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TO NAVADMIN

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UNCLAS QQQQ

SUBJ: E5 HIGH YEAR TENURE (HYT) AT 14 YEARS UNCLASSIFIED//

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SUBJ/E5 HIGH YEAR TENURE (HYT) AT 14 YEARS//

RMKS/1. THE E5 HIGH YEAR TENURE (HYT) GATE OF 14 YEARS LENGTH OF SERVICE FOR ACTIVE, FULL TIME SUPPORT (FTS) AND USNR PERSONNEL SERVING ON ACTIVE DUTY FOR A MINIMUM OF TWO CONSECUTIVE YEARS WAS ANNOUNCED IN NAVADMIN 056/05 IN MARCH 2005 AND CAN BE READ IN ITS ENTIRETY IN MILPERSMAN 1160-120. THIS POLICY CHANGE WAS DESIGNED WITH A FOUR-YEAR DELAY TO PREVENT DISADVANTAGING E5 SAILORS BETWEEN 10-14 YEARS OF SERVICE WHEN THE POLICY WAS APPROVED BY SECNAV IN MARCH OF 2005. THIS MESSAGE SERVES AS A REMINDER TO SAILORS AND NAVY LEADERSHIP OF THE IMPENDING EXECUTION OF E5 HYT AT 14 YEARS. TO ASSIST CAREER PLANNING, OPTIONS FOR E5 SAILORS WHO ARE AT RISK OF HYT AT 14 YEARS ARE DESCRIBED IN PARAS 3-6 OF THIS MESSAGE. ADDITIONALLY, AN ACTION TIMELINE, PARA 7, IS PROVIDED FOR SAILORS WHO PLAN TO REQUEST A RATING CONVERSION OR HYT WAIVER. THIS INFORMATION IS PURPOSELY PUBLISHED IN ADVANCE SO SAILORS AND COMMANDS HAVE TIME TO CONDUCT CAREER DEVELOPMENT BOARDS AND MAKE THE BEST CAREER DECISION FOR THE SAILOR AND THE NAVY. WE STRONGLY ENCOURAGE ANY SAILOR WHO MAY HAVE QUESTIONS OR CONCERNS REGARDING THE HYT POLICY TO USE THEIR CHAIN OF COMMAND AND CONTACT THEIR RESPECTIVE ENLISTED COMMUNITY MANAGER (ECM).

2. E5 SAILORS WITH LESS THAN 10 YEARS TOTAL ACTIVE MILITARY SERVICE (INCLUDES TIME IN OTHER SERVICES OR PRIOR SERVICE) ON 1 JULY 2005 ARE SUBJECT TO THE 14-YEAR E5 HYT GATE REGARDLESS OF THEIR CURRENT CONTRACT EXPIRATION. THESE SAILORS START TO REACH THIS 14-YEAR HYT GATE BEGINNING ON 2 JULY 2009.

3. HYT WAIVER REQUESTS: HYT WAIVERS WILL BE CONSIDERED ON A CASE-BY-CASE BASIS. THE MANNING OF THE RATING WITH RESPECT TO PAYGRADE, YEAR GROUP INVENTORY, AND NAVY ENLISTED CLASSIFICATION (NEC) CODE ARE KEY FACTORS IN THE WAIVER DECISION. WAIVER REQUESTS MAY BE SUBMITTED IAW MILPERSMAN 1160-120. COMMAND CAREER COUNSELORS AND SAILORS SHALL DISCUSS INDIVIDUAL WAIVER REQUESTS WITH THE APPROPRIATE ECM PRIOR TO SUBMITTING THE REQUEST. THE WAIVER REQUEST SHOULD BE SUBMITTED 10 MONTHS PRIOR TO THE HYT DATE, BUT MUST, AT A MINIMUM, BE SUBMITTED SIX MONTHS PRIOR TO THE HYT DATE.

4. RATING CONVERSION: SAILORS WHO ARE NOT GOOD CANDIDATES FOR A HYT WAIVER SHOULD CONSIDER A LATERAL CONVERSION TO A RATING UNDERMANNED AT THE E5 PAY GRADE, OR TO A RATING THAT MAY BE UNDERMANNED WITHIN THEIR SPECIFIC YEAR GROUP. COMMAND CAREER COUNSELORS SHOULD CONTACT THE ECM OF THE SPECIFIC RATINGS THE SAILOR IS CONSIDERING. FLEET RIDE, [HTTPS://FLEETRIDE.SSCNO.NMCI.NAVY.MIL/](https://fleetride.sscno.nmci.navy.mil/) SHALL BE USED TO DEMONSTRATE THAT THE SAILOR IS FULLY QUALIFIED FOR THE RATING REQUESTED. SAILORS MUST SUBMIT CONVERSION REQUESTS IAW MILPERSMAN 1440-010 VIA THEIR COMMAND CAREER COUNSELOR AND THEIR CHAIN OF COMMAND. SAILORS APPROVED FOR CONVERSION WILL BE GRANTED A HYT WAIVER ONCE THE SAILOR HAS COMPLETED TRAINING AND HAS FULLY CONVERTED TO THE NEW RATING.

5. TRANSITION TO THE NAVY SELECTED RESERVE (SELRES): SAILORS WITH FLEET EXPERIENCE ARE A VALUABLE ASSET IN THE NAVY SELECTED RESERVE COMPONENT (RC). IAW MILPERSMAN 1160-130, THE HYT GATE FOR E5 SELRES SAILORS IS 22 YEARS. SAILORS TRANSITIONING TO THE NAVY RESERVE MAY BE ABLE TO STAY IN THEIR CURRENT RATING OR CONVERT TO AN UNDERMANNED NAVY RESERVE RATING. IN ADDITION TO THE CAMARADERIE, PRIDE, AND PATRIOTISM THAT COME FROM STAYING NAVY, THE BENEFITS OF THE RESERVES INCLUDE RESERVE RETIREMENT BENEFITS, AFFILIATION BONUSES, TWO-YEAR MOBILIZATION DEFERMENT, ONE DAY OF BASIC PAY PER DRILL PERIOD (NORMALLY FOUR HOURS OF WORK), FLEXIBLE DRILL OPPORTUNITIES, LOW-COST MEDICAL AND DENTAL COVERAGE OPTIONS, EDUCATIONAL BENEFITS, FULL MWR AND EXCHANGE BENEFITS, AND AN SGLI OF UP TO 400,000 DOLLARS. INFORMATION ON THE NAVY RESERVE CAN BE FOUND AT

[HTTP://WWW.NPC.NAVY.MIL/CAREERINFO/STAYNAVYTOOLS/NAVYRESERVE.HTM](http://www.npc.navy.mil/careerinfo/staynavytools/navyreserve.htm)

UNDER THE 'ENLISTED OPPORTUNITIES' LINK OR AT [WWW.NAVYRESERVE.COM](http://www.navyreserve.com). SAILORS DESIRING AN OPPORTUNITY TO STAY NAVY WITHIN THE RC SHOULD CONTACT THEIR COMMAND CAREER COUNSELOR FOR FURTHER GUIDANCE.

6. INVOLUNTARY SEPARATION: IF A SAILOR DOES NOT RECEIVE A HYT WAIVER, CONVERT TO ANOTHER RATING OR TRANSITION TO THE SELRES AS DETAILED IN PARAS 3-5 ABOVE, THE SAILOR WILL BE INVOLUNTARILY SEPARATED AT HIS OR HER HYT DATE. SERVICE MEMBERS SHOULD REFER TO OPNAVINST 1900.4 FOR GUIDANCE REGARDING SEPARATION PAY AND BENEFITS AND REFER TO BUPERSINST 1900.8B FOR AMPLIFYING INFORMATION REGARDING THE DISCHARGE CODE THEY WILL RECEIVE. IF A SERVICE MEMBER HAS REENLISTED UNDER A SELECTIVE REENLISTMENT BONUS (SRB) AND THE TERMS OF THE CONTRACT EXTEND BEYOND THE HYT GATE, CONTACT THE OPNAV N130 SRB DESK AT COM (703) 695-3130/DSN 225-3130 OR EMAIL AT [BRENDA.BILLINGSLEY\(AT\)NAVY.MIL](mailto:BRENDA.BILLINGSLEY(AT)NAVY.MIL) TO ENSURE SRB IS PRORATED CORRECTLY.

7. COMMUNICATION TIMELINE. BY 1 AUGUST 2008, THE ECMS WILL POST INFORMATION ON BUPERS ONLINE FOR USE BY CAREER COUNSELORS AND COMMANDS FOR THE FIRST GROUP OF SAILORS AFFECTED BY THE E5 HYT GATE CHANGE. THIS INFORMATION WILL CONSIST OF TWO SETS OF POWERPOINT SLIDES. THE FIRST SET WILL PROVIDE ONE SLIDE FOR EVERY ENLISTED RATING REPRESENTED IN THE INITIAL GROUP OF E5 SAILORS AT RISK OF HYT AT 14 YEARS. THESE SLIDES WILL PROVIDE USEFUL INFORMATION CONCERNING THE HEALTH OF THE ENLISTED RATING IN QUESTION. THEY WILL ALSO PROVIDE ECM RECOMMENDATIONS FOR THE AFFECTED SAILORS WITHIN THAT RATING WITH RESPECT TO THE CAREER OPTIONS OUTLINED ABOVE, AS WELL AS, ECM PHONE NUMBER AND E-MAIL CONTACT DATA. THE SECOND SET OF SLIDES WILL PROVIDE NAMES, BY UIC, OF THE FIRST GROUP OF SAILORS AT RISK. THESE SLIDES CAN BE ACCESSED BY 1 AUGUST 2008 ON THE BUPERS ONLINE (BOL) WEBSITE AT [HTTPS://WWW.BOL.NAVY.MIL/](https://www.bol.navy.mil/) UNDER THE BOL APPLICATION ENTITLED E5 HYT. COMMANDS AND CAREER COUNSELORS ARE EXPECTED TO USE THIS INFORMATION TO CONDUCT CAREER DEVELOPMENT BOARDS (CDBS), COUNSEL THE AFFECTED SAILORS, AND DOCUMENT THE COUNSELING ON A PAGE 13 LOCATED ON THE NAVY STANDARD INTEGRATED PERSONNEL SYSTEM (NSIPS), [HTTPS://NSIPSWEB.NMCI.NAVY.MIL/](https://nsipsweb.nmci.navy.mil/) ENTITLED E5 HYT GUIDANCE PAGE 13. AFTER COUNSELING IS COMPLETE, COMMANDS SHALL SUBMIT BY 1 OCTOBER 2008 THE DESIRED OPTION(S) OF THE SAILOR TO THE RATING SPECIFIC ECM VIA THE E-MAIL CONTACT PROVIDED. THE ECMS WILL REVIEW EACH REQUEST AND RESPOND TO THE COMMAND BY 12 DECEMBER 2008. COMMANDS SHALL THEN SUBMIT THE OFFICIAL REQUEST OF THE SAILOR TO THE RATING SPECIFIC ECM IAW APPLICABLE MILPERSMAN GUIDANCE BY 16 JANUARY 2009. COMMANDS SHALL ATTEMPT TO MEET ALL MILPERSMAN GUIDANCE REQUEST SUBMISSION GUIDELINES. IT IS UNDERSTOOD THAT THE TIMELINE DATES ESTABLISHED ABOVE MAY NOT MEET

MILPERSMAN SUBMISSION TIMELINES, ESPECIALLY FOR SAILORS FIRST AFFECTED BY THE NEW HYT GATE CHANGE IN JULY 2009.

8. CONVERSIONS, WAIVERS, AND SELRES AFFILIATION ARE NOT GUARANTEED. THE MANPOWER NEEDS OF EACH ENLISTED RATING WILL DICTATE THE NUMBER OF SAILORS THAT CAN REMAIN ON ACTIVE DUTY IN RATE OR VIA CONVERSION, OR TRANSFER TO THE SELRES IN RATE OR VIA CONVERSION. OPEN AND FREQUENT COMMUNICATION BETWEEN THE PAGE 02 RUCOMFA0074 UNCLAS SAILOR, THE COMMAND, AND THE ECMS WILL ENSURE THE DEVELOPMENT OF REALISTIC EXPECTATIONS IN THE MIND OF EACH SAILOR. QUICK ACTION ON THE PART OF THE SAILOR AND THE COMMAND WILL IMPROVE THE ODDS OF THE SAILOR RECEIVING HIS/HER FIRST CHOICE OF OPTIONS.

9. SAILORS AFFECTED BY THE E5 HYT GATE CHANGE SHOULD TAKE CHARGE OF THEIR CAREER AND ACT IMMEDIATELY. THE FIRST STEP IS TO TALK WITH THEIR COMMAND CAREER COUNSELORS TO DISCUSS THE OPTIONS OUTLINED ABOVE. COMMANDS SHALL USE FLEET RIDE TO DETERMINE ADDITIONAL RATINGS FOR WHICH THE SAILOR IS QUALIFIED AND CONDUCT A CDB AS SOON AS POSSIBLE. THESE TOOLS WILL ASSIST SAILORS IN MAKING THE BEST POSSIBLE DECISION TO CONTINUE THEIR NAVAL CAREER IN EITHER THE ACTIVE OR RESERVE COMPONENT.

10. POINTS OF CONTACT:

- LCDR KIM PIZANTI, OPNAV N132C3, AT (703) 693-2307/DSN 223 OR EMAIL AT KIMBERLY.PIZANTI(AT)NAVY.MIL;
- MR. DAVID NELSON, BUPERS-32B, AT (901) 874-2678/DSN 882 OR EMAIL DAVID.E.NELSON2(AT)NAVY.MIL.

11. RELEASED BY VADM M. E. FERGUSON III, N1// BT

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