Military Crosswalk Guide

In accordance with Texas Government Code, Section 656.003, state agencies are required to include applicable Military Occupational Specialty (MOS) codes from each branch of the U.S. Armed Forces on all forms and notices related to job openings.

The military crosswalk serves as a general guideline for state agency use. It matches the MOS codes from each branch of the U.S. Armed Forces to each job classification series in the State's Position Classification Plan (Plan), if applicable. This guide assists state agencies on how to use the military crosswalk. State agencies have the flexibility to use the MOS codes that best reflect the responsibilities of the job.

Applicability of the Military Crosswalk:
- The State Auditor's Office maintains the military crosswalk.
- The State Auditor's Office will strive to keep this military crosswalk current; therefore, the State Auditor's Office will update it on an as-needed basis. However, due to the complex and changing nature of the subject matter, there may be a delay between the official publication of materials by the U.S. Armed Forces and any related modifications on this military crosswalk.
- Agencies are responsible for confirming the skill sets of job applicants that are appropriate for their job openings.
- This military crosswalk applies to entities that use the Plan. Entities are responsible for consulting with their own attorneys to determine whether they are subject to the Plan.

Additional information: State agencies that have questions concerning this military crosswalk should contact the Classification Analyst on the State Auditor's Office's State Classification Team assigned to the state agency. Contact information for the analysts is at http://www.sao.texas.gov/Contact/AgencyContactManagers/.

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Components of the Military Crosswalk

The military crosswalk uses a standardized format containing the following information:

- The military crosswalk is divided by occupational category (see text box for definition).
- Within each occupational category, the military crosswalk shows MOS code matches to each State of Texas job classification series.
- Codes are divided by military branch and by enlisted or officer. Codes for Warrant Officers are under the Officer section with **(Warrant)** in the description field.
- Codes are defined in the military crosswalk as Army Military Occupational Codes, Navy Ratings and Designators, Coast Guard Ratings, Marine Corps Occupational Codes, and Air Force Specialty Codes.[1]
- ***The military crosswalk does not publish inactive codes.***
- If there is no MOS code match to a job classification series, the description field specifies **No Military Equivalent**.
- Each occupational category contains a date that indicates any changes to the military crosswalk. Specifically:
  - **Revised** - indicates that changes were made to the content of the military crosswalk including the addition and/or deletion of MOS codes.
  - **Reviewed** - indicates that the military crosswalk was reviewed, but either no changes were made or only minor changes were made that did not change the content.
  - **Added** - indicates that a military crosswalk is new to the Plan.

> **Definitions**
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> **Job Classification Series -** a hierarchical structure of jobs arranged into job classification titles involving work of the same nature but requiring different levels of responsibility.
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> **Occupational Category -** a broad series of job families characterized by the nature of work performed.

Military Crosswalk Example

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[1] Because the United States Space Force (USSF) was recently created in December 2019, the State Auditor's Office decided to not include them in this biennium's military crosswalk. USSF has only nine career fields. The State Auditor's Office will add USSF to the military crosswalk in the next biennium.

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Legend for the Military Crosswalk

United States Army (USA)

Enlisted - The Enlisted MOS code has five alphanumeric characters. The first three characters (two numbers and one letter) identify the specialty without regard to the skill level. **The military crosswalk displays only the first three characters of the Enlisted MOS.** The military crosswalk does not contain additional skill identifiers (ASIs), special qualifications identifiers (SQIs), or personnel reporting codes.

Warrant Officer – The Warrant Officer MOS code has five alphanumeric characters. The first three characters (three numbers) define an area of concentration and the fourth character (a letter) is used with the three characters to designate a MOS. The fifth character is the skill qualification identifier. **The military crosswalk displays only the first four characters of the Warrant Officer MOS.** The military crosswalk does not contain additional military occupational specialty codes, additional skill identifiers (ASIs), special qualifications identifiers (SQIs), or personnel reporting codes.

Commissioned Officer – The Officer position requirement code is identified by an alphanumeric code that identifies the occupational skills required to perform the principal duties of a position. **The military crosswalk displays only the first three characters of the Officer position requirement code.** The military crosswalk does not contain additional officer code data elements such as grade, immaterial codes, skill identifiers (SI), and language identification codes (LIC).

United States Navy (USN)

Enlisted – The General Rating has two letters. Ratings are broad, enlisted career fields that identify occupational specialties. The military crosswalk does not contain Service Ratings, Emergency Ratings, Compression Ratings, Navy Enlisted Billet Classification (NEBC) codes, or Navy Enlisted Classification (NEC) codes.

Warrant Officer/Commissioned Officer – The Officer Designator Code has four numbers that identify primary specialty qualifications. The first three numbers identify the categories in which the officers are appointed and/or designated; the fourth number is the status of the officers within the various categories. **The military crosswalk displays only the first three numbers and then "X" as the last number for the designator code.** The military crosswalk does not contain Subspecialty (SSP), Navy Officer Billet Classification (NOBC), or Additional Qualification Designator (AQD) codes.

United States Coast Guard (USCG)

Enlisted – The Rating has two letters that identify specific skills and abilities in an occupational field.

Warrant Officer – The Warrant Officer Specialty Code has three or four letters that identify specific skills and abilities for the purposes of appointment and assignment.

Commissioned Officer – The Officer Specialty Code (OSC) are "CG-", three letters, and two numbers. The first three letters are the abbreviated term for the specialty's name, and the two-digit sequential number represents the subspecialty. **The military crosswalk will not display the "CG-".**

United States Marine Corps (USMC)

Enlisted, Warrant Officer, and Commissioned Officer – The MOS code has four numbers, which describe a group of skills and related duties that extend over one or more grades. The military crosswalk

also contains Primary MOS (PMOS), Necessary MOS (NMOS), Free MOS (FMOS), Exception MOS (EMOS), and Additional MOS (AMOS).

United States Air Force (USAF)
Enlisted – The Enlisted Air Force Specialty Code (AFSC) has five alphanumeric characters. The first three characters identify the category, and the last two characters denote the skill level of the individual within the broad occupation code. **The military crosswalk displays only the first three characters and then "X" within the last two characters for the enlisted specialty code**. The military crosswalk may also contain Special Duty Identifiers and Reporting Identifiers, but it does not contain prefixes, suffixes (shredouts), and Chief Enlisted Manager (CEM) codes.

Commissioned Officer[2] – The Commissioned Officer Air Force Specialty Code has four alphanumeric characters. The first three characters identify the category, and the last character denotes the skill level of the individual within the broad occupation code. **The military crosswalk displays only the first three characters and then "X" as the last character for the commissioned officer specialty code.** The military crosswalk may also contain Special Duty Identifiers and Reporting Identifiers, but it does not contain prefixes, suffixes (shredouts), and Chief Enlisted Manager (CEM) codes.

Frequently Asked Questions
1. **What are MOS codes?**
The U.S. Armed Forces use MOS codes to identify a specific job. Codes for this military crosswalk are the Army Military Occupational Codes, Navy Ratings and Designators, Coast Guard Ratings, Marine Corps Occupational Codes, and Air Force Specialty Codes.

2. **What if no MOS codes fit the job opening or if there is a better match that is not on the military crosswalk?**
The military crosswalk serves as a general guideline and resource for state agency use. State agencies have the flexibility to use the MOS codes that best reflect the responsibilities of the job, if applicable.

3. **How do I recommend any changes to the military crosswalk?**
Please contact the state agency's Classification Analyst at the State Auditor's Office at (512) 936-9500 if you have any questions or recommended changes.

Acronyms used within the Military Crosswalk
CID – Criminal Investigation Command
CWO – Chief Warrant Officer
FAO – Foreign Area Officer
FAS – Foreign Area Staff Non-Commissioned Officer
FRS – Fleet Replacement Squadron
HR – Human Resources
IMA – Intermediate Maintenance Activity

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[2] The USAF does not have warrant officers.

IT – Information Technology
LDO – Limited Duty Officer
LE/HLS – Law Enforcement/Homeland Security
NCO – Noncommissioned Officer
NFO – Naval Flight Officer
OMA – Organizational Maintenance Activity
RAO – Regional Affairs Officer
RL – Restricted Line
RNCO – Readiness Non-commissioned Officer
RPA – Remotely Piloted Aircraft
SC – Staff Corps
URL – Unrestricted Line
USAR – United States Army Reserve
USMA – United States Military Academy
VMA – Marine Attack Squadron
VMFA – Marine Fighter Attack Squadron

Various MOS descriptions in the Military Crosswalk contain the following aircraft designations:

AH-1	CH-46	F-35B	OH-58D	UC-12B
AH-1Z	CH-47	F-402	OH-6	UC-35
AH-64	CH-47D	F-404	RC-7	UH-1
AH-64A	CH-47F	F/A-18	RQ-7	UH-1Y
AH-64D	CH-53	J-52	T-56	UH-60
AH-64E	CH-53D	KC-130	T-58	UH-60M
AV-8	CH-53E	MH-47	T-64	UH-72A
AV-8B	CH-53K	MH-60	T-400	V-22
C-9	EA-6	MV-22	T-700	TAV-8
C-12	EA-6B	O-5A	TAV-8	VH-3D
C-20	EO-5B	OH-58A		VH-60N
C-37	F-35			VH-92

Sources/Supporting Documents for Military Crosswalk

USA: *Army COOL Credentialing Opportunities On-Line*, https://www.cool.osd.mil/army/, U.S. Department of the Army*; United States Army Career and Jobs*, https://www.goarmy.com/careers-and-jobs.html, U.S. Department of the Army; *Military Occupational Classification Structure Development and Implementation,* Army Regulation 611-1, July 2019, U.S. Department of the Army.

USN: *Navy COOL Credentialing Opportunities On-Line*, https://www.cool.navy.mil/usn/, U.S. Department of the Navy; *Manual of Navy Enlisted Manpower and Personnel Classifications and Occupational Standards, Volume I*, Occupational Standards, NAVPERS 18068F, April 2021, U.S. Department of the Navy; *Manual of Navy Officer Manpower and Personnel Classifications, Volume I, Major Code Structures*, NAVPERS 15839I, April 2021, U.S. Department of the Navy.

USCG: *Coast Guard COOL Credentialing Opportunities On-Line*, https://www.cool.osd.mil/uscg/index.htm, U.S. Department of Homeland Security; *Coast Guard Job Descriptions*, https://www.gocoastguard.com/active-duty-careers/enlisted-opportunities/view-job-descriptions, U.S. Department of Homeland Security; *Enlistments,*

Evaluations, Advancements Manual, COMDTINST M1000.2C, January 2020, U.S. Department of Homeland Security; *Commandant Change Notice 1420*, September 2020, U.S. Department of Homeland Security; *Appointing Warrant Officers*, COMDTINST M1420.1, June 2017, U.S. Department of Homeland Security; *Coast Guard Officer Specialty Management System Manual*, COMDTINST M5300.3A, June 2020, U.S. Department of Homeland Security.

USMC: *Marine Corps COOL Credentialing Opportunities On-Line,* https://www.cool.navy.mil/usmc/index.htm, U.S. Marine Corps; *Military Occupational Specialties Manual*, NAVMC 1200.1F, April 2020, U.S. Department of the Navy.

USAF: *Air Force COOL Credentialing Opportunities On-Line,* https://afvec.us.af.mil/afvec/af-cool/welcome, U.S. Department of the Air Force; *Air Force Enlisted Classification Directory (AFECD), The Official Guide to the Air Force Enlisted Classification Codes*, October 2020, U.S. Department of the Air Force; *Air Force Officer Classification Directory (AFOCD), The Official Guide to the Air Force Officer Classification Codes*, October 2020, U.S. Department of the Air Force; *Classifying Military Personnel (Officer and Enlisted)*, Air Force Instruction 36-2101, June 2013, U.S Department of the Air Force.