



Department of Defense

DIRECTIVE

NUMBER 1352.1
July 16, 2005

USD(P&R)

SUBJECT: Management and Mobilization of Regular and Reserve Retired Military Members

- References
- (a) DoD Directive 1352.1, subject as above, March 2, 1990 (hereby canceled)
 - (b) Sections 688, 6330, 12301(a), 12307, and 973 and Chapters 61, 63, 65, 1223, 367, 571, 573, and 367 of title 10, United States Code
 - (c) DoD Directive 1000.17, "Detail of DoD Personnel to Duty Outside the Department of Defense," November 21, 2003
 - (d) DoD Directive 1200.7, "Screening the Ready Reserve," November 18, 1999
 - (e) DoD Instruction 7730.54, "Reserve Components Common Personnel Data System," August 6, 2004
 - (f) Chapters 11 and 21 of title 14, United States Code

1. REISSUANCE AND PURPOSE

This Directive:

1.1. Reissues reference (a).

1.2. Implements Sections 688, 973, 12301(a), and 12307 of reference (b) by prescribing uniform policy and guidance governing the peacetime management of retired Regular and Reserve military personnel preparing for their use during a mobilization.

2. APPLICABILITY AND SCOPE

2.1. This Directive applies to the Office of the Secretary of Defense, the Military Departments (including the Coast Guard when it is not operating as part of the Navy by agreement with the Department of Homeland Security), the Chairman of the Joint Chiefs of Staff, the Combatant Commands, the Office of the Inspector General of the Department of Defense, the Defense Agencies, the DoD Field Activities, and all other organizational entities in the Department of Defense (hereafter referred to as the "DoD Components"). The term "Military

Services," as used herein, refers to the Army, the Navy, the Air Force, the Marine Corps, and the Coast Guard. The term "Secretary concerned," refers to the respective Secretaries of the Military Departments and the Secretary of Homeland Security for the Coast Guard when it is not operating as part of the Navy.

2.2. This Directive also applies to non-DoD organizations that have DoD-related missions, such as the Department of Homeland Security and the Selective Service System, and non-DoD organizations that have North Atlantic Treaty Organization-related missions, under agreements with those non-DoD organizations.

3. DEFINITIONS

The terms used in this Directive are defined in enclosure 1.

4. POLICY

4.1. It is DoD policy that military retirees be ordered to active duty as needed to perform such duties as the Secretary concerned considers necessary in the interests of national defense as described in Sections 12301 and 688 of reference (b).

4.2. The DoD Components and the Commandant of the U.S. Coast Guard shall plan to use as many retirees as necessary to meet national security needs.

4.3. The military retirees ordered to active duty may be used according to guidance prescribed by the Secretary concerned as follows:

4.3.1. To fill shortages or to augment deployed or deploying units and activities or units in the Continental United States, Alaska, and Hawaii supporting deployed units.

4.3.2. To release other military members for deployment overseas.

4.3.3. Subject to the limitations of Section 973 of reference (b) and DoD Directive 1000.17 (reference (c)), fill Federal civilian workforce shortages in the Department of Defense, the U. S. Coast Guard, or other Government entities.

4.3.4. To meet national security needs in organizations outside the Department of Defense with Defense-related missions, if the detail outside the Department of Defense is approved according to reference (c).

4.3.5. To perform other duties that the Secretary concerned considers necessary in the interests of national defense.

4.4. Military retirees shall be ordered to active duty with full pay and allowances. They may not be used to fill mobilization billets in a non-pay status.

4.5. Military retirees serving on active duty may be reassigned to meet the needs of the Military Service.

5. RESPONSIBILITIES

5.1. The Assistant Secretary of Defense for Reserve Affairs and the Deputy Under Secretary of Defense (Military Personnel Policy) (DUSD(MPP)), under the Under Secretary of Defense for Personnel and Readiness, shall provide policy guidance for the management and mobilization of DoD military retirees.

5.2. The Secretaries of the Military Departments and the Commandant of the U.S. Coast Guard shall ensure plans for the management and mobilization of military retirees are consistent with this Directive.

5.3. The Directors of the Defense Agencies, the Secretary of Homeland Security, the Director of the Selective Service System, and Heads of Federal Agencies, shall, by agreement, assist in identifying military and Federal civilian wartime positions that are suitable to be filled by military retirees. They shall also process those requirements according to Departmental policy, including any appropriate coordination under reference (c), before the positions are filled by the Military Services. The Secretary of the Military Department shall retain the right to disapprove the request if no military retiree is available.

5.4. The Secretaries of the Military Departments, or designees, shall:

5.4.1. Prepare plans and establish procedures for mobilization of military retirees according to this Directive.

5.4.2. Determine the extent of military retiree mobilization requirements based on existing inventories and inventory projections for mobilization of qualified Reservists in an active status in the Ready Reserve, including Individual Ready Reserve and the Inactive National Guard (when placed in an active status), or the Standby Reserve.

5.4.3. Develop procedures for identifying retiree Categories I and II and conduct screening of retirees according to DoD Directive 1200.7 (reference (d)).

5.4.4. Maintain necessary records on military retirees and their military qualifications. Maintain records for military retiree Categories I and II, including retirees who are key employees, and their availability for mobilization, civilian employment, and physical condition. Data shall be maintained on retired Reserve members according to DoD Instruction 7730.54 (reference (e)).

5.4.5. Advise military retirees of their duty to provide the Military Services with accurate mailing addresses and any changes in civilian employment, military qualifications, availability for service, and physical condition.

5.4.6. Pre-assign retired members, when determined appropriate and as necessary.

5.4.7. Determine refresher training requirements.

6. EFFECTIVE DATE

This Directive is effective immediately.



Gordon England
Acting Deputy Secretary of Defense

Enclosure - 1
E1. Definitions

E1. ENCLOSURE 1

DEFINITIONS

E1.1.1. Key Employee. Any Reservist or any military retiree (Regular or Reserve) identified by his or her employer, private or public, as filling a key position.

E1.1.2. Key Position. A civilian position, public or private (designated by an employer and approved by the Secretary concerned), that cannot be vacated during war, a national emergency, or mobilization without seriously impairing the capability of the parent agency or office to function effectively, while meeting the criteria for designating key positions as outlined in reference (d).

E1.1.3. Military Retiree Categories.

E1.1.3.1. Category I. Non-disability military retirees under age 60 who have been retired fewer than 5 years.

E1.1.3.2. Category II. Non-disability military retirees under age 60 who have been retired 5 years or more.

E1.1.3.3. Category III. Military retirees, including those retired for disability, other than categories I or II retirees (includes warrant officers and healthcare professionals who retire from active duty after age 60).

E1.1.4. Military Retirees or Retired Military Members.

E1.1.4.1. Regular and Reserve officers and enlisted members who retire from the Military Services under 10 U.S.C. Chapters 61, 63, 65, 1223, 367, 571, or 573, and 14 U.S.C. Chapters 11 and 21 (references (b) and (f)).

E1.1.4.2. Reserve officers and enlisted members eligible for retirement under one of the provisions of law in paragraph E1.4.1. who have not reached age 60 and who have not elected discharge or are not members of the Ready Reserve or Standby Reserve (including members of the Inactive Standby Reserve).

E1.1.4.3. Members of the Fleet Reserve and Fleet Marine Corps Reserve under Section 6330 of reference (b).