



SECRETARY OF THE ARMY  
WASHINGTON

06 MAY 2021

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army Directive 2021-15 (Army Career Intermission Program)

1. References. See the enclosure.
2. Purpose. This directive implements the Army Career Intermission Program (CIP) as a permanent Army retention program as authorized Title 10, U.S. Code, section 710 (10 U.S.C. 710). Army Directive 2017-18 is hereby rescinded.
3. Applicability. This directive applies to Regular Army (RA) and U.S. Army Reserve (USAR) Active Guard Reserve (AGR) Soldiers.
4. Background. The CIP provides a one-time temporary transition from active duty in the RA or USAR AGR program to the Individual Ready Reserve (IRR) to allow Soldiers to meet personal or professional needs while providing a mechanism for their return to active duty. The long-term intent of the CIP is to retain the valuable investment in experience and training the Army would otherwise lose when Soldiers separate permanently. Under the CIP, Soldiers will retain certain benefits and return to active duty (RA to RA, AGR to AGR) at the end of the inactive duty period.
5. Policy. Pursuant to 10 U.S.C. 710 and Department of Defense (DoD) Instruction 1327.07 (references 1f and 1p), the following non-waiverable provisions and limitations apply to the CIP:
  - a. Each Soldier will be thoroughly counseled on the benefits, compensation, medical care, and obligations associated with participation in the CIP. The counseling will be documented in writing, with a copy placed in the Soldier's Army Military Human Resource Record.
  - b. Soldiers participating in the CIP must sign an agreement, to be placed in their Army Military Human Resource Record, that they will—
    - (1) Accept an appointment or enlist, as applicable, and serve in the IRR during the period of participation in the CIP.
    - (2) Undergo inactive duty training as required to retain military skills, professional qualifications, and physical readiness.

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(3) Serve 2 months on active duty for each month spent in the CIP. This active-duty service obligation (ADSO) will be served consecutively with any other ADSO the Soldier may have when entering the CIP.

c. Regular Army officers must receive original appointments to the reserve active status list before release from active duty and must receive original appointments to the active-duty list when they return from the intermission, in accordance with DoD Instructions 1300.04 and 1310.02 (references 1l and 1o).

d. The period spent in the CIP may not exceed 3 years.

e. Soldiers' release from active duty for participation in the CIP will be reported to the Defense Manpower Data Center as a loss from active-duty end strength and a gain to the IRR. The Separation Program Designator Code for officers entering the CIP is FGS. The code for enlisted Soldiers is MGS.

f. Each month, a Soldier in the CIP will be paid two-thirtieths (2/30) of the amount of monthly basic pay the Soldier would otherwise be entitled to receive on active duty in the grade and with the years of service the Soldier had when participation in the CIP began.

g. During the period spent in the CIP, any special or incentive pay or bonus will be suspended until the Soldier returns to active duty. On the Soldier's return, the Army will restart any special or incentive pay or bonus. The inactivation from active duty of a Soldier participating in a program shall not be treated as a failure of the Soldier to perform any period of service required of the Soldier in connection with an agreement for a special or incentive pay or bonus that is in force when the Soldier commences participation in the program. Soldiers who do not meet eligibility requirements on return to active duty will be subject to the repayment provisions of their pay or bonus agreement.

h. Soldiers in the CIP are entitled to travel and transportation allowances authorized by 37 U.S.C. 474 to a location in the United States the Soldier designates as residence while participating in the CIP, and on return to active duty, to the designated assignment location at the end of the CIP period. While in the CIP, Soldiers are responsible for any travel costs incurred and during any physical muster or administrative processing when preparing to return to active duty at the end of their participation in the CIP.

i. Soldiers in the CIP are entitled to carry forward their existing leave balance on return to active duty but not to exceed 60 days. This leave balance limit is unaffected by any other statutory or regulatory extensions allowing Soldiers to carry more than 60 days between fiscal years.

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j. Soldiers in the CIP and their dependents continue to be entitled to the same medical and dental care as Soldiers on active duty for more than 30 days, and they remain eligible for retirement or separation for physical disability.

k. Soldiers are ineligible for consideration for promotion while in the CIP.

l. An officer's date of rank will be adjusted on return to active duty, as authorized by DoD Instruction 1310.01 (reference 1n), enclosure 3, paragraph 4. Officers will then become eligible for consideration for promotion when officers with the same adjusted date of rank and of the same competitive category, grade, and seniority are eligible. Enlisted Soldiers will become eligible for promotion based on time in grade and other requirements described in Army Regulation 600-8-19 (reference 1s). Enlisted time in grade will be decremented to account for the period spent in the CIP.

m. The period spent in the CIP as a USAR officer will be excluded from computation of the officer's total years of service as defined in 10 U.S.C. 14706(a) (reference 1h).

n. The period spent in the CIP is not creditable toward eligibility for retirement or transfer to the IRR under 10 U.S.C., chapter 741 or section 1223 (references 1d and 1e). It also is not creditable toward computation of retired or retainer pay under 10 U.S.C. chapter 71 (reference 1c) or section 1223 (reference 1e).

o. Participation in the program may be terminated at any time based on the needs of the Army and may result in immediate recall to active duty in the RA or USAR AGR.

p. Soldiers are not eligible for tuition assistance while in the IRR. Time in the IRR does not count toward eligibility for benefits under 38 U.S.C. 3319 (generally known as the Post-9/11 GI Bill) (reference 1j). However, Soldiers already entitled to Post-9/11 GI Bill benefits may use them while in the IRR.

q. Participating Soldiers will maintain commissary; morale, welfare, and recreation; and exchange benefits.

6. Ineligibility Criteria. The following Soldiers are ineligible for the CIP and excluded from application:

a. Officers serving in a joint duty assignment list position, as defined in DoD Instruction 1300.19 (reference 1m), until completion of the joint duty assignment

b. Soldiers who have an approved retirement or separation date, or who have 17 or more years of creditable active Federal service for retirement as of the requested program entry date

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c. Soldiers who have an ADSO or service remaining requirement as a result of the transfer of benefits to a dependent under the Post-9/11 GI Bill, receipt of tuition assistance, Government-funded civilian schooling, or military schooling

d. Enlisted Soldiers who are unable to serve the incurred service of their remaining requirement obligation on return to active duty because of limitations on retention control points, and officers who are unable to serve the incurred ADSO on return to active duty because of maximum time in grade, time in service, or age

e. Soldiers on a centrally selected promotion list

f. Officers who have failed in selection for promotion at the current grade and enlisted Soldiers who are currently under a denial of reenlistment

g. Soldiers in receipt of and executing permanent change of station orders

h. Soldiers identified for deployment

i. Aviators attending or having completed initial entry rotary-wing training and still serving their aviation-related ADSO (Other aviators serving aviation-related training ADSO are ineligible unless they complete the ADSO before the program entry date.)

j. Soldiers currently under suspension of favorable personnel actions, pending investigation, nonjudicial punishment, courts-martial, or civilian criminal charges or proceedings

k. Soldiers who have a record of disciplinary action (civil arrest, nonjudicial punishment, general officer memorandum of reprimand, or courts-martial) within the 2 years preceding the request to participate in the program

l. Soldiers not meeting medical accession and retention standards or pending medical or physical evaluation board proceedings

m. Soldiers centrally selected for schools in the Officer Education System, Warrant Officer Education System, or Noncommissioned Officer Education System

n. Soldiers previously identified, or in the zone of consideration, for separation or retirement by an officer separation board, enhanced selective early retirement board, qualitative management program board, qualitative service program board, or AGR release from active duty board

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7. Eligibility Criteria. If not otherwise excluded by the provisions in paragraph 6 of this directive, these Soldiers are eligible to apply:

a. RA competitive category, Chaplain Corps, Judge Advocate General's Corps, and Army Medical Department Corps officers

b. RA warrant officers

c. RA enlisted Soldiers in ranks of sergeant through master sergeant

d. USAR AGR officers, warrant officers, and enlisted Soldiers who have completed their initial 3-year term of active duty

8. Responsibilities. The Commander, U.S. Army Human Resources Command is the authority for program execution, including participation of members, determination of maximum number of Soldiers who may participate each year, selection, separation, and return to active duty, as well as associated nonstatutory waivers for participation.

9. Reporting Requirements. The Deputy Chief of Staff, G-1 will define reporting procedures to the Commander, U.S. Army Human Resources Command and coordinate the information so that the Under Secretary of Defense for Personnel and Readiness receives a report on the program's progression no later than 1 June of each year in accordance with reference 1p.

10. Proponent. The Deputy Chief of Staff, G-1 is the proponent for this policy and will publish an Army regulation governing the CIP within 2 years of the date of this directive.

11. Duration. This directive is rescinded on publication of the Army regulation governing the CIP.



John E. Whitley  
Acting

Encl

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## REFERENCES

- a. Title 10, United States Code (10 U.S.C.), chapter 36 (Promotion, Separation, and Involuntary Retirement of Officers on the Active-Duty List)
- b. 10 U.S.C., chapter 40 (Leave)
- c. 10 U.S.C., chapter 71 (Computation of retired pay)
- d. 10 U.S.C., section 741 (10 U.S.C. 741) (Retirement for length of service)
- e. 10 U.S.C. 1223 (Retired pay for non-regular service)
- f. 10 U.S.C. 710 (Career flexibility to enhance retention of members)
- g. 10 U.S.C. 1405 (Years of service)
- h. 10 U.S.C. 14706 (Computation of total years of service)
- i. 37 U.S.C. 474 (Travel and transportation allowances: general)
- j. 38 U.S.C. 3319 (Authority to transfer unused education benefits to family members)
- k. John S. McCain National Defense Authorization Act for Fiscal Year 2019, Public Law 115-232, section 551 (Permanent Career Intermission Program), 132 Stat. 1765–69
- l. Department of Defense (DoD) Instruction 1300.04 (Inter-Service and Inter-Component Transfers of Service Members), 25 July 2017
- m. DoD Instruction 1300.19 (DoD Joint Officer Management (JOM) Program), 3 April 2018
- n. DoD Instruction 1310.01 (Rank and Seniority of Commissioned Officers), 23 August 2013
- o. DoD Instruction 1310.02 (Original Appointment of Officers), 26 March 2015
- p. DoD Instruction 1327.07 (Career Intermission Program (CIP) for Service Members), 18 October 2018
- q. DoD 7000.14-R (Department of Defense Financial Management Regulation (DoD FMR)), Volume 7A (Military Pay Policy—Active Duty and Reserve Pay), chapter 35 (Separation Payments)

Enclosure

- r. Army Directive 2017-18 (Army Career Intermission Pilot Program), 9 May 2017 (hereby rescinded)
- s. Army Regulation 600–8–19 (Enlisted Promotions and Reductions), 16 May 2019
- t. Army Regulation 600–8–29 (Officer Promotions), 9 September 2020