

MILPERSMAN 1160-135

HIGH YEAR TENURE AND LENGTH OF SERVICE FOR SELECTED RESERVE, INDIVIDUAL READY RESERVE (VOLUNTARY TRAINING UNIT & ACTIVE STATUS POOL), AND STANDBY RESERVE-ACTIVE (USNR-S1)

Responsible Offices	BUPERS-352	Phone:	DSN	882-3174/4508
			COM	(901) 874-3174/4508
	PERS-913	Phone:	DSN	882-4152
			COM	(901) 874-4152

My Navy Career Center	Phone: Toll Free	1-833-330-MNCC (6622)
	E-mail: MyNavy Portal	askmncc@navy.mil https://my.navy.mil

References	(a) OPNAVINST 1306.2K (b) DoD Instruction 1215.13 of 5 May 2015 (c) 10 U.S.C.
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1. **Purpose**

a. The High Year Tenure (HYT) Program is a vital and effective force shaping tool to properly size and shape the Navy. This policy establishes standardized length of service (LOS) gates by pay grade, balanced with a waiver process that allows the Navy to retain high performing members with needed skill sets in a pay status.

b. This article applies to all members of the Selected Reserve (SELRES); Individual Ready Reserve (IRR), to include the Voluntary Training Unit (VTU) and Active Status Pool (ASP); and Standby Reserve-Active (USNR-S1) Communities within the Navy Reserve. References, within this article, to the United States Navy Reserve (USNR) include SELRES and IRR, encompassing the VTU and ASP, unless otherwise specified. Members of USNR-S1 are referenced separately. For clarification of a member's status as applied in this article, see the table below:

USNR		USNR-S1	
SELRES	IRR		USNR-S1
Drilling Reserve (in pay status), definite recall, and canvasser recruiters	VTU	ASP	Key Federal employees and hardships
HYT waiver requests from above category are processed by Bureau of Naval Personnel (BUPERS) Reserve Enlisted Community Branch (BUPERS-352) SELRES Enlisted Community Manager	LOS requests from above categories will be processed by Navy Personnel Command (NAVPERSCOM) Reserve Enlisted Administration Branch (PERS-913).		

c. SELRES, VTU, ASP, and USNR-S1 members may only reenlist or extend up to the HYT date for their current pay grade unless an HYT or LOS waiver is approved by the responsible office per paragraph 2 below. An HYT and LOS waiver is considered the member's initial request to remain in service past HYT or LOS restrictions. If the waiver is disapproved and (or) the request is outside of the approval authority outlined below, then an exception to policy (ETP) will need to be routed. Members who have been selected for advancement may reenlist or extend up to the HYT date of their frocked pay grade.

2. Roles and Responsibilities

a. Office of the Chief of Naval Reserve (OPNAV N095) is directly responsible for the management of the Reserve force and will coordinate with Office of the Chief of Naval Operations (OPNAV) Military Personnel Plans and Policy Division (OPNAV N13) on all plans and policies that affect Navy Reserve members.

b. Commander, Navy Reserve Forces (CNRF) is the authority for all SELRES HYT and ETP requests and VTU, ASP, and USNR-S1 LOS ETP requests.

c. Bureau of Naval Personnel (BUPERS) Reserve Enlisted Community Branch (BUPERS-352) is:

(1) The authority for all SELRES HYT waivers.

(2) Required to review and forward HYT and LOS ETP requests with recommendation to Navy Personnel Command (NAVPERSCOM) Reserve Enlisted Administration Branch (PERS-913) for review and final adjudication by CNRF via Deputy Commander, Navy Reserve Forces (DCNRF).

(3) Required to coordinate with NAVPERSCOM Medical Benefits/Transition Division (PERS-95) on HYT waiver requests for members entering into or already in the line of duty (LOD) benefits process.

d. PERS-913

(1) The final disposition authority for LOS waiver requests for all members of the IRR, to include VTU and ASP, and USNR-S1.

(2) Required to review and forward LOS ETP requests with recommendation to CNRF for final adjudication.

(3) Upon request by CNRF, review a member's Navy Standard Integrated Personnel System (NSIPS) retirement point record for accuracy. If discrepancies are found, PERS-913 will make corrections as necessary.

(4) In coordination with PERS-95 and BUPERS-352, submit ETP request for contractual obligation per MILPERSMAN 1160-050 for members receiving an HYT waiver solely based on their continued medical status.

e. PERS-95

(1) The sole authority who can extend members on active duty orders beyond their expiration if they are in a medical hold (MEDHOLD) status. Members may be continued on orders until released from MEDHOLD status by PERS-95.

(2) Will validate a member's current LOD benefits status upon request from BUPERS-352 for an HYT waiver consideration.

f. Commander, Navy Reserve Forces Command (CNRFC) will ensure all Navy Reserve activities (NRA) are in full compliance with this article by conducting monthly reviews, annual Command Information Program Reviews (CIPR) and command assessments.

g. NRAs are responsible for local administration of career development programs, including tracking HYT.

(1) NRAs will track and manage HYT by utilizing the Career Information Management Systems (CIMS).

(2) NRAs will not reenlist or extend members beyond the last day of the month of their HYT date unless they have an approved HYT or LOS waiver, or have reached 18 total years of qualifying service (TYQS).

(3) NRA command career counselors (CCC) will inform training reserve unit identification code (TRUIC) or unit mobilization unit identification code (UMUIC) leadership of all members approaching HYT 24 months prior to their HYT date.

(4) NRAs will conduct career development boards (CDB) at least 24 months prior to members reaching their HYT date.

(5) NRAs will counsel members on their LOS from pay entry base date (PEBD) and review their point record for TYQS.

(6) NRA CCC will update CIMS to reflect 24-month CDB was conducted and update the member's manpower availability status code in NSIPS to reflect "AS2" for those within 6 months of HYT.

(7) NRA CCC will counsel members on their career options, to include VTU, IRR, or retirement, if eligible.

(8) NRAs must ensure timeliness and accuracy of all HYT and LOS waiver and all HYT and LOS ETP requests as specified in paragraph 7 of this article. Inaccurate or incomplete requests will not be considered.

(9) NRAs must separate all members on the last day of the month of their HYT or LOS date if there is no approved HYT or LOS waiver from BUPERS-352 or PERS-913, as applicable, or approved HYT or LOS ETP.

Note: Members' are responsible for submitting their retirement request per the appropriate MILPERSMAN 1820 series article. Members may coordinate with their CCC for assistance.

3. **Maximum Years of Service.** The following guidelines are used to compute Navy Reserve service:

a. HYT dates and LOS for USNR and USNR-S1 are based on PEBD.

b. SELRES members exceeding HYT limits, listed in the table in subparagraph 3f below, must obtain an HYT waiver to remain in a SELRES status. If no waiver is granted, members must either transfer to the VTU, retire (if eligible), or be separated.

(1) USNR and USNR-S1 members in pay grades E-1 to E-3 are not eligible for an HYT waiver.

(2) USNR and USNR-S1 members in pay grades E-4 to E-9 may receive an HYT waiver for SELRES, with maximum policy limitations noted in the table in subparagraph 3f.

(3) USNR and USNR-S1 members of any pay grade who exceed HYT limits, may not be assigned to the IRR-ASP.

c. USNR and USNR-S1 members in pay grades E-4 to E-6 with an approved HYT waiver may remain in the SELRES as approved, unless barred by policy or age restriction.

d. USNR and USNR-S1 members in pay grades E-7 and above are authorized to serve in the VTU or USNR-S1 without an LOS waiver until 30 years LOS, unless precluded by other policies or laws (e.g., Senior Enlisted Continuation Board or age restrictions). An LOS ETP is required to serve in SELRES, VTU, or USNR-S1 beyond 30 years LOS. Effective date of retirement must be the first day of the month after the month in which the 30th applicable year is completed.

e. USNR and USNR-S1 members in pay grade E-9 who are accepted into and serving in the Command Senior Enlisted Leader (CSEL) Program, per reference (a), or who are selected for a CSEL assignment for a flag or general officer prior to the start of their 30th year of service (YOS), may exceed 30 YOS as indicated in the table in subparagraph 3f below. Members in such roles may extend their orders for up to 30 days past the end of their flag or general officer's assignment to allow turnover of duties to their successor.

f. The table below lists HYT and LOS gates by pay grade:

USNR (SELRES, IRR (VTU and ASP)) and USNR-S1 High Year Tenure and Length of Service Gates		
Grade	Years	Remarks
E-1 to E-2	6	Not eligible for an HYT waiver.
E-3	10	Not eligible for an HYT waiver.
E-4	14	An approved HYT waiver is required to serve in the SELRES. An approved LOS waiver is required to serve in the VTU or USNR S1 beyond 14 years LOS, not to exceed (NTE) 20 years LOS.
E-5	20	An approved HYT waiver is required to serve in the SELRES. An approved LOS waiver is required to serve in the VTU or USNR S1 beyond 20 years LOS, NTE 30 years LOS.
E-6	22	An approved HYT waiver is required to serve in the SELRES. An approved LOS waiver is required to serve in the VTU or USNR S1 beyond 22 years LOS, NTE 30 years LOS.
E-7	24	An approved HYT waiver is required to serve in the SELRES. An approved LOS waiver is required to serve in the VTU or USNR S1 beyond 24 years LOS, NTE 30 years LOS.
E-8	26	An approved HYT waiver is required to serve in the SELRES. An approved LOS waiver is required to serve in the VTU or USNR S1 beyond 26 years LOS, NTE 30 years LOS.
E-9	30	An approved LOS ETP is required to remain in the VTU or USNR S-1 beyond 30 years LOS NTE 30 TYQS.
CMDCM/CMC/ CSEL	32	CMDCM (8CMC/8CSC) or CMC/CSEL selected for a flag/general officer assignment to complete a 3-year tour of duty. Eligible for waiver to serve in SELRES or VTU NTE 32 TYQS or their tour of duty, whichever occurs first.

USNR (SELRES, IRR (VTU and ASP)) and USNR-S1 High Year Tenure and Length of Service Gates, Continued		
Grade	Years	Remarks
CMD/CMC/ CSEL	34	CMD/CMC (8CMC/8CSC) or CMC/CSEL selected for a 1-2 Star flag/general officer assignment to complete a 3-year tour of duty. An approved VTU/USNR-S1 waiver is required to remain in the VTU or USNR S-1 beyond 34 years LOS NTE 34 years LOS.
CMD/CMC/ CSEL	36	CMD/CMC (8CMC/8CSC) or CMC/CSEL selected for a flag/general officer assignment to complete a 3-year tour of duty. Eligible for waiver to serve in SELRES or VTU NTE 36 years LOS.

Note 1: If a SELRES HYT waiver is not approved by BUPERS-352, a new LOS waiver must be submitted to PERS-913 to serve in the VTU or USNR-S1, NTE 30 years LOS. Members are encouraged to include their preference on consideration for non-pay service in the event their SELRES waiver is disapproved. Doing so will simplify waiver application procedures as noted in paragraph 6.

Note 2: An approved LOS ETP is required to remain in the VTU or USNR-S1 beyond 30 years LOS.

Note 3: USNR and USNR-S1 in pay grades E-7 to E-9, not serving as a rated command master chief (8CMC/8CSC), must submit an HYT ETP request 12 months prior to 30 years LOS.

4. HYT and LOS Waiver Eligibility. USNR and USNR-S1 requests to continue beyond established HYT or LOS gates will be considered on a case-by-case basis. Requests for LOS waivers to the VTU may be considered for qualified USNR and USNR-S1 members with a history of satisfactory participation. Upon receiving an approved HYT or LOS waiver, every anniversary year thereafter must be a qualifying YOS towards retirement.

a. Examples of requests which typically satisfy needs of the Navy consideration:

(1) In support of urgent or immediate operational requirements in a deployed or soon-to-deploy unit.

(2) Ratings or critical skills identified as undermanned.

b. Waivers for obligated service (OBLISERV):

(1) Waivers for OBLISERV apply only to service requirements incurred as a result of formal training. These waiver requests will be considered on an individual basis per this article. OBLISERV stated in permanent change of station orders does not override HYT dates unless an HYT waiver has been approved.

(2) Members in pay grade E-4, with an approved rating conversion via appropriate "A" and (or) "C" schools, will be granted an HYT waiver to coincide with expiration of the training OBLISERV requirement plus two advancement cycles. Commands must liaise with BUPERS-352 to ensure the revised HYT date is accurately reflected in NSIPS.

c. Waivers for continued medical treatment:

(1) Members currently entering or already in the LOD Healthcare (LOD-HC) or LOD Benefits for Disability Evaluations System (LOD-B for DES) must remain in a paid status until their cases have been resolved. If the members are found fit for duty, then they will be discharged or retired, if eligible.

(2) If members are entering or are in the LOD benefits process, they must reference which program they are in on their [NAVPERS 1306/7 Electronic Personnel Action Request](#) when requesting an HYT waiver.

(3) Members going through a medical retention review process will be transferred to the VTU.

5. **HYT and LOS Waiver Ineligibility**. HYT and LOS waiver requests must be justified based on the needs of the Navy. Requests based primarily on factors of members' personal convenience will not be approved, and should not be submitted. Examples of such ineligible waiver requests include, but are not limited to:

a. Obtain the necessary service to participate for advancement or to await examination results. Dates for determining advancement eligibility are contained in the table in subparagraph 8a.

b. Meet minimum eligibility requirements or await availability of additional advancement quotas via programs such as the Meritorious Advancement Program-Reserve (MAP-R).

c. Allow a member to continue or complete off-duty education courses while on active duty.

d. Permit a more desirable retirement or separation date (e.g., member desires to retire in summer months, etc.).

e. Increase financial entitlements based on LOS (e.g., involuntary separation pay, education benefit eligibility, Fleet Reserve retainer check, etc.).

6. HYT and LOS Waiver Request Process and Procedures

a. HYT waivers must be submitted via [NAVPERS 1306/7](#) to MyNavy Career Center (MNCC), askmncc@navy.mil, 10 months prior to a member's established HYT date.

b. Requests for VTU or USNR-S1 LOS waivers must be submitted to PERS-913 10 months prior to established HYT dates to ensure no break in service. Visit <https://www.mynavyhr.navy.mil/Career-Management/Reserve-Personnel-Mgmt/Enlisted/> for guidance on LOS waiver request submission.

Note: HYT and LOS waiver requests received within 10 months of HYT date will be adjudicated on a case-by-case basis and based solely on the needs of the Navy and rating community health.

c. All HYT and LOS waiver requests must include the following information and documents:

(1) Member's full name, rate, current LOS (based on PEBD and desired length of waiver in months), and command's point of contact.

(2) Justification for waiver request, to include any pertinent documentation and information. If applicable, request should indicate the specific operational unit in which the member is seeking assignment to.

(3) Commanding officer's (CO) endorsement and signature. Endorsement should identify unit manning and rating deficiencies, and the availability of other personnel to fill billet or unit requirements.

Note 1: SELRES endorsement will be the UMUIC or TRUIC CO wherein the member holds a current billet assignment, or wherein the member is requesting a billet assignment if retained. For members in the VTU and members who are in an in-assignment process status, endorsement will be the TRUIC CO.

Note 2: If the member's UMUIC or TRUIC CO is unavailable to sign [NAVPERS 1306/7](#), the executive officer (XO), command senior enlisted leader (CSEL), or NRA CO may endorse the request.

d. If a USNR or USNR-S1 member is disapproved for an HYT waiver, and has fulfilled his or her contract, the member may be considered for an LOS waiver to serve in the VTU or USNR-S1. Members are encouraged to include their desire to continue service in a non-pay status in their SELRES HYT waiver request. In the event their SELRES request is denied, the original request will be forwarded from BUPERS-352 to PERS-913 for adjudication.

e. Members who receive an approved waiver will sign the following [NAVPERS 1070/613 Administrative Remarks](#):

(Date): I understand that the HYT/LOS waiver is subject to cancellation if I am unable to fulfill the mission for which the waiver was approved for. Requests to cancel this waiver will be coordinated with BUPERS-352 for SELRES members; and PERS-913 for VTU, ASP, and USNR-S1 members via the commanding officer for adjudication. Final disposition of waiver cancellation will be with Commander, Navy Personnel Command (COMNAVPERSCOM).

(Member's signature)

(Witness signature)

f. USNR and USNR-S1 personnel serving with an approved HYT or LOS waiver for a specific assignment, OBLISERV, or program, and who are no longer able to fulfill the assignment or program for which the waiver was approved, are subject to having their waiver cancelled. Commands must liaise with BUPERS-352 for SELRES members or PERS-913 for VTU and USNR-S1 members via their CO for disposition of waiver cancellations. If a previously approved waiver is cancelled, USNR and USNR-S1 members will be separated within 120 days of cancellation, unless they have adequate time to transfer to the Reserve retirement list.

7. **HYT and LOS ETP Request Process and Procedures**

a. In cases where an HYT or LOS waiver request was disapproved by BUPERS-352 or PERS-913, an **ETP request will not normally be favorably adjudicated unless there is an extenuating circumstance** where the member is of direct criticality in meeting warfighting and operational capabilities of the Navy.

b. HYT and LOS ETP requests are only considered for personnel who exceed HYT and LOS NTE limits outlined in the table in subparagraph 3f.

c. All HYT and LOS ETP requests for USNR and USNR-S1 personnel will be submitted on behalf of the members by the CO to CNRF no later than 90 days prior to their HYT date via BUPERS-352 for SELRES or PERS-913 for VTU. Appeals for denied waivers are routed directly to CNRF. Requests must include:

(1) [NAVPERS 1306/7](#).

(2) NRA, TRUIC, or UMUIC endorsement as outlined in paragraph 6.

(3) Current statement of service from the member's NSIPS record.

(4) All evaluations and fitness reports within the past 36 months.

(5) Previous approved or denied HYT and LOS ETP.

(6) Previous approved or denied HYT and LOS waivers.

(7) Active duty for training (ADT), active duty for operational support (ADOS), or mobilization orders (MOB) performed within the last 12 months (if applicable).

d. BUPERS-352 or PERS-913 will forward ETP requests with recommendation to CNRF, via DCNRF, for adjudication.

e. COs are reminded they are not authorized to reenlist or extend personnel without an HYT or LOS ETP approval.

8. **Advancement**

a. SELRES members beyond the established HYT date for their present paygrade on the first day of the advancement cycle per the following table, are ineligible for advancement consideration, unless they have received an approved HYT waiver from BUPERS-352 that runs through the below limiting dates. Those members in the VTU, ASP, and USNR-S1 over LOS, are ineligible for advancement.

If Reserve competing in below advancement cycle...	Then must be in SELRES on:
E-5/6 February exam	1 July same year
E-5/6 August exam	1 January following year
E-7 February exam	1 September same year
E-8/9 March board	1 July same year

b. LOS waivers approved by PERS-913 allowing USNR and USNR-S1 members to continue in the VTU beyond the established HYT gates **do not** reinstate advancement eligibility.

9. **Removal from SELRES Status.** SELRES members who reach HYT and do not have an approved SELRES HYT waiver, or are not eligible for a SELRES HYT waiver, must be removed from the SELRES by the end of the month in which the HYT date occurs. The following options apply to all USNR and USNR-S1 members beyond or at HYT without a SELRES HYT waiver:

a. If eligible, a member may request transfer to the Retired Reserve list, with or without pay, per [MILPERSMAN 1820-020](#).

b. VTU and USNR-S1 members must request an LOS waiver from PERS-913. USNR and USNR-S1 members approved for VTU assignment will be subject to the following:

(1) Members must maintain satisfactory participation requirements per reference (b).

(2) Members will not be permitted to return to a SELRES status without receiving an approved HYT waiver from BUPERS-352.

(3) Members will not be permitted to participate for advancement.

(4) The following [NAVPERS 1070/613](#) entry must be made for members who accept VTU assignment:

(Date): I accept assignment to the Voluntary Training Unit (VTU) in a non-pay drill status due to having reached HYT for my pay grade per MILPERSMAN 1160-135. I understand that I must maintain satisfactory participation requirements as outlined in RESPERSMAN 1001-010. I understand that I am not eligible to return to a drill pay status in the future without receiving a SELRES HYT waiver from BUPERS-352. I acknowledge that I am not authorized to participate for advancement in rate.

(Member's Signature)

(Witness Signature)

c. Members either not eligible, or not approved for, retirement or an HYT waiver will be separated effective the last day of the month in which the HYT date occurs.

10. **Restrictions on Active Duty for ADOS and MOB Orders**

a. The following apply to ADOS and definite recall orders:

(1) HYT is not a disqualifying factor for ADOS or recall, members must submit an HYT waiver request to BUPERS-352 prior to executing orders.

(2) Prior to executing orders, SELRES members who will reach their HYT date while on ADOS or temporary recall orders, will be transferred to the VTU after the expiration of mobilization orders, unless approved for an HYT waiver.

(3) Members in an HYT status while on ADOS or definite recall, are ineligible to participate for advancement in rate, unless they have an approved HYT waiver and are not at HYT for the next higher pay grade.

b. The following apply to mobilized USNR members:

(1) Members who reach their USNR HYT date during a period of mobilization must not be demobilized due to this status.

(2) Upon reaching their HYT date, USNR members on active duty will be transferred to the VTU after the expiration of their orders when checking back in to their NRA. Members

reaching HYT may continue on active duty orders, but are not eligible to participate in the advancement exam without an approved SELRES HYT waiver.

11. **Special Considerations Regarding HYT**

a. **Selected for Officer Appointment.** USNR and USNR-S1 members selected for an officer appointment, who are at or beyond their HYT date, are granted an automatic LOS waiver to the VTU while awaiting commissioning, but may seek an HYT waiver to remain in a paid SELRES status per procedures in paragraph 7. These personnel must be transferred to the VTU, unless a SELRES HYT waiver is approved.

b. **Sanctuary Provisions.** Per reference (c), USNR and USNR-S1 members who have completed 18, but less than 20, TYQS towards non-regular retired pay eligibility will be retained in an active status (SELRES or VTU) until they are eligible to transfer to the Retired Reserve with or without pay, unless discharged under other provisions of law.

c. **Reduction in Rate**

(1) USNR and USNR-S1 members reduced in rate (RIR) are authorized to complete their term of enlistment when their expiration of OBLISERV is before the HYT limiting gate of the new pay grade. If the new HYT limiting gate has already been exceeded at the time the member is reduced in rate, or the HYT limiting gate is less than 180 days, the member must retire (if eligible), or be separated within 180 days from the date of their reduction in rate, unless they are granted an HYT waiver, reinstated, or are subsequently advanced.

(2) USNR and USNR-S1 members who have completed 18 TYQS, but have less than 20 TYQS, and are reduced in rate, must be retained in the VTU until they are eligible to transfer to the Retired Reserve with or without pay, unless discharged under other provisions of law.

(3) The table below is provided as a guide for determining the impact of awarding a reduction in rate on continued service.

IMPACT OF AWARDING REDUCTION IN RATE ON CONTINUED SERVICE		
HYT LOS Gate	End of Active Obligated Service/ Expiration of Obligated Service (EAOS)/EOS) Date	Action
Exceeding or within 180 days of HYT LOS gate following RIR	EAOS/EOS is 180 days or more following RIR date	Separate 180 days following RIR
Exceeding or within 180 days of HYT LOS gate following RIR	EAOS/EOS is fewer than 180 days following RIR date	Separate 180 days following RIR (*) * Short term extension authorized
More than 180 days from HYT LOS gate following RIR	EAOS/EOS is equal to or greater than HYT LOS date	Separate at HYT LOS date
More than 180 days from HYT LOS gate following RIR	EAOS/EOS is less than HYT LOS date	Separate at EAOS/EOS, unless eligible to obligate additional service

d. Procedures to Correct HYT and LOS Dates

(1) If it is determined that an HYT or LOS date for a SELRES, IRR (VTU and ASP), or USNR-S1 member is incorrect, contact PERS-913 for verification and subsequent correction to NSIPS.

(2) HYT gates for other service veterans (OSVET) in the paygrades of E-4 and below are computed based on total active and (or) reserve Federal military service. To correct an HYT date in NSIPS, commands must send the following documents to PERS-913 respectively and include:

(a) Copy of member's initial enlistment contract;
and

(b) Copy of each of the member's DD 214 Certificate of Release or Discharge from Active Duty, or [NAVPERS 1810/1 Navy Reserve Retirement Point Capture](#), reflecting all periods of military service (in any branch).

12. **Definitions**

a. **High Year Tenure (HYT)**. The maximum number of years an enlisted member may serve in the SELRES, in a paid status, in pay grade E-1 through E-9. Determination for HYT is based on the LOS computed from the member's PEBD. Standard HYT gates are set forth and listed in the table in subparagraph 4e.

b. **HYT Date**. The date a member will reach his or her HYT gate contained in subparagraph 3f.

c. **HYT Gate**. The LOS a member may serve in the SELRES before reaching HYT status.

d. **HYT Waiver**. The authorization granted by BUPERS-352 for an enlisted member to exceed the maximum years of service set forth by this article or by current policy.

e. **Length of Service (LOS)**. The number of years of combined active and inactive Federal military service, regardless of branch of service, computed from PEBD. Inactive military service covers all periods of inactive duty (including delayed entry) served under a qualifying enlistment contract.

f. **LOS Waiver**. The authorization granted by PERS-913 for an enlisted member to continue LOS limitations in the VTU, not to exceed 30 years.

g. **Pay Entry Base Date (PEBD)**. The date that denotes how much of a member's service is creditable towards longevity. This date usually remains unchanged. In the case of broken service, the PEBD will be recalculated.

h. **Sanctuary**. Per reference (c), a reserve enlisted member serving in an active status who is selected to be involuntarily separated, or whose term of enlistment expires and is denied reenlistment (other than a physical disability or for cause), and as of the date on which the member is to be discharged or transferred from active status has between 18 and 20 TYQS, may not be discharged, denied reenlistment, or transferred from an active status without the member's consent.

i. **Total Years of Qualified Service (TYQS)**. TYQS is used to verify retirement eligibility. TYQS may be considered as a factor for HYT waiver but does not determine HYT dates. TYQS can be found on a member's statement of service.