



Department of Defense INSTRUCTION

NUMBER 1215.20

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ASD(RA)

SUBJECT: Reserve Component (RC) Joint Officer Management Program

References: (a) Title 10, United States Code

(b) Chairman of the Joint Chiefs of Staff Instruction 1800.01A, "Officer Professional Military Education Policy," December 1, 2000

1. PURPOSE

This Instruction:

1.1. Implements policy, assigns responsibilities, and prescribes procedures for administering joint officer management for officers on the DoD Reserve Active Status List (RASL) under Section 666 of reference (a).

1.2. Prescribes procedures for a joint officer management program for the RCs incorporating the joint learning objectives as described in reference (b).

2. APPLICABILITY

This Instruction applies to the Office of the Secretary of Defense (OSD), the Military Departments, the Chairman of the Joint Chiefs of Staff, the Combatant Commands, the Office of the Inspector General of the Department of Defense, the Defense Agencies, the DoD Field Activities, and all other organizational activities of the Department of Defense (hereafter referred to collectively as "the DoD Components"). The term "Military Services," as used herein, refers to the Army, the Navy, the Air Force, the Marine Corps, and the Coast Guard. The "Secretary concerned" refers to the Secretaries of the Military Departments and the Secretary of Transportation (for the Coast Guard when it is not operating as a Military Service in the Department of the Navy).

3. DEFINITIONS

Terms used in this Instruction are defined in enclosure 1.

4. POLICY

It is DoD policy that:

4.1. Under Section 666 of 10 U.S.C. (reference (a)), procedures shall be prescribed to administer joint officer management for officers on the DoD RASL and for the RCs.

4.2. According to reference (a), the joint officer management program for the RCs shall, to the extent practicable, be similar to the joint officer management program for the Active components. However, RC officers on the RASL are frequently uniquely different from their counterparts on the Active Duty List (ADL). Accordingly, personnel policies emphasizing education in joint matters for officers on the RASL may sometimes differ from such policies for ADL officers. The limited number of joint positions available to RC officers not on full-time duty, and the limited joint education opportunities for RC officers, are among the factors unique to the RC making it infeasible for RC officers to be managed, under the same provisions as officers on the ADL.

5. RESPONSIBILITIES

5.1. The Assistant Secretary of Defense for Reserve Affairs, under the Under Secretary of Defense for Personnel and Readiness, shall:

5.1.1. Exercise oversight responsibility for policies and procedures that shall govern the DoD RC Joint Officer Management Program.

5.1.2. Monitor compliance with this Instruction.

5.1.3. Coordinate RC joint officer education and joint officer management issues with the Chairman of the Joint Chiefs of Staff.

5.1.4. Allocate Capstone course quotas to the RCs for general and flag officers or officers that have been selected for general or flag rank.

5.2. The Deputy Under Secretary of Defense for Personnel and Readiness, under the Under Secretary of Defense for Personnel and Readiness, shall:

5.2.1. With the advice and assistance of the Chairman of the Joint Chiefs of Staff, review professional military education (PME) and joint-PME (JPME) initiatives to ensure that military education policies shall enhance the education of RC officers in joint matters.

5.2.2. Approve Joint Duty Assignments Reserve (JDA-R) based on the recommendations of the Deputy Under Secretary of Defense for Program Integration and the Chairman of the Joint Chiefs of Staff.

5.3. The Chairman of the Joint Chiefs of Staff shall:

5.3.1. Coordinate the establishment of Joint Distributed Learning for JPME and training according to CJCSI 1800.01A (reference (b)).

5.3.2. Establish RC joint education and examination criteria, as applicable. According to reference (a), the Congress established a requirement for a course similar in content to, but not identical to, the in-residence course at the Joint Forces Staff College for field grade active component officers to be developed to prepare RC field grade officers for joint duty assignments.

5.3.3. Validate and document JDA-R in offices and Agencies, under the Chairman of the Joint Chiefs of Staff and the Commander of the Combatant Commands. That validation shall include identification of JDA-R that requires no JPME, those that require JPME Phase 1, and those that are critical billets that require advanced JPME.

5.3.4. No later than October 1, 2003, and according to Sections 3038, 5143, 5144, and 8038 of (reference (a)), establish a process to determine criteria for significant joint experience on selection of the Chiefs of the RCs. While there is no requirement to document experience or knowledge in personnel data tracking systems, those may be considered when reviewing the qualifications of officers and their suitability for future assignment to joint positions.

5.3.5. Coordinate with the Military Services to ensure Service resourcing of the JDA-R in offices and Agencies under the Chairman of the Joint Chiefs of Staff and the Commanders of the Combatant Commands.

5.3.6. Ensure that the Assistants to the Chairman of the Joint Chiefs of Staff for National Guard and Reserve matters shall be integrated into the JDA-R review, validation, and approval process for information and input, as needed.

5.4. The Secretary of the Military Departments and the Commandant of the Coast Guard shall:

5.4.1. Administer joint officer management ensuring compliance with this Instruction and all applicable laws.

5.4.2. Endeavor to fill the JDA-R with the highest caliber officers who shall have shown the highest potential for responsibility and performance.

5.4.3. Develop a cadre of officers with joint education and experience, and shall ensure that information sufficient to document, monitor, and track those officers shall reside in common personnel information data systems.

5.4.4. Encourage and facilitate RC officer JPME.

5.4.5. Nominate RC flag or general officers for attendance at the Capstone course that is conducted by the National Defense University (NDU) based on RC quotas and selection criteria.

5.4.6. Validate and document JDA-R in their respective Military Services, applicable Defense Agencies, and non-DoD entities. This validation shall include identification of JDA-R that requires no JPME, those that require JPME Phase 1, and those that are critical billets that require Advanced JPME.

5.4.7. Require officers serving in a JDA-R to perform functions, as described in paragraph E1.1.4. of enclosure 1.

5.4.8. Fill the JDA-R, consistent with Service missions and resources of the Military Services.

6. PROCEDURES

6.1. Procedures shall be established and implemented, in accordance with this Instruction, to educate and train officers on the DoD RASL in joint matters to provide a cadre of officers that shall enhance the U.S. joint war fighting capability by serving successfully in positions that require joint- or multi-Service perspectives. This cadre

shall consist of both fully joint qualified officers and officers with JPME or joint experience, or a combination of the two.

6.2. JPME

6.2.1. To the maximum extent practicable, officers on the DoD RASL shall complete the Officer Professional Military Education Policy (OPMEP) of the Chairman of the Joint Chiefs of Staff (reference (b)) and the JPME Phase 1 learning objectives, before assignment to a JDA-R that requires basic JPME. Officers on the DoD RASL that are to be assigned to critical JDA-R billets, to the maximum extent practicable, shall complete advanced JPME before assignment to a critical JDA-R billet.

6.2.2. Completion of JPME Phase 1 is a prerequisite for enrollment in Advanced JPME. Advanced JPME is currently available only through residence courses offered by the Joint Forces Staff College (JFSC) and other NDU schools.

6.2.3. To the extent that course quotas shall be available, RC general and flag officers, or officers selected to general or flag rank, who may be assigned to a JDA-R, shall complete the Capstone course conducted by the NDU.

6.3. Assignments

6.3.1. Graduates of the NDU (the JFSC, the Industrial College of the Armed Forces, and the National War College) who are on the RASL, to the maximum extent possible, shall be assigned to a JDA-R within 3 years of successful course completion.

6.3.2. To maximize the experience that shall be gained by the officer and the time the officer shall have to contribute in the assignment, assignment to a JDA-R shall be for at least 2 years for officers in full-time support status and 3 years for officers not in full-time support status. Tour lengths may be shortened under certain circumstances such as selection for senior Military Service school or selection for a command assignment that cannot be delayed. In no case shall tour lengths be less than 18 months for officers in full-time support status or 30 months for officers not in full-time support status. However, credit for designation of an officer as fully joint qualified depends on completion of cumulative assignment requirements, as prescribed in paragraph E1.1.3. of enclosure 1.

6.4. JDA-R Categories. The following are general guidelines for determining if positions may be classified as JDA-R:

6.4.1. OSD Positions. All positions on the OSD staff where the incumbents shall be responsible for developing and promulgating policies in support of U.S. security objectives. Positions on the Reserve Forces Policy Board shall be included in this category.

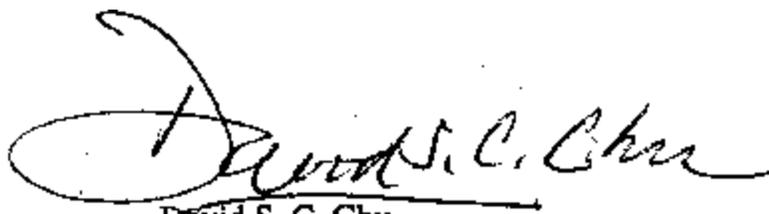
6.4.2. Joint Staff Positions. All positions where the incumbents shall be involved in the national military strategy (NMS), joint doctrine, education, training, policy, strategic planning, or contingency planning.

6.4.3. Combatant Command Positions. All positions where the incumbents shall be involved in the NMS, joint training and exercises, strategic planning, contingency planning, managing resources, and command and control of combat operations under a Combatant Command.

6.4.4. Organizational Positions (Other Than Those in the OSD, the Joint Staff, or the Combatant Commands). The incumbents of those positions shall be involved with the integrated employment or support of land, sea, and air forces, of at least two Military Services. Most of their duties shall deal directly with matters relating to the NMS, joint doctrine or policy, strategic planning, contingency planning, or command and control of operations in support of a Combatant Command.

7. EFFECTIVE DATE

This Instruction is effective immediately.



David S. C. Chu
Under Secretary of Defense for
Personnel and Readiness

Enclosures - 1

E1. Definitions

E1. ENCLOSURE 1

DEFINITIONS

E1.1.1. Advanced Joint Professional Military Education (JPME). JPME beyond the basic, or Phase 1, level of education.

E1.1.2. Critical Joint Duty Assignment Reserve (JDA-R). JDA-R that require the incumbent to be credited with Advanced JPME.

E1.1.3. Fully Joint Qualified. Reserve Component (RC) officers who serve in one or more JDA-R for a cumulative 2 years in a full-time position(s) or for a cumulative 3 years in a traditional Selected Reserve position(s), and have completed Advanced JPME.

E1.1.4. Joint Duty Assignment Reserve. Any designated position in a multi-Service or multinational command or activity whose occupant shall be involved in the integrated employment or support of the land, sea, and air forces of at least two of the Military Services. The majority of the officers duties shall involve producing or promulgating national military strategy (NMS), joint doctrine, joint policy, strategic plans or contingency plans involving forces of more than one Military Service, or to commanding and controlling resources at the operational level of a joint or multinational organization or Combatant Command. Assignment in an officer's Military Department or assignments for joint education or joint training, as a student or trainee, or temporary positions do not fall in this definition and shall not be considered a JDA-R.

E1.1.5. Joint Experience. Knowledge, skills, proficiency and expertise in Joint matters that have been gained by RC officers who have performed duty in one or more JDA-R or in positions with duties similar to those described in subparagraphs 6.4.1. through 6.4.4. of the Instruction, which may include duties in joint exercises, alternative education, research, and other similar activities that afford officers some joint acculturation.

E1.1.6. Joint Officer. An officer of any Military Service who has achieved the appropriate Chairman of the Joint Chiefs of Staff joint learning objectives, as established in Officer Professional Military Education Policy (OPMEP), and who has served or shall serve in a JDA-R. The criteria for "fully joint qualified" is explained in paragraph E1.1.3., above.

E1.1.7. Reserve Active Status List (RASL). A single list for the Army, the Navy, the Air Force, or the Marine Corps, shall be required to be maintained under Section 14002 of reference (a), which shall contain the names of all officers of that Armed Force, except warrant officers (including commissioned warrant officers) who shall be in an active status in an RC of the Army, the Navy, the Air Force, or the Marine Corps and shall not be on an ADL.