

# **Headquarters U.S. Air Force**

*Integrity - Service - Excellence*

## **AFR Volunteerism/Mobilization Benefits**



**U.S. AIR FORCE**

**HQ USAF/RES  
Strategic Communications  
20 Nov 2008**

1

This presentation was initially briefed by Col Audrey Bahler at the AFRC Commanders Conference on 10 Sep 2008 at MacDill AFB.

### UPDATES:

Updated PERS/TEMPO figure (numbers changed but trend remained the same)

Changed 60th anniversary slide design IAW current guidance

Added note on overview slide clarifying embedded pdf files and links

Added slide for early reserve retirement pay showing benefit is the same for either mob or vol

Changed expiration date of income replacement to 31 Dec 2009 IAW change in FY09 NDAA

Added “in support of contingency” for TAMP



U.S. AIR FORCE

## Overview

- **Approximately 30 benefits or categories of benefits for Reservists reviewed**
  - **Potential for confusion: there are many benefits - some broad, some specific, and some changing - many sources of information**
  - **25 benefits are the SAME for volunteer or mobilized**
  - **5 benefits are DIFFERENT for volunteer or mobilized**
- **Strategic communication plan**

**Note: PDF icons are embedded files. Double click to open. Blue underlined text are links to the internet for additional guidance.**

*Integrity - Service - Excellence*

2

When given the choice, AFRC has emphasized volunteerism over mobilization, giving our Reservists the flexibility to coordinate absences with employers and family while fulfilling a dedication to service. The benefits to our Reservists remain, for the most part, the same whether volunteering or being mobilized for tours greater than 30 days. The intent of this briefing will not cover all the differences for 30 days or less since we don't normally mobilize for such short periods of time. This briefing will cover the benefits to our Reservists, note the differences in benefits between volunteering and mobilizing, include some discussion on policy versus law, and highlight the strategic communication plan for this issue. This briefing also provides some resources for further study into these benefits, but it is not the intent of this briefing to give an indepth review of each benefit. There are resources and experts who can provide that for you.



U.S. AIR FORCE

## Same Benefits (>30 day orders)

- Pay
- Basic allowance for housing (BAH)
- Basic allowance for subsistence (BAS)
- Leave accrual
- Special and incentive pays
- Tax benefit for combat zone
- Family separation allowance (FSA)
- Hostile fire/imminent danger pay
- Hardship duty pay (HDP)
- Retirement or separation for physical disability
- Servicemembers' group life insurance (SGLI) and Family SGLI

*Integrity - Service - Excellence*

3

All these benefits are the same as the regular component, whether volunteering or mobilized. We won't spend a lot of time covering these as most are familiar with these benefits and the intent is to focus on the differences between volunteering and being mobilized. There are guidebooks available on the web that can provide further detail on these benefits.



## Same Benefits (>30 day orders) (cont)

U.S. AIR FORCE

- **Servicemembers' Civil Relief Act (SCRA)**
- **Medical and dental benefits (in support of contingency)**
- **Post-deployment reconstitution**
- **Transitional assistance medical program (TAMP) (in support of contingency)**
- **Payment for unused leave (in support of contingency)**
- **Uniformed Services Employment and Reemployment Rights Act (USERRA)**
  - **Return to work**
  - **Employer pension benefit plans**
  - **Civilian employment retention**
  - **Assistance with a reemployment issue**



USERRA

*Integrity - Service - Excellence*

4

In some cases, benefits will be dependent upon supporting a contingency. However, for the most part, the deployments our Airmen are volunteering to fill are in support of Operations Enduring Freedom and Operation Iraqi Freedom.

The question has been raised lately as Reservists are facing the Title 38, section 4312(C) time limit of 5 years for reemployment. The time spent mobilized under Title 10, Section 12302 is excluded from this 5 years. However, so is the time spent ordered to or retained on active duty (other than for training) under any provision of law because of a war or national emergency declared by the President or the Congress, as determined by the Secretary concerned. We are in a time of national emergency as declared by President Bush. Policy letters as recently as 31 Mar 2008 have clarified this and have directed that this exemption be placed in the orders as stating: "The period of service under these orders is exempt from the five-year limit as provided in 38 U. S .C. 4312 (c) (4) (B).“ See attached memo from the Assistant Secretary of the Air Force (Manpower and Reserve Affairs).

Servicemembers' Civil Relief Act (SCRA), formerly known as the Soldiers' and Sailors' Civil Relief Act (SSCRA) includes: Jurisdiction and application, stay of proceedings, maximum interest rate on pre-service debts, eviction and distress, protection under installment contracts for purchase or lease, mortgage and trust deeds, termination of residential or motor vehicle leases, civilian life insurance premium payments, taxes, professional liability protection, business or trade obligations, and health insurance reinstatement.

Payment for unused leave in excess of 60-day career limit: 37 USC, Section 501 also allows payment for orders not supporting a contingency if the orders are between 31 and 365 days of active duty.



## Same Benefits (>30 day orders) (cont)

U.S. AIR FORCE

- GI Bill
- Base privileges (commissary, BX, MWR services)
- Reserve Component Survivor Benefit Plan (w/ 20 years service)
- [Employer-sponsored health care plan](#) - COBRA
- Space-A travel (same as regular component w/ 120 day orders – see attached guidance)
- Military Reservist Economic Injury SBA Loan Program
  - Eligibility: Small business employers (of Reservists who are key employees) that can demonstrate economic injury from Reservist's absence
  - Non-collateralized loans max \$50K, 30yr at 4% fixed; max \$2M w/ coll
  - Payments deferrable up to 1 yr
  - Pre-consideration enables businesses to get loan before deployment
  - Post-consideration enables businesses to get loan up to year after Reservist returns from deployment



Space-A

*Integrity - Service - Excellence*

5

Again, benefits that are the same, to include some that have dramatically improved over the years. Commissary privileges is one such example for those that remember the old punch cards.

GI Bill -- Volunteerism versus Mobilization does not impact any of the GI Bill programs for Reservists. Eligibility for Reserve Education Assistance Program (REAP) is based on orders stating in support of a contingency operation under Title 10, USC, Section 1607.

Consolidated Omnibus Budget Reconciliation Act (COBRA): employer may require the Reservist to pay up to 102% of the premium cost. 38 USC, section 4317

Space A travel -- for dependents of deployed members. Ruling is deployment orders for at least 120 consecutive days, can fly unaccompanied, authorized CONUS and OCONUS locations and within/between OCONUS theater with other guidelines to include letter from members commander to the passenger service agent. (see atch)



## Same Benefits (>30 day orders) (cont)

U.S. AIR FORCE

- **Reduced eligibility age for Reserve retirement pay (3 mos/90 eligible days/FY)**
  - NDAA of FY08, section 647, amended USC Title 10, Section 12731, providing retired pay age for a member of the Ready Reserve to be reduced below age 60 by 3 months for each aggregate of 90 days of active duty served in a FY
  - DoDI 1215.07 Service Credit for Reserve Retirement
    - Only qualifying active duty **after 28 Jan 2008** can be counted
    - MPA or RPA, training/school or operational, non-contingency or contingency
    - Active duty not credited: Annual Tour (AT), AGR, captive status, medical, disciplinary, unsat participation, or muster duty
  - Until automated systems are set up to capture data, tracking will present challenges – at the entry level and at ARPC
  - Reservists should monitor days served and keep copies of orders
  - More detailed briefing on this benefit to be posted at [RE AF Portal](#)

*Integrity - Service - Excellence*

6

A new benefit from the FY08 National Defense Authorization Act for the Ready Reserve is a reduction in the age to begin collecting retirement pay. A member may reduce the age to begin collecting retirement pay below age 60 by 3 months for every cumulative total of 90 days of active duty served in a fiscal year. This includes all MPA orders and RPA orders, but does not include any days served before 29 Jan 2008. A Reservist will need to track days served in a FY to ensure they don't fall short if approaching an aggregate of 90 days. It is also advisable to keep a copy of orders to submit if necessary. A strategic communication plan is already in process to ensure accurate information is disseminated.



U.S. AIR FORCE

## Different Benefits

- Legal assistance
- Income replacement
- **Post-deployment/mobilization respite absence (PDMRA)**
- 1095 rule
- **Follow-on mobilization**

*Integrity - Service - Excellence*

7

We will now look at the differences in the benefits between volunteering and mobilizing. These differences are case specific and won't necessarily be considered a benefit by all. Each topic will be broken out to highlight the differences between volunteering and being mobilized.

Legal assistance: 10 USC Section 1044, AFI 51-504

Income Replacement: 37 USC Section 910

1095 Rule: 10 USC Section 115

PDMRA and follow-on mobilization: SecDef policy letter dated 19 Jan 2007, OSD/PR policy letter dated 15 Mar 2007 with amendments dated 18 Apr 2007 and 24 May 2007, and HQ AFRC/A1 policy letter dated 21 Feb 2008.



U.S. AIR FORCE

## Different Benefit: Legal Assistance

---

- **Legal assistance**
  - **Legal assistance is provided while on active duty status to Reservists**
  - **Under mobilization, when mobilized for more than 30 days, assistance provided for not less than twice the length of active duty following release**

---

*Integrity - Service - Excellence*

8

Although legal assistance is available to Reservists and their dependents whenever on active duty orders, mobilization allows for continued legal assistance following demobilization. This entitlement is available when mobilized for more than 30 days and provides legal assistance to the Reservist and dependents following release from active duty, for not less than twice the length of active duty, subject to the availability of legal resources.

Legal assistance: 10 USC Section 1044, AFI 51-504



U.S. AIR FORCE

## Different Benefit: Income Replacement

- **Eligible only if mobilized and serving on active duty for any full month following date on which member:**
  - **Completes period of 547 **continuous** days of mobilized active duty**
  - **Completes 730 **cumulative** days of mobilized AD in previous 1,826 days, or**
  - **mobilized for period of 180 days or more **within 180 days of release** from period of 180 days or more of active duty**
- **Pay difference between average civilian income of the member and the member's total military compensation**
  - **Minimum \$50, maximum \$3000**
- **Program set to expire 31 Dec 2009 (FY09 NDAA extended the 31 Dec 2008 expiration)**

*Integrity - Service - Excellence*

9

Income replacement exemplifies a program that can benefit very few. In order to qualify for income replacement of up to \$3,000 per month, a Reservist must be involuntarily mobilized (not on voluntary orders) and complete 547 consecutive days (18 mos) of active duty, or 730 days (24 months) in the previous 1826 days (60 months), or be involuntarily mobilized within 180 days of separation from a previous period of active duty of more than 180 days. This income replacement is only the difference between the average civilian income and the total military compensation, when the member's civilian pay was more. This entitlement is not applicable to federal employees and is set to expire at the end of the calendar year (2008), but the House version of the 2009 NDAA provides for extending another year.

Income Replacement: 37 USC Section 910



U.S. AIR FORCE

## Different Benefit: PDMRA

- **Post-deployment/mobilization respite absence (PDMRA)**
  - **Admin days off following mobilization**
    - **12-18 months = 1 day per month**
    - **18-24 months = 2 days per month**
    - **>24 months = 4 days per month**
  - **Voluntary tours to Iraq/Afghanistan and surrounding areas defined in policy letter eligible following subsequent mobilization after 19 Jan 2007**
  - **72 month look back**
  - **This is in addition to post-deployment reconstitution**
  - **AFRC Policy letter contains multiple examples on applying creditable time**



*Integrity - Service - Excellence*

10

Recent policy has defined the post-deployment/mobilization respite absence (PDMRA) benefit. In the AFR policy letter date 21 Feb 2008, paid days off are granted following extended time spent mobilized, or on orders to designated locations. The minimum time to qualify is a minimum of one year cumulatively, but takes a 72 month look back (specifics are contained within the policy letter). While both mobilized and volunteer personnel may qualify for PDMRA, there are significant differences in entitlements for those who are mobilized compared to those who volunteer for deployment.

-- If mobilized, all time is credited towards PDMRA whether deployed in CONUS or OCONUS

-- If volunteering, only time in designated locations (Iraq, Afghanistan, and theater units located in Kuwait, Qatar, United Arab Emirates, and Manas Kyrgyzstan) will be credited and ONLY if followed by a subsequent mobilization (see attached AFRC PDMRA policy). In other words, volunteering alone doesn't necessarily qualify for PDMRA

PDMRA: SecDef policy letter dated 19 Jan 2007, OSD/PR policy letter dated 15 Mar 2007 with amendments dated 18 Apr 2007 and 24 May 2007, and HQ AFRC/A1 policy letter dated 21 Feb 2008.



U.S. AIR FORCE

## Different Benefit: 1095 Rule

### ■ 1095 rule

- **Reservist exceeding 1095 days (3 years) of the previous 1460 days (4 years), or orders specifying a period greater than 3 years, shall be counted against active duty end-strength limits (either regular component or AGR)**

- **Not included: time spent prior to entering SelRes, under mobilization, annual tour, or as an AGR**

### ■ Air Force Waiver process available by priority:

- #1 - ARC members deployed to the AOR
- #2 - ARC members directly supporting OEF/OIF/ONE
- #3 - ARC members backfilling active duty members who are deployed forward in support of OEF/OIF/ONE
- #4 - ARC members supporting approved AF contingencies
- #5 - ARC members on (AF) operational support orders



1095 waiver

*Integrity - Service - Excellence*

11

The 1095 rule, expanded in the FY05 National Defense Authorization Act (NDAA) from 179 days per year, allows a Reservist to be on active duty orders for 1095 days (3 years) of the previous 1460 days (4 years) or that individual must be counted against end-strength limits, either regular component or authorized AGR. Title 10 of the USC, section 115 states that days spent on mobilization orders are excluded. This has become more prevalent as more of our Reservists are serving on continuous orders, side by side with the regular component. It should be noted that there is nothing in law requiring a member to come off orders if exceeding 1095, but the Air Force does have an internal waiver process. Recent data shows over 2200 Reservists are approaching this limitation for FY08 end of year waivers, with over 1600 already, or will be, approved.

1095 Rule: 10 USC Section 115



U.S. AIR FORCE

## Different Benefit: Follow-on Mobilization

- **Follow-on mobilization**
  - **Current dwell rate for Reserve set by SecDef is 1:5**
  - **Mobilization orders not to exceed 12 months at any one time**
  - **Mobilization managed primarily on a unit basis**
  - **Voluntary tours considered dwell time (still subject to mobilization)**

*Integrity - Service - Excellence*

12

Another difference between volunteering and being mobilized that could affect most Reservists is a secondary or follow-on mobilization. Our current policy has established a dwell rate of 1 to 5 to minimize the disruption to our member's commitments outside the military. Since this planning objective only addresses involuntary mobilization, a member who volunteers does not establish a new dwell period at home station. However, this dwell rate is still a "planning objective" and can be waived by the SecDef when the needs of the military require.

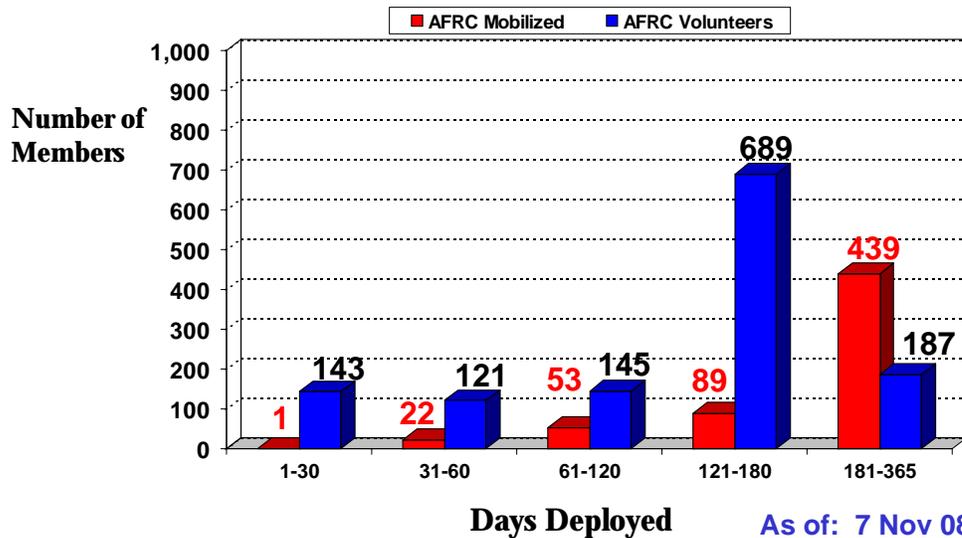
Follow-on mobilization: SecDef policy letter dated 19 Jan 2007, OSD/PR policy letter dated 15 Mar 2007 with amendments dated 18 Apr 2007 and 24 May 2007, and HQ AFRC/A1 policy letter dated 21 Feb 2008.



## PERSTEMPO (Mobilized and Volunteers)

U.S. AIR FORCE

### Total AFRC Members Deployed OCONUS: 2015



As of: 7 Nov 08

*Integrity - Service - Excellence*

OPR: AFRC/A1XX 13

Most Reservists still choose to volunteer their service, either as part of a unit or as an individual. The flexibility of this construct is beneficial since the orders are cut locally and can be more easily amended. As the tour lengths get longer though, volunteerism becomes more difficult and the benefits of mobilization become more viable. This slide reflects this since volunteerism is still favored until the orders exceed 6 months.

NOTE: The numbers on this slide represent the deployed personnel in an OCONUS location who are on CED orders. AFRC/A1XX pulls the data for this slide from the Deliberate Crisis Action Planning Execution Segment (DCAPES). DCAPES is the system of record for deployments. There are differences between the deployed numbers when computed by AF/A1PR and AFRC/A1XX. However, even though each office uses different business rules each week when pulling the deployed data, the numbers do match up closely.



U.S. AIR FORCE

## Law and Policy



Title 10 United States  
Code (USC) Section 12302  
Ready Reserve



OSD Policy SEC Dr. Gates  
19 Jan 07 Utilization of the Total Force Memo  
Reserve Planning Objective 1:5



OSD Policy  
Under Secretary P&R Dr. Chu  
15 Mar 07 Revised Mobilization/  
Demobilization Personnel  
and Pay Policy



*Integrity - Service - Excellence*

14

Under the current declared time of national emergency, Title 10 of the United States Code, section 12302 allows for the calling of Reservists to active duty for not more than 24 consecutive months. However, the SecDef has provided policy guidance to minimize the impact on the services' reserve forces, the most current being the 19 Jan 2007 Utilization of the Total Force Memo. This memo sets the policy of involuntary mobilizations for members of the Reserve Forces to a maximum of one year at any one time. The "planning objective" for involuntary mobilizations of Guard/Reserve units will remain a ratio of one year mobilized to five years demobilized, subject to the needs of today's global demand. (Military Department may implement this usage with tour and dwell durations of less than one year and five years based on Secretary of Defense approved Force Generation Models i.e. AF AEF 120 day tours) Dr. Chu implemented the OSD policy letter with the revised mobilization/demobilization personnel and pay policy dated 15 Mar 2007. The key point to applying the current guidance is the law remains relatively unchanged, but current policies and application of these policies continue to change with the needs of the military.



U.S. AIR FORCE

## Law and Policy (Cont)



AF Policy Implementation Instructions  
Post-Deployment / Mobilization  
Respite Absence (PDMRA)  
01 Oct 2007



AFRC Policy  
Post-Deployment/Mobilization  
Respite Absence (PDMRA)  
21 Feb 2008



Reservists

*Integrity - Service - Excellence*

From Dr. Chu's guidance, the Air Force set policy for the regular component, but left it up to the Reserve and Guard to determine policy for their components. HQ AFRC/A1 published the policy for the Reserve. From this policy we progress to the units and individual Reservists who volunteer their service. One take-away from looking at the PDMRA policy is the length of time it can take as each level further refines the application of higher, broader guidance. But we must keep in mind that laws and SecDef policy often is written to be inclusive of all services, not just the Air Force.



U.S. AIR FORCE

## Questions

### HQ USAF/RES

1150 Air Force Pentagon (1E879)

Washington, DC 20330-1150

Comm: 703-695-9056

DSN: 225-9056

Email: [afres@pentagon.af.mil](mailto:afres@pentagon.af.mil)



AIR FORCE RESERVE

1948-2008

*Integrity - Service - Excellence*

16

This briefing contains the most current information, but policies do change. As always, check with the experts for the latest guidance.

More information can be found at: <http://www.defenselink.mil/ra/html/mobilization.html>

And: <http://www.arpc.afrc.af.mil/shared/media/document/AFD-080205-035.pdf>

And: <http://www.defenselink.mil/ra/documents/mobil/pdf/benefits.pdf>