



SECRETARY OF THE ARMY
WASHINGTON

02 MAR 2021

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army Directive 2021-07 (Individual Ready Reserve Management)

1. References. See references enclosed.
2. Purpose. The Individual Ready Reserve (IRR) primarily comprises individual Soldiers who were trained through their Service in an active or reserve component and who are available for mobilization in time of war or national emergency. This directive clarifies expectations of IRR service and potential utilization requirements to optimize the effectiveness of the program in support of the U.S. National Security Strategy. The policies in reference 1p are not applicable to the involuntary activation of the IRR.
3. Applicability. The provisions of this directive apply to the Regular Army, Army National Guard (ARNG)/Army National Guard of the United States, and U.S. Army Reserve (USAR).
4. Background. All leaders are responsible to ensure that Soldiers enter the IRR only if they are a "mobilization asset." The Commanding General (CG), U.S. Army Human Resources Command (HRC) may command the IRR, but a cross-functional Total Force team is responsible for establishing and maintaining IRR expectation management. For Soldiers, expectation management begins with recruiters, but includes career counselors, unit leadership, transition personnel, and trainers, then ends when Soldiers are complete with their military service obligations (MSOs) and separate from the IRR. For the institution, it begins with planners to establish a requirement-based utilization strategy to articulate the purpose behind further investment in this program, as well as policy writers, training experts, and resource managers to facilitate as directed.
5. Policy.
 - a. Soldiers who voluntarily transfer to the IRR will possess the potential for useful service as mobilization assets to support the Joint Force. All Army components will update applicable regulations and policies for assigning/transferring Soldiers to the IRR based on this directive.
 - (1) Pursuant to the Army's Mobilization Asset Transfer Program (reference 1m), ARNG and USAR will no longer assign to the IRR those Soldiers with a history of

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unsatisfactory participation, as defined in reference 1k. The Standby Reserve Inactive Status List will be used for unsatisfactory participants.

(2) Non-deployable IRR Soldiers are considered mobilization assets if they meet the standards stated in this directive. To fill immediate manpower requirements, these Soldiers will replace levied personnel from institutional Army organizations.

b. Soldiers who have a remaining MSO at the time of their release from the active or reserve components will receive counseling, when practical, on the requirements to serve in the IRR and will acknowledge their obligations. Commands will screen these personnel against the mobilization asset requirements before assignment to the IRR. In accordance with Army regulations, the CG, HRC reserves the right to deny a transfer for Soldiers who do not meet the following mobilization asset requirements. These Soldiers will be referred back to the losing command for necessary action. Soldiers must meet these mobilization asset requirements:

(1) Possess a valid MOS/Area of Concentration (other than Soldiers awaiting Initial Military Training).

(2) Meet medical and dental retention standards, pursuant to reference 1j. Soldiers with disqualifying medical or dental conditions must be complete with the Disability Evaluation System and fully adjudicated or be within the system before transfer to the IRR.

(3) Have at least a National Agency Check with Local Agency and Credit Check/Tier 3 investigation or higher.

(4) Do not have a revoked or final denial of security clearance eligibility.

(5) Do not have a non-transferable suspension of favorable action (Flag).

(6) Do not possess any of these disqualifying adverse actions—

(a) sexual conviction that requires initiation of separation (see reference 1o)

(b) disqualifying conviction under the Lautenberg Amendment

(c) two or more alcohol or drug incidents requiring initiation of separation that has not yet been completed by the command

(d) felony conviction

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c. IRR Soldiers are required to complete an annual readiness update using the in-person muster or electronic muster, by mail, or by any other means directed by HRC. The annual readiness update requires IRR Soldiers to complete a military skills self-assessment to inform the annual review of their skills degradation model by the U.S. Army Training and Doctrine Command (TRADOC). Soldiers must promptly answer all official military correspondence and notify HRC of changes to their contact information, security eligibility concerns, or medical readiness. Soldiers must self-report, in accordance with reference 1i, and comply with all IRR Soldier requirements as outlined in applicable Army policy guidance and regulations.

d. A Soldier who is non-compliant, and fails to fulfill the IRR responsibilities defined above, may be discharged by HRC, transferred to the Standby Reserve Inactive Status List for 1 year and then discharged, or placed in the Retired Reserve (if eligible and at the Soldier's request).

6. Roles and Responsibilities.

a. The Assistant Secretary of the Army (ASA) for Manpower and Reserve Affairs (M&RA) will—

(1) Provide strategic direction for IRR management, develop associated program changes, and allocate resources to support this effort.

(2) Direct the establishment of a training strategy to ensure that Soldiers have a clear understanding of their IRR service obligation during active service in the active or reserve components

b. The Deputy Chief of Staff (DCS), G-3/5/7 will—

(1) Validate mobilization requirements as our nation's military commitments change.

(2) Annually identify an Operational Plan (OPLAN) to synchronize the Army Staff's planning and exercise efforts.

(3) Study IRR reserve component unit affiliation to ensure a strategy that aligns personnel to local units to maintain their connection to uniformed service.

c. The Deputy Chief of Staff (DCS), G-1 will—

(1) Validate critical grade and skill shortages for all components.

(2) Implement a structured approach to activate and manage the IRR.

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- (3) Provide annual IRR activation estimates.
- (4) Conduct annual screenings.
- (5) Provide IRR guidance to the CG, HRC to implement responsibilities.

d. The CG, TRADOC will—

- (1) Develop a skills degradation model by the responsible Centers of Excellence.
- (2) On mobilization of the IRR, receive, screen, and assess Soldiers to provide the appropriate level of training based on an analysis of each individual's skill degradation.
- (3) Deliver Soldiers who are prepared to perform in their grade and MOS for HRC assignment based on the needs of the Army.
- (4) Synchronized with annual DCS, G-1 IRR activation estimates, establish support requirements for training base expansion with the U.S. Army Forces Command (FORSCOM), Army Materiel Command (AMC), ARNG, USAR, and other commands, as appropriate.

e. The Chief, National Guard Bureau and Chief of Army Reserve will comply with this directive in transferring Soldiers to the IRR and annually provide grade and skill shortages to the DCS, G1 based on the OPLAN identified by the DCS, G3/5/7.

7. Proponent. The ASA (M&RA) has oversight responsibility for this policy and will ensure that necessary internal controls are in place to comply with this directive. The DCS, G-1 will incorporate the provisions of this directive in AR 135–175, AR 135–178, and AR 140–10 within 2 years of the date of this directive.

8. Duration. This directive is rescinded on publication of the revised regulations.

Encl


John E. Whitley
Acting

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REFERENCES

- a. Title 10, United States Code, section 10144 (Ready Reserve: Individual Ready Reserve)
- b. Title 10, United States Code, section 10149 (Ready Reserve: Continuous Screening)
- c. Department of Defense (DoD) Directive 1200.7 (Screening the Ready Reserve), 18 November 1999, certified as current 21 November 2003
- d. DoD Instruction 1200.15 (Assignment to and Transfer Between Reserve Categories and Discharge from Reserve Status), 7 November 2019
- e. DoD Instruction 1215.13 (Ready Reserve Member Participation Policy), 5 May 2015
- f. DoD Instruction 1235.09 (Management of the Standby Reserve), 12 February 2014, incorporating Change 1, effective 5 May 2020
- g. DoD Instruction 1235.13 (Administration and Management of the Individual Ready Reserve (IRR) and the Inactive National Guard (ING)), 18 October 2013, incorporating Change 1, effective 30 April 2020
- h. DoD Manual 1000.13, Volume 1 (DoD Identification (ID) Cards: Benefits for Members of the Uniformed Services, Their Dependents, and Other Eligible Individuals), 23 January 2014, incorporating Change 1, effective 5 August 2020
- i. DoD Manual 5200.02 (Procedures for the DoD Personnel Security Program (PSP)), 3 April 2017, incorporating Change 1, effective 29 October 2020
- j. Army Regulation (AR) 40–501 (Standards of Medical Fitness), 27 June 2019
- k. AR 135–91 (Service Obligations, Methods of Fulfilment, Participation Requirements, and Enforcement Procedures), 14 March 2016
- l. AR 135–175 (Separation of Officers), 30 March 2020
- m. AR 135–178 (Enlisted Administrative Separations), 7 November 2017
- n. AR 140–10 (Assignments, Attachments, Details, and Transfers), 25 April 2018
- o. AR 600–37 (Unfavorable Information), 2 October 2020
- p. Army Directive 2019-31 (Integration and Refresher Training for Prior Service Personnel), 3 October 2019

Enclosure