

A man in a dark flight suit and helmet with a communication system is leaning on a grey ledge. He is looking off to the side. Behind him is a large, waving American flag that fills most of the background. The flag's red and white stripes are prominent, and the blue field with white stars is visible in the upper right.

TNR

ALMANAC
2022



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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21ST CENTURY STRATEGIC WARFIGHTING PARTNER

Shipmates,

As we have done every day for 107 years, America's Navy Reserve is delivering critical capabilities and surge capacity to support our Navy's missions — whenever and wherever needed. Every single day, our Reserve Sailors answer the call in every theater on the planet, in every domain. Our Navy and Joint forces cannot sustain deployed global operations, train, fight and win without you. Our Nation is stronger for what the Navy Reserve — which, on it's own, would be the world's fifth largest Navy — brings to the maritime fight.

We have made significant and measurable progress in our generational transformation of the Force. As a result of your hard work, today's Navy Reserve is better aligned to Navy and Fleet priorities, even more lethal, laser-focused on warfighting readiness, and able to mobilize rapidly — at scale — when required. While we've made great progress, there is much more we can and must do. In that regard, 2022 is an important year for us. As the Chief of Naval Operations, Adm. Mike Gilday, recently highlighted, this is a critical decade for the Navy team. Our efforts today will shape the maritime balance of power for the rest of this century.

To that end, we are accelerating transformation of the Force, reflected in the updated Navy Reserve Fighting Instructions. We will continue to focus unambiguously on warfighting readiness — this remains my one and only priority. Aligned to this North Star, we will continue to build momentum by accomplishing the many critical initiatives that comprise our three core lines of effort (LOEs): Design, Train, and Mobilize the Force.

As we move-out aggressively on these LOEs, we are strengthening the foundation of our Force with a fourth

LOE: Develop the Force. This new Sailor-centric initiative underpins everything else we do, and rightly places renewed emphasis on fostering a Culture of Excellence, reinforcing signature behaviors, revitalizing recruiting and retention, providing better access to benefits, and enhancing family services. Navy Reserve Sailors are our most precious resource and our most formidable asymmetric advantage. I am committed to attracting the best and brightest talent, and to creating a warfighting culture free of destructive behaviors that encourages a desire for continued service.

I am excited by the challenges and opportunities ahead of us, and I am continually re-energized by the professionalism, dedication, and enthusiasm I witness every day throughout the Reserve Force. Together, we are forging an adaptive, responsive, resilient, and reliable strategic warfighting partner, poised to address the increasingly complex and dynamic challenges of the 21st century. Our efforts are making a difference.

Each year our Almanac gets better. Enjoy this edition, and thank you for your passion for the mission and your continued service. I am immensely proud of you all, and particularly proud to be your Chief of Navy Reserve during this generational and game-changing modernization.

We have more work ahead of us, and I expect every one of you to do your part to make America's Navy Reserve the premier 21st Century Strategic Warfighting Partner. Let's get busy.

VICE ADM. JOHN B. MUSTIN
CHIEF OF NAVY RESERVE



It's a fine Navy day! Proud to be here, proud to serve!

Shipmates, as our Reserve Force moves boldly into its 107th year, I welcome you to the pages of the annual Almanac the TNR team has compiled and I encourage you to review it. Many new processes and technology enhancements transforming the Navy Reserve, including many aimed at relieving administrative burdens and enhancing quality of life for our Sailors and their families, are detailed in the following pages.

In my first message to the Force, I wrote of this defining moment for our Reserve Force. We are aggressively modernizing the Force along the Navy Reserve Fighting Instructions (NRFI) three Lines of Effort: Design, Train, Mobilize – and I'm particularly happy to announce that our Chief of Navy Reserve, Vice Adm. John B. Mustin, has introduced the fourth Line of Effort: Develop the Force, focusing on Sailor quality of life initiatives.

Shipmates, in the ensuing months, we have recent real-world examples of the need for a Navy Reserve that is designed, trained, and ready to mobilize when the nation calls. We have near-peer adversaries China and Russia with authoritarian expansionist ambitions seeking the subjugation of free peoples through cyber, economic, diplomatic, and military means. The recent invasion of Ukraine by Russia is a stark reminder of this existential threat.

In the 15 months since the NRFI launched, we've attained several notable milestones in support of Warfighting Readiness. Our “mob-to-billet” training has our Sailors focused not only on mobilization training, but Warfighting Readiness training so that they are ready to hit the ground running on day one. We also now have the infrastructure and resources for “Distributed Activation” to get our Sailors to the fight quickly, and at scale. And with the roll out of Develop the Force, with a focus on Sailor development and a Culture of Excellence, we'll continue to further refine our warfighting readiness, capabilities, and capacities.

The American public trusts us to protect democracy and our way of life. The American public has also entrusted their most precious

resource – their sons and daughters, to our Navy for their care, training, and development. It takes all of us to foster and advance a Culture of Safety where each Sailor is respected and valued - where each Sailor has a voice. Simply put, 'be the Shipmate you want somebody to be to you.' Develop the Force of the NRFI is specifically focused on our Sailors in the areas of recruitment, talent retention, development, and quality of life issues for our Sailors and their families.

The American public thinks highly of our military. Destructive behaviors like driving under the influence and domestic violence not only affects the Sailor and people involved but it also reflects poorly on all of us who wear the uniform. And it undermines the respect of the American taxpayer. CNO's Signature Behaviors are the foundation of who each of us is individually and as a Force. And I encourage all of you to review and keep them in mind each day. Guiding our thoughts, words, and actions, along with our personal faith and morals, will keep us on the right course.

To be warfighting ready means each of us is ready personally. We are fortunate to have many resources available to us like our Chaplains, financial advisers, Military One Source, PHOP and SAIL programs to help us during difficult times, with advice and guidance, and to maintain balance in our lives. Fostering your well-being and resilience is important and I encourage you to make the most of these benefits.

We continue to develop and release new technologies to make our jobs easier such as Navy Personnel and Pay (NP2) System, eNavFit, and Flank Speed. And we continue to explore new ways of doing things.

And speaking of innovation, we are rolling out a new initiative to hear your ideas for modernizing the Force with new innovations aimed at facilitating our training, development, and technological advancement. I know that our Sailors come up with creative ideas to make their job easier; I've seen it throughout my career. So start getting them ready to submit them. Selected Sailors will personally pitch them to a panel composed of CNR, and military and civilian technology leaders. Stay tuned for more information.

Lastly, as members of the Navy Reserve, civilian employers help make our military service possible. NERE 2022 is scheduled for June 24, 2022 in Norfolk, Virginia. I encourage you to nominate your company for this one-day event for a glimpse of what we do on drill weekends, for annual training, and when activated. It's not only a way to say thank you but it also helps strengthen your relationship with your employer. Use your CAC to access link at: <https://go.usa.gov/xAV4Z>

I thank you, your families and civilian employers for everything you do in support of each other and our mission.

Keep Pushing Forward Shipmates!

MASTER CHIEF TRACY L. HUNT
NAVY RESERVE FORCE MASTER CHIEF



Event Calendar

EVAL AND FITREP PERIODIC CALENDAR				
OFFICER		ENLISTED		
	MIDTERM	SIGNED	MIDTERM	SIGNED
JAN	O6	O3	E3, E2, E1	
FEB		O2		
MAR	W2, W1	W5, W4, W3	E8, E7	E5
APR	O4	O5		E9
MAY		O1	E6	
JUN				E4
JUL	O3	O6		E3, E2, E1
AUG	O2			
SEP	W5, W4, W3	W2, W1	E5	E8, E7
OCT	O5	O4	E9	
NOV	O1			E6
DEC			E4	

2022 BOARD SCHEDULE			
SELRES LDO, CWO	10 JAN	FTS/SELRES O4 LINE	31 MAY
CMC/CSC SCREEN	22 FEB	FTS/SELRES E7	6 JUN
FTS/SELRES O6 LINE	31 JAN	FTS/SELRES O4 STAFF	23 MAY
FTS/SELRES O6 STAFF	1 MAR	SELRES W5/W4/W3	2 JUN
FTS/SELRES O5 STAFF	1 MAR	APPLY BOARD	17 OCT
SELRES CEC CMD	27 JUN	FTS RETENTION	19 SEP
FTS/SELRES E8/E9	7 MAR	FTS/SELRES MAJ CMD	19 SEP
FTS/SELRES O5 LINE	8 MAR	NATSEC PROGRAMS	NOV
FTS/SELRES AVIAT CMD	14 MAR	JOINT WARFIGHTING SCHOOL	OCT
FTS TRNSFR REDES #2	25 APR	JPME, IN-RESIDENT	DEC

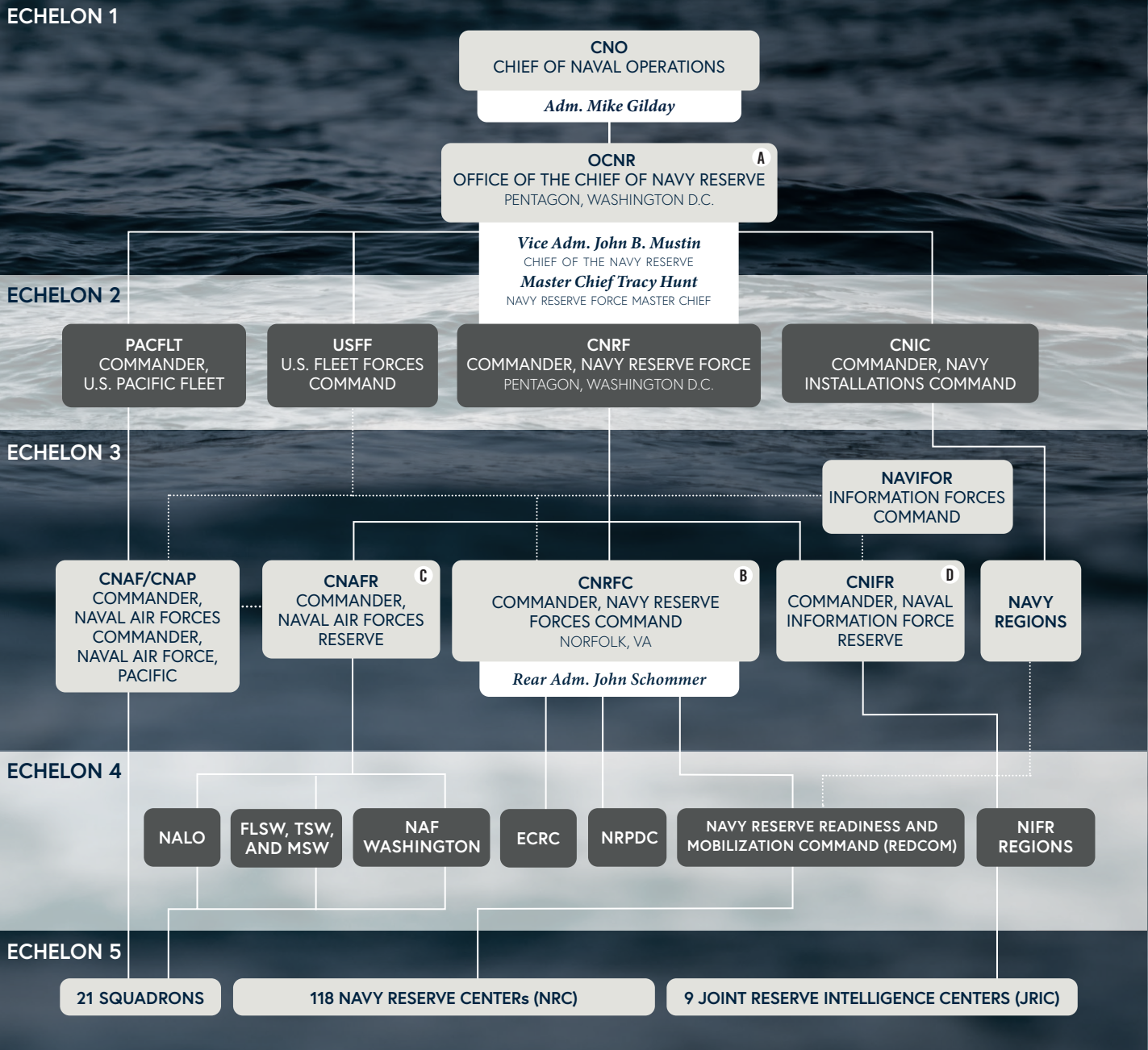
2022 ADVANCEMENT EXAM CYCLE				
SELRES			FTS	
E7	FEB		JAN	
E6	FEB	AUG	MAR	SEP
E5	FEB	AUG	MAR	SEP
E4	FEB	AUG	MAR	SEP

FEDERAL HOLIDAYS	
NEW YEAR'S DAY	SAT, 1 JAN
MARTIN LUTHER KING, JR. BIRTHDAY	MON, 17 JAN
WASHINGTON'S BIRTHDAY	MON, 21 FEB
MEMORIAL DAY	MON, 30 MAY
JUNETEENTH	MON, 20 JUNE
INDEPENDENCE DAY	MON, 4 JUL
LABOR DAY	MON, 5 SEP
COLUMBUS DAY	MON, 10 OCT
VETERANS DAY	FRI, 11 NOV
THANKSGIVING DAY	THURS, 24 NOV
CHRISTMAS DAY	MON, 26 DEC

RETURNING WARRIOR WEEKENDS (RWW)*	
REDCOM NORFOLK: BALTIMORE, MD	22 APR
REDCOM FT WORTH: NEW ORLEANS, LA	20 MAY
REDCOM SAN DIEGO: SAN DIEGO, CA	11 JUN
REDCOM GREAT LAKES: GREEN BAY, WI	3 JUN
REDCOM EVERETT: COER D'ALENE, IDAHO	15 JUL
REDCOM NORFOLK: BOSTON, MA	22 JUL
REDCOM GREAT LAKES: PHILADELPHIA, PA	12 AUG
REDCOM FORT WORTH: FORT WORTH, TX	19 AUG
REDCOM JACKSONVILLE: DAYTONA, FL	28 AUG
REDCOM SAN DIEGO: BURLINGAME, CA	26 AUG

*Dates subject to change. Visit www.yellowribbon.mil for latest RWW schedule

Reserve Force Organization



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

PAY, DRILL & ORDERS

- RESERVE PAY
- DRILL PERIODS
- PROCESSING DRILL PAY
- PAY ASSISTANCE
- GTCC
- PAY CHARTS

RESERVE PAY

Navy Reserve Sailors receive pay and allowances for part-time service to the Navy. Reserve pay is comprised of several types of drill periods to include Inactive Duty Training Periods (IDT), Additional Training Periods (ATP), Additional Flight Training Periods (AFTP) and Readiness Management Periods (RMP). Additionally, Reserve Sailors receive entitlements for service performed on active duty orders such as Annual Training (AT), Active Duty Training (ADT) order, Mobilization, Active Duty Operational Support (ADOS), and Recall to Active Duty.

Drill pay is authorized for various types 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 Sailors 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 (two on Saturday, two 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 Reserve Program Directors (RPD) 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 locally 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 NRCs 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/CNRFC_N1C2/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)

ACTIVE DUTY TRAINING (ADT)

The Navy Reserve Order Writing System (NROWS) is the single source for putting a Reserve Sailor on Annual Training (AT), Active Duty for Training (ADT) orders. It incorporates the orders application process with an automated approval work flow and the delivery of official orders.

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

ADT - ADT is a period of active duty intended to enhance or refresh existing skills that support military operations or future mobilizations, supporting a specific training requirement and assisting a command that has ADT funding available.

ACTIVE DUTY OPERATIONAL SUPPORT (ADOS)

ADOS orders support Navy mission requirements for which no permanent duty billet or position is programmed and where active duty personnel with the required skills are not reasonable available. 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) and do not cross fiscal years.

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 TAR officers the opportunity to be considered for a permanent component change from the Reserve to active-duty.

ORDER OPPORTUNITIES

SELRES can find AT, ADT, and ADOS opportunities on ZipServe, a Force-wide advertising portal for volunteer Reservist support. ZipServe can be found under applications on the Navy Reserve Homeport, or by using the direct link: <https://locker.private.navyreserve.navy.mil/zipserve/#home>.

PROCESSING FOR PAY

Check in to the gaining command by the "no later than" date on your orders. Seek out the Command Pay/Personnel Administrator (CPPA) to have your orders endorsed and submitted for processing and to discuss check out timelines and procedures. AT/ADT orders are electronically endorsed and processed for pay via NSIPS AT/ADT eMuster.

PAY ASSISTANCE

Do you have a pay issue? Help is available. First, be sure you understand the steps you should take to address the issue. Talk with your unit leadership and seek assistance from your Navy Reserve Activity (NRA) or supported Command Pay Personnel Administrator (CPPA) if in an active duty status. If an issue cannot be resolved locally, the CPPA will submit a MyNavy Career Center (MNCC) trouble ticket on your behalf.

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: 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

UPDATE:

The phased rollout of mandatory use of the GTCC for all PCS travel was announced in NAVADMIN 286/21. Mandatory use of GTCC is rolled out in two phases. Phase 1 implementation scheduled for January 2022.

2022 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	1289	1349	1377	1399	1439	1478	1524	1569	1615	1758	1879	1879	1879	1879	1888	1888
O-6	978	1074	1144	1144	1149	1198	1204	1204	1273	1394	1465	1536	1576	1617	1697	1697
O-5	815	918	982	994	1033	1057	1109	1147	1197	1273	1309	1344	1385	1385	1385	1385
O-4	703	814	868	880	931	985	1052	1104	1141	1161	1174	1174	1174	1174	1174	1174
O-3	618	701	756	825	864	908	936	982	1006	1006	1006	1006	1006	1006	1006	1006
O-2	534	608	701	724	739	739	739	739	739	739	739	739	739	739	739	739
O-1	464	483	583	583	583	583	583	583	583	583	583	583	583	853	583	583
COMMISSIONED OFFICERS WITH MORE THAN FOUR YEARS ENLISTED OR WARRANT OFFICER ACTIVE-DUTY SERVICE																
O-3E	-	-	-	825	864	908	936	982	1021	1043	1073	1073	1073	1073	1073	1073
O-2E	-	-	-	724	739	763	802	833	856	856	856	856	856	856	856	856
O-1E	-	-	-	583	623	646	670	693	724	724	724	724	724	724	724	724
WARRANT OFFICERS																
W-5	-	-	-	-	-	-	-	-	-	-	-	1136	1194	1237	1284	1284
W-4	639	687	707	726	760	793	826	877	921	963	997	1031	1080	1121	1167	1167
W-3	584	608	633	641	667	718	772	826	856	910	947	969	992	1024	1024	1024
W-2	516	565	580	590	624	676	702	727	758	782	804	831	848	862	862	862
W-1	453	502	515	543	576	624	646	678	709	733	756	783	783	783	783	783
ENLISTED																
E-9	-	-	-	-	-	-	772	789	811	837	864	905	941	978	1035	1087
E-8	-	-	-	-	-	632	660	677	697	720	761	781	816	836	883	883
E-7	439	479	498	522	541	574	592	625	651	670	690	698	723	737	789	789
E-6	380	418	437	454	515	532	563	573	580	588	588	588	588	588	588	588
E-5	348	371	389	408	436	466	491	494	494	494	494	494	494	494	494	494
E-4	319	335	354	372	387	387	387	387	387	387	387	387	387	387	387	387
E-3	288	306	325	325	325	325	325	325	325	325	325	325	325	325	325	325
E-2	274	274	274	274	274	274	274	274	274	274	274	274	274	274	274	274
E-1	244	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Pay amounts have been rounded to nearest dollar • For the most up to date chart, visit www.dfas.mil/MilitaryMembers/payentitlements/Pay-Tables

2022 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	-	-	-	-	-	-	-	-	-	-	-	16975	16975	16975	16975	16975
O-9	-	-	-	-	-	-	-	-	-	-	-	16445	16682	16975	16975	16975
O-8	11636	12017	12270	12341	12656	13183	13306	13807	13951	14382	15006	15581	15966	15966	15966	15966
O-7	9668	10118	10325	10491	10790	11085	11427	11768	12110	13183	14090	14090	14090	14090	14162	14162
O-6	7332	8055	8583	8616	8985	9035	9035	9548	10455	10988	11521	11824	12131	12725	12725	12725
O-5	6112	6885	7362	7451	7749	7927	8318	8606	8977	9544	9814	10081	10384	10384	10384	10384
O-4	5274	6104	6512	6603	6981	7386	7892	8285	8558	8715	8805	8805	8805	8805	8805	8805
O-3	4637	5256	5672	6185	6482	6807	7017	7363	7544	7544	7544	7544	7544	7544	7544	7544
O-2	4007	4563	5255	5433	5544	5544	5544	5544	5544	5544	5544	5544	5544	5544	5544	5544
O-1	3477	3620	4376	4376	4376	4376	4376	4376	4376	4376	4376	4376	4376	4376	4376	4376
COMMISSIONED OFFICERS WITH MORE THAN FOUR YEARS ENLISTED OR WARRANT OFFICER ACTIVE-DUTY SERVICE																
O-3E	-	-	-	6185	6482	6807	7017	7363	7655	7823	8051	8051	8051	8051	8051	8051
O-2E	-	-	-	5433	5544	5721	6019	6249	6421	6421	6421	6421	6421	6421	6421	6421
O-1E	-	-	-	4376	4672	4845	5022	5195	5433	5433	5433	5433	5433	5433	5433	5433
WARRANT OFFICERS																
W-5	-	-	-	-	-	-	-	-	-	-	-	8520	8952	9275	9630	9630
W-4	4792	5154	5302	5448	5699	5947	6198	6575	6906	7222	7480	7732	8101	8405	8751	8751
W-3	4376	4558	4746	4807	5002	5388	5789	5978	6198	6423	6828	7102	7265	7439	7676	7676
W-2	3872	4238	4351	4429	4679	5070	5264	5454	5687	5687	6033	6231	6360	6463	6463	6463
W-1	3399	3765	3863	4071	4316	4878	5085	5317	5500	5669	5873	5873	5873	5873	5873	5873
ENLISTED																
E-9	-	-	-	-	-	-	5789	5921	6086	6280	6477	6791	7057	7336	7764	7764
E-8	-	-	-	-	-	4739	4949	5078	5234	5402	5706	5861	6123	6268	6626	6626
E-7	3294	3596	3734	3915	4058	4303	4441	4685	4889	5027	5175	5233	5425	5528	5921	5921
E-6	2849	3136	3274	3409	3549	3864	3988	4226	4298	4351	4413	4413	4413	4413	4413	4413
E-5	2610	2786	2921	3059	3273	3498	3682	3704	3704	3704	3704	3704	3704	3704	3704	3704
E-4	2393	2516	2652	2787	2905	2905	2905	2905	2905	2905	2905	2905	2905	2905	2905	2905
E-3	2161	2297	2436	2436	2436	2436	2436	2436	2436	2436	2436	2436	2436	2436	2436	2436
E-2	2055	2055	2055	2055	2055	2055	2055	2055	2055	2055	2055	2055	2055	2055	2055	2055
E-1	1833	1833	1833	1833	1833	1833	1833	1833	1833	1833	1833	1833	1833	1833	1833	1833

Pay amounts have been rounded to nearest dollar • For the most up to date chart, visit www.dfas.mil/MilitaryMembers/payentitlements/Pay-Tables

ADMIN ESSENTIALS

- OFFICIAL SERVICE RECORD
- ELECTRONIC SERVICE RECORD
- AWARDS
- LEAVE
- CROSS ASSIGNMENT
- POLICY BOARD
- IDEA PORTAL
- NAVY RESERVE APPLICATIONS

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.bol.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

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 NRC 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 NRC 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.

CROSS ASSIGNMENT

Reserve Sailors are essentially managed by two chain of commands — administratively through a Navy Reserve Center (NRC) and operationally through a Reserve unit. This dual management is normally transparent to the member if their Reserve unit is run through their local NRC. When a Sailor is assigned to a unit outside of their local area, the unit and NRCs 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 NRC. 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. For many Sailors this is the Readiness Support Unit (RSU) at the NRC.

OPERATIONAL COMMAND

Listed as the Unit Mobilization Unit Identification Code, or UMUIC, this is where a CA Sailor 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 GMTs). 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 Readiness Support Unit (RSU) — a general billet that is not assigned to an active-duty support role.

The UMUIC is designed to maintain a CA Sailor's warfighting readiness, which at its core is being fully trained in the mobilization unit assigned. UMUICs are assigned to an active Navy unit providing Reserve support for operational support and strategic depth.

A CA Sailor performs active duty training orders through their UMUIC. UMUICs are where Annual Training (AT), Active Duty for Training (ADT), Inactive Duty Training 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. FitReps and Evals for CAO Sailors are the responsibility of 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)*

NAVY RESERVE INNOVATIONS

FLANKSPEED

Flank Speed is a permanent, single Navy enterprise solution for daily work, offering a secure environment for collaboration, cloud storage for files and documents, and Microsoft Office 365 (M365) productivity tools. The entire Navy is executing an aggressive plan to transition users as quickly as possible, prioritized by network infrastructure readiness and mission requirements. The transition plan aligns with DoD strategy and meets Secretary of the Navy's intent.

As a Navy Reserve Sailor, your active engagement to make our migration to Flank Speed a success. Your NRC N6 will provide the latest updates received from Region and should be your main point of contact for all Flank Speed questions (NMCI account issues should continue to be submitted to the NMCI helpdesk). The same Navy Champion Community who assisted our Reserve collaboration efforts to the CVR environment will again support us through the upcoming migration. The change is transformational and will require your participation. Over the coming weeks, expect updates and directions on actions required to facilitate a smooth transition to Flank Speed.

For additional details visit the Flank Speed page on the Navy reserve Website:

<https://www.navyreserve.navy.mil/Resources/Flank-Speed-Transition/>

A significant portion of the full time (TAR) and civilian workforce has been migrated. RESFOR is evaluating the remaining 36,000 SELRES, with Region N6 help, who will be migrated in the coming months.

Key points:

1. Continue to use Outlook and your current email, same as you do today. Guidance on using Flank Speed email is provided upon migration.
2. Your email address will change from @navy.mil to @us.navy.mil. Email sent to your legacy account (@navy.mil) is forwarded automatically to your Flank Speed email address (@us.navy.mil).
3. When email is migrated, your Outlook calendar and Teams calendar synchronize.
4. Please reduce the size of your mailbox to below 2GB to help with migration. Recommend deleting any junk mail, sent mail and emptying your deleted items to help minimize mailbox size.

Please be patient as the Navy makes this transition. RESFOR leadership will continue to work to improve the help desk workflow across the Enterprise. Until the current issues are resolved, users may experience significant delays.

E-NAVFIT

eNavFit is the Navy's new interface for conducting evaluations and fitness reports. It is now available for all Sailors (Reserve and Active Components). As a replacement for NAVFIT98A, eNavFit is the initial step in transforming the Navy's performance evaluation process and serves as a bridge to future improvements. eNavFit is hosted on Navy Personnel Command Document Services via BUPERS Online (BOL). NAVFIT98A will continue to be accepted through FY22; however, maximum adoption of eNavFit is HIGHLY encouraged.

eNavFit features many benefits for Sailors. In contrast to NAVFIT98A, eNavFit supports real-time spell check, policy-driven error validation on the user end, general information auto-population, the ability to search for members by DODID number or e-mail address, digital signatures, electronic routing, electronic submission (with no summary sheets), reduction in the use of CUI/PII, and entry into Sailors' official records within 96 hours after submission. NAVFIT98A resulted in a high rate of rejected reports (24% of all reports submitted in FY2020), required manual entry into Sailors' official records (up to 45 days), and required manual quality control for all reports. eNavFit offers three capability options:

Online: User has access to the internet and requisite browser. Can draft, route, validate, digitally sign, and submit to NPC for submission to OMPF.

Intermittent: User has sporadic access to the internet/requisite browser. May be capable of drafting, digitally signing, and submitting an appraisal to NPC using the built-in tools of eNavFit, but are also capable of downloading blank .PDF reports for completion offline and uploading into eNavFit for electronic submission. May also download reports that are currently in development to work on offline to wet-sign and mail if unable to reconnect to the internet.

Disconnected: User has no access to the internet and/or a recommended internet browser. Capable of drafting, wet-signing, and completing a dynamic .PDF form that has built-in error validation. User submits a wet-signed appraisal to NPC via the mail.

For additional help with eNavFit, contact the MyNavy Career Center (MNCC) at 1-833-330-MNCC(6622), 901-874-MNCC (DSN 882-6622), or askmncc@navy.mil. For a full menu of online resources, including user guides, training team content, youtube videos and more, visit the eNavFit resource page at: <https://www.mynavyhr.navy.mil/Career-Management/Performance-Evaluation/eNAVFIT/>

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)

NRMM

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://NRMM.NRRE.NAVY.MIL](https://NRMM.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](https://locker.private.navyreserve.navy.mil/zipserve)

NAVY RESERVE FIGHTING INSTRUCTIONS

The Navy Reserve Fighting Instructions reaffirm the Navy Reserve's strategic direction in alignment with the National Defense Strategy, the Tri-Service Maritime Strategy: Advantage at Sea, and the Chief of Naval Operations Navigation Plan 2021, while accounting for recent global events and Navy organizational changes to rapidly move the Navy Reserve forward. This continued focus accelerates the Navy Reserve's efforts to achieve warfighting readiness by transforming the way it designs, trains, mobilizes and develops the Force.

DESIGN THE FORCE

In line with Navy requirements, the Instructions specify 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

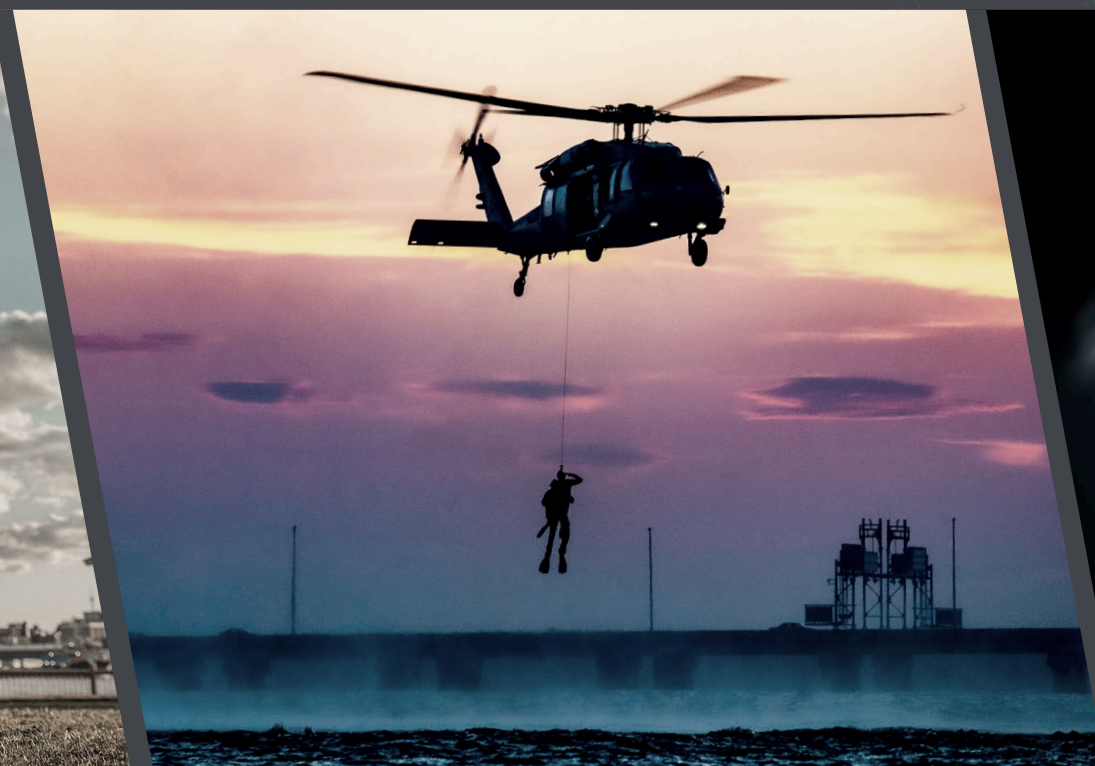
Chief among Train The Force is what is called "MOB-to-Billet," which focuses training and all time spent in uniform preparing Sailors for their mobilization billets, in addition to traditional unit training requirements which are the cost of being a Reserve member. This ensures all Selected Reserve personnel 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 Adaptive 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, which will simplify pay processes for Reserve members going on and off active duty.

DEVELOP THE FORCE

Our people are our asymmetric advantage. Focusing on Sailor development, recruiting, talent management, force management, and quality of life issues is how we will attract and retain the experience and expertise critical to maintaining our warfighting readiness. Fostering a Culture of Excellence, eliminating destructive behaviors, building retention and recruiting outreach, reinforcing mental and physical wellness, improving access to pay, benefits and family services, and seeking innovation for our Sailors are a few of the ways we will Develop the Navy Reserve Force of the future.







READINESS

- MOBILIZATIONS
- ADAPTIVE MOBILIZATION
- PHYSICAL READINESS
- FAMILY CARE PLAN
- CHILDCARE
- LEGAL READINESS
- MEDICAL READINESS
- LINE OF DUTY HEALTHCARE
- TRICARE
- EXPEDITIONARY COMBAT READINESS CENTER

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 the 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 Reserve Program Director (RPD) Volunteer mobilization opportunities are advertised on the ZipServe application.

The Navy Reserve Center (NRC) is the Reserve Sailor’s primary point of contact once they are notified of selection for mobilization. Upon notification, Reserve Sailors should contact their NRC’s mobilization department to start the pre-mobilization process as soon as possible.

ADAPTIVE 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 Adaptive Mobilization 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 Adaptive Mob 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 previous 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
- 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

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 Sailor’s 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 NRC 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 NRC. 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>.

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 (REDCOM) and Navy Reserve Center (NRC) 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.

You are the reason corpsmen are at the NRC, 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 NRCs.

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 NRC medical department and chain of command if you feel you qualify for LOD-HC.

TRICARE

Reserve Sailors 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 Reserve 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/>

CAREER

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ENLISTED LEADER 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.

- Foundational Leader Development Course (FLDC) for E-3 and E-4 (3 days)
- Intermediate Leader Development Course (ILDC) for E-5 (3 days)
- Advanced Leader Development Course (ALDC) for E-6 (4 days)
- Chief Petty Officer Leader Development (CPOLDC) for E-7 (5 days)

Beginning January 2025, graduation from ILDC (E-5) or ALDC (E-6) will be a prerequisite for advancement to E-6 and E-7 respectively. Beginning Selection Board 2026, graduation from CPOLDC will be mandatory to advance to E-8. Join one of the many courses being scheduled across the fleet by visiting the MPT&E Portal at the link below.

https://mppte.navy.deps.mil/sites/FOUO_ELD

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 Reserve Program Directors 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 TAR 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/TAR CONVERSIONS

Reserve Component to Active component (RC2AC) / Training and Administration of the Reserve (TAR)
Three RC2AC transition programs are available for RC Sailors to meet AC and TAR mission requirements.

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

Definite (temporary) recall to active duty gives RC Sailors the opportunity to perform active-duty recall orders to fill specific AC or TAR 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 TAR shortfalls.

Officer designators are changed to AC (xxx0), and enlisted Sailors sign a new AC or TAR enlistment contract. These programs leverage existing skill sets to improve AC and TAR community health, and provide Sailors an opportunity to resume or begin a career in the AC or TAR. Personnel compete for promotion or advancement as AC or TAR members and are subject to the same AC or TAR 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 TAR 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 NRC they desire to be assigned to through mynavyassignment.navy.mil.

LEARNING AND DEVELOPMENT ROADMAPS (LADR)

(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 NRC or program office for 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.

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

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%

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. 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. 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 NRC or unit career counselor for more information.

HYT, VTU

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.

Elibible 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 NRC 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.

CNRFN7 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 NRC 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 (JQO)

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 CNRFN77 SharePoint site at www.mynrh.navy.mil > commands > CNRFN > N-codes > N77 (view current announcements).

NAVY CREDENTIALING OPPORTUNITIES ON-LINE (COOL)

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)

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

- PSYCHOLOGICAL HEALTH OUTREACH PROGRAM
- MILITARY FUNERAL HONORS
- SERVICEMEMBER'S GROUP LIFE INSURANCE
- 9/11 GI BILL AND TRANSFERABILITY
- YELLOW RIBBON REINTEGRATION PROGRAM AND RETURNING WARRIOR WORKSHOP
- INSPECTOR GENERAL
- NAVY-MARINE CORPS RELIEF SOCIETY
- FLEET AND FAMILY SUPPORT CENTER
- MILITARY LODGING
- VETERANS AFFAIRS HOME LOANS
- COMMUNITY RECREATION, TICKETS AND TRAVEL
- SPACE-AVAILABLE TRAVEL
- EMPLOYER SUPPORT OF THE GUARD AND RESERVE
- FREEDOM AWARD
- NAVY EMPLOYER RECOGNITION EVENT
- THRIFT SAVINGS PLAN

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 Reserve Centers (NRC) 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 NRC 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

NAVY 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
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 NRC'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

SERVICEMEMBERS' GROUP LIFE INSURANCE (SGLI)

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 Navy Reserve Sailor 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), Active Duty for Operational Support (ADOS) and Presidential Recall. You can transfer unused entitlements to your spouse or dependents, as long as they are enrolled in the Defense Eligibility Enrollment System (DEERS) and are eligible for identification card benefits. Using and transferring benefits isn't difficult, but there are 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 AND RETURNING WARRIOR WORKSHOP (RWW)

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 (REDCOM) 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 REDCOM 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. For more information, visit www.yellowribbon.mil.

INSPECTOR GENERAL (IG)

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.

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

NAVY-MARINE CORPS RELIEF SOCIETY (NMCRS)

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.nmcrs.org.

FLEET AND FAMILY SUPPORT CENTER (FFSC)

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 AND 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.navymwr.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.spacaea.net/faq/reservist>, <http://www.spacaea.net/faq/reservist-dependents>.

EMPLOYER SUPPORT OF THE GUARD AND RESERVE (ESGR)

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 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 (NERE)

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. NEREs 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

THRIFT SAVINGS PLAN (TSP)

TSP is one of the three parts of your retirement entitlement, your pension (see pages 38-40) 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.

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.



NAVY RESERVE PHONE LIST

CHIEF OF NAVY RESERVE

WASHINGTON D.C. - (703) 693-5757

COMMANDER, NAVAL AIR FORCE RESERVE

SAN DIEGO, CA - (619) 767-7379

NAVREG NORTHWEST-REDCOM EVERETT • (425) 315-5122

ALASKA

ANCHORAGE - (907) 384-6525

IDAHO

BOISE - (208) 422-6289

IOWA

DES MOINES - (515) 252-8803

MINNESOTA

MINNEAPOLIS - (612) 713-4600

NEBRASKA

OMAHA - (402) 232-0090

NORTH DAKOTA

FARGO - (877) 470-9833

OREGON

PORTLAND - (503) 285-4566

SPRINGFIELD - (541) 915-2391

MONTANA

BILLINGS - (406) 248-2090

HELENA - (406) 449-5725

WYOMING

CHEYENNE - (307) 773-6500

SOUTH DAKOTA

SIOUX FALLS - (877) 481-4728

WASHINGTON

EVERETT - (425) 304-4777

KITSAP - (360) 627-2203

SPOKANE - (509) 327-3346

WHIDBEY ISLAND - (360) 632-7463

- VAQ 209 - (360) 257-2027

- VR 61 - (360) 257-8760

- VP 69 - (360) 257-6972

NAVREG SOUTHWEST-REDCOM SAN DIEGO • (619) 536-3182

ARIZONA

PHOENIX - (602) 484-7292

TUCSON - (520) 228-6289

CALIFORNIA

ALAMEDA - (510) 814-2605

LEMOORE - (559) 998-0100

LOS ANGELES - (719) 317-8099

RIVERSIDE - (951) 656-1199

NORTH ISLAND - (619) 545-2652

- HSC 85 - (619) 545-7218

- Maritime support wing (619) 804-1474

- VR 57 - (619) 545-6914

Pt. Mugu - VR 55 - (805) 989-7734

SACRAMENTO - (916) 387-7100

SAN DIEGO - (866) 843-0431

SAN JOSE - (866) 560-6775

VENTURA COUNTY - (805) 469-3845

COLORADO

DENVER - (866) 864-2575

FORT CARSON - (719) 526-5260

GUAM

GUAM - (671) 777-4233

HAWAII

PEARL HARBOR - (866) 729-0715

Kaneohe Bay - VR 51 - (808) 257-2100

NEVADA

LAS VEGAS - (719) 317-4391

RENO - (866) 401-1865

Fallon - VFC 13 - (775) 426-3644

NEW MEXICO

ALBUQUERQUE - (505) 379-1366

UTAH

SALT LAKE CITY - (801) 736-4200

NAVREG SOUTHEAST-REDCOM JACKSONVILLE • (904) 542-2354

ALABAMA

BESSEMER - (866) 694-6259

FLORIDA

JACKSONVILLE - (904) 542-3320

- HSM 60 - (904) 546-7328

- VP 62 - (904) 542-2006

- VR 58 - (904) 542-2380

- VR 62 - (904) 542-8557

Key West - VFC 111 - (305) 747-1022

MIAMI - (866) 566-4538

ORLANDO - (321) 239-4226

PENSACOLA - (850) 384-4023

TALLAHASSEE - (866) 822-2448

TAMPA - (866) 266-8052

WEST PALM BEACH - (866) 877-5778

GEORGIA

ATLANTA - (678) 655-7055

AUGUSTA - (706) 733-2249

COLUMBUS - (706) 322-4670

PUERTO RICO

PUERTO RICO - (787) 707-2966

SOUTH CAROLINA

CHARLESTON - (843) 794-2620

COLUMBIA - (803) 751-9251

GREENVILLE - (864) 277-9775

TENNESSEE

CHATTANOOGA - (423) 698-8955

KNOXVILLE - (866) 263-8614

MEMPHIS - (901) 874-5256

NASHVILLE - (615) 267-6352

OCONUS DRILLING SITES

INDO-PACIFIC

BUSAN, KOREA

YOKOSUKA, JAPAN

NRC GUAM - (671) 777-4233

special operations command

NRC TAMPA - (866) 266-8052

EUROPE, SOUTHERN, CENTRAL,

AFRICA

NAPLES, ITALY

STUTTGART, GERMANY

MOLESWORTH, UNITED KINGDOM

NRC JACKSONVILLE - (904) 542-3320

COMMANDER, NAVY RESERVE FORCES COMMAND

NORFOLK, VA - (757) 445-8500

COMMANDER, NAVAL INFORMATION FORCE RESERVE

FORT WORTH, TX - (800) 544-9962

NAVREG MID-ATLANTIC-REDCOM NORFOLK • (757) 341-5874

CONNECTICUT

NEW LONDON - (860) 694-6565

PLAINVILLE - (866) 296-7013

DELAWARE

NEW CASTLE - (302) 326-7792

MAINE

BANGOR - (207) 974-1301

MARYLAND

BALTIMORE - (410) 752-4561

MASSACHUSETTS

QUINCY - (617) 753-4600

NEW HAMPSHIRE

MANCHESTER - (910) 598-9580

NEW JERSEY

EARLE - (866) 340-4593

FORT DIX - (609) 901-0061

McGuire - VR 64 - (609) 754-1890

NEW YORK

BUFFALO - (866) 689-9952

LONG ISLAND - (631) 768-3250

NEW YORK CITY - (866) 372-5618

ROCHESTER - (585) 247-6858

SCHENECTADY - (518) 399-2134

SYRACUSE - (866) 280-1761

NORTH CAROLINA

CHARLOTTE - (704) 598-0447

GREENSBORO - (866) 278-2371

RALEIGH - (866) 635-8393

WILMINGTON - (910) 540-9676

RHODE ISLAND

NEWPORT - (401) 841-4550

VERMONT

WHITE RIVER JUNCTION

- (802) 295-0050

VIRGINIA

NORFOLK - (757) 318-4500

- HM 14 - (757) 322-2151

- HM 15 - (757) 322-9656

- VFC 12 - (757) 433-4919

- VR 56 - (757) 433-6056

RICHMOND - (866) 527-6598

ROANOKE - (540) 563-9723

WASHINGTON DC

WASHINGTON, DC - (240) 857-6256

- VR 1 - (240) 857-3010

- VR 53 - (240) 857-2065

NAVREG SOUTHEAST-REDCOM FORT WORTH • (817) 782-1909

ARKANSAS

LITTLE ROCK - (501) 771-1661

KANSAS

WICHITA - (316) 683-3491

LOUISIANA

NEW ORLEANS - (504) 678-8205

- VFA 204 - (504) 678-3491

- VR 54 - (504) 678-3061

SHREVEPORT - (866) 547-7003

MISSISSIPPI

GULFPORT - (866) 502-1271

MISSOURI

KANSAS CITY - (866) 813-0498

SPRINGFIELD - (417) 869-5721

ST. LOUIS - (314) 524-9500

OKLAHOMA

OKLAHOMA CITY - (866) 489-6635

TULSA - (918) 279-3700

TEXAS

AMARILLO - (866) 804-1627

AUSTIN - (512) 458-4154

CORPUS CHRISTI - (361) 961-2241

EL PASO - (866) 684-8277

FORT WORTH - (817) 782-1800

- FLEET LOGISTICS SUPPORT WING

(817) 825-6438

- TACTICAL SUPPORT WING

(817) 782-5228

- VR 59 - (817) 782-3420

HARLINGEN - (866) 797-9276

HOUSTON - (713) 502-2731

SAN ANTONIO - (210) 539-7253

WACO - (866) 785-7593

NAVREG MID-ATLANTIC-REDCOM GREAT LAKES • (847) 688-4916

ILLINOIS

CHICAGO - (847) 688-3760

PEORIA - (309) 697-5755

ROCK ISLAND - (309) 782-6084

DECATUR - (217) 875-1733

INDIANA

INDIANAPOLIS - (317) 339-7242

KENTUCKY

LOUISVILLE - (866) 586-3457

MICHIGAN

BATTLE CREEK - (269) 968-9216

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I REPRESENT THE FIGHTING SPIRIT
OF THE NAVY AND THOSE WHO HAVE
GONE BEFORE ME TO DEFEND
FREEDOM AND DEMOCRACY
AROUND THE WORLD.
I PROUDLY SERVE MY COUNTRY'S
NAVY COMBAT TEAM WITH
HONOR, COURAGE AND COMMITMENT.
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