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MSGID/GENADMIN/COMNAVRESFOR NORFOLK VA/N3/OCT//  
SUBJ/NAVY RESERVE FISCAL YEAR 2026 (FY-26) MOBILIZATION EXERCISES  
PLANNING ORDER//

REF/A/DOC/CNO WASHINGTON DC/28MAY25//  
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/CNO WASHINGTON DC/21MAY25//  
REF/I/DOC/NPPSC/7MAY25//

NARR/REF A IS OPNAVINST 3060.7D, NAVY MANPOWER AUGMENTATION GUIDE.  
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 VCNO  
MEMORANDUM PREPARING FOR THE RAPID ACTIVATION AND DEPLOYMENT OF  
THE NAVY RESERVE. REF I IS NAVY PAY AND PERSONNEL SUPPORT CENTER  
OPS ALERT (SER 014-25)//

RMKS/1. PURPOSE. To codify planning efforts ISO conducting  
mobilization exercises (MOBEXs) and rehearsals to improve Reserve  
Component (RC) readiness, validate Adaptive Mobilization (AM)  
processes IAW reference (a) capability requirement to mobilize  
50,000 RC Sailors in 30 days (50K/30D), and incorporate lessons  
learned to improve AM for long-term strategic competition.

## 2. BACKGROUND.

a. In May 2025, Adaptive Mobilization (AM) was approved by the  
Deputy Chief of Naval Operations, Manpower, Personnel, training in  
reference (b). 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).

b. Improving the Navy's ability to mass-mobilize the Navy Reserve  
50K/30D and refining 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. The "Wins" for Mass Activation Processes (50K/30D):

(1) Sourcing and Vetting: MOBEX 25-2 (MOB Sourcing TTX) led to  
CNRF N10 creation of an automated sourcing tool to allow the ingest  
of real-time NSIPS raw data of current billet assignment in order to  
vet Mobilization Availability Status (MAS)/Individual Mobilization

Status (IMS) codes of RC Sailors and the capability to activate via unit call-up instead of IA Portal individual mobilizations. Additionally, CNRF N36 created 48,255 mass mobilization Navy-Marine Corps Mobilization Processing System (NMCMPs) Requirement Tracking Numbers (RTNs) to support the MOB-to-Billet activation model in NMCMPs. Overall, MOBEX 25-4 tested the workflow for mass Mobilization sourcing and vetting data to support PERS-4 order writing process resulting in the validation of sourcing and vetting as a non-barrier (4 days).

(2) MOB Order Writing: 77 days reduced to 9.29 days (88% improvement) in MOBEX 25-4.

(3) NRA/NMPS Processing: OPNAV N13R spearheaded the tiered administrative and medical suitability readiness model to implement for RC MOB-to-Billet that matches the anticipated operational environment (CONUS, Overseas, Remote, Operational and Expeditionary). The tiered model will eliminate undue administrative burdens and unnecessary impediments with the fewest requirements placed on more than 21,000 RC Sailors who will mobilize CONUS.

(4) Activation (Strength/Pay): 250 days reduced to 208.3 days (16.7% improvement) in MOBEX 25-5. MOBEX 25-5 served as a Designated Test Entry (DTE) wherein it was the first demo in testing a de-centralized strength gain and pay activation COA. Further Initial Operational Capability (IOC) phased testing include completing qualifications for Reserve Mobilization Pay Clerks and Reserve Mobilization Supervisors amongst all NRCs and REDCOMs to support the NPPSC Enterprise.

(5) Travel: Throughput tested and validated as a non-barrier (6.33 days) in MOBEX 24-3.

(6) Reception, Staging, Onward Movement and Integration (RSOI): Exercised AC capability during PACSENTRY, the Navy's Large Scale Exercise 2025 (LSE-25) and Navy Reserve Far East Rehearsal of Concept Time Phased Force Deployment Data Table-Top (NR FE ROC/TPFDD TTX).

3. SCHEDULE. IAW reference (b), Commander, Navy Reserve Force (CNRF) planned and executed five MOBEXs in FY-25 to develop, test and evaluate Distributed Activation (DA) processes. CNRF will continue leveraging Force readiness improvements directed in references (a) and (c) to incorporate the AM construct, which aligns RC Sailor movement, deployment screening and readiness with the mission requirements of the assigned command. IAW directions provided in references (d) and (e), this message establishes planning guidance for FY-26 MOBEX events to ensure the Navy's capability to mass-mobilize the Navy Reserve (50K/30D). Iterative planning and coordination will occur IAW respective direction in paragraphs (5) and (6) during individually scheduled, MOBEX-specific planning meetings. MOBEX planning meeting schedule updates will be promulgated SEPCOR via regularly scheduled

AM action officer teleconferences, individual mobilization exercise orders (EXORDs), or ECH IV-directed communications IAW paragraph (5). Preparation and planning will begin for three MOBEXs in FY-26 IAW guidance below:

a. MOBEX 26-1 (28-29 OCT 25): RC Movement Tracking Table-Top Exercise (TTX).

(1) Concept of Operations (CONOPS): CNRF will coordinate and execute an operational planning team (OPT) TTX to discuss Navy Reserve Activity (NRA)-level RC Sailor readiness tracking prior to mass mobilization, batch passenger reservation request (PRR) submissions during mass mobilization, and establish a system to track RC movement from ready load date (RLD) to the designated reception point. This TTX will be held via Microsoft Teams with applicable partners.

(2) Objectives: Utilize processes of reference (f) and (g) to conduct system analysis and map out parameters for system application.

(3) Participants:

(a) Supported command: CNRF.

(b) Supporting commands: U.S. Navy Pay and Personnel Support Center (NPPSC), Navy Passenger Transportation Office (NAVPTO), Navy Reserve Region Readiness and Mobilization Command (REDCOM) Norfolk, and Navy Reserve Center (NRC) Norfolk.

b. MOBEX 26-2 (FY-26-Q3): Mass Activation Rehearsal (sourcing and order writing) supporting MOBEX 26-3 (Pay Activation Rehearsal).

(1) CONOPS: CNRF will conduct a mass activation rehearsal to include: sourcing, vetting, order writing, submission of compliant Pay Personnel (PAYPERS) packet key supporting documents (KSDs), batch PRR submissions, and system tracking of RC activation movement.

(2) Objectives:

(a) Utilize the CNRF automated sourcing tool to rehearse mass activation sourcing and vetting timelines to support PERS-46 order writing.

(b) Rehearse CNRF Manpower Availability Status (MAS) and Individual Mobilization Status (IMS) mass activation business rules management.

(c) Rehearse MOB order writing in coordination with PERS-46.

(d) MOBEX 26-2 participating RC Sailors will complete pay activation KSDs to support MOBEX 26-3 (pay activation rehearsal).

(3) Participants:

(a) Supported command: CNRF and PERS-4.

(b) Supporting commands: NPPSC, NAVPTO, REDCOMs and NRCs.

c. MOBEX 26-3 (FY-26-Q3): Pay Activation Rehearsal.

(1) CONOPS: Utilize eligible Reserve Mobilization Level 2 and Level 3 Command Pay and Personnel Administrators (CPPAs) to practice strength gain and pay activations.

(2) Objectives: Prepare for full scale test with qualified Reserve Mobilization PayPers Clerks (Level 2) and Pay Supervisors (Level 3) across combined enterprises of NPPSC and CNRF.

(3) Participants:

(a) Supported command: CNRF and NPPSC.

(b) Supporting commands: Transaction Service Center (TSC) Norfolk Reserve Center of Excellence (RCOE), Regional Support Centers (RSCs), REDCOMs, and Navy Reserve Centers (NRCs).

#### 4. GUIDANCE AND ADMINISTRATIVE SUPPORT.

a. In reference (h), the VCNO's Memorandum outlines the objectives and necessity to improve the capability of rapidly and accurately activating our entire SELRES population of 50,000 members. This ability brings more ready players to the field and expands the Navy's Total Force by delivering 25 percent more capability to the Fleet. Aligning with this capability, the Navy Reserve's enduring #1 priority is warfighting readiness with an emphasis on the warfighter (of which MOB readiness is a critical building block).

(1) RC Sailor's unit leadership are accountable and will:

(a) Support NRAs and prioritize the execution of billet-based medical and administrative suitability screening for their assigned RC Sailors.

(b) Support NRAs and continue to drive Pay Personnel Packet document compliance for their RC Sailors to meet mobilization readiness timelines IAW reference (c).

b. Enterprise organizations are to consult with CNRF when planning lower ECH-directed events intended to exercise MOB process and systems. This is to ensure alignment with RESFOR AM practices and procedures, avoid duplication of effort, and ensure broad capture of lessons learned and Force-wide dissemination as appropriate. As the Reserve Force continues to engage with AM and MOB-to-Billet processes at all levels, CNRF will provide guidance as needed to the following effort in FY-26:

(1) CNRF will support Military Sealift Command (MSC) TTX forums and associated working groups addressing strategic readiness and mobilization pathways for Strategic Sealift Officers (SSOs).

c. Expanding from the Navy's Large-Scale Exercise 2025, CNRFC will execute a HQ-level rehearsal of operationalizing Ech III staff in FY-26. The rehearsal of operationalizing a staff transforms and moves a staff from a state of general readiness to one of active and efficient execution, ensuring preparedness for dynamic demands of the Global Maritime Response Plan (GMRP) based on anticipated threats

and missions.

## 5. TASKS.

a. Deputy Commander, Navy Reserve Force will review and release all MOBEX Execution Orders (EXORDs) and assign internal staff roles and responsibilities and coordinate with Navy stakeholder commands for RC mobilization to accomplish tasks.

b. CNRF and designated supporting commands will plan, execute, and assess MOBEX 26-1, 26-2, and 26-3 described in paragraph 3.

c. For each listed FY-26 MOBEX, objectives include the following tasks:

(1) MOBEX 26-1.

(a) Conduct system analysis on RC Movement Tracking and identify parameters for system application.

(2) MOBEX 26-2.

(a) Rehearse CNRF mass activation sourcing timelines and PERS-46 orders writing throughput. Evaluate workflow, process owner performance and time between milestone activities.

(3) MOBEX 26-3.

(a) Rehearse pay activation timelines and evaluate workflow, process owner performance and time between milestone activities.

d. For all FY-26 MOBEXs, objectives include the following tasks:

(1) Update measures of performance.

(2) Update measures of effectiveness.

(3) Identify new constraints.

(4) Identify and assess new risks.

(5) Capture and assess lessons learned.

(6) Following each event, provide debrief and formal report to Commander, Navy Reserve Force (CNRF). Process owners designated in preparing for the rapid activation and deployment of the Navy Reserve Forces will brief the Chief of Navy Reserve (CNR) IAW established timelines in reference (h).

## 6. BATTLE RHYTHM.

a. The notional dates provide expected execution schedule for the Navy Reserve Force:

(1) 23 OCT 25: MOBEX 26-2/MOBEX 26-3 Planning Meeting 1

(2) 28-29 OCT 25: MOBEX 26-1 TTX

(3) 20 NOV 26: MOBEX 26-2/MOBEX 26-3 Planning Meeting 2

(4) 15 JAN 26: MOBEX 26-2/MOBEX 26-3 Planning Meeting 3

(5) 26-29 JAN 26: AM Symposium

(6) 31 MAR 26: MOBEX 26-2/MOBEX 26-3 Planning Meeting 4

(7) APR 26: MOBEX 26-2/MOBEX 26-3 Planning Meeting 5

- (8) MAY 26: MOBEX 26-2/MOBEX 26-3 Planning Meeting 6
- (9) JUN 26: MOBEX 26-2/MOBEX 26-3 Planning Meeting 7
- (10) FY-26 (Q3): MOBEX 26-2
- (11) FY-26 (Q3): MOBEX 26-3

7. ADMINISTRATION AND LOGISTICS. This directive does not appropriate funds. Conduct exercises on a not-to-interfere basis with real-world operations and mobilizations.

8. MOBEX COMMAND AND CONTROL.

a. Supported Command IAW reference (h):

- (1) Commander, Navy Reserve Force

b. Supporting Commands:

- (1) Commander, Navy Personnel Command
  - (a) Attention Career Management Pillar (PERS-4)
  - (b) Attention Navy Pay and Personnel Support Center
  - (c) Attention Transaction Service Center, Norfolk
  - (d) Attention Navy Passenger Transportation Office
  - (e) Regional Support Centers
- (2) Commander, Navy Reserve Forces Command
- (3) Navy Reserve Region Readiness and Mobilization Commands
- (4) Navy Mobilization Processing Sites
- (5) Navy Reserve Activities
- (6) Navy Reserve Readiness Units

9. POINTS OF CONTACT.

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10. Released by RDML R.S. Lofgren, Commander, Navy Reserve Force.//

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