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

IN REPLY REFER TO

1430
Ser 132F3/PERS 22B3/0U576041
24 December 1990

From: Chief of Naval Operations
To: Commander, Naval Military Personnel Command (NMPC-2)

Subj: POLICY DECISION 27-132-90: PERSONNEL POLICIES FOR 2XFOS OFFICERS WITH 16 BUT LESS THAN 18 YEARS TOTAL SERVICE OFFERED ENLISTMENT TO COMPLETE 20 YEARS

1. OP-01 recently established a policy which would allow officers who twice fail of selection 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 have twice failed of selection for promotion must be discharged from active duty no later than seven months following the second failure of selection. Effective immediately, officers who fail to select for promotion to LCDR or LT who have 16 but less than 18 years of active military service will be offered an opportunity to resign their commissions, enlist and subsequently transfer to the Fleet Reserve at 20 years of active federal service.

2. NMPC-2 will be responsible for:

a. Reviewing records of twice fail of selection officers not eligible for the continuation plan and identifying those with at least 16 but less than 18 years of service.

b. Drafting appropriate letter to member offering enlistment as a means to remain on active duty long enough to transfer to the Fleet Reserve at twenty years of active federal service. Include:

(1) Rate to be offered (as determined in paragraph 3.c. below).

(2) Requirement for member to transfer to the Fleet Reserve upon reaching 20 years of active service.

(3) An expiration date of this offer (i.e. one month prior to separation) to allow sufficient time for details of the transition to be coordinated.

c. Coordinating with NMPC-08, NMPC-4, and OP-13 to develop procedures for the resignation and enlistment of these officers and will be the single point of contact for each member on these matters. NMPC-2 will ensure:

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

(2) Contract length. Length of 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 obliserv beyond 20 years will be issued. If member must be transferred, allow shipment of HHG 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 twenty years, the member will be limited to the enlisted shipping weight allowance with respect to grade.

(4) Uniform allowance. Ensure member receives entitlement of initial seabag issue at enlistment.

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

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

(1) Flag Enlisted Master File (EMF) so 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 to 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 NAVOP 010/90.

(2) No waivers for TIR or obliserv (required for advancement to E7-E9) will be given. If members are able to meet TIR and obliserv requirements for the prospective paygrade <u>without exceeding 20 years of service</u>, they may compete for advancement with their peers.

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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 level.

c. NMPC Determination of Rate to be Offered Member Upon Enlistment. Members will be offered enlistment in their former rating one paygrade higher than the last paygrade previously held with the following exceptions:

(1) Members who were previously an E7-E9 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 E7-E9).

4. This memorandum remains in effect until further notice. OP-13 point of contact is LT D.E.H. Webber, OP-132F3, 614-5442.

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Policy Division

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CNO (01A, 01BA, 01L, 130, 134, 136)
COMNAVMILPERSCOM (NMPC-4, 08, 9)