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NAVADMIN 138/25

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SUBJ/HIGH YEAR TENURE PLUS POLICY UPDATE FOR SELECTED RESERVE AND TRAINING  
AND ADMINISTRATION OF THE RESERVES ENLISTED COMMUNITIES//

REF/A/MSG/CNO WASHINGTON DC/221540ZDEC22//  
REF/B/MSG/CNO WASHINGTON DC/201421ZNOV23//  
REF/C/DOC/COMNAVPERSCOM/130723//  
REF/D/DOC/COMNAVPERSCOM/311023//

NARR/REF A IS NAVADMIN 288/22 HIGH YEAR TENURE PLUS PILOT.  
REF B IS NAVADMIN 277/23 HIGH YEAR TENURE PLUS PILOT INDEFINITE EXTENSION.  
REF C IS MILPERSMAN 1160-120, ACTIVE COMPONENT AND TRAINING AND  
ADMINISTRATION OF THE RESERVE HIGH YEAR TENURE PROGRAM.  
REF D IS MILPERSMAN 1160-135, HIGH YEAR TENURE AND LENGTH OF SERVICE FOR  
SELECTED RESERVE, INDIVIDUAL READY RESERVES (VOLUNTARY TRAINING UNIT AND  
ACTIVE STATUS POOL), AND STANDBY RESERVE-ACTIVE (USNR-S1).

RMKS/1. This NAVADMIN announces updates to references (a) and (b) through  
reinstatement of High Year Tenure (HYT) policy previously established in  
references (c) and (d) for Reserve Component (RC) enlisted Sailors of the  
Selected Reserve (SELRES) and Training and Administration of the Reserves  
(TAR), as described below. By expanding opportunities for Active Component  
(AC) and Reserve Component (RC) Sailors to extend beyond High Year Tenure  
(HYT) limits, the HYT Plus policy has strengthened enlisted end strength and  
continues to enable Sailors to fill critical sea and shore assignments  
essential to meeting the Navy's operational needs.

2. For SELRES and TAR:

a. Due to current manning and evolving total force needs, effective 30  
September 2025, the HYT Plus pilot indefinite extension will conclude for  
SELRES and TAR Sailors. HYT and Length of Service  
(LOS) gates will revert to the standards outlined in reference (c) for TAR  
and reference (d) for SELRES. After 30 September 2025, RC Sailors may still  
serve past established HYT LOS gates, but must submit standard individual  
waiver requests within established timelines as delineated in references (c)  
or (d), as applicable, and be approved by appropriate authority.

b. SELRES Sailors approaching the end of their HYT Plus extension before  
30 September 2025 may submit a waiver request for continued service under HYT  
Plus. If approved, they may serve for up to two additional years; however,  
no HYT Plus waiver may extend beyond 30 September 2027. Beginning 1 October  
2025, SELRES Sailors approaching a HYT LOS gate may submit standard  
individual HYT waiver requests in line with reference (d).

c. Beginning 1 October 2025, TAR Sailors approaching a HYT LOS gate may submit standard individual HYT waiver requests in line with reference (c).

d. All RC Sailors currently approved for HYT Plus will retain their status through their existing approved HYT extension.

e. As outlined in references (c) and (d), exception to policy waivers beyond established limits and HYT waivers must be submitted for adjudication by appropriate authority to the Reserve Enlisted Community Branch (BUPERS-3152) via MyNavy Career Center (MNCC).

3. All other HYT Plus pilot policies outlined in references (a) and (b) remain unchanged unless specifically addressed in this NAVADMIN. HYT Plus remains available to all AC pay grades, with the exception of those pay grades specified in reference (a). AC Sailors subject to HYT and LOS gates may request waiver of HYT requirements under the policy in reference (c).

4. The MyNavy HR HYT page is located at:

<https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Enlisted-Career-Admin/High-Year-Tenure/>.

5. Point of contact: MNCC - askmncc@navy.mil or 1-833-330-MNCC (6622).

6. Released by Vice Admiral Richard J. Cheeseman Jr., N1.//

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