

MILPERSMAN 1133-010

FIRST ENLISTMENTS AND THE MILITARY SERVICE OBLIGATION

Responsible Office	CNO (N13)	Phone:	DSN	225-3853
			COM	(703) 695-3853
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Governing Directives	10 U.S.C. 403, 603, 651, 903, 2104, 2105, 2107, 4348, 6959, 9348, 10101, 10142, 10143, 10145, 10146, 10204, and 12103 DOD Directive 1332.23 SECNAVINST 1920.6B SECNAVINST 1000.7D
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1. Authority

a. Chief of Naval Personnel (CHNAVPERS) issues instructions to the Navy Recruiting Command and to the Naval Reserve Force that set forth the terms of enlistment in the Regular Navy and Naval Reserve 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. Commanding Officer, Naval Reserve Personnel Center, shall maintain adequate and current information on members of the Individual Ready Reserve who have a remaining obligation, including accurate mailing addresses, military qualifications, physical qualifications, and such other information as deemed appropriate under the regulations of 10 U.S.C. 10204.

2. Enlistment Location

a. Unless modified by other instructions for CHNAVPERS, first enlistments in the Regular Navy or Naval Reserve are authorized to be made only by Navy Recruiting Command or Naval Reserve Force.

b. Reserve personnel enlisting in the Regular Navy while on active duty may be enlisted at their present duty station.

c. Commands and activities involved in accession of individuals into the Navy shall make sure the individual understands the Military Service Obligation (MSO).

3. Age Requirements

a. The minimum age for which men and women are accepted for enlistment in the Regular Navy or the Naval Reserve is 17 years with written parental consent or 18 years without parental consent. The maximum age for enlistment in the Regular Navy is 35 years. The maximum age for enlistment of prior service is determined by adding the individual's years of prior service to 35.

b. The maximum calendar age of an enlisted member of the Naval Reserve shall not exceed 62 years (not beyond their 63rd birthday). The maximum computed age for enlistment or reenlistment in the Naval Reserve shall not exceed 39 years. The computed age of an applicant for enlistment in the Naval Reserve is determined by subtracting member's prior qualifying years of military service for retirement purposes (active duty and inactive duty) from member's calendar age.

c. Enlisted members shall not exceed the age that will allow them to complete 20 years of qualifying service for retirement by their 60th birthday.

4. Personnel Required to Serve 6 or 8 Years

a. Personnel in the categories listed below are required to serve a total of 6 or 8 years, as the case may be, from date of induction, appointment, or enlistment. This service may be either active duty or inactive duty, or a combination of both. The terms "inducted" and "enlisted" as used in this article refer to initial entry of personnel into any of the Armed Forces including a reserve component thereof.

b. Each person who entered initial military service on or after 1 June 1984 shall serve a total 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 shall be performed in a reserve component as defined in 10 U.S.C. 10101, 10142, 10143, 10145, and 10146; any combination of active duty for Ready Reserve service, as prescribed in the application DOD and Navy regulations may be used to fulfill the MSO.

c. Each male who, on or after 9 November 1979, and each female who, on or after 1 February 1978, became a member of the Regular Navy or Naval Reserve shall serve in the Regular Navy and/or Naval Reserve for a total of 6 years, unless discharged sooner. Any part of such service that is not active duty or active duty for training shall be performed as a member of the Naval Reserve on inactive duty.

d. Males without prior military service between the ages of 17 and 18 1/2 who, prior to 1 August 1963, enlisted directly into the Ready Reserve of the Naval Reserve with a requirement to perform initial active duty for training of 3 to 6 months, acquired an 8-year military service obligation.

e. Each male who, on or after 9 August 1955, became a member of the Regular Navy or Naval Reserve before his 26th birthday and is not in the category above, shall serve in the Regular Navy and/or Naval Reserve for a total of 6 years, unless discharged sooner. Any part of such service that is not active duty or active duty training shall be performed as a member of the Naval Reserve on inactive duty.

5. **Procedures for Discharge or Separation.** The MSO is considered terminated when a member is discharged, except the MSO is not terminated upon discharge or other type of separation for the purpose of immediate entry or reentry in the same or any other component of the military services, or for the purpose the entry into an officer's training program in which the person remains a member of a military service. Service performed before and after such a discharge or other type of separation shall be counted toward fulfillment of such obligation.

6. **Procedures for Discharge Prior to Completion of MSO**

a. Generally, discharge of a member prior to fulfilling a MSO shall be permitted only when it has been determined that the member has no potential for service under conditions of full mobilization, except as follows:

"Delayed entry" is an enlistment in which a Servicemember's entry on active duty or initial active duty for training is postponed under regulations prescribed by the Secretary of the Navy. Members in a delayed entry status incur an MSO.

b. Persons who enlist in the Ready Reserve under 10 U.S.C. 12103 for the express purpose of agreeing to a

subsequent enlistment in a regular component of the military services are in the "Active Component Delayed Enlistment Program" (DEP). DEP members who fail to enlist in a regular component of the Armed Forces may be ordered to involuntary initial active duty for training and to complete the remainder of the MSO in a reserve component.

c. Clarification of the relationship of DEP to MSO and the Pay Entry Base Date (PEBD) is as follows:

(1) **01 October 1979 to 31 May 1984:** DEP does not count toward MSO, but does to PEBD.

(2) **01 June 1984 to 31 December 1984:** DEP counts toward both MSO and PEBD.

(3) **01 January 1985 to present:** DEP counts toward MSO, but not to PEBD.

d. Persons who enlisted in the Ready Reserve under 10 U.S.C. 12103 for service in a reserve component and whose initial active duty for training or active duty is postponed are in the "Reserve Component Delayed Entry into Training" (DET). DET 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 a reserve component.

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

7. **Discharge for Underage Entry.** A Servicemember whose enlistment or appointment is declared void because the Servicemember is underage and who is released as the result of such action may not be considered to have acquired an MSO; however, service rendered under a void underage enlistment, when characterized as honorable, shall be creditable toward fulfilling any subsequent MSO acquired by the Servicemember. Such credit would not alter the terms of any subsequent enlistment for specific periods of active component or reserve component service. If such service was performed only in a

delayed entry status, it will not be credited to fulfillment of the MSO.

8. **Discharge for Clergy Members**. Upon written application, a Servicemember may be discharged from a reserve component of a military service if the Servicemember has become a member of the clergy and satisfactorily establishes that

- a. the 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.

9. **Service Academy and ROTC**. An enlisted Servicemember who accepts appointment to a service academy as a cadet or midshipman under 10 U.S.C. 403, 603, or 903, or as an ROTC cadet or midshipman under Section 2107, retains enlisted status in spite of such 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 shall 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.

a. **ROTC Advanced Training (College Program)**. An officer appointed under 10 U.S.C. 2104 shall have a MSO of 8 years from the date of appointment minus any prior enlisted service prior to entry into advanced training under regulations of DOD Directive 1215.8 of 25 March 1994.

b. **ROTC Scholarship Recipients**. An officer appointed under 10 U.S.C. 2107 shall have a MSO of 8 years from the date of appointment.

c. **Military Junior Colleges Scholarship Recipients**. An officer appointed under 10 U.S.C. 2107a shall have a MSO of 8 years from the date of appointment.

d. **Failure to Complete Training or to Accept Appointment.** The MSO shall be equivalent to the period for which the member is ordered to serve on active duty in a Reserve Component under 10 U.S.C. 2105, 2107, or 2107a.

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

a. **Commissioned Officers.** Enlisted service performed concurrently while serving as a cadet or midshipman does not count towards fulfillment of the MSO incurred as a result of commissioning.

b. **Service Academy Appointments.** An officer appointed under 10 U.S.C. 403, 603, or 903 shall incur a MSO of 8 years from the date of appointment. If an appointment is terminated before graduation or if a cadet or midshipman refuses to accept a commission offered following graduation, the MSO shall be equivalent to the period for which the member is ordered to serve on active duty or in the Reserve components under 10 U.S.C. 4348, 6959, or 9348, and according to DOD Directive 1332.23.

11. **Unsatisfactory Participation in the Ready Reserve.**

A person who incurs a MSO and who subsequently fails to perform satisfactorily any required reserve training may not be discharged, except as outlined in "Procedures for Discharge Prior to Completion of MSO," above.

12. **Interservice and Intercomponent Transfers.** Transfer of Servicemembers who have a remaining MSO between military services or components of a military service shall be accomplished under MILPERSMAN 1910-102 for enlisted personnel and SECNAVINST 1000.7D for officer members. Obligated military service performed before and after an authorized transfer shall be counted toward fulfillment of the MSO.

13. **Induction.** In time of war or national emergency, or when otherwise authorized by law, a person who is inducted under 10 U.S.C., and who completes the required period of active training and service, shall continue to hold their appointment or enlistment contract to serve as a reservist and shall be required to fulfill the term of obligation unless discharged by the Secretary of the Navy.

MILPERSMAN 1133-020

NAVAL RESERVE ENLISTED PROGRAMS - POLICY

Responsible Office	NAVPERSCOM	Phone:	DSN	882-4482
	(PERS-91)		COM	(901) 874-4482
			FAX	882-2753

Governing Directives	COMNAVCRUITCOMINST 1130.8F, Enlisted Recruiting Manual
	COMNAVCRUITCOMINST 1133.8A, Naval Reserve Recruiting Manual

1. **Enlistment Programs**. There are several avenues for enlistment in the Naval Reserve. First term enlistments include the following:

2-Year Enlistment Program
3-Year Enlistment Apprenticeship Training Program
Training and Administration of the Reserve (TAR) Enlistment Program (TEP)
Navy Veteran (NAVET) Program
Other Service Veteran (OSVET) Program
SEABEE Veteran (CBVET) Program
Accelerated Initial Accession (AIA) Program
Advanced Pay Grade (APG) Program

2. **Eligibility Requirements**. Specific eligibility requirements for first term programs may be found in

- a. COMNAVCRUITCOMINST 1130.8F, Enlisted Recruiting Manual; and
- b. COMNAVCRUITCOMINST 1133.1, Naval Reserve Recruiting Manual

for enlistment of personnel with prior naval service or prior service with other branches.

3. **Former USN Members**. Members of the regular Navy released from active duty are assigned to the Individual Ready Reserve (IRR) to complete the remainder of their military service obligation (MSO). As members of the IRR they are obligated to

- a. advise Commanding Officer, Naval Reserve Personnel Center, New Orleans, LA 70149-7800, of their current address;
- b. promptly respond to all official correspondence; and
- c. report for a 1-day annual muster when directed by official notification.

4. **Inter-Service Transfer**. Under 10 U.S.C. 512, members of another component who are approved by that service for enlistment in the Naval Reserve must enlist for a period sufficient to complete the training requirements and service obligation incurred under their original contract.

5. **MSO Completion**. Members who have fulfilled their MSO may enlist or reenlist in the Naval Reserve per COMNAVRESCUITCOMINST 1133.8A, or may extend their enlistment within the provisions of MILPERSMAN 1160-070. Enlistment, reenlistment, or extension shall be in the Ready Reserve.

6. **Non-Prior Service**. Non-prior service personnel incur an 8-year MSO, 6 of which must be served in the Selected Reserve (SELRES). The remainder of their enlistment may be either in the SELRES or the Individual Ready Reserve (IRR).

7. **APG and OSVET Programs**. Individuals enlisting in the Naval Reserve Advanced Pay Grade (APG) and Other Service Veteran (OSVET) programs at a temporary pay grade shall complete the requirements for permanent advancement to that pay grade prescribed in COMNAVRESCUITCOMINST 1133.8A.

NOTE: Requests for transfer to the IRR prior to completing the 6-year drilling obligation will be submitted, via the chain of command, to

Commander, Naval Surface Reserve Force (Code 3111D); or

Commander, Naval Air Reserve Force (Code 502B).

MILPERSMAN 1133-030

NAVAL RESERVE ENLISTED PROGRAMS - THE 2-YEAR ENLISTMENT PROGRAM

Responsible Office	NAVPERSCOM (PERS-91)	Phone:	DSN	882-4482	
			COM	(901) 874-4482	
			FAX	882-2753	

Governing Directives	10 U.S.C. 12102 and 12103
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1. **Purpose.** This program provides for first enlistment in the Naval Reserve of male and female applicants for a period of 8 years under authority of 10 U.S.C. 12102 and 12103.

2. **Process.** See following table:

Step	Action
1	Applicants in this program are enlisted for 2 years of active duty in either the Seaman or Fireman apprenticeships.
2	At the completion of their initial obligation, they may request reenlistment for a minimum of 48 months via the ENCORE Program.
3	If authorized reenlistment, they will be guaranteed a Class "A" school for which they are mentally, morally, and physically qualified if vacancies exist.

3. **Advancement to E-4**

a. Applicants who have either enlisted into the program or are on active duty prior to 1 May 1993 are authorized an accelerated advancement to paygrade E-4 after successfully completing Class "A" school.

b. Applicants enlisting into the 2-Year Enlistment Program after 1 May 1993, are not authorized accelerated advancement to paygrade E-4.

4. **Montgomery GI Bill (MGIB)**. Applicants in this program may elect to participate in the MGIB by having \$100 per month reduced from their pay during the first 12 full months of active duty.

NOTE: This \$1200 is non-refundable.

5. **Obligated Service**. All members of this program have a continuous active duty obligation of 24 months followed by 72 months in the Individual Ready Reserve (IRR).

MILPERSMAN 1133-040

NAVAL RESERVE ENLISTED PROGRAMS - THE 3-YEAR ENLISTMENT APPRENTICESHIP TRAINING PROGRAM

Responsible Office	NAVPERSCOM (PERS-91)	Phone:	DSN	882-4482
			COM	(901) 874-4482
			FAX	882-2753

Governing Directives	10 U.S.C. 12102 and 12103
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1. **Purpose**. This program provides for first enlistment of male and female applicants in the Naval Reserve for a period of 8 years under authority of 10 U.S.C. 12102 and 12103.
2. **Process**. See following table:

Step	Action
1	Applicants in this program are enlisted for 36 months of active duty in either the Seaman, Airman, or Fireman apprenticeship without a school guarantee.
2	Upon completion of their initial obligation, they may request reenlistment for a minimum of 48 months via the ENCORE Program.
3	If approved to reenlist via ENCORE, applicants will either remain in their rating (if already designated) or be offered a Class "A" school in another rating for which they are mentally, morally, and physically qualified if vacancies exist.

3. **Montgomery GI Bill (MGIB)**. Applicants in this program may elect to participate in the MGIB by having \$100 per month reduced from their pay during the first 12 months of active duty.

NOTE: This \$1200 is non-refundable.

4. **Obligated Service**. All members of this program have a continuous active duty obligation of 36 months followed by 60 months of duty in the inactive reserves.

MILPERSMAN 1133-050

NAVAL RESERVE ENLISTED PROGRAMS - THE TRAINING AND ADMINISTRATION OF THE RESERVE (TAR) ENLISTMENT PROGRAM

Responsible Office	NAVPERSCOM (PERS-91)	Phone:	DSN	882-4482
			COM	(901) 874-4482
			FAX	882-2753

Governing Directives	10 U.S.C. 12102 and 12103 NAVPERS 15909G, Enlisted Transfer Manual
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1. **Purpose**. This program provides for the first enlistment in the Naval Reserve of male and female applicants for a period of 8 years under authority of 10 U.S.C. 12102 and 12103.
2. **Policy**. Applicants may enlist with a 4 or 5-year school guarantee or in 6-Year OBLIGOR programs such as
 - a. Advanced Electronics Field.
 - b. Advanced Technical Field Programs.
3. **Obligated Service**. All applicants have a continuous active duty obligation of at least 48 months followed by the Ready Reserve to complete the remainder of their military service obligation (MSO).
4. **TAR Recall**
 - a. Veterans recalled under the provisions of the TAR Recall program incur a minimum active duty obligation of 48 months.
 - b. Program guidance is outlined in NAVPERS 15909G, chapter 22.

MILPERSMAN 1133-060

PRIOR SERVICE (PRISE) III PROGRAM

Responsible Office	CNO (N13)	Phone:	DSN	225-0888
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			FAX	224-6502

Governing Directives	OPNAVINST 1160.6A COMNAVCRUITCOMINST 1130.8F BUPERSINST 1430.16E
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1. Background

a. The PRISE III Program offers reenlistment opportunities and rating conversion to Navy Veterans (NAVETs) who reenlist after a 24-hour break in service who are not eligible to reenlist in their previously held ratings per COMNAVCRUITCOMINST 1130.8F.

b. For personnel effecting continuous service conversion and reenlistment refer to MILPERSMAN 1160-090.

2. Eligibility Requirements. Specific PRISE III eligibility requirements are set forth below:

a. Have been discharged in an undesignated status or designated in a rating which per COMNAVCRUITCOMINST 1130.8F is not open to NAVETs.

b. Have at least 180 consecutive days of prior naval service, but no more than 6 years prior naval service.

c. Meet COMNAVCRUITCOMINST 1130.8F basic enlistment eligibility requirements, including broken service and time-in-service eligibility requirements for NAVETs.

d. Have been recommended for reenlistment on date of discharge.

e. Must be able to obligate service for the 4/5/6 year obligor rating/program they are being guaranteed without exceeding high year tenure for the paygrade in which they are

reenlisting. COMNAVCRUITCOM approval must be obtained for obligated service of less than 4 years.

f. Meet physical, moral and mental requirements for a PRISE III-eligible rating, as specified in COMNAVCRUITCOMINST 1130.8F. Current (less than 2 years old) Armed Forces Vocational Aptitude Battery (ASVAB) line scores must be used to determine rating eligibility.

3. Reenlistment Provisions

a. When approved for conversion via "A" school, applicants will be reenlisted in the U.S. Navy for a period of 2 years and concurrently sign a reenlistment agreement to obligate an additional 24 months or more upon satisfactory completion of the required Class "A" school conversion training. Any person who fails to execute their extension agreement with the Navy will be discharged at EAOS, or when directed by N13. An RE-4 reenlistment code will be assigned.

(1) The maximum paygrade for accessions via the PRISE III program is E-3, except for NAVETs guaranteed Advanced Electronics Computer Field (AECF), Cryptologic Technician Interpretive (Native Speaker) (CTI(N)) or the Nuclear Field (NF). The maximum accession paygrade for NAVETs reenlisting for AECF, CTI(N) or NF is E-4. No waivers to enlist at a higher paygrade are authorized. NAVETs reenlisting via the PRISE III program in paygrade E-3 and below will enlist in the source apprenticeship (SN, AN, or FN) of their guaranteed rating/program. NAVETs guaranteed AECF, CTI(N) or NF will be enlisted in the SN apprenticeship if reenlisting in paygrade E-3 and below or in their old rating if reenlisting in paygrade E-4.

(2) The PRISE III/Paygrade Reduction Annex contained in COMNAVCRUITCOMINST 1130.8F will be used for all NAVETs who reenlist via the PRISE III Program.

(3) NAVETs reenlisting via PRISE III for the SEAL Challenge Program must meet all MILPERSMAN 1220-100 - 1220-330 eligibility criteria. They will be accessed as GENDETs in paygrade E-3 and below with a guarantee for BUDS, EOD or Diver training, and be ordered to TPU Great Lakes (UIC 32458). The following NAVPERS 1070/613, Administrative Remarks must be placed in the service record:

"Member is being ordered to Transient Personnel Unit (TPU) Great Lakes for in-processing. Upon reporting to TPU Great Lakes, members shall be screened by the Dive Motivator at Recruit Training Command Great Lakes to ensure member meets physical readiness test requirements for the SEAL Challenge Program."

(4) The PRISE III program is not a reenlistment incentive program. PRISE III reenlistees may be eligible for SRB, however, recruiting personnel shall make no verbal or written promises or guarantees regarding SRB eligibility. If guaranteed a PRISE III "A" school that is SRB-eligible, they must sign the following NAVPERS 1070/613:

"I understand I have been approved to enlist in the _____ rating for 2 years for the sole purpose of conversion to the _____ rating after "A" school. I understand the rating to which I am converting is listed on the current SRB Award Level NAVADMIN; however, SRB eligibility must be verified through BUPERS (PERS-811/815). I understand I may only be eligible for the SRB award level in effect, if any, on the date of my next reenlistment after "A" school. No guarantees of SRB eligibility or SRB payment have been offered to me as an enlistment guarantee."

b. A member may qualify for Selective Reenlistment Bonus (SRB) or, if member has never previously received an Enlistment Bonus (EB) from any service, may qualify for EB if otherwise eligible per OPNAVINST 1160.6A. Payment of EB for enlistment executed under this article is not guaranteed.

4. Failure to Complete School Required for Conversion

a. NAVETs enlisting via the PRISE III Program who do not complete "A" school will be subject to reclassification (PERS-4010S), forced conversion into another rating based on the needs of the Navy, Navy Personnel Command (NAVPERSCOM) (PERS-815) or retained in a non-designated status.

b. If for some reason the "A" school guaranteed at enlistment is not available once on active duty, another "A" school will be assigned as determined by NAVPERSCOM (PERS-4010).

5. **Effecting Rating Conversion.** Rating conversion will be effected upon satisfactory completion of Class "A" school, or basic A-1 phase (of those schools having advanced phases) as prescribed in BUPERSINST 1430.16E.

MILPERSMAN 1133-070

FULFILLMENT OF THE 8-YEAR OBLIGATION

Responsible Office	NAVPERSCOM (PERS-832)	Phone:	DSN COM	882-2303 (901) 874-2303
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1. Policy

a. An 8-year obligor will be considered as having fulfilled their obligation when discharged:

(1) Administratively as authorized by the Chief of Naval Personnel for the purpose of complete separation from military status,

(2) By sentence of a court-martial, or

(3) When obligor has served for a period of 8 years from the date of initial enlistment or induction as a member of the Armed Forces, Regular or Reserve, on active duty, or a combination of such duty.

b. In computing service for this purpose, all periods of lost time from active service due to unauthorized absence, confinement, nonperformance of duty (civil arrest), and sickness misconduct as defined in this article or in this Manual relating to making up lost time shall be deducted. Upon completion of the period of service, the member shall, if otherwise eligible therefore, be discharged by reason of expiration of enlistment or fulfillment of service obligation, as appropriate.

2. Exception. The 8-year obligation is not considered terminated upon discharge or other type of separation for the purpose of immediate entry or re-entry in the same or any other component of the Armed Forces in the same or any status or for the purpose of entry into an officer training program in which the member has a military status. Additional service shall be counted toward fulfillment of the obligation.

3. **Further Exception.** Eight-year obligors shall not be discharged upon entry into an officer-training program in which they would not have military status.

MILPERSMAN 1133-080

NATIONAL CALL TO SERVICE (NCS) PROGRAM

Responsible Office	CNO (N13)	Phone:	DSN	225-3128
			COM	(703) 695-3128
			FAX	(703) 614-6502

References	(a) DOD NCS Implementation Plan (b) NAVADMIN 090/03 (Minimum ASVAB Qualification Scores) (c) 10 U.S.C. 510(L)(2) (d) 38 U.S.C. 3015(a)(1) (e) 38 U.S.C. 3015(b)(1) (f) DODD 1315.7 of 9 Jan 87 (g) DODD 1322.16 of 11 May 94 (h) BUPERSINST 1780.1 (i) 10 U.S.C., Chapter 31 (j) DODI 1215.18 of 17 Jul 02 (k) 10 U.S.C., Chapter 1606 (l) DODI 7000.14-R, Volume 12, Chapter 15 (m) DODI 7730.56 of 15 Sep 75
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- Purpose.** This article provides guidance for the implementation and execution of the National Call to Service (NCS) Program.
- Background.** NCS is a short-term enlistment program designed to promote and facilitate military enlistment in support of national service. This program will remain in effect as outlined in this article until superceded/modified by a NAVADMIN, instruction, or updated MILPERSMAN article.
- Policy.** Reference (a) is the Department of Defense (DOD) implementation directive for NCS. Navy will integrate NCS into current enlisted recruiting programs for the purposes of supporting near-term active duty manning requirements and future Drilling Reserve (DRILRES) manning shortfalls. The NCS program will be funded under Military Personnel, Navy (MPN). NCS candidates will be accessed as United States Naval Reserve (USNR) recruits, (Branch and Class of Service Code 32) and count against active duty strength while serving on active duty. Once affiliated with the Naval Reserve, they will count against Reserve strength. Whether serving on active duty or in the Reserves, NCS participants will be managed the same as other Navy members, with the exception of specific NCS guidelines as promulgated in this article, in future NCS NAVADMINS, articles/instructions associated with this program, and in guidance associated with other programs that specifically exclude NCS participants.

4. **Eligibility.** In order to be NCS eligible, recruits must meet the following criteria:

- a. Non-Prior Service (NPS).
- b. High School Diploma Graduate (Tier 1).
- c. Armed Forces Qualification Test (AFQT) Categories I-III A (AFQT > or = 50).
- d. Minimum Armed Services Vocational Aptitude Battery Test (ASVAB) requirements for specific ratings of enlistment per reference (b) or its successors.

5. **Service Obligation.** Enlistments under the NCS program will incur an 8-year military service obligation (MSO). This MSO will consist of

- a. 15 months active duty after completion of initial training (to include Boot Camp, Apprenticeship Training, and "A"/"C" School (as applicable)), **followed by**

- b. **either** reenlistment/extension on active duty for at least 24 months, **or** 24 months as a Drilling Reservist, **followed by**

- c. remainder of MSO in one of the following:

- (1) Active Duty.

- (2) DRILRES.

- (3) Individual Ready Reserve (IRR).

- (4) Other national service programs as designated by Secretary of Defense (SECDEF) (if qualified and accepted).

- (a) AmeriCorps

- (b) Peace Corps

- (5) Any Combination of the above.

6. **Enlistment Contract (Expiration of Active Obligated Service (EAOS) Determination).** Commander, Naval Recruiting Command (COMNAVCRUITCOM) will be responsible for developing appropriate language on the initial recruit contract to reflect the unique requirements of the NCS program (15 months active duty service following initial training). The initial recruit enlistment contract will be written with an adjustable 18-month EAOS. Recruits will sign a statement within the contract acknowledging their initial 18 months EAOS will be adjusted upon

completion of initial training to reflect 15 total months of active duty service following initial training.

a. **General Detail (GENDETS)**

(1) **Personnel Support Detachment (PERSUPP DET) Naval Training Center (NTC) Great Lakes IL** will be the designated authority to adjust **NCS GENDET Seaman (SN) and Fireman (FN)** EAOSs to reflect 15 total months of active duty service following completion of Apprenticeship Training.

(2) **PERSUPP DET Naval Air Station (NAS) Pensacola FL** will be the designated authority to adjust **NCS GENDET Airman (AN)** EAOSs to reflect 15 total months of active duty service following completion of AN Apprenticeship Training.

b. **School Guarantee (SG) NCS Recruits.** The PERSUPP DET supporting the specific schoolhouse will be the designated authority to adjust NCS EAOSs to reflect 15 total months active duty service from the completion date of the final school in the pipeline (some NCS participants will attend "A" and follow-on "C" School(s)). NCS participants guaranteed an "A" School who subsequently fail to complete the training will be sent to the fleet as a GENDET. In these cases, the PERSUPP DET supporting the specific schoolhouse will adjust the member's EAOS to reflect 15 total months active duty service from the day member departs the "A" School. NCS participants who successfully complete "A" School but fail to complete any follow-on "C" School will be sent to the fleet as a rated Sailor (based on the completed "A" School), without the associated "C" School Navy Enlisted Classification (NEC). In these cases, the PERSUPP DET supporting the specific schoolhouse will adjust the member's EAOS to reflect 15 total months active duty service from the day member departs the "C" School.

c. **Enlisted Placement Management Center (EPMAC) (for GENDETS) and Navy Personnel Command (NAVPERSCOM), Distribution Department (PERS-4) (detailers for rated NCS participants)** should coordinate with

(1) PERSUPP DET NTC Great Lakes IL (SN/FN GENDETS),

(2) PERSUPP DET NAS Pensacola FL (AN GENDETS), or

(3) appropriate schoolhouse PERSUPP DET (rated Sailors) to confirm accurate EAOS adjustments have been made when writing orders.

7. **Incentives**

a. **Incentive Selection.** NCS participants will be given the opportunity to select one of four incentives upon enlistment. Initial incentive selection is **irrevocable**. DD Form 2863 (10-03), National Call to Service (NCS) Election of Options can be found at

<http://www.dior.whs.mil/forms/dd2863.pdf> and will be used to document the incentive election and become an addendum to the individual's DD Form 4 (Rev 01-01), Enlistment/Reenlistment Document, Armed Forces of the United States. Alternatively, incentive election may be accomplished through overprinting of all information on the DD Form 2863 on current enlistment forms. The incentive options are as follows:

(1) **Cash Bonus of \$5,000** - payable upon completion of initial active duty obligation.

(2) **Repayment of qualifying student loans (principal and interest)**, as defined in reference (c), **up to \$18,000** - payable upon completion of initial active duty obligation.

(3) **Education allowance for up to 12 months**, payable at the monthly rate for basic educational assistance allowances under reference (d). Servicemember may begin to use the benefit at any time after completion of initial active duty obligation.

(4) **Education allowance for up to 36 months**, payable at one-half the monthly rate for basic educational assistance allowances under reference (e). Servicemember may begin to use the benefit at any time after completion of initial active duty obligation.

b. Incentive Entitlement

(1) Initial entitlement to any of the above incentives is predicated on completion of the total initial active duty commitment (15 months following initial training).

(2) Any NCS participant who completes initial training (Boot Camp, Apprenticeship Training, and follow-on schools (where applicable)), and is discharged or released from active duty **prior to completion** of the initial active duty commitment for one of the following reasons will receive a reduced benefit:

(a) Navy-connected disability.

(b) Preexisting medical condition that Secretary of the Navy (SECNAV) determines is not Navy-connected.

(c) Hardship.

(d) Physical or mental condition that did not result from the individual's own willful misconduct, but did interfere with duty performance.

(3) Discharges eligible under this provision will be the same as those discharges eligible for reduced Montgomery GI Bill (MGIB) benefits (reference (g), para. A(1)(c), encl. (3)).

(4) The reduced benefit will be determined by multiplying the incentive value by the ratio of the number of months served to the 96-month (8-year) MSO.

(5) Discharges or release from active duty prior to completion of the initial active duty commitment for all other reasons will result in **no** benefit.

(6) Monthly educational allowance payments (if selected as the incentive option) being distributed during the initial 24-month DRILRES commitment will be halted if member fails to meet drilling requirements for reasons not listed above in this Incentive Entitlement paragraph.

c. **Incentive Repayments.** NCS participants who fail to complete the contracted MSO shall refund to the United States (U.S.) Government the amount that bears the same ratio to the amount of the incentive as the uncompleted part of such service bears to the total period of the MSO. Waivers, in whole or in part, for such payment require SECNAV approval and will be based upon determination that such recovery would be against equity and good conscience, or would be contrary to the best interests of the U.S..

d. **Forced Conversions.** Forced conversions (due to loss of Security Clearance, medical conditions, non-judicial punishment (NJP), etc.) do not in and of themselves constitute failure to meet contracted commitments. Completion of the initial active duty time commitment is the determining factor for purposes of incentive qualification.

e. **Counseling on Taxable Income.** Recruiters should counsel NCS participants during the incentive selection process that cash and college loan payoff options are considered **taxable income in the year they are received**. Educational benefits will **not** be considered as taxable income.

f. **Other Program Ineligibility.** NCS participants are not eligible to participate in the Navy College Fund (NCF), Loan Repayment Program (LRP), Enlistment Bonus (EB) program, or receive the Enlistment Bonus for College Credit (EBCC).

8. Montgomery GI Bill Benefits (MGIB)

a. **Initial Ineligibility.** NCS candidates are not initially eligible for MGIB and will be automatically disenrolled from the program when accessed onto active duty. COMNAVCRUITCOM shall include

wording and a space for initials/signature of the recruit in the initial enlistment contract to ensure members are aware of their ineligibility. RTC Great Lakes IL should ensure NCS participants do not sign a DD Form 2366 (Rev 06-02), Montgomery GI Bill Act of 1984 (MGIB).

b. **Later Eligibility Requirements/Benefits.** NCS participants may become eligible for MGIB benefits if reenlisting/extending on active duty (for at least 2 years) prior to completion of their NCS initial active duty commitment. Commands/PERSUPP DETs administering reenlistments/extensions of NCS participants must advise the member of eligibility for enrollment in and benefits of the MGIB Program. The member's election to enroll or election to decline enrollment must be documented using DD Form 2366 and distributed per reference (h). An appropriate entry must be made in the Navy Standard Integrated Personnel System (NSIPS). MGIB point of contact (POC) is as follows:

NAVPERSCOM
Federal Education Programs Branch (PERS-604)
COM: 1-800-962-1425
DSN: 882-4258

c. **MGIB Selected Reserve Program Eligibility.** NCS participants who contract for 6 years in the Reserves may be eligible for the MGIB Selected Reserve Program.

9. **Reenlistment/Extension on Active Duty.** NCS participants are eligible to reenlist/extend on active duty prior to completion of their active duty commitment, provided they meet all reenlistment/extension criteria (to include reenlistment authorization via Perform to Serve (PTS), if required under existing PTS guidance). Such reenlistment/extension must be for at least 2 years and will fulfill the DRILRES commitment portion of the MSO.

a. **Selective Reenlistment Bonus (SRB).** NCS participants who reenlist following initial active duty commitment will not be SRB eligible for this first reenlistment. NCS participants who reenlist or extend for at least 2 years following initial active duty commitment become SRB eligible for any future reenlistment, provided they meet all existing SRB eligibility criteria.

b. **Perform to Serve (PTS).** NCS participants desiring to reenlist following initial active duty commitment must obtain reenlistment authorization via PTS (if applicable with respect to existing PTS criteria regarding enlistment term, Career Reenlistment Eligibility Opportunity (CREO) group, etc.). Due to the short-term nature of the initial NCS active duty enlistment contract, it may be necessary for commanding officers (COs) to furnish a special evaluation with the PTS reenlistment request if a periodic evaluation has not been written at the time of such request.

c. **Early Identification of Reenlistment Desires/Option of Extending.** It should also be noted that NCS participants desiring to reenlist following initial active duty commitment who are required to obtain reenlistment authorization via PTS may be limited in the number of reviews their request receives, again, due to the short active duty commitment. Commands should make every attempt at early identification of NCS participants desiring to reenlist in order to maximize the member's reenlistment opportunity. Commands should also communicate to NCS participants desiring to reenlist at the end of the 15-month active duty commitment, the option of extending for 24 months prior to reenlisting. This will more align NCS enlistees with their peers with respect to the PTS stacking algorithm.

d. **Disposition of NCS incentives** upon reenlistment/ extension on active duty:

(1) **\$5000 Bonus.** If \$5,000 bonus was selected, the entire bonus will be paid upon completion of initial active duty obligation. Servicemembers will be allowed to enroll in MGIB by completing DD Form 2366 and having their pay reduced by \$100 for the next 12 months.

(2) **Loan Repayment.** If loan repayment was selected, the loan will be repaid upon successful completion of initial active duty obligation. Servicemembers will be allowed to enroll in MGIB by completing DD Form 2366 and having their pay reduced by \$100 for the next 12 months.

(3) **Education Allowance.** If either of the education allowances was selected, NCS participants will retain that incentive and be allowed to enroll in MGIB by completing DD Form 2366 and having their pay reduced by \$100 for the next 12 months; however, reference (i) requires that the total amount of the allowance paid as an NCS educational incentive must be deducted from their MGIB benefits.

e. **"Stop-Loss" Status.** NCS participants may be included in "Stop-Loss" if serving on active duty in a rating or NEC that is placed in a "Stop-Loss" status due to operational necessity. The length of "Stop-Loss" will be minimized for NCS participants such that the total active duty commitment is no more than 24 months. Time served in a "Stop-Loss" status will count toward the 24 months DRILRES commitment.

10. Drilling Reserve (DRILRES) Service

a. **Length.** DRILRES duty associated with an NCS contract shall be 24 months in length. This 24-month commitment will be waived for NCS participants who reenlist/extend following the active duty commitment.

Additionally, the 24-month DRILRES commitment will be reduced on a day-for-day basis for each day extended on active duty in a "Stop-Loss" status.

b. **Policy/Procedures for Naval Reserve Affiliation.** Commander, Naval Reserve Force (COMNAVRESFOR) will develop and implement policy and procedures to facilitate Naval Reserve affiliation for NCS participants, with a goal of establishing affiliation prior to release from active duty.

c. **Distance.** The maximum distance an NCS participant may be required to travel involuntarily between residence and inactive duty training (IDT) site is governed by reference (j). Exceptions to the required DRILRES service may be granted by SECNAV only in cases where unit positions are not available.

11. Follow-on Service

a. **Options.** NCS participants who reenlist/extend on active duty, or who complete the 24-month DRILRES commitment will have the following options to complete their MSO:

(1) Continue in a DRILRES status.

(2) Transfer to the IRR for the remainder of the MSO.

(3) Serve all or a portion of the remainder of the MSO in a National Service Program (if qualified and accepted into the program). Current eligible National Service Programs are AmeriCorps and the Peace Corps.

(4) Continue on active duty.

b. **Serving in a National Service Program.** NCS participants who qualify, are accepted, and subsequently choose to serve all or a portion of their remaining MSO time following the DRILRES commitment in one of the National Service Programs will be transferred to the Standby Reserve-Active (USNR-S1) for that period. Transfer to the Standby Reserve-Active will be accomplished upon NCS participants furnishing an acceptance document to their Reserve unit from the appropriate National Service Program. This acceptance document must include the start date for the service and the period of service. If the service is for more than 1 year, an annual verification of service must be furnished to the member's Reserve activity. Members who complete service in a National Service Program with time remaining in their MSO will be automatically transferred to the IRR for the remainder of the MSO, unless they request to return to a DRILRES or active duty status.

c. **Remaining Time after Serving in a National Service Program.** NCS participants who serve a portion of their MSO in a National Service Program with remaining time on their MSO and who wish to return to the DRILRES or return to active duty must do so through a Navy Recruiting District (NRD).

12. **Educational Allowance**

a. **Administration.** The Department of Veterans' Affairs (DVA) will administer the two educational allowance incentives. The existing MGIB data system operated by the Defense Manpower Data Center will be used, providing all DOD data and information interface with DVA. Utilization of the allowance will be governed by the existing rules of MGIB for the Selected Reserve as stated in reference (j) and DVA regulations with the following exceptions:

(1) Benefit rates, which are tied to the rates in references (d) and (e).

(2) Delimiting date - benefits may be used for up to 14 years after completion of the initial active duty phase of the program.

(3) Benefit may continue to be used after the 24-month DRILRES phase of the program, regardless of continued DRILRES participation.

b. **Funding.** Navy will fund these allowances through actuary payments into the DOD Education Fund, per reference (l). Actuary payments will be due at time of enlistment and will be paid from the Navy College Fund budget. NAVPERSCOM, Personnel Readiness and Community Support Department (PERS-6) will oversee execution of this benefit option.

13. **Loan Repayment.** Qualifying student loans, as defined in reference (c), of **up to \$18,000 (principal and interest)** will be paid upon completion of initial active duty commitment. NCS participants selecting this incentive will be required at time of enlistment to obtain a loan repayment statement from their lending institution detailing the amount due on the projected date of completion of the initial active duty commitment. Navy will fund this option from the Enlistment Bonus budget until the Loan Repayment Program (LRP) budget is adequately resourced for this NCS incentive. COMNAVCRUITCOM Enlistment Incentives Group will oversee execution of this benefit option.

14. **Accession Planning.** Chief of Naval Operations (CNO), Enlisted Plans and Career Management Branch (N132), in conjunction with COMNAVRESFOR (N1), will determine annual accession skill mix requirements based on near-term active duty manning requirements and future DRILRES manning shortfalls.

15. **Reclassification/Administration at RTC Great Lakes IL.**

NCS participants enlisting in a school pipeline program who are disqualified from their assigned rating at RTC may be reclassified. This reclassification may only be into another available NCS rating (for the specific fiscal year of accession) or into an NCS GENDET category if there are no NCS ratings available that the individual qualifies for.

a. NCS participants enlisting in a school pipeline program who are disqualified from their assigned rating at RTC for reasons beyond their control may be separated under erroneous entry if they do not accept any of the reclassification options, or if no NCS ratings (or NCS GENDET) quotas are available for which they qualify.

b. NCS participants who are disqualified from the entire NCS program at RTC will not have the option of being placed into another USN or USNR program. These members shall be separated under the erroneous entry category.

c. NCS participants separated at RTC for any reason will be issued a travel certificate for funding transportation of the return to Home of Record.

d. NCS recruits enlisting as an NCS GENDET will be excluded as "A" School pickup candidates at RTC.

16. **Active Duty Assignments.** NCS enlistees will be worldwide assignable. Per reference (a), reference (f) minimum tour length requirements are waived for NCS participants. NAVPERSCOM will retain authority to detail NCS members to 15-month tours in locations governed by reference (f) minimum tour lengths, when gapped billet impacts outweigh increased permanent change of station (PCS) costs associated with short, overseas tours. In addition, NAVPERSCOM maintains the authority to retain an NCS participant who reenlists/extends following initial active duty commitment at participant's current command, in an effort to control PCS costs. NCS participants who reenlist/extend following initial active duty commitment and remain at their current command shall be administered (with respect to projected rotation date (PRD)) per existing sea/shore rotation guidance for their respective rate.

17. Record/Data Base Coding

a. Systems impacted by NCS coding are as follows:

Systems Short Title	Systems Long Title
NES	Navy Enlisted System
NSIPS	Navy Standard Integrated Personnel System
CETARS/RTM	Corporate Enterprise and Training Activity Resource System/Requirements Traceability Management Tool
MIRS (MEPCOM)	Military Entrance Processing Command Integrated Resource System
IMAPMIS	Inactive Manpower and Personnel Management Information System
RHS	Reserve Headquarters System
ACCPDS	Active Component Common Personnel Data System
RCCPDS	Reserve Component Common Personnel Data System
NMPDS	Navy Military Personnel Distribution System
PRIDE/NRAMS	Personalized Recruiting for Immediate and Delayed Enlistment/Navy Recruiting and Accession Management System

b. Data Element Values

Special Program Occupation/Group Code =	either - A3**9 (where ** indicates rating code of the guaranteed "A" School)- or - A3XX9 (where XX indicates GENDET)
Branch and Class of Service =	32
Type Enlistment Code =	02
Type Acquisition Code =	20 (Male)/ 51 (Female)
Special Program Indicator (SPI) =	Q - This is a new value. All programs that edit and categorize SPI codes must be modified to accept "Q" as a value. These programs must also be modified to capture this value as an MPN asset. The personnel pay interface must be modified to generate a Service Component of "V" to indicate a Reserve under MPN funding line. This value must be generated as indicated in the program requirements section.
Reserve Active Duty Obligation (RADO) Months =	18 - This value covers 9 weeks RTC (Boot Camp) and either 3 weeks of Apprenticeship Training, or a portion of the "A"/"C" School training, plus the initial 15 months active duty obligation incurred by accessing into the NCS program. PERSUPP DET NTC Great Lakes IL (for SN/FN GENDETS), PERSUPP DET Pensacola FL (for AN GENDETS), and PERSUPP DETs supporting specific schoolhouses (for School Guarantee NCS recruits) will be required to add an additional extension number of months to reflect the length of any "A" and "C" Schools.
MGIB Enrollment Code =	N - Member is not eligible for MGIB on the first enlistment under this program.
PRIDE/NRAM Codes	NCSA = NCS (Active Duty) NCST = NCS (TAR)

c. **System Modifications**

(1) Enlisted accession transactions need to be modified to accept and pass the above new values for the Special Program Occupation/Group Code and Type Acquisition Code.

(2) During NES processing of the enlisted transaction, if the

(a) Special Program Occupation/Group Code = A3**9 or A3XX9 (where ** indicates the rating code of the guaranteed "A" School or XX indicates GENDET),

(b) BRCL = 32,

(c) Type Enlistment = 02, and

(d) Type Acquisition Code = 20 (male)/51 (female),

the accession program should generate a SPI code of "Q" and 18 months RADO Months. An "N" should be placed into the MGIB Enrollment Code field to indicate the member is not eligible for MGIB.

(3) Continue to perform normal relational edits currently being conducted in the enlisted accession processes.

(4) Enlisted Daily Status Reports must be modified to account for members with SPI "Q" codes.

(5) The enlisted pay interface must not generate an MGIB transaction to Defense Joint Military Pay System (DJMS) that will initiate pay deductions from the member's Master Military Pay Account (MMPA).

18. **Tracking and Reporting Requirements**

a. **Monthly Tracking and Reporting Requirements**

(1) **COMNAVCUITCOM** will track and maintain all pertinent data on NCS accessions, to include incentive selection, Delayed Entry Program (DEP) attrition, etc. This data will be incorporated in the report of monthly statistics provided to Office of the Under Secretary of Defense for Personnel and Readiness (OUSD (P&R))/Accession Policy Directorate per reference (m).

(2) **RTC Great Lakes IL** will maintain data on Boot Camp attrition rates for NCS recruits.

(3) **Individual school houses and associated Naval Personnel Development Command (NPDC) Learning Centers** will maintain data on "A" and "C" School attrition rates/attrition reasons for NCS recruits.

(4) **The Center for Career Development (CCD)** will track and maintain data on NCS behavior during initial active duty commitment (reenlistment rate, attrition rate, attrition reasons, etc.).

(5) **COMNAVRESFOR** will track and maintain all pertinent data on NCS Reserve behavior (retention, attrition, drilling status, etc.). To facilitate this, COMNAVRESFOR will develop business rules on coding of NCS participants (Mandatory Drilling Code (MDC)) in order that Naval Reserve activities make appropriate input when processing a Reserve gain.

b. **Annual Reporting Requirements.** CNO (N132), in coordination with COMNAVRESFOR (N1), will provide SECNAV an annual report containing the following:

(1) List of ratings open to NCS participants for the upcoming fiscal year.

(2) Number of recruit quotas for each open rating.

(3) Limitation, if any, to the \$18,000 cap on the student loan repayment incentive option (not to fall below \$10,000).

19. **Adjudication Authority.** This article provides policy for the Navy NCS Program. In addition, this article assigns adjudication authority to make determinations on matters as follows:

Overall policy	CNO (N130)
Recruiting issues and enlistment contracts	COMNAVCRUITCOM
Active Duty Assignments	Rated Sailors - NAVPERSCOM (PERS-4) GENDETS - EPMAC
Budgeting	COMNAVCRUITCOM
Educational Benefits/MGIB	NAVPERSCOM (PERS-6)
Loan Repayment	COMNAVCRUITCOM
Selected Reserve issues/procedures	N095/COMNAVRESFOR
Database coding	NAVPERSCOM (PERS-3)
SRB eligibility	CNO (N130)
Reenlistments/PTS/extensions	NAVPERSCOM (PERS-8)
Accession planning	CNO (N132) (in coordination w/COMNAVRESFOR (N1))
Transfer to other National Service programs	COMNAVRESFOR (N1)