



**NATIONAL GUARD BUREAU**  
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ARNG-HRZ

2 July 2020

MEMORANDUM FOR The Adjutants General of All States, Puerto Rico, Guam, the U.S. Virgin Islands, and the Commanding General of the District of Columbia

SUBJECT: Army National Guard (ARNG) Findings of Indispensability (PPOM #20-023)

1. References:

- a. Title 10 USC, 10145.
- b. Title 10 USC, 12316.
- c. Army Regulation (AR) 140-10, Assignments, Attachments, Details, and Transfers, 25 April 2018.
- d. Headquarters, Department of the Army General Orders No. 2020-01 (Assignment of Functions and Responsibilities Within Headquarters, Department of the Army), 6 March 2020.
- e. Memorandum, Secretary of the Army, 22 April 2020, subject: Delegation of Authority to Determine Findings of Indispensability.
- f. IPPS-A ARNG User Manual Version 10, 21 April 2020.

2. Purpose. This policy provides implementation guidance to the States, Territories, and the District of Columbia regarding requests to the Director, Army National Guard (DARNG), for Findings of Indispensability.

3. Background. Secretary of the Army, in a memorandum dated 22 April 2020, (reference 1e) granted the DARNG the authority, pursuant to reference 1a, to re-access retired Officers up to the grade of Colonel (COL), all Warrant Officers, and Enlisted Soldiers in the grade of Staff Sergeant and above, to serve for short durations of time and as needed to address a critical requirement.

4. Intent of the Policy. Provide the States, Territories, and the District of Columbia the potential to access retired ARNG Soldiers, as defined in the preceding and following paragraphs, who possess critical skill-sets needed to enhance the Army National Guard's ability to provide support to civil authorities. The DARNG will not consider

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requests for Indispensability, which require additional exceptions to reference 1a and 1b or approvals from the Assistant Secretary of the Army (Manpower and Reserve Affairs).

5. Policy. The DARNG, is authorized to make Findings of Indispensability for retired Officers up to COL, all WOs, and Enlisted Soldiers in the grade of SSG through SGM, who currently receive retired pay. These Retired Soldiers may voluntarily request to transfer from the Retired Reserve to an active status in the Army National Guard of the United States. This eligibility extends to Officers and Soldiers found in 'good standing' at the time of their retirement from the ARNG.

6. The Adjutants General (TAG) may request Findings of Indispensability for Retired Soldiers who currently receive retired pay, and who:

a. are qualified in the required Military Occupational Skill (MOS), Area of Concentration (AOC), or Functional Area (FA), or can become current in time to meet the required critical need.

b. meet the unique requirements to occupy the position.

c. are the most capable individual to meet the critical need.

d. do not exceed statutory mandatory removal date requirements for age or years of service.

e. have no derogatory information in their civilian or military record.

f. separated for retirement less than 24 months before the accession, unless a security clearance is not required for the proposed position.

7. The service utilization of a Retired Soldier found Indispensable will not exceed one (1) year, or go beyond any Mandatory Removal Date statutory requirement. The Soldier's retirement points must be recalculated at the conclusion of the Indispensable service period and Soldier must return to the Retired List.

8. The DARNG, will, at his discretion, and with the recommendation of TAG, identify those MOSs, AOCs, and FAs critical to the ARNGs ability to provide Domestic Support to Civilian Authorities. The DARNG will consider Indispensability requests on a case-by-case basis.

9. States may submit requests for Findings of Indispensability to ARNG-HRH in the eTracker system with case code, 'ETP-Other'. Submit requests for Commissioned and

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Warrant Officers to Officer Policy Branch (HRH-O), and Enlisted Soldiers to Enlisted Policy Branch (HRH-E). All requests originate voluntarily with the Retired Soldier. All requests must contain the documents listed at Section VII of the Accessions Guide.

10. Upon approval for the request, accessions personnel managers in the States, Territories, and the District of Columbia must coordinate with Army's Human Resources Command to complete the Retired Soldier's change in status. Personnel actions for Retired Soldiers accessed for Indispensability must be executed in the IPPS-A personnel system in accordance with the instructions outlined in reference 1f. Please reference the enclosure for detailed instructions regarding the Indispensability accessions process.

11. My point of contact is LTC Christopher J. Hyde, Chief, Officer Policy Branch, at commercial 703-607-2686, DSN 327-2686, or christopher.j.hyde.mil@mail.mil.

Encl  
Accessions Guidance

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# **Army National Guard Indispensability Accessions Guide**



## **Accessing Retired Soldiers Into The Army National Guard**

National Guard Bureau  
111 S. George Mason Drive  
Arlington, VA 22204  
2 July 2020

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## INTRODUCTION

The Army National Guard (ARNG) is offering Officers up to the grade of Colonel (COL), all Warrant Officers, and Enlisted Soldiers in the grade of Staff Sergeant and above, who retired from the ARNG as either Active Guard Reserve (AGR) or Traditional Guardsmen (M-DAY), the opportunity to return to military service for up to one (1) year.

In addition to helping the ARNG fill a critical need, Retired Soldiers will receive several benefits for continued military service. These incentives include: Increased retirement income by earning points and/or pay while serving; renewed esprit de corps; and the camaraderie enjoyed while in an active status.

Disclaimers:

- The term “Officers” used throughout this document includes both “Commissioned and Warrant” Officers.
- The term “State” refers to the fifty states, three territories, and of the District of Columbia.

### **I. ELIGIBILITY CRITERIA**

Applicant Must:

- Be retired from the ARNG and receiving retired pay
- Be in the grade of 2LT – COL; WO1 – CW5; and SSG – SGM
- Not be separated from service for more than 2 years
- Be accessed to fill a valid position vacancy
  - No waivers or exceptions to policy will be granted
  - Basic branch Officer accessions under this program must fill a valid vacancy
  - Over-grade and over-strength policies for AMEDD officers still apply
  - States are not authorized to exceed end-strength
- Be current in the required skill level or become current in time to meet the critical need
- Be physically qualified
- Be within passing Height/Weight standards (or body composition IAW AR 600-9), no exceptions; APFT is waived for all applicants
  - Be able to serve a minimum of one year before reaching mandatory removal date (MRD) for maximum years of commissioned service or age, or not exceed the retention control points (RCPs) by more than 1 month before expiration of contracted service (continued service)
  - Have no derogatory information; previous referred reports (OERs and AERs), Article 15, substantiated IG report, GOMOR, or other derogatory information
  - Not have had felony arrests or convictions; clean Local Agency Background check (submitted to ARNG at the time of request)

## **II. ACCESSION PROCESS**

**2-1.** Retired Officers and Enlisted, 2LT – COL; WO1 – CW5; and SSG – SGM, apply by submitting a written request through the State Recruiting and Retention Command, to the State Adjutant General. The applicant coordinates with the Recruiting organization to forward the request packet to the Officer or Enlisted Personnel Manager (OPM/EPM). The State OPM/EPM will submit the application to ARNG-HRH via eTracker (HRH-O for officers and HRH-E for enlisted).

**2-2.** ARNG-HRH will route the retired accession application through the appropriate approval process to the Director, Army National Guard (DARNG). ARNG-HRH will provide the State MILPO (OPM/EPM) written notification of the DARNG's approval or disapproval. The applicant may be appointed/enlisted **only after** the request is approved. Interim appointments/enlistments are not authorized.

**2-3.** Temporary federal recognition on the Reserve Active Status List (RASL) is granted at this time, pursuant to Title 32 United States Code, Section 308. The State must send the NGB Form 337 (*Oath of Office*), the HRC Order removing the Retired Soldier from a retired status to the USAR, Control Group, Reinforcements (IRR), and State Appointment Order to ARNG-HRP to initiate the Federal Recognition process. Once reserve scroll status is verified through HRC, permanent federal recognition is extended to Officers immediately upon receipt of federal recognition packet at ARNG-HRP.

**2-4.** Enlisted Retired Soldiers may be accessed upon DARNG approval. The State must have an order from HRC removing the Retired Soldier from a retired status, placing them in the USAR, Control Group, Reinforcements (IRR), before creating the State assignment order necessary to access the Retired Soldier back into an active status.

**2-5.** The appropriate documents must be submitted to OPM/EPM so each applicant's records may be entered into IPPS-A. Once the records are gained, the unit will be notified and the applicant's service dates will be entered along with any other required transactions. Please review Part VI of Appendix A below.

## **III. SUITABILITY REVIEW**

**3-1.** Prior to submitting the request in eTracker, the State must complete the following suitability review:

- Conduct local agency criminal background check and document on DD 369 (Police Record Check); a DD 369 is required for each State in which the applicant has served the National Guard.
- State JAG review local files for derogatory information (completed AR 15-6 Investigations).
- State Inspector General reviews local files for relevant investigations and information.
- Request ARNG-HRP provide (on the State's behalf) the following National Level checks: Crime Records Center (CID); iPERMS. Suitability requests are submitted via encrypted email to the ARNG-HRP Special Actions Section Chief.

**3-2.** The request packet must include a memorandum signed by TAG's Chief of Staff which confirms completion of the items noted above. The memorandum should not specifically detail the outcome of each individual review, but rather provide a synopsis of the relevant facts. If criminal history or derogatory information is found, it is strongly suggested the TAGs deny accession at their level. The seriousness and timeliness of the derogatory information must be considered, but is at the discretion of the TAG when adjudicating the applicant's request for accession. If forwarded to ARNG for review, information provided by the applicant, the State, or found during the National level suitability review will be presented to the DARNG for his consideration as he makes the final determination for accession.

## **IV. PHYSICAL EXAM REQUIREMENTS**

### **4-1. ALL APPLICANTS:**

A Periodic Health Assessment (PHA) is the required medical evaluation for a Retired Soldier. It is the States' responsibility to appropriately conduct medical screening. The Retired Soldier must meet Army Regulation 40-501, Chapter 3, medical retention standards. If they do not meet the retention standards, it is not recommended they return to service for this duty.

**4-2.** The PHA will be completed in Medical Operational Data System (MODS) Medical Health Assessment (MHA) module. If warranted, the medical examiner/State Surgeon may complete a clearance memorandum.

## **V. AMEDD CREDENTIALING**

**5-1.** Upon receipt of application, the State will submit an informal request to ARNG-CSG ATTN: Medical Command (MEDCOM) Credential & Privileging Program, to complete a basic review that consists of State license verification and National Practitioner Database screening. If approved, the State may continue with the formal request for Indispensability Accession.

**5-2.** Once the DARNG approves the AMEDD Provider accession and the Officer receives temporary Federal Recognition, the State credentialing coordinator may submit the formal request to ARNG-CSG for the full credentialing/privileging process. Final credentialing will take approximately 30-45 days.

## **VI. SECURITY CLEARANCES**

**6-1.** There may be positions a TAG wishes to fill which do not require a current security clearance. If approved, Soldiers selected for those positions may be accessed without regard to security clearance. For all positions which require current valid clearance, the following criteria apply:

- Office of the Under Secretary of Defense - Intelligence (OUSD-I) requires security clearance re-investigation for Soldiers retired for more than 24 months.
- Current OUSD-I policy limits new investigations to Soldiers with 18 or more months remaining before separation.



- Because Indispensability Accessions will not serve more than 12 months, Retired Soldiers in receipt of retired pay for more than 24 months may not be accessed. (The 24-month rule).
- Security clearance expiration dates are still in effect, and must remain active through the 12 month accession period.
- Unless otherwise notified, no new security clearances will be initiated.

**6-2.** If OUSD-I authorizes a waiver or ETP to relax the security clearance requirements for Indispensability Accessions, the Indispensability PPOM and this Accessions Guide will be amended with the new policy guidance.

## **VII. TOTAL REQUIRED DOCUMENTS**

### **7-1. Each packet submitted must include the following:**

- Request memorandum from the applicant
- Local agency criminal background check, documented by using DD 369
- Chief of Staff suitability review memorandum
- NGB 62-E (Officers only)
- DD 4/1966 Series (Enlisted only)
- Copy number four of DD Form 214 and 215 (if applicable), *Certificate of Release of Discharge from Active Duty* (AGR Retired Soldiers)
- NGB Form 22 and 22a (if applicable), *National Guard Report of Separation*
- TAG request memorandum including:
  - The UIC and TEMPLET (previously known as para/lin) of the proposed position
  - Description and explain of the unique or unusual circumstances that render this Retired Soldier's service as indispensable
  - The Retired Soldier's attributes which make them ideal for this Indispensability Accession
  - List of all actions previously taken to fill this vacancy by other legitimate sources
  - List of relevant strength statistics
- State Surgeon recommendation memorandum (AMEDD applicants only)
- Last ORB/ERB
- Three (3) calendar years of OERs/NCOERs (could be more than 3 evaluations)
- Copy of the member's retirement physical or medical review by assigned medical facility
- Current and valid PHA asserting applicant meets standards of the Chapter 3 physical
- Adverse Action/Self-Reporting Memo signed by the applicant
- Statement of Understanding (initial all statements, sign and date)
- All Professions (Chaplain, JAG, Medical) require appropriate credential verification
- Unit Manning Document showing authorized/assigned (basic branch Officers may not be assigned excess or over-grade; special branch Officers must comply with Over-Grade and Over-Strength PPOM memos)

**APPENDIX A****FREQUENTLY ASKED QUESTIONS AND ANSWERS****PART I – APPLICATION PROCESSING****(Q1): How long does the Retired Soldier accession process take?**

**(A1):** The discussed timeline only applies once the application has been submitted to ARNG-HRH. All Retired Soldier accessions are forwarded to DARNG for approval of the indispensability request and to extend temporary federal recognition for officers if required. This process may take approximately 6 weeks. ARNG-HRH will send the final disposition based on the DARNG approval to the States and close out the eTracker case. Upon DARNG approval, State personnel will utilize existing channels to request that HRC transfer the applicant into the USAR Control Group, Reinforcements (IRR). Once the State pulls the applicant into the organization and conducts a federal recognition board, they will submit the federal recognition packet to ARNG-HRP. ARNG-HRP (Federal Recognition Section) will issue federal recognition orders to Officers who already have reserve federal recognition (approximately 2-3 weeks turnaround). Units can swear in Retired Soldiers at this time.

**(Q2): Who is the disapproval authority?**

**(A2):** The application can be disapproved by TAG or DARNG, but only the DARNG may approve the request. The applicant must be notified in writing of the final decision. If an application is disapproved at State-level, the State will not forward the request to NGB.

**PART II – ELIGIBILITY CRITERIA****(Q1): What justification must be provided in order to make a determination of indispensability?**

**(A1):** Requests for a special finding of indispensability should meet the following minimum criteria:

- a. The Retired Soldier's branch/MOS and skill level is manned at less than 100%
- b. The Retired Soldier's branch/MOS and skill level is required to meet ARNG mission requirements
- c. The Retired Soldier is current in the branch/MOS and skill level or meets criteria to maintain the skills for their career field (e.g. refresher training) in time to meet mission requirements
- d. The branch/MOS and skill level cannot be filled by retraining, recruiting, or through the training pipeline from sources other than Retired Soldiers

**(Q2): Are Retired Soldiers eligible for full-time positions?**

**(A2):** Once the Retired Soldier is appointed in the ARNG, they may apply for the Technician Program or the Active Guard Reserve (AGR) Program. NGB accesses the Retired Soldier as a traditional guardsman. The member needs to be mindful of the financial impacts that may occur if

they accept an AGR position. States must have a valid voucher for AGRs. Also, if they pursue a technician position, the 180-day wait may be required before the member can start that position after retirement. If the member is considering a technician position, NGB/J1TN is the point of contact (POC) for technicians.

**(Q3): Is it possible to be promoted while in the ARNG? Is it possible to receive retirement pay at that rank?**

**(A3):** No, indispensability accessions are limited to one (1) year and therefore, ineligible for promotion.

**(Q4): Are these individuals eligible to attend Professional Military Education (PME) In-Residence?**

**(A4):** No, the Soldiers are only accessed for one year and it's critical their time is spent for the reason they are accessed.

**(Q5): Is our policy limited to only Retired Army National Guardsmen?**

**(A5):** The Retired Soldier accession policy cited in this guide only applies to former ARNG Soldiers on the Retired List. This program is not open to other armed forces at this time.

**(Q6): Will Retired Soldiers receive evaluations?**

**(A6):** No, Retired Soldiers will not receive evaluations as they will no longer compete for promotion or other opportunities. Retired Soldiers will not be considered as part of the senior rater profile population.

### **PART III – OFFICER/ENLISTED ACCESSION**

**(Q1): Can a retired Colonel (O-6) return to the ARNG?**

**(A1):** Yes, provided the Officer has one (1) year remaining before reaching MRD. Determinations based on the applicant's competitive category will also have an impact on the applicant's length of service in the ARNG (traditional, technician, or AGR), in addition to their career field special needs (health professionals and chaplains).

**(Q2): Can a retired Lieutenant Colonel (O-5) return to the ARNG?**

**(A2):** Yes, however they cannot exceed 28 years of total active federal commissioned service or age 62 whichever is earlier. They must meet the one year remaining requirement prior to reaching their MRD. Determinations based on the applicant's competitive category will also have an impact on the applicant's length of service in the ARNG (traditional, technician, or AGR), in addition to their career field special needs (health professionals and chaplains).

**(Q3): Can a retired Sergeant Major (E-9) return to the ARNG?**

**(A3):** Yes, if they are currently on the Retired List and in receipt of retired pay. AGRs must not exceed Retention Control Point (RCP)

**(Q4): Can a retired Master Sergeant (E-8) return to the ARNG?**

**(A4):** Yes, if they are currently on the Retired List and in receipt of retired pay.

**\*\*Enlisted:** TAG may retain up to age 62; DARNG may retain up to age 64. Soldiers must be removed from the Selected Reserve (SELRES) by age 64. Also, AGRs must not exceed RCPs.

**(Q5): If a Retired Soldier returns via the Indispensability Program, do they come in as the rank they held prior to retirement or the rank they retired at?**

**(A5):** The member will be accessed at the rank they held before they retired.

**(Q6): Will Indispensability Accessions be eligible for promotion?**

**(A6):** No; Officers must be on the RASL for one year before they are eligible for consideration. Enlisted Soldiers are not eligible for promotion; it is not in the best interest of the organization or those Soldiers who are currently serving.

## **PART IV – BENEFITS**

**(Q1): Will I be allowed to change the type of retirement I receive?**

**(A1):** No; Individuals will retire again at the end of the one-year period under the same retirement authority they originally retired under.

**(Q2): Can I make a change to my previous SBP election?**

**(A2):** No. By law, if a Service member makes no election, he/she automatically defaults to full coverage. The effect of this is the same as if the person had elected full coverage. So, when that member reenters the Reserve component, he/she remains covered by the initial SBP, and there is no authority for the member to terminate the original SBP election and to make a new election. However, the RCSBP/SBP election may be changed during a qualifying life event. Please see your state RSO to discuss what options are available to you.

**(Q3): How will the drill weekend affect medical and dental entitlements of Retired Soldiers?**

**(A3):** Retired Soldiers receiving retired pay are currently in TRICARE Prime, TRICARE Select or TRICARE for life depending on age would pay \$0 for the premium while retired. But if they return to the Ready Reserve in a drilling status they would need to enroll in the premium-based TRICARE Reserve Selection Healthcare plan to be covered with Medical and Dental Benefits. The cost would now be \$44.17/month of Soldier only and \$228.27/month for Soldier and Family options.

**(Q4): Will the individual and the family lose retired medical benefits?**

**(A4):** No. Retired Soldiers receiving retired pay are eligible for TRICARE Prime, or Standard with no premium fees. If they return in a full time orders (for a period over 30 days), the member is entitled to TRICARE Prime, Standard, or Prime Remote. Upon completion of active duty, member's benefits as a Retired Soldier are returned. But the answer is yes, if the individual returns in a drill status then their Healthcare plan would be the premium based TRICARE Reserve Select.

**(Q5): Should the individual keep a retired "US ID" card while also eligible for a DoD CAC ID card? (Retired ID card gives additional benefits)**

**(A5):** The individual should surrender the US ID card when assessed in the Ready Reserve and granted a DoD CAC ID card.

**(Q6): The differences in benefits: SBP, SGLI, and Line of Duty (LOD) issues.**

**(A6):** There are important distinctions between retired/reserve benefits when a Retired Soldier is accessed in a reserve component after regular or non-regular retirement. As such, it is crucial that members are made aware of the differences.

a. SBP: If a member does not elect or declines SBP when he/she retires, can they elect RCSBP coverage? No. The individual is not able to make a new election after an initial election or declination of election in SBP has been made. The initial period to selection or decline elections would have been during the first retirement for the service member.

b. SGLI: A regular Retired Soldier who is drawing retired pay and who is covered under VGLI is eligible for SGLI immediately upon affiliating with the Ready Reserve. They are automatically covered under SGLI unless they complete the paperwork to refuse SGLI.

c. The member must terminate their VGLI by calling OSGLI (the 1-800 number is on their Website). VGLI is not automatically terminated.

If, because of administrative reasons, the member ends up paying several months of premiums of both VGLI and SGLI when transitioning into the ARNG, OSGLI will refund all the VGLI premiums paid while the member was covered by SGLI. They will do this with just a telephone call insofar as it is done during a period of up to 12 months. However, for a period of more than 12 months, they will require written verification that they had been an active member within a reserve component and have been entitled to/enrolled in SGLI.

When the member affiliates with the ARNG, it is considered a new period of duty, and he or she could take the maximum SGLI benefit allowed, even if they had chosen a lesser amount while on active duty.

When this member retires or separates from the Ready Reserve, they once again are fully eligible for VGLI. The maximum amount they can take in VGLI is the maximum amount they had in SGLI as an ARNG member.

Line of Duty Determinations (LODs): LODs are processed the same for all ARNG members.

**(Q7): Which TRICARE program will accessed Retired Soldiers use: ARNG or Retired?**

(A7): The member should be allowed to use either program, depending on their situation and circumstances. ARNG members that are on active duty for less than 30 days are not authorized health care through TRICARE, unless in case of an emergency while on active duty. Given this, members in this situation may choose to use the premium based TRICARE Reserve Select coverage for themselves and their dependents, as a Retired Soldier under age 65 (which allows coverage based upon paid premiums). Members should also consider the impact of length of active duty as it relates to TRICARE coverage for dependents. Dependent eligibility is based upon the length of their sponsor's activation. When sponsor is on AD for more than 30 days, family members may enroll in TRICARE Prime, Prime Remote or use Standard, and be seen in the MTFs when space is available.

## **PART V – FINANCE**

***NOTE: When a Retired Soldier is activated and performs duty in the Reserve Component, the member must elect to waive receipt of either Retired Pay or Reserve Pay. To waive Retired Pay, it is a one-time election. To waive Reserve Pay, it is a yearly election at the beginning of each fiscal year.***

**(Q1): What is the financial incentive given that the AD retired pay is reduced by 1/30 for each day of completed annual training (AT)?**

**(A1):** The member gets ARNG pay and points for the AT. Although the retired pay would be reduced by 1 day for each AT day, in most cases an ARNG AT day will pay more than 1 day of retirement pay.

If a member were paid for 4 drill periods (one drill weekend), we would withhold 4 days of retired pay. For example, if retired pay for month is \$1500.00, we would withhold \$200.00: \$1500.00 divided by 30 = 50.00 x 4 = 200.00 / 1 Drill Period = 1 Day Retired Pay (DFAS).

An additional incentive is that members receive tax free allowances (BAH/BAS) for days when they are on active duty (ADT/ADOT/FTNGD). For tours 30 days and less they receive 1/30 BAH-RC (BAH-II) per duty day. If orders are >30 consecutive days they receive full BAH (BAH-I).

**(Q2): Does the member get multiple checks? One from DFAS Cleveland for the retired pay, and then additional ARNG checks for each time they "submit" forms for IDTs or for AT/ST/ADOS days, etc.**

**(A2):** Yes, one for the retired pay and potentially several for ARNG pay.

**(Q3): What is the amount deducted from the Retired Soldier's end of month (EOM) paycheck?**

**(A3):** Retired pay is reduced 1/30 of the amount for each day the member does a Drill Period (DP) or a 2 MUTA day. The member's retired pay will be reduced the month following the processing of the reserve duty performed.

**(Q4): When the amount earned (per day) is more than 1/30th of the Retired Soldier's EOM paycheck does the member come out ahead for that particular day?**

**(A4):** The member comes out ahead, plus earns the retirement credit points.

**(Q5): When a member works one ARNG day and has 1/30 of the retired pay deducted, is one day a 4 or 8 hour period? Is 4/30 of the retirement pay deducted for the drill weekend?**

**(A5):** One 8-hour period for active duty is worth one retirement day; one period of inactive duty is worth one retirement day; 4/30 would be deducted for a drill weekend.

**(Q6): If the member gets activated, what happens to retirement status, i.e. pay and benefits?**

**(A6):** Retired pay will continue; however, it is offset by the number of days that the member works on active duty while in the ARNG. There is no stoppage of one type of pay or another, but an adjustment is made within the system, based on an election the member makes to waive receipt of either retired pay or reserve pay. The offset is made automatically after the waiver election is posted to the RC pay record.

**(Q7): What do we do with individuals who wish to draw non-regular retired pay? How do we identify them?**

**(A7):** Retired Soldiers receiving a regular retirement and wishing to draw retired reserve pay must apply for reserve retirement at age 60. If they have not reached that age there is no issue. Since the member is prior active duty, HRC sends an order and a transaction to DFAS-CL.

**(Q8): Where does the payroll reduction come from?**

**(A8):** When the member elects to waive retired pay and receive reserve pay, the reduction is made from the retired pay based on transaction flow from the Reserve Pay Office to DFAS-CL.

**(Q9): If member took VSI/SSB when leaving active duty are they eligible to join the ARNG?**

**(A9):** Active Duty members who took VSI/SSB are eligible to join the ARNG. When they retire from the ARNG, the money paid to them under VSI/SSB is recouped from their ARNG retired pay (thus VSI/SSB are essentially an interest free loan to the member who joins the ARNG and subsequently retires from the ARNG).

By policy, active duty members who took VSI/SSB were not permitted to rejoin the active duty force. This policy was recently lifted for certain skills and makes rejoining active duty the same as joining the ARNG for these VSI/SSB participants.

## **PART VI – IPPS-A**

**(Q1): How are members accessed into IPPS-A?**

**(A1):** Refer to IPPS-A ARNG User Manual.

To add a record to the database of an individual who has prior military service. Prior Service Gain (PSG): EMPL ID/SSN already exists in System.

- In Service Recruit (ISR) – USAR, Regular Army and ROTC Cadets to ARNG, etc.
- Transaction: Rehire
- May require data fix, if error submit CRM Case
- Submit CRM Case
- Retired Soldiers are assigned to a CURR ORG (Current Organization) other than ARNG.

In order to properly access these personnel, NGB must assign the CRM case to the ARNG HRC LNO team to work what we commonly call a multi component case. This means a Soldier record appears/belongs in multi components but only HRC can correct this action at the top of the systems. In this case the two components are the USAR and ARNG. Our LNO team will have to correct the CURR ORG (Current Organization) code in PERNET at HRC to allow the update in all downstream personnel systems. When the update is complete, you will be able to REHIRE this Soldier into the ARNG in IPPS-A.

**APPENDIX B****Statement of Understanding;  
Indispensability Accession of a Retired Soldier**

This Statement of Understanding must be signed, dated, and witnessed for validation and appropriate processing of the Retired Soldier into an active status. The applicant must provide their full name in the acknowledgement statement, and initial each condition statement below.

**Acknowledgement Statement:**

*I, \_\_\_\_\_, understand and acknowledge that the following conditions apply to my voluntary accession to an active status in the Army National Guard. I willingly choose to leave the Retired List in order to once again serve my State and Country.*

**Condition Statements:**

- 1. I understand that I am limited to one (1) year of service in an active status. \_\_\_\_\_*
- 2. I understand that I will not be considered for promotion during this period. \_\_\_\_\_*
- 3. I understand I must make an election to waive either retired pay, or reserve pay. I will not receive both for the same period. \_\_\_\_\_*
- 4. I understand that I am not eligible to receive a retirement other than the one to which I am currently entitled. \_\_\_\_\_*
- 5. I understand I will retain all previous Retired Soldier dental and medical benefits while serving in this one (1) year active status. \_\_\_\_\_*
- 6. I understand that I will undergo a background check as part of the application process. \_\_\_\_\_*

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Applicant's Printed Name

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Applicant's Signature

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Date

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Witness' Printed Name

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Witness' Signature

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Date