

MILPERSMAN 1100-011

FIRST ENLISTMENTS AND THE MILITARY SERVICE OBLIGATION

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References	(a) 10 U.S.C. (b) DoD Instruction 1304.25 of 13 October 2021 (c) DoD Instruction 1304.26 of 23 March 2015 (d) SECNAVINST 1920.6D (e) OPNAVINST 1000.26B (f) COMNAVCRUITCOMINST 1130.8Q (g) COMNAVCRUITCOMINST 1131.2K
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1. Authority

a. The Chief of Naval Personnel (CHNAVPERS) issues policy to the Navy Recruiting Command that sets forth the terms of enlistment in the Active Component (AC) and Reserve Component (RC) for which applicants are to be accepted, the rates and ratings in which first enlistments may be made, and other specific qualifications applicable to first enlistments.

b. Assistant Commander, Navy Personnel Command (NAVPERSCOM) Reserve Personnel Management (PERS-9) must maintain adequate and current information on Service members of the Individual Ready Reserve active status pool who have a remaining obligation, including accurate mailing addresses, military qualifications, physical qualifications, and such other information as deemed appropriate per reference (a), section 10204. Per reference (a), section 10205, each Service member of the Ready Reserve must notify PERS-9 of any change of address, military qualifications, physical qualifications, and such other information deemed appropriate per reference (a), section 10204.

2. **Enlistment Location**

a. Unless modified by other directives from CHNAVPERS, first enlistments in the AC or RC are authorized to be made only by Navy Recruiting Command.

b. Commands and activities involved in accession of individuals into the Navy must ensure individuals understand their military service obligation (MSO) per references (a), (b), and (e).

3. **Enlisted Age Requirements.** The following are enlisted age requirements per reference c, section 2(a).

a. The minimum age at which men and women are accepted for enlistment in the Navy (AC and RC) is 17 years with written parental consent or 18 years without parental consent. The maximum age for enlistment in the Navy (AC and RC) is 42 years. AC accessions must report to recruit training prior to their 43rd birthday; RC accessions must be gained and or report to recruit training prior to age 43.

b. The maximum computed age for enlistment of individuals with prior service is less than 43 years. For RC, determine by subtracting the Service member's prior years of qualifying service for retirement purposes from his or her calendar age.

c. All enlisted Service members (AC and RC) must be able to complete 20 years of qualifying service for retirement by their 63rd birthday.

4. **MSO.** Per reference (a), section 651, MSO is the total required service that each person, who initially becomes a Service member of a Military Service, must serve in a Military Service for a total initial period of not less than 6 years nor more than 8 years, unless discharged under regulations prescribed by the Secretary of War or (for Navy personnel) the Secretary of the Navy (SECNAV).

a. Personnel incur an MSO upon initial entry into the AC or RC of any of the Military Services. Service performed on active duty, inactive duty, or a combination of both is used to satisfy this obligation. Sailors leaving active duty may be required to affiliate in the Selected Reserve to fulfil their MSO as determined by SECNAV and Service directives.

b. The MSO for any person whose initial entry into a Military Service is on or after 1 June 1984 must be for a period of 8 years from the date of enlistment, appointment, or (when authorized by law) induction. Any portion of the MSO that is not active duty or active duty for training must be performed in an RC as defined per reference (a), sections 10101, 10142, 10143, 10145, and 10146 and applicable Service directives.

5. **Procedures for Discharge or Separation.** The MSO is considered terminated when a Service member is discharged, except when the discharge or other type of separation is for the purpose of immediate entry or reentry in the same or any other component of the Military Services, or for the purpose of entering into an officer training program in which the person remains a Service member of a Military Service. Service performed before and after such a discharge or other type of separation must be counted toward fulfillment of such obligation.

6. **Procedures for Discharge Prior to Completion of MSO.** Generally, discharge of a Service member prior to fulfilling an MSO, to include members of the Ready Reserve who fail to meet satisfactory participation requirements per [MILPERSMAN 1001-150](#), will be permitted only when it has been determined that the Service member has **no potential** for service per references (b) through (e). Personnel who were discharged prior to completion of their MSO and are authorized to receive a waiver to return to service by Commander, Navy Recruiting Command (COMNAVCUITCOM) per references (f) and (g), will be required to enlist or obligate in active duty or reserve status for a period equal to or greater than the uncompleted obligation from the original MSO.

7. **Delayed Entry.** Service members in the Delayed Entry Program (DEP) incur an MSO. The period served in such status counts towards fulfillment of the MSO. DEP involves an enlistment in which a Service member's entry on active duty or initial active duty for training is postponed under regulations issued by SECNAV.

a. Persons who enlist in the Ready Reserve per reference (a), section 12103, for the express purpose of agreeing to a subsequent enlistment in an AC of the Military Services are in the AC DEP. DEP Service members who fail to enlist in an AC of the Military Services may be ordered to involuntary initial

active duty for training and to complete the remainder of the MSO in an RC.

b. Clarification of the relationship of DEP, MSO, and the pay entry base date for Service members sworn in **on or after 1 January 1985** is that the DEP applies only towards completion of the MSO, but does not apply to the pay entry base date.

c. Service members who enlisted in the Ready Reserve per reference (a), section 12103, for service in an RC and whose initial active duty for training or active duty is delayed are in the RC Delayed Entry into Training (DET). DET Service members who fail to report for initial active duty for training or active duty may be ordered to involuntary initial active duty for training or to active duty to complete the remainder of the MSO in an RC.

d. DEP and DET Service members may also be discharged for any of the reasons specified in the discharge regulations. Individuals discharged from the DEP or DET will not be credited for service in fulfillment of the MSO incurred, and any future enlistment or appointment of such persons must be treated as an original entry into Military Service.

8. **Discharge for Underage Entry.** A Service member whose enlistment or appointment is declared void because the Service member is underage and who is released as the result of such action may not be considered to have acquired an MSO; service rendered under a void underage enlistment, when characterized as "honorable," must be creditable toward fulfilling any subsequent MSO acquired by the Service member. Such credit would not alter the terms of any subsequent enlistment for specific periods of AC or RC service. If such service was performed only in a delayed entry status, it will not be credited to fulfillment of the MSO.

9. **Discharge for Clergy Service Members.** Upon written application and as per [MILPERSMAN 1910-118](#), Service members may be discharged from an RC of a Military Service after becoming members of the clergy and satisfactorily establishing the following

- a. their ministry is their main and primary vocation.
- b. their religion faith group is organized exclusively or substantially for religious purposes.

c. their standing in the faith group is recognized as that of a minister or leader.

d. they are certified by an appropriate official of the faith group to be a fully qualified member of the clergy in good standing.

10. **Service Academy and Reserve Officer Training Corps (ROTC).**

An enlisted Service member who accepts appointment to a Service academy as a cadet or midshipman per reference (a), sections 403, 603, or 903, or as an ROTC cadet or midshipman per reference (a), section 2107, retains enlisted status despite appointment. If an appointment is terminated before graduation or if a cadet or midshipman refuses to accept a commission offered following graduation, the period of concurrent enlisted service must be counted toward fulfillment of the MSO, resulting from the enlistment being served at the time of the appointment. Credit described above does not alter the authority for ordering disenrolled cadets or midshipman to active duty.

11. **Credit for Direct Appointments as a Cadet or Midshipman.**

Enlisted service performed concurrently while serving in the Navy as a cadet or midshipman does not count toward fulfillment of the MSO incurred as a result of commissioning. Enlisted service spent concurrently in the Selected Reserve in the Simultaneous Membership Program does count toward fulfilling the MSO per reference (b), section 2106.

12. **Interservice and Intercomponent Transfers.** Transfer of Service members who have a remaining MSO between Military Services or components of a Military Service must be accomplished per reference (d), DoD Instruction 1300.04 of 25 July 2017, [MILPERSMAN 1910-102](#) for enlisted personnel for officers. Obligated military service performed before and after an authorized transfer must be counted toward fulfillment of the MSO.

13. **Induction.** In time of war, national emergency, or when authorized by law, a person who is inducted per reference (a) and who completes the required period of active training and service must continue to hold his or her appointment or enlistment contract to serve in the Navy Reserve and must be required to fulfill the term of obligation, unless discharged by SECNAV.