



DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
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OPNAVINST 1040.10A
N13
11 Dec 06

OPNAV INSTRUCTION 1040.10A

From: Chief of Naval Operations

Subj: ARGUS CAREER MILESTONE TRACKING SYSTEM

Ref: (a) OPNAVINST 5300.8B
(b) SECNAVINST 5211.5E
(c) SECNAV M-5214.1

1. Purpose. To publish updated policy and regulations on the Argus Career Milestone Tracking System. This instruction is a complete revision and should be reviewed in its entirety.

2. Cancellation. OPNAVINST 1040.10

3. Background. Retaining quality trained personnel is an integral element of shaping the Navy's workforce to meet current and future warfighting requirements. The Argus Survey has proven an effective tool to gather information on those influences that effect retention behavior. The survey provides Navy leadership with direct input to improve quality of service and support compensation, personnel, and policy decisions.

4. Information. Responses gathered by the Argus Career Survey will be available to all Navy command leadership levels to assist in the development of Total Force personnel policies. Individual social security numbers (SSNs) will be used for authentication of the survey respondents to prevent unauthorized participation. SSNs will not be used to associate questionnaire responses with individual service members. The results of the surveys will be used to support statistical analysis of career intentions by groups (Zone, Year Groups, Force/Fleet, Command, Diversity, etc.).

5. Action

a. Per references (a) and (b), the Total Force, including naval components assigned to joint commands and Navy Reserve Units will offer assigned personnel the opportunity to complete the Argus questionnaire at designated career milestones identified below:

(1) Enlisted

- (a) Acceptance of advancement (frocking);
- (b) Reenlistment; Extension of enlistment;
- (c) Change in obligated service (greater than 11 months);
- (d) Execution of PCS orders (completed at detaching command);
- (e) Return to active duty;
- (f) Change of status to and from limited duty;
- (g) Retirement or transfer to the Fleet Reserve
- (h) Separation from active duty (Voluntary and Involuntary);
- (i) Transfer from active duty Navy Service to Navy Reserve, National Guard, or another service.

(2) Navy Reserve Enlisted: In addition to

(a) through (h) above:

- (a) Following mobilization/demobilization;
- (b) Transferring to another Reserve Unit;
- (c) Transferring to the Individual Ready Reserve (IRR).

(3) Officers

- (a) Acceptance of promotion;
- (b) Execution of PCS orders (completed at departing command);
- (c) Resignation;
- (d) Completion of active duty service obligation to include retirement;

(e) Separation from Navy service (Voluntary and Involuntary);

(f) Return to active duty;

(g) Change of status to and from limited duty;

(h) Transfer from active duty Navy Service to Navy Reserve, National Guard, or another Service.

(4) Navy Reserve Officers: in addition to (a) through (h) above:

(a) Following mobilization/demobilization;

(b) Transferring to another Reserve Unit;

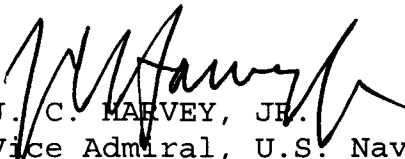
(c) Transferring to the Individual Ready Reserve (IRR).

b. Commands should educate their Sailors that the function of the questionnaire is to capture direct feedback from service members on their quality of service and quality of life related issues. Sailors should be made aware that the results of their collective input provides significant data for future Navy policy decisions. Upon completion of the questionnaire, a certificate can be printed by the Argus system to assist in record keeping for commands and to be presented to a servicing Personnel Support Detachment (PSD) or personnel office.

c. Primary responsibility for offering the opportunity to participate in Argus remains with the individual's parent command. Navy Veterans (NAVETs) and Other Service Veterans (OSVETs) will be given the opportunity to complete the questionnaire at their gaining command, indoctrination course, or other points of entry.

6. Report. Reporting requirements contained in this instruction are exempt from reports control per reference (c).

7. Form. The Argus questionnaire is accessible electronically on the following website: <https://argus.bol.navy.mil/>.



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