

OIX GATEWAY NORFOLK VA SUCCESSFUL PROCESSING REPORT: NAVY RESERVE FISCAL YEAR 2027 FORCE
ACTIVATION REHEARSAL

GOES MSG_ID: 120041524857

RTTUZYUW RUOIAAA0024 2531812-UUUU--RHSSSUU.

ZNR UUUUU

R 101812Z SEP 26 MID120041524857U

FM COMNAVRESFOR NORFOLK VA

TO NAVRESFOR

COMNAVPERSCOM MILLINGTON TN

COMNAVRESFORCOM NORFOLK VA

NAVPAYPERS SUPPORT CTR MILLINGTON TN

TSC NORFOLK VA

REDCOM FORT WORTH TX

REDCOM SAN DIEGO CA

REDCOM NORFOLK VA

REDCOM JACKSONVILLE FL

REDCOM GREAT LAKES IL

REDCOM EVERETT WA

MDSC NORFOLK VA

INFO CNO WASHINGTON DC

COMUSFLTFORCOM NORFOLK VA

BUMED FALLS CHURCH VA

COMNAVIFORES FORT WORTH TX

COMNAVAIRFORES SAN DIEGO CA

COMNECC LITTLE CREEK VA

COMNECCPAC PEARL HARBOR HI

COMNAVSPECWARGRU ELEVEN

MYNAVCAREERCEN MILLINGTON TN

COMNAVRESFOR NORFOLK VA

COMNAVRESFORCOM NORFOLK VA

BT

UNCLAS

ALNAVRESFOR 022/26

MSGID/GENADMIN/COMNAVRESFOR NORFOLK VA/N3/SEP//

SUBJ/NAVY RESERVE FISCAL YEAR 2027 FORCE ACTIVATION REHEARSAL

PLANNING ORDER//

REF/A/DOC/CNO WASHINGTON DC/28MAY25//

REF/B/ DOC/CNO WASHINGTON DC/09FEB26//

REF/C/MSG/COMNAVRESFOR/041859ZAUG26//

REF/D/MSG/COMNAVRESFOR/261846ZAUG26//

REF/E/DOC/NAVPERSCOM/27APR25//

REF/F/DOC/NAVPERSCOM/10JUL25//

REF/G/ MSG/COMNAVRESFOR/071536ZOCT25//

REF/H/DOC/COMNAVRESFOR/23AUG22//

REF/I/DOC/NPPSC/07MAY25//

REF/J/DOC/CNO WASHINGTON DC/21MAY25//

NARR/REF A IS OPNAVINST 3060.7D, NAVY MANPOWER AUGMENTATION

GUIDE. REF B IS THE CHIEF OF NAVAL OPERATIONS U.S. NAVY FIGHTING

INSTRUCTIONS. REF C IS ALNAVRESFOR 020/26, NAVY RESERVE FIGHTING

INSTRUCTIONS 2026. REF D IS NAVY RESERVE FIGHTING INSTRUCTIONS 2026

EXECUTE ORDER. REF E IS MILPERSMAN 3060-070, SELECTED RESERVE AND

VOLUNTARY TRAINING UNIT ACTIVATION SCREENING CRITERIA. REF F IS

MILPERSMAN 3060-080, READINESS AND SCREENING FOR ACTIVE COMPONENT

(AC) AND RESERVE COMPONENT (RC) SAILORS ON AUGMENTATION ORDERS. REF

G IS NAVY RESERVE FISCAL YEAR 2026 (FY-26) MOBILIZATION EXERCISES

PLANNING ORDER. REF H IS COMNAVRESFORINST 3060.7E, NAVY RESERVE

MOBILIZATION/DEMOBILIZATION PROCEDURES. REF I IS NAVY PAY AND

PERSONNEL SUPPORT CENTER OPS ALERT (SER 014-25). REF J IS VCNO
MEMORANDUM PREPARING FOR THE RAPID ACTIVATION AND DEPLOYMENT OF THE
NAVY RESERVE//

RMKS/1. PURPOSE. To codify planning efforts ISO conducting Force
Activation Rehearsals (FAR) to improve Reserve Component (RC)
readiness, validate Adaptive Mobilization (AM) processes IAW
reference (a) capability requirement to mobilize 50,000 Sailors in 30
days (50K/30D), and incorporate lessons learned to improve AM
processes.

2. BACKGROUND.

a. Aligned with references (b), (c), and (d) - the CNO's U.S.
Navy Fighting Instructions and the Navy Reserve Fighting Instruction
(NRFI) "North Star" - the Navy Reserve is established as the
essential "Foundry foundation." As a fully integrated force, the
Reserve Force leverages this strategic alignment to formalize the
capability and capacity to mobilize 50K/30D, delivering ready
warfighters and combat power anytime, anywhere.

b. In May 2025, AM was approved by the Deputy Chief of Naval
Operations, Manpower, Personnel, training in reference (a). AM was
designed to satisfy both steady-state and force activation
requirements and encompasses all processes of distributed activation
(DA), distributed mobilization (DM), distributed de-mobilization
(DDM) and distributed de-activation (DDA).

c. Core pillars to the AM framework are Billet Based
Suitability Screening (BBSS) and the mobilization-to-billet (M2B)
pathway IAW reference (d), which pre-screen and align Selected
Reserve (SELRES) Sailors to the specific medical and administrative
requirements of their assigned billets prior to activation. This

decentralized structure establishes a scalable force activation capability engineered to activate up to 50,000 SELRES within 30 days of a Secretary of War activation order, providing Combatant Commanders (CCDRs) with predictable, rapid force flow for urgent national security requirements.

d. Improving the Navy's ability to activate the Navy Reserve under the 50K/30D standard, and refining resources to meet this capability, is crucial. Incorporating frequent rehearsals to hone these skills is necessary to ensure success. Commander, Navy Reserve Force (CNRF) regularly conducts force activation rehearsals to test the Navy's ability to force activate RC Sailors and units. These stress tests have solidified lessons learned, leading to significant process improvements over the last five years.

e. The "Wins" for Force Activation Processes (50K/30D):

(1) Billet Based Suitability Screening (BBSS) initiated for the entire Reserve Force and executed in three phases during FY-26.

(2) Sourcing and Vetting: Process throughput was validated as a non-barrier (4 days) in Mobilization Exercise (MOBEX) 25-4.

(3) Mobilization Order Writing: 77 days reduced to 9.29 days (88% reduction) in MOBEX 25-4.

(4) Navy Reserve Activity (NRA)/Navy Mobilization Processing Site (NMPS) Processing: Tiered readiness models were implemented to match RC M2B IAW references (e) and (f).

(5) Activation (Strength/Pay): 250 days reduced to 135 days (46% reduction) in MOBEX 26-3.

(6) Travel: Throughput tested and validated as a non-barrier (6.33 days) in MOBEX 24-3 and further optimized in FY-26 by automating the Batch Passenger Reservation Request (PRR) process through ZipServe.

(7) 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). Additionally, Commander, U.S. Naval Forces Europe and Africa (NAVEUR/NAVAF) promulgated operational procedures, theater reception locations, and echelon roles and responsibilities for incoming personnel.

3. SCHEDULE. IAW reference (g), CNRF planned and executed three rehearsals in FY-26 to develop, test and evaluate Distributed Activation (DA) processes. CNRF will continue leveraging Force readiness improvements directed in references (a) and (h) 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 (c) and (d), this message establishes planning guidance for FY-27 FAR events to ensure the Navy's capability to activate the Navy Reserve (50K/30D). Iterative planning and coordination will occur IAW respective direction in paragraphs (5) and (6) during individually scheduled, rehearsal-specific planning meetings. Rehearsal planning meeting schedule updates will be promulgated SEPCOR via regularly scheduled AM action officer teleconferences, individual rehearsal execution orders (EXORDs), or ECH IV-directed communications IAW paragraph (5). Preparation and planning will begin for three FARs in FY-27 IAW guidance below:

a. FAR 27-1 (11-27 Jan 2027): Deactivation Package Development

(1) Concept of Operations (CONOPS): PERS-46 will write 200 mobilization (MOB) and 200 demobilization (DEMOB) orders and CNRF

will generate 200 mock deactivation packages in ZipServe test environment. MDSC will process 200 packages to identify system design barriers, resolve workflow bottlenecks, and refine future deactivation procedures.

(2) Objectives:

(a) Rehearse mobilization and demobilization order writing within Navy-Marine Corps Mobilization Processing System (NMCMPs).

(b) Evaluate the upgraded ZipServe deactivation package module and site functionality under mock workloads.

(c) Rehearse NMPS activity gains and DD-214 case submissions utilizing mock cases for simulation in Enterprise Customer Relationship Management (eCRM).

(3) Participants:

(a) Supported command: CNRF N1.

(b) Supporting commands: CNRF (N3, N6), PERS-4, MDSC.

b. FAR 27-2 (May-Jun 2027): Force Activation Rehearsal (Vetting and Order writing) supporting FAR 27-3 (Pay Activation Rehearsal).

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

(2) Objectives:

(a) Rehearse force activation sourcing and vetting timelines utilizing the CNRF automated sourcing tool to support PERS-46 order writing.

(b) Validate RESPERS M1001.5, Enclosure 3 business rules and associated vetting timelines.

(c) Evaluate vetting timelines and tracking procedures for RED categorized SELRES (not qualified to activate) within CNRF management tools.

(d) Rehearse waiver and deferral verification methods for activated SELRES within the ZipServe test environment.

(e) Validate automated batch PRR updates from place from which called or ordered to active duty (PLEAD) to Ultimate Duty Station (ULTDUSTA) within the ZipServe test environment.

(f) Validate the Phase I movement tracker (PLEAD).

(g) FAR 27-2 participating SELRES will complete pay activation KSDs to support FAR 27-3 (pay activation rehearsal).

(h) Validate BBSS Tier I or Tier II NAVPERS 1300/22 administrative completion (if applicable) in ZipServe test environment.

(3) Participants:

(a) Supported command: CNRF N3 and PERS-4.

(b) Supporting commands: CNRF (N1, N6), Navy Passenger Transportation Office (NAVPTO), Naval Information Warfare Center (NIWC) Atlantic, Navy Reserve Region Readiness and Mobilizations Commands (REDCOMs), and Navy Reserve Centers (NRCs).

c. FAR 27-3 (Jul 2027): Pay Activation Rehearsal.

(1) CONOPS: CNRF and NPPSC will execute a coordinated pay activation rehearsal using qualified MOB Supervisors and MOB Clerks IAW reference (i) to simulate surge processing workloads and identify systemic workflow barriers.

(2) Objectives:

(a) Evaluate MOB Clerk and Supervisor proficiency in processing strength gains and pay activations to validate maximum throughput capabilities in the Navy Standard Integrated Personnel

System (NSIPS) test environment.

(b) Assess Personnel Activity Loss

(RC1/RC2/RC3 & DSC 298) processes, ensuring RC3 actions are finalized prior to initiating pay activations in the NSIPS test environment.

(c) Analyze transaction rework rates by tracking, categorizing, and assessing case rejections and denials by MOB Supervisors.

(d) Validate Phase II RC movement tracking from NMPS to ULTDUSTA.

(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), Naval Information Warfare Center (NIWC) Atlantic, REDCOMs, and NRCs.

4. GUIDANCE AND ADMINISTRATIVE SUPPORT.

a. References (c) and (d) emphasize the Navy Reserve's vital integration into Fleet combat power. The Navy Reserve is not a secondary supporting organization; it is an organic element of how the Navy fights and wins-generating the strategic depth, rapid surge capacity, and active combat power required for high-end conflict. Reserve readiness is Fleet readiness. The M2B framework translates this strategic depth into tactical reality by training Reserve Sailors specifically to their mobilization billets and directly linking Reserve Units to their Gaining Commands. Command leadership across all echelons and amongst all stakeholders is critical to the success of M2B processes in support of force activation and therefore, vital to the pursuit of the Navy Reserve North Star

standard of capability and capacity to mobilize 50,000 Sailors in 30 days.

(1) CNRF N115 is accountable and will:

(a) Track Force Pay Activation PQS efforts for REDCOMs and NRCs IAW published guidance below:

1. Phase I - MOB Supervisor Qualification

(Sep 26-Dec 26): REDCOM Mob Supervisors complete training and qualification boards with TSC Norfolk and gain appropriate role system accesses.

2. Phase II - Large NRC MOB Supervisors and NRC

MOB Clerk Qualifications (Jan 27-Apr 27): Large NRC Mob Supervisors will complete training and qualification boards with TSC Norfolk and gain appropriate role system accesses. Qualified REDCOM MOB Supervisors will train and qualify NRC MOB Clerks.

3. Phase III - Sustainment and Proficiency

(Apr 27-Jun 27): Qualified MOB Supervisors and MOB Clerks participate in training and proficiency.

(2) TSC Norfolk and RCOE are accountable and will:

(a) Deliver targeted reserve pay mobilization training specifically tailored for REDCOM and NRC MOB Supervisors.

(b) Facilitate and prioritize the scheduling of formal qualification boards for MOB Supervisors to clear the regional supervisory bottleneck IAW paragraph 4.a.1.a.

(3) REDCOM leadership are accountable and will:

(a) Actively track and enforce the completion of MOB Supervisor PQS for all assigned MOB Supervisors, ensuring their timely coordination with TSC Norfolk/RCOE for training and qualification boards IAW paragraph 4.a.1.a.

(b) Direct, schedule, and execute the training and

formal qualification process for all assigned NRC MOB Clerks within their region to establish organic, qualified processing capability IAW paragraph 4.a.1.a.

(c) Ensure all regional MOB Supervisors obtain designated NSIPS test environment access by May 2027 to support rehearsal throughput.

(4) NRC leadership are accountable and will:

(a) Actively track, resource, and enforce the completion of MOB Supervisor PQS for all assigned MOB Supervisors, ensuring their timely coordination with TSC Norfolk/RCOE for training and qualification boards IAW paragraph 4.a.1.a.

(b) Direct, schedule, and execute the training and formal qualification process for all assigned NRC MOB Clerks to establish organic, qualified processing capability IAW paragraph 4.a.1.a.

(c) Ensure all assigned MOB Supervisors and MOB Clerks obtain designated NSIPS test environment access by May 2027 to support rehearsal throughput.

(5) RC Sailor's unit leadership is 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).

5. TASKS.

a. Deputy Commander, Navy Reserve Force will review and release all FAR 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 FAR 27-1, 27-2, and 27-3 described in paragraph 3.

c. For each listed FY-27 FAR, objectives include the following tasks:

(1) FAR 27-1.

(a) Conduct system analysis on Deactivation package development in ZipServe and identify barriers of ZipServe application design to refine processes.

(2) FAR 27-2.

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

(3) FAR 27-3.

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

d. For all FY-27 FARs, 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 CNRF N36.

6. BATTLE RHYTHM.

a. The notional dates provide expected execution schedule for

the Navy Reserve Force:

- (1) 13 OCT 26: FAR 27-1 Planning Meeting 1
- (2) 10 NOV 26: FAR 27-2/FAR 27-3 Planning Meeting 1
- (3) 17 NOV 26: FAR 27-1 Planning Meeting 2
- (4) 10 DEC 26: FAR 27-2/FAR 27-3 Planning Meeting 2
- (5) 15 DEC 26: FAR 27-1 Planning Meeting 3
- (6) 11-27 JAN 27: FAR 27-1
- (7) 2-5 FEB 27: AM Symposium
- (8) 18 FEB 27: FAR 27-2/FAR 27-3 Planning Meeting 3
- (9) 16 MAR 27: FAR 27-2/FAR 27-3 Planning Meeting 4
- (10) 20 APR 27: FAR 27-2/FAR 27-3 Planning Meeting 5
- (11) MAY 27: FAR 27-2/FAR 27-3 Planning Meeting 6
- (12) MAY-JUN 27: FAR 27-2
- (13) JUN 27: FAR 27-2/FAR 27-3 Planning Meeting 7
- (14) JUL 27: FAR 27-3

7. ADMINISTRATION AND LOGISTICS. This directive does not appropriate funds.

8. FAR COMMAND AND CONTROL.

a. Supported Command IAW reference (j):

- (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

(f) Naval Information Warfare Center (NIWC) Atlantic

(2) Commander, Navy Reserve Forces Command

(a) Navy Reserve Region Readiness and Mobilization

Commands

(b) Mobilization and Deployment Support Command

(c) Navy Reserve Centers

(d) Navy Reserve Readiness Units

9. POINTS OF CONTACT.

a. CAPT Christian Robertson, CNRF N3 Deputy Chief of Staff,

christian.m.robertson2.mil@us.navy.mil

b. CDR Ben Kroll, Director of Adaptive Mobilization

Coordination, LACMOB@us.navy.mil

c. CDR Monica Rockwell, Force Activation Rehearsal Branch Head,

LACMOB@us.navy.mil

10. Released by RADM L.A. Frost, Deputy Commander, Navy Reserve

Force.//

BT

#0024

NNNN

<DmdsSecurity>UNCLASSIFIED/</DmdsSecurity>

<DmdsReleaser>GONZALES.RAYMOND.MONTON.1166176987</DmdsReleaser>