

OIX GATEWAY NAPLES IT SUCCESSFUL PROCESSING REPORT: FISCAL YEAR 2025 RESERVE  
PERSONNEL PROGRAMS

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SUBJ/FISCAL YEAR 2025 RESERVE PERSONNEL PROGRAMS

EXCELLENCE AWARD BENCHMARKS//

REF/A/MSG/ALNAVRESFOR/062259ZDEC24//

REF/B/MSG/CNO WASHINGTON DC/162058ZAPR18//

REF/C/MSG/CNO WASHINGTON DC/231840ZAPR18//

REF/D/DOC/OPNAV/06NOV23//

NARR/REF A IS ALNAVRESFOR 034/24 NAVY RESERVE STRATEGIC ADVANTAGE.

REF B IS NAVADMIN 095/18, BRILLIANT ON THE BASICS II PART A

REVISITING

THE BASICS. REF C IS NAVADMIN 100/18, BRILLIANT ON THE BASICS

II PART

B ENGAGEMENT. REF D IS OPNAVINST 1040.11F, NAVY ENLISTED RETENTION

AND CAREER DEVELOPMENT PROGRAM.//

POC/RIVAS/NCCM/COMNAVRESFOR/TEL: (703) 693-8594/

E-MAIL: MELODY.B.RIVAS.MIL(AT)US.NAVY.MIL//

RMKS/1. Purpose. This ALNAVRESFOR highlights Fiscal Year (FY) 2024

Navy Reserve Personnel Program Excellence (RPPE) force trends and

behaviors and outlines FY-25 Reserve Personnel Program Excellence

Award (RPPEA) benchmark criteria.

2. Background. The Navy Reserve serves as a critical strategic

advantage for America's Warfighting Navy. As Reserve Sailors advance

in their careers, it is essential to retain top talent to strengthen

our Navy team. The Reserve Personnel Performance Excellence Award

(RPPEA) recognizes commands that prioritize their Sailors and meet

or exceed the established recruiting and retention benchmarks. The

FY-25 RPPEA will focus on retaining skilled and experienced

warfighters, recognizing that as their expertise and leadership

are critical to delivering integrated naval

power and advancing our maritime superiority through the

unique capabilities and strengths of the Navy Reserve.

3. FY-24 Trends and Behavior. FY-24 retention results were outstanding and reflected your considerable efforts in recruiting and retaining talented Sailors. Our reenlistment rates Zones A through C, which includes Reserve affiliation (RA) were: 77.3%. The Navy Reserve exceeded the FY-24 benchmark in a challenging environment due to strong leadership at all levels, largely accomplished through deliberate and proactive talent and community management. In FY-25, the Navy Reserve will continue to improve on these retention trends.

4. FY-25 Retention Environment. The United States Navy remains focused on preparing for the possibility of conflict with China by 2027 and enhancing our long term advantage. 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. Effective leadership and attention to administrative programs, such as the annual Career Information Program Review (CIPR), can significantly enhance 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. Developing experienced and proficient Sailors ensures we retain the knowledge and skills necessary to train the next generation of warfighters.

5. FY-25 Benchmarks. The RPPEA award is competitive by design. The award recognizes commands that produce stronger results and increase engagement in seven different criteria impacting our Sailors and the warfighting readiness of the Navy Reserve.

a. Benchmark: 80% 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 115 (Aug 24) and 116 (Feb 25) and Active Duty exam cycles 264 (Sep 24), 266 (Jan 25) and 267 (Mar 25).

e. Benchmark: Completion of Command Climate Assessment and ISIC debrief per reference (f).

(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 Defense Organizational Climate Survey (DEOCS) to the commander's debrief of the command.

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

g. Benchmark: 95% timely Career Development Board completion for Reporting, 24 month, and 48 month for staff Sailors E1-E9.

6. Reserve Personnel Program Excellence Award. The annual RPPEA is built on the tenets in references (c) through (e), Brilliant on the Basics. Commands will be RPPEA eligible if they meet or exceed the FY-25 program benchmarks cited in paragraph 5.

a. Reenlistment Rate Computation Exceptions. Commands with less than 80% 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 that aim 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 12 January 2026.

7. RPPEA Announcement and Recognition. CNRF will announce FY-25 RPPEA recipients following the consolidation of Echelon III and direct reporting command submissions no later than 31 January 2026. 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:

a. Commander, Navy Reserve Forces Command, Senior Chief Milton Herrera, e-mail: milton.r.herrera.mil(at)us.navy.mil, tel: (948) 223-6142

b. Commander, Naval Air Force Reserve, Master Chief Christina Marzella, e-mail: christina.s.marzella.mil(at)us.navy.mil, tel: (619) 545-8743

c. Navy Reserve Readiness and Mobilization Command Everett, Chief Raymond Taltoan, e-mail: milton.r.taltoan.mil(at)us.navy.mil, tel: (425) 304-3886

d. Navy Reserve Readiness and Mobilization Command San Diego, Chief Christopher Sistrunk, e-mail: christopher.j.sistrunk.mil(at)us.navy.mil, tel: (619) 705-4054

e. Navy Reserve Readiness and Mobilization Command Great Lakes, Chief Matthew Farmer, e-mail: matthew.r.farmer(at)us.navy.mil, tel: (847) 688-4916 x213

f. Navy Reserve Readiness and Mobilization Command Norfolk,  
Chief Steven Cooper, e-mail: steven.a.cooper.mil(at)us.navy.mil,  
tel: (757) 341-5890

g. Navy Reserve Readiness and Mobilization Command Jacksonville,  
Chief Melissa Gray, e-mail: melissa.r.gray.mil(at)us.navy.mil  
tel: (904) 598-0447 x410

h. Navy Reserve Readiness and Mobilization Command Fort Worth,  
Chief Damon Deal, e-mail: damon.r.deal.mil(at)us.navy.mil,  
tel: (817) 782-1913

i. Fleet Logistics Support Wing, Chief Valencia Hardges, e-mail:  
valencia.i.hardges.mil(at)us.navy.mil, tel: (817) 782-7882

j. Tactical Support Wing, Chief Jessica M Freeman, e-mail:  
jessica.m.freeman.mil(at)us.navy.mil, tel: (817) 782-1527

k. Maritime Support Wing, Chief Jeremy Neal, e-mail:  
jeremy.s.neal.mil(at)us.navy.mil, tel: (619) 545-2488

l. Fleet Readiness Center Mid-West, Chief Jonathon Crabtree,  
e-mail: jonathon.a.crabtree.mil(at)us.navy.mil, tel: (817) 782-1510

9. Released by VADM N. S. Lacore, Commander, Navy Reserve Force.//

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