



DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
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WASHINGTON DC 20350-2000

1430
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13 Sep 18

From: Director, Military Personnel, Plans and Policy Division (OPNAV N13)
To: Assistant Commander Navy Personnel Command for Career Management (PERS-4)

Subj: PERSONNEL POLICIES FOR TWICE FAILURE OF SELECTION – OFFICERS
WITH 16 BUT LESS THAN 18 YEARS TOTAL SERVICE MAY REQUEST
ENLISTMENT TO COMPLETE 20 YEARS POLICY DECISION MEMORANDUM

Ref: (a) CNO memo 1430 Ser 132F3/PERS 22B3/OU576041 of 24 Dec 90
(b) MILPERSMAN 1920-200
(c) DoD Instruction 1338.1
(d) BUPERSINST 1430.16F

1. This revision replaces reference (a) which outlined a policy to allow officers that have twice failed to select for promotion to LCDR or LT, but have 16 or more years of active military service, to achieve retirement eligibility by reverting to enlisted status. By law, and policy, regular officers in the grades of Lieutenant (Junior Grade) and Lieutenant, who fail to select twice for promotion must be discharged from active duty no later than 7 months following the second failure of selection (FOS). Officers who fail to select for promotion to LCDR or LT who have 16 but less than 18 years of active military service may request to resign their commissions, and enlist to complete 20 years of active military service and subsequently transfer to the Fleet Reserve.

2. Responsibilities

a. As part of once or twice FOS counseling, Commander, Navy Personnel Command (COMNAVPERSCOM), Career Management Branch (PERS-4) officer detailers must inform member with at least 16 but less than 18 years of service of the opportunity for reversion to enlisted status to complete 20 years of service and transfer to the Fleet Reserve. Members must be made aware of the expiration date of this offer (i.e., 1 month prior to separation) to allow sufficient time for details of the transition to be coordinated.

b. Members may submit a resignation in line with reference (b) requesting reversion to enlisted status as a means to remain on active duty long enough to transfer to the Fleet Reserve at 20 years of active military service. Include the following:

(1) Rating and Rate to be offered (as determined in subparagraph 3c below, Bureau of Naval Personnel, Military Community Management, Enlisted Branch (BUPERS-32)).

(2) Requirement for member to transfer to the Fleet Reserve upon reaching 20 years of active service (COMNAVPERSCOM, Enlisted Retirements Branch (PERS-836)).

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c. BUPERS-32, COMNAVPERSCOM, Enlisted Distribution Division (PERS-40) and COMNAVPERSCOM, Pay and Personnel Management Department (PERS-2) will coordinate with qualified officers to ensure the following:

(1) Records. Enlisted service and pay records are established quickly to ensure smooth transition with no loss in pay.

(2) Contract Length. Length of enlistment contract must be specified which allows member to reach 20 years of service and no more.

(3) Transfer of Member to New Command. To the maximum extent possible, member will remain in the same geographical area. No orders requiring obligated service (OBLISERV) beyond 20 years will be issued. If member must be transferred, allow shipment of household goods to new duty station at the officer weight allowance since the member would be entitled and authorized that weight allowance at the time of separation. However, upon separation at 20 years, the member will be limited to the enlisted shipping weight allowance with respect to grade.

(4) Uniform Allowance. In line with reference (c), subparagraph 5.2.2.7., commissioned officers or warrant officers under temporary appointments who enlisted or reenlisted, or who reverted to service on active duty in an enlisted status for purposes of retirement are not entitled to receive an initial clothing allowance.

(5) Accrued Leave. Any leave remaining upon resignation should be carried over into new enlistment.

d. PERS-836. Tracking those former officers who have enlisted to qualify for Fleet Reserve.

(1) Flag enlisted master file to ensure members are not erroneously transferred, given waivers, etc. which would extend them beyond 20 years of active service.

(2) Send letter prompting Fleet Reserve request from member 12 months prior reaching 20 years of active service.

3. The following policies apply regarding former officers who enlist to reach Fleet Reserve eligibility:

a. Advancement

(1) Time in Rate (TIR) for those with no prior service in the paygrade they are offered will begin as of the enlistment date. Those with prior service in the offered paygrade will have their TIR calculated as per reference (d).

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(2) No waivers for TIR or OBLISERV (required for advancement to E-7 through E-9) will be given. In line with reference (d) E-6, E-7, and E-8 members who have submitted formal written requests for transfer to the Fleet Reserves are ineligible for further advancement consideration (subparagraph 2b(2) mandates Fleet Reserve request). E-4 and E-5 members are able to meet TIR and OBLISERV requirements for the prospective paygrade without exceeding 20 years of service, they may compete for advancement with their peers.

b. High Year Tenure (HYT). No waivers for HYT which would allow the member to exceed 20 years of service will be given. HYT waiver to 20 years is automatically granted to those former officers offered enlistment at E-4 and E-5 level.

c. BUPERS-32. Determines the rating and rate to be offered to member upon enlistment.

(1) Members who were previously an E-7 through E-9 will be offered the last paygrade held in their former ratings.

(2) Members who were other service veterans without prior Navy service will be offered the Navy Counselor rating one paygrade higher than the last paygrade previously held (except E-7 through E-9).

4. Exceptions to this policy must be routed to OPNAV N13 for adjudication. This memorandum remains in effect until further notice. Point of contact is Mr. Glenn Arrington, OPNAV N132 (703) 604-5089/DSN 664, or email at glenn.arrington@navy.mil.



JOHN B. NOWELL, JR.

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OPNAV (N130, N131, N132)
COMNAVPERSCOM (PERS-8, PERS-2, PERS-4)
BUPERS-3 (BUPERS-31, BUPERS-32)