

## MILPERSMAN 1001-022

### PERMANENT PROFESSIONAL RECRUITER (PPR) DESIGNATOR OF THE NAVY RESERVE OFFICER PROGRAM

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<b>References</b>	(a) 10 U.S.C § 12310 (b) SECNAVINST 1920.6D (c) SECNAVINST 1920.7C
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1. **Background.** Reference (a) authorizes the Training and Administration of the Reserves (TAR) to place Reserve officers on active duty status to perform duties in connection with organizing, administering, recruiting, instructing or training the reserve components (RC). The Permanent Professional Recruiter (PPR) community, designator code 1287, aligns requirements to support Reserve warfighting readiness, and provides the framework to develop, assign, and retain officers experienced in Reserve recruiting.

2. **Mission.** The mission of the PPR Officer Program is to:

a. Provide dedicated, full-time support for the Navy Reserve recruiting mission;

b. Optimize effectiveness of Navy Reserve recruiting by establishing market penetration in key locations; and

c. Facilitate durable community relationships by allowing extended time-on-station durations.

3. **Career Path.** The TAR PPR Officer Program offers an active duty career for Reserve officers through the rank of lieutenant commander (0-4), with the ability to be continued and retained in order to complete 20 years of qualifying active duty service. Retention and attrition criteria for TAR officers is defined in reference (b).

4. **Promotion.** TAR PPR officers are considered for promotion by Reserve promotion boards and compete for promotion in the TAR PPR competitive category.

a. **Retention of Lieutenants (O-3).** Given the restricted billet-base for the PPR community, opportunities for promotion to lieutenant commander (O-4) may be limited. Any officer in the paygrade of O-3 who is a two time failure of selection (2xFOS) for the paygrade of O-4, may request to be considered for continuation as governed by the current Navy Reserve Officer Retention and Continuation Policy and Plan.

b. **Retention of Lieutenant Commanders (O-4).** Paygrade restrictions on community billets will be limited to the O-4 paygrade. There will be no PPR promotion opportunities to Commander (O-5). As such, officers in the paygrade of O-4 within the community will not reach a 2xFOS status. Once PPR officers in the paygrade of O-4 have reached regular retirement eligibility, they will be required to retire or may request continuation in line with reference (b). Officers in the paygrade of O-4 may be retained up to 24 years of commissioned service within the limitations prescribed in references (b) and (c) in order to reach regular retirement eligibility.

5. **Program Overview.** The PPR community is a subset of the TAR Human Resources community for the basis of community sponsorship. As described in paragraph 4 of this article, PPR remains a separate competitive category for promotion purposes.

a. **Eligibility.** TAR officers must meet the eligibility requirements outlined in [MILPERSMAN 1001-020](#).

b. **Re-designation.** Officers are eligible to apply for re-designation to 1287 at the semi-annual TAR Transfer and Re-designation boards.

c. **Community Management.** Community management and oversight will be the responsibility of the Bureau of Naval Personnel (BUPERS) Reserve Officer Community Management Division (BUPERS-351).

d. **Detailing**

(1) Officers will be detailed into Reserve Recruiting billets by the Navy Personnel Command Training and

Administration of the Reserve Distribution/Augmentation Division  
(PERS-46).

(2) Members can expect to remain in the same geographical location for the duration of their PPR tour, but in unique cases may be required to relocate based on individual performance and/or significant market changes in the current location.

(3) Billet locations will be determined by Navy Recruiting Command based on RC market data.

e. **Selected Reserve (SELRES) affiliation.** Officers desiring to transition to a SELRES status must request a change of designator via the Navy Personnel Command, Career Transition Office Division (PERS-97) prior to being released from active duty.