

Are you on the list?

By NC1 Merna P. Jones, USN



The High Year Tenure (HYT) program is a vital and effective force-shaping tool to properly size and shape the Navy and is intended to ensure a dynamic force with appropriate advancement opportunities and quality personnel to the fleet. On 19 October 2009, NAVADMIN 292/09 was released, standardizing HYT gates established to allow Sailors the greatest flexibility to Stay Navy in a stabilized Force. Through this process, the Navy enhances an Active Component (AC) and Reserve Component (RC) continuum of service. E1 through E6 HYT gates are being reduced by two years.

On 1 Nov. 2009, the Bureau of Personnel (BUPERS-32) published on the BUPERS on-line Web site a list of personnel to be affected by the HYT gate changes for use by Career Counselors and Commands. The Navy estimates approximately 1,776 E3 to E5 Sailors will be affected by the HYT change after the transition period ends.

Effective 1 February 2011, HYT gate adjustments are as follows:

- E-1: 6 years length of service
- E-2: 6 years length of service
- E-3: 10 years length of service
- E-4: 12 years length of service
- E-5: 20 years length of service

Effective 1 October 2011, E6 HYT gates will be adjusted to 22 years of total service. E3 to E9 sailors may enter into an enlistment contract that exceeds HYT limits per guidance outlined in MILPERSMAN 1160-030. The phased implementation delay allows all affected Sailors two additional advancement cycles before reaching HYT status.

Upon the release of the Selected Reserve HYT policy on 5 October

2009, I sat down with the Reserve Force Career Counselor, Navy Counselor Master Chief (SW/AW) Joseph Mack. When asked if he could pass on words of wisdom to SELRES Sailors that may be affected by the HYT change, he said, "Ensure Sailors are prepared for their impending transition.

"Sometimes it's difficult for Sailors to accept the transition. Sailors with less than 16 years of service are recommended to seek the Blue to Green option, depending upon their skill set. Command Career Counselors should ensure Sailors are prepared for retirement, Individual Ready Reserve (IRR), and/or Volunteer Training Unit (VTU) options. Do not wait until the last moment; ensure you gather all orders, point capture sheets, and ensure all Navy service information is up to date."

The following are significant milestones that must be accomplished in lieu of the HYT gate change. 1 December 2009, Command level Career Development Boards shall advise members of the provisions of NAVADMIN 292/09, assist in career planning, and, if applicable, prepare members for transfer to the IRR, VTU, or Retired Reserve (with or without pay). Upon completion, an electronic page 13 shall be entered into the Career Information Management System (CIMS). 30 December 2009, Career development boards shall be completed for all impacted sailors. 28 February 2011, E1 through E5 HYT Sailors' transfer deadline to the VTU, IRR, or Retired Reserve (with or without pay). 31 October 2011, E6 HYT Sailors' transfer deadline to the VTU, IRR or Retired Reserve (with or without pay).

Sailors who reach their HYT gate must be removed from a pay status by the end of the month their HYT date is reached. If eligible, member may

request transfer to the Retired Reserve (with or without pay). Sailors may request transfer to the IRR and continue to accrue qualifying service (all physical, age, and other retention criteria must continue to be met). Sailors who elect this option will not be eligible to re-affiliate in a drill pay status without receiving a waiver from Navy Personnel Command, Reserve Enlisted Status Section (Pers-913) and are not eligible to compete for advancement.

Expedient attention on the part of the Sailor and the command will improve the Sailor's chances of receiving a HYT waiver approval or rating conversion, if eligible. HYT waiver requests may be submitted up to 12 months prior to HYT date. Requests will be considered on a case-by-case basis. The manning of the rating with respect to paygrade, year group inventory, and Navy enlisted classification (NEC) code are key factors in the waiver decision.

NAVADMIN 292/09 has a typographical error in the points of contact information. The point of contact for this change is as follows:

*OCNR, Enlisted Force Shaping
Plans and Policy Branch*
N132, DSN 233-2311,
703-693-2311, MC Williams

Individual HYT Waiver Requests
Pers-9, DSN 882-4470,
901-874-4470, PSCS Lynn
Harcarik

Advancement Questions
Pers-812, DSN 882-4540,
901-874-4540, PSCM Doug
Vance