



DEPARTMENT OF THE NAVY

OFFICE OF THE SECRETARY
1000 NAVY PENTAGON
WASHINGTON, D.C. 20350-1000

SEP 8 2004

**MEMORANDUM FOR CHIEF OF NAVAL OPERATIONS
COMMANDANT OF THE MARINE CORPS**

**Subj: REPORT OF THE 2004 NATIONAL NAVAL RESERVE POLICY
BOARD (NNRPB)**

**Encl: (1) Report of the 2004 Secretary of the Navy's National Naval Reserve Policy
Board**

The NNRPB convened formally May 20 – 22, 2004 to consider issues impacting the Navy's and Marine Corps Reserve. NNRPB recommendations and comments enclosure (1). I concur with the comments and recommendations of the Deputy Assistant Secretary of the Navy (Reserve Affairs).

My point of contact is PNCM(SW) David Rudd at (703) 693-0392 or david.rudd@navy.mil.

A handwritten signature in black ink, reading "William A. Navas, Jr.", is positioned above the typed name.

William A. Navas, Jr.
Assistant Secretary of the Navy
(Manpower and Reserve Affairs)



DEPARTMENT OF THE NAVY

OFFICE OF THE SECRETARY
1000 NAVY PENTAGON
WASHINGTON, D.C. 20350-1000

JUN 2 2004

NATIONAL NAVAL RESERVE POLICY BOARD

From: Chairman, National Naval Reserve Policy Board (NNRPB)
To: Assistant Secretary of the Navy (Manpower and Reserve Affairs)

Subj: REPORT OF THE 2004 SECRETARY OF THE NAVY'S NATIONAL NAVAL RESERVE POLICY BOARD

Ref: (a) SECNAVINST 5420.17K

Encl: (1) Policy Issues Considered
(2) NNRPB Recommendation for a 30-day Advance Notification Request prior to Activation/Mobilization during Sustained Operations

1. Per reference (a), the 2004 National Naval Reserve Policy Board (NNRPB) met to consider action on issues forwarded by the Commander Naval Reserve Force (CNRF) Policy Board, review outstanding issues, and consider policies that hinder the transformation and seamless integration of the Navy-Marine Corps Team. The results of the Board's deliberations are forwarded as enclosure (1).

2. In January 2004, eleven new members were accepted onto the Board. Six new members were chosen from 116 applicants through the new electronic application process. Four other new members were normal duty transfers in permanent Board positions. The 2003 CNRF Shore Sailor of the Year, AM1(AW) Sean Casey, was inducted as a new member into the newly created one-year position on the Board. Nine of these new members conducted indoctrination training in Washington, DC in January, which included discussions with Deputy Assistant Secretary of the Navy (Reserve Affairs), the Chief of Naval Reserves, and a representative from Reserve Forces Policy Board. In March, the Deputy Chairman observed disposition of policy board issues by the CNRF Policy Board in New Orleans. In April, the Board responded electronically to a short turnaround request by the DASN (RA) on a Congressional request on contractor security personnel in Iraq.

3. From 20-22 May 2004, the Board met in New Orleans to consider policy issues from the CNRF Policy Board (CNRFPB) and from the DASN (RA). The Board took the opportunity to conduct information briefs to the new flag officers, the Naval Reserve Advanced Management course, and the Operational Support Officer class. The Board considered six items forwarded from the CNRF Policy Board for appropriate recommendations, as follows:

a. **Non-Prior Service Accession Course (NPSAC) Boot Camp** - Non-prior service personnel are required to attend a two-week long boot camp vice the full eight-week boot camp required of active duty members.

Resolution: Forwarded to CNO for implementation of a full boot camp requirement for all Navy Reserve Personnel and mandatory completion of Class "A" school and if NEC required, Class "C" school prior to release from active duty. Board also recommends establishing a RPN component to Navy's Individuals Account to support reserve personnel in the training pipeline.

Subj: REPORT OF THE 2004 SECRETARY OF THE NAVY'S NATIONAL NAVAL
POLICY RESERVE POLICY BOARD (NNRPB)

b. **Navy and Marine Corps Overseas Service Ribbon** - Drilling Reservists recalled to active duty must fulfill the active duty requirements to receive the OSR (12 months), while non-recalled Reservists can qualify for the OSR after serving 30 days consecutively or 45 days accumulated.

Resolution: Forwarded to Secretary of the Navy recommending one OSR eligibility requirement for all personnel to meet the spirit and intent of the Total Force Policy. The Board also recommends that the Assistant Secretary of the Navy (Manpower & Reserve Affairs) conduct a review of all awards with inconsistent eligibility requirements and recommend one eligibility standard for both AC and RC personnel.

c. **TRICARE dental benefits/enrollment for drilling reservist when also a dependent of a retiree or Active Duty member** - A drilling reservist who is a dependent of retired or active duty member can experience difficulties attempting to access medical care when going on and off extended active duty due to the enrollment processing/wait time required by the TRICARE program.

Resolution: It is the judgment of the NNRPB that this is not a policy issue but one of execution. The option of Dual Status Eligibility is available in the current DEERS program. DEERS is utilized to establish members' eligibility for medical and dental benefits, which are separate processes. Sufficient policies exist to facilitate cases of dual eligibility status that allow members to enroll themselves and their eligible beneficiaries in the dental plan of their choice.

d. **Survivors Benefit Plan authorization for Reserve Component service members who dies while perform Inactive Duty Training (IDT)** - Current law/policy does not authorize benefits to survivors of reserve personnel killed in the line of duty while performing Inactive Duty Training (IDT)

Resolution: Forward to Reserve Forces Policy Board for consideration of expanding current SBP to the families of Reservists who die in the line of duty while performing IDT/AT/ADT.

e. **Random drug testing for Reserve personnel regularly drilling away from the NRA** - The ability to conduct random urinalysis testing across the population of the Drilling Reservists has traditionally resided with the supporting NRAs. With an increasing number of Reservists drilling at the supported command, the NRA will be severely limited in their ability to satisfy the requirements of the drug testing policy.

Resolution: Forward to CNO recommending that OPNAVINST 5350.4C, Appendix C, Para 1, be replaced and new language be developed to require the supported command to include all assigned RC personnel in the command urinalysis program to subject reservists to the same policies and procedures prescribed for Active Duty Members.

Subj: REPORT OF THE 2004 SECRETARY OF THE NAVY'S NATIONAL NAVAL
POLICY RESERVE POLICY BOARD (NNRPB)

f. **Creation of a new Service Number for Military Personnel** - With identify theft on the rise, military members need a service number to replace the use of social security numbers.

Resolution: Forwarded to the Reserve Forces Policy Board to pursue concurrence that the Defense Integrated Manpower Human Resources System (DIHMERS) is the resolution for this issue.

4. The NNRPB was asked by the Staff Director, Deputy Assistant Secretary of the Navy (Reserve Affairs) to provide recommendations for a revised Naval Reserve advance notification of Activation/Mobilization during sustained operations. Current Navy policy requires only a 72-hour notification but NNRPB members agree that notification up to 30 days is possible and desired. Enclosure (2) is the NNPRB's recommendations.

Very Respectfully,

Stanton Thompson, by direction

Stanton Thompson
Rear Admiral
U. S. Naval Reserve

ITEM: 2004-01

SUBJECT: NON-PRIOR SERVICE ACCESSION COURSE (NPSAC) BOOT CAMP

DISCUSSION: The two-week long NRAC (formerly NPSAC) boot camp was designed to quickly assimilate enlisted personnel numbers in the Naval Reserve Force while minimizing the quantity of time in attendance. Although NRAC does provide the basic military bearing, traditions and honors that a member of the service requires, it does not instill the sense of belonging to the Navy service that the regular eight-week long boot camp provides. A benefit of having all Naval enlisted personnel attending the same boot camp is that all service members will have received the same basic guidance and the Reservists will be better received on equal footing with their active duty counterparts. "One Navy - One Boot Camp"

NNRPB RECOMMENDATION: Forward to CNO for implementation of a full boot camp requirement for all Navy Reserve Personnel and mandatory completion of Class "A" school and if NEC required, Class "C" school prior to release from active duty. Board also recommends establishing a RPN component to Navy's Individuals Account to support reserve personnel in the training pipeline.

CHIEF OF NAVAL OPERATIONS COMMENTS: Concur with NNRPB. During the transition to full boot camp for NPS accessions, Navy should retain the Naval Reserve Accession Course (NRAC), the two-week boot camp. The ramp up of full boot camp will require a reduction but not the immediate elimination of NRAC quotas.

COMMANDANT MARINE CORPS COMMENTS: Concur without comment.

DASN(RA) COMMENTS: Concur with NNRPB and Chief of Naval Operations comments. Implementation of full boot camp for Non Prior Service (NPS) is highly recommended to ensure consistent basic training, foster force integration and to accelerate the time in which NPS personnel are a mobilization asset.

ITEM: 2004-02

SUBJECT: AWARD CRITERIA INEQUALITY FOR NAVY AND MARINE CORPS OVERSEAS SERVICE RIBBON (OSR)

DISCUSSION: Eligibility requirements for the OSR are different for Active Duty personnel and Inactive Reservists. However, there is a perceived inequality in the requirement for this award between Naval Reservists recalled to active duty (with assignment to an overseas shore base station) and for Naval Reservists conducting their annual AT or ADT (at an overseas shore base.) Per SECNAVINST 1650.1G, Drilling Reservists recalled to active duty (such as for Operation Desert Storm) must fulfill requirements for active duty personnel, and any period of more than 90 days is considered active duty. For the average Drilling Reservist, requiring a cumulative 12 months, even in a VR squadron, would make the ribbon almost unobtainable.

NNRPB RECOMMENDATION: Forward to Secretary of the Navy recommending OSR eligibility requirement for all personnel be standardized. Recommend standardizing the OSR award criteria to require 179 days or greater of accumulated overseas duty, regardless of status (active or reserve). This supports assignment of active component personnel to overseas duty on a temporary/emergent basis, and reinforces a consistent Total Force approach by using common award criteria.

Board also recommends DASN (RA) staff conduct a review of all awards with inconsistent eligibility requirements and recommend one eligibility standard for both AC and RC personnel.

CHIEF OF NAVAL OPERATIONS COMMENTS: Concur. A separate reserve award criteria, which is less demanding than active, should not exist. The Chief of Naval Reserve directed a review of awards with reserve specific criteria and is recommending to the Secretary of the Navy a consolidation of the Naval Reserve Meritorious Service Medal with the Navy Good Conduct Medal as well as the elimination of the Naval Reserve Sea Service Ribbon.

COMMANDANT MARINE CORPS COMMENTS: Nonconcur with NNRPB recommendation. The NNRPB has not made a sufficient business case nor assessed the impact of the recommended changes. The reduction of the requirement to 179 days from 365 days has not been addressed from the standpoint of the Reserve Component. Further, the recommended change would virtually prevent any drilling Reservist from becoming eligible for this ribbon. Recommend the NNRPB provide additional justification before readdressing this issue.

DASN(RA) COMMENTS: Concur with NNRPB and Chief of Naval Operations Comments. Efforts must be made to eliminate separate award criteria for the active and reserve forces. The Navy and Marine Corps have mobilized over 57,000 reservists in the last three years, many of whom would have acquired sufficient overseas time to qualify under this proposed change.

ITEM: 2004-03

SUBJECT: SURVIVORS OF RESERVE COMPONENT SERVICE MEMBERS WHO DIE WHILE PERFORMING INACTIVE DUTY TRAINING (IDT) OR DURING WEEKEND DRILLS ARE NOT AUTHORIZED SURVIVOR BENEFIT PLAN (SBP) BENEFITS

DISCUSSION: Currently law/policy authorizes SBP benefits to survivors of active duty if the death was determined to occur while in the line of duty. Survivors of Reserve Component service members who die while performing Inactive Duty Training (IDT) or during weekend drills are not authorized SBP benefits. Since January 2003 there have been 13 Reserve Component deaths during weekend military training while their units were preparing for Operations Enduring Freedom and Iraqi Freedom. The families of these Reservists did not receive SBP payments. The current law with regards to SBP was changed in the National Defense Authorization Act for fiscal year 2002. Previously, SBP payments were only authorized for survivors of retired service members. The change in Department of Defense (DoD) policy occurred after Congress changed the law to authorize SBP payments to survivors of service members who are not retired if the death was in the line of duty.

NNRPB RECOMMENDATION: Forward to Reserve Forces Policy Board for consideration of expanding current SBP to the families of Reservists who die in the line of duty while performing IDT/AT/ADT.

CHIEF OF NAVAL OPERATIONS COMMENTS: Do not concur. The FY 2004 National Defense Authorization Act, Sec. 644, authorized SBP for spouses of those members who die from an injury or illness incurred or aggravated in the line of duty during inactive-duty training.

COMMANDANT MARINE CORPS COMMENTS: Do not concur. Section 644 of the National Defense Authorization Act (NDAA) addresses this requirement. Recommend the NNRPB review this section to ensure the new law meets the current requirements.

DASN(RA) COMMENTS: Concur with Chief of Naval Operations and Commandant, Marine Corps Comments. FY 2004 NDAA addresses this issue. No further action required.

ITEM: 2004-04

SUBJECT: DRILLING RESERVIST'S FAMILY MEMBER ELIGIBILITY FOR TRICARE DENTAL BENEFITS

DISCUSSION: A Drilling Reservist who is married to a retired military member or active member can experience difficulties when going on and off extended active duty and trying to access medical care because of the enrollment processing/wait time required by the TRICARE program. The transition is not seamless even though the eligibility may exist. Unnecessary expense of resources (both in time and money) will be incurred by the Reservist family and those working within the medical system to remedy the situation.

If enrollment paperwork is not received before the 20th of the month, the TRICARE system will not reflect eligibility until the 1st of the following month. As an example, one Reservist opted to not enroll family members when on extended active duty, but keep family members under the retiree's sponsorship and pay the TRICARE PRIME medical premiums to ensure continuity of service for the family. Even though the family premiums accommodated the Drilling Reservist's coverage (as a dependent member in a family of four) the first day off active duty, the system did not reflect this. As a result, members had to make any appointments for care during the first month off active duty in person, on site, at the PRIME facility, using a copy of the certified enrollment form. If the medical facility could not accommodate the Reservist/family member and needed to refer outside of the facility, the appointments would need to be made through the TRICARE Health Benefits Manager (i.e., Sierra Military Health Services, Inc. at www.sierramilitary.com). The difficulty is the Health Care Manager does not see the PRIME status in the system for the Reservist/family member and will refer out under the TRICARE Standard status. Fees will be incurred and have to be paid if immediate care is required. All this additional expenditure of time and money seems excessive and unnecessary in light of the fact that eligibility exists under the TRICARE PRIME program.

NNRPB RECOMMENDATION: It is the judgment of the NNRPB that this is not a policy issue but one of execution. The option of Dual Status Eligibility is available in the current DEERS program. DEERS is utilized to establish members' eligibility for medical and dental benefits, which are separate processes. Sufficient policies exist to in cases of dual eligibility status that allow members to enroll themselves and their eligible beneficiaries in the dental plan of their choice.

CHIEF OF NAVAL OPERATIONS COMMENTS: Concur. Difficulties experienced by "dual status" members due to normal enrollment processing delays are not a policy issue but an execution issue. TRICARE must develop more expedient means for TRICARE enrollment of dual status eligible members moving between active and inactive duty.

COMMANDANT MARINE CORPS COMMENTS: Concur with NNRPB recommendation.

DASN(RA) COMMENTS: Concur with all comments. This is not a policy issue. No further action required.

ITEM: 2004-05

SUBJECT: RANDOM DRUG TESTING OF RESERVE PERSONNEL REGULARLY DRILLING AND SERVING AWAY FROM AN NRA

DISCUSSION: The increased number of Drilling Reservists regularly performing drills away from the supporting NRA renders the NRA incapable of physically testing those off-site Drilling Reservists. This has effectively created a situation in which the off-site Drilling Reservist is no longer subject to the scrutiny of the Navy Drug Screening Program and its random urinalysis. This situation will only continue to grow in severity and become more the rule than the exception as Reserve/active integration draws more Reserve personnel from under the support of the NRA and into the proximity of the supported command. Supported commands as a matter of routine, perform random urinalysis testing of active duty personnel present during the workweek. It is conceivable that Reservists performing duties during the week and certainly Reservists performing weekend drill at the supported command will never be subject to random urinalysis testing.

NNRPB RECOMMENDATION: Forward to CNO recommending that OPNAVINST 5350.4C, Appendix C, Para 1, be replaced and new language be developed to require the supported command to include all assigned RC personnel in the command urinalysis program to subject reservists to the same policies and procedures prescribed for Active Duty Members.

CHIEF OF NAVAL OPERATION COMMENTS: Concur with comment. Supported commands should take ownership of all assigned SELRES, whether drilling at the supported command or the Naval Reserve Activity (NRA) and integrate them into their Command Urinalysis Program. Supported command would not only administer the program to those SELRES who train on board, but would Distribute the monthly "hit list" electronically to all supporting NRAs for execution.

COMMANDANT MARINE CORPS COMMENTS: Defer to NNRPB recommendation. This issue is not applicable to the Marine Corps Reserve.

DASN(RA) COMMENTS: Concur with NNRPB and Chief of Naval Operation comments.

ITEM: 2004-06

SUBJECT: NEW SERVICE NUMBER (NON SOCIAL SECURITY NUMBER)

DISCUSSION: The proliferation and advancement of information technology has created a worldwide environment in which personal and protected information is more easily accessible and at risk for misuse. SSNs have evolved as an individual's key number which links and provide access to significant personal information such as employment, health and tax records, financial and family information. Having the SSN on an individual's Military Identification Card as their service number places the individual at greater risk of identity theft if the card is lost or stolen. Also, as mentioned by the originator, the Geneva Convention Articles require captives to only disclose name, rank and service number. It is inferred from reading the Articles that the intent to disclose only this information is to allow the captors to properly identify captives to the captive's government. By using the individual's SSN as the service number, this practice has the potential to give captors access too much more personal information which may be used against the captive. DoD is moving toward implementation of the Defense Integrated Manpower Human Resource System (DIMHRS). Navy will implement the Single Integrated Human Resources System (SIHRS) as an interim step toward DIMHRS. Both of these systems utilize a randomly generated Employee ID Number for each member (active, reserve, civilian) that is different than the member's SSN. Within the system, the Employee ID Number will be cross-referenced to the member's SSN.

This issue was previously referred to the Reserve Forces Policy Board (RFPB) under issue number 2002-24.

NNRPB RECOMMENDATION: Forward to the Reserve Forces Policy Board to pursue concurrence that the Defense Integrated Manpower Human Resources System (DIHMERS) is the resolution for this issue.

CHIEF OF NAVAL OPERATIONS COMMENTS: Do not concur. Although DIMHRS will continue to use the Social Security Number (SSN) for payroll and taxes, DIMHRS will prevent identity theft by eliminating the display of the SSN on certain screen presentations and printouts and will establish and store the record through a separate system-generated "key" or employee ID>

COMMANDANT MARINE CORPS COMMENTS: Do not concur. This is a Total Force issue that requires coordination with the Regular Component of the Navy and Marine Corps.

DASN(RA) COMMENTS: Do not concur with NNRPB recommendation. DIMHRS will generate random numbers to ensure the SSN is secure but the SSN must still be used in the pay module. Under DIMHRS, SSN's will not be used on any item that is handled by the public i.e. ID cards. No further action required but since this is a DOD-wide concern, will forward a copy to the Reserve Forces Policy Board for their information.

National Naval Reserve Policy Board Recommendation
30-day Advance Notification Request prior to
Activation/Mobilization during Sustained Operations

The National Naval Reserve Policy Board (NNRPB) recently explored the merits of instituting a policy of providing an advance notification prior to recalling Reserve Component personnel to active duty. To ensure Combatant Commanders maintain the ability to respond to emerging situations around the globe a distinction must first be drawn to identify members being activated to support a contingency operation, versus those recalled/activated to support a sustained operation or planned rotation of forces. In the event of activation due to the emergence of unforeseen contingency operations, or in response to a national emergency, the issue of advance notification does not apply.

The NNRPB supports a policy requiring a minimum of 30-days advance notice prior to activation/mobilization of Naval Reserve personnel in support of sustained operations, or "routine" rotation of forces. In reaching this recommendation, the board reviewed the merits of a 7-day, 14-day, or 30-day notification period to support long-term, sustained operations, as is the case in Iraq. There are several advantages to instituting such a policy of advance notification for both the individual Reservist and the Naval Forces. Among the reasons supporting the establishment of a policy to provide 30-day advance notification, are employer concerns, authorized delays in reporting, TRICARE benefits eligibility, morale and retention.

Employer support for our Reserve Component is crucial to the success of the overall program and national defense posture. According to Colonel Barry Cox of the National Committee for Employer Support of the Guard and Reserve (ESGR), employers are requesting predictability when it comes to recall to active duty of their employees. They are concerned about minimizing the financial impact upon their enterprise as a result of the temporary loss of their employees. If Reservists provide their employers with 30 days notice, the employer will then be afforded the opportunity to assess the business/financial impact and execute a plan of action. In some cases, a temporary employee can be hired but it takes time and money to advertise, interview, and train a "temp". In many cases, Reserve Component personnel occupy highly specialized positions in industry and the business sector, which cannot be readily filled at a moments notice in the event of activation/mobilization. While civilian employers often hire current and former members of the Reserves because of their technical skills and leadership abilities, they may be less inclined to do so if they perceive that long-term recalling will continue without regard for their business and financial needs.

Authorized delays in reporting for personnel issued activation orders with minimal notice have created a recurring concern for deploying unit commanders. Since the events of 11 Sept 2001, the Navy has mobilized over 21,850 Reservists. 4200 of those personnel, or 19.2% of the total being processed for activation were granted a 7-day delay in reporting for duty. An additional 602 (2.8%) Reservists have been granted an 8 to 30-day delay. These statistics only refer to those delays that were authorized and does not represent the countless others requested. For deploying unit commanders who rely on a full contingent when deploying to a combat zone, this creates a significant obstacle to unit integrity. A 30-day delay policy would mitigate, if not eliminate, the need for members to be granted these delays in reporting. Combatant Commanders would, in turn, be able to plan their

unit movements knowing that their Reserve members would report as ordered with no delays.

The FY '04 Defense Authorization increased Reserve Component TRICARE benefits in the event of mobilization/activation. Reserve Component members become TRICARE eligible up to 60 days prior to reporting to their Reserve Center for activation. However, if orders are not generated, then the benefits are not extended. A Reserve Component member in possession of these benefits may seek medical and dental care prior to activation, which will ultimately reduce processing time once they report to the Naval Mobilization Processing Site (NMPS).

Finally, the issue of morale and retention in the Naval Forces is of significant concern. As the United States enters the fourth year of the Global War on Terror (GWOT), the challenge of providing combat ready forces in the field will become even greater if our Sailors and Marines refuse to renew contracts due to the frustrations suffered during mobilization. The Reserve Component consists of a highly specialized, educated, and motivated segment of society with well paying jobs, families, and other civic responsibilities. Providing personnel with a 30-day notification would afford them the opportunity to settle their affairs prior to deploying overseas, which, in many cases, may be for a year or more. If they are not provided with a measure of predictability in their lives in the sustained War on Terror, Reservists may opt out of the Reserves.

Today's Reservists are a patriotic group of individuals who bring with them an inordinate amount of expertise and practical experience. They will be the first to answer the call to duty in the event of unforeseen catastrophes or threats to our nation. To ensure a professional, highly trained Reserve Force, we must shoulder the responsibility for mitigating the hardships endured by our Reservists during activation/mobilization. A relatively minor effort on behalf of senior leadership to provide Reservists with a measure of predictability in their lives will translate into enormous dividends for the Naval Forces of the future. Although being ready to mobilize at all times is part of being a Reservist, it should be incumbent upon the Navy and Marine Corps to ensure its Reserve personnel are provided 30-day advance notification prior to activating.

CHIEF OF NAVAL OPERATION COMMENTS: Reservists should receive activation orders at least 30 days prior to their report date for rotational, sustainment requirements. However, individuals will receive shorter notification periods in those instances where members fall out during the activation process, creating manning gaps that Navy must fill quickly. Additionally, as noted in the NNRPB report, emergent, unforeseen requirements will necessarily require significantly shorter notification periods and are not subject to a blanket 30-day advance notification policy.

COMMANDANT MARINE CORPS COMMENTS: The 30-day notice policy would not create a significant delay for the Marine Corps and would give the Marine more time to prepare for deployment. Should the proposed 30-day policy not be consistent with the specific National Emergency, the policy should be written to ensure maximum operational flexibility.

DASN(RA) COMMENTS: Concur with enforcing a 30-day advance notification for

sustained operations. Recommend that ASN(M&RA) provide written policy guidance to CNO/CMC based on current OSD regulations and recommendations no later than October 31, 2004.