



High-Year Tenure Plus Indefinite Extension Fact Sheet

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BLUF

NAVADMIN 277/23, announces the indefinite extension of the high-year tenure (HYT) Plus Pilot Program to improve Navy retention efforts and Fleet readiness.

Who needs to know?

- Active Component Enlisted Sailors
- Training and Administration of Reserve Sailors
- Selected Reserve Sailors (drill with pay)
- Leadership Triads
- Division Officers, Department Heads
- Chiefs Mess
- Navy Career Counselors

What you need to know – key points

- Announced in NAVADMIN 277/23 and effective immediately, there is an indefinite extension of the HYT Plus policy.
- This update removes the end date for the HYT Plus policy change that allows Sailors remaining on active duty beyond HYT gates to apply for new jobs through the MyNavy Assignment portal, or extend at their current command to complete a full tour, even if they go beyond the HYT threshold for their pay grade.
- The extension will offer additional looks for advancement and more time to build retirement benefits, including E5 retirement.
- These changes apply to the Sailor already eligible for HYT Plus. Those Sailors not already participating in the HYT Plus Pilot remain under HYT policy. For Training and Administration of Reserve (TAR) Sailors at E9 and SELRES Command Master Chief (CMDCM), and Command Senior Chief (CMDCS) the HYT policy will resume on Oct. 1, 2024.

Sample POD/POW Note

- HYT PILOT PROGRAM INDEFINITE EXTENSION – The Navy announced the indefinite extension of the HYT Plus Pilot Program. This policy change allows Sailors remaining on active duty beyond HYT gates to apply for new jobs through the MyNavy Assignment portal or extend at their current command. Check NAVADMIN 277/23 or talk to your Career Counselor for more information.

FAQ

Q1. Who does this apply to?

A1. For active component, all paygrades and rates except Command Master Chief (CMDCM), Command Senior Chief (CMDCS) rates and nuclear-trained Master Chiefs. For Training and Administration of Reserve (TAR), applies to all Sailors E8 and below with the exception of Command Senior Chief (CMDCS). HYT Plus still applies to SELRES (all paygrades except CMDCS and CMDCM).



Q2. When does this take effect?

A2. For reinstatement of HYT for TAR E9, Sailors must be able to negotiate and accept orders under HYT Plus, if desired, by 30 Sep 2024. Sailors resuming HYT will be able to serve until the Projected Rotation Date (PRD) that is in effect on 1 Oct 2024, even if longer than their HYT gate.

Q3. What will happen to Sailors if the Navy reinstates HYT gates?

A3. Should the Navy reinstate HYT gates, Sailors can continue their current duty assignment until their PRD and will not be required to separate or retire earlier due to HYT.

Q4. How do Sailors apply for HYT Plus?

A4: Sailors will negotiate for orders with the Rating Detailer and once they are selected for a job, PERS-40 will work with BUPERS-32 to get the HYT waiver. HYT waivers will normally be granted to complete a full-tour and not a minimum activity tour at the gaining activity. Sailors must fill a valid manpower requirement within their current paygrade and Sailors will normally rotate in compliance with their sea shore flow.

References:

[NAVADMIN 277/23](#)

[NAVADMIN 288/22](#)

HTY Plus Dec 2022 Fact [Sheet](#)