
1. **Lieutenant End-Strength**: In People-Talk 03-23 (**copied below), we discussed the status of augmentation and end-strength issues. Since that announcement, we've also heard CNO discuss the seriousness of the end-strength issue at the JAG Corps Training Symposium. We have recently seen an increase in the number of Release from Active Duty (RAD) requests being submitted by JAG Corps Lieutenants. At present, we know of approximately 45 voluntary Release from Active Duty requests. With those RADs, however, we would still be over-manned.

Rumors have abounded that Involuntary Release from Active Duty (IRAD) may be activated to assist all overmanned communities reach authorized end-strength. There has been speculation that IRAD, if activated, may result in officers being given six months notice before separation occurs. As of today, we do not know if IRAD will be activated, or if it is activated, what the IRAD process will look like. I want to emphasize, however, that if you:

- Have not been selected for TAP after your second eligible TAP board; or
- Have not applied for TAP at the TAP boards for which you were eligible
- If you Tap'ed and applied for augmentation and were not selected,

You may be impacted by any IRAD policy that is implemented. That is, you may be facing separation from the Navy within FY04.

As an aside, I earlier mentioned that Lieutenants who did not select or who failed to apply to the two consecutive TAP boards for which they were eligible, or who did not select for Augmentation, might be offered non-traditional assignments. I want to correct this. At present, it is highly unlikely, if not straight out impossible, that we will be able to offer non-traditional assignments to anyone.

The uncertainty of the future and potential end-strength programs is unsettling and is clearly difficult for each of you and your families. The fact is that IRAD has not been directed yet. The purpose of putting this out now, though, is to give you time to plan, to consider your future carefully, and to talk to your chain of command. Please feel free to call your detailer anytime. If you are seriously considering voluntary separation by 30 September 2004, or have questions about the RAD process, please contact LCDR Caren McCurdy at DSN 882-4083 or commercial 901-874-4083.

We promise to keep you posted on any developments regarding IRAD.

****TAP/Augmentation and End-Strength**: (From PT 03-23) The JAGC is currently about 100 Lieutenants above our end-strength or authorized inventory. In an effort to downsize our officer inventory to authorized end-strength levels by 1 October 2004, the JAGC community will need to undergo some policy changes that will directly impact Lieutenant detailing. Below is an outline of some of those policies:

- **TAP**: Lieutenants are currently authorized to apply for the Target Augmentation Program (TAP) twice. There is no change to that policy. Lieutenants who do not select for TAP after two applications, or who do not apply for TAP, will not be detailed to new duty stations during their initial three year obligation. Lieutenants falling into this category who wish to remain on active duty beyond their initial obligation may be offered non-traditional assignments or, if appropriate, counseled regarding transfer/redesignation to other communities or services.
- **Augmentation**: TAP'ed Lieutenants are currently authorized to apply for augmentation once. There is no change to that policy. TAP'ed Lieutenants who do not select for augmentation after one application, or who do not apply for augmentation, generally, will not be detailed to new duty stations. They will be counseled directly by their Detailer regarding their options. Again, Lieutenants falling into this category who wish to remain on active duty beyond their initial obligation may also be offered non-traditional

assignments or, if appropriate, counseled regarding transfer/redesignation to other communities or services.

These policies will not be carried out without taking to you first. They will be executed only after one on one discussions between the individual officer and their Detailer. We will solicit command input, as well.

Bottom Line: Non-TAP'ed officers and TAP'ed officers who do not augment after one application are not in a career-enhancing position. We will, however, work with each officer to develop a realistic set of expectations, and to provide pragmatic advice on opportunities for future service in the Navy.

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