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ALNAVRESFOR 007/24

MSGID/GENADMIN/COMNAVRESFOR NORFOLK VA/FEB//

SUBJ/FISCAL YEAR 2024 RESERVE PERSONNEL PROGRAMS

EXCELLENCE AWARD BENCHMARKS//

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REF/F/DOC/OPNAV/06NOV23//

REF/G/DOC/OPNAV/21NOV03//

NARR/REF A IS NAVADMIN 254/19, CULTURE OF EXCELLENCE. REF B IS NAVADMIN 318/20, CULTURAL CHAMPION NETWORK. REF C is ALNAVRESFOR 022/22 NAVY RESERVE FIGHTING INSTRUCTIONS 2022 EXORD. REF D IS NAVADMIN 095/18, BRILLIANT ON THE BASICS II PART A REVISITING THE BASICS. REF E IS NAVADMIN 100/18, BRILLIANT ON THE BASICS II PART B ENGAGEMENT. REF F IS OPNAVINST 1040.11F, NAVY ENLISTED RETENTION AND CAREER DEVELOPMENT PROGRAM.//REF G IS OPNAVINST 5354.1H NAVY HARASSMENT PREVENTION AND MILITARY EQUAL OPPORTUNITY PROGRAM// POC/CEDAR/NCCM/COMNAVRESFOR/TEL:(703) 614-4419/ E-MAIL: KIMBERLY.A.CEDAR.MIL(AT)US.NAVY.MIL//

RMKS/1. Purpose. This ALNAVRESFOR highlights Fiscal Year (FY) 2023 Navy Reserve Personnel Program Excellence (RPPE) force trends and behaviors, and outlines FY-24 Reserve Personnel Program Excellence Award (RPPEA) benchmark criteria.

2. Background. The Navy Reserve is committed to fostering a Culture of Excellence in line with references (a) through (c), developing our reserve Sailors as they progress through their careers, and retaining the best talent on our Navy team. The RPPEA highlights those commands whose focus on their Sailors met or exceeds the recruiting and retention criteria described below. The RPPE program is part of a

larger, force-wide, Sailor-focused line of effort to "Develop the Force" for long-term strategic competition with global competitors such as China and Russia. Viewed through this lens, retention of skilled and experienced Sailors will be a key contributor to the overall warfighting readiness of the Navy Reserve.

3. FY-23 Trends and Behavior. FY-23 retention results were outstanding and reflected your considerable efforts in recruiting and retaining talented Sailors. Our reenlistment rates in Zones A, B and C, which includes Reserve affiliation (RA) were: 78.8% for Zone A, 78.5% for Zone B and 88.6% for Zone C. The Navy Reserve exceeded the FY-23 benchmark in a challenging environment due to strong leadership at all levels, largely accomplished through deliberate and proactive talent and community management. In FY-24 the Navy Reserve will continue and improve on these retention trends.

4. FY-24 Retention Environment. The United States Navy continues to face challenges at sea from strategic competitors including China and Russia. When we retain experienced and proficient Sailors, we retain the knowledge and skills that an operationally ready, warfighting-focused force requires to fight and win in conflict.

With the right leadership and attention, administrative programs such as the annual Career Information Program Review (CIPR) provide an immeasurable boost to the warfighting readiness of the Navy Reserve. Starting our Sailors on the right foot with Command Indoctrination ("INDOC") programs, providing sponsorship throughout their careers, and holding regular Career Development Boards (CDBs) provides context for Sailors and keeps them engaged and eager to reach the next level in their careers. When we retain experienced Sailors, we also retain the knowledge and skills necessary to train the next generation of warfighters.

5. FY-24 Benchmarks. The RPPEA award is competitive by design. The award recognizes commands that produce stronger results and increase engagement in seven criteria impacting our Sailors and the warfighting readiness of the Navy Reserve.

a. Benchmark: 77% aggregate reenlistment rate with Reserve Affiliation for Zones A through C. To affiliate with our Selected Reserve force shows our Sailor's level of commitment as well as the commitment of leadership to encourage continued service in other components.

b. Benchmark: "Compliant" on the annual Career Information Program Review (CIPR).

c. Benchmark: 90% Veterans Opportunity to Work (VOW) Act compliance rate.

d. Benchmark: Zero unresolved Navy Wide Advancement Exam (NWAE) discrepancies for Selected Reserve exam cycles 113 (Aug 23) and 114 (Feb 24) and Active Duty exam cycles 260 (Sep 23), 262 (Jan 24) and 263 (Mar 24).

e. Benchmark: 90% timely Drill (IDT pay) adjudication.

f. Benchmark: Completion of Command Climate Assessment and ISIC

debrief per reference (g).

(1) A minimum of one climate assessment must be completed each fiscal year.

(2) The command climate assessment must not take longer than 60 days, or 110 days for NRAs, from the start of the DEOCS to the commander's debrief of the command.

g. Benchmark: 95% timely Career Development Board completion for staff Sailors E1-E9.

6. Reserve Personnel Program Excellence Award. The annual RPPEA is built on the tenets in references (d) through (f), Brilliant on the Basics. Commands will be RPPEA eligible if they meet or exceed the FY-24 program benchmarks cited in paragraph 5.

a. Reenlistment Rate Computation Exceptions. Commands with less than 77% aggregate reenlistment rate with RA, and have 100% VOW compliance plus meet or exceed all other benchmarks will remain eligible for RPPEA.

b. Loss transactions on a Sailor transferred from a command due to pending separation, medical hold or a legal hold will reflect on the command the Sailor was last attached to in an accounting code 100 status.

c. Commands with zero qualifying transactions will remain eligible for RPPEA.

d. Waiver requests for any award benchmark in paragraph 5 must be submitted in writing via the respective Echelon III command with specific justification. Echelon III commands will consider waivers for system discrepancies and false reporting only. Waiver requests must be signed by the Commanding Officer. Requests not positively endorsed at any level will not be considered. Waiver approval authority resides with Commander, Navy Reserve Force (CNRF). Waiver requests to reduce benchmarks to meet award eligibility will not be approved.

e. TYCOM and direct report counselors will evaluate and submit eligible commands to the CNRF Career Counselor no later than 10 January 2025.

7. RPPEA Announcement and Recognition. CNRF will announce the FY-24 RPPEA recipients following the consolidation of Echelon III and direct reporting command submissions no later than 31 January 2025. Following the announcement message, awardees may fly the Retention Excellence Award pennant to signify receipt of the RPPEA and may paint their command anchor(s) gold until release of the following year's award announcement message. CNRF will provide commendation certificates for all qualifying commands.

8. TYCOM and ISIC Points of contact:

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9. Released by VADM J. B. Mustin, Commander, Navy Reserve Force.//

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