



DEPARTMENT OF THE NAVY  
OFFICE OF THE CHIEF OF NAVAL OPERATIONS  
2000 NAVY PENTAGON  
WASHINGTON DC 20350-2000

ACTION MEMO

FOR: SECRETARY OF THE NAVY

FROM: VADM Richard J. Cheeseman, Jr, Deputy Chief of Naval Operations for Personnel,  
Manpower, and Training, N1 *RJW 3/2*

SUBJECT: Fiscal Year 2023 and 2024 Navy Reserve Officer Retention and Continuation Policy  
and Plan

- Mr. Secretary, request you approve TAB A, the Fiscal Year (FY) 2023 and 2024 Navy Reserve Officer Retention and Continuation Policy and Plan.
- The FY-23 and FY-24 plan update complies with title 10, U.S. Code, and Department of Defense regulatory requirements. The plan update enhances the Navy Reserve's ability to retain and continue Reserve officer inventory in critical skill sets, ensures equitable promotion and retirement opportunities, fills individual augmentation requirements, and allows greater use of Reserve personnel to meet mobilization demands. This represents the collaborative efforts of the Chief of Navy Reserve, Chief of Naval Personnel, Judge Advocate General, and Assistant Secretary of the Navy (Manpower and Reserve Affairs).
- TAB B is Deputy Chief of Naval Personnel's endorsement to the plan.
- One change from the previously approved FY-21 and FY-22 Navy Reserve Officer Retention and Continuation Policy and Plan, reference (a), allows for an additional continuation opportunity for lieutenants in the Selected Reserve (SELRES). This will provide SELRES lieutenants up to four total opportunities for promotion to lieutenant commander.
- The FY-23 and FY-24 Navy Reserve Officer Retention and Continuation Policy and Plan will remain in effect indefinitely, unless cancelled or superseded by a later version, or by changes in law or Department of Defense policy.

RECOMMENDATION: Mr. Secretary, request you approve the FY-23 and FY-24 Navy Reserve Officer Retention and Continuation Policy and Plan by initialing as appropriate.

Approve *RJC* . Disapprove \_\_\_\_\_

COORDINATION: NONE *MAR 27 2023*

Attachments:  
As stated

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## FY-23/24 NAVY RESERVE OFFICER RETENTION AND CONTINUATION POLICY

1. General. Title 10, U.S. Code, allows for Retention and Continuation on the Reserve Active Status List (RASL) of Navy Reserve Officers below the grade 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 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. Code, 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. Code, 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 becomes 62 years of age, in accordance with section 14515.

(3) Section 14703 of Title 10, U.S. Code, 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 becomes 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. Code, authorizes SECNAV to prescribe maximum age limitations not to exceed section 14509 of Title 10, U.S. Code, for discharge and retirement of Reserve 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 grade. 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 FY23/24 Navy Reserve Officer Retention Plan, paragraph 5).

(6) Per section 12686 of Title 10, U.S. Code, a Reserve officer who is on active duty (other than for training) and is within two years of qualifying for a Regular retirement under section 8323 of Title 10, U.S. Code, will be retained on active duty until the officer becomes eligible for a Regular retirement unless the Secretary of the Navy or designee approves the officer's involuntary release from active duty. This exception is subject to applicable law governing separation for cause, disability, or the maximum age of 62 years (note: chaplains and officers in medical subspecialties may be eligible for retention until 68 years of age in

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accordance with section 14703 of Title 10, U.S. Code; see the FY23/24 Navy Reserve Officer Retention Plan, paragraph 5).

(7) Navy Reserve officers who are described in former sections 6397 or 6403 of Title 10 U.S. Code, relating to Nurse Corps officers and female officers who were serving in the Navy Reserve on active duty or on the RASL on 30 September 1996, will be treated as they would have been treated under those sections as in effect before 1 October 1996, if that treatment would result in the date for the officers' separation from an active status being a later date than the date established under the law in effect on or after 1 October 1996. Accordingly, these officers may be involuntarily removed from the RASL for reasons of failure for selection or years of service only by a special board convened by SECNAV. This policy does not exempt these officers from applicable law governing separation for reaching maximum age.

### b. Continuation

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

(2) Section 12244 of Title 10, U.S. Code, authorizes SECNAV to prescribe maximum years of service limitations for discharge and retirement of Reserve warrant officers. Per SECNAVINST 1920.6D, warrant officers and chief warrant officers (other than a Navy chief warrant officer, W-5) who are subject to mandatory retirement for years of active service (YAS) may be selectively continued in the Navy Reserve past 30 YAS, other than active duty for training, or past 30 years of service computed under section 12732 of Title 10, U.S. Code.

2. Period of Retention or Continuation. Retention or continuation will not exceed limits specified in the FY-23/24 Navy Reserve Officer Retention and Continuation Plan.

### 3. Start Date of Retention or Continuation.

#### a. Retention for Approved Officers Starts:

(1) Upon becoming subject to the provisions of section 12308, 12646, and 12868 of Title 10, U.S. Code.

(2) Upon reaching the age limits specified in section 14509 or 14703 of Title 10, U.S. Code (only chaplains and officers in certain medical specialties), or SECNAVINST 1920.6D (Reserve Warrant Officers, or Chief Warrant Officers).

#### 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.

(2) In the grade of Commander: On the first day of the month following the month in which the officer completes 28 YCS.

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(3) In the grade of Lieutenant Commander: Upon becoming subject to the provisions of section 14506 of Title 10, U.S. Code.

(4) In the grade of Lieutenant: Upon becoming subject to the provisions of section 14505 of Title 10, U.S. Code.

(5) In the grades of Warrant Officer and Chief Warrant Officer (W4 and below): On the first day of the seventh month after the month in which the report of the board, which considered and did not select the warrant officer or chief warrant officer for promotion for the second time, is approved; or not later than six months after the date when the warrant officer or chief warrant officer has at least 30 YAS, other than active duty for training, or at least 30 years of service computed under section 12732 of Title 10, U.S. Code.

4. Voluntary Declination of Retention or Continuation. A Reserve Officer offered retention or continuation on the RASL under the FY-23/24 Navy Reserve Officer Retention and Continuation Plan will be considered retained or continued until the officer declines the retention or continuation offer. If declined, the officer shall be removed from the RASL, in accordance with sections 14513, 14514, 14515 of Title 10, U.S. Code, 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. Code, or SECNAVINST 1920.6D, enclosure (5), as applicable.

6. Expiration Date. The FY-23/24 Navy Reserve Officer Retention and Continuation Plan remains in effect indefinitely, until cancelled or superseded.

## FY-23/24 NAVY RESERVE OFFICER RETENTION PLAN

1. General. A review will be conducted at Navy Personnel Command for the purpose of considering Reserve Officers for retention on the RASL. This will be conducted by a standing panel to facilitate timely review and adjudication of eligible officers being considered for retention. 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, officers will not be considered for retention more than one year in advance of their mandatory attrition date.

**NOTE:** For the purposes of this document, "Reserve Officers" refers to Selected Reserve Officers and not Training and Administration of the Reserve Officers (TAR). TAR Officers are addressed in the FY-23/24 TAR Retention and Continuation Plan.

2. Eligibility. Any Reserve Officer specified in the FY-23/24 Navy Reserve Officer Retention Plan, who is subject to removal from the RASL and who consents to retention must submit in writing to the Reserve Officer Continuation/Retention Panel (PERS-9) to be retained. Per section 14703, any other Reserve Captain, Commander, or Lieutenant Commander in the chaplain or medical specialty communities under age 68 and not listed in the FY-23/24 Navy Reserve Officer Retention 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.

3. Notice of Opportunity for Retention on the RASL. Based on the approved FY-23/24 Navy Reserve Officer Retention and Continuation Plan, Commander, Navy Personnel Command (PERS-9) will notify officers prior to their pending statutory separation by letter and inform them of the opportunity to be considered for retention.

4. Notification of Retention. Commander, Navy Personnel Command (PERS-9) will review the eligibility of officers for retention and notify by letter those Reserve officers approved for retention on the RASL and the period of their retention.

5. Retention.

a. Retention of officers who have reached Non-Regular (Reserve) Retirement Eligibility. Officers who have reached Non-Regular (Reserve) retirement eligibility per section 12731 of Title 10, U.S. Code, may, with the officer's 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. Code. The period of retention may not extend beyond the age limits of section 14509 or 14703 of Title 10, U.S. Code.

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 Commander, Navy Personnel Command as possessing

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necessary skills, may be retained per section 14703 of Title 10, U.S. Code, on the RASL. The period of retention may extend until the date on which the officer becomes 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. Code, who are identified by Commander, Navy Personnel Command as possessing necessary skills may be retained on the RASL per section 14703 of Title 10, U.S. Code, beyond the age limits specified in section 14509 of Title 10, U.S. Code, by Commander, Navy Personnel Command. The period of retention may extend until the date on which the officer becomes 68 years of age.

(3) Reserve officers listed in paragraphs 5b(1) and 5b(2) above, who hold a medical subspecialty determined to be necessary to the Navy, may, with the consent of the officer, be retained in an Active Status beyond 68 years of age. Retention will be for an appropriate period determined on a case-by-case basis.

c. Retired Reserve Officers. Retired Reserve Officers may be retained on, or recalled to, active duty to meet specific skill sets not readily available in the active duty and Ready Reserve inventories. Commander, Navy Personnel Command is authorized to recall to, or retain on active duty in a retired status, Reserve Officers who volunteer for such service and:

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

(2) Who possess skill sets in short supply needed by the Reserve or Active Component and who have been identified by Reserve or Active Component commands to fill immediate active duty requirements, with the exception of ADOS (e.g., ADSW) orders.

## FY-23/24 NAVY RESERVE OFFICER CONTINUATION PLAN

1. General. A review will be conducted at Navy Personnel Command for the purpose of considering Reserve officers for continuation on the RASL. This will be conducted by a standing panel to facilitate timely review and adjudication of eligible officers being considered for continuation. 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, officers will not be considered for continuation more than one year in advance of their mandatory attrition date.

**NOTE:** For the purposes of this document, "Reserve officers" refers to Selected Reserve officers and not TAR officers. TAR officers are addressed in the FY 23/24 TAR Officer Retention and Continuation Plan.

2. Eligibility. Any Reserve Officer specified in the FY-23/24 Navy Reserve Officer Continuation Plan, who is eligible to be considered for continuation and who consents to continuation must submit in writing to the Reserve Officer Continuation/Retention Panel (PERS-9) in order to be continued.

3. Notice of Opportunity for Continuation on the RASL. Based on the approved FY-23/24 Navy Reserve Officer Retention and Continuation Plan, Commander, Navy Personnel Command (PERS-9) will notify officers prior to their pending statutory separation by letter and inform them of the opportunity to be considered for continuation.

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

5. Continuation.

a. In the Grades of Captain, Commander, Lieutenant Commander, Lieutenant, and Chief Warrant Officer (W-2/3/4/5), and Warrant Officer (W-1):

(1) In all designators, those who are subject to attrition per section 14505, 14506, or 14507 of Title 10, U.S. Code, or SECNAVINST 1920.6D, enclosure (5), and who are serving on active duty orders at the time of required separation. Annual Training and Active Duty for Training orders do not qualify under this provision of the Continuation Plan. Continuation shall not extend beyond the length of the active duty orders.

(2) In all designators, those lieutenants and lieutenant commanders who are subject to removal from the RASL per sections 14505 or 14506 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 six months' time in grade required by section 1370a(b) 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 the six months' time in grade requirement.

## FY-23/24 NAVY RESERVE OFFICER CONTINUATION PLAN

(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 three years' 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 the three-year time in grade requirement.

(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 which cannot be met by a Regular or Reserve officer 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. Code may be considered for continuation in support of community needs. Pursuant to section 14701 of Title 10, U.S. Code, 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. Code may be considered for continuation in support of community needs. Pursuant to section 14701 of Title 10, U.S. Code, 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. Code, may be considered for continuation in support of community needs. Pursuant to section 14701 of Title 10, U.S. Code, 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) Except those officers subject to para. 5 e.(2), 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 one additional opportunity for promotion to Lieutenant Commander on the RASL.

(2) Officers in the following communities may be considered for continuation to allow up to four total opportunities for promotion to Lieutenant Commander on the RASL: Information Professional (IP), Intelligence (Intel), Cryptologic Warfare (CW), Judge Advocate General's Corps (JAG), Public Affairs Officer (PAO), Chaplain Corps (CHC), Medical Corps (MC), Dental Corps (DC), Medical Service Corps (MSC), Nurse Corps (NC), Oceanography (Oceano), Supply Corps (SC), Unrestricted Line (URL), and Human Resources (HR).



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(3) 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. Code.

(4) Medical students who are in a medical status training category, Manpower Availability Status code, attending authorized medical school, may be continued on the RASL for two additional opportunities for promotion, beyond the twice failed of selection as specified in section 14501 of Title 10 U.S. Code but not authorized continuation beyond a total of four failures of selection.

f. In the Grade of Chief Warrant Officer (W-2/3/4/5) and Warrant Officer (W-1).

(1) Warrant Officers and Chief Warrant Officers (W-4 and below). Warrant officers and Chief Warrant officers (other than a Chief Warrant Officer, W-5), who would otherwise be removed from the RASL after reaching 30 (YQS), may be selectively continued to meet requirements identified for their grade, competitive category, and designator in accordance with SECNAVINST 1920.6D.

(2) Chief Warrant Officers (W-5). Per SECNAVINST 1920.6D, a cChief Warrant officer, W-5, if not retired earlier, will be retired 60 days after the date on which the officer completes 33 years of service computed under section 12732 of Title 10, U.S. Code. Those who would otherwise be removed from the RASL after completing 33 years of service may be considered for continuation as a chief warrant officer W-5 in support of community needs. Continuation may not extend beyond the last day of the month in which the chief warrant officer W-5 completes 35 years of service computed under section 12732 of Title 10, U.S. Code.

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OFFICER RETENTION AND CONTINUATION PLAN

1. General. 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 (COMNAVPERSCOM) is delegated authority to convene the TAR Retention and Continuation Selection Boards for lieutenant 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 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 TAR Retention and Continuation Plan will be announced via NAVADMIN and will promulgate the eligible paygrades, designators, skill sets, and retention / continuation periods, as appropriate. Selection process will be via a retention and continuation board unless otherwise specified.

4. Retention on Active Duty on the Reserve Active-Status List.

a. In the Grade of Lieutenant:

(1) TAR officers who were considered and twice failed for selection for promotion to lieutenant commander may be retained on active duty as TAR officers on the RASL for up to four opportunities for promotion to lieutenant commander as TAR officers.

(2) Retention on active duty will not exceed beyond the date in which the officer qualifies for a regular retirement under section 8323 of title 10 U.S. Code or 20 YCS, whichever occurs first.

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

(1) TAR Lieutenant Commanders 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. Code.

(2) TAR Lieutenant Commanders may be considered for retention on active duty beyond 20 (YAS) if addressed in the annual TAR Retention and Continuation Plan NAVADMIN.

(3) TAR Lieutenant Commanders may be considered for retention on active duty and continuation on the RASL up to 24 YCS if addressed in the annual TAR Retention and Continuation Plan NAVADMIN.

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OFFICER RETENTION AND CONTINUATION PLAN

c. In the Grade of Commander:

(1) TAR Officers who were considered and twice failed for selection to Captain will be retained on active duty, if required, to enable the officer to become eligible for a regular retirement per section 8323 of title 10 U.S. Code. Retention on active duty will not extend beyond the date on which the officer qualifies for a regular retirement under section 8323 of title 10 U.S. Code, unless addressed in the annual TAR Retention and Continuation Plan NAVADMIN.

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

(3) TAR Commanders may be considered for retention on active duty and continuation on the RASL up to 33 YCS if addressed in the annual TAR Retention and Continuation Plan NAVADMIN.

d. In the Grade of Captain:

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

(2) TAR Captains may be retained on active duty to 1 September of their fifth year time in grade if retained by a TAR Captain Selective Retention (SELRET) Board. TAR Captains not selected for retention by a TAR Captain SELRET Board will retire or be released from active duty no later than 1 September of the following third year time in grade.

(3) TAR Captains may be retained on active duty 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 retire or be released from active duty no later than 1 September of the following fifth year time in grade.

(4) TAR Captains may be considered for retention on active duty and continuation on the RASL up to 35 YCS if addressed in the annual TAR Retention and Continuation Plan NAVADMIN.

e. Retired TAR Officers: Commander, Navy Personnel Command 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 skill sets 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, with the exception of ADOS (e.g., ADSW) orders.