

MILPERSMAN 1306-125

ENLISTED RECORD FLAGS

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Responsible Office	BUPERS-32, Enlisted Community Managers	Phone: COMM	1-866-U ASK NPC
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References	(a) DODI 1315.18 of 12 Jan 2005 (b) OPNAVINST 1300.17A (c) FLTFORCOM/NAVPERSCOMINST 1300.1
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1. **Background.** In keeping the fleet appropriately manned with quality Sailors, judicious use of permanent change of station (PCS) funds is a strategic imperative for the Navy. Sailors not willing to obligate for their next set of orders have a negative impact on overall manpower readiness, retention, and advancement opportunities for their fellow Sailors. When considering members for PCS transfer, detailers must consider time on station (TOS) and retainability requirements as prescribed by MILPERSMAN 1306-106 and references (a) and (b). MILPERSMAN 1306-106 further details that members are required to obligate service (OBLISERV) before reassignment to ensure they complete the prescribed tour, except where Department of Defense (DoD) tours are greater. In addition, waivers of OBLISERV requirements may be granted on a case-by-case-basis by Navy Personnel Command (NAVPERSCOM).

2. **Policy.** Sailors who elect not to meet the minimum (OBLISERV) requirements for their reassignment will have their enlisted master file record flagged. This includes Sailors who:

a. Submit a NAVPERS 1306/7 Enlisted Personnel Action Request to adjust projected rotation date (PRD) to match expiration of active OBLISERV, as extended (expiration of active obligated service (EAOS)/soft expiration of active obligated service (SEAOS)), stating their intention to separate. Per MILPERSMAN 1306-124, a record will also be flagged if the

request is to match PRD to EAOS/SEAOS with no stated reason listed on the NAVPERS 1306/7;

b. Submit NAVPERS 1306/7 requesting early separation;

c. Submit a NAVPERS 1306/7, message, or correspondence to their respective Bureau of Naval Personnel (BUPERS), Enlisted Community Manager (BUPERS-32), indicating intent to separate at EAOS/SEAOS;

d. Refuse to OBLISERV for orders. If a Sailor refuses to OBLISERV to their prescribed tour, but has sufficient contract time to meet retainability, as outlined in MILPERSMAN 1306-106, orders may be modified to complete follow-on tour assignment until EAOS.

3. **Implications.** Once a Sailor's enlisted master file record is flagged, the Sailor:

a. Forfeits his or her Career Waypoints-Reenlistment (C-WAY-REEN) application quota approval (if in receipt of one). The quota will be revoked and the Sailor will be counted as "Intends to Separate (ITS)" in C-WAY-REEN;

b. Will be issued needs of the Navy orders, if the Sailor has 12 months or more remaining between PRD and EAOS/SEAOS. In certain cases, orders may be issued to an immediate deployer despite the Sailor having less than 12 months until EAOS/SEAOS.

4. **Personnel Manning Reports (PERSMARs).** Requirements for PERSMAR submission are delineated in reference (c). When a PERSMAR is received by Navy Personnel Command's (NAVPERSCOM), Enlisted Personnel Readiness and Support Branch (PERS-4013), and a Sailor is listed as "Intends to Separate," in most cases, the PRD will be adjusted to the EAOS/SEAOS, and the record will be flagged for separation. However, if a Sailor is listed as "Intends to Separate," no action will be taken regarding PRD adjustment or record flag until a NAVPERS 1306/7 or signed NAVPERS 1070/613 Administrative Remarks (Page 13) is received, stating the Sailor's intent to separate. Commands are reminded that when submitting a command PERSMAR, if the Sailor is unsure or is early in his or her career, it is best to list the Sailor's career intentions on the PERSMARs as "Undecided," vice "Intends to Separate."

5. **Requirements for Removal of Record Flag/NAVPERSCOM Action.**

If a Sailor later changes his or her mind and would like to remain on active duty, the following actions will take place:

a. Sailor must submit a NAVPERS 1306/7 to his or her rating detailer, requesting removal of the record flag and stating the Sailor's career intent.

b. Detailer will staff the request to NAVPERSCOM's Special Assistants Branch (PERS-4015) for review, who will then attach the original request that caused the flag and forward it to NAVPERSCOM's Special Assistant to the Director, Enlisted Distribution Division (PERS-40BB) for review.

c. NAVPERSCOM (PERS-40BB) will staff to the Career Waypoints (C-WAY) help desk at BUPERS-32 for Enlisted Community Manager (ECM) review and concurrence. Any changes made by BUPERS-32 which reset the Sailor's status in C-WAY must be annotated in the Sailors' C-WAY notes files.

d. NAVPERSCOM (PERS-40BB) will make the final decision, based on BUPERS-32's input, and will inform rating detailer and C-Way help desk of approval or disapproval.

e. If the request to delete the flag is approved and the Sailor previously had a C-WAY-REEN quota, that quota will be reinstated. If the Sailor never received a C-WAY-REEN quota, the application will be reset to compete for a reenlistment quota.

6. Summary

a. Requests for record flag removal will not normally be approved for Sailors within 6 months of their EAOS/SEAOS; each request for flag removal will be adjudicated on a case-by-case basis by NAVPERSCOM and BUPERS-32.

b. Chains of command and command career counselors should counsel Sailors regarding their decision to separate, utilizing career development boards (CDB), prior to any submission of notification of the Sailor's intent to NAVPERSCOM.