



SECRETARY OF THE ARMY
WASHINGTON

09 MAY 2014

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army Directive 2014-07 (Army Career Intermission Pilot Program)

1. References. A complete list of references is at the enclosure.
2. Purpose. This directive provides policy for the implementation of the Army Career Intermission Pilot Program (CIPP), as authorized in section 533 of Public Law 110-417 (the Duncan Hunter National Defense Authorization Act for Fiscal Year 2009) and amended by section 531 of Public Law 112-81 (the National Defense Authorization Act for Fiscal Year 2012) and section 522 of Public Law 112-239 (the National Defense Authorization Act for Fiscal Year 2013). These statutes provide temporary authority for the application of the CIPP to Soldiers (commissioned, warrant and enlisted) serving in the Regular Army (RA) and U.S. Army Reserve (USAR) Active Guard Reserve (AGR) Program. The policy established in this directive is effective immediately and takes precedence over existing Army regulations.
3. Background. The CIPP provides a one-time temporary transition from active duty in the RA or USAR AGR Program to the Individual Ready Reserve to allow Soldiers to pursue personal or professional growth while providing a mechanism for their seamless return to active duty. The long-term intent of the CIPP is to retain the valuable investment in experience and training the Army would otherwise lose when Soldiers separate permanently. Under the CIPP, Soldiers will retain certain benefits and return to active duty (RA to RA, AGR to AGR) at the end of the inactive duty period.
4. Provisions and Limitations. Pursuant to section 533 of Public Law 110-417, as amended, the following nonwaiverable provisions and limitations apply to the CIPP:
 - a. Not more than 20 officers and not more than 20 enlisted members, serving in the RA or USAR AGR, may be selected in each calendar year for the CIPP.
 - b. A Soldier must have completed any active duty service obligation (ADSO) agreed to upon his or her initial entry to active duty, an initial enlistment term, or a service obligation incurred by agreement to a Critical Skills Retention Bonus (CSRB).
 - c. Each Soldier must sign an agreement to:
 - accept an appointment or enlist, as applicable, and serve in the Ready Reserve during the period of participation in the CIPP;

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- undergo inactive duty training as required to retain military skills, professional qualifications and physical readiness; and
 - serve 2 months on active duty for each month spent in the CIPP.
- d. No Soldier may be released from active duty for participation in the CIPP after 31 December 2015.
- e. The period spent in the CIPP may not exceed 3 years.
- f. A Soldier in the CIPP will each month be paid two-thirtieths of the amount of monthly basic pay the Soldier would otherwise be entitled to receive on active duty.
- g. During the period spent in the CIPP, any special or incentive pay or bonus will be suspended until the Soldier returns to active duty. Upon return to active duty, the Army will restart any special pay or bonus (except CSRB because Soldiers in receipt of CSRB and serving their CSRB ADSO are ineligible to participate). The Soldier will also be required to serve the remaining service obligation (in addition to the service obligation incurred for participation in the CIPP), unless the pay or bonus is no longer authorized by law or the Soldier fails to meet the required eligibility requirements. Soldiers failing to meet eligibility requirements upon return to active duty will be subject to the repayment provisions of their pay or bonus agreement.
- h. Soldiers in the CIPP are entitled to travel and transportation allowances authorized by Title 37, United States Code (U.S.C.), section 404 to a location in the United States the Soldier designates as his or her residence upon release from active duty and upon return to active duty at the end of the CIPP period.
- i. Soldiers in the CIPP are entitled to carry forward their existing leave balance upon return to active duty, but not to exceed 60 days.
- j. Soldiers in the CIPP, and their dependents, continue to be entitled to the same medical and dental care as Soldiers on active duty for more than 30 days, and they remain eligible for retirement or separation for physical disability.
- k. Soldiers are ineligible for consideration for promotion while in the CIPP.
- l. An officer's date of rank will be adjusted upon return to active duty, as authorized by enclosure 3, paragraph 4, Department of Defense Instruction 1310.01 (Rank and Seniority of Commissioned Officers), to decrement the period spent in the CIPP.
- m. The period spent in the CIPP as a Reserve officer will be excluded from computation of the officer's total years of service as defined in Title 10, U.S.C. section 14706(a).

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n. The period spent in the CIPP is not creditable toward eligibility for retirement or transfer to the Ready Reserve under either chapter 571 or chapter 1223 of Title 10, U.S.C. and is not creditable toward computation of retired or retainer pay under chapter 71 or chapter 1223 of Title 10, U.S.C.

o. Participation in the program may be terminated at any time based on the needs of the Army and result in immediate recall to active duty in the RA or USAR AGR.

5. Noneligibility Criteria. The following Soldiers are ineligible for the CIPP and excluded from application:

a. Soldiers who have an approved retirement or separation date, or who have 17 or more years of creditable service for retirement as of the requested program entry date.

b. Soldiers who have not completed their initial active duty obligation or enlistment period before the requested program entry date.

c. Soldiers who have an ADSO, graduate school ADSO, post-commissioning duty station ADSO, branch of choice ADSO, service remaining requirement (SRR), or any other service obligation not completely fulfilled before the program entry date, including an ADSO/SRR or minimum initial service required as a result of the decision to transfer benefits to a dependent under the Post-9/11 Veterans Educational Assistance Act of 2008 (Title V of the Supplemental Appropriations Act of 2008, section 3311 of Public Law 110-252, known as the Post-9/11 GI Bill).

d. Enlisted members who are unable to serve the incurred SRR obligation upon return to active duty because of limitations on retention control points. Officers who are unable to serve the incurred ADSO upon return to active duty because of maximum time in grade, time in service or age.

e. Soldiers on a centrally selected promotion list.

f. Officers who have not been selected for promotion and enlisted personnel who have been denied reenlistment.

g. Soldiers in receipt of and executing permanent change of station orders.

h. Soldiers identified for a deployment.

i. Soldiers currently receiving CSRB or fulfilling an ADSO requirement based on the acceptance of a CSRB. A Soldier may apply to participate in the CIPP in the last year of the associated ADSO if the Soldier will not begin the CIPP until after completion of the ADSO.

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j. Aviators attending or having completed initial entry rotary wing training and still serving their aviation-related ADSO. Other aviators serving aviation-related training ADSO are ineligible unless they complete the ADSO before the program entry date.

k. Soldiers currently under suspension of favorable personnel actions, pending investigation, non-judicial punishment, courts-martial or civilian criminal charges or proceedings. Soldiers must have no record of disciplinary action (civil arrest, non-judicial punishment, general officer memorandum of reprimand or courts-martial) within 2 years preceding the request for participation in the program.

l. Soldiers not meeting medical readiness retention standards or pending medical or physical evaluation board proceedings.

m. Soldiers centrally selected for Officer Education System, Warrant Officer Education System, or Noncommissioned Officer Education System schools.

n. Soldiers assigned to the Medical Corps, Dental Corps, Veterinary Corps, Medical Service Corps, Army Nurse Corps, Army Medical Specialist Corps, Judge Advocate General's Corps and Chaplains Corps (RA and USAR AGR).

o. Soldiers previously identified, or in the zone of consideration, for separation or retirement by an Officer Separation Board, Enhanced Selective Early Retirement Board, Qualitative Management Program, Qualitative Service Program Boards or AGR Release From Active Duty Board.

6. Eligibility Criteria. If not otherwise excluded by the provisions in paragraph 5, these Soldiers are eligible to apply:

a. RA competitive category officers in year groups 1999 through 2014.

b. RA warrant officers.

c. RA enlisted sergeants and staff sergeants.

d. USAR AGR officers, warrant officers and enlisted Soldiers who have completed their initial 3-year term of active duty.

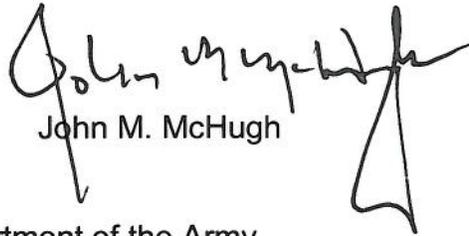
7. Reporting Requirements. The Department of the Army, through the Department of Defense, will report program participation annually to Congress no later than 1 June. The Deputy Chief of Staff, G-1 will define reporting procedures and coordinate the information so that the Under Secretary of Defense (Personnel and Readiness) receives the annual reports no later than 30 January. At a minimum, the reports will include the (i) number of applicants; (ii) demographics of selectees, (iii) career fields/military occupational specialties, (iv) reason for request and (v) length of inactivation requested

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and approved. Reporting will continue through 30 January 2019 unless the CIPP is terminated earlier or extended.

8. Proponent. The Army Deputy Chief of Staff, G-1 is the proponent for this policy. The Commander, U.S. Army Human Resources Command is the authority for program execution, including member participation, selection, separation and return to active duty, as well as associated nonstatutory waivers for participation.

9. This directive will expire on 31 December 2018 unless Congress extends section 533 of Public Law 110-417.



John M. McHugh

Encl

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REFERENCES

1. 10 U.S.C., Chapter 36 (Promotion, Separation, and Involuntary Retirement of Officers on the Active Duty List).
2. 10 U.S.C. Chapter 40 (Leave).
3. 10 U.S.C. section 1405 (Years of service).
4. 37 U.S.C. section 404 (Travel and Transportation Allowances).
5. Duncan Hunter National Defense Authorization Act for Fiscal Year 2009, Pub. L. No. 110-417, section 533 (Pilot programs on career flexibility to enhance retention of members of the Armed Forces).
6. National Defense Authorization Act for Fiscal Year 2012, Pub. L. No. 112-81, section 531 (Extension of authority to conduct programs on career flexibility to enhance retention of members of the Armed Forces).
7. National Defense Authorization Act for Fiscal Year 2013, Pub. L. No. 112-239, section 522 (Modification of authority to conduct programs on career flexibility to enhance retention of members of the Armed Forces).
8. Department of Defense (DoD) 7000.14-R (DoD Financial Management Regulation), Volume 7A (Military Pay Policy – Active Duty and Reserve Pay), Chapter 35 (Separation Payments), July 2013.
9. DoD Directive 1000.25 (DoD Personnel Identity Protection (PIP) Program), 19 July 2004, certified current as of 23 April 2007.
10. DoD Instruction 1000.13 (Identification (ID) Cards for Members of the Uniformed Services, Their Dependents, and Other Eligible Individuals), 23 January 2014.
11. DoD Instruction 1310.01 (Rank and Seniority of Commissioned Officers), 23 August 2013.
12. DoD Instruction 1341.2 (Defense Enrollment Eligibility Reporting System (DEERS) Procedures), 19 March 1999.
13. Army Regulation (AR) 135-91 (Service Obligations, Methods of Fulfillment Participation Requirements, and Enforcement Procedures), 1 February 2005.
14. AR 600-4 (Remission or Cancellation of Indebtedness), 7 December 2007, Rapid Action Revision Issued 29 April 2009.

Enclosure

15. AR 600-8-1 (Army Casualty Program), 30 April 2007.
16. AR 600-8-4 (Line of Duty Policy, Procedures, and Investigations), 4 September 2008.
17. AR 600-8-10 (Leaves and Passes), 15 February 2006, Rapid Action Revision Issued 4 August 2011.
18. AR 600-8-14 (Identification Cards for Members of the Uniformed Services, Their Eligible Family Members, and Other Eligible Personnel), 17 June 2009.
19. AR 600-8-19 (Enlisted Promotions and Reductions), 30 April 2010, Rapid Action Revision Issued 27 December 2011.
20. AR 600-8-24 (Officer Transfers and Discharges), 12 April 2006, Rapid Action Revision Issued 13 September 2011.
21. AR 600-8-105 (Military Orders), 28 October 1994.
22. AR 614-200 (Enlisted Assignments and Utilization Management), 26 February 2009, Rapid Action Revision 2 Issued 11 October 2011.
23. AR 623-3 (Evaluation Reporting System), 31 March 2014.
24. AR 635-200 (Active Duty Enlisted Administrative Separations), 6 June 2005, Rapid Action Revision 3 Issued 6 September 2011.
25. Department of the Army Memorandum 600-2 (Policies and Procedures for Active-Duty List Officer Selection Boards), 25 September 2006.