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SUBJ/FY15 NAVY RESERVE ENLISTED FORCE MANAGEMENT POLICY//
MSGID/GENADMIN/COMNAVRESFOR NORFOLK VA//
NAVRESFOR 001/15//

REF/A/INST/NAVPERS/16JUL12//

REF/B/INST/CNRF/05JUN12//

REF/C/INST/BUPERS/17SEP07//

REF/D/INST/CNRF/03FEB14//

REF/E/INST/NAVPERS/03APR09//

REF/F/INST/CNRF/24JUL13//

NARR/Reference (a) is MILPERSMAN 1326-021 Navy Enlisted Reserve Component (RC) to Active Component (AC) Augmentation Program. Reference (b) is RESPERMAN 1300-010 Selected Reserve Assignments. Reference (c) is BUPERSINST 1001.39F Administrative Procedures for Navy Reservists. Reference (d) is the Medical Department Representative (MDR) Manual. Reference (e) is MILPERSMAN 1910-158 Separation By Reason Of Unsatisfactory Participation in the Ready Reserve. Reference (f) is the RESPERMAN 1000-010 Selected Reserve Functional Area And Sex And Other Reserve Unit Assignment Document Codes.//

RMKS/1. Between Fiscal Year (FY) 12 and FY14, Selected Reserve (SELRES) enlisted strength experienced a 19% reduction. This followed an overall Reserve Personnel Navy (RPN) strength reduction of 25% from FY03-FY12. The Reserve Force managed these reductions through voluntary and traditional management methods, such as natural attrition, High Year Tenure (HYT), and reduced accessions. However, these methods have not resolved overmanning in many ratings, resulting in reduced advancement opportunity, as well as difficulty supporting emerging capabilities in the currently constrained fiscal environment. Therefore, it is necessary for the Reserve Component to maximize additional voluntary measures for members in over-manned ratings to convert to under-manned ratings, apply for indefinite recall to the AC or Full Time Support (FTS), or transfer to the Individual Ready Reserve-Voluntary Training Unit (IRR-VTU), or Individual Ready Reserve-Active Status Pool (IRR-ASP).

2. The following SELRES ratings are over-manned: ABE*, AC*, AO*, AS*, BU*, CE*, IC, GSE, GSM, LS*, MA, SH, and STG. Those annotated with an "*" are ratings within the Navy Construction Forces, Cargo Handling, and Aviation communities impacted most significantly by force structure reductions. Effective immediately, Sailors in ratings associated with force structure reductions within the Navy

Construction Forces, Cargo Handling, and Aviation (identified by an *), who are in receipt of a bonus and whose drilling obligation will expire no later than 30 September 2015, are eligible to transfer to the IRR-ASP or VTU without having their bonus terminated or recouped. Sailors with a drilling obligation beyond 30 September 2015, who desire to transfer to the IRR may do so. However, the unearned portion of a bonus will be recouped. Voluntary transfer to the IRR-ASP or VTU affects eligibility for benefits such as TRICARE, Post-9/11 GI Bill Transferability, Service Members' Group Life Insurance (SGLI)/Family SGLI and Montgomery GI Bill (MGIB)-Selected Reserve.

3. The Selected Reserve Enlisted Community Managers (ECM) will utilize the Career Waypoints (C-WAY) optimization module to identify those Sailors in over-manned ratings, who qualify for conversion to under-manned ratings. RC Sailors who are qualified in C-Way will receive an email "invitation" to apply via their Command Career Counselors for rating conversion opportunities, for which they qualify. The opportunities to convert to an under-manned rating will be on a voluntary basis. Sailors in over-manned ratings are highly encouraged to be proactive and volunteer for rating conversion to under-manned ratings prior to being notified by the ECMs of eligible rating opportunities. The following ratings are considered under-manned: AWS, AWO, CTI, CTN, EN, FC, GM, MC, MM, ND, QM, SB, SO, and STS. The identified over-manned and under-manned ratings in this message do not constitute all potentially available conversion opportunities. Sailors interested in conversion are highly encouraged to utilize the C-WAY conversion module.

4. In addition to conversion opportunities, there are also opportunities for qualified SELRES Sailors in over-manned ratings to apply for indefinite recall to active duty. The following AC and FTS ratings currently have openings for Selected Reserve Sailors: ABE, ABF, ABH, AE, AG, AME, AO, AT, AWO, BM, CS, CTN, CTT, EM, ET, ETR, ETV, FC, FT, EN, GSE, GSM, HM, HT, IS, IT, CTR, ITS, LS, MA, MMW, MN, MT, NC, OS, PS, STG, STS, and YNs. Eligible Sailors, regardless of whether they are in over-manned or under-manned ratings, can apply for indefinite recall utilizing the C-WAY transition module per reference (a). Indefinite recall quotas continuously fluctuate, and the most up to date quotas can be found on the C-WAY website, as well as the SELRES ECM section of the NPC website, utilizing the RC to AC link at: <http://www.public.navy.mil/bupers-npc/enlisted/community/selres/Pages/default2.aspx>.

5. In addition to voluntary force management methods, Commander, Navy Reserve Forces Command (CNRFC) N1 will initiate involuntary assignments for Sailors in an In Assignment Processing (IAP) status, to billets that support "fit," beginning 1 April 2015.

6. CNRFC N1 will direct involuntary transfer to the IRR-ASP or VTU with recoupment of any unearned bonus payments, if applicable, effective immediately in the following cases per reference (b):

(1) Sailors in an IAP status for greater than 120 days, or with an expired Projected Rotation Date (PRD), who fail to participate in quarterly Career Management System-Interactive Detailing (CMS-ID) cycles, when billets are advertised that support an exact match or Reserve Functional Areas and Sex (RFAS) codes, "fit" will be transferred to the IRR-VTU beginning 1 July 2015 per reference(b);

(2) Sailors who refuse orders to any assignment directed by CNRFC N1, per reference (b), will be transferred to the IRR-ASP.

7. Members in an administrative or disciplinary action processing status will be processed expeditiously. Members identified for Medical Retention Review (MRR), Line of Duty (LOD), Temporarily Not Physically Qualified (TNPQ), or Temporarily Not Dentally Qualified (TNDQ) status must comply with all medical and administrative requirements to resolve medical issues within prescribed timelines. Those members not in compliance will be administratively processed per procedures outlined in references (c), (d) and (e). Members identified as Not Physically Qualified with a case before the Physical Evaluation Board (PEB) will be retained in a pay status in the Administrative Processing Unit (APU) until a final determination is made.

8. Responsibilities: Navy Reserve Activity (NRA) Commanding Officers (CO) are responsible for communication of this message. NRAs will assist Sailors interested in rating conversions and will forward voluntary requests for transfer to the IRR-ASP or VTU from Sailors with drilling obligations to CNRFC N1, via the cognizant Echelon IV Commander. NRA COs shall counsel Sailors via NAVPERS 1070/613, Administrative Remarks, regarding affected benefits and incentives upon transfer from a Selected Reserve status, will complete the involuntary transfer to the IRR-ASP or VTU in accordance with reference (b), and will ensure expeditious processing of all personnel in an administrative, disciplinary, or medical processing status.

9. These voluntary options will help improve enlisted career progression and community health. These actions will also help to create stability within the Force, and will further enable and enhance the service of Reserve Component Sailors throughout the Navy.

10. Sailors are encouraged to utilize their chain of command for questions. Points of contact for Echelon IV personnel:

a. Reserve Enlisted Community Manager, BUPERS-328, LCDR Jennifer Reid, E-Mail: jennifer.l.reid(at)navy.mil/TEL: (901)874-4511.

b. Reserve Enlisted Assignments, CNRFC (N12), CDR Andrew Wood, E-mail: andrew.wood(at)navy.mil/TEL: (757)322-2261.

c. Reserve Enlisted Bonuses, CNRFC (N11), LCDR Carmen Ehret, E-mail: carmen.ehret(at)navy.mil/TEL: (757)322-2262.

d. Reserve Force Career Counselor, CNRFC (N15), NCCM Michael Lydigsen, E-mail: michael.lydigsen(at)navy.mil/TEL: (757)322-5774.

11. Released by VADM R. R. Braun, Commander, Navy Reserve Force.//

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