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ROUTINE

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SUBJ/ENHANCEMENTS TO CAREER INTERMISSION PROGRAM//

REF/A/DOC/OPNAV/14FEB13//

REF/B/DOC/U.S.C./14OCT08//

REF/C/DOC/U.S.C./19DEC14//

REF/D/DOC/U.S.C./25NOV15//

NARR/REF A IS OPNAVINST 1330.2B, NAVY CAREER INTERMISSION PILOT PROGRAM GUIDELINES. REF B IS SECTION 533, PILOT PROGRAMS ON CAREER FLEXIBILITY TO ENHANCE RETENTION OF MEMBERS OF THE ARMED FORCES.

REF C IS SECTION 522, EXTENSION OF AUTHORITY TO CONDUCT PROGRAMS ON CAREER FLEXIBILITY TO ENHANCE RETENTION OF MEMBERS OF THE ARMED FORCES. REF D IS SECTION 523, EXPANSION OF AUTHORITY TO CONDUCT PILOT PROGRAMS ON CAREER FLEXIBILITY TO ENHANCE RETENTION OF MEMBERS OF THE ARMED FORCES.//

RMKS/1. This NAVADMIN announces recent updates to the Navy's Career Intermission Program (CIP) guidelines contained in reference (a), as authorized by reference (b). CIP was developed and authorized to enhance retention by permitting temporary inactivation from active- duty and providing greater flexibility in career paths.

2. Reference (c) extended the program to 31 December 2019, requiring all participants to return to active-duty no later than 31 December 2022.

3. Reference (d) now allows greater flexibility in the program.

a. Now, service members are eligible to participate in CIP prior to completing their initial minimum service requirement or while receiving a Critical Skills Retention Bonus.

b. There is no longer a limit on the number of CIP participants.

4. CIP provides a one-time temporary transition from active-duty to the Individual Ready Reserve (IRR) for a period of one to three years for service members to pursue personal or professional obligations. The purpose of this program is to retain the valuable experience and training of our service members who would otherwise be lost due to separation. Examples of

participants include, but are not limited to, service members: starting a family, taking care of family members, volunteering for international aid, pursuing educational or personal goals, etc.

5. During the period of inactive duty in the IRR, the service member is

provided full active-duty Tricare health benefits for themselves and their dependents, a monthly stipend of two times 1/30th of their basic pay, and a one-time move to a CONUS location of their choice for the duration of their participation in the program. All program participants will return to active duty at the end of the period prescribed and will incur a two month for every one month of program participation obligated service (OBLISERV) in addition to any existing OBLISERV owed to the Navy. For example, a member who elects a one-year period of inactive duty will incur a two-year OBLISERV.

6. Program participants time in the IRR will not count towards eligibility for retirement, computation of retired or retainer pay, computation of total years of commissioned service, or high year tenure limitations. As such, the member will not be eligible for consideration for promotion during program participation. Officers will have their date of rank adjusted to a later date and enlisted members will be eligible by reason of time-in-grade for promotion, to include active-duty service date recalculation.

7. CIP presents a unique opportunity to support a service members desire to take a career off ramp without penalty and return to active-duty to complete a successful Navy career. Talented service members who are looking for career flexibility to manage competing personal and professional priorities are participating in CIP. The program is currently in its eighth year with 121 total participants (48 officers, 73 enlisted). While the majority of these participants are either still on or just returning from their intermission and have not yet reached eligibility for promotion or career milestone screening, early results indicate that CIP participants are able to continue to have successful careers. Since returning from intermission and reaching eligibility, six officers screened for their next career milestone and five officers were selected for promotion. Additionally, five enlisted personnel were selected for commissioning programs and eight were selected for advancement to the next higher paygrade.

8. Relevant instructions and documents can be located under the Career Intermission Program tab on the Life-Work Balance page on the NPC website at [http://www.public.navy.mil/bupers-npc/support/21st\\_Century\\_Sailor/tflw/Pages/CIP.aspx](http://www.public.navy.mil/bupers-npc/support/21st_Century_Sailor/tflw/Pages/CIP.aspx).

9. Point of contact is LT Steven Jaworski at CIP\_MANAGER(at)navy.mil.

10. Program changes announced by this NAVADMIN will be incorporated into a forthcoming revision of reference (a).

11. Released by Vice Admiral R. P. Burke, N1.//

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