

MILPERSMAN 1160-100

SELECTIVE TRAINING AND REENLISTMENT (STAR) PROGRAM

Responsible Office	NAVPERSCOM (PERS-4811)	Phone:	DSN	882-3215
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References	(a) OPNAVINST 1160.5C (b) NAVEDTRA 10500, Navy Formal Schools Catalog (CANTRAC) (c) BUPERSINST 1430.16E
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1. **Purpose.** The STAR program offers career designation to first term enlisted members who enlist or reenlist and thereby become eligible for the following career incentives:

a. Guaranteed assignment to an appropriate Class "A" or "C" School (but not both).

b. Possible advancement from petty officer third class (PO3) to petty officer second class (PO2) upon completion of a Class "C" School or a Class "C" School package, which is listed in the Career Schools Listing (CSL), MILPERSMAN 1510-020, and the latest NAVADMIN in effect on date of reenlistment, if otherwise eligible.

c. Advancement to PO3 upon completion of Phase I of an Advanced Electronics Field (AEF) Class "A" School under automatic advancement procedures for the AEF program.

d. Selective Reenlistment Bonus (SRB), if eligible (not guaranteed).

2. **STAR Eligibility Requirements**

a. Each applicant will

(1) be recommended by member's commanding officer (CO) for career designation, have demonstrated above average career potential, and meet considerably higher standards for reenlistment than the minimum standards prescribed in MILPERSMAN 1160-030.

(2) be a PO2 or PO3 on a first enlistment or designated E-3, and be eligible in all respects for reenlistment per reference (a). Non-AEF E-3 personnel at time of STAR reenlistment will not be eligible for automatic advancement benefits of the STAR program. Refer to MILPERSMAN 1160-120 in regards to high year tenure (HYT) and STAR program.

(3) agree to reenlist or enlist in the Regular Navy for a period of 4 to 6 years (as required). The reenlistment or entitlement will not be executed until approval has been received from Navy Personnel Command (NAVPERSCOM), Active Enlisted Advancement/Conversions/Incentive Section (PERS-4811). The duration of required reenlistment is contingent on the requirements of MILPERSMAN 1160-040 (5-year obligation) and MILPERSMAN 1510-030 (AEF/ATF/NUC). Reenlistments in ratings not requiring 5 or 6-year obligations must be for a minimum of 4 years. For example, Electronics Technician (ET) rating requires a 6-year reenlistment, Builder (BU) rating a 5-year reenlistment, and Culinary Specialist (CS) rating a 4-year reenlistment.

(4) meet the minimum Armed Services Vocational Aptitude Battery (ASVAB) score requirements for entrance into the proper Class "A" or "C" school prescribed in reference (b) or MILPERSMAN 1306-618. When fully documented by the CO, a waiver of minimum test scores may be requested from NAVPERSCOM (PERS-4811).

(5) have no record of conviction by courts-martial, civil conviction, or nonjudicial punishment (NJP) for 18 months preceding date of application.

(6) have no alcohol incidents or documented drug abuse for 18 months preceding date of application.

(7) have an evaluation with no grade below 3.0 for 2 years prior to request for STAR reenlistment.

(8) not have been accepted for any programs leading to a commission.

b. Non-nuclear personnel must have at least 17 months, but not more than 6 years, of continuous active Naval Service and not more than 8 years of active military service for other service veterans. Non-nuclear personnel will sign the following

entry on NAVPERS 1070/613 (Rev. 10-81), Administrative Remarks of the service record:

"I understand that by reenlisting prior to my expiration of active obligated service (EAOS) under the provisions of MILPERSMAN 1160-100 (STAR program), the unexecuted portion of my enlistment contract or extensions of enlistment will be deducted in selective reenlistment bonus (SRB) calculations."

3. **Eligibility Requirements for Nuclear Personnel**. Nuclear personnel must have at least 21 months, but not more than 6 years, of continuous active Naval Service on their date of reenlistment. Nuclear personnel reenlisting prior to EAOS will sign the following entry on NAVPERS 1070/613 of the service record:

"I understand that by reenlisting prior to my EAOS under the provisions of MILPERSMAN 1160-100 (STAR program), the unexecuted portion of my enlistment contract will be deducted from associated SRB calculations. Extensions of enlistment executed will not be deducted in SRB calculations, provided I reenlist for at least 2 years beyond my soft EAOS."

4. **Guidelines for Submitting Applications**

a. STAR program applications will be sent to NAVPERSCOM (PERS-4811). STAR requests should be submitted at least 60 days in advance of the desired enlistment or reenlistment date. When STAR approval is received, send SRB request in precertification format and reference the STAR approval message in remarks section.

b. All STAR requests must be approved by NAVPERSCOM (PERS-4811). STAR request could be disapproved due to current rating E-5 manning posture constraints.

5. **Administrative Procedures Following Approval**. Members approved for STAR reenlistment must obtain NAVPERSCOM (PERS-4811) approval for continuation in program if there is any decline in performance, NJP, court-martial action, or adverse involvement with civilian authority. The CO's recommendation is

required before a STAR continuation will be made by NAVPERSCOM (PERS-4811). Command must notify NAVPERSCOM (PERS-4811) to cancel STAR approval.

6. **Reenlistment for the STAR Program**

a. Members will be required to effect reenlistment within 6 months of the date of STAR authorization, and prior to attending "A" or "C" School, with the exception of those members attending or who have completed a CSL "C" School. For those members who are currently attending a CSL "C" School, STAR requests may be submitted during the course of instruction, but prior to effecting reenlistment. For those who have completed a CSL "C" School, a STAR request must be submitted prior to reenlistment for the completed school. Members whose EAOS is within 6 months of the approval date will be required to reenlist no later than their normal EAOS. Failure to reenlist prior to the expiration of these limiting dates will void STAR approval and require the member to obtain a new authorization.

b. In many cases, a STAR reenlistment may not be in the member's best interest. The career counselor should explore all alternatives before recommending STAR. A non-AEF E-3 reenlisting under STAR will not be eligible for automatic advancement. A person who is requesting a "C" School under STAR, which will earn an SRB eligible Navy Enlisted Classification (NEC), could lose considerable SRB entitlements. For those scheduled for advancement in the near future, it may be prudent to wait for the advancement, if SRB eligible, before reenlisting STAR. For those outside the SRB eligibility window, it may be more prudent to wait until within the SRB window.

c. After approval of the STAR application, the member will be discharged for Convenience of the Government and immediately enlisted or reenlisted on board for a term of 4, 5, or 6 years, as required, in the Regular Navy. Eligible members should consult SRB implementing directives that may limit payment of a bonus for any incomplete portion of the initial enlistment contract. This article will be cited to record STAR

reenlistment by entering the following in Block 32 of NAVPERS 1070/601 (Rev. 1-03), Immediate Reenlistment Contract:

"Career designated under MILPERSMAN 1160-100."

Additionally, prior to reenlistment make the following entry:

"Should I be disenrolled from the STAR program voluntarily, because of academic failure, my own misconduct, or my failure to maintain program eligibility requirements, I understand I am no longer eligible for any STAR program benefits. I further understand that I am not eligible for reduction of obligated service incurred."

7. School Assignments

a. Members who enlist or reenlist under this article are guaranteed assignment to either a Class "A" or "C" School (but not both) listed in reference (b). If any requested school has been disestablished, assignment to another school as determined by NAVPERSCOM is guaranteed, provided training is available. "A" or "C" School quota requests will be submitted on NAVPERS 1306/7 (Rev. 1-03), Enlisted Personnel Action Request, to the proper detailer at NAVPERSCOM citing this article, the STAR authorization, the school guaranteed, and verification of the STAR reenlistment. School quota requests will be submitted immediately following STAR reenlistment; however, school requests will not contain requests for specific class convening dates or duty assignments. If feasible, a tentative class convening date will be assigned by NAVPERSCOM. If school assignment is delayed until late in the STAR enlistment for the convenience of the Navy, additional obligated service is not required upon entry into the guaranteed school. Members who attend a "C" School listed on the CSL at the time of reenlistment, and are automatically advanced to E-5 as a result of the STAR reenlistment, are not eligible for a subsequent "guaranteed" Class "A" or "C" School.

b. Designated personnel (E-3) who request a "C" School or "C" School package, and have not previously attended a Class "A" School, will be assigned to a Class "A" School if otherwise

eligible. PO3s and PO2s who have not attended a Class "A" School should request a Class "A" School in place of a Class "C" School. If a waiver of the "A" School is desired, it should be specifically stated in the STAR request. Only one "A" School or one "C" School package will be guaranteed under this program.

c. Class "C" School will be guaranteed to PO2s and PO3s who have completed the correct "A" School. Members who previously attended a Class "C" School are not authorized to attend the same Class "C" School. Members in paygrade E-3 who have been approved for reenlistment under STAR and who will be advanced to PO3 from a Navy-wide examination before effecting such reenlistment, may request Class "C" School. Approval will normally be granted only for convening dates, which will allow the member to first serve at least 12 months as a PO3. Class "C" School entrance time in paygrade requirements may be waived for PO3s who request reenlistment under the STAR program.

8. Automatic Advancement

a. Automatic advancement to E-5 may only be authorized when the eligibility requirements contained in reference (c) have been met and the member has served 1 year in paygrade E-4 from effective date of advancement. The effective date of advancement will be the date the advancement was made by the CO. Retroactive advancements are not authorized. Service record entries will cite this article as authority for automatic advancement.

b. E-3 personnel at time of STAR reenlistment will not be eligible for automatic advancement. Only one automatic advancement is authorized upon completion of STAR guaranteed training. An E-3 may be authorized automatic advancement to E-4 upon completion of AEF Class "A" School. Likewise, a member who was automatically advanced to E-4 under recruit AEF program may be automatically advanced to E-5 under STAR, provided all other eligibility requirements are met under this article; however, a member cannot be automatically advanced twice based on completion of the same school.

c. Upon graduation from a Class "C" School or Class "C" School package that is listed in the effective CSL at time of reenlistment, a PO3 may be advanced to PO2 by the CO of the Service School Command, provided otherwise eligible. Personnel must be eligible for advancement per reference (c), and must have 1 year in paygrade E-4. A member eligible for advancement

in all respects except having served 1 year in paygrade will have the following entered on the NAVPERS 1070/613 of the service record:

"Date: When eligible in all respects (name) may be advanced to (rate) on (date). Auth: MILPERSMAN 1160-100."

COs are authorized to advance members having the above entry in their service record on the date indicated. Appropriate service record and personnel diary entries (or Source Data System (SDS)) will be made at the time of advancement.

d. At the time of STAR reenlistment, a PO3 who holds a valid Nuclear Power 33XX NEC, or a PO3 who has completed a Class "C" School or Class "C" School package that is listed in the current CSL, may be advanced to PO2, if eligible for advancement under reference (c) and having completed 1 year in paygrade E-4.

e. A PO3 previously advanced to PO2 or designated E-5, but subsequently reduced in rate as a result of disciplinary action, is not eligible for automatic advancement to PO2 or PO3, respectively, through this program.

f. The automatic advancement feature of the STAR program provides a substantial attraction for an early reenlistment commitment. The intent and the historical application regarding STAR advancements has been to honor qualifying CSL "C" School completion carried out prior to STAR as criterion for automatic advancement; however, the CSL to be used in determining eligibility is the CSL (latest NAVADMIN) in effect on STAR reenlistment date.

9. **Time-in-Rate (TIR) Waivers**. To reduce the number of requests for TIR waivers from personnel who were advanced under accelerated advancement programs and who are denied the

opportunity to participate in advancement examinations because of insufficient TIR, the following policy is in effect.

Personnel who were automatically advanced under this article will have their TIR dates established as that assigned to their contemporaries who were advanced through successful participation in the current Navy-wide advancement cycle. For example, personnel automatically advanced between 1 July and 31 December will have 1 July as their TIR date in consonance with the personnel advanced from the March examination of that year. TIR for personnel automatically advanced between 1 January and 30 June will be shown as 1 January; i.e., advancement effected 9 December 1981, TIR is 1 July 1981; and advancement effected 9 February 1982, TIR is 1 January 1982.