DAAR-HRL (140-10c)

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Chief of Army Reserve Policy #23-01: Resident Senior Service College (SSC) Utilization Assignments

1. References.

    a. Army Regulation (AR) 140-10, Army Reserve Assignments, Attachments, Transfers, and Details, 16 Jul 21.

    b. AR 135-200, Active Duty for Missions, Projects, and Training for Reserve Component Soldiers, 20 Oct 20.

    c. AR 140-145, Army Reserve Individual Mobilization Augmentee Program, 21 Mar 22.

    d. AR 350-1, Army Training and Leader Development, 10 Dec 17.

    e. Army Reserve Regulation 10-5, Organization and Functions, 12 Sep 19.

    f.   Office of the Chief of Army Reserve (OCAR) (DAAR-ZA) Memorandum, Subject: Army Reserve Proponent Advisor (ARPA) Program Roles and Responsibilities, 14 Jul 22.

2. This policy supersedes Chief of Army Reserve Policy #21-03 and remains in effect unless superseded, rescinded, or withdrawn.

3. Purpose. Provide the United States Army Reserve (USAR) a return on the resident Senior Service College (SSC) educational investment made for Troop Program Unit (TPU), Individual Mobilization Augmentee (IMA), and Individual Ready Reserve (IRR) officers while providing those officers opportunities for 9-12 month follow-on, strategic-level utilization assignments.

4. Applicability.

    a. Individual basic branch and select Army Medical Department (AMEDD) TPU, IMA, or IRR officers attending a resident SSC opportunity beginning in Academic Year (AY) 2022-2023.

DAAR-SLDO (140-10c)
SUBJECT: Chief of Army Reserve Policy #23-01: Resident Senior Service College (SSC) Utilization Assignments

b. Strategic-level follow-on assignments are encouraged but optional for resident SSC officers beginning in AY 2022-2023 and subject to the enclosed implementation instructions.

c. This policy does not alter the authorities listed in the above references.

5. Policy.

a. Basic branch TPU, IMA, or IRR officers attending a resident SSC may apply for a 9-12 month strategic-level utilization assignment in either an Inactive Duty for Training (IDT) or Active Duty for Operational Support (ADOS) capacity upon SSC completion. This policy does not apply to Judge Advocate General's Corps (JAGC), Chaplain (CH) Corps officers, and AMEDD officers not awarded area of concentration (AOC) 70-series and AOC 67J Medical Service Corps.

b. Resident SSC opportunities consist of those included in the annual Human Resources Command (HRC) USAR Senior Service College Board Military Personnel (MILPER) message.

c. Officers may not defer or decline command to complete a strategic-level utilization assignment. Officers that decline command are ineligible for the SSC strategic-level utilization assignment program.

d. Officers may defer a strategic-level utilization assignment to complete a command tenure. The deferment period for command tenure completion will not exceed three (3) years from SSC graduation.

e. All other deferments will not exceed two (2) years from SSC graduation.

f. Officers are no longer eligible to complete a strategic-level utilization assignment upon deferment period expiration.

g. OCAR G-3/5/7 will validate assignments based on the needs of the Army Reserve and under the advisement of the OCAR validation panel. Assignments may include positions in the Office of Secretary of Defense (OSD); Joint Staff; Headquarters, Department of the Army (HQDA); OCAR; Combatant Commands (CCMDs); Army Service Component Commands (ASCCs); Army Commands (ACOMs); Headquarters, United States Army Reserve Command (USARC); or similar assignment based on the needs of the Army Reserve.

h. Utilization assignments should demonstrate a direct return on the strategic education investment for the Army Reserve.

DAAR-SLDO (140-10c)
SUBJECT: Chief of Army Reserve Policy #23-01: Resident Senior Service College (SSC) Utilization Assignments

 i. Officers have 30 days upon release of the strategic utilization slating results to either accept, decline, or defer the assignment. Officers may request deferment for the following reasons: command selection or operational requirement (involuntary mobilization); medical (officer has a medical issue that hinders utilization completion); or compassionate (dependent medical issues or compelling civilian employment conflicts).

 j. If an officer wishes to request a discretionary deferment that is not in one of the above categories, the memorandum request must be endorsed by the first General Officer in his/her chain of command. Discretionary deferment requests will be submitted through OCAR Senior Leader Development Office (SLDO) to the Deputy Chief of Army Reserve (DCAR) for approval.

 k. The DCAR is the approval authority for all deferments.

 l. This policy will be implemented through reprioritization of existing resources. Orders type funding determinations will be made on a case-by-case basis to ensure efficient use of resources while also meeting officers' needs for flexibility (e.g., ADOS, Permanent Change of Station (PCS), split orders, etc.).

 m. OCAR will use active-duty service legal and policy considerations, such as Title 10 USC 12686a ("sanctuary") and Title 10 USC 115(b)(2)(b) ("1825 rule"), when making follow-on utilization assignment decisions. An exception to policy (ETP) is required for officers that would meet sanctuary requirements prior to completion of their utilization assignment.

 n. Policy Implementation is in accordance with (IAW) Enclosure 1, including annual policy evaluation and refinement. Enclosure 2 is a process diagram.

6. Proponent. The OCAR SLDO is the proponent for this pilot policy, including process execution and evaluation.

DANIELS.JODY.J EAN.1048219280
Digitally signed by DANIELS.JODY.JEAN.10482192 80
Date: 2022.11.15 12:05:47 -05'00'

2 Encls
1. Implementation Instructions
2. Process Diagram

JODY J. DANIELS
Lieutenant General, U.S. Army
Chief of Army Reserve

DISTRIBUTION:
A
B
C

DAAR-SLDO (140-10c)
SUBJECT: Chief of Army Reserve Policy #23-01: Resident Senior Service College (SSC) Utilization Assignments

7 MSC
9 MSC
311 SC (T)

CF:
CG, U.S. Army Human Resources Command
USARC DIR/DEP/CH/ASST
USARC XOs
OCAR Directors & Deputies
USACHCS

Implementation Instructions

1. Process execution. Annual execution occurs in four overlapping phases.

a. <u>Requirements Phase</u>: February – September. The requirements phase documents the strategic-level, follow-on utilization assignment requirements.The phase begins with the resident Senior Service College (SSC) slating results and concludes with transmittal of strategic-level utilization assignment requirements to the Office of Chief Army Reserve (OCAR) G-3/5/7 for validation. Key milestones include:

(1) OCAR Senior Leader Development Office (SLDO) capturing officer interest and preferences.

(2) SLDO presenting officers with initial program options for situational awareness.

(3) Resident SSC Troop Program Unit (TPU), Individual Mobilization Augmentee (IMA), or Individual Ready Reserve (IRR) officers opting-in to an Inactive Duty for Training (IDT) or Active Duty for Operational Support (ADOS) utilization path.

(4) Enterprise stakeholders [OCAR directors and U.S. Army Reserve Command (USARC) staff, etc.] transmitting requirements to OCAR G-3/5/7.

b. <u>Validation and Slating Phase</u>: October – March. The validation and slating phase validates the requirements identified and slates the officers. The phase begins with OCAR G-3/5/7 receipt of requirements and concludes with the SLDO utilization assignment-slating announcement. Un-forecasted requirements may be submitted for validation outside of this timeline to best manage talent. ADOS-Reserve Component (ADOS-RC) utilization slating will follow USARC command slating results. Key milestones in this phase include:

(1) OCAR G-3/5/7 requirements validation.

(2) SSC officers rank ordering validated requirements.

(3) OCAR SLDO utilization slating.

(4) Human Resources Command's (HRC) USAR brigade and battalion command board slating results announcement.

c. <u>Assignment Phase</u>: April – UTC. The assignment phase provides the officers' assignment orders as rapidly as possible following the slating announcement and provides any additional support prior to SSC attendance. This phase also includes the deferment approval process. The phase begins with the utilization ADOS-RC assignment slating announcement and concludes with individual officers possessing their utilization assignment orders. Key milestones include:

(1) Officers submitting their declination or deferment requests (if applicable) no later than (NLT) 30 days following the slating announcement.

(2) Home station units providing the officers' individual assignment orders.

    d. <u>Evaluation Phase</u>: June. The evaluation phase assesses the pilot policy's effectiveness and makes any necessary adjustments. Key milestones include:

    (1) SLDO receiving input from stakeholders throughout the process and preparing an annual report for the Chief of Army Reserve's (CAR) review each June (surveying, metrics, and program assessment criteria are to be determined (TBD).

    (2) SLDO incorporating annual CAR guidance into refined pilot policy documents, as necessary.

    (3) OCAR G-1 submitting applicable changes to Headquarters Department of the Army (HQDA) G-1 policies and regulations in accordance with the assessment above and as approved by the Deputy Chief Army Reserve (DCAR).

    (4) Program officers completing a post-utilization assignment survey.

2. Roles and Responsibilities.

    a. DCAR.

    (1) Provide primary USAR 2-star level oversight for pilot policy implementation, adjustments, and integration with necessary HQDA regulations and policies.

    (2) Approve annual strategic-level utilization slating results.

    (3) Approve all deferments and exceptions to policy (ETP).

    b. SLDO.

    (1) Lead staff element for pilot policy process execution and the point of contact for TPU, IMA, and IRR resident SSC-selected officers.

    (2) Communicate with selected officers throughout the process, administer the pre-SSC survey, counsel selected officers, execute the slating panel, complete the annual pilot policy evaluation, administer the post-utilization assignment survey, and prepare policy adjustments for decision as necessary.

    (3) Coordinate with HRC to ensure SSC utilization policy is included in Military Personnel (MILPER) announcements for the annual USAR SSC board.

    (4) Process deferments for DCAR review and decision.

    (5) Manage officers with approved deferments and ETPs to ensure utilization.

Implementation Instructions

(6) Develop and staff any agreements with external agencies required to implement the policy for CAR approval.

(7) Provide one validation panel member for strategic-level utilization requirements.

c. OCAR G-1.

(1) Support SLDO policy execution.

(2) Advise OCAR G-3/5/7 in the validation phase.

(3) Serve as USAR lead for submitting applicable changes to HQDA G-1 policies and regulations in accordance with best practices, as determined by the DCAR.

d. OCAR G-3/5/7.

(1) Support SLDO policy execution.

(2) Conduct strategic-level utilization panel with OCAR Directors and SLDO for strategic-level utilization requirements.

(3) Validate strategic-level utilization requirements under the advisement of the panel members.

e. OCAR Comptroller.

(1) Support SLDO policy execution.

(2) Prioritize funds for policy implementation in fiscal year (FY) start point process and annual budget submission.

(3) Maintain policy implementation costs to inform policy development.

(4) Advise SLDO with identified resource constraints which impact utilization assignments.

(5) Coordinate with USARC G-8 to track utilization costs over each academic year (AY).

(6) Coordinate with OCAR G-3/5/7 to determine AY resourcing planning factors.

f. USARC G-1.

(1) Support SLDO policy execution.

(2) Participate in policy development and evaluation.

(3)   Build the validated strategic-level utilization requirements in Tour of Duty (TOD).

(4)   Coordinate with HRC Reserve Personnel Management Directorate (RPMD) for IMA and IRR officers' individual orders requirements.

g.   USARC G-3/5/7.

(1)   Support SLDO policy execution.

(2)   Task Major Subordinate Commands (MSC), as necessary, in accordance with (IAW) standard roles and responsibilities.

h.   USARC G-8.

(1)   Support SLDO policy execution.

(2)   Prioritize and identify funds for policy implementation in annual budget submission and execution.

i.   USARC MSCs.

(1)   Generate officers' individual orders upon receipt of funding and Tour of Duty (TOD) packet approval.

(2)   Advise selected officers on entitlements for the duration of the utilization assignment.

j.   Army Reserve Proponent Advisors (ARPA) and Consultants.

(1)   Advise selected officers for career development.

(2)   Advise OCAR staff directors on strategic-level TPU, IMA, and ADOS utilization assignment options within respective career fields for validation IAW process timeline.

k.   TPU/IMA/IRR officers attending a resident SSC opportunity.

(1)   Maintain communication with SLDO throughout the process.

(2)   Complete the pre-SSC survey to identify preferences.

(3)   Complete a Department of the Army (DA) Form 4187 to opt-in to either an IDT or ADOS utilization assignment path through SLDO.

(4) Complete an election of options memorandum with SLDO to accept or decline a utilization assignment following slating approval. Submit declination or deferment requests (if applicable) no later than (NLT) 30 days following the slating approval.

(5) Complete TOD requirements IAW USARC G-1 and HRC (IRR/IMA) guidance.

(6) Complete follow-on utilization assignment survey for evaluation.

(7) Provide SLDO proposed strategic-level utilization assignment options for validation, as applicable.

l. HRC RPMD (requests for support via engagement with SLDO).

(1) Submit strategic-level IMA/IRR requirements to OCAR G-3/5/7 for validation IAW process timeline.

(2) Generate IMA/IRR officers' individual orders upon TOD packet approval.

(3) Include policy in MILPER announcements for the annual USAR SSC board.

m. OCAR Staff Directors.

(1) Provide one validation panel member for strategic-level utilization requirements.

(2) Generate and provide OCAR G-3/5/7 strategic-level IDT and ADOS utilization assignment options within respective career fields for validation IAW process timeline.

(3) Advise OCAR G-3/5/7 during the validation panel.

3. **Coordinating Instructions.** ADOS opportunities include: Contingency Operations ADOS (CO-ADOS), Operational ADOS (OP-ADOS), ADOS-RC, and ADOS Active Component (ADOS-AC), as listed on TOD (https://mobcop.aoc.army.pentagon.mil).

4. **Sustainment.** Execution is subject to the availability of resources. Commands and staffs will offset incremental funding costs through re-prioritization in budgeting and execution. Unfunded requests will be managed through the OCAR un-resourced requirements process.

5. **Points of Contact.** OCAR SLDO, usarmy.knox.ocar.mbx.sldo-ofcr@army.mil.

Enclosure 2: Process Diagram

FY A								FY B											FY C	
FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV

Academic Year

Cycle 1 — **Requirements phase** — **Validation & Slating Phase** — **Assignment Phase**

9-12 months utilization

SSC slating results (HRC)

REQs. Validation (OCAR G-3/5/7)

All officers have follow-on IDT or ADOS orders (MSC)

SLDO captures officer preferences and advises on initial options (SLDO) ; Officers opt-in to IDT or ADOS utilization path

Officers rank order validated REQs.

(if applicable) Officers submit declinations/deferments to SLDO (NLT 30 days post-announcement)

Initial slating (SLDO)

Final Utilization slating approval and announcement (SLDO)

Utilization REQs submitted to OCAR G-3/5/7; Officers presented with initial options (SLDO)

o/a 1 Mar – BN/BDE Cmd. Board results (HRC)

Cycle 2 — **Requirements phase** — **Validation & Slating Phase**

Continuous — **Evaluation Phase** — ★Annual pilot assessment