

FY-25/26 NAVY RESERVE OFFICER RETENTION AND CONTINUATION POLICY

1. General. Title 10, U.S.C., allows for retention and continuation on the Reserve Active Status List (RASL) of Navy Reserve officers below the paygrade of O-7. Reserve officers who are selected for promotion to, or currently hold, the grade of Rear Admiral (Lower Half) or Rear Admiral (Upper Half) will be covered by the appropriate Fiscal Year (FY) Navy Reserve Flag Officer Promotion Plan. Paragraphs 1.a. and 1.b. provide applicable statutory references for retention and continuation.

a. Retention:

(1) Section 12308 of Title 10, U.S.C., allows officers who have reached Non-Regular (Reserve) retirement eligibility, per section 12731, to be retained on Active Duty or in service in a Reserve Component.

(2) Section 14509 of Title 10, U.S.C., requires the separation of all Reserve officers, below the grade of Rear Admiral (Lower Half), on the last day of the month in which the officer reaches 62 years of age, in accordance with section 14515.

(3) Section 14703 of Title 10, U.S.C., authorizes retention on the RASL of Reserve officers in the Medical Corps, Dental Corps, Nurse Corps, certain subspecialties of the Medical Service Corps, and Chaplain Corps, until the officer reaches 68 years of age. Secretary of the Navy (SECNAV) may retain beyond 68 years of age an officer in medical specialties as determined necessary.

(4) Section 12244 of Title 10, U.S.C., authorizes SECNAV to prescribe maximum years of service and age limitations for discharge and retirement of Chief Warrant Officers.

(5) Per section 12646 of Title 10, U.S. Code, a Reserve commissioned officer will be retained in an active status in order to qualify for a non-Regular retirement if the officer has at least 18, but less than 20, years of service computed under section 12732 of Title 10, U.S. Code, on the date when the officer is subject to involuntary discharge or removal from the RASL on the basis of twice failing of selection for promotion to the next higher paygrade. This exception does not apply in cases of separation for cause, disability, or reaching the maximum age of 62 years at which transfer from an active status or discharge is required by law (note: Chaplains and officers in medical subspecialties may be eligible for retention until 68 years of age in accordance with section 14703 of Title 10, U.S. Code; see the FY25/26 Navy Reserve Officer Retention Plan, paragraph 5).

b. Continuation:

(1) Section 14701 of Title 10, U.S.C., provides for the selection of officers for continuation and specifies the limitations of such continuation.

2. Period of Retention or Continuation. Retention or continuation will not exceed limits specified in the FY-25/26 Navy Reserve Officer Retention and Continuation Plans.

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3. Start Date of Retention or Continuation.

a. Retention for Approved Officers Starts:

(1) Upon becoming subject to the provisions of section 12308 and 12646 of Title 10, U.S.C.

(2) Upon reaching the age limits specified in section 14509 of Title 10, U.S.C. or 14703 of Title 10, U.S.C. (for Chaplains and officers in certain medical specialties).

b. Continuation 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). Upon becoming subject to the provisions of section 14507 of Title 10, U.S.C.

(2) In the grade of Commander: On the first day of the month following the month in which the officer completes 28 YCS. Upon becoming subject to the provisions of section 14507 of Title 10, U.S.C.

(3) In the grade of Lieutenant Commander: On the first day of the month following the month in which the officer completes 20 YCS. Upon becoming subject to the provisions of section 14506 of Title 10, U.S.C.

(4) In the grade of Lieutenant: No later than the first day of the seventh month after the month in which the President approves the report of the promotion selection board which considered and failed to select the officer for the second time. Upon becoming subject to the provisions of section 14505 of Title 10, U.S.C.

4. Voluntary Declination of Retention or Continuation. A Reserve officer offered retention or continuation on the RASL will be considered retained or continued until the officer declines the retention or continuation offer. In this case, the officer shall be removed from the RASL, per sections 14513, 14514, 14515 of Title 10, U.S.C., or SECNAVINST 1920.6D, enclosure (5), as applicable.

5. Removal from Retention or Continuation. Commander, Navy Personnel Command may vacate an officer's retention or continuation if the need for certain designators, qualifications, or special skills no longer 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 per sections 14513, 14514, 14515 of Title 10, U.S.C., or SECNAVINST 1920.6D, enclosure (5), as applicable.

6. Expiration Date. The FY-25/26 Navy Reserve Officer Retention and Continuation Policy remains in effect indefinitely, until cancelled or superseded. Addendums and changes to this plan will be transmitted via NAVADMIN.

FY-25/26 NAVY RESERVE OFFICER RETENTION PLAN

1. General. Commander, Navy Personnel Command (CNPC) will hold a standing panel for the purpose of considering Reserve officers for retention on the RASL. Reserve officers on the RASL in the following grades and designators may be retained in an active status by the Retention and Continuation Panel, provided they are physically qualified and consent to retention on the RASL. Normally, the panel will not consider officers for retention more than one year in advance of their mandatory attrition date.

a. Panel Composition. CNPC will appoint a monthly panel of officers comprised of various designators to review applications for eligibility of retention while considering community health demands and needs of the Navy.

NOTE: For the purposes of this document, the term "Reserve officers" refers to Selected Reserve officers and not Training and Administration of the Reserve (TAR) officers. TAR officers are addressed in the FY-25/26 TAR Officer Retention and Continuation Plan.

2. Eligibility. Any Reserve officer specified in this plan, who is subject to removal from the RASL and who consents to retention, must submit a request in writing to Reserve officer Retention and Continuation Panel (PERS-9) in order to be considered for retention. Any other Reserve Captain, Commander, or Lieutenant Commander eligible for retention per section 14703 of Title 10, U.S.C., not listed in this plan, must be specifically approved for retention by the Secretary of the Navy. Only those officers possessing specific skills that cannot be found elsewhere in the Navy Reserve will be considered for retention.

a. Retention Applications. Officers requesting retention must submit a completed application package to Reserve officer Retention and Continuation Panel (PERS-9) to include a Resolution of Status form, letter from the member detailing the request, Navy Reserve Activity (NRA) Commanding Officer (CO) endorsement, and any additional endorsements if desired. If on active duty orders at the time of the retention request, member must also submit a gaining command CO endorsement and a copy of the active duty orders (i.e. Mobilization, Recall, and ADOS). Retention applications for Captains (O-6) and Chief Warrant Officer Five (W-5) must also include an endorsement from the first Flag Officer, General Officer, or Senior Executive Service (SES) employee in their chain of command or the Reserve Component Flag Officer Community Sponsor for their designator. PERS-9 may coordinate with the Bureau of Naval Personnel (BUPERS-3) to obtain a Reserve Component Flag Officer Community Sponsor endorsement, if not included in the original application.

3. Notice of Opportunity for Retention on the RASL. Commander, Navy Personnel Command (PERS-9) will notify officers by letter prior to their pending statutory separation and inform them of the opportunity to be considered for retention.

4. Notification of Retention. Commander, Navy Personnel Command (PERS-9) will notify by letter the Reserve officers approved for retention on the RASL. The period of their retention will be specified in the letter.

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5. Retention.

a. Retention of Officers who have attained Age and Service Requirements for Retired Pay for Non-Regular Service. Officers who have met the requirements of section 12731 of Title 10, U.S.C., may, with their consent and by order of SECNAV, be retained on active duty or in service in a Reserve Component past age 60, per section 12308 of Title 10, U.S.C. The period of retention may not extend beyond the age limits of section 14509 or 14703 of Title 10, U.S.C.

b. Retention of Chaplains and Officers in the Medical Subspecialties.

(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 CNPC as possessing necessary skills, may be retained per section 14703 of Title 10, U.S.C., on the RASL. The period of retention may extend until the date on which the officer reaches 68 years of age.

(2) Lieutenant 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) not subject to provisions of section 14506 of Title 10, U.S.C., who are identified by CNPC as possessing necessary skills may be retained on the RASL per section 14703 of Title 10, U.S.C., beyond the age limits specified in section 14509 of Title 10, U.S.C., by CNPC. The period of retention may extend until the date on which the officer reaches 68 years of age.

(3) Reserve officers listed in paragraphs 5.b.(1) and 5.b.(2) above, who hold medical subspecialties determined to be necessary to the Navy, may, with their consent, be retained in an Active Status beyond 68 years of age with SECNAV approval. Retention will be for an appropriate period determined on a case-by-case basis. Requests must be submitted to Reserve officer Continuation and Retention Panel (PERS-9) by the members' 67th birthday for submission to SECNAV.

FY-25/26 NAVY RESERVE OFFICER CONTINUATION PLAN

1. General. Commander, Navy Personnel Command (CNPC) will hold a standing panel for the purpose of considering Reserve officers for continuation on the RASL. Reserve officers on the RASL in the following grades and designators may be continued in an active status by the Retention and Continuation Panel, provided they are physically qualified and consent to continuation on the RASL. Normally, the panel will not consider officers for continuation more than one year in advance of their mandatory attrition date.

a. Panel Composition. CNPC will appoint a monthly panel of officers comprised of various designators to review applications for eligibility of continuation while considering community health demands and needs of the Navy.

NOTE: For the purposes of this document, the term "Reserve officers" refers to Selected Reserve officers and not Training and Administration of the Reserve (TAR) officers. TAR Officers are addressed in the FY-25/26 TAR Retention and Continuation Plan.

2. Eligibility. Any Reserve officer specified in this plan, who is eligible to be considered for continuation and who consents to continuation must submit a continuation request in writing to the Reserve officer Continuation and Retention Panel (PERS-9) in order to be considered for continuation.

a. Continuation Applications. Officers requesting continuation must submit a completed application package to the Reserve officer Continuation and Retention Panel (PERS-9) to include a Resolution of Status form, letter from the member detailing the request, NRA CO endorsement, and any additional endorsements if desired. If on active duty orders at the time of the continuation request, member must also submit a gaining command CO endorsement and a copy of the active duty orders (i.e. Mobilization, Recall, and ADOS). Continuation applications for Captains (O-6) and Chief Warrant Officer Five (W-5) must also include an endorsement from the first Flag Officer, General Officer, or Senior Executive Service (SES) employee in their chain of command or the Reserve Component Flag Officer Community Sponsor for their designator. PERS-9 may coordinate with the Bureau of Naval Personnel (BUPERS-3) to obtain a Reserve Component Flag Officer Community Sponsor endorsement, if not included in the original application.

3. Notice of Opportunity for Continuation on the RASL. Commander, Navy Personnel Command (PERS-9) will notify officers by letter prior to their pending statutory separation and inform them of the opportunity to be considered for continuation.

4. Notification of Continuation. Commander, Navy Personnel Command (PERS-9) will notify by letter those Reserve officers approved for continuation on the RASL. The period of their continuation will be specified in the letter.

5. Continuation.

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

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(1) The Continuation Plan applies to officers of all designators who are subject to attrition per section 14505, 14506, or 14507 of Title 10, U.S.C., and Chief Warrant Officers subject to attrition per SECNAVINST 1920.6D, enclosure (5). This includes those officers who are serving on active duty orders at the time of required separation. Recall, Mobilization, and ADOS orders are all considered active duty orders under this provision. A member will not be authorized voluntary or involuntary orders unless the member has sufficient time on the RASL to complete the orders. Continuation must be requested and granted before orders can be executed. CNPC has final approval authority, granted by SECNAV, for all continuation requests. CNPC's decision on continuation is authoritative and overrides the officer's orders. Order Issuing Authorities (OIAs) must verify members' mandatory separation or retirement dates before issuing orders.

(2) In all designators, those lieutenants and lieutenant commanders who are subject to attrition per sections 14505 or 14506 of Title 10, U.S.C., are set to be removed from the RASL, qualify for retirement, but lack time in grade required per section 1370a(b) of Title 10, U.S.C., will be continued. Continuation shall not extend beyond the minimum time necessary to afford the officer the opportunity to meet time in grade requirements.

(3) In all designators, those commanders and captains who are subject to removal from the RASL per section 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 time in grade required by section 1370a(c) of Title 10, U.S. Code, to retire in the highest grade in which they have served satisfactorily. Continuation shall not extend beyond the minimum time necessary to afford the officer the opportunity to meet time in grade requirements.

(4) Continuation on the RASL may be authorized for officers whose special skills (as determined by BUPERS-3 and PERS-4) meet a known active duty military manpower requirement that cannot be met by Regular or Reserve officers on Active Duty or Reserve officers in the Ready Reserve. Reserve officers will not be continued in an active status solely for the purpose of local command personnel continuity, increasing retired pay for the individual, or as an individual reward for long, distinguished service.

b. In the Grade of Captain: Those who would otherwise be removed from the RASL after completing 30 YCS as a Captain, per section 14507 of Title 10, U.S.C., may be considered for continuation in support of community needs. Pursuant to section 14701 of Title 10, U.S.C., continuation shall not extend beyond the last day of the month in which the Captain completes 35 YCS.

c. In the Grade of Commander: Those who would otherwise be removed from the RASL after completing 28 YCS as a Commander, per section 14507 of Title 10, U.S.C. may be considered for continuation in support of community needs. Pursuant to section 14701 of Title 10, U.S.C., continuation shall not extend beyond the last day of the month in which the Commander completes 33 YCS.

d. In the Grade of Lieutenant Commander: Those who are subject to the attrition provisions per section 14506 of Title 10, U.S.C., may be considered for continuation in support of

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community needs. Pursuant to section 14701 of Title 10, U.S.C., continuation shall not extend beyond the last day of the month in which the officer completes 24 YCS.

e. In the Grade of Lieutenant:

(1) All officers who were considered twice for selection to Lieutenant Commander, but twice failed of selection on the RASL, may be considered for continuation to allow up to two (2) additional opportunities for promotion to Lieutenant Commander on the RASL, but in no case will be authorized continuation beyond a total of four failures of selections on the RASL.

(2) 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.C.

(3) Medical students who are in a medical status training category, MAS code TMS, attending authorized graduate medical education or training, may be continued on the RASL for two (2) additional opportunities for promotion, beyond the twice failed of selection as specified in section 14501 of Title 10, U.S.C., but will not be authorized continuation beyond a total of four failures of selection on the RASL.

f. In the Grade of Warrant Officer and Chief Warrant Officer:

(1) Warrant Officers and Chief Warrant Officers (W-4 and below). Warrant Officers and Chief Warrant Officers with more than 20 years of service computed under 10 U.S.C. 12732 and who have twice failed of selection to the next higher pay grade will be separated or retired not later than the first day of the seventh month after the month on which the SECNAV approves report of the promotion selection board or the date when his or her name was removed from the promotion list. In some cases, a Chief Warrant Officer (other than a Chief Warrant Officer, W-5) may be selectively continued beyond 30 years of service as computed under 10 U.S.C. 12732. Chief Warrant Officers (W-4 and below) must be transferred to the Retired Reserve no later than 6 months after the date on which the officer completes 33 years of service as computed under 10 U.S.C. 12732.

(2) Chief Warrant Officers (W-5). Chief Warrant Officers (W-5) must be transferred to the Retired Reserve no later than 60 days after the date on which the officer completes 35 years of service as computed under 10 U.S.C. 12732.

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1. General. Training and Administration of the Reserve (TAR) officers in the following grades and designators may be retained on active duty and continued on the RASL provided they are physically qualified and consent to retention and continuation as applicable.

2. Authority. Commander, Navy Personnel Command (CNPC) is the delegated authority to convene the TAR Retention and Continuation Selection Boards for Lieutenants and Lieutenant Commanders and the Selective Retention (SELRET) Boards for Commanders and Captains, in accordance with the policy and procedures set forth in this plan; and to approve the corresponding board reports, the retention or non-retention of TAR officers on active duty, and the continuation or non-continuation of TAR officers on the RASL. This authority is non-delegable.

3. Eligibility. The annual Navy Reserve Training and Administration of the Reserves Lieutenant and Lieutenant Commander Retention and Continuation Selection Boards will be announced via NAVADMIN and will promulgate the eligible paygrades, designators, skillsets, and retention/ continuation periods, as appropriate. The selection process will be via a Retention and Continuation Board unless otherwise specified.

NOTE: For the purposes of this plan, the term "Retention" does not refer to eligibility age for retired pay as described in Section 12731 of Title 10 U.S.C. (i.e. age 60), but instead refers to an officer being retained on Active Duty past the date on which the officer becomes eligible for Active Duty ("regular") retired pay (i.e. 20 or more years of active duty service).

4. Retention On Active Duty and Continuation on the Reserve Active Status List.

a. In the Grade of Lieutenant:

(1) TAR officers who were considered and twice failed of selection for promotion to Lieutenant Commander may be continued on active duty as TAR officers and continued on the RASL for up to four opportunities for promotion to Lieutenant Commander as TAR officers.

(2) Retention on active duty and Continuation on the RASL will not extend beyond the date on which the officer qualifies for a regular retirement under section 8323 of Title 10, U.S.C., or 20 YCS, whichever occurs first.

(3) TAR Lieutenants may be considered for continuation on active duty if addressed in the annual Navy Reserve Training and Administration of the Reserve Lieutenant Retention and Continuation Selection Board NAVADMIN.

b. In the Grade of Lieutenant Commander: TAR officers who were considered and twice failed of selection to Commander may be continued on active duty and continued on the RASL if selected by a Retention and Continuation Board.

(1) TAR Lieutenant Commanders' continuation on active duty and continuation on the RASL will not extend beyond the date on which the officer qualifies for a regular retirement under section 8323 of Title 10, U.S.C.

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(2) TAR Lieutenant Commanders may be considered for retention or continuation on active duty beyond 20 YCS, up to 24 YCS, if addressed in the annual Navy Reserve Training and Administration of the Reserves Lieutenant Commander Retention and Continuation Selection Board NAVADMIN.

NOTE: Retention or Continuation of TAR Lieutenant Commanders in designator 1287. This is the newly established designator for TAR officers. There will be no Permanent Professional Recruiter (PPR) promotion opportunities to Commander. Once PPR Lieutenant Commanders have reached regular retirement eligibility, they will be required to retire or may request retention, per SECNAVINST 1920.6D. Lieutenant Commanders may be continued up to 24 YCS within the limitations prescribed in SECNAVINST 1920.6D in order to reach regular retirement eligibility.

c. In the Grade of Commander:

(1) TAR Commanders who were twice considered and failed of selection to Captain will be continued on Active Duty, if required, to enable the officer to become eligible for a regular retirement per Section 8323 of Title 10, U.S.C.

(2) TAR Commanders who were twice considered and failed of selection to Captain may be considered for retention on active duty if selected by a Commander Selective Retention (SELRET) Board.

(3) TAR Commanders may be considered for retention on active duty and continuation on the RASL up to 33 YCS.

d. In the Grade of Captain:

(1) TAR Captains will be continued on active duty, if required, to enable the officer to become eligible for a regular retirement per Section 8323 of Title 10, U.S.C.

(2) TAR Captains may be retained on Active Duty to 1 September of the fifth fiscal year following the fiscal year of promotion to the grade of Captain if retained by a TAR Captain SELRET Board. TAR Captains not selected for retention by a TAR Captain SELRET Board will be retired or released from active duty not later than the first day of September of the third fiscal year following the fiscal year of promotion to the grade of Captain.

(3) TAR Captains may be retained on active duty until completion to 30 YCS if retained by a second Captain SELRET Board. TAR Captains not selected for retention by their second TAR Captain SELRET Board will be retired or released from active duty not later than the first day of September of the fifth fiscal year following the fiscal year of promotion to the grade of Captain.

(4) TAR Captains may be considered for retention on active duty and continuation on the RASL up to 35 YCS.

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e. Retired TAR Officers: CNPC is authorized to recall to, or retain on active duty in a retired status, TAR officers who volunteer for such service and:

(1) Who are qualified and are needed to fill mobilization or Individual Augmentation requirements; or

(2) Who possess skillsets in short supply needed by the Reserve or Active Component and who have been identified by Reserve or Active Component commands to fill immediate requirements.