the associated skill substitution.

Code	Authorized Rating Substitution
AA	Must match billet rating.
AB	Any source rate of the required NEC earned within time period designated by program manager.
AC	BM, OS, QM.
AD	EM, GSE.
AE	EN, GSM, MM, MMA, MMW, TM.
AF	DC, HT, MR.
AG	AD, AE, AF, AM, AME, AO, AT, AV, AZ, PR.
AH	AB, ABH, ABF.
AI	AB, ABF, ABH, AC, AG.
AJ	ET, ETR, ETV, FC, FT, STG, STS.
AM	ET, ETV, ETR, IT, ITS.
AN	Any Airman rating except AB (All), AC, AG, AW (All).
AP	Any Constructionman rating.
AR	LN, MC, PS, RP, YN, YNS.
AS	CS, CSS, LS, LSS, RS.
AT	EOD, ND, SB, SO.
AU	GM, MN.

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Code	Authorized Rating Substitution
AV	EOD holding NEC 5337, ET, ETR, ETV, FC, MN, OS, STG, STS.
AZ	Any AW rating.
BB	Any source rating of the required NEC and must hold the NEC or component NEC per NAVPERS 18068F, Chapter IV.
BD	ET, ETR, ETV, FC, FT, IT, ITS.
CC	Must match rate and NEC per NAVPERS 18068F.
CD	AG, CTL, CTR, CTT, CWT (Legacy CTN), IS, IT, ITS.
CN	CTL, CTR, CTT, CWT (Legacy CTN).
CS	ET, ETR, ETV, FC, FT, IT, ITS, MT, OS, QM, STG, STS.
DM	AD, AF, AM.
ET	AE, AT, AV.
FN	Any Fireman rating.
GS	MA or any rate holding 815A NEC (9545 Legacy NEC).
SF	BM, DC, EM, EN, ET, ETV, ETR, FC, GM, GSE, GSM, HT, IC, MN, MM, MMA, MMW, MR, OS, QM, STG, STS, TM.
SN	Any Seaman Rating.

Officer RFAS Codes

- Officer vertical paygrade substitution codes listed below with the associated paygrade substitution.

Code	Billet Criteria	Authorized Paygrade Substitution										
		O6	O5	O4	O3	O2	O1	W5	W4	W3	W2	W1
S	O6 through W1 Exact Pay Grade Match	Exact Paygrade Match Only										
M	O6 through O3 (Medical Designators Only)	X	X	X	X							
I	O4 through O1			X	X	X	X					
K	O3 through O1				X	X	X					
P	O4 and O3			X	X							
X	O4 through W1			X	X	X	X	X	X	X	X	X
W	W5 through W1							X	X	X	X	X

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2. Officer horizontal skill substitution codes listed below with the associated designator substitution.

Code	Authorized Designator Substitution
AA	Must match designator and any coded SSP or AQD.
AB	Must match designator. If AQD and/or SSP coded, member must earn AQD and/or SSP within three years.
AC	Must match designator.
AJ	1XXX.
AK	1XXX and coded SSP or AQD.
AL	1XXX, 6XXX, 7XXX.
AM	1XXX, 6XXX, 7XXX, and coded SSP or AQD.
AQ	1050, 11XX, 13XX.
AR	11XX, 13XX, and billets coded SSP or AQD.
EB	112X, 62XX, 713X.
ED	110X, 111X, 112X, 62XX, 72XX.
EF	110X, 111X, 112X, 62XX, 72XX, and any coded SSP or AQD.
FE	131X, 132X.
FF	131X, 132X, and coded SSP or AQD.
FK	130X, 131X, 132X.
FL	130X, 131X, 132X, and coded SSP or AQD.
GU	110X, 111X, 112X, 144X, 613X, 614X, 618X, 623X, 626X, 713X.
HB	13XX, 150X, 151X, 152X, 633X, 733X; With requisite Engineering System Development (for 151X billet) or Aviation Maintenance (for 152X billet) background/experience.
JQ	200X, 210X, 220X, 230X, 270X, 290X, and must match any coded SSP or AQD.
JS	200X, 210X, 220X, 230X, 270X, 290X.
KP	310X, 651X, 751X.
KQ	310X, 651X, 751X, and coded SSP or AQD.
LB	510X, 653X, 753X.
LC	510X, 653X, 753X, and coded SSP or AQD.
LW	6XXX, 7XXX within skill categories (2nd and 3rd digit of designator match, i.e. 611X can fill 711X billet or vice versa; 633X and 734X are considered equivalent skill categories).
LX	6XXX, 7XXX within skill categories (2nd and 3rd digit of designator match, i.e. 611X can fill 711X billet or vice versa; 633X and 734X are considered equivalent skill categories) and coded SSP or AQD.
MO	111X, 166X.
MP	111X, 166X, and coded SSP or AQD.
OM	181X, 781X.
ON	183X, 683X, 783X.
OP	182X, 682X, 782X.
OQ	181X, 781X and coded SSP or AQD.
OR	18XX, 682X, 683X, 781X, 782X, 783X, or any designator holding a VSX AQD.
OS	Any designator. Must hold a VSX AQD (Space Cadre).

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Code	Authorized Designator Substitution
OT	183X, 683X, 783X, and coded SSP or AQD.
OU	182X, 682X, 782X, and coded SSP or AQD.
OY	Any designator. Must hold VSX AQD at or higher than the billet AQD requirement, or the member must sign a NAVPERS 1070/613 and earn the required AQD within three years.
OZ	Any designator. Must hold a VSX AQD at or higher than the billet AQD requirement.
SO	113X, 114X.
SP	113X, 114X, and coded SSP or AQD.
SU	1XXX, Staff Corps (NEPLO Only).
SV	1XXX, Staff Corps (NEPLO Only). Must hold JN1 AQD.

Officer Rank Legend. The Designator is a four digit code followed by the rank letter. Officer rank legend is the last character of the officer billet designator code that identifies the officer grade required/authorized for a billet.

G = CAPT
H = CDR
I = LCDR
J = LT
K = LTJG
L = ENS
R = CWO5
M = CWO4
N = CWO3
O = CWO2
S = CWO1

Billet Leadership Code. In coordination with the RPD, COMNAVRESFORCOM (N123) assigns one or more of the below leadership codes to the appropriate billet(s) via BCR in TFMMS. All Navy Reserve units, unless exempted below, must have at least one billet with a leadership code assigned. Each unit may have only one CO or Officer-in-Charge (OIC) designated billet, and one Senior Enlisted Leader (SEL) designated billet. Units without billets assigned (i.e. unit comprised of crossed assigned out/in assignment processing personnel only) may designate a CO or OIC and an SEL via memorandum to the supporting NRC CO. Units exempted from the leadership requirement are:

1. United States Marine Corps Reserve Support Units with five or fewer billets assigned.
2. Commissioned units with rotational Active Duty, Training and Administration of Reserve (TAR), or SELRES leadership.

ENLISTED/OFFICER RFAS CODE TABLES

Leadership Position	Operational Unit Code	Readiness Unit Code
Commanding Officer (Operational)	C	K
Officer In Charge (Operational)	O	N
Executive Officer (Operational/Readiness)	X	X
Post Command (Operational/Readiness)	P	P
BUMED Senior Executive (Operational/Readiness)	E	E
Senior Enlisted Leader (Operational/Readiness)	S	S
Milestone (Operational/Readiness)	M	M