



High-Year Tenure Suspension Fact Sheet

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BLUF

The Navy recognizes we are in a challenging recruiting environment and is employing levers to retain qualified Sailors. In NAVADMIN 288/22, the Navy announced the HYT Plus Pilot Program, a two-year suspension of enlisted high-year tenure Dec. 22, to improve Navy retention efforts and Fleet readiness.

Who needs to know?

- Active Component Enlisted Sailors (Active Component, TAR, and SELRES, drill with pay)
- Navy Career Counselors
- Division Officers, Department Heads
- Triads, Chiefs Mess

What you need to know – key points

- Announced in NAVADMIN 288/22 and effective immediately, the suspension of high-year tenure policy means commands may not separate or involuntarily transfer active component Sailors to the Fleet Reserve due to high-year tenure guidance previously in effect.
- The decision to remain on active duty beyond the normal HYT LOS gates is voluntary and will not require the submission of a HYT waiver request.
- This policy change allows Sailors remaining on active duty beyond high-year tenure gates to apply for new jobs through the MyNavy Assignment portal or extend at their current command to complete a full tour even if they go beyond the high-year tenure threshold for their pay grade.
- These changes apply to Sailors serving in the Active Component (AC) and Training and Administration of Reserve (TAR) in all paygrades and ratings (with the exception of Command Master Chief, Command Senior Chief and nuclear-trained E9), and Selected Reserve (SELRES, drill with pay). These changes also apply to Individual Ready Reserve Sailors in Voluntary Training Units if E6 or below.

Sample POD/POW Note

- HIGH-YEAR TENURE SUSPENSION – The Navy announced the suspension of high-year tenure for two years. This policy change allows Sailors remaining on active duty beyond high-year tenure gates to apply for new jobs through the MyNavy Assignment portal or extend at their current command. Check NAVADMIN 288/22 or talk to your Career Counselor for more information.

FAQ

Q. Who does this apply to?

A. All active component and Training and Administration of Reserve (TAR) Sailors in all paygrades and rates less than the Command Master Chief (CMDM), Command Senior Chief (CMDCS) Rates and nuclear-trained E9. For the Selected Reserve (SELRES, drill with pay), applies to all paygrades. For Individual Ready Reserve Sailors in Voluntary Training Units (VTUs), applies to Sailors E6 and below.



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Q. When does this take effect?

A. Immediately. Navy activities may neither separate nor involuntarily transfer Sailors to the Fleet Reserve who have reached their high-year tenure length of service gates.

Q. What is the deadline to apply?

A. Sailors who negotiate, accept and execute orders to their next assignment before the Jan. 1, 2025 deadline will be permitted to fill those billets for their entire tour beyond high-year tenure limits, even after the suspension expires.

Q. What if Sailors want to separate anyways?

A. Sailors who desire to separate may do so at their enlisted end of service date. Suspension of HYT provides an opportunity for Sailors to continue to serve, but does not require them to do so. However, as HYT is suspended, it is no longer a reason for involuntary separation, therefore, Sailors who separate after 1 March 2023 will not be entitled to ISP.

Q. Does this effect gaps at sea?

A. The Navy expects the policy will create fewer gaps-at-sea as compared to the expected number of gaps at sea without this new high-year tenure policy. Sailors who otherwise would have left the Navy due to high-year tenure will now be able to stay in the Navy. Some of those Sailors may remain on sea duty or return to sea duty for a complete a full sea tour, filling sea duty billets that would have been gapped without this policy.