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ZNR UUUUU
R 061753Z JUN 25 MID120001989742U

FM COMNAVRESFOR NORFOLK VA
TO NAVRESFOR
CNO WASHINGTON DC
COMNAVPERSCOM MILLINGTON TN
COMNAVRESFOR NORFOLK VA
COMNAVRESFORCOM NORFOLK VA
NAVPAYPERS SUPPORT CTR MILLINGTON TN
COMNECC LITTLE CREEK VA
COMNECCPAC PEARL HARBOR HI
REDCOM NORFOLK VA
TSC NORFOLK VA
NAVRESCEN NORFOLK VA
MESG ONE
MESG TWO

INFO
COMSC PAC SAN DIEGO CA
COMSC LANT NORFOLK VA
COMNAVAIRFORES SAN DIEGO CA
COMNAVIFORES FORT WORTH TX
COMUSFLTFORCOM NORFOLK VA
COMPACFLT PEARL HARBOR HI
MYNAVCAREERCEN MILLINGTON TN
COMNAVSPECWARGRU ELEVEN
REDCOM JACKSONVILLE FL
REDCOM GREAT LAKES IL
REDCOM EVERETT WA
REDCOM FORT WORTH TX
REDCOM SAN DIEGO CA
MDSC NORFOLK VA
COMNAVRESFOR NORFOLK VA
COMNAVRESFORCOM NORFOLK VA

BT
UNCLAS
ALNAVRESFOR 019/25
MSGID/GENADMIN/COMNAVRESFOR NORFOLK VA/N3/JUN//

SUBJ/NAVY RESERVE MOBILIZATION EXERCISES 25-5
(MOBEX 25-5) EXECUTE ORDER (EXORD)//

REF/A/MSG/CNO WASHINGTON DC/261859ZJAN22//

REF/B/MSG/COMNAVRESFOR/260036ZSEP24//
REF/C/DOC/COMNAVRESFOR/23AUG22//
REF/D/MSG/COMNAVRESFOR/241030ZNOV20//
REF/E/MSG/COMNAVRESFOR/172022ZMAY22//
REF/F/DOC/CJCS/01DEC20//
REF/G/DOC/CNO WASHINGTON DC/MAY21//
REF/H/DOC/NAVPAYPERS SUPPORT CTR/07MAY25//
REF/I/DOC/MNCC/NOV24//

NARR/REF A IS NAVADMIN 013/22, ADAPTIVE MOBILIZATION.
REF B IS NAVY RESERVE FISCAL YEAR 2025 (FY-25) MOBILIZATION
EXERCISES PLANNING ORDER. REF C IS COMNAVRESFORINST 3060.7E,
NAVY RESERVE MOBILIZATION/DEMOBILIZATION PROCEDURES. REF D
IS ALNAVRESFOR 025/20, NAVY RESERVE FIGHTING INSTRUCTIONS 2020.
REF E IS ALNAVRESFOR 022/22, NAVY RESERVE FIGHTING INSTRUCTIONS
2022. REF F IS JOINT PUBLICATION 5-0, JOINT PLANNING. REF G IS
NAVY WARFARE PUBLICATION 5-01, NAVY PLANNING. REF H IS THE
RESERVE MOBILIZATION COMMAND PAY AND PERSONNEL ADMINISTRATOR
CERTIFYING OFFICER QUALIFICATION CARD. REF I IS THE MYNAVY
CAREER CENTER RECALL TO ACTIVE-DUTY PROCESSING STANDARD
OPERATING PROCEDURE//

RMKS/

1. Purpose.

a. MOBEX 25-5. Per references (a) through (g), this EXORD directs Commander, Navy Reserve Force (CNRF) N36 to plan, coordinate and execute MOBEX 25-5. Supporting commanders include U.S. Navy Pay and Personnel Support Center (NPPSC), CNRF N15, Navy Expeditionary Combat Command (NECC), Transaction Service Center (TSC) Norfolk Reserve Center of Excellence (RCOE), Navy Reserve Region Readiness and Mobilization Command (REDCOM) Norfolk, Maritime Expeditionary Security Group (MESG)-1, MESG-2 and Navy Reserve Center (NRC) Norfolk. MOBEX 25-5 commences 07 July 2025 and ends 21 July 2025. Aforementioned commands are specifically directed to:

(1) Read this EXORD in its entirety and participate in MOBEX 25-5 strength gain and pay processing activation as delineated in paragraphs 4 and 5.

(2) Evaluate workflow, process owner performance, and measure timeline to identify areas for process improvement.

(3) MOBEX 25-5 test audience will be conducted on 30 MSRON-6 SELRES Sailors from NRC Norfolk scheduled to mobilize with a ready load date (RLD) of 11 Jul 2025.

(4) REDCOM Norfolk Pay Supervisors and NRC Norfolk Personnel/Pay Clerks will process strength gains for 30 MSRON-6 SELRES Sailors from NRC Norfolk on 11 Jul 2025 (Friday) and 14 Jul 2025(Monday).

(5) The roster of 30 assigned MSRON-6 SELRES Sailors scheduled for strength gain transactions by NRC Norfolk Personnel/Pay Clerks and REDCOM Norfolk Pay Supervisors is on the Microsoft Teams MOBEX 25-5 Support Hub Channel: https://flankspeed.sharepoint-mil.us/:f:/s/CNRFCAadaptiveMobilizationActionOfficers-MOBEX25-5SupportHubChannel/EpsLtE2TWJdFuqHLJUNSol8BX3MLs191Gji9_8aGYJ00EQ?e=o9GMfe

(6) Strength gain transactions for all remaining MSRON-6 SELRES Sailors with RLD of 11 Jul 25 will be processed as steady state mobilization via assigned NRA to NMPS (MESG-1 or MESG-2) for PAYPERS packet processing. The NMPS will submit PAYPERS packet key supporting documents (KSDs) via eCRM Salesforce to TSC Norfolk to conduct strength gains NLT 14 Jul 2025.

(7) All PAYPERS packet KSDs will continue to be maintained in ZipServe.

2. Background.

a. In September 2021, a new construct for mobilization named Adaptive Mobilization (AM) was conceptually approved by the Chief of Naval Personnel (CNP) and the Chief of Navy Reserve (CNR). AM was designed to satisfy both steady-state and mass activation requirements and encompasses all processes of distributed activation (DA), distributed mobilization (DM), distributed de-mobilization (DDM), and distributed de-activation (DDA). The AM construct was codified via reference (a).

b. Improving the Navy's capability to mobilize 50,000 SELRES Sailors in 30 days IAW reference (a), identifying barriers to mass mobilize and improving resources to meet this capability is crucial. Incorporating frequent rehearsals to hone the skills are necessary to ensure success. CNRF regularly conducts MOBEXs to test the Navy's ability to mass-activate RC Sailors and units. These stress tests have solidified lessons learned, leading to significant process improvements over the last four years.

c. In FY-25, CNRF directed the planning and execution of five MOBEXs to develop, test, and evaluate AM processes per references

(a) and (b). The force must continue to execute and leverage readiness improvement initiatives incorporated in references (c), (d), and (e). MOBEX 25-5 is part of the final series of exercises for FY-25.

3. Commander's Intent.

a. CNRF executes AM to mobilize designated personnel for both (1) mass activation in support of strategic competition as well as (2) steady-state and emergent ad hoc augmentation. Exercises evaluate and improve mobilization (MOB) processes and readiness for strategic competition.

b. NPPSC and TSC Norfolk RCOE collaborated to establish a practical approach for testing strength gain and pay activation timelines and validating the 250-day barrier identified in the mass mobilization process map. In order to increase the number of Pay Supervisors and Personnel/Pay Clerks, NPPSC de-centralized strength gain access and delegated audit release authority to REDCOMs. This allows NRCs to have the ability to initiate the strength gain process and REDCOMs to audit and release during mass MOB scenarios.

c. MyNavy Career Center (MNCC), NPPSC, CNRF, TSC Norfolk RCOE, REDCOM Norfolk and NRC Norfolk participated in two pilot programs (conducted on 28 Mar 2025 and 14-18 Apr 2025) to codify exercise plans, train and determine qualification requirements for REDCOM Pay Supervisors and NRC Personnel/Pay Clerks to conduct strength gain transactions.

d. MOBEX 25-5 Objectives.

(1) Test NPPSC course of action to increase system access to conduct strength gain pay processing activations for SELRES Sailors during a partial, call-up or full mobilization.

(2) Test NRC Norfolk's ability to create strength gain transactions in NSIPS.

(3) Test REDCOMs' ability to review, audit and release strength gains in NSIPS.

(4) Determine pay activation throughput of NRC Norfolk Personnel/Pay Clerks and audit release throughput of REDCOM Norfolk Pay Supervisors.

4. Execute.

a. NPPSC Tasks.

(1) In concert with applicable MOBEX 25-5 stakeholders, NPPSC will provide updated performance benchmarks related to Mass MOB strength gain and pay activations based on MOBEX 25-5 results to CNRF N36 no later than 28 Jul 2025.

(2) Facilitate with all MOBEX 25-5 stakeholders in tracking and maintaining electronic system accesses for REDCOM Norfolk Pay Supervisors and NRC Norfolk Personnel/Pay Clerks in support of effectively performing strength gain transactions during MOBEX 25-5.

(3) NLT 20 Jun 2025, facilitate and track the completion of TSC Norfolk Commanding Officer endorsing qualification approval as per reference (h), for REDCOM Norfolk Pay Supervisors and NRC Norfolk Personnel/Pay Clerks to perform strength gain transactions during MOBEX 25-5.

b. TSC Norfolk RCOE Tasks.

(1) Support any requested additional training for NRC Norfolk Personnel/Pay Clerks to support repetition proficiency prior to 1 Jul 2025.

(2) NLT 20 Jun 2025, TSC Norfolk Commanding Officer endorse qualification approval as per reference (h), for REDCOM Norfolk Pay Supervisors and NRC Norfolk Personnel/Pay Clerks to perform strength gain transactions during MOBEX 25-5.

(3) NLT 20 Jun 2025, approve addendum to reference (i) to allow strength gains to be processed by the NRC UIC vice NMPS UIC for adaptive mobilization.

(4) Provide subject matter expert support during the exercise, via MOB hub channel, for REDCOM Norfolk and NRC Norfolk to utilize. Details on the MOBEX 25-5 Support Hub Channel is listed in paragraph 5.a.

(5) Process entitlements after REDCOM Norfolk Supervisors audit and release strength gains, for the 30 MSRON-6 SELRES Sailors test audience on 11 Jul 2025 and 14 Jul 2025.

(6) Initiate strength gain transactions for all remaining

MSRON-6 SELRES Sailors with RLD of 11 Jul 25 (not part of the 30 MSRON-6 SELRES Sailor test audience) after NMPS submits PAYPERS packet key supporting documents (KSDs) via eCRM Salesforce to TSC Norfolk NLT 14 Jul 2025.

c. REDCOM Norfolk Tasks.

(1) Provide two REDCOM Pay Supervisors during MOBEX 25-5 execution dates to review, audit and release strength gains in NSIPS for the 30 MSRON-6 SELRES Sailor test audience.

(2) Prior to MOBEX 25-5 execution, REDCOM Norfolk Pay Supervisors will ensure proper accesses are maintained to include: NSIPS access (Pay Supervisor), eCRM Salesforce access (PersPay Supervisor) and Master Military Pay Account (MMPA) access (Active Duty-MXC and Reserve-MMA).

(3) REDCOM Norfolk Pay Supervisors will retain copies of DD Form 577s Appointment/Termination Records signed by both the member and appointing authority.

(4) Prior to MOBEX 25-5 execution, REDCOM Norfolk Pay Supervisors will continue level of knowledge repetition proficiency and will review the Mass MOB SOP for Strength Gain Activation Processing located here: <https://flankspeed.sharepoint-mil.us/:w:/s/CNRFCAdaptiveMobilizationActionOfficers-MOBEX25-5SupportHubChannel/Ef5j7z6LVzpIjzISJKQzag4B7DKlDz0hs1s2DKB7pTRVug?e=hrNG19>

(5) Prior to close of business on 11 Jul 2025 (RLD), REDCOM Norfolk will verify via IMS Verification Report and ensure NRC Norfolk completes activity loss. The activity loss will auto-generate an IMS code of RC3.

(6) On 11 Jul 2025 (Friday) and 14 Jul 2025 (Monday), REDCOM Norfolk Pay Supervisors will review, audit and release strength gain transactions for 30 MSRON-6 SELRES Sailor test audience utilizing the Mass MOB SOP for Strength Gain Activation Processing located here: <https://flankspeed.sharepoint-mil.us/:w:/s/CNRFCAdaptiveMobilizationActionOfficers-MOBEX25-5SupportHubChannel/Ef5j7z6LVzpIjzISJKQzag4B7DKlDz0hs1s2DKB7pTRVug?e=hrNG19>

d. NRC Norfolk Tasks.

(1) Provide three NRC Norfolk Personnel/Pay Clerks during MOBEX 25-5 execution dates to create strength gain transactions in NSIPS for the 30 MSRON-6 SELRES Sailor test audience.

(2) Prior to MOBEX 25-5 execution, NRC Norfolk Personnel/Pay Clerks will ensure proper accesses are maintained to include: NSIPS access (Personnel Clerk), eCRM Salesforce access (PersPay Clerk) and Master Military Pay Account (MMPA) access (Active Duty-MXC and Reserve-MMA).

(3) Prior to MOBEX 25-5 execution, NRC Norfolk Personnel/Pay Clerks will continue level of knowledge repetition proficiency and will review the Mass MOB SOP for Strength Gain Activation Processing located here: <https://flankspeed.sharepoint-mil.us/:w:/s/CNRFCAaptiveMobilizationActionOfficers-MOBEX25-5SupportHubChannel/Ef5j7z6LVzpIjzISJKQzag4B7DKlDz0hs1s2DKB7pTRVug?e=hrNG19>

(4) NRC Norfolk Personnel/Pay clerks will resolve proper KSDs to support strength gain packages submitted before mobilizing MSRON-6 SELRES Sailors proceeding to their NMPS.

(5) On 11 Jul 2025 (Friday) and 14 Jul 2025 (Monday), NRC Norfolk Personnel/Pay Clerks will initiate strength gain and pay activations for the 30 MSRON-6 SELRES Sailor test audience utilizing the Mass MOB SOP for Strength Gain Activation Processing located here: <https://flankspeed.sharepoint-mil.us/:w:/s/CNRFCAaptiveMobilizationActionOfficers-MOBEX25-5SupportHubChannel/Ef5j7z6LVzpIjzISJKQzag4B7DKlDz0hs1s2DKB7pTRVug?e=hrNG19>

e. NMPS (MESG-1 and MESG-2) Tasks.

(1) The NMPS will track and update status of mobilizing SELRES Sailor pay accounts via IMS Verification and Pay Account Status Report (PASR). These reports are located under the CNRF Adaptive Mobilization Action Officer Steady State folder.

(2) The NMPS will upload the customer roster to their Leadership folder in the CNRF Adaptive Mobilization Action Officer Flank Speed Teams page NLT 0900 on 14 Jul 2025.

(3) The NMPS is responsible for completion of columns "A", and "K" through "AE" on the PASR.

(4) The NMPS will continue to monitor and update the PASR daily until all required information has been completed.

(5) OPSUMs and NRA scorecards will be completed as scheduled per reference (c) during the exercise.

(6) If circumstances require, NMPSs will initiate Page 13's for Unopened pay accounts and the documentation will be retained with the NMPS.

(7) The release of SELRES Sailors from the NRA does not require an open pay account, however, a release from a NMPS does require an exception to policy (ETP) or waiver. NMPSs will follow ETP or waiver processes IAW reference (c).

(8) When SELRES Sailors report to NMPS on 14 Jul 2025, NMPS has administrative control of the SELRES.

(9) NMPSs will retain responsibility for retains (with the exception of PAYPERS packet KSDs for the 30 SELRES Sailors scheduled for initiated strength gain and pay activation by NRC Norfolk and REDCOM Norfolk). Retains will continue to be maintained in eCRM Salesforce during the exercise.

5. Administration and Logistics.

(a) A "MOBEX 25-5 Support Hub Channel" via Microsoft Teams will be maintained during MOBEX 25-5.

(1) The purpose of the Support Hub is to enable REDCOM Norfolk and NRC Norfolk a direct line of communication to TSC Norfolk RCOE points of contact during MOBEX 25-5 while performing strength-gain activations on 11 Jul 2025 and 14 Jul 2025.

(2) CNRF N15 and CNRF N36 will monitor Support Teams Channel for situational awareness.

(3) NMPS (MESG-1 and MESG-2) CPPAs will be added to the Support Teams Channel for situational awareness during MOBEX 25-5.

(c) All stakeholder representatives listed in paragraph 1.a. will attend end of day MOBEX 25-5 hot washes on 11 Jul 2025 and 14 Jul 2025 virtually via Microsoft Teams.

(b) After Action Reports (AAR).

(1) ECH II/III/IV commands will submit informal MOBEX 25-5 AARs to identify top three items that went well ("good") and top three areas for improvement ("others"). Feedback post MOBEX 25-5 is crucial for capturing immediate lessons learned from both successes and shortfalls to allow for FY-26 MOBEX planning. Informal AARs

are due to CNRF N36 by 11 Aug 2025 and may be submitted via email to the CNRF N363 Mobilization Exercises Branch Head as listed in paragraph 7.

(2) ECH II/III/IV commands will submit formal MOBEX 25-5 AARs to CNRF N36 by 4 Sep 2025. The AAR template and tasking will be released SEPCOR via ETMS2 Tasker.

6. All questions and issue reporting regarding MOBEX 25-5 will be addressed through the points of contact listed in paragraph 7.

7. Points of Contact:

a. CNRF N36 Director of Adaptive Mobilization Coordination:
CDR Joanna Bridge, LACMOB@us.navy.mil.

b. CNRF N363 Mobilization Exercises Branch Head:
CDR Monica Rockwell, LACMOB@us.navy.mil.

c. CNRF N15 Force Activation and Deactivation:
LCDR Marissa Gatten, marissa.l.gatten.mil@us.navy.mil.

8. Released by RADM Michael Steffen, Deputy Commander, Navy Reserve Force.//

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