



SECRETARY OF THE ARMY
WASHINGTON

09 MAY 2017

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army Directive 2017-18 (Army Career Intermission Pilot Program)

1. References. A complete list of references is at the enclosure.
2. Purpose. This directive provides revised 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), as amended by references g through j. 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.
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, and Directive-type Memorandum 15-005 (Pilot Programs on Career Flexibility to Enhance Retention of Service Members), the following nonwaiverable provisions and limitations apply to the CIPP:
 - a. Each Soldier must sign an agreement to:
 - (1) accept an appointment or enlist, as applicable, and serve in the Individual Ready Reserve during the period of participation in the CIPP;
 - (2) undergo inactive duty training as required to retain military skills, professional qualifications, and physical readiness; and
 - (3) serve 2 months on active duty for each month spent in the CIPP. For Soldiers approved for CIPP participation who are under an agreement upon entry onto active duty, they will serve their CIPP obligation after they have completed the contractual active duty service obligation (ADSO) incurred as a result of their agreement to enter active duty service.

SUBJECT: Army Directive 2017-18 (Army Career Intermission Pilot Program)

b. No Soldier may be released from active duty for participation in the CIPP after 31 December 2019.

c. A Soldier participating in the CIPP may not be returned to active duty in the RA or USAR AGR service after 31 December 2022.

d. The period spent in the CIPP may not exceed 3 years.

e. Each month, a Soldier in the CIPP will be paid two-thirtieths of the amount of monthly basic pay the Soldier would otherwise be entitled to receive on active duty in the grade and with the years of service the Soldier had when participation in the CIPP began.

f. 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. 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 eligibility requirements. Soldiers who do not meet eligibility requirements upon return to active duty will be subject to the repayment provisions of their pay or bonus agreement.

g. Soldiers in the CIPP are entitled to travel and transportation allowances authorized by Title 37, United States Code (U.S.C.), section 404 (37 U.S.C. § 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.

h. Soldiers in the CIPP are entitled to carry forward their existing leave balance upon return to active duty but not to exceed 60 days.

i. 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.

j. Soldiers are ineligible for consideration for promotion while in the CIPP.

k. An officer's date of rank will be adjusted upon return to active duty, as authorized by reference m, paragraph 4, to decrement the period spent in the CIPP.

l. The period spent in the CIPP as a USAR officer will be excluded from computation of the officer's total years of service as defined in 10 U.S.C. § 14706(a).

SUBJECT: Army Directive 2017-18 (Army Career Intermission Pilot Program)

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

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

o. Soldiers are not eligible for tuition assistance while in the Individual Ready Reserve. Time in the Individual Ready Reserve does not count toward eligibility for benefits under 38 U.S.C. § 3319 (generally known as the Post-9/11 GI Bill). However, Soldiers already entitled to Post-9/11 GI Bill benefits may use them while in the Individual Ready Reserve.

p. Participating Soldiers will maintain commissary; morale, welfare, and recreation; and exchange benefits.

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 active Federal service for retirement as of the requested program entry date.

b. Soldiers who have an ADSO or service remaining requirement as a result of the decision to transfer benefits to a dependent under the Post-9/11 GI Bill.

c. Enlisted Soldiers who are unable to serve the incurred service of their remaining requirement obligation upon return to active duty because of limitations on retention control points, and 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.

d. Soldiers on a centrally selected promotion list.

e. Officers who have failed in selection for promotion and enlisted Soldiers who have been denied reenlistment.

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

g. Soldiers identified for deployment.

SUBJECT: Army Directive 2017-18 (Army Career Intermission Pilot Program)

h. 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.

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

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

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

l. 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).

m. 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 board, qualitative service program board, 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:

- RA competitive category officers;
- RA warrant officers;
- RA enlisted sergeants and staff sergeants; and
- 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 to Congress no later than 1 June 2017 and 1 June 2019. The Deputy Chief of Staff, G-1 will define reporting procedures to the Commander, U.S. Army Human Resources Command (HRC) and coordinate the information so that the Under Secretary of Defense (Personnel and Readiness) receives

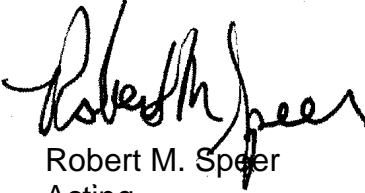
SUBJECT: Army Directive 2017-18 (Army Career Intermission Pilot Program)

a report on the program's progression no later than 1 June of each year in accordance with reference k.

8. Proponent. The Deputy Chief of Staff, G-1 is the proponent for this policy. The Commander, HRC is the authority for program execution, including member participation, determining maximum number of Soldiers who may participate each year, selection, separation, and return to active duty, as well as associated nonstatutory waivers for participation.

9. Army Directive 2014-07 is rescinded effective the date of this directive.

10. This directive will expire on 31 December 2022 unless Congress further extends or earlier repeals section 533 of Public Law 110-417.



Robert M. Speer
Acting

Encl

DISTRIBUTION:

Principal Officials of Headquarters, Department of the Army
Commander

- U.S. Army Forces Command
 - U.S. Army Training and Doctrine Command
 - U.S. Army Materiel Command
 - U.S. Army Pacific
 - U.S. Army Europe
 - U.S. Army Central
 - U.S. Army North
 - U.S. Army South
 - U.S. Army Africa/Southern European Task Force
 - U.S. Army Special Operations Command
 - Military Surface Deployment and Distribution Command
 - U.S. Army Space and Missile Defense Command/Army Strategic Command
 - U.S. Army Cyber Command
 - U.S. Army Medical Command
 - U.S. Army Intelligence and Security Command
 - U.S. Army Criminal Investigation Command
 - U.S. Army Corps of Engineers
 - U.S. Army Military District of Washington
- (CONT)

SUBJECT: Army Directive 2017-18 (Army Career Intermission Pilot Program)

DISTRIBUTION: (CONT)

U.S. Army Test and Evaluation Command
U.S. Army Installation Management Command
U.S. Army Human Resources Command
U.S. Army Financial Management Command
U.S. Army Marketing and Engagement Brigade
Superintendent, United States Military Academy
Director, U.S. Army Acquisition Support Command
Executive Director, Arlington National Cemetery
Commandant, U.S. Army War College
Director, Civilian Human Resources Agency

CF:

Director, Army National Guard
Director of Business Transformation
Commander, Eighth Army
Commander, U.S. Military Entrance Processing Command
Director, Defense Finance and Accounting Service

REFERENCES

- a. Title 10, United States Code (U.S.C.), Chapter 36 (Promotion, Separation, and Involuntary Retirement of Officers on the Active Duty List).
- b. Title 10, U.S.C., Chapter 40 (Leave).
- c. Title 10, U.S.C., section 1405 (Years of service).
- d. Title 37, U.S.C., section 474 (Travel and transportation allowances: general).
- e. Title 38, U.S.C., section 3319 (Authority to transfer unused education benefits to family members).
- f. Duncan Hunter National Defense Authorization Act for Fiscal Year 2009, Public Law (Pub. L.) No. 110-417, section 533 (Pilot programs on career flexibility to enhance retention of members of the Armed Forces), 122 Stat. 4449–4454.
- g. 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), 125 Stat. 1403
- h. 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), 126 Stat. 1722–23.
- i. Carl Levin and Howard P. “Buck” McKeon National Defense Authorization Act for Fiscal Year 2015, Pub. L. No. 113-291, section 522 (Extension of authority to conduct programs on career flexibility to enhance retention of members of the Armed Forces), 128 Stat. 3360–61.
- j. National Defense Authorization Act for Fiscal Year 2016, Pub. L. No. 114-92, section 523 (Expansion of authority to conduct programs on career flexibility to enhance retention of members of the Armed Forces), 129 Stat. 812.
- k. Directive-type Memorandum 15-005 (Pilot Programs on Career Flexibility to Enhance Retention of Service Members), September 8, 2015; Change 1, August 11, 2016.
- l. Department of Defense (DoD) 7000.14-R (DoD Financial Management Regulation (DoD FMR)), Volume 7A (Military Pay Policy – Active Duty and Reserve Pay), Chapter 35 (Separation Payments), September 2016.

Enclosure

m. DoD Instruction 1310.01 (Rank and Seniority of Commissioned Officers), August 23, 2013.

n. Army Directive 2014-07 (Army Career Intermission Pilot Program), 9 May 2014 (hereby rescinded).