



Department of Defense
DIRECTIVE

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March 13, 87
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ASD (FM&P)

SUBJECT: Frocking of Commissioned Officers

References: (a) Title 10, United States Code, Sections 523, 620, 621, 641
(b) United States Constitution, Article II, Section 2, Clause

A. PURPOSE

This Directive establishes the policy, standards, and procedures governing the frocking of commissioned officers to grades 0-4 through 0-10.

B. APPLICABILITY

This Directive applies to all commissioned officers on the active duty list of the Military Services.

C. DEFINITIONS

1. Active Duty List. A single list for the Army, Navy, Air Force, or Marine Corps that is required to be maintained under Section 620 of reference (a) and that contains the names of all officers of that Military Service (other than those described in Section 641 of reference (a)) who are serving on active duty.

2. Commissioned Officer. An officer in any of the Military Services who holds an office and a commission signed by the President, other than a commissioned warrant officer or retired commissioned officer.

3. Competitive Category. A separate promotion category established by the Secretary of a Military Department under Section 621 of reference (a) for specific groups of officers whose specialized education, training, or experience make separate career management desirable.

4. Field Grade. Officers who are serving in the grades 0-4 through 0-6. Includes the grades of Major, Lieutenant Colonel, and Colonel in the Army, Marine Corps, and Air Force and Lieutenant Commander, Commander, and Captain in the Navy.

5. Frocking. An administrative authorization by the Secretary of the Military Department concerned granting officers selected for promotion and confirmed by the U.S. Senate (but not yet promoted) the right to wear the insignia and uniform and assume the title of the next higher grade.

6. Military Services. The Army, Navy, Air Force, and Marine Corps.

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D. POLICY

1. It is DoD policy to regulate the exercise of frocking authority by establishing strict criteria as prerequisites for frocking commissioned officers to grades 0-4 through 0-10, and thereby provide a standardized frocking policy among the Military Services.

2. The Assistant Secretary of Defense (Force Management and Personnel) (ASD(FM&P)) is responsible for ensuring that the aggregate number of frocked flag and general officers positions (to pay grade 0-7) shall not exceed 95. The distribution among the Services of the 95 flag and general officer designated positions for frocking shall be published at the commencement of each fiscal year by ASD(FM&P) and whenever a change may occur.

3. The number of officers frocked to a field grade in each Military Service shall not exceed 3 percent of each Service's aggregate field grade ceilings as delineated in 10 U.S.C. 523 (reference (a)).

4. Compliance with the numerical limits on frocking identified in subsection D.2. and 3., above, shall be achieved as soon as possible, but not later than September 30, 1987.

E. STANDARDS AND PROCEDURES

1. The promotion of officers to field grades and general/flag officer ranks is effected by a three-step process provided for in Article II, Section 2, Clause 2 of the U.S. Constitution (reference (b)). These enumerated steps are:

- a. Nomination by the President.
- b. Assent of the U.S. Senate to the candidate's prospective promotion.
- c. Appointment by the President.

The appointment order can not properly be issued until a vacancy occurs in the grade to which the commissioned officer selected for promotion is being promoted. Since the first two steps customarily occur well in advance of the third step, there are frequently delays of as much as a year before the accomplishment of step c. (the appointment).

2. In order to provide a degree of consistency on frocking within the Department of Defense, the following criteria are established as prerequisites for frocking commissioned officers to grades 0-4 through 0-10:

- a. Nomination for promotion by the President.
- b. Confirmation of the promotion by the U.S. Senate.
- c. Frocking must be essential to the officer's maximum effectiveness in the assigned billet.
- d. The officer being considered for frocking is serving in an authorized billet designated for the higher grade, or the officer is being ordered to an authorized billet designated for the higher grade and shall commence serving in

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that position within 60 days. Frocking greater than 60 days prior to the commencement of service in the billet of the higher grade is permissible if extended enroute delays are expected. In the latter case, frocking may occur no earlier than the date of departure from the previous duty station.

e. The officer selected for promotion has been informed that the frocking action is not a promotion and that until actual promotion the officer does not:

- (1) Accrue monetary entitlements.
- (2) Gain seniority on the active duty list or for any other purpose.
- (3) Accumulate time-in-grade.
- (4) Assume the legal authority of the higher grade.

f. Delay or removal of the officer's promotion from the promotion list is not being considered.

F. RESPONSIBILITIES

1. The Assistant Secretary of Defense (Force Management and Personnel) (ASD (FM&P)) may issue implementing instructions to this Directive as needed.

2. The Secretaries of the Military Departments shall:

- a. Prescribe regulations consistent with the policy and procedures contained in this Directive.
- b. Establish controls to ensure frocking limits are not exceeded.
- c. Address any recommendations for policy changes in this Directive to the ASD (FM&P).

G. EFFECTIVE DATE AND IMPLEMENTATION

This Directive is effective immediately. Forward two copies of implementing documents to the Assistant Secretary of Defense (Force Management and Personnel) within 120 days.

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William H. Taft, IV
Deputy Secretary of Defense