MILPERSMAN 1050-272

POST-MOBILIZATION RESPITE ABSENCE FOR MOBILIZED RESERVE COMPONENT PERSONNEL

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References	(a) Secretary of Defense Policy Memo of 19 Jan 2007 (b) Under Secretary of Defense (Personnel and Readiness) (USD (P&R)) Policy Directive of 15 Mar 2007 (c) Under Secretary of Defense (Personnel and Readiness) (USD (P&R)) Policy Directive of 18 Apr 2007 (d) Under Secretary of Defense (Personnel and Readiness) (USD (P&R)) Policy Directive of 24 May 2007 (e) 10 U.S.C.

1. **General Policy**. This policy is established to recognize Reserve members who are required to mobilize with a frequency beyond rotation policy goals identified within reference (a) and implemented by references (b), (c), and (d). For Reserve members this threshold is established as a ratio of 1 year mobilized to 5 years demobilized (1:5). Members who exceed 12 months (1 year) mobilization on or after 7 October 2001 will accrue creditable mobilization time for Post-Mobilization Respite Absence calculations beginning with the first day of a subsequent mobilization with less than 60 months of demobilized time. Creditable mobilization time is cumulative, within the rolling 72-month window, and the 1:5-year ratio for Reserve members is retroactive for calculation purposes to 7 October 2001. Actual accrual of administrative absence days, however, is restricted to those members mobilized on or after 19 January 2007. Reserve members who exceed the established mobilization threshold may be eligible to receive Post-Mobilization Respite Absence, a form of administrative absence.

2. **Applicable Types of Mobilization**. Reserve component members must be mobilized under reference (e), sections 12301a, 12302, or 12304, and exceed the mobilization threshold in order to be eligible to receive a Post-Mobilization Respite Absence.

3. **Creditable time**. For the purpose of calculating creditable time, mobilization includes the day the member is mobilized through the date the mobilization is terminated. Computation of creditable time commences 7 October 2001, or the date that is 72 months prior to the member's mobilization, whichever date is most recent. **Note**: accrual of Post-Mobilization Respite Absence days begins on **19 January 2007**, **the effective date of this policy**. If the threshold limits were exceeded before 19 January 2007, no days will accrue for that period. Creditable time is based on duration and type of mobilization orders, and is not related to location of mobilization.

Mobilization beyond following number of creditable months during the most recent 72 months:		
12	**18**	**24**
Generates for each month or fraction thereof the following number of days for administrative absence:		
1	**2**	**4**

4. **Authorization**. Members undergoing demobilization processing at Navy Mobilization Processing Sites (NMPSs) shall be screened for Post-Mobilization Respite Absence eligibility by the supporting Personnel Support Activity Detachment (PERSUPPACT DET). Members should provide documentation, as needed, or PERSUPPACT DETs may access Navy-Marine Corps Mobilization Processing System (NMCMPS) data to assist in validation and computation of accrued Post-Mobilization Respite Absence time, if any. Appropriate forms of documentation for use in establishing an entitlement for Post-Mobilization Respite Absence include, but are not limited to, previous mobilization orders, travel claims, temporary duty (TDY) orders, fitness reports (FITREPS)/evaluations providing mobilization dates, deployment awards, and Personal Summary Record (PSR)/Officer Data Card (ODC) updates. Due to the variety of sources, officers-in-charge (OICs) of PERSUPPACT DETs and NMPS sites are authorized discretion in determining the validity of mobilization documents. Members with periods of involuntary service in another service will need to provide supporting documentation.

5. **Additional Guidance**

a. Members will be afforded the opportunity to use their Post-Mobilization Respite Absence prior to completion of their demobilization and deactivation processing and termination of orders. In order to accomplish this, Reserve component members may be extended under their mobilization orders provided the period of mobilization does not exceed designated limits in law applicable to the authority under which the member was mobilized.

b. Members may combine Post-Mobilization Respite Absence and chargeable pre-separation leave following their demobilization and deactivation processing and prior to termination of their mobilization orders. Except under circumstances described in para. 5c, members may not sell back administrative absence days at any time. Failure to use approved Post-Mobilization Respite Absence days prior to expiration of mobilization orders will result in loss of the benefit (i.e., Post-Mobilization Respite Absence days are a “use or lose” entitlement).

c. Reserve component members who are also Federal, State, or local civilian government employees may be precluded by law from being paid by two government entities for simultaneously serving in a Reserve component status and in their civilian government jobs. This would prevent them from returning to civilian government employment during the period of Post Mobilization Respite Absence. Reservists who are also Federal, State, or local civilian government employees may elect, at the beginning of mobilization, to receive Assignment Incentive Pay (AIP) in lieu of administrative absence days. For this purpose, AIP would be valued at a rate of $200 for each day of administrative absence that otherwise would have been authorized. Additionally, a member may elect, before days are earned, to receive AIP in lieu of a portion of administrative absence days earned, and receive administrative absence days for the remainder of accrued days. **Note**: a member may elect the AIP option in lieu of being awarded administrative absence days; however, the member may not cash in administrative absence days already earned.

d. Upon initial mobilization processing, NMPS PERSUPPACT DETs shall issue a standard NAVPERS 1070/613 (Rev. 7-06), Administrative Remarks, page as part of the personnel/pay gains processing prior to training and deployment to all Federal, State, and local government employees as a means of documenting the member’s choice of administrative absence days, AIP, or a combination of both. This document should be retained for use during demobilization processing, with a copy provided to the member. NAVPERS 1070/613 should contain the following statement:

In the event that Post-Mobilization Respite Absence days are earned as a result of this mobilization, I elect to receive:

_____ *Administrative absence days*
_____ *Assignment Incentive Pay (AIP) at the rate of $200/day*
_____ *A combination of administrative absence days and AIP, as explained below:*
_____
_____

I acknowledge that the election to receive AIP in lieu of administrative absence days must be made in advance of earning Post-Mobilization Respite Absence days; days earned may not be cashed in for AIP, after the fact.

_____
Signature and Date

Note: Reservists who have already completed mobilization processing and are currently mobilized may elect to receive AIP in lieu of administrative absence days, but must state that intention, in writing, and provide to the NMPS PERSUPPACT DET. In the absence of advance notice, AIP cannot be awarded in lieu of administrative absence days.

e. Members who are placed in a “MEDICAL HOLD” (MEDHOLD) status pending resolution of medical issues related to their mobilization duty will be converted to a voluntary active duty status under the authority of reference (e), section 12301(h). That conversion will terminate accrual of the administrative absence accrual entitlement under involuntary authorities. Post-Mobilization Respite Absence days accrued prior to MEDHOLD status may be used prior to separation using criteria established in para. 5b, above.

6. **Court-Martial or Other Adverse Administrative Action**. In the event that a court-martial or other adverse administrative action has been initiated against a mobilized member, the accrual of creditable time is suspended, beginning with the day that charges are preferred, or adverse administrative action is initiated, pending final resolution of the matter. Commanding officers (COs) must document suspension date of creditable time and notify Chief of Naval Operations (CNO) (N130), who will make final determination of Post-Mobilization Respite Absence eligibility, pending final resolution.

7. **Examples**

a. **Scenario**: Reserve member was mobilized on 1 January 2004 and demobilized on 31 December 2004. Member mobilized a second time on 1 October 2006 for a 12-month period expiring 30 September 2007.

Calculation: First mobilization accrued 12 months of creditable time since it occurred within 72 months of the member's current mobilization. From 1 October 2006 to 18 January 2007, the member accrued 4 more months of creditable time, but earned no absences. From 19 January 2007 to 31 March2007, the member accrues 1 day of Post-Mobilization Respite Absence per month for the 4th, 5th, and 6th month. During the 7th through 12th month, member accrues 2 days per month, because member has exceeded 18 months of creditable time (3 days + 12 days = 15 days of Post-Mobilization Respite Absence).

	Prior	Oct06	Nov	Dec	**Jan07**	**Feb**	**Mar**	**Apr**	**May**	**Jun**	**Jul**	**Aug**	**Sep**
Cumulative mob months	12	13	14	15	16	17	18	19	20	21	22	23	24
Absences accrued					**1**	**1**	**1**	**2**	**2**	**2**	**2**	**2**	**2**

b. **Scenario**: Member mobilized on 15 October 2001 for 15 months. Member mobilized a second time on 1 October 2005 for a 12-month period expiring 30 September 2006.

Calculation: Since both mobilizations occurred prior to the 19 January 2007 implementation date of this program, no Post-Mobilization Respite Absence days are accrued; however, if the member were involuntarily mobilized again before 15 October 2007, the 27 months of mobilization would be creditable. After 15 October 2007, the creditable months would begin to fall outside the 72-month rolling window.

c. **Scenario**: A Seabee is mobilized on 1 October 2002 for a 9-month period. Member remobilized on 1 August 2006 for a second 9-month period, with active duty time extended to 15 months due to injury that occurred during the 7th month of mobilization.

Calculation: The 9-month mobilization period is creditable time since it occurred after 7 October 2001. Member would cross the 12-month threshold during the 3rd month of the second deployment, but would only accrue 1 day of administrative absence per month during the 6th and 7th months, since the policy was implemented on 19 January 2007. Due to the injury, member's mobilization status would be converted to voluntary active duty under reference (e), section 12301(h), voluntary authority, effective during the 7th month of the second mobilization. Member would

accrue 2 days of Post-Mobilization Respite Absence, and would be eligible to use these days prior to demobilization.

	Prior	Aug06	Sep	Oct	Nov	Dec	**Jan07**	**Feb**	Mar	Apr	May	Jun	Jul
Cumulative mob months	9	10	11	12	13	14	15	16	16	16	16	16	16
Absences accrued							**1**	**1**					

d. **Scenario**: Member was mobilized on 1 January 2005 and volunteered to extend on mobilization into a second year of reference (e), section 12302, authority orders. Member then volunteered to continue on active duty on voluntary reference (e), section 12301(d), authority orders on 1 January 2007.

Calculation: Since the entire period of involuntary reference (e), section 12302, mobilization orders occurred before implementation of this new Office of the Secretary of Defense (OSD) policy (effective 19 January 2007), no Post-Mobilization Respite Absence days are earned. Voluntary mobilization orders are excluded from creditable months. Should member be mobilized again under reference (e), sections 12301(a), 12302, or 12304, orders prior to 1 January 2012, then some Post-Mobilization Respite Absence days would accrue, depending on the future mobilization start date.