

MILPERSMAN 1160-090

SELECTIVE CONVERSION AND REENLISTMENT (SCORE) PROGRAM

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References	(a) OPNAVINST 1160.6A (b) OPNAVINST 1160.5C (c) SECNAVINST 5510.30A (d) BUPERSINST 1430.16E
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1. Background

a. The SCORE program offers special career incentives to enlisted members who reenlist for conversion to ratings that are undermanned (in Career Reenlistment Objectives (CREO) 1) as listed in the most current CREO NAVADMIN. The program is reserved for personnel who exhibit sustained superior performance.

b. The program objective is conversion to undermanned ratings (e.g., CREO category "2" to "1" or "3" to "1"). Conversion to ratings within the same or better-manned CREO categories will not normally be authorized.

2. Definitions

a. A SCORE reenlistment is defined as the reenlistment of a member currently on active duty.

b. For personnel reenlisting after a 24-hour break in service, refer to MILPERSMAN 1133-060, Prior Service (PRISE) III Program.

3. SCORE Career Incentives. Career incentives offered by SCORE are as follows:

a. Assignment to a Class "A" School, with rating conversion upon satisfactory completion of that school. Commander, Navy Personnel Command (NAVPERSCOM), Active Enlisted Advancement/

Conversion Section (PERS-4811) may waive the Class "A" School requirement if prior training or experience meets or exceeds Class "A" School skill level. (See "Procedure for Members Waived Through Class "A" School" below.)

b. Assignment to an appropriate Class "C" School, Class "C" School package, or Advanced First Term Avionics (AFTA) training for the AT rating.

c. Possible advancement to petty officer third class (PO3) (paygrade E-4) or petty officer second class (PO2) (paygrade E-5). (See "Automatic Advancement through Advanced Training" below.)

d. Entitlement to Selective Reenlistment Bonus (SRB) if otherwise eligible, per reference (a). Payment of a reenlistment bonus under this article is not guaranteed.

4. General Eligibility Requirements

a. Members must be presently assigned in a rating listed in the most current CREO NAVADMIN in Category 2 or 3. Members who are qualified for and presently assigned to a CREO Category 1 rating, or assigned a Navy Enlisted Classification (NEC) code in the Critical Skills NECs listing, are not eligible for rating conversion under the SCORE program.

b. Candidates must be a petty officer first (PO1), PO2, or PO3, or designated E-3 personnel. Personnel reenlisting under the SCORE must comply with the high year tenure (HYT) requirements of reference (b) and MILPERSMAN 1160-120.

c. Candidates must have demonstrated a potential for conversion through sustained superior performance in their present rating and be recommended by their commanding officer (CO) for reenlistment.

d. Members with nonjudicial punishment (NJP) and/or record of conviction by court-martial or civil convictions (other than minor traffic violations) on the current enlistment (or within 48 months preceding the date of the application) are not eligible for the program.

e. Candidates must not have derived any previous benefits from the Selective Training and Reenlistment (STAR), SCORE, or PRISE III programs, and have completed the obligated service

(OBLISERV) requirements for other programs (e.g., Advanced Electronics Field (AEF), Advanced Technical Field (ATF), Nuclear Field (NF), or other reenlistment/enlistment incentives).

f. The criteria for the Armed Services Vocational Aptitude Battery (ASVAB) test scores for each school are prescribed in MILPERSMAN 1306-618. When fully supported by the CO's endorsement, a waiver of the minimum test score criteria may be considered on case-by-case basis by rating detailers and enlisted community managers (ECMs).

5. **Physical Eligibility Requirements**. Candidates must be fit for full duty and meet the minimum physical and mental requirements for entrance into the appropriate Class "A" and "C" Schools. Members must ensure compliance with physical readiness standards.

6. **Service Record Eligibility Requirements**

a. Candidates must be within 1 year of expiration of active obligated service (EAOS), as extended. If a member is presently serving on an enlistment for which SRB was received, the member must be within 9 months of EAOS prior to requesting the SCORE program.

b. Full Time Support (FTS) personnel shall begin processing applications within 120 days prior to the date of EAOS.

c. For those requesting initial entry into the Special Warfare Community, the requirement to be within 1 year of EAOS is waived.

d. Members must meet minimum Time-on-Station (TOS) per MILPERSMAN 1306-106 and Department of Defense (DOD) tour completion within 1 year as defined in MILPERSMAN 1300-308, prior to submitting request.

e. Candidates must have at least 21 months continuous active Naval Service, but not more than 12 years total active military service, and have served a minimum of 24 months in their present rating.

7. **Request Procedure**

a. Members desiring conversion under the SCORE program shall submit NAVPERS 1306/7 (Rev. 1-03), Enlisted Personnel

Action Request to NAVPERSCOM (PERS-4811) or Reserve Enlisted Advancement/Conversion Section (PERS-4812)).

b. The individual may list one to three rating choices on the request. Manning conditions and the applicant's overall record may preclude approval of the primary choice. If the primary choice is conversion to one of the ratings requiring a security clearance, alternative ratings should be included, since the applicant may not be eligible because of security considerations. As a minimum, applicants desiring to SCORE to one of the ratings requiring a security clearance should be United States (U.S.) citizens and have excellent military/civilian records. Applicants requesting conversion to a rating annotated in the most current CREO NAVADMIN as having "A" School capacity constraints must list alternate choices.

c. CO's endorsement on the request should include the following:

(1) Recommendations concerning the applicant's preparation for conversion as evidenced by

(a) training undertaken, correspondence courses, and schools completed;

(b) quality of overall performance since the last formal evaluation; and

(c) demonstrated aptitude for the desired rating.

(2) A statement that supporting documents have been forwarded to NAVPERSCOM (PERS-4811). Examples:

(a) **Cryptologic Technician (CT)** requires

- SF-86 (Rev. 9-95), Questionnaire for Non-Sensitive, Public Trust, and National Security Positions (per reference (c));
- Special Security Officer (SSO) interview; and
- last three evaluations.

(b) **HM** requires

- copies of all evaluations,
- a drug statement, and
- a medical officer's endorsement.

8. Request Procedure Involving a Special Background Investigation (SBI)

a. Applicants requesting ratings requiring an SBI for a security clearance (i.e., Intelligence Specialist (IS), CT) must

- submit a certified copy of SF-86 (per reference (c)),
- SSO interview, and
- certified copies of the last three evaluations.

b. Indicate in CO's remarks block of request that paperwork has been forwarded separately.

9. Procedure for Enlistment Extension Following Approval

a. Upon NAVPERSCOM approval of the SCORE application, the member must agree to extend enlistment to have sufficient OBLISERV for completion of Class "A" School. Those attending Cryptological Technician Interpreter (CTI) training will not be required to reenlist until completion of Phase II training. Assignment orders to Class "A" School will be issued by NAVPERSCOM, Shore Special Programs Assignment Branch (PERS-4010S).

b. Upon completion of Class "A" School and conversion to new rating, the member must immediately reenlist for 4, 5, or 6 years, as required. The duration of required reenlistment is contingent on requirements of MILPERSMAN 1160-080 (5-year obligation) and MILPERSMAN 1510-030 (6-year obligation) (AEF/ATF/NF).

c. Reenlistment in a rating not requiring 5 or 6 years OBLISERV must be for a minimum of 4 years. For example,

- Machinist's Mate (MM) (NUC) rating requires a 6-year reenlistment,
- Builder (BU) a 5-year reenlistment, and
- Culinary Specialist (CS) a 4-year reenlistment.

The following NAVPERS 1070/613 (Rev. 10-81), Administrative Remarks entry shall be executed:

"I certify that I have read and understand the provisions of MILPERSMAN 1160-090 (SCORE program). Upon completion of Class "A" School and conversion to the (fill in) rating, I will immediately reenlist for 4, 5, or 6 years (as applicable) per MILPERSMAN 1160-090 and will be entitled to the benefits authorized therein. I further understand

that I will not be eligible to reenlist for SRB until I have successfully graduated from my Class "A" School, if the rating is SRB eligible; and

that I will be eligible for the SRB award level, if any, in effect on the date of my SCORE authorization or the date of reenlistment, whichever is higher, only if not passing through zones, if otherwise eligible per current SRB directives. The zone shall be determined by the actual reenlistment date."

10. **Procedure for Members Waived through Class "A" School.**

Upon NAVPERSCOM approval of the SCORE application, members for whom Class "A" School has been waived shall be converted and immediately reenlisted for 4, 5, or 6 years (as applicable) within 30 days of receipt of SCORE authorization and shall execute the following NAVPERS 1070/613 entry:

"Converted from (fill in) to (fill in) under MILPERSMAN 1160-090 (SCORE program) and entitled to benefits therein. I certify that I have read and understand the provisions of MILPERSMAN 1160-090 (SCORE program)."

11. **Administrative Procedures Following Approval**

a. Upon NAVPERSCOM approval of the SCORE application, the following actions shall be taken:

(1) Unserved portions of active OBLISERV on the present enlistment or extensions of enlistment (including extensions executed to complete conversion) may be deducted from SRB computation upon reenlistment per reference (a). If member must extend, but will exceed the 48 months extension limit, or if on an expired EAOS, member will be required to reenlist for 2 years

to meet OBLISERV to graduation date. Upon graduation, member will then be required to reenlist 4, 5, or 6 years as required.

(2) To avoid excess leave situations, transferring activities are required to verify leave balance prior to transfer (MILPERSMAN 1050-060).

b. Members approved for SCORE conversion must obtain NAVPERSCOM (PERS-4811/4812) 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 NAVPERSCOM (PERS-4811/4812) will make a SCORE continuation.

12. Advanced Training

a. Specific advanced training is not guaranteed under the SCORE program. Member must submit NAVPERS 1306/7 to NAVPERSCOM (responsible detailer) requesting desired advanced training. NAVPERS 1306/7 must reference this article and include name, rate, SSN, EAOS, training requested, number of months on-the-job training (OJT), and the CO's recommendation with regard to performance and potential for completing advanced training.

b. No paygrade waivers will be granted for those Class "C" Schools, Class "C" School packages, or Advanced Avionics Integrated Weapons System Maintenance Technician (AVIC-7) training which require personnel to be in paygrade E-5 prior to starting class.

c. If the requested advanced training has been disestablished, assignment to an equivalent training (if available) will be determined by NAVPERSCOM.

d. Orders to advanced training will normally be issued at projected rotation date (PRD) provided the member

(1) completes the minimum TOS, as defined in MILPERSMAN 1306-106.

(2) performs satisfactorily during OJT.

(3) is a PO3 or above.

(4) is recommended by the CO to attend advanced training.

e. Members reenlisting under SCORE, who desire/require Class "C" School training, must either submit their "C" School requests with their SCORE application package or, at a minimum, within the first 24 months of the enlistment period or prior to executing orders to an overseas DOD area tour. If "C" School applications are submitted after these time frames, members will be required to incur additional OBLISERV upon graduation, commensurate with the training received. The following NAVPERS 1070/613 entry must be executed prior to attending Class "C" School:

"I understand that if any requested school has been disestablished, assignment to another school as determined by NAVPERSCOM is guaranteed."

13. **Automatic Advancement through Advanced Training.** Advanced training that provides automatic advancement is not guaranteed. Assignment to advanced training is based solely on needs of the Navy. The regulations governing automatic advancement of SCORE selectees are as follows:

a. Members may be automatically advanced only once under the program. Members may not be automatically advanced to E-5 based on completion of the same "C" School for which they received automatic advancement to E-4.

b. Members who have previously been reduced in rate as a result of disciplinary action are not eligible for automatic advancement through this program.

c. Designated E-3 members may be advanced to PO3, if eligible per reference (d), upon successful completion of a Class "A" School, provided they were ordered to training in a valid AEF/ATF "A" School quota (specified on transfer orders). See MILPERSMAN 1510-030 and 1430-010.

d. Eligibility for advancement will be based on the SCORE approval date or the graduation date of specific advanced training. On the date of SCORE approval or graduation, the training must be listed in the current Career Schools Listing (CSL) (latest NAVADMIN). Members may be advanced to PO2 (paygrade E-5), if eligible per reference (d), upon completion of Class "C" School, "C" School package, when they have

completed 1 year service in paygrade as E-4. Members eligible for advancement in all respects except having served 1 year in paygrade shall have the following NAVPERS 1070/613 entry executed:

"When eligible in all respects, (name) may be advanced to (rate) on (date). AUTH: MILPERSMAN 1160-090."

e. COs are authorized to advance members having the above entry in their service records on the date indicated. Appropriate service record entries shall be made at the time of advancement.

f. The effective date of advancement shall be the date advancement is effected by the CO. Members automatically advanced under SCORE

- between 1 January and 30 June shall have a time-in-rate (TIR) date of 1 January; and
- between 1 July and 31 December shall have a TIR date of 1 July.

g. Retroactive advancements are not authorized.

14. Navy-wide Examinations

a. PO1's will not be eligible for further advancement except by Navy-wide competitive examination in the new rating after conversion is completed. In this regard, PO1's receiving official notification of advancement must voluntarily disenroll from the SCORE program or decline advancement.

b. Personnel under instruction in a Class "A" School intended to prepare them for rating change are prohibited from participating in a Navy-wide examination for change in rating or advancement. All personnel ordered to Class "A" School for rating conversion may participate in the advancement program for their present rating, if otherwise qualified, until the class convening date; however, if selected for advancement, a request must be submitted to NAVPERSCOM (PERS-4811/4812) for authority to effect the advancement to the next paygrade in the new rating.

15. Cancellation or Disenrollment from SCORE

a. Should the SCORE selectee fail to maintain program eligibility or no longer desire the SCORE program, the CO shall immediately request from NAVPERSCOM (PERS-4811/4812) cancellation of the SCORE program authorization and Class "A" School orders (if applicable).

b. If a SCORE selectee is disenrolled from the "training" for any reason, the CO shall immediately advise NAVPERSCOM (PERS-4811/4812) via message. A careerist disenrolled voluntarily or by reason of academic failure or misconduct shall execute an extension corresponding to the actual period spent under instruction as outlined in MILPERSMAN 1306-604. Upon disenrollment, the careerist shall execute the following NAVPERS 1070/613 entry:

"I hereby acknowledge (voluntary/involuntary) disenrollment (by reason of misconduct/academic failure) from the SCORE program. I understand that I am no longer eligible for any SCORE program benefits. I further understand that I am not eligible for reduction of obligated service incurred and that I am required to obligate myself for that portion of Class "A" School training actually received and that failure to incur obligated service will result in the assignment of an RE-4 reenlistment code."