

## FREQUENTLY ASKED QUESTIONS CONCERNING CONTINUATION AND SEPARATION DUE TO SECOND FAILURE OF SELECTION FOR PROMOTION FOR ACTIVE DUTY OFFICERS

NOTE: 1) This document provides answers to frequently asked questions for continuation and separation of Active Duty Officers.

2) For Reserve Officers, including Full Time Support (FTS) Officers, refer to the current Navy Reserve Officer Retention and Continuation plan. For more information, contact the Reserve Officer Attrition/Separations Section (PERS-911D) at COM 901-874-4485 or DSN 882-4485.

### 1. AM I ELIGIBLE FOR CONTINUATION?

Each Fiscal Year (FY), SECNAV approves the FY-[XX] Continuation Plan. The broad plan is promulgated by NAVADMIN message annually, typically in December, as the NOTICE OF CONVENING OF FY-[XX] ACTIVE-DUTY OFFICER CONTINUATION SELECTION BOARDS AND ANNOUNCEMENT OF CONTINUATION POLICY. Guidance is also promulgated by SECNAV within the FY-[XX] Continuation Selection Board Precept and each continuation selection board's convening order. If you meet the criteria specified, you are eligible for continuation. Common criteria are paygrade, designator, and years of service.

### 2. WHEN MUST I SEPARATE?

Officers who do not accept or are not offered continuation must be separated by the first day of the seventh month following release (via ALNAV message) of the promotion board results in which they are a failure of selection for the second time. This is the no later than (NLT) date. You may request to separate before the NLT date; you and your commanding officer must determine the date. Contact the Officer Favorable Resignations/Separations Branch (PERS-451) at COM 901-874-2085/2095 or DSN 882-2085/2095 for more information.

### 3. CAN I SEPARATE EARLIER THAN THE NO LATER THAN (NLT) DATE?

Yes. You may separate before the NLT date; you and your commanding officer (CO) must determine the date. You may request a discharge date earlier than the NLT date by submitting a written request via your CO to Commander, Navy Personnel Command. Contact the Officer Favorable Resignations/Separations Branch (PERS-451) at COM 901-874-2085/2095 or DSN 882-2085/2095 for more information.

### 4. CAN I STAY ON ACTIVE DUTY BEYOND MY NO LATER THAN (NLT) DATE?

No, unless you have pending military justice proceedings (e.g., court-martial) or have a pending formal Physical Evaluation Board. Contact the Officer Favorable Resignations/separations Branch (PEPS-451) at COM 901-874-2085/2095 or DSN 882-2085/2095 for more information.

## 5. DO I HAVE TO APPLY TO THE CONTINUATION BOARD?

No. If you are eligible for continuation, your record will automatically go before the board. There is no requirement to communicate with the board. If you wish to communicate with the board, you may submit a letter to the board per MILPERSMAN 1420-010.

## 6. HOW AND WHEN WILL I KNOW IF I AM OFFERED CONTINUATION?

Continuation Board results are posted to your account on BUPERS Online ([www.bol.navy.mil](http://www.bol.navy.mil)) immediately following release of the associated Promotion Selection Board results via ALNAV message. Log into your BUPERS Online account to check your status.

## 7. WHAT IS REQUIRED OF ME ONCE I AM SELECTED FOR CONTINUATION?

Officers who have not selected for promotion for the second time should check BUPERS ONLINE ([www.bol.navy.mil](http://www.bol.navy.mil)) to determine if they were selected for continuation. Officers selected for continuation are presumed to accept continuation unless they decline in writing within 90 days of the release of the associated Promotion Selection Board's results. Send your written declination of continuation to:

COMNAVPERSCOM  
ATTN: PERS-801  
5720 Integrity Drive  
Millington, TN 38055-8000

## 8. WHAT HAPPENS IF I DECLINE CONTINUATION?

You will be processed for involuntary separation with a discharge date no later than the first day of the seventh month following the release of the associated Promotion Selection Board results. Contact the Officer Favorable Resignations/Separations Branch (PERS-451) at COM 901-874-2085/2095 or DSN 882-2085/2095 for more information on separation orders.

## 9. AM I ENTITLED TO INVOLUNTARY SEPARATION PAY?

Maybe. If you have completed at least 6 years of active duty and your continuation duration would not take you to retirement eligibility, you are eligible for separation pay. If you have not completed 6 years active duty, refer to DOD Financial Management Regulation, Volume 7A, Chapter 35, for determination.

## 10. ONCE I HAVE ACCEPTED CONTINUATION, CAN I TERMINATE IT AND REMAIN ELIGIBLE FOR INVOLUNTARY SEPARATION PAY?

No. Once you have accepted continuation, you lose your eligibility for involuntary separation pay per DOD Financial Management Regulation, Volume 7A, Chapter 35. You will regain eligibility upon expiration of the continuation period, provided you remain subject to involuntary discharge as an officer who failed to select for promotion multiple times. (You are still a candidate for promotion while you remain on active duty after twice failing to select for promotion). You may terminate your continuation early by resigning your commission. However, this will not restore your eligibility for involuntary separation pay.

## 11. IF I QUALIFY, WHAT MUST I DO TO GET INVOLUNTARY SEPARATION PAY?

Refer to MILPERSMAN 1920-20 through 1920-60 for more information and policy regarding Involuntary Separation Pay.

## 12. HOW IS MY SEPARATION PAY CALCULATED?

Separation pay is determined by the total number of months of active duty that you have completed from your active duty start date to your separation date. See MILPERSMAN 1920-60 for the formula for calculating separation pay. Active duty service can be a combination of enlisted and officer service. Separation pay is subject to federal and applicable state taxes.

## 13. WHAT IF I AM LT OR LCDR (WHO WAS PRIOR ENLISTED) IN A COMPETITIVE CATEGORY THAT WAS NOT OFFERED CONTINUATION, BUT I HAVE BETWEEN 16 -18 YEARS OF SERVICE AND WANT TO RETIRE FROM ACTIVE DUTY?

Contact the Officer Favorable Resignations/Separations Branch (PERS-451) at COM 901-874-2085/2095 or DSN 882-2085/2095 for more information on the option to revert to enlisted status.

## 14. CAN I DRILL IN THE NAVAL RESERVE?

Officers currently serving on Active Duty who desire to affiliate with the Navy Reserve or who want more information about Navy Reserve programs and opportunities should contact the Career Transition Office (CTO) at (901) 874-4192 or [cto.officer@navy.mil](mailto:cto.officer@navy.mil).

## 15. WILL I HAVE TO PAY BACK SEPARATION PAY IF I RETIRE FROM THE RESERVES?

Yes. Should you pursue a Naval Reserve career and qualify for retired pay, an amount equal to the separation pay received (the amount received after taxes were deducted) will be deducted when you start receiving your retired pay. For more information, contact the Officer Favorable Resignations/Separations Branch (PERS-451) at COM 901-874-2085/2095 or DSN 882-2085/2095.

### Additional References:

|                              |   |
|------------------------------|---|
| MILPERSMAN 1920-XXX (series) | Separation  |
| OPNAVINST 1900.2 (series)    | Transition Assistance Program   |
| OPNAVINST 1900.4 (series)    | Separation Pay for Involuntary Separation from Active Duty  |
| SECNAVINST 1920.6 (series)   | Administrative Separation of Officers   |
| SECNAVINST 1920.7 (series)   | Continuation on Active Duty of Regular Commissioned Officers and Reserve Officers on the Reserve Active Status List in the Navy and Marine Corps        |
| SECNAVINST 1920.8 (series)   | Selective Retirement, Selective Early Retirement, Selective Early Removal, and Selective early Discharge of Navy and Marine Corps Commissioned Officers |

U. S. Code, Title 10