

MILPERSMAN 1160-030

CERTAIN ENLISTMENTS AND REENLISTMENTS UNDER CONTINUOUS SERVICE CONDITIONS

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References	(a) DOD 7000.14-R, Department of Defense Financial Management Regulation (DODFMR), Volume 7A, Military Pay Policy and Procedures Active Duty and Reserve Pay (b) 10 U.S.C. (c) BUPERSINST 1610.10A (d) OPNAVINST 6110.1H (e) NAVMED P-117, Manual of the Medical Department (f) COMNAVCRUITCOMINST 1130.8G (g) OPNAVINST 1160.7B
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1. **Definitions.** "Continuous service" is defined as service in the Regular Navy or Navy Reserve that is continued by **reenlistment** under the following conditions:

a. **Reenlistment within 3 months** following discharge or release from active duty. A member who is reenlisted on the same day of the month 3 calendar months from date of discharge or release from active duty is reenlisted "within 3 months." For example, a member discharged or released from active duty on 7 December may be reenlisted on any day up to and including 7 March and retain continuous service.

b. **Reenlistment within 6 months** following discharge or release from active duty provided the member is classified RE-R1 and holds a rating listed as in Career Reenlistment Objective (CREO) 1 or 2 groups. A member who is reenlisted on the same day of the month 6 calendar months from date of discharge or release from active duty is reenlisted "within 6 months." For conditions and entitlement to bonuses, refer to reference (a).

c. If a member has previously served an enlistment in the **Regular Navy** (not including service as an inductee) **or Navy Reserve**, member's enlistment therein will be a "**reenlistment.**"

d. "**Enlistment (under continuous service conditions)**" is applicable to the enlistment of

- a member of the **Regular Navy** who enlists in the **Navy Reserve**, or
- a member of the **Navy Reserve** who enlists in the **Regular Navy**

within the time frame defined above for "continuous service," after expiration of obligated service (OBLISERV), or at any time prior to the expiration of OBLISERV.

e. **Enlistment or reenlistment in the Navy Reserve** following discharge from the Regular Navy does not prejudice a member's right to reenlist under continuous service conditions in the Regular Navy.

2. **Term of Reenlistment**

a. Members on **active duty** reenlisting in the Regular Navy or reenlisting in the Navy Reserve may reenlist on board for a term of **2, 3, 4, 5, or 6 years** per reference (b). The term of the enlistment contract must equal or exceed the period of service for which already obligated. **In all cases**, members reenlisting 3 months or less prior to the normal expiration of enlistment, or enlistment as extended, will be considered as having completed their initial contract. Members on active duty are precluded from serving beyond their high year tenure (HYT) date, as outlined in MILPERSMAN 1160-120 or other management control directives and will be authorized to reenlist for terms as reflected in the appropriate directive. The term of reenlistment will be dependent upon the member's length of service and the member's HYT (i.e., 8 years for E-4 U.S. Navy personnel). Full Time Support (FTS) personnel must have a 24-month minimum Reserve Active Duty Obligation (RADO) for reenlistment. RADO of less than 24 months must meet conditional extension criteria in MILPERSMAN 1160-040.

b. The term of enlistment/reenlistment in the Navy Reserve for personnel on **inactive duty** shall be for **2, 3, 4, 5, or 6 years** per reference (b). Members initially enlisted Regular Navy who are completing their statutory military service obligation (MSO) in a Navy Reserve capacity may enlist in the Navy Reserve for a term of **2, 3, 4, 5, or 6 years**, provided such enlistment is effected under continuous service conditions.

3. Policy/Eligibility Requirements

a. This article contains the general provisions governing certain enlistments and reenlistments in the Regular Navy or Navy Reserve under continuous service conditions. Members reenlisting in the Regular Navy or Navy Reserve must be

- U.S. citizens,
- non-citizen nationals, or
- immigrant alien members who have been lawfully admitted into the U.S. under an immigrant alien visa for permanent residence.

b. To be eligible for reenlistment in the Regular Navy, a member must be eligible for or have been separated from the most recent Regular Navy or Navy Reserve service by reason of expiration of enlistment or active OBLISERV, fulfillment of service obligation, or Convenience of the Government. Additionally, the member must

- be medically qualified;
- meet the eligibility standards prescribed, including HYT as set forth in MILPERSMAN 1160-120;
- have been recommended by the member's commanding officer (CO) for reenlistment; and
- meet quality control standards as outlined in this article.

c. Navy Reservists on active duty (General Assignment/Recall) may not reenlist U.S. Navy (USN) or continue on active duty without authority from Navy Personnel Command (NAVPERSCOM) (PERS-4812).

d. FTS personnel may not reenlist in the Regular Navy; likewise Regular Navy into the FTS community, without approval from NAVPERSCOM (PERS-491).

e. A member must meet the following **professional growth criteria** to establish reenlistment eligibility:

- (1) Serving as a petty officer;

(2) Serving in pay grade E-3 having passed the Navy-Wide Advancement Examination, but not advanced (passed but not advanced (PNA)); or formerly been a petty officer in current enlistment and be currently recommended for advancement to pay grade E-4.

(3) Personnel that fall under the Perform To Serve (PTS) program must have approval prior to reenlistment.

f. Additionally, the member must be promotable and recommended for advancement and retention as outlined in reference (c) on the last two graded evaluations (not observed evaluations are not considered graded). Not meeting one or both criteria indicates a failure to meet the professional growth criteria and will result in denial of further extensions or reenlistment.

g. Additional service performed under a reenlistment that immediately follows discharge is counted toward fulfillment of statutory MSO in the case of members who incurred such obligation under the provisions of the **Military Selective Service Act**, as amended.

h. To determine reenlistment eligibility for those not in compliance with Physical Fitness Assessment (PFA) refer to reference (d).

i. The physical standards for reenlistment are prescribed in reference (e). Qualification for continued active duty service should be based on the ability of servicemembers to perform the functions of their rate, rank, or occupational specialty without physical or medical limitations. Per chapter 15 of reference (e), routine periodic physical examinations are no longer required for active duty personnel. Instead, the use of the Periodic Health Assessment, with guidance provided in reference (e), should be used to meet this goal.

(1) Waivers of physical defects may be recommended per reference (e). Members who are classified as physically qualified for limited duty only shall be given a physical examination and a report shall be forwarded with appropriate recommendation to NAVPERSCOM (PERS-482) via Chief, Bureau of Medicine and Surgery (BUMED), in sufficient time to permit a final determination prior to normal separation date.

(2) The CO of a U.S. Naval Hospital is authorized to reenlist a member who is eligible and otherwise qualified, who so desires and whose enlistment expires while in a patient status, provided it is anticipated that the member will be physically and otherwise qualified for full duty immediately upon discharge from hospitalization. Certification shall be made on the report of physical examination for reenlistment that the member is in a patient status and that the defect or condition for which the member is under treatment would be unlikely to hinder the member's performance upon return to full duty status immediately upon discharge from hospitalization, and that it may reasonably be anticipated that the member will be physically qualified for reenlistment per regulations. The military treatment facility (MTF) and servicing Personnel Support Activity Detachment (PERSUPP DET) shall ensure the operational screening is completed prior to availability report submission (MILPERSMAN 1300-800).

4. Criteria for Preferred Reenlistment (RE-R1).

a. Use the table below for criteria for preferred reenlistment (RE-R1). (If RE-R1 is not applicable, use the RE-1 or as service record warrants.)

Reenlistment Point	Paygrades	Qualifying Criteria
8 years of service	E-3 and below	RE-R1 not authorized.
	E-4	Pass E-5 advancement exam. Have overall trait average 2.5 or above.
	E-5 and above	Overall trait average of 3.0 or above. No performance mark below 2.0 in any trait.
8 to 20 years of service	E-4 and below	RE-R1 not authorized.
	E-5	RE-R1 not authorized for E-5 being separated due to HYT (14 years if active duty service date (ADSD) is 01 July 1995 or later).
	E-5 and E-6	Overall trait average of 3.0 or above. No performance mark below 2.0 in any trait.
8 to 20 years	E-7 and above	Overall trait average of 3.0 or above. No performance below 2.0 in any trait.
Beyond 20 years	E-6 and below	RE-R1 not authorized.
	E-7 and above	No performance mark below 2.0 in any trait during 48 months immediately preceding reenlistment or expiration of active obligated service (EAOS).

b. Regular members who are within 2 years of qualifying for transfer to the Fleet Reserve, and Reserve members who are

entitled to be credited with at least 18 but not less than 20 years of service, may not be separated or denied reenlistment under the provisions of this instruction unless separated under any other provision of law and as set forth in MILPERSMAN 1910.

5. **Criteria for Reenlistment (RE-4)**. Use the below table for criteria for reenlistment (RE-4) determination:

Pay Grades	Qualifying Criteria
All pay grades	<p>Have had one general or special courts-martial conviction or two summary courts-martial convictions or a combination of more than two non-judicial punishments or summary courts-martial convictions in the year preceding EAOS or desired reenlistment date;</p> <p>USNR (Active) who fail to fully comply with orders after the initial recall to active duty;</p> <p>Have been administratively reduced in rate, detached for cause, or issued a letter of substandard service by the Petty Officer Quality Review Board; or</p> <p>Are not recommended for reenlistment by the CO.</p>
E1 and E2	All receive RE-4 for failure to meet professional growth criteria (except in special 2-year obligation (2YO) programs).
E-3	All who fail to meet professional growth criteria described in "Criteria for Preferred Reenlistment" block.
E-4 and below	Average of less than 2.0 in any trait during current enlistment on enlisted performance evaluations.
E-5 and above	<p>Received two or more marks of 2.0 or below in same trait on enlisted performance evaluations during past 36 months,</p> <p>Received any mark of 1.0 or below in any trait within 1 year prior to EAOS or reenlistment request, or</p> <p>Less than 2.5 average in any trait during current enlistment.</p>
PTS	Personnel separated due to reenlistment denial via the PTS program shall receive a re-entry code per current PTS directives.

6. **Not Eligible for Reenlistment**

a. Members who do not meet all the aforementioned requirements may not be enlisted or reenlisted without the consent of NAVPERSCOM (PERS-4832).

b. Members who are recalled to active duty as U.S. Navy Reserve (USNR) (Active) through General Assignment/Recall may not be continued on active duty or reenlist without the consent of NAVPERSCOM (PERS-4812).

7. **Time Frames for Reenlistment**. Members who meet all the eligibility requirements, if physically qualified, may be discharged and enlisted or reenlisted at the following time:

a. The Defense Joint Military Pay System (DJMS) recommends personnel to reenlist at least 30 days prior to EAOS to avoid possible pay stoppage or discrepancies.

b. Prior approval from NAVPERSCOM (PERS-4811) is not required when reenlistment is within 1 year of EAOS.

c. Members should be counseled concerning possible loss of monetary benefits when reenlisting early. Consult reference (a) and this article for additional guidance.

8. **Early Reenlistments**. Requests for early reenlistment (outside the 1-year window) must be forwarded to NAVPERSCOM (PERS-4811) for consideration. An example of an early reenlistment request would be to accommodate a reenlistment ceremony by a dignitary to administer the oath of enlistment.

9. **Conditional Reenlistments**. Conditional reenlistments require NAVPERSCOM (PERS-4811 for Active and PERS-4812 for Reserve) approval as follows:

a. If a member has an aggregate total of 48 months operative extensions on current enlistment, and eligible for reenlistment and

(1) (Regular Navy/FTS personnel) who require additional active OBLISERV to enable transfer to the Fleet Reserve on a specific date prior to submission of such application;

(2) when a member has an approved application for transfer to special duty;

(3) to attend a service school or to complete a tour of duty for which additional active OBLISERV is required.

b. Members who have been recalled to active duty as USNR (Active) or U.S. Naval Fleet Reserve (USNFR) (Active) through the General Assignment/Recall Program may not continue on active duty or reenlist USN without further approval from NAVPERSCOM (PERS-4812).

c. Consideration will be given for a member's early discharge for the purpose of immediate reenlistment when

(1) a member is ineligible for early discharge and reenlistment per the above, or

(2) is not eligible to extend enlistment, or

(3) the eligible period to reenlist would not fulfill the required active OBLISERV.

(4) A member has an approved PFA Progress or Readiness waiver for ADSEP processing per reference (d). In these cases, reenlistments must be for one 2-year term only. If member fails next official PFA while on conditional reenlistment, consideration will be given to process member for ADSEP within 45 days of PFA failure.

10. Time Frames for Reenlistment for Navy Reservists or Inductees

a. If otherwise qualified, Navy Reservists on inactive duty may be discharged at any time for the purpose of enlisting in the Regular Navy.

b. Navy Reservists on inactive duty may be discharged at any time for the purpose of incurring a 6-year Selected Reserve (SELRES) obligation to gain entitlement to the SELRES Montgomery GI Bill (MGIB). Members must be counseled and sign a NAVPERS 1070/613 (Rev. 7-06), Administrative Remarks stating they understand that reenlistment is exclusively for establishing SELRES MGIB eligibility and does not imply retention in a pay status beyond forced attrition due to total forces management decisions or circumvent eligibility requirements for the SELRES Selective Reenlistment Bonus (SRB).

c. The following individuals may enlist in the Regular Navy at any time, provided total active OBLISERV is for a minimum of 4 years:

- Inductees and Navy Reservists on active duty
- Extended recall for less than 3 years
- Recruiter-canvassers on active duty
- USNR (Active) and USNFR (Active) under the General Assignment Recall Program
- FTS personnel

For example, a reservist on active duty who has completed 18 months of active duty shall be required to enlist in the Regular Navy for a minimum period of 3 years. The terms of enlistment shall be in yearly increments. They need not be serving in a CREO 1 or 2 rating, or meet the continuous service requirement of being within 1 year of EAOS. They shall meet all current eligibility requirements for first term reenlistments including age limitations prescribed elsewhere in this manual.

d. A Reservist accepted for voluntary recall to active duty (including the FTS program) who requires

- OBLISERV in excess of the time remaining in their enlistment,
- enlistment as extended by an operative extension, or
- service obligation under the military statutory service obligation,

may be discharged and reenlisted in the Navy Reserve on the same date of recall to active duty. Agreements by reservists to remain on active duty must be within the term of their current enlistment.

e. Navy Reservists for whom a request for a waiver of any nature must be submitted shall not be considered to be in the category of those who may be reenlisted immediately. Such cases are submitted for consideration to NAVPERSCOM (PERS-4812) and shall be processed per reference (f).

f. Applicants for immediate reenlistment shall be questioned regarding any civil offenses since the date of their previous enlistment. If an applicant indicates an earlier arrest for any reason, the applicant shall be processed per reference (f).

g. Members on inactive duty who are participating in a Navy Reserve program and who are eligible for reenlistment shall be notified at least 3 months prior to the expiration of their enlistment or service obligation concerning such expiration and the procedures set up for reenlistment processing.

11. Criteria for Discharge from Fleet Reserve for Enlistment or Reenlistment

a. A member may be discharged from the Fleet Reserve status for purpose of immediate enlistment/reenlistment in the Regular Navy provided the following criteria are met and NAVPERSCOM (PERS-482) authority is obtained:

(1) Such enlistment/reenlistment is restricted to critical ratings (normally CREO Group 1), or non-critical ratings with critical Navy Enlisted Classifications (NECs), and member must meet all requirements of the rating.

(2) Shall not have been released from active duty status for more than 4 years and have a reenlistment code indicating suitability.

(3) Enlistment or reenlistment must be for a term of not less than 2 years, not to exceed HYT standards as set forth in MILPERSMAN 1160-120.

(4) A signed acknowledgment by the member that participation in the Survivor Benefit Plan (SBP) automatically ceases upon enlistment/reenlistment and that such benefits become those applicable to Regular Navy personnel. This acknowledgment is to be included in the member's service record.

(5) Member is approved for recall through NAVPERSCOM (PERS-4812), through the General Assignment/Recall Program.

b. Individuals who are discharged from the Navy Reserve for reasons of expiration of enlistment, fulfillment of service obligation, or Convenience of the Government, and who are recommended for reenlistment, may be immediately reenlisted in the Navy Reserve provided they are physically and otherwise qualified, not to exceed quality control standards set forth in reference (g).

12. Members Who may not be Discharged for Reenlistment. The following members on active duty may not be discharged prior to normal expiration of enlistment and reenlisted:

a. Members in transit following permanent change of station (PCS) orders where the member would thereby become entitled to mileage payments in excess of those the member would otherwise be entitled if discharged and reenlisted at the member's last permanent duty station. (COs may discharge and reenlist members where excess mileage payments are not involved and was recommended for reenlistment by the member's former CO.) As used in this paragraph, "in transit" does not include members in the following status:

- Temporary Duty (TEM DU)
- Temporary Duty Under Instruction (TEM DUINS)
- Temporary Additional Duty Under Instruction (TEM ADDINS)

b. Members who have submitted an application for, or who are in receipt of authorization for, transfer to the Fleet Reserve if member has enough OBLISERV for such transfer. See para. 9 of this article for Conditional Reenlistment.

c. Members who have been selected for warrant or commissioned grade in any of the Armed Forces, whose expiration of enlistment, including extensions, is subsequent to date of appointment or commissioning.

d. Members who are pursuing a course of instruction leading to a commission, except as specifically provided in other instructions issued by NAVPERSCOM or Commander, Naval Education and Training Command (CNETC).

e. Members temporarily assigned to a ship or station for humanitarian reasons must be approved by NAVPERSCOM (PERS-40HH).

f. Members undergoing investigation for alleged offenses, awaiting non-judicial punishment or trial by courts-martial, undergoing non-judicial punishment, or serving sentence by courts-martial, including probation with respect to a suspended punitive discharge or confinement.

g. Members who have rendered themselves ineligible per reference (d).

13. Immigrant Aliens

a. An immigrant alien who is presently serving satisfactorily on active duty is eligible for reenlistment in the Navy without being required to apply for U.S. citizenship.

b. An immigrant alien who has been in the U.S. for a period of 4 years beyond the age of majority, who has been lawfully admitted, and who holds an I-151, Alien Registration Receipt Card, is eligible for enlistment/reenlistment in the Navy without being required to apply for U.S. citizenship.

14. Discharge after Executing Agreement. Members who have executed agreements to extend their enlistments may be discharged 1 year or less **prior to the date the extension would become operative**, and reenlisted per this article, provided the term for which they reenlist is **equal to or greater than the total obligation including the extension being canceled**. Attention is invited to the OBLISERV requirements for SRB and recoupment procedures.

15. Procedures for Ready Reserve. Members of the Ready Reserve on inactive duty whose records are held by NAVPERSCOM (PERS-4012) may be reenlisted by mail. In lieu of a physical examination, the member must submit a signed statement that, to the best of the member's knowledge and belief, member's physical condition is substantially the same as when the member was last physically examined by the Navy. The **Oath of Allegiance**, which is mandatory, shall be administered by a commissioned officer of any component of the Navy; Marine Corps; Army; Air Force; or Coast Guard; active, inactive, or retired.

16. Payment for Unused Leave, Recoupment of Reenlistment Bonus, and Other Monetary Entitlements

a. Information on reenlistment bonus, mileage, or lump-sum payment for unused leave pertaining to reenlistment is contained in pay directives and joint travel regulations. Personnel shall be fully and properly apprised of monetary entitlements. Recoupment of reenlistment bonus is not required in the case of early discharges not more than 3 months prior to expiration of enlistment.

b. A member serving on a Navy Reserve enlistment contract, serving on active duty (including FTS/Canvasser

Recruiter (CANREC)), desiring discharge and reenlistment may have a recoupment of reenlistment bonus (if paid) for the unexpired portion of an enlistment or reenlistment contract. Reference (a) refers.

17. **Location of Reenlistment.** Reenlistment under continuous service conditions may be effected:

a. On board the activity from which discharged within 24 hours following discharge. Reenlistment may be effected on board ship while at sea provided the necessary pre-reenlistment checklist, including physical exam if required, has been met. A member transferred to an activity for discharge purposes may be reenlisted (if fully qualified including PTS approved if applicable) within 24 hours on board the last activity to which permanently attached prior to discharge. Upon being reenlisted on board the activity to which permanently attached, such member will be retained on board for duty. Persons reenlisting at the activity to which transferred for discharge shall be made available for orders per MILPERSMAN 1306-1700.

b. After more than 24 hours following discharge, reenlistment shall be effected only at a regular recruiting station unless otherwise authorized by specific instructions of NAVPERSCOM. Reenlistment may be effected for the terms specified in recruiting instructions, but must be effected within 3 months after date of discharge/release from active duty or within 6 months to receive benefits of continuous service (see para. 1 of this article). For conditions and entitlement to any bonuses, consult appropriate directives.

18. **Enlisted Personnel with 30 Years Active Service.** Active service obligation beyond 30 years normally will be considered for personnel serving in pay grade E-9 only; however, in any case active service obligation beyond 30 years is not authorized without prior HYT approval of NAVPERSCOM (PERS-482).

19. **New Service Record upon Reenlistment.** Upon reenlistment, a new service record shall be prepared. Refer to MILPERSMAN 1070-140 for guidance.