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ALNAVRESFOR 003/26

MSGID/GENADMIN/COMNAVRESFOR NORFOLK VA/APR//

SUBJ/FISCAL YEAR 2026 RESERVE PERSONNEL PROGRAMS

EXCELLENCE AWARD BENCHMARKS//

REF/A/DOC/OPNAV/06NOV23//

REF/B/DOC/OPNAV/05JUN25//

REF A IS OPNAVINST 1040.11F, NAVY ENLISTED RETENTION AND CAREER DEVELOPMENT PROGRAM. REF B IS OPNAVINST 5354.1J, NAVY HARASSMENT PREVENTION AND MILITARY EQUAL OPPORTUNITY PROGRAM.

//POC/RIVAS/NCCM/OFFICECHIEFOFNAVYRESERVE/

TEL:(703) 693-8594/E-MAIL: MELODY.B.RIVAS.MIL(AT)US.NAVY.MIL//

RMKS/1. Purpose. This ALNAVRESFOR outlines FY-26 Reserve Personnel Programs Excellence Award (RPPEA) benchmark criteria.

1. FY-26 Retention Environment. The Navy Reserve must retain experienced, proficient Sailors to sustain the warfighting readiness required to deter aggression and win in conflict. Execution of the annual Career Information Program Review (CIPR), Command Indoctrination (INDOC), sustained sponsorship, and recurring Career Development Boards (CDBs) ensure every Sailor is informed, valued, and developed to their fullest potential. Retaining and investing in our talent preserves the institutional knowledge and technical expertise that underpin operational readiness and guarantees the Navy Reserve remains a lethal, resilient, and combat-credible force in support of the Fleet and Joint Force.

2. FY-26 Benchmarks. The RPPEA award is competitive by design. The award recognizes commands that produce stronger results and increase engagement in eight different criteria impacting our Sailors and the warfighting readiness of the Navy Reserve.

a. Benchmark: 80% aggregate reenlistment rate with Reserve Affiliation (RA) 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 117 (Aug 25) and 118 (Feb 26) and Active Duty exam cycles 268 (Sep 25), 270 (Jan 26) and 271 (Mar 26).

e. Benchmark: Zero Expiration of Obligated Service (EOS).

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

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

h. Benchmark: 95% timely Career Development Board (CDB) completion for Reporting, 24-Month, and 48-Month CDB for staff Sailors E1-E9.

3. Reserve Personnel Program Excellence Award.

Commands will be RPPEA eligible if they meet or exceed the FY-26 program benchmarks cited in paragraph 2.

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 4 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 Acting Commander, Navy Reserve (ACNR). 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 01 December 2026.

4. RPPEA Announcement and Recognition. Commander, Navy Reserve Force will announce FY-26 RPPEA recipients following the consolidation of Echelon III and direct reporting command submissions no later than 31 January 2027. 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. OCNR will provide commendation certificates for all qualifying commands.

5. TYCOM and ISIC Points of contact:

a. Commander Navy Reserve Forces Command, Master Chief Milton Herrera e-mail: milton.r.herrera.mil(at)us.navy.mil, tel: (948) 223-6144

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. Commander Naval Information Force Reserve, Chief Angela Devlin, e-mail: angela.m.devlin.mil(at)us.navy.mil, tel: (817) 782-1842

d. Navy Reserve Readiness and Mobilization Command Everett,

Chief Raymond Taltoan, e-mail: milton.r.taltoan.mil(at)us.navy.mil,
tel: (425) 304-3886

e. Navy Reserve Readiness and Mobilization Command San Diego,
Senior Chief Erik Mendoza, e-mail: erik.mendoza.mil
(at)us.navy.mil, tel: (619) 705-4065

f. Navy Reserve Readiness and Mobilization Command Great
Lakes, Chief Matthew Farmer, e-mail: matthew.r.farmer(at)
us.navy.mil, tel: (847) 688-4916 x 213

g. Navy Reserve Readiness and Mobilization Command Norfolk,
Senior Chief Antwann North, e-mail: Antwann.l.north.mil(at)
us.navy.mil, tel: (757) 341-5890

h. Navy Reserve Readiness and Mobilization Command Jacksonville,
Senior Chief Sarah Jane Prather, e-mail: sarahjane.c.prather.mil
(at)us.navy.mil, tel: (904) 598-0447 x410

i. 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

j. Fleet Logistics Support Wing, Chief Dave Moffatt, e-mail:
david.r.moffatt.mil(at)us.navy.mil, tel: (817) 782-7882

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

l. Maritime Support Wing, Chief Nicholas W Oshields, e-mail:
nicholas.w.oshields.mil(at)us.navy.mil tel: (904) 546-7384

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

6. Released by RDML Richard S. Lofgren, Acting Commander, Navy
Reserve Force.//

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