

# ***Headquarters Air Force Personnel Center***

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## **Enlisted High Year Tenure (HYT) Normalization/Policy Change**

**FSS/CC**

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# Enlisted HYT Normalization/ Policy Change

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- Normalization back to pre-2003 levels
- AF authorized about 30K fewer Airmen than in '03
- Aligns the AF more with other services
- More opportunities for the promotion & development of younger Airmen



# Overview

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- **Enlisted High Year Tenure (HYT) Changes**
- **Assignment Effects**
- **Deployment Effects**
- **Reenlistment Effects**
- **Promotions Effects**
- **Post-911/GI Bill Transfer Option Effects**
- **Enlisted High Year Tenure (HYT) Extension Requests**



# Enlisted HYT Change

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- **Enlisted HYT Changes Effective 4 Jan 2010**
- **SMSgt from 28 to 26 years**
  - **TAFMSD is 31 Dec 1985 or earlier, will retire NLT 1<sup>st</sup> day of the month following original HYT or 1 Jan 2012 whichever is earlier**
  - **TAFMSD is 1 Jan 1986 or later their HYT will be established at new HYT (26 years)**
- **MSgt from 26 to 24 years**
  - **TAFMSD is 31 Mar 1987 or earlier, will retire NLT the first day of the month following original HYT or 1 Apr 2011 whichever is earlier**
  - **TAFMSD is 1 Apr 1987 or later their HYT will be established at new HYT (24 years)**



## Enlisted HYT Change (*continued*)

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- **TSgt from 24 to 22 years**
  - **TAFMSD is 31 Jul 1989 or earlier, will retire NLT 1<sup>st</sup> of the month following original HYT or 1 Aug 2011 whichever is earlier**
  - **TAFMSD is 1 Aug 1989 or later their HYT will be established at new HYT (22 years)**
- **SrA from 12 to 10 years**
  - **TAFMSD is 31 Aug 2001 or earlier: will separate on their original HYT or 1 Sep 2011 whichever is earlier**
  - **TAFMSD is 1 Sep 2001 or later their HYT will be established at new HYT (10 years)**
- **CMSgt & SSgt HYT remain unchanged 30yrs/20yrs respectively**



# Enlisted HYT Change Assignment Effects

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- Airmen assigned OS whose new HYT is prior to their current DEROS will have their DEROS curtailed to match new HYT
- Retirement-eligible Airmen OS w/ a May through Jul 10 DEROS may receive an involuntary DEROS extension if they do not have proper retainability (12 mos long tour/7 mos short tour) for a CONUS return
  - Airmen may request retirement w/ an effective date of the 1st day of the month following original DEROS (if otherwise retirement-eligible) for consideration



# Enlisted HYT Change Assignment Effects *(continued)*

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- **Airmen unable to obtain min. PCS retainability to return from OS to CONUS & are not retirement-eligible upon DEROS will receive an involuntary DEROS extension to match their DOS**
- **Airmen w/ a projected OS assignment who will not have or will be unable to obtain required retainability to return from OS will be notified & provided an opportunity to have the projected OS assignment cancelled. Note: If assignment is not cancelled by the Airman he/she will proceed to the OS assignment and separate/retire from OS location upon DEROS**



# Enlisted HYT Change Deployment Effects

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- **Airmen currently deployed and Airmen tasked to deploy:**
  - **Deployments should not be shortened as a result of new HYT**
  - **Airmen whose DOS/retirement-effective date will expire during deployment must not be tasked to deploy**



# Enlisted HYT Change Reenlistment Effects

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- **SrA eligible for Selective Reenlistment Bonus (SRB) who reenlist to HYT will receive SRB if reenlisting for 3 yrs or more only**
- **Critical Skill Retention Bonus (CSRB) AFSCs, 1C2X1 and 1T2X1 will not be affected**
  - **TSgt/MSgt w/in CSRB AFSCs that accept CSRB may remain on active duty up to 25 years**



# Enlisted HYT Change Promotion Effects

- **Based on HYT adjustments, Airmen in the rank of SrA through SMSgt will be eligible for promotion if their projected sep/ret are on or after the 1st day of promotions begin for the applicable cycle i.e.:**
  - **E9/10 cycle ret date must be 1 Jan 11/later**
  - **E8/10 cycle ret date must be 1 Apr 10/later**
  - **E7/10 cycle ret date must be 1 Aug 10/later**
  - **E6/10 cycle ret date must be 1 Aug 10/later**
  - **E5/10 cycle sep date must be 1 Sep 10/later**



# Enlisted HYT Change Post-911/GI Bill Transfer Option ADSC Effects

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- **Airmen who will have their HYT reduced prior to completion of ADSC required for Post-911/GI Bill Transfer option**
  - **Will still be able to transfer benefit w/o interruption due to restriction being from service policy/directive and not voluntary**
  - **Must serve maximum time allowed for benefit to continue i.e retire/separate NET than service established HYT**



# Enlisted HYT Extension Requests

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- **Airmen may request an extension of his/her HYT for the follow two reasons:**
  - **Best Interest of Air Force: NCO/position critical to mission success & a suitable replacement cannot be found**
  - **Extreme Hardship: situation not common to contemporaries**
    - **Both reasons have a 1 yr max extension**
    - **Both require Wg/CC endorsement (any CC in chain may disapprove)**
    - **AFPC/DPSO approval/disapproval authority**



# AFPC POC Contacts

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**AFPC POCs:** MPSs should contact the appropriate AFPC POC with any questions they may have concerning information contained within this PSDM. AFPC POCs contact information is as follows:

AFPC/DPSOR (Retirements): DSN 665-2508 or email [afpc.dpsor.retirements@randolph.af.mil](mailto:afpc.dpsor.retirements@randolph.af.mil)

AFPC/DPSOS (Separations): DSN 665-2792 or email [dpsos.separations@randolph.af.mil](mailto:dpsos.separations@randolph.af.mil)

AFPC/DPAPP (Assignments): DSN 665-3815 or email at [afpc.dpapp@randolph.af.mil](mailto:afpc.dpapp@randolph.af.mil)

AFPC/DPSOAE (Reenlistments): DSN 665-2090 or email at [reenlistments2@randolph.af.mil](mailto:reenlistments2@randolph.af.mil)

AFPC/DPSOE (Enlisted Promotions): DSN 665-2107 or email at [afpc.dpsoe@randolph.af.mil](mailto:afpc.dpsoe@randolph.af.mil)

AFPC/DPWPS (Deployment/Strategic Plans): DSN 665-1218 or email [dpw.strategicbranch@randolph.af.mil](mailto:dpw.strategicbranch@randolph.af.mil)

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