



DEPARTMENT OF THE NAVY
CHIEF OF NAVAL OPERATIONS
2000 NAVY PENTAGON
WASHINGTON DC 20350-1000

ACTION MEMO

September 5, 2014

FOR: SECRETARY OF NAVY

UNSECNAV _____

FROM: ADM Jonathan W. Greenert, Chief of Naval Operations

Jonathan W. Greenert
9/11/2014

SUBJECT: Fiscal Year 2015 and 2016 Navy Reserve Officer Retention and Continuation Policy and Plan Update

- Mr. Secretary, recommend you approve TAB A, the FY-15/16 Navy Reserve Officer Retention and Continuation Policy and Plan.
- The FY-15/16 plan complies with title 10, U.S. Code, and Department of Defense regulatory requirements. The plan enhances the Navy Reserve's ability to retain and continue reserve officer inventory in critical skill sets, ensures equitable promotion and retirement opportunities, fills individual augmentation requirements, and allows greater use of reserve personnel to meet mobilization demands. This represents the collaborative efforts of the Chief of Navy Reserve, Chief of Naval Personnel, Judge Advocate General, and Assistant Secretary of the Navy (M&RA).
- The FY-15/16 plan provides substantially similar retention and continuation guidance as the FY-13/14 plan, included in TAB B, except for the following additional provisions authorizing:
 - The retention of Chaplain Corps officers in the grades of lieutenant commander, commander, and captain until age 68;
 - The continuation of additional reserve officer designators in the grade of lieutenant commander, up to 24 years of commissioned service (YCS), in order to improve manning and meet Fleet requirements;
 - The retention of chief warrant officer, W-5, through 33 years of qualifying service.
- The FY-15/16 plan differs from the FY-13/14 plan regarding continuation as certain designators were removed from consideration for continuation in the grade of lieutenant commander past 20 YCS due to improved manning in those communities.
- The FY-15/16 plan will remain in effect indefinitely, unless canceled or superseded by a later version or changes in law or Department of Defense policy.

SUBJECT: Fiscal Year 2015 and 2016 Navy Reserve Officer Retention and Continuation Policy and Plan Update

RECOMMENDATION: Approve the FY-15/16 Navy Reserve Officer Retention and Continuation Plan by initialing as appropriate:

Approve *J. Rowe* Disapprove _____

SEP 22 2014
COORDINATION: TAB C

ATTACHMENTS:

As stated

Prepared By: CDR Jon Rowe, PERS-91A, (901) 874-3401

FY-15/16 NAVY RESERVE OFFICER RETENTION AND CONTINUATION POLICY

1. General. Title 10, U.S. Code, allows for retention and continuation on the reserve active-status list (RASL) of Navy reserve officers below the grade of O-7. Reserve officers who are selected for promotion to, or currently hold the grade of, rear admiral (lower half) or rear admiral will be covered by the appropriate fiscal year Navy Reserve Flag Officer Promotion Plan. Paragraphs 1.a and 1.b provide applicable statutory references for retention and continuation.

a. Retention

(1) Section 14509 of title 10, U.S. Code, requires the separation of all reserve officers not later than the last day of the month in which they reach age 62, unless retained under another section of law.

(2) Section 14703 of title 10, U.S. Code, authorizes retention on the RASL of reserve Medical Corps, Dental Corps, Nurse Corps, certain designators of the Medical Service Corps, and Chaplain Corps officers until they reach age 68.

(3) Section 12308 of title 10, U.S. Code, allows officers who have reached non-regular (reserve) retirement eligibility to be retained on active duty or in service in a reserve component.

(4) Section 12301 of title 10, U.S. Code, authorizes voluntary recall to/retention on active duty of any reserve member on the RASL or in a retired status.

(5) Section 14507 of title 10, U.S. Code, and SECNAVINST 1920.6C, enclosure (3), direct separation of Full-Time Support (FTS) captains and commanders unless retained under another section of law or policy.

(6) Section 12244 of title 10, U.S. Code, authorizes the Secretary of the Navy (SECNAV) to prescribe maximum age and years of service limitations for discharge and retirement of reserve warrant officers.

b. Continuation

(1) Section 14701 of title 10, U.S. Code, provides for

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the selection of officers for continuation and specifies the limitations of such continuation.

2. Eligibility

a. Retention. Any reserve officer specified in the FY-15/16 Navy Reserve Officer Retention Plan, who is subject to removal from the RASL and who consents to retention in writing, may be retained. Any other reserve captain, commander, or lieutenant commander eligible for retention per section 14703 of title 10, U.S. Code, not listed in the FY-15/16 Navy Reserve Officer Retention Plan, must be specifically approved for retention by the SECNAV. Only those officers possessing specific skills that cannot be found elsewhere in the Navy Reserve will be considered for retention.

b. Continuation. Only those reserve officers specified in the FY-15/16 Navy Reserve Officer Continuation Plan are eligible to be considered for continuation.

3. Notice of Opportunity for Retention or Continuation on the RASL. Based on the approved FY-15/16 Navy Reserve Officer Retention and Continuation Plan, Commander, Navy Personnel Command (COMNAVPERSCOM), will notify eligible officers by letter of the opportunity for retention or continuation.

4. Notification of Retention or Continuation. COMNAVPERSCOM will review the eligibility of officers for retention or continuation, and notify by letter those reserve officers approved for retention or continuation on the RASL and the period of their retention or continuation.

5. Period of Retention or Continuation. Retention or continuation will expire as specified in the FY-15/16 Navy Reserve Officer Retention and Continuation Plan.

6. Start Date of Retention or Continuation

a. Retention for approved officers starts:

(1) In the grade of captain: On the first day of the month following the month in which the officer completes 30 years of commissioned service (YCS).

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(2) In the grade of commander: On the first day of the month following the month in which the officer completes 28 YCS.

(3) Upon becoming subject to the provisions of section 12308 of title 10, U.S. Code.

(4) Upon reaching the age limits specified in section 14509 of title 10, U.S. Code.

b. Continuation starts:

(1) In the grade of captain: On the first day of the month following the month in which the officer completes 30 YCS.

(2) In the grade of commander: On the first day of the month following the month in which the officer completes 28 YCS.

(3) In the grade of lieutenant commander: Upon becoming subject to the provisions of section 14506 of title 10, U.S. Code.

(4) In the grade of lieutenant: On the first day of the seventh month after the month in which the report of the board, which considered and did not select the officer for promotion on the RASL for the second time, is approved.

(5) In the grades of chief warrant officer: On the first day of the seventh month after the month in which the report of the board, which considered and did not select the chief warrant officer for promotion for the second time, is approved; or not later than six months after the month in which the chief warrant officer earned 30 years of qualifying service.

7. Voluntary Declination of Retention or Continuation. A reserve officer offered retention or continuation on the RASL under the FY-15/16 Navy Reserve Officer Retention and Continuation Plan may decline retention or continuation. In this case, the officer shall be removed from the RASL, per sections 14513, 14514, 14515 of title 10, U.S. Code, or SECNAVINST 1920.6C, enclosure (3), as applicable.

8. Removal from Retention or Continuation. COMNAVPERSCOM may vacate an officer's retention or continuation if the need for certain designators, qualifications, or special skills no longer

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exists, or if the officer does not maintain expected participation standards as directed in approved policy, or as identified in writing to the officer. In such a case, the officer shall be removed from the RASL as provided for in sections 14513, 14514, 14515 of title 10, U.S. Code, or SECNAVINST 1920.6C, enclosure (3), as applicable.

9. The FY-15/16 Navy Reserve Officer Retention and Continuation Plan remains in effect indefinitely, until cancelled or superseded.

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1. Reserve officers on the RASL in the following grades and designators may be retained in an active status, provided they are physically qualified and consent to retention on the RASL:

a. Retention until Age 62. Captains or Commanders in the Medical Corps (2105), Dental Corps (2205), Nurse Corps (2905), Medical Service Corps (2305) (designated to perform service as an optometrist, podiatrist, allied health officer or biomedical sciences officer) and Chaplain Corps (4105), who are identified by Commander, Navy Personnel Command (COMNAVPERSCOM), as possessing certain critical skills, and who would otherwise be removed from the RASL under section 14507 of title 10, U.S. Code. The period of retention may extend until the last day of the month in which the officer reaches age 62, the age limit specified in section 14509 of title 10, U.S. Code.

b. Retention beyond Age 62 up to Age 68

(1) Captains and Commanders. Reserve officers in the Medical Corps (2105), Dental Corps (2205), Nurse Corps (2905), Medical Service Corps (2305) (designated to perform service as an optometrist, podiatrist, allied health officer or biomedical sciences officer) and Chaplain Corps (4105) who are identified by COMNAVPERSCOM as possessing certain critical skills, may be retained per section 14703 of title 10, U.S. Code, on the RASL beyond the age limits specified in section 14509 of title 10, U.S. Code, by COMNAVPERSCOM. The period of retention may not extend beyond the officer's 68th birthday.

(2) Lieutenant Commanders. Reserve officers in the Medical Corps (2105), Dental Corps (2205), Nurse Corps (2905), and Medical Service Corps (2305) (designated to perform service as an optometrist, podiatrist, allied health officer or biomedical sciences officer) and Chaplain Corps (4105), not subject to the failure of selection and failure to appear on the recommended promotion list to the next higher grade attrition provisions of section 14506 of title 10, U.S. Code, who are identified by COMNAVPERSCOM as possessing certain critical skills may be retained on the RASL per section 14703 of title 10, U.S. Code, beyond the age limits specified in section 14509 of title 10, U.S. Code, by COMNAVPERSCOM. The period of retention may not extend beyond the officer's 68th birthday.

c. Retention of Officers Who Have Reached Non-Regular (Reserve) Retirement Eligibility. Officers who have reached non-regular (reserve) retirement eligibility may, with the

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officer's consent and by order of the Secretary of the Navy, be retained on active duty or in service in a reserve component, per section 12308 of title 10, U.S. Code. The period of retention may not extend beyond the last day of the month in which the officer reaches age 62 or the date the officer is required to be separated under another provision of law. Officers so retained shall be credited with that service for all purposes, to include retirement points and drill pay.

d. Retired Reserve Officers. Retired reserve officers may be retained on, or recalled to, active duty to meet specific skill sets not readily available in the active-duty and ready reserve inventories. COMNAVPERSCOM is authorized to recall to, or retain on active duty in a retired status, reserve officers who volunteer for such service and:

(1) Who have been identified by active component commands to fill immediate active component requirements; and

(a) Who are qualified and are needed to fill mobilization and/or individual augmentation requirements; or

(b) Who possess skill sets in short supply needed by the active component.

e. Retention Past Normal Separation Date for Certain Full Time Support (FTS) Captains and Commanders. FTS officers who are selected for transition from the RASL to the Active-Duty List at the time of their required attrition under SECNAVINST 1920.6C, enclosure (3), may be retained for a period not to exceed six months in order to complete augmentation to the ADL.

f. Retention of Certain Chief Warrant Officers. For all chief warrant officers in the grade of chief warrant officer five (CWO5), who would otherwise be removed from the RASL after reaching 30 years of qualifying service per SECNAVINST 1920.6C, retention shall not extend beyond the last day of the month in which the CWO5 completes 33 years of qualifying service.

2. No reserve officer is allowed to remain on the RASL beyond their 68th birthday.

FY-15/16 NAVY RESERVE OFFICER CONTINUATION PLAN

1. A continuation review will be conducted at Navy Personnel Command for the purpose of approving reserve officers for continuation on the RASL. This may be a standing panel for FY-15/16 to enable timely review of all eligible officers being considered for continuation.

2. As authorized in the FY-15/16 Navy Reserve Officer Retention and Continuation Policy, only reserve officers in the following grades and designators, who are eligible and apply, shall be considered for selection for continuation on the RASL:

a. In the Grades of Captain, Commander, Lieutenant Commander, Lieutenant, and Chief Warrant Officer:

(1) In all designators, those who are subject to attrition per sections 14505, 14506, or 14507 of title 10, U.S. Code, or SECNAVINST 1920.6C, enclosure (3) and who are serving on active-duty orders at the time of required separation. Annual Training (AT) and Active-Duty for Training (ADT) orders do not qualify under this provision of the continuation plan. Continuation shall not extend beyond the length of the active-duty orders.

(2) In all designators, those who are subject to attrition per sections 14505, 14506, or 14507 of title 10, U.S. Code, and who, on the prescribed day, if removed from the RASL, have sufficient service to qualify for retirement, but lack the necessary six months time-in-grade required by section 1370(d)(3)(B) of title 10, U.S. Code, to retire in the highest grade for which selected or held. Continuation shall not extend beyond the minimum time necessary to afford the officer the opportunity to meet the six months time-in-grade requirement.

(3) In all designators (including FTS), those who are subject to attrition per sections 14505, 14506, or 14507 of title 10, U.S. Code, or SECNAVINST 1920.6C, enclosure (3) and who possess unique or special skill sets needed by the Navy, as determined by BUPERS-3, may be considered for continuation on the RASL.

b. In the Grades of Captain and Commander: In the Unrestricted Line Special Warfare (1135) designator, those who would otherwise be removed from the RASL after completing 30 YCS as a captain or 28 YCS as a commander, per section 14507 of title 10, U.S. Code. Continuation shall not extend beyond the

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last day of the month in which the captain completes 35 YCS or the commander completes 33 YCS. All eligible 1135 designated captains and commanders may be continued.

c. In the Grade of Lieutenant Commander:

(1) All eligible Surface Warfare (1115), Submarine Warfare (1125), Special Warfare (1135), Special Operations (1145), Aviator (1315/1325), Engineering Duty (1445), Information Professional (1825/6425), Medical Corps (2105), Dental Corps (2205), Medical Service Corps (2305), Judge Advocate General's Corps (2505), Nurse Corps (2905) and Chaplain Corps (4105) officers who are subject to the attrition provisions per section 14506 of title 10, U.S. Code, may be continued. Continuation shall not extend beyond the last day of the month in which the officer completes 24 YCS.

(2) In all designators, officers who on the day prescribed for removal from the RASL by section 14506 of title 10, U.S. Code, possess at least 16, but less than 18, years of qualifying service. Continuation shall not extend beyond the last day of the month in which the officer completes 24 YCS.

(3) Full-Time Support (FTS) officers, who on the day prescribed for removal from the RASL by section 14506 of title 10, U.S. Code possess at least 14, but less than 18, years of active-duty service on the day prescribed. Continuation on active duty shall not extend beyond the last day of the month in which the officer completes 20 years of active-duty service.

d. In the grade of Lieutenant:

(1) FTS officers in the designator XXX7 who were considered twice for selection to lieutenant commander shall not be continued on indefinite active duty after having twice failed of selection to lieutenant commander on the RASL. After being released from active duty, such officers may be considered for continuation to allow for one additional opportunity for promotion to lieutenant commander on the RASL as members of the Ready Reserve. Continuation shall not extend beyond two years after being released from active duty.

(2) For all non-FTS designated officers who were considered twice for selection to lieutenant commander, but twice failed of selection on the RASL, may be considered for

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selection to lieutenant commander on the RASL, except as authorized in paragraph 2.a.(1) or 2.d.(1) of this continuation plan.

(3) Unless promoted, cumulative continuation periods for lieutenants shall not extend beyond the last day of the month in which the officer completes 20 YCS or reaches the age limits specified in section 14509 of title 10, U.S. Code.