



**CAREER WAYPOINTS AND
NON-JUDICIAL PUNISHMENT
CONSIDERATIONS
FOR COMMAND LEADERSHIP TRIAD**



NJP & CAREER WAYPOINTS



- One of your Sailors has been referred to NJP, consider the following prior to awarding punishment:
 - How long has your Sailor been in the Navy? (Less than 14?)
 - What is your Sailor's proximity to his/her SEAOS?
 - If you reduce your Sailor in rank, you will be required to write a Significant Problems (SP) or Progressing (PROG) eval IAW BUPERSINST 1610.10 (Series). This eval will render your Sailor ineligible for reenlistment until he/she has two more evals that are promotable or higher. The eval also renders the Sailor ineligible for SELRES affiliation as well. MPM 1160-030, para. 3.f.



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- Will a reduction in rank render your Sailor HYT? MPM 1160-120, NAVADMIN 30/12
 - If so, do not expect to get an HYT waiver approved by BUPERS-32.
 - AC and FTS Sailors reduced in rate are authorized to complete the current enlistment only if it expires on or before the HYT gate of the new pay grade.
 - If Sailor's SEAOS exceeds the HYT LOS gate of the reduced pay grade, separation must occur within 180 days from the date of reduction.
 - When HYT gate is greater than 180 days following reduction in rate, the Sailor will be separated at the HYT LOS gate, if prior to the SEAOS, or at SEAOS if prior to his or her HYT LOS gate, if the Sailor is ineligible to reenlist or extend to the HYT LOS gate of the reduced pay grade.



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- You have decided to award a reduction in rate. Consider the following:
 - Does your Sailor have time to recover from this SP or PROG? If not, are you prepared to see that Sailor separate at SEAOS? Are you willing to write two special evals in order to reestablish reenlistment eligibility? If you are willing to write two special evals, then why are you reducing the Sailor in rank at NJP in the first place?
 - If you do write two special evals, if your Sailor is outside of his in-rate looks in C-WAY-REEN (9-6 months prior to SEAOS), the Enlisted Community Manager (ECM) will determine whether or not to reset the Sailor for an additional in-rate look. Authority to reset is at the ECM discretion and is generally based on community health.
- Sailors who separate at SEAOS as ineligible are considered to be voluntary separations. They will not be eligible for Involuntary Separation Pay (ISP).
MPM 1920-030, OPNAVINST 1900.4, NAVADMIN 036/12