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RTTUZYUW RHOIAAA0047 3182129-UUUU--RHSSUU.

ZNR UUUUU

R 142129Z NOV 22 MID600052460890U

FM COMNAVRESFOR NORFOLK VA

TO NAVRESFOR

COMNAVRESFORCOM NORFOLK VA

COMNAVAIRFORES SAN DIEGO CA

COMNAVIFORES FORT WORTH TX

NAVREG MIDLANT RCC NORFOLK VA

NAVREG MIDLANT RCC GREAT LAKES IL

NAVREG SOUTHEAST RCC JACKSONVILLE FL

NAVREG SOUTHEAST RCC FORT WORTH TX

NAVREG SOUTHWEST RCC SAN DIEGO CA

NAVREG NORTHWEST RCC EVERETT WA

COMFLELOGSUPPWING FORT WORTH TX

COMTACSUPPWING FORT WORTH TX

COMARSUPPWING SAN DIEGO CA

COMNAVSPECWARGRU ELEVEN

ECRC NORFOLK VA

INFO COMUSFLTFORCOM NORFOLK VA

COMPACFLT PEARL HARBOR HI

COMSIXTHFLT

BUMED FALLS CHURCH VA

COMNAVPERSCOM MILLINGTON TN

COMNECC LITTLE CREEK VA

COMNAVCRUITCOM MILLINGTON TN

BUPERS MILLINGTON TN

COMNAVRESFOR NORFOLK VA

BT

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PASS TO OFFICE CODES:

INFO COMUSFLTFORCOM NORFOLK VA//N1//

COMPACFLT PEARL HARBOR HI//N1//

BUMED FALLS CHURCH VA//M1/N10//

ALNAVRESFOR 036/22//

MSGID/GENADMIN/COMNAVRESFOR NORFOLK VA//

SUBJ/FRAGO 01 TO NAVY RESERVE FIGHTING INSTRUCTION 2022

EXORD//

[ADD] REF//A THROUGH REF F//

[ADD] REF E OPNAVINST 5401.11//

[ADD] REF F OPNAVINST 1000.16I SEC-3 AND SEC-4//

[ADD] NARR/ REF E IS THE COMMAND RESERVE MANAGEMENT PROGRAM.

REF F IS THE NAVY TOTAL FORCE MANPOWER POLICIES AND PROCEDURES.//

RMKS/ 1. NO CHANGE.

2. SITUATION. NO CHANGE.

3. MISSION.

3.A.2.b.1 [ADD] Manpower programming for the Navy Reserve is accomplished by the Chief of the Navy Reserve (OPNAV N095) through Resource Sponsorship authority in the Program Objective Memorandum (POM). In order to execute the POM each Resource Sponsor (RS) must receive capability inputs from each Budget Submitting Office (BSO). Inputs must include manpower to accomplish the Navy's requirements. This Fragmentary Order illustrates a framework for manpower programming.

3.A.2.b.2 [ADD] IAW REF E, Command Reserve Management Program (CRMP): The primary function of Training and Administration of Reserve (TAR) staff is to enable access to, and the readiness of, Navy Reserve resources to accomplish the command's mission. Reserve Program Directors (RPDs) are TAR personnel who are responsible to their commander or commanding officer for the CRMP within their assigned commands. The Reserve Manpower Officer supports RPDs within the command's manpower and personnel department. Functions include reserve manpower billet management and manpower programming and budgeting.

3.A.2.b.3 [ADD] IAW REF F, Navy Total Force Manpower Policies and Procedures: The purpose of Total Force Manpower Management is to ensure "a comprehensive methodical process of determining, validating, documenting, and using manpower requirements to inform budget decisions; prioritizing manpower requirements based on mission requirements, available funding, and personnel executability; and translating authorizations into a demand signal for personnel, training, and education processes." Total Force Manpower Management is divided into two broad efforts: 1. determine and validate manpower requirements, and 2. prioritize and decide which requirements to address or fund.

3.A.2.b.4 [ADD] The 5-step Strategic Manpower Process is provided to RPDs at commands of all echelons to assist with their respective POM Requirements Generation Process and provide SELRES solutions to Navy Total Force Manpower requirements.

3.A.2.b.4.a [ADD] Step 1: Manpower Requirements Review. RPDs will review formal guidance including, but not limited to, Required

Operational Capability / Projected Operational Environment (ROC/POE) for operational commands and Missions; Functions, and Task (MF&T) for shore commands; as well as doctrine, publications and agreements that govern the mission areas and operational capabilities a command will execute. RPDs should understand the command's manpower requirements during normal peacetime operations and sustained crisis operations.

3.A.2.b.4.b [ADD] Step 2: Activity Manpower Document (AMD) Review. RPDs will work with Manpower (N1) Subject Matter Experts (SME) to review their command's manpower requirements document (MRD) such as AMD, Fleet Manpower Document (FMD), Ship Manpower Document (SMD), or Squadron Manpower Document (SQMD) to understand how current active duty, selected reservists, civilian, and contractor billets are organized and aligned in support of the command's peacetime and mobilization mission (reviewed in step 1).

3.A.2.b.4.c [ADD] Step 3: Propose Changes. Based on steps 1 and 2, RPDs propose solutions to mismatches between manpower requirements (reviewed in step 1) and the current AMD (reviewed in step 2) to create, refine, or realign billets to match the command's mobilization mission requirements. Questions to ask during this step include: Is the quantity of SELRES adequate to support the command's mobilization mission? Is the quality (designator, AQD, NOBC, rate, rating, NEC, etc.) adequate to support the command's mobilization mission? Are SELRES correctly aligned within the organizational construct of the command? RPDs will recommend changes to SELRES billet quantity, quality, and alignment to meet the support command's mobilization mission.

3.A.2.b.4.d [ADD] Step 4: Review and Decision Making. RPDs execute their role as the primary manager of the command's reserve program and coordinate with their command's higher headquarters, Type Commanders (TYCOM), Commander Navy Reserve Force (CNRF), Commander Navy Reserve Forces Command (CNRFC), and officer/enlisted community managers to ensure that recommended changes to SELRES billet quantity and quality are in alignment with strategic missions.

3.A.2.b.4.e [ADD] Step 5: Execution. RPDs integrate with their N1 Manpower SME to submit and track Manpower Change Requests (MCRs) to ensure SELRES billet quantity and quality are aligned to their command's mission requirements. MCRs with requirements that exceed authorizations or result in non-concurrence by a stakeholder may be submitted as unfunded requirements that are eligible for follow on POM actions. RPDs will coordinate with their command's requirements development (N8) SME to track the funding issue along the Requirements Generation Process.

3.A.3.b. [REMOVE] Execute the Strategic Analysis Process. Collect lesson learned from OLW Working Group and refine the process. Standardize process use for all sub-LOEs. Distribute to commands via RPDs. [ADD] Execute the 5-step Strategic Manpower Process.

3.B. TRAIN THE FORCE. NO CHANGE.

3.C. MOBILIZE THE FORCE. FLAG CHAMPION; [REMOVE] RADM SCHOMMER [ADD] RADM STEFFEN.

3.D. DEVELOP THE FORCE. NO CHANGE.

4. EXECUTION. NO CHANGE.

5. ADMIN AND LOGISTICS. NO CHANGE.

6. COMMAND AND CONTROL. NO CHANGE.

7. RELEASED BY RADM M. STEFFEN, DEPUTY COMMANDER, NAVY RESERVE FORCE.//

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