

TNR



ALMANAC 2021

TNR

THE NAVY RESERVIST | ALMANAC 2021

The career of a Navy Reservist is challenging. These citizen Sailors delicately balance Navy service, family and a civilian career. TNR Almanac serves to inform on processes, programs and resources to ensure Reserve Sailors are mobilization and warfighting ready. Although not definitive, the goal of this product is to provide Navy Reserve Sailors with a foundation to help understand and manage a part-time military career alongside a full-time civilian life.

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Art used in this issue is courtesy of the Navy Art Collection, Naval History and Heritage Command. www.history.navy.mil

Special thanks to members of the NHHC staff, Lt. Dale Eng, Pamela Overmann and Mimosa Whiting for their support.

Cover: A FINE EVENING ON THE USS MUSTIN

By Morgan Ian Wilbur - Painting, Oil on Canvas, 2015
Painted on the artist's first day aboard USS Mustin (DDG-89) who describes the experience in the roiling warm water of the western Pacific like riding on a very large speedboat.

This page: Rendezvous

By Herbert C. Hahn - Drawing, Colored Pencil on Paper, 1951
The cruiser USS Los Angeles (CA-135) receives vital guard mail from a destroyer.

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LEADERSHIP

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Ready Now

Greetings, Shipmates,

2021 is an important year for us. While we have much to do to transform our Force in the coming year, I want to thank you for your resiliency and creativity during the unprecedented circumstances that defined last year. You adapted and were ready to serve when the Navy and the nation needed you. We saw it in our COVID-19 response, SURGEMAIN mobilization, the response to the USS Bonhomme Richard fire, and in the day-to-day contributions we make around the world, in every theater on the globe.

Whenever we were needed, Reserve Sailors arrived ready to support.

But we're not finished. As the fight against COVID-19 continues, I'm counting on every Sailor to do their part. Be vigilant and continue to follow CDC and health guidelines to stay mission ready. When the vaccine becomes available to you, I encourage you to take it to safeguard yourself, your family and your community, and to help win the fight against the disease. There's a light at the end of this tunnel, and we'll all get there faster — and move out of Health Protection Condition Charlie — once our force is vaccinated.

We're designing an agile Reserve Force with Distributed Mobilization capabilities to support a mass mobilization. The Reserve regions, some larger NOSCs, and many of our commissioned units are building the capabilities and capacity to locally mobilize their Sailors, rather than sending them to Expeditionary Combat Readiness Center (ECRC) in Norfolk. But they need the manpower to meet this requirement, and eliminating redundant positions elsewhere and consolidating four NOSCs (Ebensburg Pennsylvania, Milwaukee Wisconsin, Waco Texas, and Wilmington North Carolina) frees up resources to execute this important mission.



Distributed Mobilization is a huge win for us. We declared DM's Initial Operating Capacity in January 2021 — meaning at this point we can mobilize our nearly 50,000 Selected Reserve Force within 90 days — with the goal of declaring Full Operating Capacity no later than January 2022. At that point we will be able to mobilize the Force in 30 days.

We are also scrutinizing every Reserve unit and billet to determine the direct contribution to warfighting readiness and to providing strategic depth to the Navy, Marine Corps and joint forces. If a position is redundant or simply doesn't support the fight, we should ask questions about why our taxpayers are funding that billet.

Several recently released documents guide these and other important initiatives: The Tri-Service Maritime Strategy: Advantage at Sea, the Chief of Naval Operation's Navigation Plan, and the Navy Reserve Fighting Instructions.

Read them. They will give you insight into your role in our Navy, our Navy Reserve and our collective response to Great Power Competition, and how you should be training to be ready. They should also give you confidence to ask difficult questions, like: "Does the way we are doing things right now make sense?" "Is there something we're not doing that we should be doing?" "Is there something we're doing today that we should stop doing?"

I could not be prouder to be your Chief of Navy Reserve at this exciting, important, transformative time. We have a lot of work to do and I expect every one of you to do your part to be Ready on Day One.

Now Let's Get Busy.

Vice Adm. John B. Mustin
Chief of Navy Reserve



Future Focused

We just wrapped up a hectic year that hit us with so many unexpected challenges. As we warp speed into 2021, it is essential to look forward to what lies ahead. There are several key events from 2020 that started a momentum that we can and will build on as we stride forward into what is sure to be another fast-paced and productive year.

First was the Navy Reserve's response to the pandemic. Our Navy Reserve Force's response efforts were genuinely unprecedented. I am very proud of the Sailors of the Expeditionary Medical Facility, Navy Medical Support Teams, and augments to USNS Comfort and USNS Mercy. They stepped up to respond to provide care to our Nation. We also mobilized our SURGEMAIN units to address a critical need for shipyard support to keep our Fleet readiness moving forward. And not to forget, the hundreds of Sailors who quickly surged to support pandemic response worldwide, augmenting active-duty units.

These were the perfect tests of our distributed mobilization capabilities. In many ways, we passed with flying colors. Of course, like with any test, there were some valuable lessons learned and continued struggles, particularly in the personnel/pay and demobilization processing. These lessons are not in vain and are already being implemented into systems and processes as we advance. With the distributed mobilization efforts, we're streamlining our processes at breakneck speed.

The other thing we saw last year were several strategy documents and Navy policy program updates that are becoming the driving force behind everything we do. I want to encourage all of you to become familiar with the Navy's Culture of Excellence program's latest updates. The training requirements within the Culture of excellence are fundamental to taking care of our Sailors. The latest one, Cultural



Champion Network (NAVADMIN 318/20), is geared to synchronization within the command and ensuring our resources are well known and applied at the right time of need. It is an insightful and beneficial tool for fostering a positive and healthy work environment and strengthening our commitment to our core values. Another important initiative is the Enlisted Leader Development Framework 3.0 (NAVADMIN 025/20), which continues to afford our enlisted force with milestone development at each rank to become more capable, competent and connected leaders earlier in their career.

With so many strides forward and with many accomplishments under our belt, this year is sure to bring more opportunities for our Navy

Reserve to shine. You will see many changes happening, and there will be many more behind the scenes. Rest assured, these changes come with a vast amount of strategic oversight and procedural planning. The Navy Fleet requirements are shifting, and therefore we must change along with them. We won't make changes for the sake of making changes; We are adapting to new demands, new potential threats, and of course, the ever-evolving technological advancements of modern warfare.

As my time comes to a close as your Force Master Chief, I would love to thank every one of you for the incredible amount of work you've put in over my time here. Looking at our Sailors' accomplishments and our units across the world, I feel honored every day to wake up and come to work for you. I can't wait to see the great work you do this year and the rest to come.

Ready Now — Ready Always!

Master Chief Petty Officer Chris Kotz
Navy Reserve Force Master Chief



Event Calendar

EVAL AND FITREP PERIODIC CALENDAR				
OFFICER			ENLISTED	
	MIDTERM	SIGNED	MIDTERM	SIGNED
JAN	06	03	E3, E2, E1	
FEB		02		
MAR	W2, W1	W5, W4, W3	E8, E7	E5
APR	04	05		E9
MAY		01	E6	
JUN				E4
JUL	03	06		E3, E2, E1
AUG	02			
SEP	W5, W4, W3	W2, W1	E5	E8, E7
OCT	05	04	E9	
NOV	01			E6
DEC			E4	

2021 Board Schedule				
SELRES LDO, CWO	25 JAN	FTS/SELRES O4 Line	24 MAY	
CMC/CSC Screen	1 FEB	FTS/SELRES E7	12 JUL	
FTS/SELRES O6 Line	17 MAR	FTS/SELRES O4 Staff	14 APR	
FTS/SELRES O6 Staff	8 APR	SELRES W5/W4/W3	3 JUN	
FTS/SELRES O5 Staff	8 APR	APPLY Board	10 AUG	
SELRES CEC Cmd	16 AUG	FTS Retention	20 SEP	
FTS/SELRES E8/E9	19 APR	FTS/SELRES Maj Cmd	20 SEP	
FTS/SELRES O5 Line	17 MAR	RC Natl Sec Course*	AUG	
FTS/SELRES Aviat Cmd	15 MAR	Joint Warfighting School*	OCT	
FTS Trnsfr Redes #2	30 MAR	JPME, In-resident*	DEC	

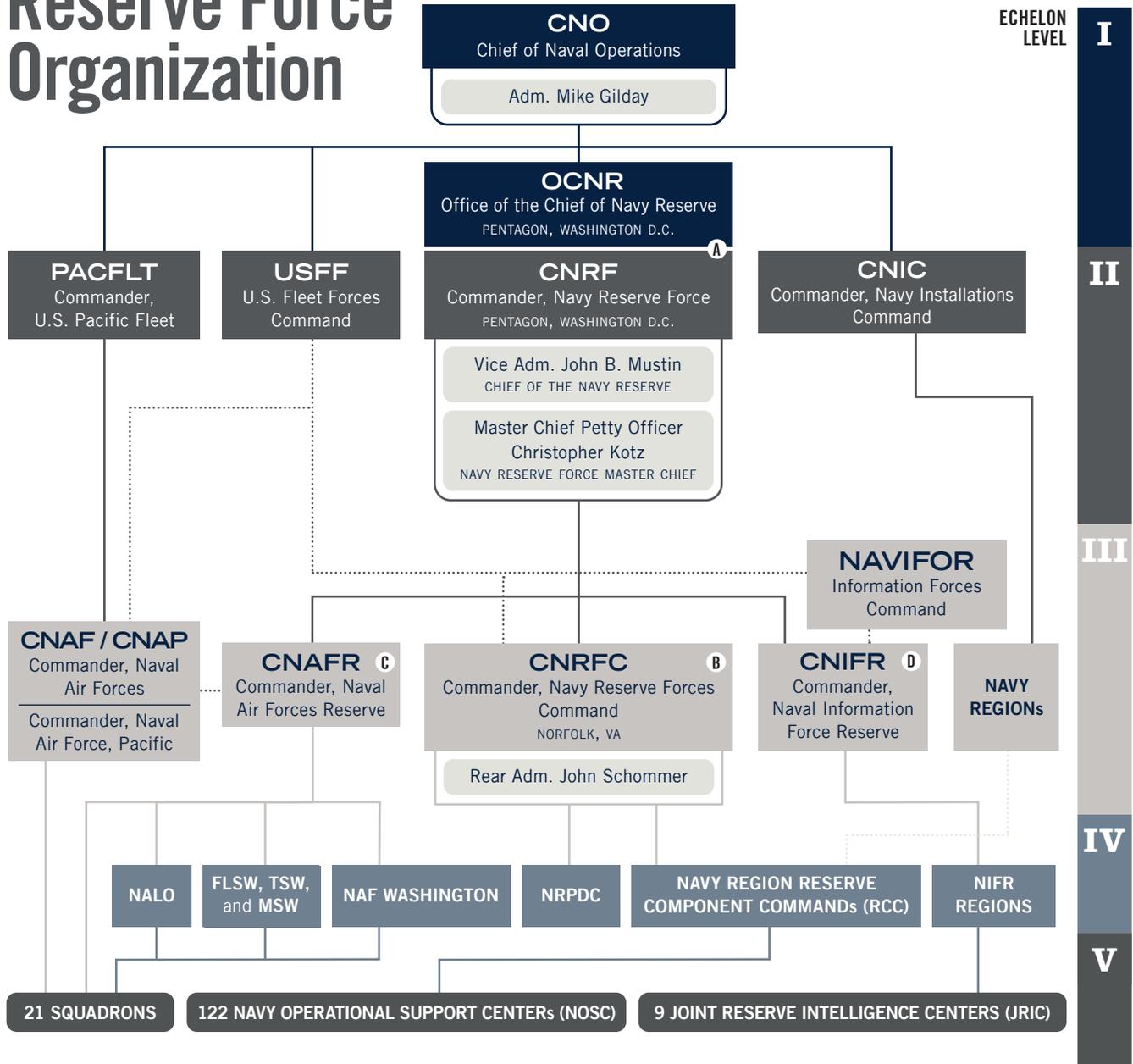
*Board held in Norfolk, VA at CNRFC. Dates subject to change

2021 Advancement Exam Cycle				
SELRES			FTS	
E7	FEB		JAN	
E6	FEB	AUG	MAR	SEP
E5	FEB	AUG	MAR	SEP
E4	FEB	AUG	MAR	SEP

Federal Holidays	
New Year's Day	Fri, 1 JAN
Martin Luther King, Jr. Birthday	Mon, 18 JAN
Washington's Birthday	Mon, 15 FEB
Memorial Day	Mon, 31 MAY
Independence Day	Mon, 5 JUL
Labor Day	Mon, 6 SEP
Columbus Day	Mon, 11 OCT
Veterans Day	Thurs, 11 NOV
Thanksgiving Day	Thurs, 25 NOV
Christmas Day	Fri, 24 DEC

Returning Warrior Weekends (RWW)	
RCC Everett: Seattle, WA	12 MAR
RCC Fort Worth: San Antonio, TX	26 MAR
RCC Norfolk: Burlington, VT	16 APR
RCC Great Lakes: Chicago, IL	23 APR
RCC Jacksonville: Miami, FL	21 MAY
RCC Norfolk: Charlotte, NC	11 JUN
RCC Great Lakes: Philadelphia, PA	16 JUL
RCC Fort Worth: Austin, TX	23 JUL
RCC Everett: Anchorage, AK	6 AUG
RCC Jacksonville: Atlanta, GA	13 AUG

Reserve Force Organization



———— Administrative Control (ADCON)

..... Additional Duty (ADDU)

- Ⓐ The Chief of the Navy Reserve is dual-hatted to the CNO as a staff advisor and as Commander, Navy Reserve Force (CNRF)
- Ⓑ CNRFC also serves as the Deputy Commander, Navy Reserve Force (CNRF)
- Ⓒ CNAFR also serves as the Deputy Commander, Naval Air Forces (CNAF) and as Deputy Commander, Naval Air Force, Pacific
- Ⓓ CNIFR also serves as the Deputy Commander, Naval Information Forces (CNIF)

Get Involved

NAVY RESERVE POLICY BOARD

Policies must be designed to ensure the Navy Reserve Force is warfighting ready and maximizes lethality for the Navy, Marine Corps and Joint Forces. When policies are enacted with an effective understanding of the day-to-day life of a Reserve Sailor, the Reserve force can be positioned to make a huge impact.

Acting as a conduit for systemic issues from the perspective of drilling Reserve Sailors, the Navy Reserve Policy Board (NRPB), convened by Commander, Navy Reserve Forces Command (CNRFC), reviews idea submissions from a large variety of sources; and, if selected for recommendation, forwards to CNRFC for final review and deposition.

Policy change recommendations which require Secretary of the Navy approval or legislative changes are forwarded to the NNRPB who advise the Secretary of the Navy and the Assistant Secretary of the Navy for Manpower & Reserve Affairs on policy matters.

WHERE DO THE NAVY RESERVE POLICY BOARDS GET IDEAS FOR CHANGE AND HOW DO THE BOARDS DECIDE WHAT TO CHANGE?

The ideas come from you. The Navy Reserve Policy Board actively solicits recommendations year-round, and Sailors may submit recommendations online by clicking “Workplace” and “NRPB” on the Navy Reserve Homeport or by visiting the Innovation Portal at www.R2W.navy.mil. Many factors are considered during deliberations, but the boards always ask the same questions:

- What is the benefit of a suggested change to the Navy Reserve?
- Is the change good for the Navy as a whole?
- How does this balance the personal benefits to members of the Reserve against the costs and value to the Navy?
- Is the change consistent with Navy total force policies?

HOW DOES THE CHANGE CONTRIBUTE TO LETHALITY, FORCE READINESS AND WARFIGHTING READINESS?

Ultimately, deliberations are guided by considering how a suggested change will affect the everyday Sailor and overall mission readiness.

WHAT IF THE RECOMMENDED CHANGE IS BIGGER THAN THE NAVY?

The board receives many great ideas that are beneficial for the force and beneficial for Sailors, but sometimes the governing policies or regulations that need to be adjusted to implement the recommended changes are outside the scope of control of the Navy Reserve or even the Navy. When this happens, the NNRPB forwards recommendations to the Reserve Forces Policy Board (RFPB).

Comprised of members from the seven Reserve components and professional and business civilian leaders from industry and academia, the RFPB advises the Secretary of Defense on strategies, policies and practices designed to improve and enhance the capabilities, efficiency and effectiveness of the Reserve component. By law, the RFPB is a federal advisory committee within the Office of the Secretary of Defense whose activities are published at <https://rfpb.defense.gov/>.

WHO CAN BECOME AN NRPB/NNRPB BOARD MEMBER?

Each Spring an ALNAVRESFOR message is released soliciting nominations for membership on both the NRPB and NNRPB. Nominations are open to Reserve nominees in the grades of E-7 to E-9, Chief Warrant Officer and O-3 to O-6 to fill board member vacancies for a 3-year commitment. See ALNAVRESFOR 016/20 for additional details and to apply for board membership.

IDEA PORTAL

Using the Navy Reserve Idea Portal you can submit your own innovative ideas, policy recommendations and proposals for how we can take better care of our Sailors through the CNRFC Staff, Reserve leadership and NRPB.

The CNRFC Staff and Ready to Win teams routinely review submissions to the Idea Portal and provide subject matter expert responses to the members. You will receive feedback on the status of submissions and are encouraged to follow up with questions along the process.

LET YOUR VOICE BE HEARD

submit your ideas today through the Idea Portal at: <https://www.r2w.navy.mil>.

Navy Reserve Applications

There are dozens of websites and applications used by the Navy Reserve. Here are a few of the most frequently used to help you manage and conduct your Reserve business.

MyNavy Portal is the official access point to all Navy administrative websites and applications. WWW.MNP.NAVY.MIL

www.NavyReserve.Navy.mil Stay up to date on all Navy Reserve news, information and policy and program updates at the homepage of the Navy Reserve.

MyNRH My Navy Reserve Homeport: the helm of the Navy Reserve and the starting point for information on all administrative aspects of the Navy Reserve. WWW.MYNRH.NAVY.MIL

Force Connect A mass email notification system delivering Reserve all-hands and specific-topic messages straight to your personal, military or both email addresses. A must-have for any Reservist! Sign up at: [HTTPS://LOCKER.PRIVATE.NAVYRESERVE.NAVY.MIL/FORCECONNECT/#HOME](https://LOCKER.PRIVATE.NAVYRESERVE.NAVY.MIL/FORCECONNECT/#HOME)

NSIPS Navy Standard Integrated Personnel System: the access point to your Electronic Service Record (ESR), training data and career counseling records. [HTTPS://WWW.NSIPS.NAVY.MIL](https://WWW.NSIPS.NAVY.MIL)

DTS Defense Travel System: the end-to-end travel management system enabling DoD travelers to create authorizations, prepare reservations, and manage all aspects of official government travel. [HTTP://WWW.DEFENSETRAVEL.DOD.MIL](http://WWW.DEFENSETRAVEL.DOD.MIL)

EDM Enhanced Drill Management is the automated Navy Reserve drill management system in NSIPS allowing units to conduct electronic musters and Sailors to reschedule and request additional drills. [HTTPS://WWW.NSIPS.NAVY.MIL](https://WWW.NSIPS.NAVY.MIL)

ESAMS Enterprise Safety Application Management System: the management center for Navy safety and health training readiness and programs. [HTTPS://ESAMS.CNIC.NAVY.MIL](https://ESAMS.CNIC.NAVY.MIL)

FLTMPs Fleet Management & Planning System: access to training, manpower and personnel status reports and the submission of training completions. [HTTPS://NTMPsWEB.NCDC.NAVY.MIL/FLTMPs](https://NTMPsWEB.NCDC.NAVY.MIL/FLTMPs)

NP2 Navy Pay and Personnel: a single active and Reserve integrated personnel and pay system, providing Sailors human resource self-service capability. Planned Initial Operating Capability is expected early 2022. Incremental rollouts of services are accessible online at: [HTTPS://PRODHR.NP2.NAVY.MIL](https://PRODHR.NP2.NAVY.MIL)

NREl Navy Reserve e-Lodging: submit and manage IDT Drill Weekend lodging requests through the NREl application. [HTTPS://LOCKER.PRIVATE.NAVYRESERVE.NAVY.MIL/NREl](https://LOCKER.PRIVATE.NAVYRESERVE.NAVY.MIL/NREl)

NeL Navy E-Learning: provides computer-based learning to enhance professional and personal growth. Navigate to the professional resources tab for NeL at: WWW.MNP.NAVY.MIL

NROWS Navy Reserve Order Writing System: the management center for Annual Training (AT), Active Duty for Training (ADT) and Individual Duty Training Travel (IDTT) orders. [HTTPS://NROWS.DC3N.NAVY.MIL/NROWS](https://NROWS.DC3N.NAVY.MIL/NROWS)

NRRM Navy Reserve Readiness Module: access to custom display and analysis of Navy Reserve readiness data at various levels of detail to give the user a clear picture of current readiness. [HTTPS://NRRM.NRRE.NAVY.MIL](https://NRRM.NRRE.NAVY.MIL)

NSIPS Navy Standard Integrated Personnel System: the access point to your Electronic Service Record (ESR), training data and career counseling records. [HTTPS://WWW.NSIPS.NAVY.MIL](https://WWW.NSIPS.NAVY.MIL)

ProcessQuik The single source for information sharing on Navy processes, best practices and Standard Operating Procedures. You can also submit your own updates, corrections or recommendations directly on the site. [HTTPS://MYNRH.NAVY.MIL](https://MYNRH.NAVY.MIL) > Applications (at the top of the screen) > ProcessQuik

RFMT Reserve Force Management Tool: application access for JO APPLY, APPLY and Reserve Force IDT/IAP/VTU orders. [HTTPS://PRIVATE.NAVYRESERVE.NAVY.MIL/APPS/RFMT](https://PRIVATE.NAVYRESERVE.NAVY.MIL/APPS/RFMT)

ZIPSERVE The one-stop shop to search and apply for volunteer Reserve assignments. ZIPSERVE is available on MyNRH and through the R2S app at: LOCKER.PRIVATE.NAVYRESERVE.NAVY.MIL/ZIPSERVE



Pay, Drill and Orders

RESERVE PAY

Navy Reserve Sailors receive Pay and allowances for part-time service to the Navy. Reserve pay also called “drill pay” is based on a prorated amount of pay and allowances received while serving on Active Duty.

Drill pay is authorized for various type of Inactive Duty Training and is equal to 1/30th of the basic pay prescribed for a Sailor’s grade and years of service. When on orders serving in an active duty status, Reserve members are entitled to the same pay and allowances and benefits received by Sailor in the active component of equivalent rank, time in service and qualifications.

Visit the Defense Finance and Accounting Service (DFAS) website for the most current pay and allowance information at <https://www.dfas.mil/MilitaryMembers/payentitlements/Pay-Tables/>.

TYPES OF DRILL PERIODS

INACTIVE DUTY TRAINING (IDT)

IDT periods, also known as drills, are typically performed on a unit’s scheduled IDT weekend each month. One paid IDT period is four hours and one non-paid IDT period is two hours. A typical drill weekend consists of four IDT periods (2 on Saturday, 2 on Sunday) and equals four days of basic pay. IDTs can be rescheduled when required due to conflict with another training, orders assignment or needs of the Navy. Reserve Sailors need to complete 40 of 48 drill periods for a satisfactory Reserve participation year.

INACTIVE DUTY TRAINING - TRAVEL (IDTT)

IDTTs serve the same purpose as IDTs except IDTTs include authorized funding for travel. This drill type allows non-local Reserve members to attend unit drill periods or training at alternate drill sites.

ADDITIONAL FLIGHT TRAINING PERIODS (AFTP)

AFTPs are available to personnel in the aviation community solely for the performance of flight duties. These drills are not distributed outside aviation commands.

ADDITIONAL TRAINING PERIODS (ATP)

ATPs are additional paid IDT periods for specific units/billets to support a unit's specified mobilization mission. Unlike IDT periods, ATPs are discretionary, which allows Operational Support Officers (OSO) the ability to provide additional support to their operational commands.

READINESS MANAGEMENT PERIODS (RMP)

RMPs are additional paid IDT used to support day-to-day unit operations and to accomplish unit administration, training preparation, support activities, and maintenance functions. RMP cannot be performed on the same day as any other IDT and only one RMP may be credited per day.

INACTIVE DUTY FOR TRAINING - REIMBURSABLE

IDT-R is designed to increase operational unit readiness and maximize participation in direct support of the Unit Mobilization Unit Identification Codes (UMUIC)/supported commands. This drill period format authorizes reimbursement, up to \$500 per drill weekend (round trip), for qualifying travel expenses incurred when eligible participants travel from their residence to drill at their assigned (supported command) drill location. Reimbursable travel expenses include transportation, lodging (exclusive of lodging provided at the IDT location), and meals to/from the qualifying drill location.

Reserve Sailors may be eligible for IDT-R, depending on their rating, billet assignment, assigned unit and distance from their RUIC. The following skillsets have been identified as being critical:

- HMs assigned to all USMC units
- IS/CTs (CNIFR units)
- Aviation maintenance ratings (CNAFR squadrons)
- Any enlisted rating assigned to an MSF Unit
- Any enlisted rating assigned to an NSW Unit
- Commissioned unit CO, XO, OIC, CMC, CSC or SEL serving in a confirmed leadership billet at CNAFR, CNIFR, NSW or CRS units/dets

IDT-R is a voluntary program and Sailors may continue to participate as long as they maintain eligibility. Up to 12 round-trip travel

reimbursements are authorized per fiscal year. Interested SELRES must meet the following eligibility requirements:

- Home of residence located 150 miles or more from eligible billet assignment
- Be in a qualifying rating, leadership coded billet and/or hold a qualifying NEC that matches their billet assignment
- Be assigned to an eligible billet (associated with qualifying Reserve Unit Identification Code (RUIC))

Sailors who wish to participate should review/discuss/determine eligibility requirements with their unit leadership to verify billet eligibility using the unit RUAD. All eligible billets are identified with an RFAS code ending in "R."

IDTT and IDT-R are separate funding vehicles for travel associated with drilling, and per the JTR (Joint Travel Regulations), they cannot be combined. IDTT is authorized to travel from the SELRES' assigned NRA to a separate training site. (e.g. Seabees travel from local NOSCs to training site in Gulfport, MS). IDT-R is authorized for travel from home to assigned NRA, which is collocated with drilling location (e.g. CNAFR Squadrons, CNIFR JRICs, CRS Boats).

Additional information related to eligibility specifics and program guidance is contained in COMNAVRESFORNOTE 5420 and includes qualifying ratings, NECs and eligible units/billets. All eligible members are highly encouraged to participate and apply as soon as possible, through the IDT-R sign-up site via the Navy Reserve Homeport: https://private.navyreserve.navy.mil/cnrfc/N-Codes/N1/CNRF_C11C2/SitePages/IDTR_signup2.aspx

PROCESSING DRILL PAY

Enhanced Drill Management (EDM) is an automated Navy Reserve drill management function in the Navy Standard Integrated Personnel System (NSIPS). EDM is a Navy Reserve self-service module used to process drill participation records, pay and retirement points associated with regular, flexible, additional (IDT) periods (for pay or non-pay) and funeral honors duty. EDM also includes the capability to record and adjudicate unit musters. EDM may be accessed through NSIPS member self-service at: <https://www.nsips>.

EDM user training is available on the NSIPS homepage via the EDM tutorial Job Performance Aids (JPA) link. Please contact your unit EDM administrator with questions or concerns.

ORDERS

ANNUAL TRAINING (AT)

Selected Reserve personnel must perform 12 to 14 days AT/ADT each fiscal year (FY) as scheduled by the unit Commanding Officer (CO) and per COMNAVRESFORCOMNOTE 1001 (FY Force Execution Guidance).

ACTIVE DUTY TRAINING (ADT)

ADT is a period of active duty intended to support a specific training requirement and assist a command that has ADT funding available.

ACTIVE DUTY OPERATIONAL SUPPORT (ADOS)

ADOS orders are issued for a duration of 30 days or more in length and do not exceed 365 days (including the period required for processing onto active duty and release from active duty).

DEFINITE AND INDEFINITE RECALL

Definite recall of SELRES personnel, both officer and enlisted, is intended to be a constructive part of a Navy Reserve member's career. Definite recall is voluntary and temporary. Generally these orders range from 12 to 36 months in length.

Indefinite recall of Reserve officers is voluntary, permanent and designed as a career active duty program. It is intended to afford qualified and interested SELRES and FTS officers the opportunity to be considered for a permanent component change from the Reserve to active-duty.

RESERVE PAY ASSISTANCE TEAM

Do you have a pay issue? Help is available. First, be sure you understand the steps you are responsible to address. Talk with your unit leadership and seek assistance from your Navy Operational Support Center (NOSC) or supported Command Pay Personnel Administrator (CPPA). If an issue can not be resolved at your command level, your command leadership will submit an escalation of support request to the Navy Region Component Command (RCC) level. Using the following three steps will resolve most Reserve pay delays.

COMMUNICATE WITH YOUR CPPA/NRA PAY CLERK

Immediately communicate any pay delays to your unit and NOSC leadership. If pay issues cannot be resolved by your Navy Reserve Activity, the NRA will escalate the issue to their respective RCC/Wing.



SUDDEN SQUALL

By R. G. SMITH - oil on canvas, 1969

The USS de Haven (DD-727) provides anti-aircraft and anti-submarine protection for the carrier USS Coral Sea (CVA-43) while on Yankee Station, an operational staging area just off the coast of North Vietnam.

“Men fight, not ships. ... Just because a nation has hundreds of thousand(s) of tons of naval vessels tied up in navy yards does not mean that the ratio is being maintained when compared to another navy of equal tonnage which is fully manned and highly trained.”

Adm. Robert E. Coontz

Chief of Naval Operations 1919-1923



CALL THE MYNAVY CAREER CENTER

If the RCC/Wing is unable to resolve your issue, the Navy Reserve Activity (NRA) or member can contact the MyNavy Career Center (MNCC) 24/7 at 833-330-MNCC (6622) or email at askmncc@navy.mil to initiate a trouble ticket.

CONNECT WITH THE RESERVE PAY ASSISTANCE TEAM

If MNCC is unable to provide resolution, the Commander, Navy Reserve Forces Command (CNRFC) Reserve Pay Assistance Team (RPAT) is positioned to advocate and coordinate on behalf of the Sailor with key stake holders.

In accordance with ALNAVRESFOR 017/19, submit your issue with MNCC case number (trouble ticket) to: https://private.navyreserve.navy.mil/cnrfc/N-Codes/N1/CNRFC_N11/SitePages/Home.aspx or email RPAT at CNRFC_N1_RPAT.fct@navy.mil.

GTCC

Department of Defense policy directs that the Government Travel Charge Card (GTCC) will be used as the primary payment method for all costs related to official government travel (military or civilian).

For most Reservists, use of the GTCC is not authorized for travel on Permanent Change of Station (PCS) orders. At the start of such orders, the NRA will work with Expeditionary Combat Readiness Command (ECRC) to send the member on government travel.

Some extended orders may be listed as Mission Critical PCS. This status applies to individual billed account (IBA) GTCC accounts while a Sailor is traveling to a new permanent duty station. Mission Critical PCS allows travelers more time to pay charges during a PCS move.

Be aware of mission requirements when traveling. The standard credit limit for a GTCC is \$7,500. Depending on your financial situation, members may be issued a restricted GTCC with a credit limit of \$4,500. Communicate early with your gaining command before initiating orders to get a clear picture of future expenses. Credit limits may be increased if required. If you anticipate a required credit limit increase, contact the command Agency Program Coordinator (APC) under whose hierarchy you reside.

If a delinquency is anticipated and it's due to no fault of your own, contact your APC for potential relief. For more information on the GTCC program, contact your command APC. To create a CitiDirect user account visit: citimanager.com/login. Contact Citibank customer service at: CONUS: 1-800-200-7056 / OCONUS: 757-852-9076

GTCC DO'S AND DONT'S

Your GTCC is a valuable and simple means to manage your travel expenses. But it also comes with responsibilities and misuse can lead to disciplinary actions. Follow these rules for proper GTCC use and be sure to keep in contact with your command's Agency Program Coordinator to stay up to date on how you can travel GTCC smart.

DO

- Use your GTCC to pay for official travel expenses
- Obtain ATM official travel advances up to \$250 if authorized
- Track your expenses
- File travel claims within five days after you complete your trip or every 30 days if you are on continuous travel
- Ensure split disbursement is properly used to have appropriate travel claim reimbursement
- Submit payment in full for each monthly bill
- Follow your bank's dispute process for incorrect charges
- Keep your account information up to date and accurate
- Check in and out with your command Agency Program Coordinators and complete required online training

DON'T

- Use your GTCC for personal use
- Obtain travel advances through the ATM which exceed your expected expenditures for a trip
- Obtain travel advances through the ATM unless you are on travel or will be on travel within three business days
- Allow your monthly bill to become overdue
- Wait for receipt of your monthly bill to file your travel claim
- Make late payments that could result in GTCC suspension

2021 Active Duty Pay Chart*

PAY GRADE	YEARS OF SERVICE															
	<2	2	3	4	6	8	10	12	14	16	18	20	22	24	26	30
COMMISSIONED OFFICERS																
O-10	-	-	-	-	-	-	-	-	-	-	-	16608	16608	16608	16608	16608
O-9	-	-	-	-	-	-	-	-	-	-	-	16013	16244	16577	16608	16608
O-8	11330	11701	11948	12016	12323	12837	12956	13444	13584	14004	14612	15172	15546	15546	15546	15935
O-7	9414	9851	10054	10215	10506	10794	11127	11458	11791	12837	13719	13719	13719	13719	13790	14066
O-6	7139	7843	8358	8358	8390	8749	8797	8797	9297	10181	10699	11218	11513	11812	12391	12638
O-5	5951	6704	7168	7256	7546	7718	8099	8380	8741	9293	9556	9816	10111	10111	10111	10111
O-4	5135	5944	6341	6429	6797	7192	7684	8067	8333	8486	8574	8574	8574	8574	8574	8574
O-3	4515	5118	5523	6023	6312	6628	6833	7169	7345	7345	7345	7345	7345	7345	7345	7345
O-2	3901	4443	5117	5290	5399	5399	5399	5399	5399	5399	5399	5399	5399	5399	5399	5399
O-1	3386	3524	4261	4261	4261	4261	4261	4261	4261	4261	4261	4261	4261	4261	4261	4261
COMMISSIONED OFFICERS WITH MORE THAN FOUR YEARS ENLISTED OR WARRANT OFFICER ACTIVE-DUTY SERVICE																
O-3E	-	-	-	6023	6312	6628	6833	7169	7454	7617	7839	7839	7839	7839	7839	7839
O-2E	-	-	-	5290	5399	5570	5861	6085	6252	6252	6252	6252	6252	6252	6252	6252
O-1E	-	-	-	4261	4550	4718	4890	5058	5290	5290	5290	5290	5290	5290	5290	5290
WARRANT OFFICERS																
W-5	-	-	-	-	-	-	-	-	-	-	-	8296	8717	9031	9377	9847
W-4	4666	5019	5163	5305	5549	5790	6035	6403	6725	7032	7283	7529	7888	8184	8521	8691
W-3	4261	4439	4621	4680	4871	5246	5637	5822	6035	6254	6649	6915	7074	7244	7475	7475
W-2	3770	4127	4237	4312	4556	4937	5125	5310	5537	5714	5875	6067	6193	6293	6293	6293
W-1	3309	3666	3761	3964	4203	4556	4720	4951	5177	5356	5519	5719	5719	5719	5719	5719
ENLISTED																
E-9	-	-	-	-	-	-	5637	5765	5926	6115	6307	6612	6872	7143	7560	7938
E-8	-	-	-	-	-	4615	4819	4945	5096	5261	5556	5706	5962	6104	6452	6581
E-7	3208	3501	3635	3812	3951	4190	4324	4562	4760	4895	5039	5095	5282	5383	5765	5765
E-6	2774	3053	3188	3319	3455	3763	3883	4115	4185	4237	4297	4297	4297	4297	4297	4297
E-5	2542	2713	2844	2978	3187	3406	3585	3607	3607	3607	3607	3607	3607	3607	3607	3607
E-4	2330	2450	2582	2714	2829	2829	2829	2829	2829	2829	2829	2829	2829	2829	2829	2829
E-3	2104	2236	2372	2372	2372	2372	2372	2372	2372	2372	2372	2372	2372	2372	2372	2372
E-2	2001	2001	2001	2001	2001	2001	2001	2001	2001	2001	2001	2001	2001	2001	2001	2001
E-1	1785	1785	1785	1785	1785	1785	1785	1785	1785	1785	1785	1785	1785	1785	1785	1785

*Rounded to nearest dollar

For complete pay chart visit: www.dfas.mil/MilitaryMembers/payentitlements/Pay-Tables/

2021 Drill Weekend Pay Chart*

PAY GRADE	YEARS OF SERVICE															
	<2	2	3	4	6	8	10	12	14	16	18	20	22	24	26	30
COMMISSIONED OFFICERS																
O-10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
O-9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
O-8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
O-7	1255	1314	1341	1362	1401	1439	1484	1528	1572	1712	1829	1829	1829	1829	1832	1832
O-6	951	1046	1114	1114	1119	1167	1173	1173	1240	1357	1427	1496	1535	1575	1652	1685
O-5	794	894	956	967	1006	1029	1080	1117	1165	1239	1274	1309	1348	1348	1348	1348
O-4	685	793	845	857	906	959	1025	1076	1111	1131	1143	1143	1143	1143	1143	1143
O-3	602	682	736	803	842	884	911	956	979	979	979	979	979	979	979	979
O-2	520	592	682	705	720	720	720	720	720	720	720	720	720	720	720	720
O-1	451	470	568	568	568	568	568	568	568	568	568	568	568	568	568	568
COMMISSIONED OFFICERS WITH MORE THAN FOUR YEARS ENLISTED OR WARRANT OFFICER ACTIVE-DUTY SERVICE																
O-3E	-	-	-	803	842	884	911	956	994	1016	1045	1045	1045	1045	1045	1045
O-2E	-	-	-	705	720	743	781	811	834	834	834	834	834	834	834	834
O-1E	-	-	-	568	607	629	652	674	705	705	705	705	705	705	705	705
WARRANT OFFICERS																
W-5	-	-	-	-	-	-	-	-	-	-	-	1106	1162	1204	1250	1313
W-4	622	669	688	707	740	772	805	854	897	938	971	1004	1052	1091	1136	1159
W-3	568	592	616	624	649	670	752	776	805	834	887	922	943	966	997	997
W-2	503	550	565	575	608	658	683	708	738	762	783	809	826	839	839	839
W-1	441	489	502	529	560	607	629	660	690	714	736	762	762	762	762	762
ENLISTED																
E-9	-	-	-	-	-	-	752	769	790	815	841	882	916	952	1008	1058
E-8	-	-	-	-	-	615	642	659	679	701	741	761	795	814	860	878
E-7	428	467	485	508	527	559	577	608	635	653	672	679	704	718	769	769
E-6	370	407	425	443	461	502	518	549	558	565	573	573	573	573	573	573
E-5	339	362	379	397	425	454	478	481	481	481	481	481	481	481	481	481
E-4	311	327	344	362	377	377	377	377	377	377	377	377	377	377	377	377
E-3	281	298	316	316	316	316	316	316	316	316	316	316	316	316	316	316
E-2	267	267	267	267	267	267	267	267	267	267	267	267	267	267	267	267
E-1	238	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

*Rounded to nearest dollar

For complete pay chart visit: www.dfas.mil/MilitaryMembers/payentitlements/Pay-Tables/



Administrative Essentials

Official Service Record

Your Official Military Personnel File (OMPF) is a record of documents on your accession, training, education, performance, discipline, decorations and awards, assignments, duties, casualty status and separation/retirement from the Navy.

You can download and print service record documents at <https://www.boi.navy.mil> > Official Military Personnel File (OMPF)

OMPF SUBMISSIONS AND CORRECTIONS

Your servicing personnel office or Transaction Support Center (TSC) is the primary way to submit documents and changes to OMPF. However, you can submit corrections or missing documents as long as they meet the following requirements:

- If required, the document must be the original signed version
- The document must be actual size
- If the document is a copy, such as an award citation, ensure it is legible and printed in black and white
- Ensure the document does not contain Privacy Act information on another service member
- Do not duplicate information already in your OMPF record
- Your complete SSN should be recorded on the document. If not, handwrite your SSN in the upper left corner
- Faxed or emailed documents are not accepted

For missing EVAL and FITREP corrections contact PERS-32 at: uasknpc@navy.mil - (866) 827-5672 - (901) 874-4881/4882/3313

Navy Personnel Command PERS-32
5720 Integrity Drive
Millington, TN 38055-3201

“For in this modern world, the instruments of warfare are not solely for waging war. Far more importantly, they are the means for controlling peace. Naval officers must therefore understand not only how to fight a war, but how to use the tremendous power which they operate to sustain a world of liberty and justice, without unleashing the powerful instruments of destruction and chaos that they have at their command.”

Adm. Arleigh Burke

Chief of Naval Operations 1955-1961

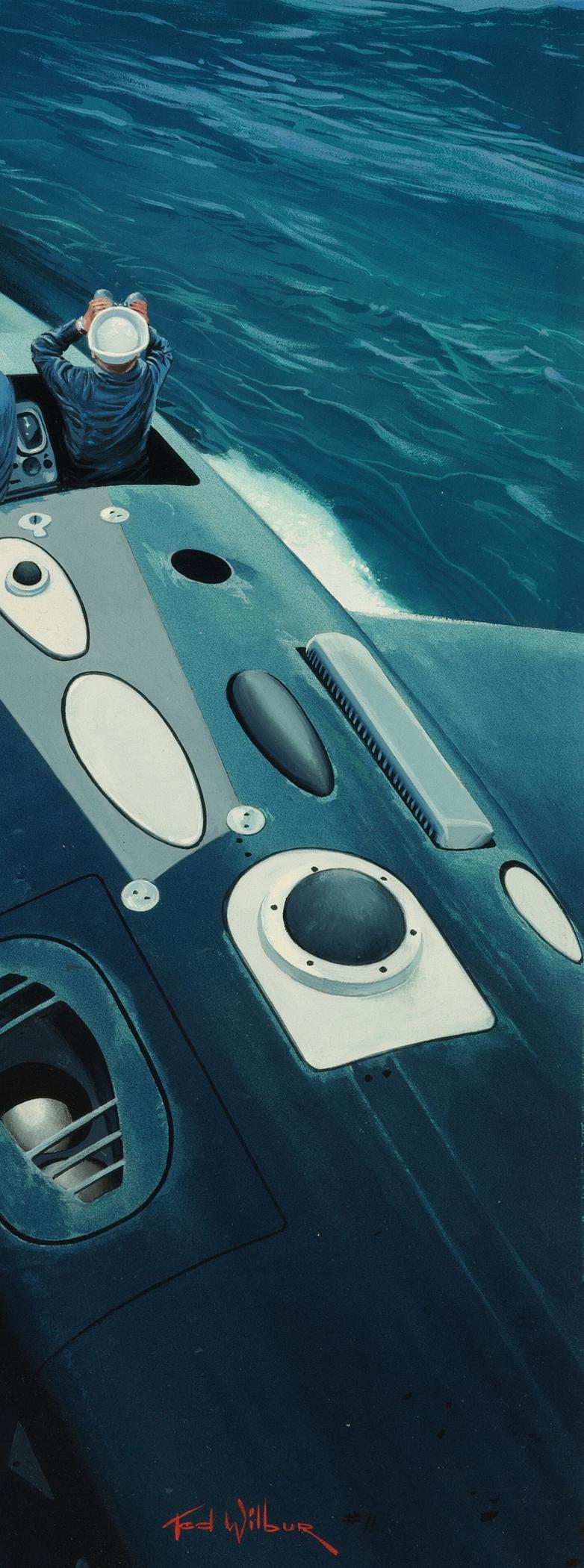
NATHANAEL GREENE UNDERWAY

By Edward Terhune Wilbure

Watercolor on Illustration Board, 1969

USS Nathanael Greene (SSBN 626) underway at the forefront of the Cold War, keeping the nation’s nuclear arsenal mobile and therefore able to respond to a surprise attack.





ELECTRONIC SERVICE RECORD

Your ESR is the official source documenting your pay and personnel information through the Navy Standard Integrated Personnel System (NSIPS). Ultimately, your record is your responsibility. Be sure to regularly look through your documentation in NSIPS and talk with your unit and NOSC leadership to ensure your information is correct and up-to-date.

Your ESR is not the same as your OMPF. However, when you reenlist, the applicable documents in your ESR are closed out and submitted to your OMPF. This is important because selection board members only have access to your OMPF record when considering candidates for advancement or special programs. Keep this in mind if there are documents you want board members to consider — unless you recently reenlisted, documents missing from your OMPF will need to be submitted to the board manually.

A good practice is to review your ESR a couple of months prior to reenlisting to ensure the OMPF close out and submission process is delivering correct information. View your ESR data at <https://nsipsprod-sdni.nmci.navy.mil>.

AWARDS

The Navy Awards System is accessed via the BUPERS On-Line website. Your awards are normally recorded on the website without any required input from you, but you should check to see if your awards record is complete and accurate. Visit <https://www.bol.navy.mil> to view your awards. Talk with your NOSC awards coordinator for any changes or submissions.

LEAVE

Reserve Sailors accrue leave while serving on active duty for a period of more than 29 days. At the end of the assignment, Sailors have the option to carry forward unused leave between non-consecutive periods of active duty. A page 13 request to carryover unused leave must be requested through your supported command's Command Pay and Personnel Administrator (CPPA). If not requested, unused leave by default will be paid out, base pay without allowances minus taxes, to the member. Refer to NAVADMIN 163/12 - MILPERSMAN Article 1050-010 for more information.

OPERATIONAL, ADMINISTRATIVE AND CROSS ASSIGNMENT

Reserve Sailors are essentially managed by two chain of commands — administratively through a Navy Operational Support Center (NOSC) and operationally through a Reserve unit. This dual management is normally transparent to the member if their Reserve unit is run through their local NOSC. When a Sailor is assigned to a unit outside of their local area, the unit and NOSC's differing functions become more apparent.

A Cross-Assigned (CA) Sailor is any Sailor who is assigned a billet in a Reserve unit managed outside their local NOSC — a unit more than 100 miles from their home of record. CA Sailors have two separate chains of command:

ADMINISTRATIVE COMMAND

Referred to as the Training Unit Identification Code, or TRUIC, this is where a CA Sailor is Cross-Assigned Out (CAO) from.

OPERATIONAL COMMAND

Listed as the Unit Mobilization Unit Identification Code, or UMUIC, this is where a CA Sailor, while on assignment orders, is Cross-Assigned In (CAI) to.

Cross-Assignments are established between similar units and/or within Reserve communities to the greatest extent possible (Naval construction forces, Maritime Expeditionary Security Squadrons, aviation squadrons, expeditionary medicine, etc.).

The TRUIC is responsible for the CA Sailor's monthly drill periods and maintains administrative and mobilization readiness (PFA, medical/dental and training). These Sailors are assigned, as much as possible, to local units within the TRUIC that are the best fit for the Sailor's rate

or designator. For example, a Reserve nurse would be assigned to an operational health support unit that is part of the TRUIC.

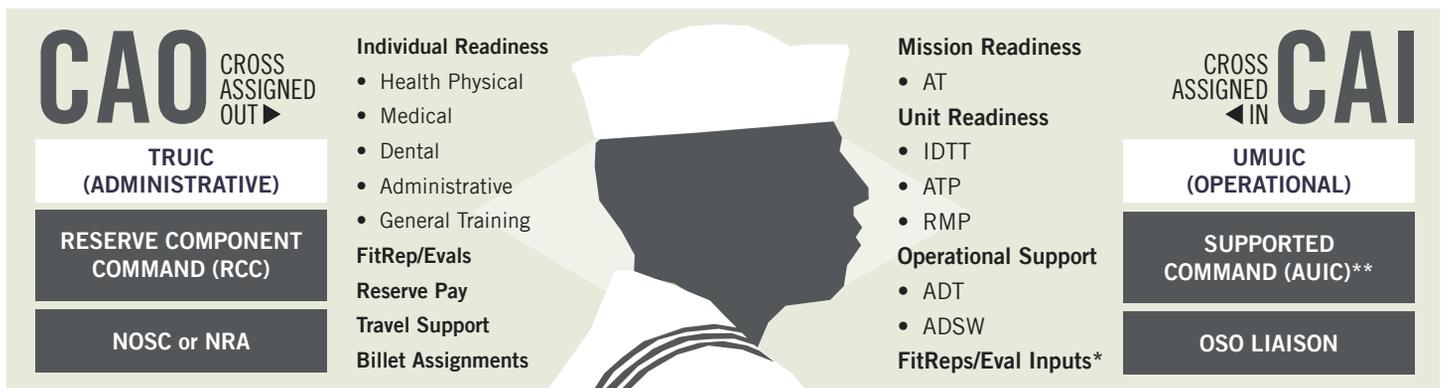
CA Sailors may also be assigned to a TRUIC's Operational Support Unit (OSU) — a general billet that is not assigned to an active-duty support role.

The UMUIC is designed to maintain a CA Sailor's functional skills, mission readiness and provide leadership and mentorship opportunities. UMUICs are assigned to an active Navy unit providing Reserve support for operational requirements.

A CA Sailor supports active duty training orders through their UMUIC. UMUICs are where Annual Training (AT), Active Duty for Training (ADT), Inactive Duty for Training with Travel (IDTT) as well as quarterly annual Individual Training Plans (ITP) are executed. The UMUIC benefits from CA Sailors by being able to fill open billets when there are no local Sailors available for assignment. FitRep and Evals for Cross Assigned Out Sailors are normally owned by the UMUIC of the member.

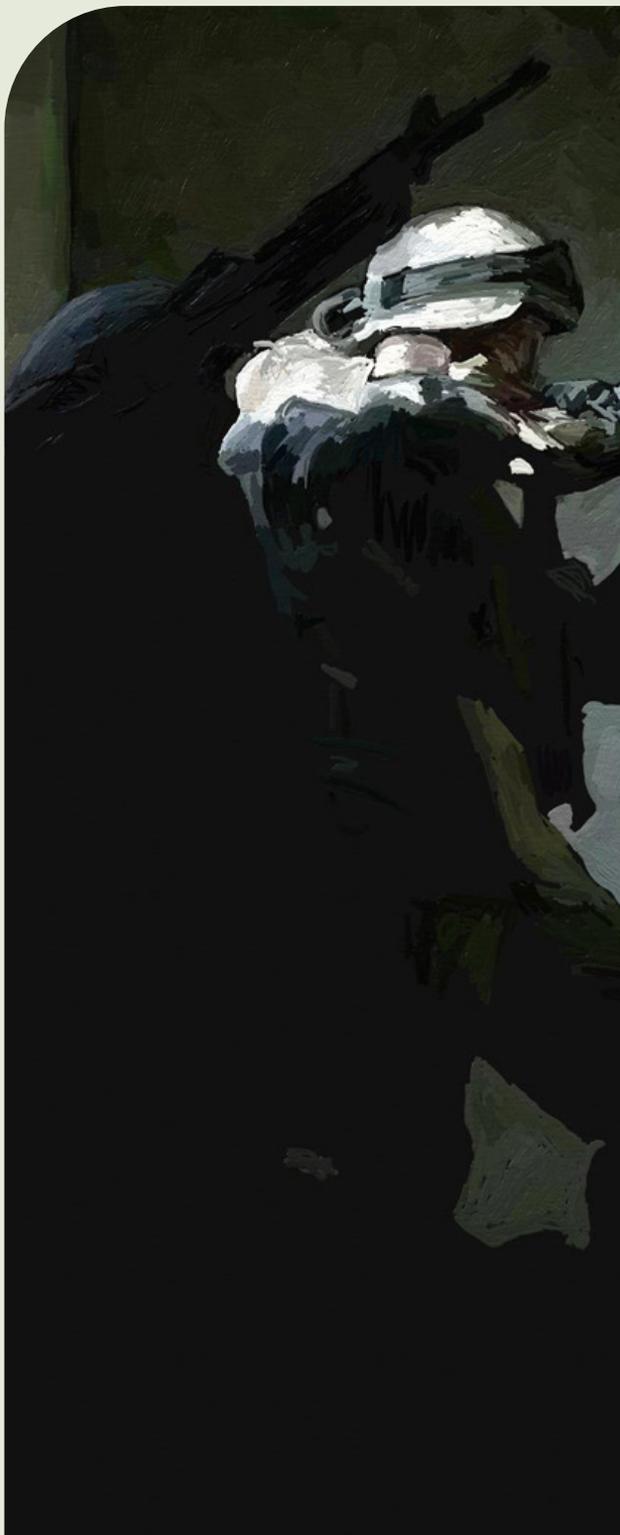
All CA Sailors are expected to perform their AT with the UMUIC. It is also likely that a CA Sailor will be expected to drill at least quarterly with the UMUIC utilizing IDTT, as funding is available. It is important when applying for cross-assignment billets to review the drill requirements under "job description" in MyNavy Assignment. This is where commands are encouraged to clearly state their expectations for CA Sailors who are assigned to the unit.

The graphic below provides a quick visual explanation of cross assignments. Understanding the process may expand your knowledge of available career avenues and fulfilling training opportunities that you may not have known were available. For more information, contact your local training department and refer to BUPERS instruction 1600D and RESPERMAN 1610.10.



*For Commissioned/Operational Units (i.e. NCHB, CRS, EMF) FITREPS/EVALS are the responsibility of the Operational Command, regardless of cross-assigned status. Read more about cross assigned FITREP/EVAL reporting at www.navyreserve.navy.mil/resources/ > Cross Assignment

**Activity Unit Identification Code (AUIC)



Readiness

MOBILIZATIONS

In support of the Navy Reserve Fighting Instructions 2020, the Reserve Force is transitioning away from Individual Augment (IA) sourcing and toward a mobilization-to-billet posture. Mobilizations of the future will be focused on providing strategic depth to Navy's warfighting capacity. This means capabilities resident in the Navy Reserve must be accessible to operational commanders for employment whenever warfighting requirements exceed the capacity of the active component. To achieve this end-state, emphasis must be placed on enhancing mob-to-billet readiness. Transitioning away from sourcing IAs and providing ad hoc operational support on an individual basis will unlock time and resources to better prepare Sailors to serve in their programmed mobilization billets. During this transition, the Reserve force will continue to support IA missions, as outlined below.

Current mobilization requirements are managed by Commander, U.S. Fleet Forces (USFF) Command, which validates Joint and service requests for IAs to support overseas contingency operations, COVID-19 response missions, and other contingencies. USFF determines Navy's total force capacity to source IA requirements and assigns them to either the active or Reserve component to fill.

Requirements assigned to the Navy Reserve are sourced by Commander, Navy Reserve Force (CNRF) N35.

Both officer and enlisted Reserve Sailors are eligible to volunteer for IA mobilizations. Prior to volunteering, Sailors should ensure they are volunteering for a requirement for which they are fully qualified. They must also obtain approval from their mobilization billet chain-of-command to volunteer for an IA mobilization under involuntary authority that will incur dwell. This approval can be obtained via the command's Operational Support Officer (OSO). Volunteer mobilization opportunities are advertised on the ZipServe application.

The Navy Operational Support Center (NOSC) is the Reserve Sailor's primary point of contact once they are notified of selection for

mobilization. Upon notification, Reserve Sailors should contact their NOSC's mobilization department to start the pre-mobilization process as soon as possible.

DISTRIBUTED MOBILIZATION

The Navy Reserve's ability to rapidly mobilize the entire force during a large-scale contingency will be critical to meeting National Defense Strategy and mission success. Executing the administrative and logistic demands of a large scale mobilization requires a process change that improves speed of Reserve activation and capacity throughput.

To meet these increased demands, the Navy Reserve has contributed in the development of the Distributed Mobilization (DM) process that will leverage multiple existing Navy Reserve Activities (NRA) to meet mobilization requirements more effectively.

The Navy Reserve utilized mass activation and deactivation processes throughout 2020 leveraging existing Reserve commands and facilities to meet COVID-19 related mobilization requirements quickly and effectively. Reserve Sailors who mobilized in support of CONUS based pandemic response missions were pre-screened, activated and processed by their NRA and then proceeded directly to their supported commands with minimal intermediate stops. Accelerating and expanding the DM capability will enable the Navy and Navy Reserve to respond rapidly in support of Great Power Competition.

PHYSICAL READINESS

Physical fitness is a major part of Reserve Sailor readiness. Visit <https://www.navyfitness.org> for help along your fitness journey and to prepare for the Physical Fitness Assessment (PFA). Download the official Navy PFA app at www.applocker.navy.mil. The Physical Readiness Information Management System (PRIMS), available at www.bol.navy.mil, provides access to your official physical fitness record.

FAMILY CARE PLAN

All Sailors are required to ensure their dependents are cared for during deployments, mobilizations, temporary duty as well as at any other

time during which the service member is away from home. A family care plan helps Reserve Sailors develop a workable plan for family care, establish procedural requirements, and outline legal options. Plans are required for:

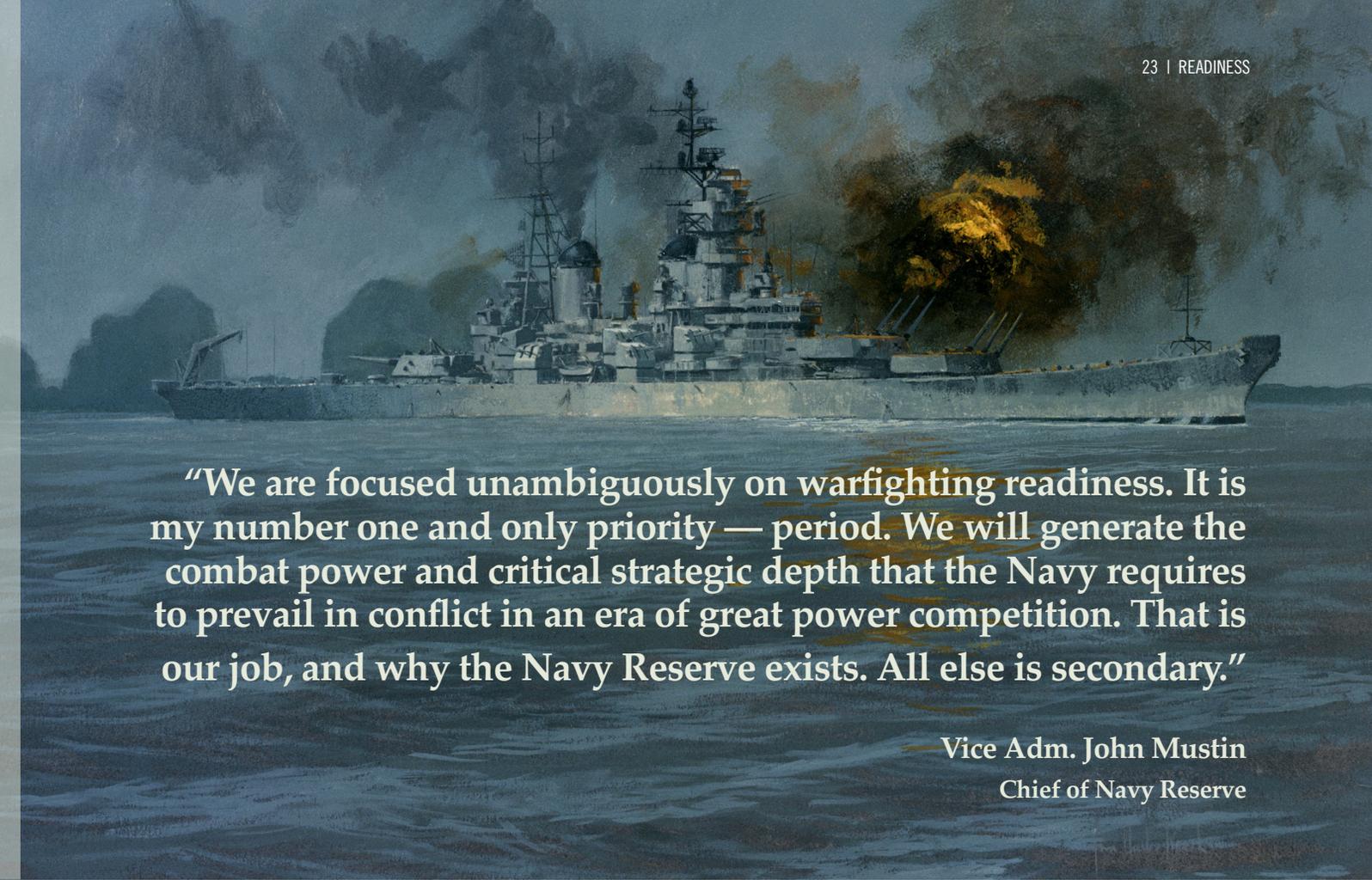
- Single parents
- Dual military couples
- Assumption of legal responsibility as sole provider for an elderly, disabled or chronically sick family member
- Sailors in a blended family who have custody of a child or children from a prior relationship need to complete a family care plan, even if they have remarried and plan to have the new spouse care for the minor child during periods of absence
- A plan may also be required for family members who have limited proficiency of the local language, or are unable to drive or otherwise gain access to basic life-sustaining facilities (e.g., food and medical care). For example, Sailors and their families who are assigned to an isolated location with a family member who has limited language or communication skills in that country of residence may require a family care plan

Sailors who meet the above criteria are required to submit a new or updated family care plan to their commanding officer no later than 60 days prior to active-duty service and within 90 days under the following circumstances:

- Upon change in personal or family circumstance
- Upon birth, adoption or assumption of legal guardianship of an elderly/disabled family member
- Upon change of previous caregiver
- Upon reporting to a new duty station

Family care plans should be updated annually, in addition to your Page 2 (NAVPERS 1070/602 Dependency Application/Record of Emergency Data).

- Dual military couples must each provide a family care plan consistent with their spouse's plan
- Both service members shall maintain a copy of their family care plan with their respective commands
- In the event that a family care plan is not or cannot be established, Navy Personnel Command will determine which service member may be separated based on the needs of the Navy



“We are focused unambiguously on warfighting readiness. It is my number one and only priority — period. We will generate the combat power and critical strategic depth that the Navy requires to prevail in conflict in an era of great power competition. That is our job, and why the Navy Reserve exists. All else is secondary.”

Vice Adm. John Mustin
Chief of Navy Reserve

NAVY RESERVE FIGHTING INSTRUCTIONS 2020

The Navy Reserve's Fighting Instructions 2020 reaffirm the Navy Reserve's strategic direction in alignment with the National Defense Strategy, while accounting for recent global events and Navy organizational changes to rapidly move the Navy Reserve forward.

The new direction focuses the Navy Reserve's efforts to achieve warfighting readiness by transforming the way it designs, trains and mobilizes the Force.

DESIGN THE FORCE

In line with Navy requirements, the Instructions specifies the Navy Reserve will identify warfighting capabilities that are best suited for the Reserve component (RC). This effort will ensure all capabilities residing in the RC provide a clear benefit to the Navy. Decisions to place capabilities or capacities in the RC will be based on assessments that the Reserve force can deliver these capabilities at reduced cost, and within acceptable risk, relative to the Active component (AC). Also included in Design The Force are warfare growth areas under consideration; and organizational, structural, management and administrative changes to optimize warfighting readiness.

TRAIN THE FORCE

Chief among Train The Force is what is called “MOB-to-Billet,” which focuses training and all time spent in uniform preparing Sailors for their mobilization billets, in addition to the more traditional unit training requirements which are the cost of being a Reserve member. This includes ensuring all Selected Reserve personnel understand their programmed mobilization billets; and that they are trained and ready to activate and fight on “Day One.” It also supports the Chief of Naval Operations “IA to Zero” effort to reduce the number of individual augmentee billets supporting the war on terror, and calls for infusing the force with a sense of character in line with the Navy core values, diversity and culture.

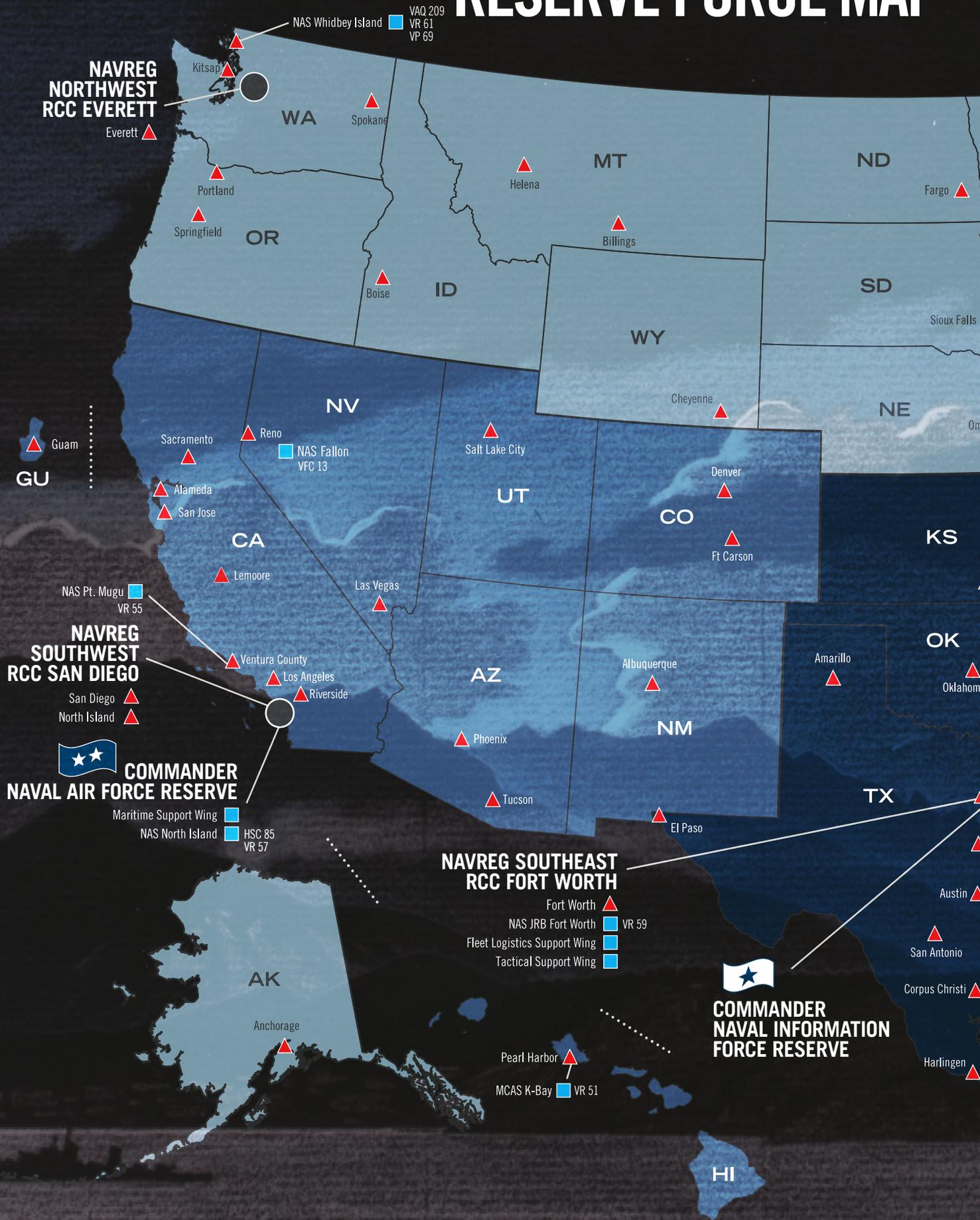
MOBILIZE THE FORCE

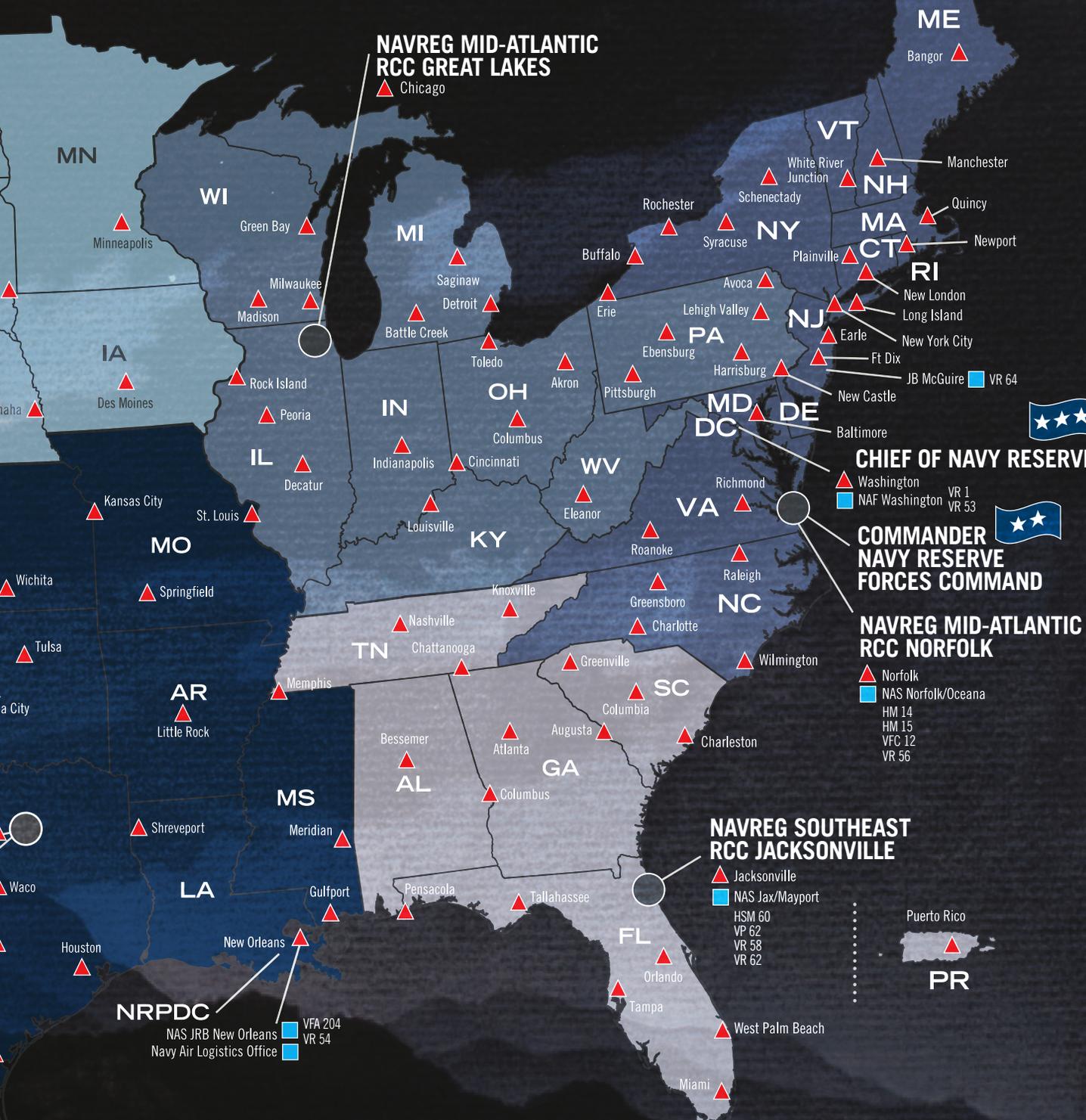
Mobilizing The Force for a conflict against a peer or near-peer adversary requires developing and employing mobilization processes based on the MOB-to-Billet design in order to expedite activation of RC forces in times of need. This includes implementing Distributed Mobilization, allowing for activating the entire Selected Reserve population of approximately 50,000 in 30 days and subsequent deactivation; and also calls for implementation of the Navy Personnel & Pay (NP2) system by January 2022, which will simplify pay processes for Reserve members going on and off active duty.

USS NEW JERSEY

By John Charles Roach - Painting, Tempera on Paper, 1969
USS New Jersey (BB-62) participating in Operation Sea Dragon, providing off shore gunfire support against inland and coastal targets in Vietnam.

RESERVE FORCE MAP





**NAVREG MID-ATLANTIC
RCC GREAT LAKES**

Chicago

CHIEF OF NAVY RESERVE

Washington
NAF Washington

**COMMANDER
NAVY RESERVE
FORCES COMMAND**

**NAVREG MID-ATLANTIC
RCC NORFOLK**

Norfolk
NAS Norfolk/Oceana
HM 14
HM 15
VFC 12
VR 56

**NAVREG SOUTHEAST
RCC JACKSONVILLE**

Jacksonville
NAS Jax/Mayport
HSM 60
VP 62
VR 58
VR 62

NRPDC

NAS JRB New Orleans
Navy Air Logistics Office

VFA 204
VR 54

NAS Key West

VFC 111

SYMBOLS LEGEND

- HQ Reserve Component Command
- Navy Operational Support Center
- Naval Air Force Reserve



CHIEF OF NAVY RESERVE
WASHINGTON D.C. - (703) 693-5757

COMMANDER, NAVAL AIR FORCE RESERVE
SAN DIEGO, CA - (619) 767-7379

COMMANDER, NAVY RESERVE FORCES COMMAND
NORFOLK, VA - (757) 445-8500

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- Military mothers of newborns, including those who adopt, shall be deferred from travel away from their home station for four months following delivery. This provision is to assist the service member in developing a family care plan and to establish a pattern of childcare.

CHILDCARE

Maintaining family readiness is an important piece of a Reserve career. How your children are cared for while you are in a drilling status or on orders can be a complicated situation. Prior planning and education are critical in assisting our Reservists in gaining resources for childcare support. Ensure your Family Care Plan is up-to-date before heading out on active duty orders. Also ensure that your updated status reflects your profile's tier group for childcare priority.

Learn more about assistance and resources available to Reserve members through the Military One Source website at: www.militaryonesource.mil/family-relationships/parenting-and-children/childcare/child-care-the-essentials

MEDICAL READINESS

As stated in the Navy Reserve Fighting Instructions 2020, "We will emphasize 'warfighting readiness' (fitness to serve in the mobilization billet) in addition to 'mobilization readiness' (fitness to activate). Warfighting readiness is paramount; mobilization readiness is the basic requirement for SELRES service." Navy Reserve Sailors must be considered deployable in order to meet mobilization and warfighting readiness requirements. In addition, DoD policy states that to maximize the lethality and readiness of the joint force, all Service members are expected to be deployable. Servicemembers who are considered non-deployable for more than 12 consecutive months will be evaluated for:

- A retention determination by the Department of the Navy.
- As appropriate, referral into the Integrated Disability Evaluation System (IDES) (DoD Instruction (DoDI) 1332.18), or initiation of processing for administrative separation (DoDI 1332.14 or DoDI 1332.30). This policy on retention determinations for non-deployable servicemembers does not supersede the policies and processes concerning referral to the IDES or the initiation of administrative separation proceedings found in these issuances.

Commander, Navy Reserve Forces Command (CNRFC) coordinates with Navy Region Reserve Component Commands (RCC) and Navy Operational Support Center (NOSC) staffs to contact Reserve members directly who have been initially identified as being non-deployable for greater than 12 months. Guidance and instruction is provided to staffs and members per OPNAV instruction 1300.20, NAVADMIN 239/18 and respective MILPERSMAN guidance.

The Deployability Assessment, Assignment Program presented in NAVADMIN 239/18 introduced new rules for medical deployability. Regular communication and accomplishment of medical requirements is now mandated for retention in the Navy Reserve.

The basics of medical readiness rest on communication. The Reserve Sailors who complete medical requirements on time each year are the ones who stop by and talk with their medical representatives on a regular basis. Ongoing conversation about upcoming requirements allow Sailors to be ahead of deficiency lists on mandatory tasks such as immunizations, blood draws, etc. The top two requirements are to complete your annual Electronic Periodic Health Assessment (ePHA) and dental exam. Don't wait until you're on a deficiency list. Make a calendar, schedule an appointment, take ownership of your own medical readiness. When returning from a mobilization, and as required, complete a post deployment health reassessment (PDHRA) within 90-180 days. This requirement is equally as important as completing your annual ePHA or dental exam.

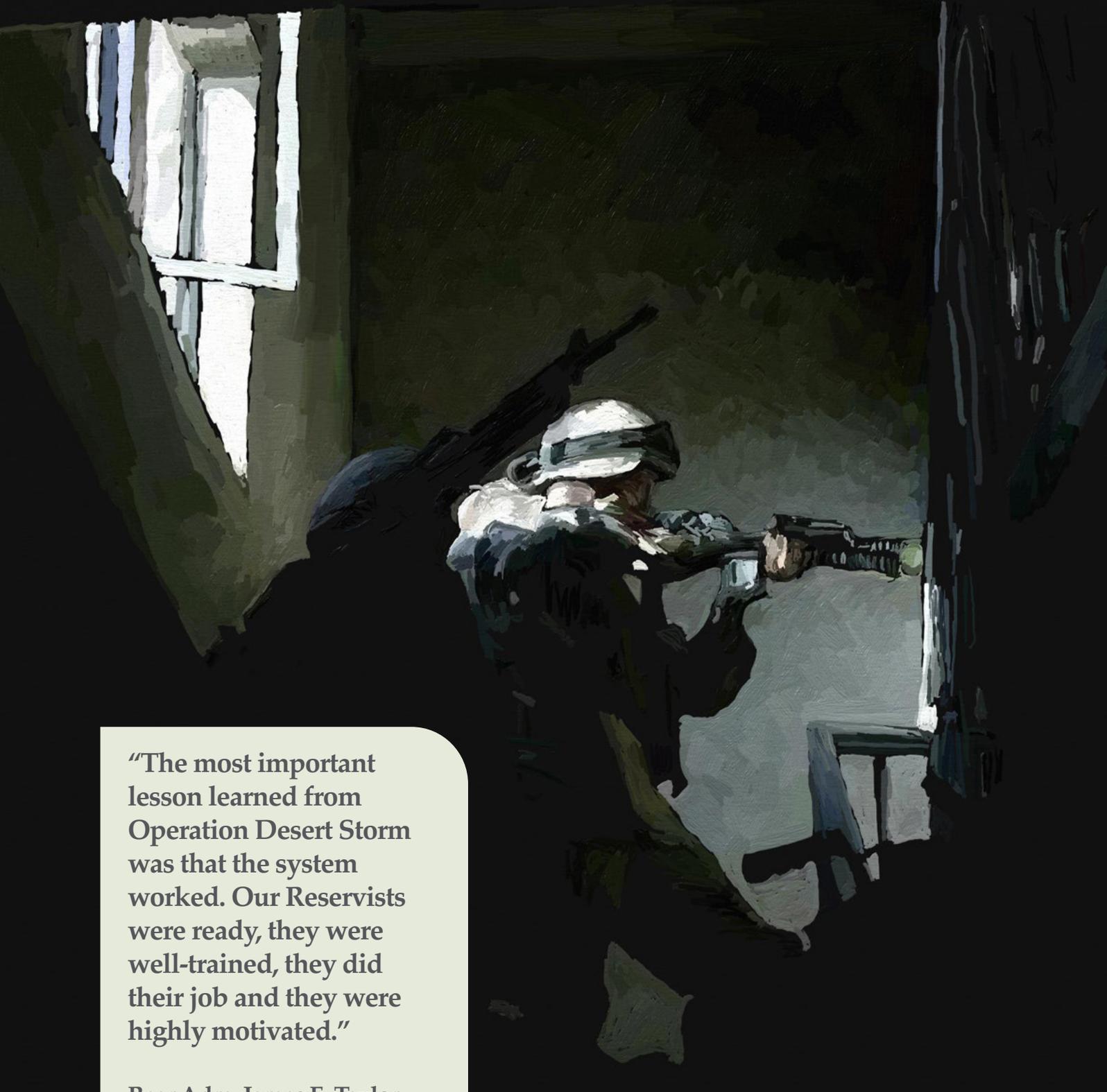
The ePHA is standardized throughout the DoD as the preeminent document to disclose medical conditions. Discussing changes in your medical condition with your medical department representative is critical to meeting the Navy's expectations for deployability. Even if your condition was documented years ago, it doesn't excuse your obligation to report the condition annually on the ePHA for as long as the condition persists. If a new condition occurs, you must notify your medical department representative in person or via email within 60 days. The sooner a change is reported, the more time can be dedicated to managing injuries and generating faster injury case adjudication.

If you should happen to find yourself in an injury case status, such as Medical Retention Review (MRR), Line of Duty (LOD), Temporarily Not Physically or Dentally Qualified (TNPQ/TNDQ), you must, at a minimum, provide an update of your condition to your medical department representative monthly.

Left and Previous page: BEARDING THE DRAGON

By John Charles Roach - Painting, Tempera on Paper, 1969

USS New Jersey (BB-62) participating in Operation Sea Dragon, providing off shore gunfire support against inland and coastal targets in Vietnam.



“The most important lesson learned from Operation Desert Storm was that the system worked. Our Reservists were ready, they were well-trained, they did their job and they were highly motivated.”

Rear Adm. James E. Taylor
 Director of Naval Reserve, 1989-1992

A WALK IN THE DARK

By Darrold Peters - Digital Oils, 2006
 A house search for weapons, munitions and insurgents in Iraq.
 Courtesy of the Army Art Collection

*DARROLD PETERS
 SFC, USA
 FEB 2006*

You are the reason corpsmen are at the NOSC, with individual readiness the primary mission. It's the medical department's responsibility to provide the highest class of medical care and support to the Reserve team. Senior medical leadership is looking at how to better accomplish the mission with excellence. A new Reserve Medical Administration Technician (RMAT) NEC is in the final steps of approval and will soon be required for medical professionals serving at NOSCs.

LINE OF DUTY HEALTHCARE

It doesn't happen very often, but in the event that you incur or aggravate an injury, illness or disease while in a duty status you could qualify for LOD-HC benefits. This authorizes you medical and/or dental care benefits until a military physician finds you fit for duty with no additional follow-up required, or until final disposition is determined by a Physical Evaluation Board. You could also be eligible for incapacitation pay, but it's incumbent upon you to prove with clear and convincing evidence the amount of gross civilian earned income and any losses incurred. Notify your NOSC medical department and chain of command if you feel you qualify for LOD-HC.

TRICARE

As a Reservist, you have access to medical and dental insurance in the form of TRICARE Reserve Select (healthcare) and TRICARE Dental. These insurance options are premium-based health and dental care that you can purchase to cover you and your family. As long as you're not on orders, covered under the Transitional Assistance Management Program (TAMP), or working for the federal government in a capacity that enrolls under the Federal Employees Health Benefits program, then you can take advantage of these benefits. More information is available at https://www.tricare.mil/FormsClaims/Forms/Enrollment/TRS_TRR

To verify eligibility, visit www.mydodbenefits.dmdc.mil. You and your family members must be registered in the Defense Enrollment Eligibility Reporting System (DEERS) to be eligible for TRICARE. Visit a uniformed services identification card issuing facility to register family members. Find your nearest ID card office at: <https://idco.dmdc.osd.mil/idco/>

During periods of active-duty service, you and your eligible family members become eligible for the same health and dental benefits as

an active-duty service member if called or ordered to service for more than 30 consecutive days. Please note that different sets of orders may not be combined to equal more than 30 days for eligibility. For example, a set of Exceptional-AT orders for 29 days with back to back ADT orders for an additional 30 days; In this case, neither set qualifies for TRICARE entitlements. All orders must stand on their own and be greater than 30 days to qualify for eligibility.

- If enrolled in TRICARE Dental Program, you will be automatically disenrolled and begin using active-duty dental benefits
- If eligible family members are enrolled in TDP prior to activation, coverage will continue at a reduced premium (if not enrolled, eligible family members may enroll at any time)

You may qualify for early TRICARE eligibility if you are issued delayed-effective-date active-duty orders for more than 30 days in support of a contingency operation. Eligibility begins on the date your orders are issued, or 180 days before you report to active duty, whichever is later. During this pre-activation period, you qualify for benefits as though activated. TAMP provides 180 days of premium-free transitional health care benefits after regular TRICARE benefits end. You may receive TAMP after serving on active duty for more than 30 consecutive days in support of a contingency operation.

If activated in support of a contingency operation, you will immediately receive TAMP benefits for 180 days. TAMP begins on the first day after your active duty service ends. Family members are also eligible for TAMP. If activated, but not in support of a Contingency Operation you are not eligible for TAMP and any active-duty medical benefits end the day after your last day of active duty.

EXPEDITIONARY COMBAT READINESS CENTER

ECRC provides administration, training, equipping and transportation for all Individual Augmentee (IA) personnel and also manages the mobilization of Reserve Component Sailors returning to active duty. From the moment a Sailor departs their home station, whether it is a Navy Operational Support Center or parent command, ECRC works to support Sailors and their families during their tour of active duty.

During mobilization processing, Sailors will conduct the many steps necessary to transition to active duty and ensure the screening required for their assigned mission has been completed. Mobilization processing normally consists of five days with ECRC at Naval Station

Norfolk. ECRC is responsible for this transition and ensuring the Sailors being sent forward are fully trained and qualified.

ECRC assigns Action Officers (AOs) to IA Sailors and provisional units grouped by mission. AOs review missions and training pipelines and communicate directly with IA Sailors throughout the mobilization process to ensure that IAs are fully ready to deploy both medically and administratively. AOs can answer questions about the upcoming mission, including contact information in theater, and provide the peace of mind of knowing that Sailors have a Navy advocate to guide them through the transition into their missions.

ECRC also provides Navy Liaison Officer (LNO) teams to provide direct assistance to Sailors at pre-deployment training sites. LNOs update Sailor information used to support students and family members during student training and deployment. LNOs assist with berthing, pay issues, communications, scheduling, uniforms, transportation, documentation, surveys, database updates and information archives.

Following the completion of all required training, Sailors will be transported to their ultimate duty station. Again, ECRC has personnel stationed forward to receive and direct inbound personnel, coordinate temporary billeting, gear handling/stowage and customs assistance and ensure they arrive at their final destination. Outbound personnel receive the same support on their way to the Warrior Transition Program (WTP).

At WTP, ECRC personnel assist redeploying Sailors in gear turn in, readjusting to normal operations, and transportation back to Norfolk for demobilization activities. ECRC provides transportation support by coordinating IA Sailors' return home through the redeployment/demobilization process, helping get Sailors home expeditiously and safely.

For more information, talk with your Command IA coordinator or visit the ECRC website at <https://www.necc.usff.navy.mil/ecrc/>

LEGAL READINESS

The Navy's legal assistance program promotes the increased readiness of active duty and Reserve Sailors and enhances the morale and quality of life for military personnel, dependents and other eligible clients through the provision of free, effective attorney advice, outreach programs, referral services and vigorous preventive law

activities. If you're on active duty for 30 days or more, then you are entitled to legal assistance. As resources permit, Reserve Sailors on active duty for single periods of 29 days or less may be provided legal assistance in emergency cases, or prior to events like a deployment or mobilization for 30 days or more.

Unless on orders or preparing for a mobilization, Reserve Sailors are not typically eligible for legal services. If you know about an upcoming deployment or are planning to volunteer for one in the future, talk with your unit leadership and NOSC staff to find out when you can meet with a legal services representative.

Upon receipt of orders, Reserve personnel identified for mobilization to active duty (even for periods under 30 days) are eligible for pre-mobilization legal counseling and assistance. Pre-mobilization assistance typically consists of drafting or updating wills, advance medical directives and powers of attorney.

Talk with your unit leadership to obtain information on legal assistance close to your NOSC. Reserve Sailors identified for mobilization may seek help terminating home leases, staying (delaying) civil court proceedings, or help with other issues related to rights under the Servicemembers Civil Relief Act (SCRA) at scra.dmdc.osd.mil/ and the Uniformed Services Employment and Reemployment Rights Act at www.esgr.mil/USERRA/USERRA-for-Service-Members.

Each NRA should have a mobilization readiness program. Whether that is a Deployment Readiness Training weekend or individual unit readiness, look for available times to take care of your legal readiness.

Pre-deployment services are given priority. Engaging with a legal assistance attorney to determine your specific legal needs before deployment can avoid unforeseen hassles and challenges before they happen. Coordinate in advance of your needs so there is not a rush when time is short and focus needs to be elsewhere.

Every Reserve Sailor is encouraged to be ready — in all facets — for short notice deployments. Time and legal representative availability is finite. Early planning and communication with your family and leadership is crucial to maintaining a ready to fight Reserve force. Our goal is for every Reserve Sailor to be legally ready. The more prepared you are, the more you can focus on the mission. For more information contact your local legal representative, mobilization officer or visit: <https://go.usa.gov/x7SuR>.



Career

ENLISTED LEADERSHIP DEVELOPMENT

Today's Navy expects and demands more from its enlisted leaders at all levels. The Enlisted Leader Development (ELD) continuum replaced the indoctrination courses previously required when selected for advancement. ELD courses allow enlisted leaders to become more flexible, innovative and confident by learning in a character focused continuum. The coursework places a premium on personal and professional growth through the expert use of challenge, adversity, feedback and mentoring. The result is more competent and confident enlisted leaders. The facilitated courses are intensely interactive and focused on character, ethics, self-awareness, decision-making and leadership.

The ELD continuum serves as a leadership investment. Instead of training immediately before frocking, you will undergo training within each pay grade, allowing you to develop a thorough understanding of the concepts of leadership as well as demonstrating the practical application that is best suited to your current level of professional development. Join one of the many courses being scheduled across the fleet.

- Foundational Leader Development Course (FLDC) for E-3 and E-4
- Intermediate Leader Development Course (ILDC) for E-5
- Advanced Leader Development Course (ALDC) for E-6

<https://www.mnp.navy.mil/group/training-education-qualifications/enlisted-leader-development>

ENLISTED ASSIGNMENTS

Reserve enlisted assignments are conducted via MyNavy Assignment (MNA). MNA is a web-based application that allows Sailors who are within their orders negotiation window to research, apply for jobs, and to communicate assignment preferences to the Commander, Navy Reserve Forces Command (CNRFC) Reserve Assignment Coordinators (RACs).

MNA RESERVE SCHEDULE

The MNA Reserve schedule follows a quarterly cycle and is located on the MNA homepage at mynavyassignment.navy.mil. There are three phases during the MNA cycle that affect Sailors who are within their orders negotiation window.

APPLICATION PHASE

MNA displays available billets and allows Sailors to submit applications for billets they are qualified to fill. Sailors may submit up to seven applications per cycle. By utilizing the comments section, Sailors can communicate directly to the unit and RAC and should utilize this function to provide necessary details for assignment.

COMMAND PHASE

Reserve commands view, rank and comment on applications submitted for their unit. Command comments are vital to the selection process as it provides RACs with further details of command needs/requirements.

SELECTION/DIRECTED ASSIGNMENT PHASE

RACs review applications and select the best-fit candidate for the specified billet. Once selections are complete, RACs begin the directed assignment phase during which Sailors who are in a needs-of-the-Navy status are directed into available billets based on their rate/rank and job qualifications.

LOCAL ASSIGNMENT REQUEST

Local assignment requests allow Sailors who are Cross-Assigned Out (CAO) and desiring a local billet to apply for local assignment during the application phase, regardless of their Projected Rotation Date (PRD) window. Sailors who are CAO desiring a local billet must use the "request local placement" function on their MNA homepage. Once the request has been submitted, MNA will lift the PRD gate and allow Sailors to apply for local billets via the job search tab. Please note, this is a two-part process and will not be seen by RACs unless both steps are completed. This function is only available during the MNA application phase.

TRAINING RESERVE UNIT IDENTIFICATION CODE (TRUIC) CHANGE REQUEST

TRUIC changes are completed when a Sailor desires to transfer from their current drill site or between units within their NRA. There are several reasons why this would happen: relocation, rate training or Reserve Program Code (RPC) alignment with their CAO unit. Training

Unit Identification Code (TRUIC) changes are conducted via the Reserve Force Manpower Tools (RFMT) website and must be submitted by the Sailor's NRA for processing. Direct individual requests submitted via MNA are not valid and will be disapproved/redirected to the NRA for submission via RFMT.

Reserve enlisted assignments are governed by RESPERSMAN M-1001.5 (CH-13), Articles 1000-1300. Online at: <https://www.navyreserve.navy.mil/Resources/Official-Guidance/RESPERSMAN/>

OFFICER ASSIGNMENTS

As you start your Navy career as an officer, you will interact with JO APPLY. This online tool is how you search and apply for career opportunities. JO APPLY is for officers O-4 and below seeking non-command billets. Officers seeking CO or OIC jobs utilize APPLY for billeting. APPLY allows the ability to set distances willing to travel for unit drills, as drill travel is often at senior officer's own expense.

JO APPLY

JO APPLY uses a three-step quarterly process, which includes application, ranking and selection/directed phases. During the application phase, potential candidates apply for billets. Make sure you can meet certain drilling requirements before applying for certain billets. The ranking phase ranks command OSOs and program managers and adds feedback for candidates. In the selection/directed phase, CNRFC reviews all applicants, rankings and comments and selects officers for billets and direct assignments.

APPLY

APPLY is a similar phased event, but with four steps guiding CO/OIC placement. The first step, record review, allows potential candidates time to review personal records before applying for a billet. Letters to the board may be submitted at this phase to list any missing application information or comments. The second step, registration and dream sheet, is where potential applicants make a list of billets to be considered for. Third, confidence factor, is where the APPLY board reviews and briefs records to the panel. Here, board members vote to determine confidence factors. The last phase, slating, is when applicants come before the board to slate for a billet. slating is based on confidence factor rank and top choice of remaining billets.

For more information, email cnrfc_joapply@navy.mil or cnrfc_apply@navy.mil

CAREER WAYPOINTS

C-WAY is a force management tool, balancing manning across rates, ratings and active and Reserve components through the Bureau of Naval Personnel's (BUPERS) control reenlistment and enlistment contract extension quotas.

Through C-Way you can apply for rating, active component and FTS conversion opportunities. For more information, talk with your career counselor or visit <https://www.public.navy.mil/bupers-npc/career/careercounseling/Pages/C-WAY.aspx>.

RESERVE/ACTIVE/FTS CONVERSIONS

RESERVE COMPONENT TO ACTIVE COMPONENT (RC2AC) / FULL-TIME SUPPORT (FTS)

Three RC2AC transition programs are available for RC Sailors to meet AC and FTS mission requirements.

- Definite recall
- Indefinite recall (officer)/Augmentation (enlisted)
- SELRES to FTS

Definite (temporary) recall to active duty gives RC Sailors the opportunity to perform active-duty recall orders to fill specific AC or FTS billets for a period of 1-3 years. Personnel remain in the RC and compete for promotion with other RC members while on definite recall orders and then return to their previous status at the completion of orders.

Indefinite Recall (Officer)/Augmentation (Enlisted) gives RC officers the opportunity to fill AC shortfalls and enlisted Sailors the opportunity to fill AC community shortfalls as well as FTS shortfalls.

Officer designators are changed to AC (xxx0), and enlisted Sailors sign a new AC or FTS enlistment contract. These programs leverage existing skill sets to improve AC and FTS community health, and provide Sailors an opportunity to resume or begin a career in the AC or FTS. Personnel compete for promotion or advancement as AC or FTS members and are subject to the same AC or FTS force management policies as their counterparts. Enlisted personnel have their service date adjusted based on total active service in order to compete in the proper year group.

Active Component to Reserve Component (AC2RC)

Career Waypoints (C-WAY) Reenlistment transition to SELRES allows active-duty enlisted Sailors to request and receive approval for SELRES quotas through the C-WAY-Reenlistment process, either in their current rate, or direct conversion to another rate for which they are qualified.

AC or FTS Sailors may request a SELRES quota through the C-WAY-Reenlistment module during their Soft Expiration of Obligated Service (SEAOS) C-WAY-Reenlistment window (13 to 3 months prior to SEAOS). Always discuss submission of a SELRES request outside of the SELRES only window (5-3 months prior to SEAOS) with your career counselor.

Prior service personnel not approved for direct affiliation through the CWAY-Reenlistment module prior to leaving active duty and non-prior service personnel may contact their local Navy Reserve recruiter.

Once approved for SELRES affiliation, and while still on active duty, Sailors can select the NOSC they desire to be assigned to through mynavyassignment.navy.mil.

LEARNING AND DEVELOPMENT ROADMAPS

LaDRs provide rate specific guidance to Sailors along a learning and development continuum to help navigate their present and future career moves. These guides explain in detail what Sailors need to succeed at specific points in their career and receive yearly updates to maintain relevance. In 2019, LaDRs received a comprehensive update to include Reserve specific guidance on SELRES career paths to all applicable ratings. Download your rating LaDR at cool.navy.mil.

RETIREMENT

Eligibility for Non-Regular retirement generally requires 20 Qualifying Years of service. A member accrues a Qualifying Year after earning a minimum of 50 retirement points in their own Anniversary Year.

RESERVE RETIREMENT POINTS

Frequent review of your Statement of Service for accuracy and completeness is critical to assure your Reserve retirement pay includes compensation for all the creditable work you performed during your career. While still a member of the Reserve component, you can take your supporting documentation to your NOSC or program office for

DANGER ASCENDING

By Morgan Ian Wilbur - Painting, Oil on Canvas, 2013
Seal/UDT "frogmen" silently emerge from the water.

**"After all, the best
warships in the world are
of no avail without crews
to sail and fight them."**

Admiral Zumwalt

Chief of Naval Operations, 1970-1974



assistance in correcting any discrepancies. If unable to correct an issue, contact the My Navy Career Center to create a service request in order to begin the discrepancy resolution process. MNCC can be reached by phone at 1-833-330-MNCC or by email at askmncc@navy.mil <<mailto:askmncc@navy.mil>>.

NOTICE OF ELIGIBILITY

After achieving 20 qualifying years of service, and within 12 months, Navy Personnel Command PERS-912 will send a Notice of Eligibility (NOE) letter to you at the mailing address they have on record.

From receipt of the NOE, you have 90 days to complete and return your Reserve Component Survivor Benefit Plan Election Certificate (DD Form 2656-5). The Reserve Component Survivor Benefit Plan (RC-SBP) is an annuity which would provide a monthly payment should you as the member pre-decease your eligible beneficiary.

KEEP YOUR LEADERSHIP INFORMED

As your end of military service date approaches, you should talk with your unit, career counselor and command leadership. Per NAVADMIN 243/14, Reserve members are to receive their official retirement counseling from their career counselor through a career development board for enlisted Sailors or from the commanding officer through mid-term counseling for officers.

RETIREMENT WITHOUT PAY

Reserve Component members are directed to submit retirement requests via the NSIPS Employee Self-Service Retirements and Separations module. Retirements without Pay are effective the first day of the given month, following any HYT or statutory limit. Members may submit a Retirement Without Pay request once they've accrued 19 qualifying years.

RETIREMENT WITH PAY

Your Retirement Pay Eligibility Date will normally be your 60th birthday. Members eligible for Retirement with Pay (also known as Non-Regular Retirement) must mail or fax their application to Navy Personnel Command, PERS-912. This includes the Application for Retired Pay Benefits (DD Form 108) and Data for Payment of Retired Personnel (DD Form 2656). There are a few exceptions allowing you to retire with pay before age 60. Please see DoDI 1215.07, "Service Credit for Non-Regular Retirement." PERS-912 recommends applying for your retired pay up to a full calendar year in advance of eligibility.

FINAL STEPS

Once PERS-912 processes your retirement request and it is sent to Defense Finance and Accounting Service (DFAS), you will receive your retirement orders and can procure a new retiree ID card at your local ID card office. After this, allow a couple of months to finalize with DFAS the activation of your Retired Pay Account. You will separately need to work with TRICARE to transition your health benefits.

RESOURCES

Visit the MyNavy HR Reserve retirement website to review the basic processes of a Reserve retirement, for a schedule of upcoming retirement transition outreach events, and to download the two required forms (DD Form 108 and 2656):

<https://www.mynavyhr.navy.mil/Career-Management/Reserve-Personnel-Mgmt/Reserve-Retirements/>

If you aren't retiring for some time, stay tuned for MyNavyHR Navy Pay and Personnel transformation updates coming in 2022; these efforts will change the process and systems used for Reserve retirements.

<https://www.navyreserve.navy.mil/News/Article-View-News/Article/2399818/newest-np2-features-improve-navy-reserve-pay-and-personnel-processes/>

Other resources may include local Retired Activities Office, local accredited veteran services organizations and the Veterans Administration, as well as making an appointment with your local Social Security office.

Talk with your NOSC or unit career counselor for more information.

THRIFT SAVINGS PLAN

TSP is one of the three parts of your retirement entitlement, your pension and social security being the other two. TSP provides more benefits than retirement though. With TSP you pay low administrative and investment related expenses, can make catch-up contributions, take advantage of multiple fund investment options, and take out loans and make withdrawals.

CALCULATING RETIREMENT PAY

There are three non-disability defined benefit plans currently available for Reserve retirees.

FINAL PAY — Anyone initially entering military service prior to Sept. 8, 1980, is under the Final Pay plan. Final Pay uses the member's base pay for the month prior to receipt of retired pay to determine the final retirement pay amount.

HIGH-36 — Unless opting into the Blended Retirement System, anyone initially entering service on or after Sept. 8, 1980, and before Jan. 1, 2018, is under the High-36 plan (or High-3). High-36 uses the member's average base pay amount during the last 36 months prior to receipt of retired pay to determine the final retirement pay amount.

BLENDED RETIREMENT SYSTEM (BRS) — For Reserve members entering military service on or after Jan. 1, 2018, and those who opted in, are under the new BRS system. BRS is a hybrid plan combining a defined benefit plan with a defined contribution plan featuring fixed and matching Thrift Savings Plan (TSP) contributions by the Department of Defense (DoD). BRS operates in a manner similar to many civilian retirement plans.

Two significant elements of BRS are the DoD fixed contribution of one percent of base pay (commencing after 60 days of service) and the DoD matching contribution of up to four percent of base pay (commencing with your third year of service and ending on your 26th year). Besides DoD matching contributions to TSP, the beginning of your third year of service marks the point where you are fully vested in your TSP account. This means that if you leave the Navy Reserve after beginning your third year of service, your entire TSP balance goes with you.

A unique feature of Reserve Retirement With Pay is the continued accrual of longevity for pay purposes. Longevity basically means your time keeps counting until you are Retired With Pay. So, from the time you enter Retirement Without Pay status until the day prior to Retirement With Pay status, you will continue to accrue BOTH Time in Grade as well as Years of Service.

But, if you are a Reservist who joined later in life and therefore closer to Retirement With Pay, or if you are planning to retire directly to the pay status, you should be aware of any relevant Time in Grade requirements based on your latest Date of Rank. This applies especially to LDOs, CWOs and all O5s and above, as the law does specify Time in Grade requirements. By law, O5s and above require three years Time in Grade for retirement calculation purposes.

DoD Automatic Contribution	Your Contribution	DoD Matching Contribution	Total TSP Contribution
1%	0%	0%	1%
1%	1%	1%	3%
1%	2%	2%	5%
1%	3%	3%	7%
1%	4%	3.5%	8.5%
1%	5%	4%	10%

The basis of retirement pay for the Navy Reserve retiree is retirement points earned over the course of a career, across all services and components. A key difference in calculating retired pay is the factor by which base pay is multiplied. Both Final Pay and High-36 use a factor of .025 times base pay; BRS uses a factor of .02 times base pay. This factor difference is the trade-off for receipt of the fixed contribution and the matching contribution.

For members under BRS who opt out of TSP contributions, DoD will still contribute the one percent of your base pay into your TSP account, and it does not reduce your pay. TSP continues to be available to members under the Final Pay and High-36 retirement plans, but without fixed and matching DoD contributions.

FORMULA

To calculate your retirement pay, enter your total amount of points into the retired pay equation below. Refer to the active-duty pay chart in effect at the time you will become eligible for retired pay to determine your base pay. To calculate your BRS retirement pay, visit <https://militarypay.defense.gov/BlendedRetirement/>.

RETIREMENT PAY =

Total Retirement Points ÷ 360 x .025* x Base Pay
 (*Substitute .02 for BRS calculation)

Example - For a SELRES Sailor who initially entered military service on Feb. 14, 1990, served 8 years on active duty and 18 years in the SELRES, accumulated a total of 5,262 points, and retired from the SELRES as a senior chief after 26 qualifying years of service and a minimum of three years (High-36) at the rank of E-8, the retirement pay would be:

5,262 ÷ 360 x .025 x High-36 average upon reaching age 60, which results in receipt of 36.5% of the High-36 average of base pay in effect when eligible for retired pay. Calculated with the 2016 pay tables, resulting in \$2,108.86 per month.

The good news is if you are a civilian federal employee and you were hired after July 31, 2010, you are automatically enrolled in TSP, and 3% of your basic pay is deducted from your paycheck each pay period and deposited in the traditional balance of your TSP account (unless you have made an election to change or stop your contributions).

To check your balance and explore more TSP benefits, visit the TSP website at www.tsp.gov.

HIGH YEAR TENURE AND VOLUNTEER TRAINING UNIT

High Year Tenure (HYT) is based off of a Sailors Pay Entry Base date and includes all service in the active, Reserve and inactive components. Limiting service years based on rank serves as a management tool to properly shape and balance the Navy's total force but there are exceptions allowing Reserve Sailors to serve extended careers past their HYT restrictions.

HYT WAIVERS AND VTU

The Voluntary Training Unit (VTU) offers Sailors a way to achieve qualifying years for retirement. VTU is a part of the Individual Ready Reserve (IRR), where Sailors must complete the same requirements as drilling Reservists to accrue retirement points and qualifying years, but without pay for drill periods.

Unlike the active component, Reserve Sailors could reach their HYT mark without being eligible for retirement pay due to insufficient drill points in a given year.

However, options are available to most Reserve Sailors in order to help them extend their service out to make up for lost years. Sailors can request an HYT waiver to remain in a paid billet, or request a transfer to the VTU. When E4 to E6 Reserve Sailors reach their HYT date they are able to request a transfer to the VTU to obtain 20 qualifying years for retirement. With few exceptions, Sailors have 30 years (all service years including IRR) to complete their eligibility for retirement pay.

VTU TO SELRES

At times, VTU Sailors in certain rates may be eligible to apply for billets as a paid Reserve member through an HYT waiver and return to Reserve status.

Eligible rates are released quarterly at: <https://www.public.navy.mil/bupers-npc/enlisted/community/selres/Pages/default2.aspx>. HYT waivers can be requested and submitted through your NOSC career counselor.

CAREER WAYPOINT

If your rate is not eligible for an HYT waiver, you may be able to utilize the Career Waypoint conversion module. The Reserve enlisted community manager provides a monthly updated list of rates open to convert-in and convert-out of, providing cross-rating options.

For Sailors serving in an over-manned rate and facing advancement challenges or HYT deadlines, a change of rating may provide opportunities for continued career progression.

For more information, talk with your command career counselor or refer to MILPERSMAN 1160-120.

CORRESPONDENCE COURSES

As a Reservist, you can gain valuable knowledge and earn retirement points for completing correspondence courses.

CNRFC N7 maintains the official list of correspondence courses eligible for credit of retirement points. The list is released each fiscal year through an ALNAVRESFOR message. The fiscal year 2020 list is available at www.mynrh.navy.mil. Navigate to [cnrfc > n-codes > N7](#), click the more tab and then retirement points.

If you would like to recommend a course to be added to the approved course list, follow the link at the bottom of the retirement points page to request an addition.

AWARDING NON-PAY RETIREMENT POINTS

Completing approved correspondence courses does not automatically generate retirement point credits. Course completion certificates must be submitted to your NOSC for credit. Credits must be entered within 12 months of the course completion date.

After the 12 month period has elapsed, your commanding officer must provide an approval endorsement, with completion certificates, to Navy Personnel Command (PERS-912) for course credit entries.

JOINT QUALIFIED OFFICER

Being able to operate in joint environments is crucial to modern military success. The requirement for commissioned officers to be educated and experienced in joint matters was codified in the Goldwater-Nichols Act of 1986. The Joint Qualified System builds upon this historic legislation by providing a structure recognizing the expeditionary and inherently joint nature of military operations in the 21st century. JQO is one of four JQS levels that provide a path for attaining joint qualifications through either a traditional joint duty assignment or by accumulating an equivalent level of joint experience, education and training over the course of a career.

For more information on JQO, visit: <https://www.public.navy.mil/bupers-npc/officer/detailing/jointofficer/pages/default.aspx>.

MILITARY EDUCATION

The military takes great pride in providing access to formal military education and there are numerous opportunities available for professional growth in the Navy Reserve. Some examples are in-residence programs offered through four major military war colleges, two-year blended learning programs through the Army War College, executive education programs, the Joint Combat Warfighting School, the Foreign Military Exchange Program and the Naval Postgraduate School's defense-focused part-time executive master of business administration program.

Information about all military education and other competitive selection board Active Duty (ADT) for Training funded opportunities can be obtained by visiting the CNRFC N77 SharePoint site at www.mynrh.navy.mil > commands > CNRFC > N-codes > N77 (view current announcements).

NAVY CREDENTIALING OPPORTUNITIES ON-LINE

Navy COOL assists Sailors by funding the certification and licensing exams that map their education, training, experience and competencies to industry/civilian credentials. Sailors can link an academic degree, rating specialty (even prior ratings), current civilian

occupation, other service occupations, collateral duty assignments and even credentials earned and maintained prior to joining the Navy. You can view credentialing opportunities at cool.navy.mil.

UNITED SERVICE MILITARY APPRENTICESHIP PROGRAM

USMAP allows you to obtain a certificate of completion from the U.S. Department of Labor by documenting work experience during military service. Apprenticeships expand career options, build on military experience and can qualify you for a better civilian job with significantly higher pay. Each apprenticeship trade requires from 2,000 and 8,000 hours of on-the-job work and formal classroom instruction (A or C schools). There are specific requirements to participate in USMAP. To learn more, visit usmap.netc.navy.mil.

ACADEMIC DEGREE RECORD

You are responsible for the submission of your own official transcripts to the Joint Services Transcript (JST) office.

If you have a completed/finished degree or earned college credits to document, ask your educational institution to send an official sealed transcript to the JST office. JST will not accept transcripts unless mailed by the institution.

JST also describes your military schooling and work history in civilian terms, and as a standard form, making it easier for colleges to read and recommend credits. JST provides documented evidence to colleges and universities of professional military education, training and occupation experiences achieved by service members and veterans. JST translates military experience into civilian language and:

- Gives potential employers a chance to see the real-world value of your experience
- Allows academic counselors a better understanding of a military member's skills
- Saves time and money by awarding academic credits for military experience

Visit <https://jst.doded.mil> for more information.



Resources and Benefits

PSYCHOLOGICAL HEALTH OUTREACH PROGRAM

In 2008, the Bureau of Medicine and Surgery (BUMED) established the Navy and Marine Corps Reserve Psychological Health Outreach Program (PHOP) to ensure Reservists and their eligible family members have full access to appropriate psychological health care services, to increase resilience and to facilitate recovery. PHOP counselors provide support to all Navy Operational Support Centers (NOSC) and are embedded in 29 Reserve units across the nation. Reservists and their families are eligible for FREE services from PHOP.

PHOP team members connect with Reservists to provide support through resources and referrals on many common stressors including, but not limited to, relationship problems, deployment related issues, grief/loss, unemployment and underemployment, financial assistance, legal issues, and housing/homelessness. PHOP also supports NOSC command leaders by providing consultation, facilitating psychoeducational briefings, and coordinating all-hands resiliency check-ins.

PHOP team members are available by phone at: 1-866-578-PHOP(7467). Follow PHOP on Facebook @BUMEDPHOP for more resources, information and program events.

NAVY RESERVE CHAPLAINS

Chaplains provide a wide spectrum of counsel, advice and pastoral care for service members and their families. They keep all of your communications in complete confidence unless you direct otherwise. They are naval officers who understand the challenges of Navy life and religious ministers available to help you grow in your faith.

The Commander, Navy Reserve Forces Command Chaplain office runs an around-the-clock on-call 100% confidential phone service

for Reserve Force personnel and their families providing a safe and confidential way to receive counseling and spiritual services.

The CNRFC 24/7 chaplain line is available at (757) 322-5650.

NAVY311 is another resource to connect with a chaplain; support is available to all active and Reserve Sailors, Marines, Coast Guardsmen and their family members.

Call: 1-855-NAVY-311 (1-855-628-9311)
 Email: NAVY311@NAVY.MIL
 Text: navy311@navy.mil
 Visit: www.navy311.navy.mil

Religious services are available to any Reserve Sailor or family member. Find out more through your command, or visit the Chaplain Corps website at <https://www.navy.mil/local/chaplaincorps>.

CRISIS SUPPORT

If you, your friend, your shipmate, or a loved one are having trouble navigating stress or experiencing a crisis, help is always available. Seeking help is a sign of strength and a sign of the good judgment and reliability needed to thrive in life. You can reach out to your local Fleet and Family Support Center, Deployed Resilience Counselor, civilian or military mental health provider, or any of the following free and confidential resources:

MILITARY CRISIS LINE

Connects service members and veterans in crisis with qualified and caring Department of Veterans Affairs responders through a confidential, toll-free hotline, 24 hours a day, seven days a week. Support is available via telephone, mobile text or online.

<https://www.veteranscrisisline.net/>
 Call 1-800-273-TALK (8255, Option 1), Text 838255

MILITARY ONESOURCE

Military OneSource offers free and confidential non-medical counseling via phone and live chat, 24 hours a day, seven days a week. They also offer specialty consultations, with services including peer-to-peer support, wounded warrior support, health and wellness coaching, transition assistance and more.

<https://www.militaryonesource.mil/>
 Call 1-800-342-9647 (CONUS)
 OCONUS - 703-253-7599 and follow local instructions for placing a collect call to the U.S. or visit: <https://www.militaryonesource.mil/international-calling-options>

REAL WARRIORS LIVE CHAT

Live chat with a trained health resource consultant who is ready to talk, listen and provide guidance and resources.

<http://www.realwarriors.net/livechat>

ADDITIONAL RESOURCES

Suicide Hotline: 1-800-273-TALK (8255)
 National Hope Line Network: 1-800-784-2433
 Crisis Text Line: Text HOME to 741741 (24/7)
 Substance Abuse and Mental Health Services: 1-800-662-HELP (4357)
 IMAlive Virtual Crisis Center: <https://www.imalive.org/>

MILITARY FUNERAL HONORS

Military Funeral Honors benefit you two ways. First, as a Reservist you're entitled to be buried with military honors. Our nation regards the memorializing of its military deceased as an honorable and sacred obligation. Second, you're eligible to participate in funeral honors ceremonies, earning you drill pay and points for retirement. Navy Military Funeral Honors is a total force mission – it takes active-duty and Reserve Sailors, members of the National Guard, and retirees.

Contact your NOSC's funeral honors representative to learn how you can participate. For further clarification on eligibility, refer to DoD Instruction 1300.15 (Military Funeral Honors support). You can also visit the National Archives at <http://www.archives.gov/veterans>, or call (314) 801-0800 for more information.

SERVICEMEMBERS' GROUP LIFE INSURANCE

SGLI provides you and your family, through Family Servicemembers' Group Life Insurance (FSGLI), low-cost term life insurance coverage. Coverage is available in \$50,000 increments up to a maximum of \$400,000 for you, a maximum of \$100,000 for your spouse and \$10,000 for dependent children. Premiums are deducted from monthly pay automatically once enrollment has been completed.

To designate beneficiaries, or to reduce, decline or restore SGLI and FSGLI coverage, visit <https://www.dmdc.osd.mil/milconnect/> > select “Sign In” > select “log in with your CAC” > go to “Benefits” and select “Life Insurance (SOES-SGLI Enrollment System).”

POST 9/11 GI BILL AND TRANSFERABILITY

As a Reservist you qualify for educational assistance, as long as you meet the requirements — six years of service and 90 days of aggregate active-duty service after Sept. 10, 2001. The qualifying active-duty periods are mobilizations, Active Duty for Training (ADT), Active Duty for Special Work (ADSW), and Active Duty for Operational Support (ADOS). You can transfer unused entitlements to your spouse or dependents, as long as they are enrolled in the Defense Eligibility Enrollment System and are eligible for identification card benefits. Using and transferring benefits isn't difficult, but there are a number of steps you must complete to ensure you're ready.

Step-by-step instructions for transferability of the Post 9/11 GI Bill can be found at: www.mynrh.navy.mil > Commands > CNRFC > N-codes > N1 > N1C > N1C2 (CAC required). Click Post 9/11 GI Bill Documents box. The file is titled One Page — Post 9-11 GI Bill Transferability Information Sheet.

You may also contact the post 9/11 hotline at 1-800-621-8853, or email cnrfc_post911GIBILL@navy.mil. More information on the Forever GI Bill can be found at: www.benefits.va.gov/gibill.

YELLOW RIBBON REINTEGRATION PROGRAM RETURNING WARRIOR WORKSHOP

The Yellow Ribbon Reintegration Program (YRRP) is a DoD wide effort to promote the well-being of National Guard and Reserve members, their families and communities, by connecting them with resources throughout the deployment cycle. YRRP hosts Deployment Readiness Training (DRT) events for Sailors departing for a mobilization and Returning Warrior Workshops (RWW) for Sailors as they return home.

While DRTs are a mandatory training stop for Reserve Sailors before leaving on mobilization, RWW's are a unique opportunity for returning mobilized Sailors. Designed to provide resources, encouragement and support for Sailors returning from deployment, RWW's are an all expenses paid weekend retreat held at a three-star (or higher) hotel.

Any Reserve Sailor recently returned from a mobilization or deployment is invited to attend an RWW with a guest of their choice. RWWs are hosted by one of the six Navy Region Reserve Component Commands (RCC) at a hotel away from military bases to ensure a safe and relaxed atmosphere for Sailors and guests to focus on the reintegration process. Sailors attend the event on ADT travel orders paid for by the YRRP. Attire for all attendees is civilian business casual. All lodging, meals and travel expenses are covered and include: dinner Friday night, three meals on Saturday and breakfast and lunch on Sunday. Travel is primarily by personal vehicle, and mileage is paid at the current government rate for up to 400 miles. The host RCC will work to pair returning Sailors with an RWW nearest to their residence.

During the RWW, trained facilitators lead Sailors and their guests through a series of presentations and table-top discussions that address post-combat stress and transition back to civilian life. Participants are afforded the opportunity to share their experiences in a safe environment with their peers. Symptoms such as sleep and appetite disturbances, decreased intimacy, job loss, financial difficulties, increased anger and/or frustration, alcohol or drug use, and other behaviors not present prior to deployment are safely discussed. The goal is for Sailors to learn that they are not alone and have resources available to help them move forward.

A list of this year's RWW weekends can be found on page 6. For more information, visit www.yellowribbonevents.org.

INSPECTOR GENERAL

As a member of the armed services, you have an obligation to report things that undermine the integrity of the military. The Navy Reserve office of the Inspector General plays a critical role in helping the Navy Reserve maintain the highest level of integrity and public confidence. The IG inquires and reports on matters which affect the discipline and efficiency of the Navy. Matters which are appropriate for the IG to look into may be broadly placed under the heading of fraud, waste, abuse and mismanagement.

The IG's office is not always the most appropriate place to initiate a complaint or voice a concern. Typically, the chain of command and the informal resolution system (military) or the alternate dispute resolution system (civilian) act as the model for resolving conflict and reporting violations and improprieties.



“There is no substitute for well-trained, versatile and indoctrinated ready forces, under competent professional leadership with secure, rapid and reliable channels of communication.”

Adm. George W. Anderson Jr.
Chief of Naval Operations, 1961-1963

SKYRAIDERS

By Herbert C. Hahn - Drawing, Colored Pencil on Paper, 1951
 Planes of Squadron VA-702, USS Boxer, in a bombing raid on Hamhung, April 1951.



Follow the four-step process located on the SECNAV IG website to determine the best place to start: www.secnav.navy.mil/ig/Pages/ComplaintProcedure.aspx, call the toll-free hotline at: 1-800-522-3451, or email navighotlines@navy.mil.

Contact the CNRFC IG at https://private.navyreserve.navy.mil/cnrfc/special_assistants/N0002/Pages/, by phone at: (866) 237-2298, or email nwor_navreeshotline@navy.mil

NAVY-MARINE CORPS RELIEF SOCIETY

NMCRS is a private non-profit charitable organization sponsored by the Navy and has been providing need-based financial assistance for Sailors, Marines and their families since 1904. Reserve Sailors are eligible for NMCRS services ONLY when on active-duty orders for 30 days or more, with certain exceptions. If you are experiencing financial hardship, NMCRS may be able to help. Talk with your command leadership and visit the NMCRS website at www.nmc.rs.org.

FLEET AND FAMILY SUPPORT CENTER

FFSC is a one-stop shop for free parenting and life skill programs, financial counseling, deployment support, transition and employment assistance, relocation support, counseling and victim assistance, exceptional family member support, information and referral and many more programs to promote quality of life for military personnel and their families.

Specific eligibility requirements may be required for some services. Visit your nearest FFSC for further information or online at www.cnic.navy.mil/ffr/family_readiness/fleet_and_family_support_program.html.

MILITARY LODGING

Reservists are eligible to use temporary military lodging facilities and resorts located across the U.S. and around the world. Military lodging facilities run the gamut from modern resorts to mountain cottages. There are limited-service hotels built specifically for families arriving at a new duty station as well as full-service recreational facilities. There are a number of sites to visit for Military Lodging options. Two recommendations are the Armed Forces Vacation Club and Military One Source.

Visit www.afvclub.com and www.militaryonesource.mil/recreation-travel-shopping/travel/recreational-lodging for more information. For Lodging options, visit www.dodlodging.net or www.navy-lodge.com.

VETERANS AFFAIRS HOME LOANS

Veterans Affairs, known as the VA, helps service members, veterans and eligible surviving spouses become homeowners. As part of their mission to serve you, they provide a loan guaranty benefit and other housing-related programs to help you buy, build, repair, retain or adapt a home for your own personal occupancy.

As a Reservist, you're not immediately eligible for a VA Loan. You must first meet the time in service requirements — completion of six years in the Reserve, or 181 active-duty days during peacetime or 90 days during war time. Buying a home is a complicated process, but the VA can help make it a little easier. Visit the VA website for more information: <https://www.benefits.va.gov/homeloans/index.asp>.

COMMUNITY RECREATION TICKETS AND TRAVEL

You can take advantage of local Community Recreation & Travel offices for discounted tickets to local attractions and vacations. Morale Welfare and Recreation's Tickets & Travel offer tickets to parks, museums, movie theaters, concerts and theme parks such as Walt Disney World, Sea World and Universal Studios.

For more information on discounts available to you at a local military installation recreation office (it may also be referred to as MWR or Leisure Travel Service), or if you're not located close to an installation, visit them online at www.navy.mwr.org.

SPACE-AVAILABLE TRAVEL

Space-A travel is available to you as a Reservist. Traveling by military aircraft can save you a tremendous amount of money if you're flexible — military flights can be unpredictable and subject to delays and cancellations. You will need to be ready both financially and emotionally to change plans at a moment's notice, but for many Space-A passengers, traveling to places like Hawaii, Alaska, Germany, Italy or Japan at little or no cost is worth the effort.

You can find locations DoD-controlled flights leave from at <http://spacea.net/misc-space-links>. Flight schedules can be found at www.spacea.net/social. Additionally, check out the following sites for specific information about traveling as a Reservist: <http://www.spacea.net/faq/reservist>, <http://www.spacea.net/faq/reservist-dependents>.

EMPLOYER SUPPORT OF THE GUARD AND RESERVE

Being a Reservist isn't an easy job — you're required to complete all of your military requirements while balancing work and family. It's not easy for employers either — knowing they might lose a great employee for an extended period of time. To help, the military uses ESGR as a resource to inform and educate service members and their civilian employers about the rights and responsibilities of all parties affected by the Uniformed Services Employment and Reemployment Rights Act (USERRA).

Since USERRA is law, there are parts of the legislation protecting both the employee and the employer. To be eligible for protection under USERRA after uniformed military service, service members must report back to work or apply for reemployment within the following guidelines.

- 1-30 days of service: Report next scheduled work day
- 31-180 days of service: Apply 14 days after completion of service
- 181+ days of service: Apply within 90 days of completion of service

Employers are required to provide the following to returning employees, where applicable:

- Reinstatement of health insurance
- Prompt reinstatement into job following military service
- Training or retraining of job skills
- Accumulation of seniority, including pension benefits
- Protection against discrimination

If the employee is absent from a position of civilian employment by reason of service in the uniformed services, he or she is eligible for reemployment under USERRA by meeting the following.

- Employer had advance notice of the employee's service
- Employee returns to work in accordance with USERRA guidelines

- The employee has not been separated with a disqualifying discharge or under other than honorable conditions

FREEDOM AWARD

The Secretary of Defense established the Freedom Award in 1996 as a way to recognize civilian employers who go above and beyond and to ensure their employees are well-taken care of.

Nominations for the Freedom Award must come from a Guard or Reserve service member employed by the organization they are nominating. Family members can also submit nominations on behalf of the service member. Employers from all sectors of employment are encouraged for nomination (local, state and federal agencies are eligible). To nominate your employer, visit the Freedom Award page at www.freedomaward.mil.

NAVY EMPLOYER RECOGNITION EVENT

Annual Navy Employer Recognition Events (NERE) recognize civilian employers who provide outstanding support to Reserve Sailors in their organizations. If your employer fits that description, consider nominating your leadership to attend a NERE event.

NERE's are all-day events including tours of Navy ships, aircraft and facilities. Transportation and lunch is provided. NEREs conclude with a dinner reception with the Chief of Navy Reserve and Commander, Navy Reserve Forces Command, as well as other flag officers. E-mail nominations must include:

- Name of company or organization
- Name and title of leader you wish to highlight
- Mailing address of employer
- E-mail address of leader (or administrative assistant, if applicable)
- Approximate number of employees in organization
- Approximate number of Reserve/Guard employees (if known)
- Your name and contact information
- Description of why your employer should be selected to attend NERE

Send nomination requests to Cmdr. Matt McLaughlin at: matthew.c.mclaughlin@navy.mil

STAY UP TO DATE

The purpose of TNR Almanac is to keep Sailors up to date on everything relating to their success in the Navy Reserve. Programs, policies and everything else listed in this magazine are subject to change. Visit www.navyreserve.navy.mil for the most recent information. Click the Resources tab for an online version of TNR Almanac. For any corrections, comments or suggestions, email us at cnrfc_pao@navy.mil



“Winning in contested seas also means fielding and equipping teams that are masters of all-domain fleet operations. Future fights against near-peer competitors require us to integrate the all-domain power of the fleet with the Joint Force and our allies and partners. Our fleet staffs are already fully integrating information warfare, space, cyber, and special operators, both active and Reserve, into their teams to leverage the full power of our Navy. We will continue to experiment through fleet battle problems, wargames, and exercises — like Large Scale Exercise 2021 — to refine our concepts and capabilities.

Haleakala (AE-25) & Desert Storm

By Sam L Massette - Painting, Oil on Canvas, 1991

During the ship's short deployment during the conflict, the combat logistics force ship replenished 15 ships while underway, and delivered cargo supporting Marine units ashore.



Our Navy Reserve team repeatedly demonstrates its critical contributions providing strategic depth to our forces. Reserve Sailors provide vital support to our Nation and keep our fleet ready to win — from providing medical care ashore to supporting our critical shipyards. We will build on these contributions as we focus the Reserves on the challenges of long-term strategic competition. This means using our Reserve component in critical roles at sea and ashore rather than as individual augmentees in the fight against violent extremist organizations. We will drive our individual augmentee requirements to zero.”

**Chief of Naval Operations Adm. Mike Gilday
From the 2021 CNO NAVPLAN**

TNR

