



UMUIC Reporting Senior Update for SELRES Public Affairs Plan* (v4.0 6JUL21)

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RESEARCH

Organization. The Navy Reserve provides strategic depth and delivers operational capabilities to the Navy and Marine Corps team and Joint forces, in times of peace or war. Commander, Navy Reserve Force (CNRF) is an echelon II command, which: manages, trains and administers the Navy Reserve Force as prescribed by CNO; manages assigned resources and executes the budget as a major claimant; and monitors the effectiveness of resource management, training and administration of the Navy Reserve through directing corrective action to ensure the responsiveness and mobilization readiness of the Navy Reserve as prescribed by the Chief of the Navy Reserve (CNR) and CNO. Deputy CNRF is also “dual-hatted” as Commander, Navy Reserve Forces Command (CNRFC), an echelon III command.

Primary Publics.

- **SELRES:** Selected Reserve (SELRES) Sailors are available for recall to active duty status, and serve as the Navy’s primary source of immediate manpower. They typically fulfill the traditional service commitment of one weekend a month and two weeks a year.
- **FTS:** Full-Time Support (FTS) Sailors perform full-time active duty service that relates to the training and administration of the Navy Reserve program. They may be assigned to shore activities and commands or operational units.
- **IRR: The Individual Ready Reserve (IRR)** consists of personnel who must fulfill their Military Service Obligations (MSO) under 10 U.S.C. 652, members fulfilling a service obligation incurred

* This PA Plan will be updated continuously, dependent upon official policy updates from CNRFC N1.

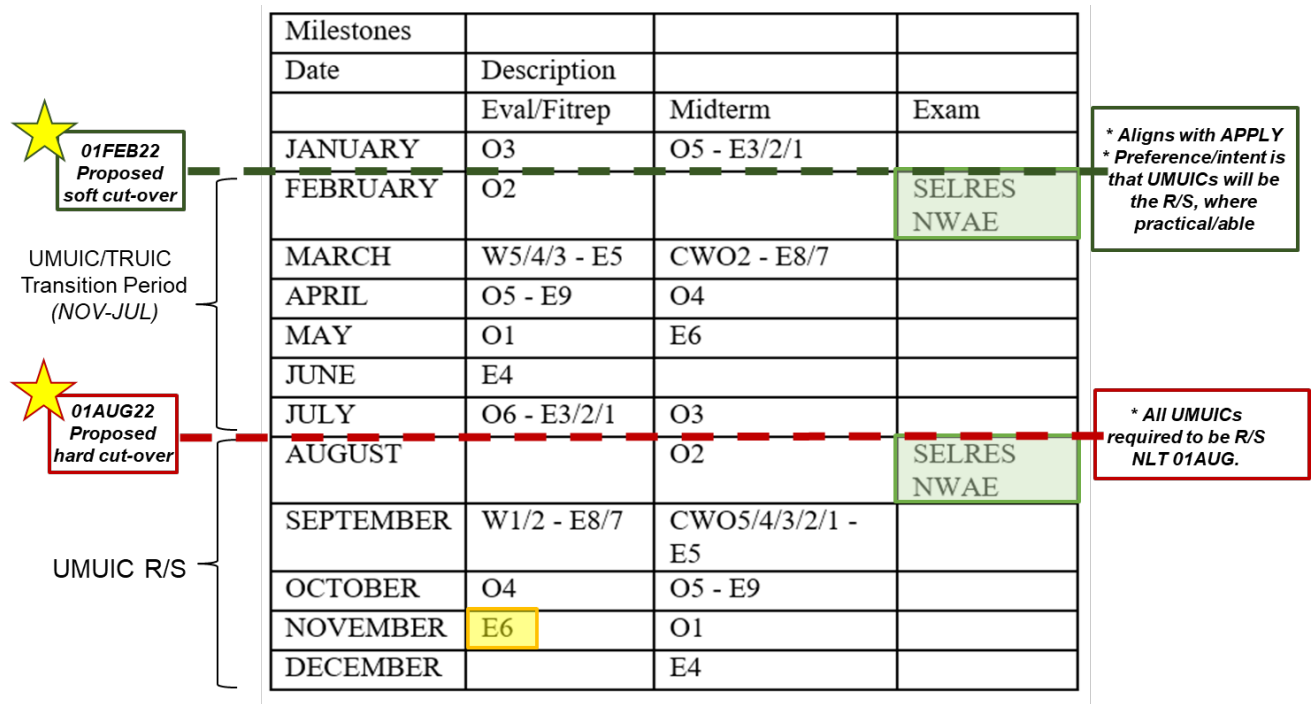
via contract, and those who have fulfilled MSO but voluntarily remain the IRR. PERS-93 is responsible for the management of IRR Sailors.

- **Reserve Civilians:** DoN government civilians who work at major Reserve staffs and Navy Operational Support Centers (NOSCs).
- **Military Leadership:** Active-duty military leaders, including Navy, who serve in significant leadership roles, such as command and major staffs - flag and senior officers.
- **American Public**

Issue Overview.

Summary. The current Reporting Senior (R/S) construct for Navy Reserve Readiness units does not align with Navy Reserve Fighting Instructions and objectives in support of warfighting readiness, specifically for Sailors whose FITREP/EVALs are signed by their training unit (Training Unit Identification Code, TRUIC) instead of their support command (Unit Mobilization Unit Identification Code, UMUIC). Therefore, in late May, the Chief of Navy Reserve and Commander, Navy Reserve Force, directed Commander, Navy Reserve Forces Command, to coordinate with the Bureau of Naval Personnel (BUPERS) to update R/S FITREP/EVAL responsibility for all Sailors from their TRUIC to their UMUIC (applicable policy is BUPERSINST1610.10F, Navy Performance Evaluation System). The current goal is to successfully implement the transition, in support of all types of units and assigned Sailors NLT 1AUG22. There will be a transition period between 01FEB and 01AUG to allow for Sailors and Reserve unit leaders to ensure that all affected are able to obtain timely FITNESS/EVAL reports ISO exam cycles and promotion/advancement boards.

Proposed FITREP/EVAL Timeline Cutover.



Stats. Of the current SELRES population, approximately 14,000 are cross assigned to Readiness Units and have their FITREPS/EVALS signed by TRUIC leadership...this is the affected population for the

R/S shift. > 50% of this population lives over 500 miles from UMUIC and/or supported command, with ~18% living <3 hours away from UMUIC/Supported Command.

Desired End-State. The new UMUIC R/S construct will align with warfighting readiness objectives and supports the Reserve Force capability mission areas, active component supported commands, and drilling Reserve Sailors. Ultimately, the shift will increased awareness and engagement for both the Supported Command and Sailor while also increasing participation in support of warfighting readiness and mission requirements.

SWOT Analysis.

Strengths	Weaknesses
<ul style="list-style-type: none"> • Aligns to warfighting readiness objectives. • R/S shift will drive desired CA Sailor behaviors and engagement with Supported Command/UMUIC leadership. • R/S shift will better align training, supported command requirements/expectations, OPCON priorities to NRFI and MOB to billet. • Some Readiness units already follow this construct. (Ex. Reserve PA units) • PAO has robust communication tools to effectively inform affected SELRES regarding the UMUIC R/S shift. 	<ul style="list-style-type: none"> • R/S shift may increase need for realignment of IDTTADT funding to support travel for JOs and Enlisted members to their UMUIC locations. • Shift may influence Sailors to take more days off from work, causing them to have to carefully manage civilian job expectations and employer support. • Many Sailors are not familiar with different UMUIC/TRUIC roles and responsibilities and therefore maybe. • Increased ADCONLOE for UMUIC leadership.
Opportunities	Threats
<ul style="list-style-type: none"> • R/S shift will emphasize importance of engagement and “all forms” of participation (not solely focused on travel). • Supports Sailors who are motivated and understand what the Navy expects of them to be “mob to billet” ready. • Reshape/redefine leadership and engagement expectations of TRUIC leadership (not losing leadership role, its being modified/modernized). 	<ul style="list-style-type: none"> • Cultural shift • Many TRUIC leaders may not want to lose the control and shaping mechanism FITREP/EVALS provide them; perception of losing leadership roles all together. • Perception that local Sailors will be favored over cross assigned Sailors. • Junior officers and enlisted sailors may not be willing/able to travel frequently to their UMUIC for DWEs.

Problem Statement. CAO Sailors of Readiness units, are often focused on TRUIC work and not necessarily aligned with Supported Command requirements and expectations, which negatively impacts overall warfighting readiness.

PLANNING

Goal. CAO Sailors whose current reporting senior is their TRUIC are aware, informed and understand that their R/S shall be their UMUIC no later than 01August 2022. Intent is to re-center focus of engagement/participation around their Supported Command and increasing warfighting readiness.

Target Stakeholders.

- **CAO SELRES:** Specifically, this shift will affect COA SELRES sailors whose reporting seniors are currently their TRIUC leadership/triad.
- **TRUIC Leadership:** Consists of personnel in positions of leadership within the SELRES training unit (TRUIC) who will no longer be directly in FITREP/EVALS for their CAOs.
- **UMUIC Leadership:** Consists of SELRES personnel in positions of leadership within the SELRES supported command unit who will assume reporting senior responsibility for their CAOs.

Communication Objectives.

- All Reserve Sailors are informed about this upcoming policy change NLT than the end of June 2021 and its connection to warfighting readiness.
- Provide information material, as needed, to TRUIC/UMUIC leadership to prepare and take into account the FY-22 EVAL/FITREP cycles.
- Provide guidance, as soon as possible, to affected Sailors to maximize and plan for FY-22 opportunities (AT, ADT) that further support engagement with, and support to, UMUICs / Supported Commands.

Communication Strategies.

- (Agenda Setting Theory) Use Navy Reserve mass communication platforms to inform the Reserve Force about the transition.
- (Two-Step Flow) Ensure Navy Reserve leaders “buy-in” into the R/S shift construct and share their enthusiasm and knowledge with their Sailors.

Messages/Talking Points.

Message	Talking Points
<p>Warfighting Readiness is our Top Priority.</p>	<ul style="list-style-type: none"> • The Navy Reserve Fighting Instructions 2020 reaffirm the Navy Reserve’s strategic direction in alignment with the National Defense Strategy, while accounting for recent global events and Navy organizational changes to rapidly move the Reserve Force forward. • Reserve Sailors provide vital support to our Nation and keep our fleet ready to win – from providing medical care ashore to supporting our critical shipyards. This Ready Reserve Force of nearly 110,000 deliver strategic depth and operational capabilities to the Navy and Marine Corps team and the Joint Force in times of peace and war. • The Navy Reserve prides itself on being a ready, agile force that provides valuable, vital support to the Navy and the Nation. Our Reservists are trained, educated and ready to defeat any adversary; the “Fight Tonight” mentality. We will build on these contributions as we focus the reserves on the challenges of long-term strategic competition. This means using our reserve component in critical roles at sea and ashore rather than as individual augmentees in the fight against violent extremist organizations. • Our Sailors need to trained to a specific billet, at their assigned command, so that they are ready on day one of the fight to fulfill. Therefore, our Sailors need to drill as much as possible with their

	<p>supported unit/gaining command. This is a cultural shift that we need to explain why the change – to be ready for war.</p>
<p>The R/S Shift will further support our Navy Reserve Sailors and align engagement, participation to Supported Commands.</p>	<ul style="list-style-type: none"> • The current Reporting Senior (R/S) construct for some Navy Reserve Readiness units does not align with Navy Reserve Fighting Instructions and objectives in support of warfighting readiness, specifically for Cross-Assigned Out (CAO) Sailors whose FITREP/EVALs are signed by their training unit (Training Unit Identification Code, TRUIC) instead of their support command (Unit Mobilization Unit Identification Code, UMUIC). • Therefore, Commander, Navy Reserve Forces Command is coordinating with the Bureau of Naval Personnel (BUPERS) to update the R/S FITREP/EVAL responsibility for CAO Sailors from their TRUIC to their UMUIC. • The new UMUIC R/S construct will align with warfighting readiness objectives and supports the Reserve Force capability mission areas, active component supported commands, and drilling Reserve Sailors. Ultimately, the shift will increased awareness and engagement for both the Supported Command and Sailor while also increasing participation in support of warfighting readiness and mission requirements.
<p>TRUIC and UMUIC Leaders can Start Preparing Now for the Update.</p>	<ul style="list-style-type: none"> • Until BUPERSINST1610.10F, Navy Performance Evaluation System, is updated, the current R/S construct still stands. Expected release of revised instruction is November, 2021. • There will be a transitional period between 01FEB and 01AUG22, that allows for UMUIC COs to report on Readiness unit CAO Sailors’ when in the best interest of unit and Sailor - this will need to be coordinated between UMUIC/TRUIC/Sailor. Expectation is that all affected will maximize opportunity to shift to UMUIC construct whenever possible, before 01AUG.

	<ul style="list-style-type: none"> • The current goal is to transition 100% of the 14,000 Readiness unit SELRES CAO Sailors R/S's to their supported command NLT 1AUG22. • CNRFC will disseminate the latest updates and policy guidance as it becomes available. • UMUIC triads are strongly encouraged to begin planning and preparing to assume FITREP/EVAL responsibilities. Reserve unit COs need to make sure every one of their Sailors is trained for the fight, not just the ones locally assigned. • Sailors are strongly encouraged to start engaging with UMUIC leadership in an effort to maximize FY-22 opportunities (IDTT, AT, ADT) that directly support their UMUICs / Supported Commands.
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IMPLEMENTATION

Date	Task	Status	Platform	Notes
3JUN	PA Plan	Complete	N/A	N1 input/review.
7JUN	Inform Reserve Force leadership	In-Progress	Email	CNR and FORCM inform senior leaders (Flags/Chiefs Mess)
	Inform RCC/NOSC leadership	Ready	Email	RCCs will be asked to share with their NOSC COs.
16JUN	Inform entire Reserve Force	In-Progress	FC	Appendix A
17JUN	Gather feedback and determine initiative interest	In-Progress	News Story	Appendix B: Collect SM feedback and provide to OCNR and CNRFC N1.
1JUL	Inform entire Reserve Force	In-Progress	TNR BLUF	Incorporate and address feedback from SM. Use elements from news story and FC message.
AUG	Reminder message	Not Started	FC, SM	
SEP	Reminder message	Not Started	FC, SM	
OCT	Reminder message	Not Started	FC, SM	
15NOV	Disseminate BUPERS 1610 Update	Not Started	FC, Web, SM	
TBD				

EVALUATION

Pending

APPENDIX A: R/S Policy Intent Update Announcement 16JUN

SUBJECT: FY-22 Reporting Senior Update for Cross-Assigned Out Sailors

DATE OF MESSAGE RELEASE: 8JUN

MESSAGE INPUT:

BLUF: No later than August 2022, all Cross-Assigned Out (CAO) Sailors' Fitness Reports (FITREPS) and Evaluations (EVAL) will be signed by a Reporting Senior (R/S) in their Supported Command (UMUIC) (not their training unit (TRUIC)). There will be a transitional period between 01FEB and 01AUG22, where the UMUIC or TRUIC CO may be the R/S (coordination between commands and affected Sailors required), in an effort to minimize disruptions related to FITREP/EVAL and Navy Wide Advancement Exam cycles.

Background:

- The current Reporting Senior (R/S) construct for Navy Reserve Readiness units does not align with Navy Reserve Fighting Instructions and objectives in support of warfighting readiness, specifically for Cross-Assigned Out (CAO) Sailors whose FITREP/EVALs are signed by their training unit (Training Unit Identification Code, TRUIC) and not their support command (Unit Mobilization Unit Identification Code, UMUIC).
- Therefore, Commander, Navy Reserve Forces Command is coordinating with the Bureau of Naval Personnel (BUPERS) to update the R/S FITREP/EVAL responsibility for CAO Sailors from their TRUIC to their UMUIC.
- The new UMUIC R/S construct will align with warfighting readiness objectives and supports the Reserve Force capability mission areas, active component supported commands, and drilling Reserve Sailors. Ultimately, the shift will increase awareness and engagement for both the Supported Command and Sailor while also increasing participation in support of warfighting readiness and mission requirements.

Way Forward:

- Until BUPERSINST1610.10F, Navy Performance Evaluation System, is updated, the current R/S construct still stands. It is anticipated the instruction will be updated with this change by November, 2021.
- The current goal is to transition 100% of the 14,000 SELRES CAO Sailors R/S's to their supported command NLT 1AUG22.
- There will be a transitional period between 01FEB and 01AUG22, which will allow for UMUIC COs to report on Readiness unit CAO Sailors' when in the best interest of unit and Sailor (this will need to be coordinated between UMUIC/TRUIC/Sailor). Expectation is that all affected will maximize opportunity to shift to UMUIC construct whenever possible, before 01AUG.
- CNRFC will disseminate the latest updates and policy guidance as it becomes available.
- UMUIC triads are strongly encouraged to begin planning and preparing to assume FITREP/EVAL responsibilities. Reserve unit COs need to make sure every one of their Sailors is trained for the fight, not just the ones locally assigned.
- Sailors are strongly encouraged to start engaging with UMUIC leadership in an effort to maximize FY-22 opportunities (IDTT, AT, ADT) that directly support their UMUICs / Supported Commands.

Key Terms:

- Who is a Reporting Senior? A R/S is any member of the Armed Forces or United States Government (USG) official who is authorized under BUPERSINST 1610.10F to submit FITREPS/EVALS on authorized occasions to evaluate performance of their assigned military personnel during which the member is subject to the R/S's authority. For more information, please refer Ch. 2 of the BUPERS instruction.
- What is a TRUIC, UMUIC? What does it mean to be a CA Sailor? Refer to the latest edition of the TNR Almanac, available online here, to get a quick refresher on these important concepts and how they related to your career: <https://www.navyreserve.navy.mil/News/Article-View-News/Article/2543653/tnr-almanac-administrative-essentials/#OPERATIONAL,%20ADMINISTRATIVE%20AND%20CROSS%20ASSIGNMENT>

APPENDIX B: News Story 17JUN/TNR BLUF Essay

Title: Navy Reserve to Update Reporting Senior Construct for Cross-Assigned Out Sailors: What You Need to Know

Date of Release: June 17, 2021

Author: Navy Reserve Force Public Affairs

NORFOLK --- In this era of Great Power Competition, the Navy Reserve is serious about ensuring its Sailors are warfighting ready, which means that starting next year, all Cross-Assigned Out (CAO) Sailors' Fitness Reports (FITREPS) and Evaluations (EVAL) will be signed by a Reporting Senior (R/S) in their Supported Command (UMUIC), no longer their training command (TRUIC).

"I can't emphasize enough this is a major cultural shift for our Selected Reserve (SELRES) Sailors," said Commander, Navy Reserve Forces Command, Rear Adm. John Schommer, during a recent briefing with senior Reserve leaders. "We need our Sailors supporting their assigned UMUIC billet, at their assigned command, so that they can perform their duties immediately upon activation. Only training at your TRUIC and not supporting your UMUIC is no longer enough. Our Navy needs us to be ready."

The shift is aligned with the Navy Reserve Fighting Instructions (NRFI), released in late 2020, which reaffirms the Navy Reserve's strategic direction in alignment with the National Defense Strategy, while accounting for recent global events and Navy organizational changes to rapidly move the Reserve Force forward.

According to Schommer, the current R/S construct for some Navy Reserve Readiness units does not align with the NRFI in support of warfighting readiness, specifically for CAO Sailors whose FITREP/EVALs are signed by their TRUIC instead of their support command UMUIC.

"Therefore, members of my staff have submitted a change request to the Bureau of Naval Personnel (BUPERS) to update the R/S FITREP/EVAL responsibility for CAO Sailors from their TRUIC to their UMUIC in the next Navy instruction update for performance evaluations," said Schommer.

If accepted, the new construct will go into effect no later than Aug. 1, 2022, but CAO Sailors will be able to start submitting their FITREP/EVALs with their UMUIC R/S as earlier as Feb. 1, 2022.

According to Schommer, the R/S shift from TRUIC to UMUIC "...will ultimately increase awareness and engagement for both the Supported Command and Sailor, while also increase participation in support of warfighting readiness and mission requirements."

Until the applicable instruction (BUPERSINST1610.10F, Navy Performance Evaluation System) is updated, the current R/S construct for all CAOs still stands. CNRFC expects the release of revised instruction later this year.

The goal is to transition 100% of the 14,000 CAO Sailors R/S's to their Supported Command by Aug. 1, 2022.

"I strongly encourage our UMUIC triads to begin planning for this major change and prepare to assume FITREP/EVAL responsibilities next year," said Schommer. "I also encourage CAO Sailors

affected by this change to begin planning their Reserve participation for next year so that they can best support their Support Command and increase the likelihood of a strong FITREP or EVAL.”

For over 106 years, the Navy Reserve has provided vital support to the Nation, particularly during the COVID-19 pandemic, from providing medical care ashore to supporting our critical shipyards. The Ready Reserve Force of nearly 110,000 deliver strategic depth and operational capabilities to the Navy and Marine Corps team and the Joint Force in times of peace and war.

To better understand Cross-Assignments with a TRUIC and UMUIC, SELRES Sailors are encouraged to review the latest edition of the TNR Almanac, available [here](#).

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