

MILPERSMAN 1001-100

NAVY RESERVE STATUS AND CATEGORIES

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References	(a) 10 U.S.C. (b) DoD Instruction 1215.13 of 11 May 2009 (c) DoD Instruction 1215.06 of 11 March 2014 (d) DoD Directive 1200.7 of 18 November 1999 (e) SECNAVINST 1920.6C (f) OPNAVINST 1820.1B (g) OPNAVINST 1300.19 (h) Public Law 109-364, National Defense Authorization Act (NDAA) 2007 (i) SECNAVINST 1001.32C
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1. **Background.** Per the provisions of references (a) through (i), this article defines the status and categories of the Navy Reserve, minimum participation requirements, and provides promotion and attrition policy for members on the Reserve Active Status List (RASL). A status chart and category chart are provided in exhibits 1 and 2 at the end of this article.

2. **Status in the Reserves.** Each member of the Navy Reserve is in an active, inactive, or retired status as defined below.

a. **Active Status.** Reserve members assigned to the Ready Reserve (USNR-R) and Standby Ready Reserve (USNR-S1) are in an active status. Officers in an active status are also listed on the RASL. Active status members are eligible to participate as outlined in exhibit 1.

b. **Inactive Status.** Reserve members assigned to the Standby Reserve-Inactive (USNR-S2) are in an inactive status and are on the Reserve Inactive Status List (ISL). Per exhibit 1, they are subject to recall per reference (a), but may not otherwise participate in any form for pay or non-pay.

c. **Retired Status.** Members in the Retired Reserve (USNR-Retired) are in a retired status. Unless recalled to active duty, they may not receive retirement point credit. They may not be advanced or promoted.

3. **Reserve Categories.** Information pertaining to each of the categories follows:

a. **Ready Reserve (USNR-R)**

(1) Members of the USNR-R are in an active status.

(2) The USNR-R is composed of the Selected Reserve (SELRES) and the Individual Ready Reserve (IRR). Members who drill for pay are identified as SELRES. Members in the IRR are not in a pay status and may drill in a voluntary training unit (VTU) or be assigned to the non-drilling active status pool (ASP).

(3) All individuals obligated to serve in the Navy Reserve shall be assigned to the USNR-R upon original appointment or enlistment and will normally remain in the USNR-R for the remainder of their military service obligation (MSO). Upon completion of their MSO, enlisted members may voluntarily elect to remain in the USNR-R by signing a statement of enlistment, reenlistment, or extension. Officers must request resignation or discharge.

(4) Per reference (a), members of the USNR-R are eligible for involuntary recall to active duty in time of national emergency or when authorized by law.

b. **Standby Reserve Active (USNR-S1).** Navy reservists are transferred to the USNR-S1 by Navy Personnel Command (NAVPERSCOM), Reserve Personnel Administrative Division (PERS-91) per references (d) and (i). They are in an active status and are eligible to participate in a Navy Reserve program without pay for retirement point credit only. They may not receive pay, allowances, or travel allowances for any duty performed. All officers continue to be eligible for promotion consideration. Enlisted members in this category are not eligible for advancement unless they are drilling in a VTU and are not subject to high year tenure (HYT) policies per MILPERSMAN 1160-120. Members are subject to involuntary recall

to active duty only in time of war or national emergency per reference (a). Reservists eligible for USNR-S1 are transferred to that category by NAVPERSCOM (PERS-91) for any of the following reasons:

(1) Reservists who have temporary mobilization restrictions as identified through the mobilization screening process or for other reasons approved by NAVPERSCOM (PERS-91) and intend to return to the USNR-R.

(2) Reservists who are declared to be key employees in either the Federal or non-federal workforce per reference (d).

(3) Reservists who do not possess designator 1945 and who are preparing for religious ministry by attending recognized theological or divinity schools.

(4) Reservists, other than designated medical department officers (19X5 designator), who enroll in an accredited medical, osteopathic, or dental program.

(5) Reservists whose retention in an active status for reasons other than those specified above is considered by the Secretary of the Navy (SECNAV) to be in the best interest of the Navy.

c. Standby Reserve Inactive (USNR-S2)

(1) Members transferred to the USNR-S2 by NAVPERSCOM, Reserve Personnel Management Department (PERS-9) are in an inactive status. They may not participate for retirement points or for pay, and may not be assigned to a Navy Reserve organization other than USNR-S2. They may not be considered for advancement or promotion. If they have been selected for advancement or promotion, but have not advanced or been appointed to the higher rank or rating at the time of their transfer to the USNR-S2, that promotion or advancement will not take effect. They are subject to recall as authorized by law. Enlisted members (USNR-S2) may be returned to USNR-R status if qualified and requested, or retired (if eligible), or discharged at end of the contract. Officers not eligible for transfer to USNR-Retired may normally remain in the USNR-S2 for 1 year. After that time, officers will be screened and considered for discharge, unless they:

(a) Execute NAVPERS 1200/1 Ready Reserve Transfer Request Service Agreement (if eligible);

(b) Request transfer to the IRR (if eligible);

(c) Are approved to remain on the ISL for an additional period of time; or

(d) Are members receiving annual voluntary separation incentive payments.

(2) Reservists who have completed their MSO may be transferred to USNR-S2 by NAVPERSCOM (PERS-9) for any of the following reasons:

(a) Failure to become active in the Navy Reserve after receiving notice of MSO completion (officers only).

(b) Failure to satisfy minimum participation requirements (see paragraph 4 below).

(c) Submission of a personal request that is approved by NAVPERSCOM (PERS-9).

(d) Selective early removal from the RASL per reference (a), §14704.

(e) Members eligible for retired pay under reference (a), chapter 1223 with a disability rating of less than 30 percent and assigned to the USNR-S2 instead of being separated for that disability.

(f) Interim status while completing separation processing per reference (e).

(g) When otherwise authorized or directed by law, regulation or policy; or when judged to be in the best interest of the Navy.

(h) As authorized in reference (i), interim status while processing non-regular retirement requests for members being discharged from the Active Component who qualify for the Reserve non-regular retirement. This status will be used after the member has been made eligible by being scrolled and sworn into the Reserve Component per reference (a). This status is to

be used until the official day of retirement can be recorded, at which time the member is to be transferred to the Retired List.

(i) As authorized in reference (i), members who have failed to maintain required security clearance qualification, are experiencing medical issues, indicate legal issues on annual screening, or are subject to any disciplinary or adverse administrative action.

d. **Retired Reserve (USNR-Retired)**. Reservists in the USNR-R, USNR-S1, and USNR-S2 are transferred to USNR-Retired upon request, or as directed per references (e) and (f). Members of the USNR-Retired are subject to recall to active duty in time of war, national emergency declared by Congress, or when otherwise authorized by law per reference (g). Except for authorized active duty, retired reservists may not receive retirement point credit for the performance of any duty after the effective date of their transfer to retired status. Prior to transfer to USNR-Retired, reservists must:

(1) Meet eligibility requirements per reference (a);

(2) Submit a request to transfer to the USNR-Retired to NAVPERSCOM, Reserve Personnel Service Branch (PERS-912) or be directed for transfer to the USNR-Retired by NAVPERSCOM (PERS-91); and

(3) Be transferred to the USNR-Retired by NAVPERSCOM (PERS-912).

e. **Former Members**. Members of the Navy Reserve who become eligible for non-regular retired pay by meeting the service requirements, per reference (a), §12731, and who are subsequently discharged are referred to as "**former members**." Having been discharged, these individuals are no longer members of the Navy Reserve, therefore are not found in one of the status categories discussed in this article; nevertheless, former members are still entitled to receive retired pay and benefits provided for under reference (a), chapter 54. However, computation of retired pay will be adjusted to account for their earlier separation from military service.

4. **Minimum Participation Requirements to Remain in an Active Status in the Navy Reserve**. SELRES and VTU personnel are continually screened by the Navy Reserve activity (NRA) to ensure that assigned members are participating at a level

consistent with their active status. Similarly, personnel assigned to the non-drilling IRR ASP or USNR-S1 are continually screened by NAVPERSCOM (PERS-9) to ensure that assigned members are participating at a level consistent with their status. NAVPERSCOM (PERS-9) may transfer ASP and USNR-S1 members who have completed their initial MSO, and who are not earning sufficient retirement point credit to the USNR-S2. Officers transferred may request reinstatement to the USNR-R by meeting the requirements specified in this article and completing NAVPERS 1200/1. Enlisted members may agree to remain in the USNR-R by signing an enlistment or reenlistment contract or an extension instrument. The member must take appropriate steps to meet minimum participation requirements. Minimum participation requirements are as follows:

a. **Minimum Points Below 20 Years.** Officers with fewer than 20 years of qualifying service must earn at least 27 points, including membership points, each anniversary year to remain in an active status. There are no minimum participation requirements for enlisted members with fewer than 20 years of qualifying service to remain in an active status. Failure to earn 50 points in an anniversary year will result in a non-qualifying year towards non-regular retirement.

b. **Minimum Points Above 20 Years.** Officers and enlisted members with 20 years or more of qualifying service must earn at least 50 points, including membership points, each anniversary year.

5. Officer Promotion and Attrition while in an Active Status

a. **Promotion of Navy Reserve Officers.** Promotions to chief warrant officer CWO (CWO3, CWO4, or CWO5) and to all ranks above lieutenant result from recommendations made by selection boards. Prior to being considered for promotion by a selection board, officers must meet the following requirements:

(1) Per reference (a), possess a date of rank and precedence number within or above the approved promotion zone for their competitive category and rank; and

(2) Serve continuously on the RASL or ADL during the 1-year period ending on the date of the convening of the promotion board, per reference (a) § 14301. Officers returning to an active status from a period of inactive or broken service (USNR-S2, USNR-Retired, or discharge) are eligible for consideration

for promotion only after continuously serving in an active status for 1 full year prior to the board's convening date per reference (a).

b. **Years of Commissioned Service.** As defined in reference (a) §14706, a Navy Reserve officer's years of commissioned service include all service as a commissioned officer of any uniformed Service, other than constructive service and initial commissioned student service as a 19XX designated officer or service as a warrant officer. By law, years of commissioned service exist as an indicator for identifying officers in the rank of lieutenant commander or above who become subject to attrition under reference (a) and as specified in reference (e).

c. **Attrition from an Active Status Due to Failure of Selection/Years of Service.** Criteria for attrition from an active status (USNR-R or USNR-S1) is specified in references (a) and (e). The general policy is for NAVPERSCOM (PERS-911) to notify active status Navy Reserve officers who meet the attrition criteria and inform them that they must retire (if eligible), be retained or continued (if eligible and elected by the member), or be discharged.

(1) **Exceptions**

(a) Officers approved by NAVPERSCOM (PERS-9) for retention or continuation as permitted by the current SECNAV-approved Navy Reserve Officer Retention and Continuation Plan.

(b) Officers in the ranks of captain and below, who meet the provisions addressed above, and who have between 18 and 20 years of qualifying service for retirement purposes at the time of required attrition, are offered a one-time exemption for a specified time, per reference (a), allowing them the opportunity to attain 20 years of qualifying service.

(c) Female officers and Navy Nurse Corps officers who were serving in the Navy Reserve on active duty, or on the RASL on 30 September 1996 are subject to attrition from an active status under conditions of law in effect before 1 October 1996. They 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.

(d) Per reference (a) §14703, officers in the ranks of captain and commander appointed in the Navy Medical Corps,

Dental Corps, Nurse Corps, Chaplain Corps, or Medical Service Corps (designated to perform as a veterinarian, optometrist, podiatrist, health officer, or biomedical sciences officer) may be retained in an active status.

(2) **Permanent Warrant Officers Who Have:**

(a) Twice failed of selection for promotion to the next higher permanent warrant officer rank are subject to the attrition provisions of reference (e). Officers with 20 years or more of qualifying service will be notified by NAVPERSCOM (PERS-911) and be retired. Officers with at least 18, but fewer than 20 years of qualifying service may be extended to permit them to attain 20 years of qualifying service. Officers with fewer than 18 years of qualifying service may be afforded an opportunity to reenlist in their former enlisted grade or be discharged from the Navy Reserve.

(b) Attained 30 or more years of qualifying service are subject to attrition from an active status in the Navy Reserve per reference (e). Warrant officers approaching 30 years of qualifying service will be advised by letter from NAVPERSCOM (PERS-911) that they will be removed from an active status, unless selectively retained. Generally, the SECNAV-approved Navy Reserve Officer Retention and Continuation Plan will address specific warrant officer retention policies, (such as CW05 retention, based on community promotion plans. If not offered retention, members will be retired.

d. **Age Restrictions.** Per reference (a), chapter 1407, officers who reach the age limits set forth below are not eligible for retention in the SELRES, IRR, or Standby Reserve. When officers approach the age limits listed below, they will be notified by NAVPERSCOM (PERS-911) and advised of their options. Possible options include retirement, if eligible and requested; honorable discharge, if appropriate; or retention, if requested and authorized. The following maximum age limits apply as provided in reference (a) chapter 1407, and as modified by reference (h):

07 and below - - - - - 62 years
08 - - - - - 64 years

Periodically, SECNAV will authorize the retention of certain categories of officers via the Navy Reserve Officer Retention and Continuation Plan as authorized by reference (a), §14703 and

§14701. NAVPERSCOM (PERS-911) will notify these officers of their eligibility for retention. The affected officers must consent to be retained. If retained, NAVPERSCOM (PERS-911) will inform them of the specific period of authorized retention.

e. **Selective Early Removal from the RASL.** Reference (a) restricts the number and composition of Navy Reserve officers authorized to serve in an active status. When a category of officers is projected to reach the maximum number allowed by law or by approved strength plans, NAVPERSCOM (PERS-9) will convene a board to remove certain officers in that category from the RASL under reference (a), §14704. Members being considered for removal are normally notified in advance so that they may communicate with the board. Those not selected for continuation will be notified of their separation date.

6. **Enlisted Participation in an Active Status: Age and Years of Service Restrictions**

a. **Age Restrictions.** Normally, enlisted members of the Navy Reserve are not eligible for retention in an active status (i.e., USNR-R, USNR-S1) after attaining 60 years of age.

b. **Notification.** Supporting NRA COs will ensure that affected enlisted members are notified at least 12 months prior to their 60th birthday and required counseling is conducted. Enter the following as a service record entry on NAVPERS 1070/613 Administrative Remarks:

(Date) I will reach my 60th birthday on _____. In order for me to continue in a pay status from that date forward, I must request and receive an approved age 60 waiver from NAVPERSCOM (PERS-913) before my 60th birthday. If my request to remain in a pay status is not approved, I may be transferred into a non-pay status where I may continue to accrue qualifying service through non-pay drills or the completion of correspondence courses until I become retirement eligible or age 63, whichever occurs first. Additionally, if it is subsequently determined that I will not be able to attain 20 qualifying years of service prior to reaching age 63, I will be transferred to the USNR-S2 where I will not be allowed to reenlist or extend upon expiration of my current enlistment, and I will not be recommended for reenlistment.

c. Waiver Policy

(1) If otherwise qualified, enlisted members may request a waiver to be retained in an active status after attaining age 60 under the following circumstances:

(a) SELRES or VTU members who originally enlisted prior to 15 April 1987 and are unable to complete 20 years of qualifying service prior to attaining age 60, but who can complete 20 years of qualifying service prior to age 63 may apply for an age waiver no later than 9 months prior to their 60th birthday. Authority to grant such waivers has been delegated to NAVPERSCOM (PERS-913).

(b) IRR members attached to the ASP who are unable to complete 20 years of qualifying service prior to attaining age 60, but who can complete 20 years of qualifying service prior to age 63, may apply for an age waiver. Authority to grant this waiver is delegated to NAVPERSCOM (PERS-913).

(2) If the age waiver is approved, members will be authorized by NAVPERSCOM (PERS-913) to continue in an active status in either a pay or non-pay capacity until eligible for retired pay, but in no instance past their 63rd birthday.

(3) Supporting NRA will remove from a pay status those Reservists who have reached age 60 and are not in receipt of an age waiver.

(4) Members who cannot reach retirement eligibility by their 63rd birthday will not be retained in an active status and will be transferred to the USNR-S2 by NAVPERSCOM (PERS-913). Such members will not be reenlisted, extended upon expiration of current enlistment, or recommended for reenlistment.

(5) Members who receive a waiver to participate beyond age 60 and subsequently become unable to achieve retirement eligibility will be processed for discharge under the appropriate MILPERSMAN 1910 articles.

d. Waiver Submission Procedures

(1) Enlisted members desiring an age 60 waiver to serve in an active status shall submit a written request to NAVPERSCOM

(PERS-913) via their Navy Reserve unit commanding officer and the supporting NRA.

(2) At a minimum, the Reserve unit CO's endorsement should include a statement concerning the impact that the loss of the member would have on the unit along with any other pertinent information supporting the member's request.

e. **High Year Tenure (HYT)**. Enlisted personnel desiring to serve in the SELRES past HYT gates must request a waiver per MILPERSMAN 1160-120.

7. Sanctuary Provisions

a. **Reserve Sanctuary**. As a general rule, if members become subject to any of the foregoing attrition actions at a time when they have accumulated between 18 and 20 years of qualifying service, NAVPERSCOM (PERS-911 and or PERS-913) will notify the members and offer an extension in an active status, allowing them the opportunity to complete 20 years of qualifying service. For officer personnel, reference (a), §12646, applies, which excludes sanctuary in cases of separation due to age, physical disability, or cause. For enlisted personnel, reference (a), §1176, applies, which excludes sanctuary in cases of separation due to physical disability or cause.

b. **Active Duty Sanctuary**. Per reference (a), §12686, members who have accumulated 18 or more years of active service who are serving on active duty (other than for training) may not be involuntarily released from active duty until eligible for an active duty retirement, unless release is approved by SECNAV. Members serving on active duty for special work (ADSW) or active duty orders who have accumulated at least 18 years of active service (all active duty for training (ADT), annual training (AT), ADSW, or other active service counts) are included in the sanctuary per reference (f). ADT and AT orders for members with more than 18 years of active service do not trigger the sanctuary provision.

Note: Further information on Navy Reserve status and categories, and frequently asked questions about this subject can be found at the following Web address:
<http://www.public.navy.mil/bupers-npc/career/reservepersonnelmgmt/Pages/default.aspx>

- EXHIBIT 1 -

NAVY RESERVE STATUS PARTICIPATION CHART

STATUS	ACTIVE		INACTIVE	RETIRED	
CATEGORY	READY RESERVE		STANDBY RESERVE	RETIRED RESERVE	
SUB-CATEGORY	SELECTED RESERVE	IRR	USNR-S1	USNR-S2	USNR-RETIRED
Perform IDT with pay	Y	N	N	N	N
Perform IDT without pay	Y	Y	Y	N	N
Perform AT/ADT/IADT with pay	Y	Y (1)	N	N	N
Perform AT/ADT/IADT without pay	N	Y	Y (1)	N	N
Earn retirement points	Y	Y	Y	N	N (2)
Earn membership points	Y	Y	Y	N	N
Eligible for officer promotion	Y	Y	Y (3)	N	N
Eligible for enlisted advancement	Y	Y (4)	Y (4)	N	N
Be voluntarily recalled to active duty/ADSW	Y	Y	N	N	Y (5)
Participate with permissive orders (no pay or points)	N	N	N	N	Y
Recall per 10 U.S.C., 12302 (Presidential authority)	Y	Y	N	N	N
Recall per 10 U.S.C., 12304 (Presidential authority)	Y	N	N	N	N
Recall per 10 U.S.C., 12301(a) (Congressional authority)	Y	Y	Y	Y	Y (6)

Exhibit 1 Notes:

1. If authorized, ADT only.
2. Unless recalled to active duty in a retired status.
If recalled, points are added to the member's totals.
3. Except for flag rank.
4. If drilling in a non-pay unit and not subject to HYT.
5. Recall is in a retired status (no further promotion).
6. Recall as authorized by SECNAV.

EXHIBIT 2

NAVY RESERVE CATEGORIES BASED ON RESERVE STATUS

ACTIVE STATUS *Officers are members on the Reserve Active Status List (RASL)			INACTIVE STATUS	RETIRED STATUS
READY RESERVE		S-1 Standby Reserve Active	S-2 Standby Reserve Inactive	Qualified for Non-regular Retirement or Regular Retirement
SELRES (Selected Reserve)	IRR (Individual Ready Reserve)			
Drilling Reservists (With Pay) ** - Full-Time Support - Canvassing Recruiter - Active Duty Recall	VTU (Voluntary Training Unit) ** Drilling Reservists (Non-Pay)	Key Federal Employee - Hardships	Can't earn Retirement points or promote	
		Qualifying Years of Service via approved Correspondence Courses, Non-Pay Drills (S-1 in VTU) ADT without pay (ASP and S-1)		

*Member on the RASL are eligible for promotion

**Enlisted members are eligible for advancement while a SELRES or in the VTU and not subject to HYT.