

Obligated Service to Meet Prescribed Sea or Shore Tour – Frequently Asked Questions (FAQ)

1. What is the purpose of this policy change?

This initiative was designed to achieve benefits for both the Sailor and the Command:

- Afford Sailors a stable career path
- Refine the demand signal for personnel replacement in order to minimize gaps in the fleet.
- Make permanent the policy change in NAVADMIN 004/17, Voluntary Extension of Enlistment
- Eliminate the need for CWAY Mid-tour decisions
- Announce that Permanent Change of Station (PCS) orders will have an obligated service requirement for the prescribed tour length for the respective rating based on Sea/Shore flow vice a Minimum Activity Tour
- Modify the maximum length of an extension of enlistment from 23 to 48 months.

2. Who does this NAVADMIN impact?

This NAVADMIN impacts ALL enlisted Sailors who's SEAOS is before their PRD.

3. What if the Sailor's Soft Expiration of Active Obligated Service (SEAOS) is beyond their PRD?

If a Sailor has a SEAOS that matches or is beyond their PRD, no action is required per this NAVADMIN.

4. How can this obligated service requirement be satisfied?

There are four ways to meet the obligated service requirement:

- Reenlistment
- Short term extension
- Combination Reenlistment/Extension
- If A Sailor is in an SRB eligible skillset on the latest SRB NAVADMIN and must extend for more than 24 months to meet the tour length, a PG 13 can be used in lieu of extension to prevent monetary loss. A sample PG 13 can be found at <http://www.public.navy.mil/bupers-npc/enlisted/community/Pages/eaosinit.aspx>

5. Will this policy change adversely affect Sailors who are Selective Reenlistment Bonus (SRB) eligible?

No. A Sailor can reenlist for an SRB prior to an extension of 24 months or less becoming operative without monetary loss. If a Sailor is in a skillset that is SRB eligible and must extend more than 24 months in order to meet the requirements of this NAVADMIN, the Sailor can sign a PG 13 in lieu of extension to meet the obligated service. See example on the NPC website <http://www.public.navy.mil/bupers-npc/enlisted/community/Pages/eaosinit.aspx>

6. Does this policy apply to every rating in the Navy?

No. The following ratings are exempt from this NAVADMIN due to the milestone requirements in their career paths:

- Special Operator (SO)
- Special Boat Operator (SB)
- Explosive Ordnance Disposal Technicians (EOD)
- Navy Diver (ND)

7. How is this policy applied to new accession/first term Sailors?

New accession Sailors who do not have sufficient obligated service to complete their first tour will be counseled on the benefits of incurring the obligated service and will be given the opportunity to sign an extension. If they choose not to sign the extension, they will execute orders and go through the standard new check-in Career Development Board requirements at their gaining Command as depicted in the "New Arrival" flow chart on the NPC website <http://www.public.navy.mil/bupers-npc/enlisted/community/Pages/eaosinit.aspx>

8. A Sailor just received PCS orders, what will happen if they refuse to incur the obligated service to complete a prescribed tour?

When a Sailor refuses to incur sufficient obligated service, the transferring Command will advise the appropriate rating detailer by naval message, and will have the member execute a NAVPERS 1070/613 documenting the refusal and explaining the consequences of the decision. NAVPERSCOM (PERS-40BB) will flag the Sailor's record per the MILPERSMAN and adjudicate orders execution without the required obligated service. Initial skills training commands are exempt from the message reporting requirement for new accession Sailors who refuse to voluntarily obligate service to complete their first tour.

Sailors who did not extend their EAOS as a result of this initiative and subsequently desire to remain in the Navy after a record has been marked "Undecided" must submit a NAVPERS 1306/7 to extend their PRD to complete their prescribed tour length and to have the mark "undecided" removed. A mark of "undecided" prevents Sailors from applying for a C-WAY quota and entering CMS-ID until that mark of "undecided" is removed. Requests submitted less than 12 months from the member's EAOS may be subject to disapproval based on the needs of the Navy. CCCs are encouraged to review the decision path flow chart for clarification at the NPC website

<http://www.public.navy.mil/bupers-npc/enlisted/community/Pages/eaosinit.aspx>

9. What actions are required by my Command upon receipt of the NAVADMIN announcing this policy change?

The command will counsel Sailors onboard for permanent duty (Account Category Code (ACC): 100) whose EAOS is less than their PRD to facilitate the initial execution of this NAVADMIN by 31 May 2018. Sailors who currently have an EAOS prior to completion of their prescribed tour/PRD desiring to OBLISERV to their PRD may extend their EAOS to match their current PRD by 31 May 2018 (with CO/OIC approval). In NAVPERS 1070/621, state the following: "To extend EAOS to complete prescribed tour length per NAVADMIN 307/17." Sailors do not require a C-WAY quota to extend their EAOS under this policy.

After the counseling requirements are complete and after 31 May 2018, the Command is required to submit a message as found on the ECM website that lists those personnel who did not obligate service. Sailors that have not extended their EAOS to their prescribed tour/PRD will have their PRD adjusted to their EAOS by NAVPERSCOM (PERS-4013) and their record will be marked as "Undecided". An example of the message can be found on the ECM Website: <http://www.public.navy.mil/bupers-npc/enlisted/community/Pages/eaosinit.aspx>

Subsequent to 31 May 2018, initial check-in process and Reporting CDBs will verify whether the member has sufficient OBLISERV to complete the prescribed tour. In cases where the member does not have sufficient OBLISERV to complete the prescribed tour, the member will be counseled on the benefits of extending their enlistment.

CCCs are encouraged to review the decision path flow charts for clarification at the NPC website:

<http://www.public.navy.mil/bupers-npc/enlisted/community/Pages/eaosinit.aspx>

10. How does this new policy benefit Sailors?

This policy change offers many benefits to Sailors, to include:

- Affords a stable career path without the uncertainty of the CWAY process applied mid-tour.
- Creates fewer manning gaps, which means that the workload is spread across more people. Ultimately, every Sailor benefits from this change.
- Provides time for more advancement opportunities.
- Gives more opportunities to utilize Navy programs like Tuition Assistance or USMAP to meet degree/certificate requirements without utilizing G.I. Bill benefits.
- Allows the service member to keep benefits for family members while continuing active duty service.

11. How does this new policy benefit the command?

It minimizes gaps within the command by sending a clear demand signal for replacement of personnel. This allows the command the ability to better plan around prospective losses and to increase operational readiness by having a clear picture of what deployment manpower will look like.

12. Will my approved CWAY quota be considered "executed" if I extend my enlistment under this policy?

Yes. However, the quota may be reinstated by submitting a NAVPERS 1306/7, Personnel Action Request, to the respective rating ECM, if needed. State the following reason: "request to reinstate previous C-WAY quota expended to comply with NAVADMIN 307/17."

13. Where can I go for additional information?

Flow charts and example PG 13's can be found on the NPC website

<http://www.public.navy.mil/bupers-npc/enlisted/community/Pages/eaosinit.aspx>