

**FREQUENTLY ASKED QUESTIONS
CONCERNING CONTINUATION AND SEPARATION
DUE TO SECOND FAILURE OF SELECTION FOR PROMOTION
FOR ACTIVE DUTY OFFICERS**

NOTE: This document is to provide answers to frequently asked questions for Active Duty Officers.

For Reserve Officers including FTS, please refer to the current [Navy Reserve Officer Retention and Continuation Plan](#). For more information, please contact the Reserve Officer Attrition/Separations Section (PERS-911D) at (901) 874-2753 or 882-2753.

1. AM I ELIGIBLE FOR CONTINUATION?

Each Fiscal Year (FY), SECNAV releases the FY-XX Continuation Plan. If a continuation plan is not released, guidance will promulgated within each selection board precept and convening order (the board's convening guidance). If you meet the criteria, you are eligible for continuation. Common criteria are paygrade, designator, and years of service.

2. WHEN MUST I SEPARATE?

Twice fail to select (2XFOS) officers who do not accept or are not offered continuation must be separated by midnight on the first day of the seventh month following release of the board results in which they failure of selection for the second time. This is the No Later Than (NLT) date as stated in your separation orders. You may separate anytime before the month of your NLT date; however, you and your Commanding Officer (CO) must determine this. Contact the Officer Favorable Resignations/Separations Branch (PERS-834F) at COM 901-874-2085/2095 or DSN 882-2085/2095 for more information.

3. CAN I BE RELEASED EARLIER?

Yes! You may be released anytime in the month prior to your NLT separation date. Again, this is between you and your CO. You may request earlier discharge by submitting a written request via your CO to Commander, Navy Personnel Command. Contact the Officer Favorable Resignations/Separations Branch (PERS-834F) at COM 901-874-2085/2095 or DSN 882-2085/2095 for more information.

4. CAN I STAY BEYOND MY NO LATER THAN DATE?

No! Unless you are being court-martialed, or a medical board evaluation has been accepted by a formal Physical Evaluation Board. Contact the Officer Favorable Resignations/Separations Branch (PERS-834F) at COM 901-874-2085/2095 or DSN 882-2085/2095 for more information.

5. DO I HAVE TO APPLY TO THE CONTINUATION BOARD?

No. If you are eligible for continuation, your record will automatically go before the board. There is no requirement to communicate with the board. If you wish to communicate with the board, you may submit a letter to the board IAW MILPERSMAN 1420-010.

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6. HOW WILL I KNOW IF I AM OFFERED CONTINUATION?

Continuation and Promotion board results will be released at the same time; sign onto the BUPERS ONLINE (www.bol.navy.mil) web page to check your status.

7. WHAT IS REQUIRED ONCE I HAVE BEEN NOTIFIED I AM OFFERED CONTINUATION?

Officers who have not selected for promotion for the second time shall check BUPERS ONLINE (www.bol.navy.mil) to determine if they were selected for continuation. Officers selected for continuation are presumed to accept **unless they decline in writing** to COMNAVPERSCOM, ATTN: PERS-801, 5720 Integrity Drive, Millington TN 38055-8000, **within 90 days** of the respective promotion board results message.

8. WHAT HAPPENS IF I DECLINE CONTINUATION?

You will be processed for involuntary separation NLT the 1st day of the 7th month after the release of the promotion board results. Contact the Officer Favorable Resignations/Separations Branch (PERS-834F) at COM 901-874-2085/2095 or DSN 882-2085/2095 for more information on separation orders.

9. AM I ENTITLED TO INVOLUNTARY SEPARATION PAY?

Yes, if you have completed at least 6 years of active duty and your continuation would not take you to retirement eligibility. If you have not completed 6 years active duty refer to DOD Financial Management Regulation Volume 7A, Chapter 35, for determination.

10. ONCE I HAVE ACCEPTED CONTINUATION, CAN I TERMINATE IT AND REMAIN ELIGIBLE FOR INVOLUNTARY SEPARATION PAY?

No, once you have accepted continuation, you lose your eligibility for involuntary separation pay per DOD Financial Management Regulation, Volume 7A, Chapter 35. You will regain eligibility upon expiration of the continuation period, provided you remain subject to involuntary discharge as an officer who failed to select for promotion multiple times (multi-FOS, because you are still a candidate for promotion while you remain on active duty after twice failing to select for promotion). You may terminate your continuation early by resigning your commission. However, this will not restore your eligibility for involuntary separation pay.

11. WHAT MUST I DO TO GET INVOLUNTARY SEPARATION PAY IF I QUALIFY?

Please refer to [MILPERSMAN 1920-20 through 1920-60](#) for more information and instructions on Involuntary Separation Pay. You will not be paid until you sign a Reserve oath or receive a letter from PERS-97 stating you will not be offered one.

12. HOW IS MY SEPARATION PAY CALCULATED?

Separation pay is determined by the total number of months of active duty that you have completed, from your active duty start date to your separation date. Separation pay is then calculated by taking your final monthly basic pay, multiplied by 10%, multiplied by your total number of months of active duty service. Active duty service can be a combination of enlisted and officer service. Deduct 20 to 28 percent for Federal

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taxes. Applicable state taxes may also be deducted from the amount. Lump sum payment is received on the day of separation. (OPNAVINST 1900.4)

13. WHAT IF I AM A LT OR LCDR (WHO WAS PRIOR ENLISTED) IN A GROUP THAT IS NOT OFFERED CONTINUATION, BUT I HAVE BETWEEN 16 - 18 YEARS OF SERVICE AND STILL WANT TO RETIRE FROM ACTIVE DUTY?

Contact the Officer Favorable Resignations/Separations Branch (PERS-834F) at COM 901-874-2085/2095 or DSN 882-2085/2095 for more information on the option to revert to an enlisted status.

14. CAN I DRILL IN THE NAVAL RESERVE?

Officers currently serving on Active Duty who desire to affiliate with the Navy Reserve, or need more information about Navy Reserve programs and opportunities, should contact the Career Transition Office (CTO) at (901) 874-4192 or cto.officer@navy.mil.

15. WILL I HAVE TO PAY BACK SEPARATION PAY IF I RETIRE IN THE RESERVES?

Yes. Should you pursue a Naval Reserve career and qualify for retired pay, an amount equal to lump sum separation pay received (this is the amount you received after taxes were deducted) shall be deducted when you start receiving your retired pay. For an example of the recoupment process and additional information on separation pay refer to SECNAVINST 1900.7 series.

For more information on separation orders and benefits, please contact the Officer Favorable Resignations/Separations Branch (PERS-834F) at COM 901-874-2085/2095 or DSN 882-2085/2095 for more information.

The following instructions may help answer some questions you may still have:

SECNAVINST 1920.6 series Separation of Officers

SECNAVINST 1900.7 series Separation Pay

SECNAVINST 1920.7 series Officer Continuation

OPNAVINST 1900.2 series Transition Assistance

OPNAVINST 1900.4 series Separation Pay for Involuntary Separation

MILPERSMAN 1920-xxx series Officer Separations