

*RFI Category and Number:*

*Recruiting and Retention Subcommittee RFI #4*

*RFI Question:*

*DACOWITS continues to be interested in DoD and Military Service policies governing the ability of Service members to transfer to other Services, the National Guard and/or the Reserves, and the impact of these policies on the retention of women. The Committee requests a written response from the Military Services (to include the Reserves and National Guard) on the implementation of DoD Directive (DoDD) 1300.04, dated 25 July 2017, Inter-Services and Inter-Component Transfers of Service members, to include:*

- a. How has your Service implemented DoDD 1300.04 from both a policy and program perspective?*
- b. How does this new policy differ from previous policies or programs? How does this new policy make it easier for Service members to complete an inter-Service or inter-Component transfer?*
- c. For the time frames, 2015 and 2019, how many Service members (i.e., broken down by gender, officer or enlisted, and paygrade) have requested an:*
  - i. inter-Service transfer*
  - ii. inter-Component transfers*

*RFI Response:*

- a. Navy revised SECNAVINST 1000.7G in January 2019 to align with DoDD 1300.04.
- b. Navy's updated policy outlines requirements and guidelines to execute the Interservice Transfer (IST) of officers program. The updates for this revision include but are not limited to the following:
  - i. Explicitly specifies policy applicability to warrant officers and non-applicability to enlisted members.
  - ii. Removes language stating IST is primarily intended for use in technical fields.
  - iii. Removes the stipulation that Reserve officers on extended active duty only qualify for active duty IST.
  - iv. Removes the requirement for Reserve component transfers to be to a Reserve category of equal or greater mobilization potential. (For example, an IST from the Inactive Ready Reserve of one service to the Selected Reserve (SELRES) of another service.)
  - v. Removes the IST ineligibility of officers who have already been officially notified of assignment orders or have executed orders but have not yet served the specified period of time in their current billet, as prescribed by the Chief of Naval Personnel.
  - vi. Removes the IST ineligibility of naval officers who have failed to select for promotion to the next higher grade.

c.

i. Navy inter-Service transfers:

		Fiscal Year 2015		Fiscal Year 2019	
		Female	Male	Female	Male
Enlisted	E3		1		1
	E4		4		2
	E5		2		4
Officer	O1	2			1
	O2		1	1	1
	O3		2	1	5
	O4		2		3
	O5				1
		<b>2</b>	<b>12</b>	<b>2</b>	<b>18</b>

ii. Navy inter-Component transfers:

		Fiscal Year 2015		Fiscal Year 2019	
		Female	Male	Female	Male
Enlisted	E1	0	0	0	1
	E2	0	1	3	9
	E3	37	88	71	123
	E4	130	300	310	540
	E5	163	494	415	925
	E6	46	179	108	419
	E7	8	10	8	43
	E8	0	0	0	2
	E9	1	1	0	1
Officer	O1	1	6	1	5
	O2	10	24	2	12
	O3	98	398	112	388
	O4	17	151	41	163
	O5	1	18	1	5
	O6	0	1	0	2
		<b>512</b>	<b>1671</b>	<b>1072</b>	<b>2638</b>

*Hours Expended Answering this RFI:*  
100 hours.

*POC or office responsible:*  
Navy Personnel Command (PERS-4)