



# HR BEACON

## Community News for HR Professionals

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### FY22 Indefinite Recall Opportunity

This issue of the *HR Beacon* provides guidance to Reserve HRs interested in applying for indefinite recall to 1200. This issue will highlight who is eligible to apply, when applications are due and general application advice.

**Opportunity:** This Beacon article announces opportunity for indefinite recall to 1200 for 1205/1207 Officers. Applications for indefinite recall shall be submitted via DoD SAFE (<https://safe.apps.mil/>) or encrypted email to below listed HR OCM and AOCM no later than 6 October 2021. The following year groups have requirements for a limited number of indefinite recalls:

<u>Available YG</u>	<u>Notes</u>
03+	Senior YG applicants considered on a case-by-case basis.
06-04	CDR and CDR selects. OA subspecialty (3211P/S/Q/R) desired. YG 06+ officers should have completed HR milestone/command or be currently serving in a milestone/command assignment for their current rank.
09-07	No restrictions
12-10	LCDR and LCDR selects only.
15-13	No restrictions. YG15+ applicants must have a completed professional certification and/or HR relevant Master's degree.
19-16	Officers without a 3XXX subspecialty awarded for completed HR Masters Degree shall have a minimum academic profile code (APC) of 345. Officers without an APC shall have a bachelors degree from a regionally accredited institution with a minimum GPA of 2.2 and either one Calculus course with C or better or two pre-calculus courses with B+ or better. \

Record reviews will compare applications against HR AC Community values and Community requirements.

**Application:** If you are interested in MPN Indefinite Recall, please review the requirements listed in **MPM 1321-105** (<https://www.mynavyhr.navy.mil/Portals/55/Reference/MILPERSMAN/1000/1300Assignment/1321-105.pdf?ver=9aKRQv9QKQDePnfhA17RKw%3d%3d>). Required application and forms can be obtained from the MyNavy HR website (**AC Reserve Officer Recall (MPN)**) (<https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Reserve-OCM/Selected-Reservists/Reserve-Officer-Recall-MPN/>) and applications. The following is a summary of the items required with your application:

- 1) MPN Recall Application with CO's endorsement
- 2) Personal Statement (requirement, include as paragraph 3 of application)
- 3) NAVPERS form 1331/5
- 4) Annual Statement of Service History (ASOSH) from BUPERS Online (BOL)
- 5) Cumulative Active Duty Service Statement (Enclosure (1) from SECNAVINST 1800.2A)
- 6) PDF of Officer Summary Record (OSR) from BUPERS Online (BOL)
- 7) PDF of Performance Summary Record (PSR) from BUPERS Online (BOL)
- 8) Last (4) Fitness Reports (fronts and backs)
- 9) Pertinent Quals/Training not documented in PSR (optional)
- 10) Summary of PFA results last three years (from PRIMS)
- 11) Resume (military or civilian, optional)
- 12) Letters of Recommendation (optional)
- 13) Individual Medical Readiness Status (IMR) from BUPERS Online (BOL)
- 14) College Transcript (YG 16 and junior shall provide undergraduate transcript if they do not have either an APC in their record or a 3XXX subspecialty awarded for a completed HR Masters Degree).

The above application requirements include additional guidance to submit a personal statement, PDFs of OSR and PSR, summary of last three years of PFA results, college transcript, as well as IMR from BOL. This is different from the MPN Recall Application template. Be mindful of these differences when constructing/submitting a complete application. Preference is to submit these enclosures as a single scanned document to facilitate review.

### **Additional Guidance:**

- 1) The HR Community has requested 3 quotas for FY22 as part of the FY22 accession plan. Indefinite recall quotas must be signed out via the approved accession plan. Recall applications will be retained in case additional quotas come available during the fiscal year.
- 2) Officers that have separated from active duty as a result of multiple non-selections to promotion of any grade, also termed multiple FOS, are ineligible to apply.
- 3) Officers with an IMR status other than “Fully Medically Ready” are not eligible without additional documentation from their medical provider stating that condition will be resolved before 1 Sep 2022.
- 4) Applicants who are selected for INDEF recall and subsequently become not fully medically ready (medical or dental) for an active duty assignment before being redesignated will be removed from the select list should that condition not be resolved prior to 1 Sep 2022. The applicant may re-apply for INDEF recall at a later date once “Fully Medically Ready.”

Additional guidance is provided in MILPERSMAN 1321-105. Applicants are encouraged to review before applying.

### **INDEF Recall FAQ:**

- 1) Will I be released by my Reserve OCM?

*Prospective applicants are encouraged to contact their reserve OCMs to determine whether their release would be affected by any restrictions. SELRES applicants may contact LCDR Dustin “Foghorn” Hoskins at [dustin.a.hoskins.mil@us.navy.mil](mailto:dustin.a.hoskins.mil@us.navy.mil). FTS applicants may also contact CDR Mark “Turk” MacNamara at [mark.b.macnamara.mil@us.navy.mil](mailto:mark.b.macnamara.mil@us.navy.mil).*

- 2) Can I get an extension on submitting my application?

*Extensions on optional items and college transcripts only will be considered (pertinent quals/training, resume and letters of recommendation). These additional items may be submitted up until 3 days prior to board convene date. Contact HR OCM for additional information..*

- 3) When will results be out?

*Results are anticipated to be released approximately 1-2 weeks following the board.*

- 4) If selected, when should I expect to execute orders?

*SELRES should expect to execute orders by end of FY22. SELRES on active duty orders (e.g., mobilization, definite recall, CANREC duty, ADSW) and FTS Officers who are not in receipt of follow-on orders can expect assignment to a new billet appropriate to their new designation when notified by COMNAVPERSCOM (PERS-4), generally within 9-12 months. If an officer is currently in receipt of follow-on orders, member will be processed for INDEF recall to 1200 and should plan on executing previously negotiated orders for up to 12 months, unless a shorter tour is prescribed (tours in excess of one year subject to concurrence of the gaining community).*

- 5) What makes an application competitive?

*No board statistics are available for past INDEF recall selections. In general, the following items have helped those officers applying for active duty redesignation to HR:*

- a.) Sustained Superior Performance. Favorable EP hard and/or soft breakout rankings in FITREPS as well as trait averages more often than not above summary group and/or reporting senior average.
- b.) HR Masters Degree
- c.) HR Certification (PHR, SPHR, CDFM and Master Training Specialist are most common amongst selectees)
- d.) HR related experience (civilian and/or military)
- e.) HR relevant subspeciality codes (3XXX)
- f.) Strong Endorsement and Letters of Recommendation
- g.) Strong personal statement

5) Can I still apply even if I am a select for promotion or if I am board eligible?

*Yes, this is an FY22 Indefinite Recall opportunity, quotas remain valid through the FY. If you are a FY22 promotion select, you can be scrolled for the next rank. If you are FY23 board eligible, then contact the HR OCM and we can walk through the different options.*

POCs for this HR Beacon are the active HR OCM and AOCM: CDR Mark Wadsworth at [mark.c.wadsworth2.mil@us.navy.mil](mailto:mark.c.wadsworth2.mil@us.navy.mil) and Mr. Alan Bonifer at [alan.l.bonifer.civ@us.navy.mil](mailto:alan.l.bonifer.civ@us.navy.mil).  
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