



HR BEACON

Community News for HR Professionals

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FY25 Indefinite Recall to Active Duty Opportunity

This issue of the *HR Beacon* announces the opportunity for 1207 and 1205 HR Officers to apply for indefinite recall to 1200. This issue highlights eligibility and application requirements as well as general application advice.

Eligibility: Only 1205 and 1207 officers are eligible to apply. The following year groups have a limited number of indefinite recall requirements:

Available YG Notes

10+ CDR select or senior only

Application Due Date: Submit applications for indefinite recall to active duty via encrypted email or DOD SAFE to the HR OCM, CDR Erik Moss, at erik.e.moss.mil@us.navy.mil no later than **7 November 2024**.

Application Info: Please review the requirements listed in MPM 1321-105 and <https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Reserve-OCM/Selected-Reservists/Reserve-Officer-Recall-MPN/>. The application should include the following:

- 1) MPN Recall Application with CO's endorsement
- 2) Personal Statement (required, include as paragraph 3 of application)
Include the following sentence at the end of your personal statement: "I *am/am not* worldwide assignable and understand that if selected for indefinite recall to 1200, I'll be placed in a priority billet which may result in a PCS move." If not worldwide assignable, address your restrictions.
- 3) Application for Recall to Extended Active Duty - 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) Summary of PFA results last three years (from PRIMS)
- 10) Individual Medical Readiness Status (IMR) from BUPERS Online (BOL)
- 11) Resume (military or civilian, optional)
- 12) Letters of Recommendation (optional)
- 13) Pertinent Quals/Training not documented in PSR (optional)

Submit the application as a single scanned document

Additional Guidance:

- 1) Indefinite recall quotas must be approved annually as part of the Navy's accession plan. The HR Community is anticipating FY25 quotas to be approved.
- 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 resolve before 1 Oct 2025.
- 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 Oct 2025. The applicant may re-apply for INDEF recall at a later date once “Fully Medically Ready.”

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 Channell Brown at channell.a.brown.mil@us.navy.mil. TAR applicants may contact CDR Kirk Morris at kirk.n.morris.mil@us.navy.mil.

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

No extensions are authorized. Please submit complete packages no later than 7 November 2024.

- 3) When will results be out?

Results are anticipated to be released no later than 6 December 2024.

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

SELRES should expect to execute orders by end of FY25. SELRES on active duty orders (e.g. mobilization, definite recall, CANREC duty, ADSW) and TAR 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 months or at projected rotation date (PRD), whichever occurs earlier. 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 hard and/or soft breakouts in FITREPS, CO promotion recommendation, and trait averages more often than not above the reporting senior cumulative average.*
- b.) *HR Master's Degree*
- c.) *HR Certification (PHR, SPHR or CDFM)*
- d.) *HR related experience (civilian and/or military)*
- e.) *HR relevant subspecialty codes (3XXX)*
- f.) *Strong CO Endorsement and Letters of Recommendations.*
- g.) *Strong personal statement.*

- 6) Can I still apply even if I'm a select for promotion or if I'm board eligible?

Yes, this is an FY25 Indefinite Recall opportunity, quotas remain valid through the FY. If you are a FY25 promotion select, you can be scrolled for the next rank. If you are FY26 board eligible, then contact the HR OCM and we can walk through the different options.

POC for this HR Beacon is the Active HR OCM: CDR Erik Moss at erik.e.moss.mil@us.navy.mil
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