



UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000



MAY 24 2007

PERSONNEL AND
READINESS

MEMORANDUM FOR SECRETARY OF THE ARMY
SECRETARY OF THE NAVY
SECRETARY OF THE AIR FORCE

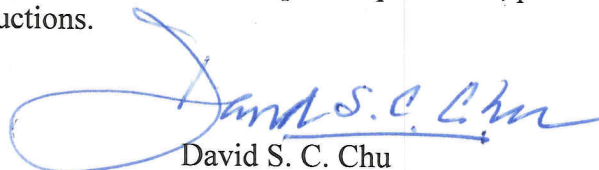
SUBJECT: Programs to Support Utilization of the Total Force

Effective immediately, this memorandum supplements my memorandum dated April 18, 2007, subject as above (attached). That memorandum established a new category of administrative absence, and authorized a baseline program under which administrative absence days would be awarded to members who deploy or are mobilized beyond the established rotation policy goals.

Under the April 18 memorandum, Reserve component members must be on active duty during the days they take their earned administrative absence. Subsequent to the issuance of that memorandum, concern was expressed that, under current law, members of the Reserve Components who are also federal, state or local government civilian employees may not be allowed to receive their civilian pay on the same days they are serving on active duty. No similar private sector prohibition has been identified.

To resolve this pay restriction, the Secretary concerned may offer a separate option to Reserve component members who are also federal, state or local government civilian employees, and precluded by law from being paid by two entities for simultaneously serving in a Reserve component status and in their civilian government jobs. The option would permit such Reserve component members to elect to receive Assignment Incentive Pay (AIP) (37 USC § 307a) in lieu of being awarded administrative absence days. For this purpose, the AIP would be valued at a rate of \$200 for each day of administrative absence that otherwise would have been authorized under the program announced in my April 18, 2007, memorandum, not to exceed the \$3,000 monthly maximum payable to an individual member under section 307a of title 37, United States Code. If this option is offered, a member may elect the AIP option in lieu of being awarded administrative absence days; this is not an option to cash in administrative absence days already earned.

In the event you offer this option to Reserve component personnel, please provide my office a copy of your implementing instructions.


David S. C. Chu

Attachment:

As stated

cc:

Assistant Secretary of Defense (Reserve Affairs)
Assistant Secretaries (Manpower and Reserve Affairs) of the Military Departments
Director, Defense Finance and Accounting Service
Commandant (CG-1), U.S. Coast Guard
Director for Manpower and Personnel (J1), Joint Staff

