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U.S. Army Corps of Engineers  
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<td>Army Reserve</td>
<td><strong>U.S. ARMY CORPS OF ENGINEERS INDIVIDUAL MOBILIZATION AUGMENTEE (IMA) PROGRAM</strong></td>
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Individual Mobilization Augmentee (IMA) Program

1. Purpose. This regulation augments existing Army policy documents on IMA Program Management. It provides policy direction, information, and responsibilities concerning implementation of the Corps IMA Program to Headquarters, U.S. Army Corps of Engineers (HQUSACE), Office of the Chief of Engineers (OCE) elements, major subordinate commands (MSC) and districts.

2. Applicability. This regulation is applicable to HQUSACE/OCE elements, major subordinate commands, districts, laboratories, and field operating activities (FOA).

3. References.
   b. AR 135-210, Order to Active Duty as Individuals During Peacetime.
   c. AR 140-1, Army Reserve Mission, Organization, and Training.
   d. AR 140-145, Individual Mobilization Augmentation Program.
   e. AR 140-185, Training and Retirement Point Credits and Unit Level Strength Accounting Records.
   g. Plan 84-2, Corps of Engineers Mobilization Plan.
   h. ARPERCEN Pamphlet 140-6, Army Reserve Training Pamphlet.
   i. ARPERCEN Pamphlet 140-145, IMA Handbook.

4. Objective. The IMA Program provides for rapid expansion of those Corps organizations which depend on augmentation by U.S. Army Reserve military personnel to accomplish their mobilization missions. These IMA are members of the Select Reserve and are eligible for call to active duty under the Executive Call-Up Authority or under either partial or full mobilization.

5. Responsibilities.
   a. Director of Civil Works (DCW) will:

This regulation supercedes ER 140-1-2 dated 3 March 1986
(1) Plan and execute the Corps IMA Program.

(2) Direct, coordinate, manage, and evaluate the Corps IMA Program to accomplish Corps mobilization operations in support of Army, Department of Defense, or Presidential missions.

(3) Fund the use of Corps IMA personnel in voluntary support of emergency disaster operations.

b. Commanders and Directors who are authorized IMA personnel will:

(1) Designate the full-time Deputy Commander/Deputy Director to manage the IMA Program within their respective organization.

(2) Administer (coordinate, evaluate and manage) their respective IMA program to ensure it supports the Corps Mobilization Plan.

(3) Oversee and monitor the IMA programs of their subordinate organizations.

(4) Train and educate IMA personnel to support mobilization missions.

(5) Publish guidance, as required, to assign responsibilities for the management and administration of the IMA Program within their organization.

(6) Prepare job descriptions for all authorized IMA positions.

(7) Develop and validate IMA positions in the Mobilization Tables of Distribution and Allowances (MOBTDA) of their organization.

c. Director of Human Resources, HQUSACE will:

(1) Execute administrative matters related to the selection, assignment, training and termination of USACE IMA.

(2) Maintain necessary personnel files.

(3) Monitor and assist USACE elements in their administration of IMA related personnel matters.

(4) Advise the Chief of Engineers (COE) and the DCW on personnel issues that impact the IMA program.

d. Director of Resource Management, HQUSACE will:

(1) Forward to Headquarters, Department of the Army, approved requests for changes in IMA positions on the MOBTDA which have been reviewed and approved by USACE elements.

(2) Publish guidance for and assist USACE elements to establish IMA positions on their respective MOBTDA.

e. Each IMA assigned to a MOBTDA position will - maintain contact via telephone, letter, or a personal visit at least once every quarter with the organization to which they are assigned.
e. Administration. A separate manual, the U. S. Army Corps of Engineers Individual Mobilization Augmentee (IMA) Program Handbook (June 1991) provides a summary of Army regulatory requirements and recommends IMA program administration and procedures.

FOR THE COMMANDER:

ROBERT L. HERNDON
Colonel, Corps of Engineers
Chief of Staff