

MILPERSMAN 1306-106

TIME ON STATION (TOS) AND RETAINABILITY/OBLIGATED SERVICE (OBLISERV)

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References	(a) DODI 1315.18 of 12 Jan 2005 (b) Joint Federal Travel Regulations, Volume 1, Appendix Q (c) DODD 1100.4 of 12 Feb 05 (Guidance for Manpower Management)
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Exhibit	1. Personnel Arrival without OBLISERV Report
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1. **Purpose**. When considering members for permanent change of station (PCS) transfer, time on station (TOS) and retainability prescribed by reference (a) and this article must be reviewed.

2. **Policy**

a. The following general policies apply to the assignment and reassignment of members unless exempted by other articles, or Navy Personnel Command (NAVPERSCOM) specifically approves a waiver. Authority to deviate from these policies rests with NAVPERSCOM.

b. Low cost move (LCM) is a PCS move for which the total expected cost, including the member's travel and transportation allowances and dislocation allowance (DLA), if applicable, does not exceed \$1,000.00. LCMs are not curtailments and do not require general or flag officer waivers of TOS that are required for other moves. It is not necessary to adjust the member's original tour completion date, nor for the member to have retainability beyond the original tour completion date.

3. **TOS Requirement for Reassignment**. TOS is the minimum amount of time a member is required to spend in the same geographic area in the continental United States (U.S.) (CONUS), overseas or at sea before executing a PCS transfer. Transfer within the

same geographic area is considered to be a PCS move for which the total cost, including the member's travel and transportation allowances and DLA does not exceed \$1000.00.

a. TOS requirement is established to enhance operational readiness by stabilizing members in units, to help reduce PCS costs and improve the quality of life by reducing personal and/or family turbulence.

b. When all other factors are equal, TOS is the primary consideration in selecting members for reassignment.

c. TOS requirement for all assignments within or from CONUS is 36 months, or the applicable (unaccompanied or accompanied) Department of Defense (DOD) area tour for overseas locations listed in reference (b), and may be satisfied by one or more tours within the same geographic location. For example:

(1) A PCS transfer before completing a 36-month tour from a command in Norfolk, VA to a command in Little Creek, VA would not break the TOS requirement because the commands are in the same geographic area (approximately 12 miles apart). A transfer from Arlington, VA to Norfolk, VA before completing 36 months on board would break TOS because the areas are not considered to be in the same geographic region (approximately 193 miles apart).

(2) A PCS transfer within the same overseas geographic area before completing the required DOD Area Tour would not break TOS, or create the requirement to restart a new DOD area tour at the new command. Care must be taken, however, to consider the loss of Consecutive Overseas Tour (COT)/In-place Consecutive Overseas Tour (IPCOT) entitlement if less than the equivalent of two back-to-back unaccompanied tours is completed.

d. TOS in CONUS is computed from the month of arrival to the month of departure, inclusive. TOS overseas is computed from the date of departure from CONUS to the date of return to CONUS.

e. Members may be reassigned before completing the minimum TOS requirement under certain circumstances. Waivers of TOS requirements may be granted on a case-by-case basis by NAVPERSCOM.

f. In the case of two PCS transfers within the same fiscal year, a Secretary of the Navy Finding (SECNAVFIND) may be required for payment of a second dislocation allowance (DLA). See MILPERSMAN 1300-400.

g. Authorized exceptions (TOS waiver not required) to TOS requirements are as follows:

(1) Reassigned to an overseas or sea tour.

(2) Members in sea-intensive (48/36 sea/shore rotation or greater) rates are assigned from shore to sea duty. Requires 24-months TOS prior to transfer.

(3) Members are accessed, reassigned to a different duty station for initial skill training or are separated.

(4) Members are reassigned to a different duty station for training or educational purposes.

(5) Members are reassigned due to major weapon-system change or unit conversion (e.g., change of one type of aircraft to another). Does not include replacement of members selected for new systems or unit.

(6) Members are permitted the option to retrain into a new specialty and location in conjunction with reenlistment. Requires 12-months TOS prior to transfer.

(7) Members are permitted the option to select another location in conjunction with an established program to keep military couples together (spouse co-location). Requires 12-months TOS prior to transfer.

(8) Members are assigned to the Office of the Secretary Defense (OSD), Joint Chiefs of Staff (JCS), or defense agency where tenure is limited by statute or the provisions of reference (a) to a shorter tour.

(9) Members are serving under reference (c), which prescribes different assignments for management positions in the support activities.

(10) Members are reassigned under the Exceptional Family Member Program (EFMP) or for humanitarian reasons (HUMS).

(11) Members are reassigned to a different duty station in preparation for a unit deployment/move.

(12) Members being considered for reassignment are first-termers.

(13) Members in professional skills, such as doctors and lawyers, serving in assignments designated by Secretary of the Navy (SECNAV) for the purpose of validating professional credentials or for developing expertise in selected specialized skills before being assigned to independent duty without supervision.

(14) Members are disqualified for duty as a result of loss of security clearance, professional certification, nuclear certification, or medical qualification to perform, if no vacant billet exists within the limits of the same geographic location in which the member may serve pending re-qualification or re-certification.

(15) Members are reassigned as prisoners including assignments to and from confinement or reassigned for the purpose of standing trial.

(16) Members are reassigned from patient status.

(17) Members are curtailed for the purpose of traveling outside of the travel restriction for pregnancy of the member or spouse, or reassigned for the purpose of receiving adequate medical care, including curtailments of female members from unaccompanied tours because of the lack of adequate obstetric care.

(18) Members are involved in incidents that cause serious adverse publicity or embarrassment for the U.S. Government, that may jeopardize the mission, or that indicate the member is a potential defector.

(19) Members or their dependents are threatened with bodily harm or death and circumstances are such that military and civilian authorities are unable to provide for their continued safety. Appropriate investigative agencies (e.g., Navy Criminal Investigative Service (NCIS) and Office of the Judge Advocate General (JAG)) must verify the threats and circumstances.

(20) Members complete or are eliminated from a training or education program.

(21) Members are reassigned on a LCM as defined in para. 3 above.

(22) Secretary of Defense (SECDEF) waives completion of a full tour of duty in a joint assignment, and the action would otherwise require a waiver of a TOS requirement

(23) Members are rendered in excess due to the following:

(a) Unit inactivation

(b) Base closure or consolidation

(c) Organization or staffing changes

(d) Reclassification or other actions changing the occupational specialty or skill designator of a member.

(e) Disqualification for duty as a result of loss of security clearance, professional certification, nuclear certification, or medical qualification to perform, or relief from duty for cause.

(f) Promotion to O-6 or E-9

4. **Retainability/Obligated Service (OBLISERV) Requirements for Reassignment.** Retainability is the minimum amount of active OBLISERV a member must have upon arrival at a new duty station after a PCS transfer, both in CONUS and overseas. For members executing a LCM, additional retainability beyond the original tour completion date is not necessary.

a. OBLISERV is required before reassignment to ensure members complete the prescribed tour. Waivers of OBLISERV requirements may be granted on a case-by-case basis by NAVPERSCOM.

b. Members shall not be transferred from their present duty station without obtaining the required OBLISERV for the prescribed tour.

c. The transferring command is required to obtain the applicable OBLISERV, or report non-compliance via naval message to COMNAVPERSCOM within 30 days of receipt of PCS orders. If PCS orders do not specify any required OBLISERV, the minimum standards listed in this article will apply.

d. OBLISERV will be acquired by reenlistment or extension of enlistment. For members who could suffer possible monetary loss (Selective Reenlistment Bonus (SRB)/Enlistment Bonus (EB) entitlement), see paras. 4g and 4h below.

e. Early SRB reenlistment/extension can be granted for personnel in receipt of PCS orders to meet the OBLISERV requirement (see the latest SRB NAVADMIN message).

f. The following requirements are minimums only. Additional OBLISERV may be required for special programs or schools. Fleet Reserve eligible personnel must comply with MILPERSMAN 1830-040.

TRANSFER FROM	TRANSFER TO	OBLISERV
CONUS Shore or Sea	CONUS Shore Duty	2 Years
CONUS Shore	CONUS Sea Duty	1 Year
Anywhere	OVERSEAS Sea or Shore Duty	DOD Area Tour
Overseas	CONUS Sea or Shore Duty	1 Year

g. If reenlistment and/or obtainment of OBLISERV within 30 days of receipt of PCS orders would cause potential monetary loss, and the servicemember is not qualified to participate in the OBLISERV to train (OTT) program, commands/Personnel Support Activity Detachments (PERSUPP DETs), are authorized to use a combination of extension(s) and/or NAVPERS 1070/613 (7-06), Administrative Remarks entry in lieu of all hard OBLISERV.

h. Two extensions may be used if needed per MILPERSMAN 1160-040, para. 4f. One conditional extension to extend the servicemember's expiration of active obligated service (EAOS) past graduation date from a school which will result in an SRB qualifying Navy Enlisted Classification (NEC) being earned, and a second extension for the maximum allowable period that can be cancelled with no SRB loss will be done to get as much up-front hard OBLISERV for the Navy with no loss of SRB for the servicemember.

i. Information on the maximum allowable period to cancel inoperative extension(s) upon reenlistment with no SRB loss (currently 24 months), the required length of the reenlistment and the OTT program can be found in the latest SRB NAVADMIN message, available at <http://www.npc.navy.mil/ReferenceLibrary/Messages/>.

(1) If using the maximum allowable (cancelable) extension period possible will not satisfy the OBLISERV required on the PCS orders, commands/PSDs are authorized to use a NAVPERS 1070/613 entry in lieu of hard OBLISERV for periods **not to exceed 12 months**. NAVPERS 1070/613 entries are not authorized for assignments listed in paragraph 4j below.

(2) To calculate total OBLISERV required, subtract member's current EAOS (month and year) from the OBLISERV required on the PCS orders. To determine extension length for school or other SRB qualifying event (if applicable), subtract member's EAOS from school graduation (or other event) date.

(3) **For example:** Member has orders for transfer in May 03 with an SRB qualifying school in route to the ultimate command. Member's EAOS is 25 May 03, school graduation date is 14 Sep 03, and required OBLISERV on the orders is Nov 05. Total OBLISERV required is 30 months (05-11 minus 03-05). The member needs a 4-month extension (which will go operative) to get past school graduation date (03-09-14 minus 03-05-25), leaving 26 months of OBLISERV needed. A second extension for 24 months (current maximum the member can cancel with no SRB loss) is done to get maximum up-front hard OBLISERV for Navy. The member will cancel this second extension after graduation from school). This brings the total hard OBLISERV obtained by the two extensions to 28 months. A NAVPERS 1070/613 entry for 2 months of OBLISERV is used to obtain the remaining OBLISERV and bring the total to the required 30 months. **Or:**

EAOS = 25 May 2003 (03-05-25)
REQUIRED OBLISERV = Nov 2005 (05-11)
GRAD DATE = 14 Sep 2003 (03-09-14)

05-11	03-09-14	30	26
<u>-03-05</u>	<u>-03-05-25</u>	<u>-4</u>	<u>-24</u>
02-06 = 30 months	00-03-19 = 4 months	26 months	02

months

Final result: 4-month extension + 24-month extension + 2-month NAVPERS 1070/613 entry = 30 months.

Sample NAVPERS 1070/613 entry:

(Date): In consideration of assignment to _____, being unable at this time to incur additional obligated active service without potential monetary loss, I agree to an active duty obligation for ___ months to gain the total OBLISERV required by BUPERS Order #_____ until _____ (month/year). I agree to reenlist/extend when eligible for a period of ___ years, and understand that if I do not reenlist, I will not be eligible for any SRB/EB award, and these orders may be cancelled. This NAVPERS 1070/613 agreement is not valid for transfer to any overseas area, including Hawaii and Alaska.

j. NAVPERS 1070/613s in lieu of hard OBLISERV for periods over 12 months are not authorized without written approval from NAVPERSCOM, Distribution Management and Procedures Branch (PERS-451). Waivers of the 30-day requirement to obtain OBLISERV and/or use of NAVPERS 1070/613 entries for periods of more than 12 months may be requested from NAVPERSCOM (PERS-451) by

- E-Mail to pers451@navy.mil,
- naval message,
- letter, or
- facsimile (FAX) to DSN 822-2693;

E-Mail preferred. OBLISERV requirements will only be satisfied by reenlistment or extension and **not** by NAVPERS 1070/613 entries for the following:

(1) Transfer to overseas duty (land-based or afloat). A NAVPERS 1070/613 in lieu of reenlistment or extension may be used up to the date of departure from CONUS.

(2) Initial enlistment school assignment programs. School guarantee, occupational specialty, nuclear field, advanced electronics field, programmed school input, non-school enlistee in recruit training, and obligating for school assignment.

(3) Selective Training and Reenlistment (STAR) program.

(4) Some "A" and "C" Schools and factory/contractor training.

(5) Advancement to E-7, E-8, or E-9.

(6) Accelerated advancement program.

(7) Assignment to school as a reenlistment incentive per MILPERSMAN 1306-1000 through 1306-1006.

(8) Assignment to Navy/Marine Corps Intranet (NMCI) Network Operations Center (NOC) per MILPERSMAN 1306-967.

k. Activities receiving personnel with insufficient OBLISERV shall report OBLISERV violations via a **Personnel Arrival without OBLISERV Report** message (Exhibit 1) to transferring command; info the transferring command's immediate superior in command (ISIC), COMNAVPERSCOM (appropriate detailee and PERS-451), and cognizant manning control authority (MCA).

NOTE: The purpose of this monitoring effort is to eliminate the negative impact on unit readiness that results from short tours and to preclude the expenditure of PCS funds for less than prescribed tour lengths.

5. **Personnel Approaching Fleet Reserve/Retirement Eligibility.**

Personnel who have completed 17 or more years active duty, in addition to OBLISERV requirements, must sign a NAVPERS 1070/613 entry in their service record agreeing to remain on active duty for the period of time required to complete the applicable tour prescribed for the overseas area to which assigned.

a. Transfer to the Fleet Reserve or Retired List will not normally be authorized prior to completion of the prescribed overseas tour.

b. Personnel approaching retirement eligibility are cautioned the requirement to complete the applicable tour for the overseas area may disallow their eligibility to request a twilight tour.

EXHIBIT 1

PERSONNEL ARRIVAL WITHOUT OBLISERV REPORT

(Use the proper message format containing the following.)

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FM RECEIVING COMMAND//JJJ//
TO PREVIOUS DUTY STATION//JJJ//
PREVIOUS DUTY STATION PSD (IF APPLICABLE)//JJJ//
INFO ISIC for transferring activity//JJJ//
Appropriate Manning Control Authority
COMNAVPERSCOM MILLINGTON TN//Appropriate Detailer/PERS-451//
COMNAVPERSCOM/PERS-4013//
BT
UNCLAS//NO1300//
MSGID/GENADMIN/RECEIVING CMD//
SUBJ: PERSONNEL ARRIVAL WITHOUT OBLISERV//
REF/A/DOC/NPC/01JAN03//
AMPN/MILPERSMAN 1306-106, TOS AND OBLISERV REQUIREMENTS.//
RMKS/1. PER REF A, THE FOLLOWING IS SUBMITTED DUE TO
TRANSFERRING COMMAND FAILURE TO OBTAIN OBLISERV PRIOR TO PCS
MOVE TO THIS COMMAND:
A. MEMBER: NAME/RATE/last 4 SSN.
B. TRANSFERRING COMMAND AND UIC.
C. DATE RECEIVED.
D. NAME/RANK/RATE/TITLE OF INDIVIDUAL SIGNING STANDARD TRANSFER
ORDER/DATE.
E. DATE OF ORDERS (DTG/BUPERS ORDER #).
F. OBLISERV REQUIREMENT IN ORDERS.
G. HAS MEMBER ELECTED TO INCUR OBLIGATED SERVICE.
H. AMPLIFYING REMARKS.//
BT
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