

**SUMMARY OF MAJOR CHANGES TO CHAPTER 58  
DOD 7000.14-R, VOLUME 7A  
MILITARY PAY POLICY AND PROCEDURES ACTIVE DUTY AND RESERVE PAY**

**New and revised instructions are indicated by a ★ placed immediately before the new or revised section, paragraph, subparagraph, decision logic table, etc.**

<b>Page</b>	<b>Paragraph</b>	<b>Explanation of Change/Revision</b>	<b>Effective Date</b>
58-10	580401.C	IC 10-99 regards clothing monetary allowances.	Oct 1, 1998
58-1, 58-1, 58-2, 58-3, 58-3, 58-3, 58-5, 58-5, 58-9, 58-9, 58-11, 58-15, 58-15, 58-19, 58-19, 58-20, 58-20	580101 580101.A.2.D 580101.C 580106.A 580106.D 580106.E 580201 580202 580202.B 5803 580401.C 580504.A 580504.A.2 580702.A 580702.A, Note 580706.A 580709	IC 38-99 regards pay and allowances for inactive duty training.	Oct 21, 1999
58-4, 58-21	580107.D Bibliography	IC 45-99 regards certain Selected Reserve bonuses and special pays.	Dec 23, 1999
58-4, 58-5, 58-21	580108 580108 Bibliography	IC 25-00 regards Funeral Honors Duty for members of the selected reserves.	Jan 1, 2000
58-2	580105.B	IC 29-00 pertains to foreign language proficiency pay.	Apr 1, 2000

*Interim changes 38-99, 45-99, 25-00, and 29-00 are incorporated in this change and supersede interim changes 26-97, 13-98, 22-98, 10-99, and 19-99. Interim change 13-98 will be deleted from the interim changes cited in the web site. This change incorporated and supersedes the portions of interim changes 26-97, 22-98, 10-99, and 19-99 applicable to Chapter 58.*

## CHAPTER 58

### PAY AND ALLOWANCES FOR INACTIVE DUTY TRAINING

#### 5801 GENERAL PROVISIONS

★ 580101. Entitlement and Computation of Inactive Duty Training Pay and Special Pay (IC 38-99)

A. Inactive Duty Training With Pay. A member of a Reserve Component is entitled to compensation at the rate of one-thirtieth of the basic pay prescribed for grade and years of service for the performance of each authorized period of:

1. Regular inactive duty training (drill or unit training assembly (UTA));

2. Equivalent training, instruction, or duty;

b. Army: For details and exceptions, see AR 140-1 and NGR 350-1 (reference (df))

b. Navy: See BUPERS Instruction 1001.39(C) Series (reference (dg))

c. Air Force: See ANGM 50-01 and Table 11-1, AFR 35-41 (reference (dh))

★ Marine Corps: See MCO P1001R.1j (reference (di)). (IC 38-99)

3. Appropriate duty;

4. Additional flying training period (AFTP); or

5. Additional inactive duty training.

To qualify for pay for a period of inactive duty training, each member shall engage in such duty or training for the period (not less than 2 hours) prescribed by the Secretary of the Military Department concerned (or designee). Compensation will not accrue for periods of

inactive duty performed in excess of the number authorized by the appropriate regulations of the Military Service concerned. NOTE: A member cannot qualify for pay for more than two periods of inactive duty training during a single calendar day.

B. Inactive Duty Training Without Pay. Members of the Reserve Components may, with their consent, be ordered to inactive duty training without pay when authorized by the Secretary of the Military Department concerned (or designee).

★ C. Combination Active Duty and Inactive Duty. *A member of a Reserve Component may be paid the equivalent total of pay for more than 360 days in a year, when so directed based on actual entitlement, if this total is based on a combination of active duty pay and inactive duty training compensation. (IC 38-99)*

580102. Limitation. A member cannot accrue compensation for inactive duty training performed on a day on which also entitled to basic pay for active duty or active duty for training or on a day on which entitled to muster duty allowance.

580103. Waiver of Benefits. The provisions of Chapter 57, paragraph 570104, apply to members of the Reserve Components who perform inactive duty training in a pay status.

580104. Allotment of Pay. Except as prescribed in Chapter 57, paragraph 570708, members of the Reserve Components are not authorized to allot inactive duty training compensation.

580105. Special Pays

A. Members of the Reserve Components are not entitled to special pay for periods of inactive duty except as noted in the following subparagraphs.

★ B. *A member of a Reserve Component who meets the requirements of Chapter 19, section 1901 of this volume and any additional requirements of the Military Service concerned, is entitled to foreign language proficiency pay for each regular period of instruction or period of appropriate duty at which the member is engaged for at least 2 hours. See paragraph 190103 of this volume for the applicable rates payable. This includes instruction received or duty performed on a Sunday or holiday and each period of performance of such equivalent training, instruction duty, or appropriate duties as the Secretary of the Military Department concerned (or designee) may prescribe. (IC 29-00)*

C. A member under conditions cited in subparagraph 580105.B, above, is entitled to an increase in compensation equal to one-thirtieth of the monthly special pay authorized under Chapter 19, paragraph 190103, of this volume.

D. A member of a Reserve Component who meets the requirements of Chapter 11 of this volume, based on diving duty performed on and after April 1, 1988, is entitled to diving duty pay for each regular period of instruction, or period of appropriate duty at which

the member is engaged for at least 2 hours. This includes instruction received or duty performed on a Sunday or holiday and each period of performance of such equivalent training, instruction duty, or appropriate duties as the Secretary of the Military Department concerned (or designee) may prescribe.

E. A member under conditions cited in subparagraph 580105.D, above, is entitled to an increase in compensation equal to one-thirtieth of the monthly special pay authorized for performance of diving duty for the comparable diving classification under Chapter 11, section 1103 of this volume.

580106. Muster Duty Allowance (MDA) for Reservists

★ A. Entitlement. *A member of the Ready Reserve who is not a member of the National Guard or the Selected Reserve is entitled to an MDA for a minimum of 2 hours muster duty performed pursuant to 10 U.S.C. 12319 (reference (c)). An MDA is paid once during a calendar year. (IC 38-99)*

B. Amount Payable. Refer to Joint Federal Travel Regulations (JFTR), Volume 1, Chapter 7 (reference (d)), for MDA amount, established yearly, effective January 1 of each year. The MDA amount is payable effective January 1 of each year. The MDA amount is payable regardless of pay grade.

C. Collections. From the MDA, collect:

1. FITW at the rate for one-time payments.
2. SITW at the rate appropriate for one-time payments.
3. SGLI premium of \$.50 or \$1.00. Members who perform muster duty are covered part-time under the SGLI Program. Coverage is at the maximum basic coverage rate of \$100,000 with a \$.50 deduction unless the member elects to waive coverage or applies (elects) for SSGLI at the maximum additional rate of \$100,000 with a deduction of \$1.00. Members may be covered for either \$100,000 or \$200,000, or may decline coverage. See Table 47-1 for coverage effective dates.
4. Do not collect FICA taxes.

★ D. Payment. *The allowance may be paid to a Ready Reservist before, on, or after the date on which muster duty is performed, but not more than 30 days after that date. The Ready Reservist is not entitled to other payment of any kind, including inactive duty training compensation under paragraph 580101, above, for the performance of a muster duty. (IC 38-99)*

★ E. Retirement Point Credit. *Muster duty shall not be credited in determining entitlement to, nor computing, retired pay under 10 U.S.C., Chapter 1223 (reference (C)). (IC 38-99)*

580107. Designated Unit Pay

A. An enlisted member assigned to a unit designated as a high priority unit of the Selected Reserve by the Secretary of the Military Department concerned (or designee) is, while performing inactive duty training for compensation, entitled to a maximum of \$10 designated unit pay for the performance of each authorized period of:

1. Regular inactive duty training (drill or unit training assembly); or
2. Equivalent training, instruction, or duty, provided each authorized period is not less than 4-hours duration. Authorized periods may be performed on a Sunday or a legal holiday.

B. An enlisted member of designated unit is entitled to designated unit pay for authorized periods of drill or duty performed with a nondesignated unit, but enlisted members of a nondesignated unit may not receive designated unit pay for authorized periods of drill or duty performed with a designated unit.

C. Designated unit pay is subject to federal and state withholding, but is not subject to FICA taxation.

★ *D. No payment of designated unit pay may be made for any period before the date the Secretary of the Military Department concerned designates a unit as a high priority unit, nor may any payment be made for any period of drill or instruction performed after December 31, 2000. (IC 45-99)*

580108. Funeral Honors Duty Allowance (FHDA)

A. Entitlement. A member of the Ready Reserves, Individual Ready Reserve (IRR), or at the discretion of the Secretary concerned, a member of the Retired Reserve without pay, is entitled to a FHDA for a minimum of 2 hours funeral honors duty. A maximum of 1 FHDA may be earned and paid in 1 calendar day.

B. Amount Payable. Pay the member \$50 regardless of pay grade for each funeral honor duty period.

C. Collections. From the FHDA, collect:

1. FITW and SITW at the rate claimed on the member's W-4 or if a W-4 is not submitted, at the rate using the daily rate table for a single member with no dependent.

2. SGLI premium of \$.50 or \$1.00. IRR and retired reserves members who do not have SGLI coverage may elect part-time SGLI coverage when performing funeral honors duty. Coverage is at the maximum basic coverage rate of \$100,000 with a \$.50

deduction unless the member elects to waive coverage or applies (elects) for SSGLI at the maximum additional rate of \$100,000 with a deduction of \$1. Members may be covered for either \$100,000 or \$200,000, or may decline coverage. See Table 47-1 for coverage effective dates.

3. Do not collect FICA.

D. Restriction. Except for expenses reimbursed for travel and transportation incident to funeral honors duty, the FHDA is the only monetary compensation authorized to be paid to a member for the performance of funeral honors duty and shall constitute full payment to the member. (IC 25-00)

5802 INCENTIVE PAY

★ 580201. Entitlement. *Members of the Reserve Components who are in a pay status are entitled to incentive pay for hazardous duty performed during periods of inactive duty training if serving under competent orders and otherwise meeting the requirements of this section. Members entitled to incentive pay for hazardous duty are entitled to an increase in compensation equal to one-thirtieth the applicable monthly rate for each authorized period of inactive duty training of not less than 2 hours. (IC 38-99)*

★ 580202. ACIP (Continuous or Conditional) or HDIP. *Members of the Reserve Components who perform inactive duty training in a pay status are entitled to ACIP or incentive pay for flying under the conditions of Chapter 22, sections 2201 or 2202 of this volume. Effective July 12, 1973, the provision of Chapter 22, subparagraphs 220103.A.1 or 220203.A.1, regarding the use of hours flown during the preceding 5 months not already used to qualify for flight pay, are equally applicable to members otherwise eligible who are performing inactive duty training. Exception: Minimum flight requirements are one-half of those prescribed for a member on active duty, that is, 2 hours per month when the calendar month is the unit period. If a fraction of a calendar month is the unit period, flying time required for such period will be as shown in Table 22-2 under "Inactive Duty." A member who has performed less than the total number of regularly scheduled drills or unit training assemblies during a month or a fractional part of a month shall meet the minimum flight requirements for the month, or fraction thereof, in order to be entitled to any flying pay for the drills or unit training assemblies actually performed. When scheduled inactive duty training was not attended and performed in a subsequent month, flying pay for such period(s) is payable, provided the member met minimum flight requirements for each period involved. (IC 38-99)*

A. Combined Flight Requirements. When a member performs both active and inactive duty with pay in the same month, designated flying time earned in that month may be combined to satisfy any ACIP or Hazardous Duty Incentive Pay (HDIP) flight requirements for that month.

1. Active and inactive duty flying time may be combined for application to flight requirements only in the month in which the flying is performed. Combined

flying time that is in excess of the requirements of the month in which actually performed, or that otherwise cannot be used in the month earned, will be redistributed into active and inactive flying time categories. Combined flying time may be applied only to other monthly flight requirements (see Chapter 22) for the appropriate status category into which redistributed (i.e., active duty flying time for active duty requirements and inactive duty flying time for inactive duty requirements). Combined flying time will be applied and any excess or unused time will be divided and placed into appropriate categories as set forth below. Note: Unless the member is performing continuous active duty in excess of 30 days, or unless the active duty period extends unbroken over parts of two months, the excess/unused active flying duty hours may not be banked for potential application to other requirements.

a. When the hours flown while on active duty are in excess of the active duty flight requirement of the month and the hours flown during the inactive duty period are also in excess of the inactive duty flight requirement of the month; all excess hours will be retained in their respective categories for application to the requirements for other months, if otherwise allowable.

Example 1: A member performed 15 days active duty and was in an inactive duty training status 15 days in the same calendar month. The member performed 5.0 hours of flying duty while on active duty and 1.5 hours while on inactive duty. The 5.0 hours earned while on active duty are excess to the 2 hours required, and the 1.5 hours earned while on inactive duty are excess to the 1.0 hours required. The 3.0 hours that are in excess of the active duty requirement will be “banked” as active duty time, if the criteria of the note in subparagraph 580202.A.1, above, are met. The 0.5 hours excess to the inactive duty requirement will be banked as inactive duty time.

b. When the hours flown while on active duty are in excess of the active duty flight requirement of the month, and the hours flown during the inactive duty period are insufficient for the inactive duty flight requirement of the month, the excess active duty hours will be applied to the inactive duty requirement. Any remaining excess or unused active duty hours will be retained for application to the requirements for other months of active duty, if otherwise allowable. If the excess active duty hours applied to the inactive duty requirement are not sufficient to meet the inactive duty requirement for that month, then any banked inactive hours shall also be applied. If the inactive duty requirement is still not satisfied, all hours revert to their respective categories to be used in meeting the requirements for other months, as allowable.

Example 2: A member performed 15 days active duty and was in an inactive duty training status 15 days in the same calendar month. Member performed 5.0 hours of flying duty while on active duty and 0.5 hours while on inactive duty. The active duty flying time is in excess of the active duty requirement of 2.0 hours, while the inactive flying time is insufficient for the inactive duty requirement of 1.0 hours. Apply 0.5 of the excess active duty hours to the inactive requirement. The remaining 2.5 excess active duty hours may be banked as active duty time, if the criteria of the note in subparagraph 580202A.1, above, are met.

c. When the hours flown while on active duty are insufficient for the active duty flight requirement of the month, and the hours flown during the inactive duty period are in excess of the inactive duty flight requirement of the month, the excess inactive duty hours will be applied to the active duty requirement. Any remaining excess or unused inactive duty hours will be retained for application to inactive duty requirements in a subsequent month. If the excess inactive duty hours applied to the active duty requirement are not sufficient for the months' active duty requirement, then any banked active duty hours shall be applied. If the active duty requirement is still not satisfied, all hours revert to their respective categories for use in meeting requirements for other months, as allowable.

Example 3: A member performed 15 days active duty and was in an inactive duty training status 15 days in the same calendar month. The member performed 0.5 hours of flying duty while on active duty and 1.5 hours while on inactive duty. The member has 0.0 hours of active duty flying time and 3.0 of inactive flying time banked. The active duty flying time is insufficient for the active duty requirement of 2.0 hours and the inactive flying time is in excess of the inactive duty requirement of 1.0 hours. Apply the 0.5 excess inactive duty hours to the active duty requirement. Combined, the active duty and inactive duty flying time is short of the requirement by 1.0 hours. In this case, there are no banked active duty hour and the active duty requirement remains unfulfilled. Therefore, the 0.5 unused active duty hour may be banked as active duty time if the criteria of the note in subparagraph 580202.A.1, above, are met and the 0.5 hour of unused inactive duty time will be banked as inactive duty time.

d. When the hours flown while on active duty are insufficient for the active duty flight requirement of the month and the hours flown during the inactive duty period are also insufficient for the inactive duty flight requirement of the month, the hours will be applied in the following sequence. First, the inactive duty hours flown will be applied to the active duty requirement. If the combined active and inactive duty hours flown are not sufficient for the active duty requirement, then any banked active duty hours shall also be applied. If the active duty requirement is still not satisfied, the active duty hours flown will instead be applied to the inactive duty requirement. If the combined active and inactive duty hours flown are not sufficient for the inactive duty requirement, then any banked inactive duty hours shall also be applied. If the inactive duty requirement is still not satisfied, all hours revert to their respective categories use in meeting requirements for other months, as allowable.

Example 4: A member performed 15 days active duty and was in an inactive duty training status 15 days in the same calendar month. The member performed 0.3 hours of flying duty while on active duty and 0.4 hours while on inactive duty. The member has 0.1 hours of active duty flying time (as a result of a period of active duty that began near the middle of the previous month and was continuous into the present month) and 0.2 hours of inactive duty flying time banked. The active duty flying time is insufficient for the active duty requirement of 2.0 hours and the inactive flying time is insufficient for the inactive duty requirement of 1.0 hours. First, apply the 0.4 hours of the inactive duty flying time to the active duty requirement. Combined, the active duty and inactive duty flying time is short of the requirement by 1.3 hours. In this case, there are 0.1 of banked active duty hours, but that also is



insufficient and the active duty requirement remains unfulfilled. Next, apply the 0.3 hours of the active duty flying time to the inactive duty requirement. Again, the coverage is not sufficient, being 0.3 hours short of the inactive duty requirement. In this case, there are 0.2 hours of banked inactive duty hours, but that also is insufficient and the inactive duty requirement remains unfulfilled. Finally, since neither the active nor the inactive requirements could be fulfilled, the unused time will be banked as allowed. The unused 0.3 hours of active flying time may be banked as active duty time, if the criteria of the note in subparagraph 580202.A.1.d.1, above, is met and the unused 0.4 hours of inactive flying time will be banked as inactive duty time.

2. Active Duty of Less Than One Calendar Month Covering Parts of Two Calendar Months. When active duty of less than 1 month covers parts of 2 consecutive calendar months, flights performed on inactive duty training may be combined to satisfy requirements for the whole period of active duty if the inactive duty flight requirements for both months have been met.

Example 1: A member performed 3.4 hours of flying while on an inactive duty training status from April 1-23. The member did not fly during active duty for training period of April 24 -May 7, or while in an inactive duty training status May 8-31. A total of 1.1 excess flying hours were accumulated before April 1. Flying time of 3.4 hours is first applied to the inactive duty training flight requirements for April (1.6 hours) and then to active duty flight requirements for April (1.0 hours). The .8 excess flying hours during April added to the 1.1 excess flying hours accumulated before April results in 1.9 excess flying hours available to apply against May flight requirements. Flight time in May totals 2.6 hours (24 days inactive duty requires 1.6 hours; 7 days of active duty requires 1.0 hours; see Table 22-2.) Accumulated excess hours first are applied to the inactive duty training flight requirements. Do not credit pay for the period 1-7 May since only 0.3 unused hours available is less than the 1.0 hours requirement.

Example 2: A member performed the following flights while on active and inactive duty training during parts of 2 calendar months. No excess flying hours were available on March 1.

<u>Periods</u>	<u>Time Flown</u>	<u>Flight Requirements</u>
(Inactive) March 1	1.8 hrs	1 hr
(Active) March 16-31	1.2 hrs	2.2 hrs
(Active) April 1-9	1 hr	1.2 hrs
(Inactive) April 10-30	1.6 hrs	1.4 hrs

NOTE: The continuous period of active duty training (March 16-April 9) is a unit period of 25 days, which requires 3.4 hours flying time. For that reason, the 31st day of March imposes required flying time. Since this member is unable to meet the flight requirements for the active duty flight period which covers parts of 2 calendar months, it is necessary to determine if the member can meet the requirements for a single month. Entitlement for the month of March

requires a composite of only 3 hours of flying time, and the month of April requires 2.6 hours. Thus, the member qualifies for flying pay for each inactive duty period and for the active duty training periods.

★ *B. Additional Flying Training Periods. A member who performs an additional flying training period (AFTP) in a pay status, if otherwise qualified, is entitled to incentive pay for flying if he or she meets the flight requirements of this paragraph for the month in which the AFTP is performed. Flying time accumulated during an AFTP may be used to satisfy requirements for inactive duty training and under the provisions of subparagraphs 580202 A.1 and 2, above, may also be used for requirements for periods of active duty or active duty for training. (IC 38-99)*

C. Operational Flying. Flying duty required by competent orders and performed by members of a Reserve Component, irrespective of unit of assignment, is considered to be operational flying.

580203. Continuous ACIP. An officer of a Reserve Component who performs inactive duty training in a pay status is entitled to continuous ACIP so long as the requirements are met for an aviation service career (not on extended active duty) defined in the Definitions and the provisions of Chapter 22, section 2202 of this volume.

580204. Submarine Duty Pay. A member of a Reserve Component who participates in scheduled drills aboard a submarine during underway operations, while under competent orders, and in a pay status, is entitled to incentive pay for submarine duty.

580205. Parachute Duty Pay. A member of a Reserve Component who performs inactive duty training in a pay status is entitled to incentive pay for parachute duty under the provisions of Chapter 24, section 2402 of this volume.

A. Parachute jumps performed during periods of inactive duty training or active duty for training qualify a member for incentive pay for either type of duty.

B. Parachute jumps performed while on extended active duty do not qualify a member for incentive pay for inactive duty training. (See Chapter 57, paragraph 570101, note, in this volume.)

580206. Flight Deck Duty, Demolition Duty and Experimental Stress Duty. A member of a Reserve Component who performs inactive duty training in a pay status is entitled to incentive pay under provisions of Chapter 24 of this volume.

★5803 SPECIAL PAY FOR CRITICALLY SHORT WARTIME HEALTH SPECIALIST IN SELECTED RESERVES (IC 38-99)

580301. Entitlement. Beginning on and after February 10, 1996, an officer of a reserve component who executes a written agreement to serve in the Selected Reserve of an

Armed Force for a period of at least 1 year and not more than 3 years is entitled to Special Pay for Critically Short Wartime Specialists in Selected Reserves. Such individual shall be an officer in a health care profession who is qualified in a specialty designated by DoD regulations as a critically short wartime specialty. No agreement under this section may be entered into after December 31, 1999.

580302. Rates Payable. Special pay under this section shall be paid annually at the beginning of each 12-month period for which the officer has agreed to serve. The initial installment is payable.

580303. References

Army: None

Navy: None

Air Force: None

580304. Termination and Refund of Special Pay. If an officer voluntarily terminates service before the end of any 12-month period of the contract, recoup the full amount of the annual payment made at the beginning of that 12-month period. A discharge in bankruptcy that is entered less than 5 years after the termination of Special Pay for Critically Short Wartime Health Specialists agreement does not discharge the medical officer from a debt arising under the terminated additional special pay agreement.

5804 ALLOWANCES

580401. Clothing Monetary Allowances, Enlisted Members. Except as provided for in subparagraphs 580401.A through C, below, an enlisted member of a Reserve Component is not entitled to any cash clothing allowances when on inactive duty training.

A. Special Initial Clothing Monetary Allowance (Navy). Enlisted members of the Naval Reserve, who are assigned to Selected Reserve units or non-pay units, are entitled to a special initial clothing monetary allowance in the amount of one-half the special initial clothing monetary allowance prescribed for chief petty officers on active duty:

1. Upon first promotion to chief petty officer;
2. Upon joining a pay selected Reserve unit or non-pay unit, if in pay grade E-7 or above, provided they have not previously been paid a cash clothing allowance for an initial outfit of clothing.

B. Quarterly Maintenance Clothing Allowance (Navy). Chief petty officers of the Naval Reserve who are assigned to Selected Reserve units, or non-pay units, and who have participated in a minimum of 75 percent of the regularly scheduled drills in the quarter

concerned, are entitled to a Reserve quarterly maintenance clothing allowance (RMA) in the amount of \$9.00 per quarter. Participation in authorized equivalent drills and drills missed as a result of active duty for training will be considered participation in regularly scheduled drills for purposes of entitlement to an RMA. A chief petty officer who is advanced to that grade or who becomes a member of a pay unit in a pay or non-pay status on other than the first day of a quarter is not entitled to a quarterly allowance until the first day of the next quarter. The allowance will not be paid for a fractional part of a quarter.

★ *C. Initial Cash Allowance for Enlisted Members. An enlisted member of a Reserve Component is entitled to an initial cash allowance for the purchase of items specifically designated by the military department concerned to be purchased by the member rather than to be furnished in kind. (See Chapter 29, paragraph 290201 of this volume.) (IC 38-99)*

580402. Officers' Uniform and Equipment Allowances

A. Initial Uniform Allowance. An officer of a Reserve Component is entitled to an initial uniform allowance upon completing 14 periods of inactive duty training as an officer in the Ready Reserve, provided each period is of at least 2 hours duration. See also Chapter 30, section 3002 of this volume.

B. Repeal and Save Pay Provision of Uniform Maintenance Allowance. The authority (37 U.S.C. 416(a) (reference (aa)) for payment of the uniform maintenance allowance in subparagraph 580402.C, below, was repealed by the Congress effective November 29, 1989. However, a save pay provision was enacted which provides that an officer of a Reserve Component who, but for the repeal of the authority for the uniform maintenance allowance, would have become entitled to such allowance before the end of the one-year period beginning on November 29, 1989, shall be entitled (during such one-year period) to receive the allowance as in effect on November 28, 1989.

C. Uniform Maintenance Allowance. An officer of a Reserve Component who has not become entitled to a uniform allowance during the preceding 4 years is entitled to \$50.00 as reimbursement for the purchase of required uniforms and equipment upon completion of each period, after July 9, 1952, of 4 years of satisfactory federal service (SFS) in an active Reserve status in one or more Reserve Components, including at least 28 days of active duty or active duty for training. A year of SFS is any year in which member is credited with 50 points earned as a member of a Reserve Component of an Armed Force or in the Army or Air Force without component.

1. Restrictions. The following periods of service will not be included in the computation of 4 years of SFS:

a. Any period of active duty or active duty for training of more than 90 consecutive days.

b. Any period of duty during which the officer is not required to wear the uniform.

c. Any service as an enlisted member of the Reserve Components.

d. A 4-year period of SFS completed before October 3, 1964, if part of the service was performed in a different Reserve Component. However, a 4 year period of SFS completed on or after October 3, 1964 may include service in a different Reserve Component, even though such service was performed before October 3, 1964. (See Example 1.)

2. Examples of Uniform Maintenance Allowance (UMA) Conditions:

Example 1: An officer completed 2 years of SFS in the Air Force Reserve on March 3, 1965, at which time the Reserve unit was inactivated. On April 1, 1965, the officer transferred to an ANG unit and, thereafter earned points as follows:

April 1, 1965 - March 31 1966	50 points
April 1, 1966 - March 31, 1967	50 points

On April 1, 1967, it was determined that the officer had completed 2 years of SFS in the ANG as of March 31, 1967. This may be combined with the 2 years of SFS earned in the Air Force Reserve unit to qualify the officer for UMA of \$50.00 as of March 31, 1967.

Example 2: An officer completed 2 years of SFS in the Army Reserve on March 31, 1963, at which time the Reserve unit was inactivated. On April 1, 1963, the officer transferred to an ANG unit, and was paid an initial uniform allowance because a different uniform was required and, thereafter earned points as follows:

April 1, 1963 - March 31, 1964	50 points
April 1, 1964 - March 31, 1965	50 points
April 1, 1965 - March 31, 1966	50 points
April 1, 1966 - March 31, 1967	50 points

On April 1, 1966, it was determined that the officer had completed 2 years of SFS in the ANG as of March 31, 1966. This may be combined with the 2 years of SFS earned in the Army Reserve to give the officer a total of 4 years of SFS. However, a UMA was not payable until April 1, 1967, 4 years after the date the officer was paid the initial uniform allowance. Note that the required period of 4 years since entitlement to the last allowance (an initial allowance in this case) does not have to be 4 years of SFS.

Example 3: An officer completed 2 years of SFS in the Army Reserve on March 31, 1963, and transferred to the Marine Corps Reserve on April 1, 1963. The officer was immediately called to active duty for more than 90 days and qualified for both the initial and active duty allowances, thereafter earning points as follows:

Apr 1, 1963 - July 30, 1963	(Note 1)
July 1, 1963 - Mar 31, 1964	30 points
Apr 1, 1964 - Mar 31, 1965	50 points
Apr 1, 1965 - July 15, 1965	(Note 2)
Apr 1, 1965 - Mar 31, 1966	30 points
Apr 1, 1966 - Mar 31, 1967	50 points

## NOTES:

1. Active duty (shall be excluded).
2. Active duty (shall be excluded, officer did not qualify for active duty allowance).

On April 1, 1965, it was determined that the officer completed 1 year of SFS for UMA purposes as of June 30, 1964.

On April 1, 1966, it was determined that the officer had not completed another year of SFS for UMA purposes as of June 30, 1965, because the period of active duty, April 1 through July 15, 1965, had to be excluded. However, it was determined that the year of SFS was completed as of October 31, 1965. These 2 years may be combined with the 2 years of SFS earned in the Army Reserve to give the officer 4 years of SFS. However, payment of the \$50.00 UMA could not be made until April 1, 1967, 4 years after entitlement to last allowance.

Example 4: An officer began a 4-year period of federal service on July 1, 1949 and earned points as follows:

July 1, 1949 - June 30, 1950	50 points
July 1, 1950 - Sep 30, 1950	(Note)
July 1, 1950 - June 30, 1951	30 points
July 1, 1951 - June 30, 1952	50 points
July 1, 1952 - June 30, 1953	50 points
July 1, 1953 - June 30, 1954	50 points

NOTE: Active duty (more than 90 days, shall be excluded; officer did not qualify for active duty allowance).

While this officer had completed the 4 years of SFS on September 30, 1953 to qualify for the \$50.00 UMA, this could not be determined until July 1, 1954, when the officer completed the year of SFS from July 1, 1953, to June 30, 1954, and was credited with the \$50.00 UMA on July 1, 1954.

Example 5: An officer began a 4-year period of federal service on July 1, 1949, and earned points as follows:

July 1, 1949 - June 30, 1950	50 points
July 1, 1950 - June 30, 1951	30 points
Oct 1, 1950 - Dec 31, 1950	(Note)
July 1, 1951 - June 30, 1952	50 points
July 1, 1952 - June 30, 1953	50 points
July 1, 1953 - June 30, 1954	50 points
July 1, 1954 - June 30, 1955	50 points

NOTE: Active duty (more than 90 days, shall be excluded, officer qualified for active duty allowance of \$100).

On July 1, 1954, it was determined that the officer had completed 4 years of SFS as of October 2, 1953. However, the member was not entitled to the \$50.00 UMA until 4 years after date of entitlement to the last allowance, which was October 1, 1950. The member was credited with the \$50.00 UMA on October 1, 1954.

#### 5805 MISCELLANEOUS PAYMENTS

##### 580501. Pay and Allowances While Disabled

See Chapter 57, paragraph 570604 of this volume for entitlements when a member of a Reserve Component is disabled while performing inactive duty training.

##### 580502. Payment on Behalf of Deceased Members

A. Death Gratuity. The eligible beneficiaries of a member of a Reserve Component are entitled to payment of death gratuity, regardless of whether death occurred in the line of duty or was the result of the member's misconduct, if member dies:

1. While on inactive duty training.
2. While traveling directly to or from inactive duty training.
3. Within 120 days after discharge or release from inactive duty training, if the Department of Veteran's Affairs (VA) determines that death resulted from an injury or disease incurred or aggravated while performing, or traveling directly to or from such training.

B. Eligible Beneficiaries. The provisions of Table 36-1 apply to members of the Reserve Components.

C. Determining Eligible Beneficiaries. The provisions of Chapter 36, paragraph 360104 of this volume apply to members of the Reserve Components.

D. Determination Affecting Entitlement. The provisions of Chapter 36, paragraph 360105 of this volume apply to members of the Reserve Components.

E. Amounts Payable. The provisions of Chapter 36, paragraph 360106 of this volume apply to members of the Reserve Components.

F. Expediting Payments. The provisions of Chapter 36, paragraph 360107 of this volume apply to members of the Reserve Components.

G. Erroneous Payment. The provisions of Chapter 36, paragraph 360109 of this volume apply to members of the Reserve Components.

H. Settling Deceased Member's Accounts. The provisions of Chapter 36, section 3602 of this volume, apply to members of the Reserve Components.

580503. Disability Severance Pay

A. A member who performs inactive duty training and is separated for physical disability due to injury which was the proximate result of the performance of such duty, is entitled to severance pay if otherwise qualified under appropriate personnel regulations.

B. Computation of severance pay will be as prescribed in Chapter 35 of this volume.

580504. Reservists' Special Separation Pay (RSSP)

★ A. Eligibility. *Upon approval of the Secretary of the Military Department concerned and in accordance with Public Law 102-484, Sections 4411 through 4422, as amended, October 23, 1992 (reference (en)), pay RSSP to a Reservist who has served more than 20 years of service but who has not reached his/her 60th birthday and meets the following conditions: (IC 38-99)*

1. The member will apply for such pay and request transfer to the Retired Reserve on or after March 11, 1993.

★ 2. *The member shall have completed at least 20 years of service computed under 10 U.S.C. 12732 (reference (c)), and be qualified to receive nonregular retired pay (except for having reached the age of 60), not later than September 30, 2001. (IC 38-99)*

3. Members who are authorized to receive early (completed at least 15 but less than 20 years of service as computed under 10 U.S.C. 12732 (reference (c))) nonregular retired pay at age 60 are not authorized to receive RSSP.

4. Members are not eligible to receive RSSP if they are entitled to immediate payment of retired or retainer pay based solely on military service.



B. Computation of Annual Payment

1. Using an official statement of service, determine the member's total years of creditable service under 10 U.S.C. 12732 (reference (c)) as of the date of transfer to the Retired Reserve. (Do not pay RSSP if the member has less than 20 years of service.) Round total years down to the nearest whole year.

2. Using the total years determined above, determine the multiplier from the following Table:

<u>Years of Service</u>	<u>Multiplier</u>
20	5.0%
21	5.5%
22	6.0%
23	6.5%
24	7.0%
25	7.5%
26	8.0%
27	8.5%
28	9.0%
29	9.5%
30 or more	10.0%

3. Compute annual RSSP installment by multiplying 12 times the monthly basic pay to which the member would be entitled if the member were serving on active duty on the date the member transfers to the Retired Reserve times the multiplier.

4. Subject to the exception set out below, pay the member a maximum of five installments, the number of installments being as determined by the Secretary of the Military Department concerned (or designee). Pay the first installment on the member's date of transfer to the Retired Reserve. Any additional installments are due on successive anniversary dates. Do not make any payments after a member reaches age 60. For transfers which occur after October 5, 1994, prorate any installment, including the initial payment, which is due the member after the member's 59th birthday but before the member's 60th birthday. See Example 2 below.

Example 1: A member who was born June 5, 1937, and who has 23 years 10 months of creditable service under 10 U.S.C. 12732 (reference (c)), and who has 28 years total service for pay purposes (includes service not creditable under 10 U.S.C. 12732 (reference (c))), transfers to the Retired Reserve on June 19, 1993, in the grade E-8, and the Secretary of the Military Department concerned approves payment of RSSP. Years of creditable service for RSSP purposes is 23 years (the 10 months are rounded down), with a multiplier of 6.5 percent basic pay for an E-8 with 28 years for pay purposes is \$2808.60. The member's RSSP is \$2190.71 ( $\$2808.60 \times 12 \times .065$ ). Pay an initial installment of \$2190.71 on

June 19, 1993, with additional installments on June 19, 1994, June 19, 1995, and June 19, 1996. Since the member's 60th birthday will occur before the next installment date of June 19, 1997, no further payment will be made.

Example 2: On June 30, 1995, a member (who was born on December 5, 1936) transfers to the Retired Reserve with entitlement to two years of RSSP at the rate of \$6,000 per year, as determined by the Secretary of the Military Department concerned (or designee). The initial payment is in the full amount. The second installment, however, is due on June 30, 1996, which is after the member's 59th birthday but before his 60th birthday. Prorate for each full month between the due date and the member's 60th birthday. In this case, the second installment is 5/12ths of \$6,000, or \$2,500.

5. Withhold taxes from the initial payment at the rate appropriate for one-time payments for both federal and applicable state tax withholding purposes. Withhold taxes from any other RSSP installment payments at the rate appropriate for salaries paid on an annual basis, currently set forth for federal withholding purposes in of IRS Circular E, Table 7 (reference (cf)). When withholding taxes payments under Table 7, give appropriate consideration to any withholding exemptions claimed by the member on a Form W-4.

6. Receipt of these annual payments does not decrease or otherwise affect the retired pay to which the member is entitled at age 60.

7. In the event of the member's death, do not make any remaining annual payments.

580505. Reservists' Involuntary Separation Pay (RISP)

A. Payment. Upon approval by the Secretary of the Military Department concerned (or designee), and subject to the restrictions in this paragraph, pay RISP to a member the Selected Reserve who has at least 6 years but less than 15 years of service under 10 U.S.C. 12732 (reference (c)) as of the date of discharge from a Reserve Component or involuntary transfer from the Selected Reserve. Do not make payment if the separation occurs before March 11, 1993.

B. Computation

1. Using an official statement of service, determine years of service under 10 U.S.C. 12733 (reference (c)), computing to three decimal places and rounding to two decimal places. Do not include in the 10 U.S.C. 12733 (reference (c)) service any days or points for which the member previously received separation, severance, or readjustment pay.

2. Multiply the number of years of service under 10 U.S.C. 12733 (reference (c)) times 0.15 times 62 times the member's daily rate of basic pay if serving on active duty as of the date of separation or transfer from the Selected Reserve. The product is the RISP.

Example: A member who is an E-5 over 8 years total service for pay purposes (daily rate of pay \$47.55) and a total of 1,760 retirement points credit is approved for discharge on August 27, 1993, by the Secretary of the Military Department concerned (or designee). Compute RISP as follows: Divide total Retirement Points Credit 1,760 by 360 = 4.89 years (computing to 3 decimal places rounding to 2 decimal places) x 15% x 62 x \$47.55 (daily rate of pay) = \$2,162.43 RISP.

3. Withhold federal and state income taxes in accordance with Volume 7C, Chapter 5, paragraph 050503 of this regulation. RISP payments are not subject to FICA or Medicare taxes.

4. A recipient of RISP who later receives basic pay, inactive duty training compensation, or retired or retainer pay, shall have such pay, compensation, or retired pay reduced by 75 percent until the total reductions equal the total RISP received.

5. A member who has received RISP, who later receives disability compensation from the Department of Veterans Affairs, shall have deducted from such disability compensation the total amount of RISP. However, there shall be no such reduction if the disability compensation is for a disability incurred or aggravated after the period for which the RISP was paid.

6. Members are not authorized to receive RISP when they are authorized to receive early (completed at least 15 but less than 20 years of service as computed under 10 U.S.C. 12732 (reference (c))) nonregular retired pay at age 60.

#### 5806 DEDUCTIONS AND COLLECTIONS

580601. Income Tax Withholding. The provisions of Chapter 57, paragraph 570701 apply to members of the Reserve Components who are performing inactive duty training.

580602. Federal Insurance Contributions Act (FICA). See Chapter 45 of this volume.

580603. Courts-Martial Sentences. The provisions of Chapter 48 of this volume apply to members of the Reserve Components who are performing inactive duty training.

#### 580604. Nonjudicial Punishment

A. The provisions of Chapter 49 of this volume, except paragraph 490302, apply to members of the Reserve Components who are performing inactive duty training.

B. The maximum forfeiture to which a member of a Reserve Component is subject, while in an inactive duty status, is limited to one-half of the inactive duty training compensation to which entitled during the period of the sentence. This applies also to a member

who is on active duty for training when the nonjudicial punishment is imposed, and reverts to an inactive duty status during the period of the sentence.

580605. Stoppages and Collections Other Than Courts-Martial Forfeitures. The provisions of Chapter 50 of this volume apply to members of the Reserve Component who are performing inactive duty training. Remission of indebtedness is not applicable to members in an inactive duty status.

580606. Waiver of Claims for Erroneous Payment of Pay and Allowances. See Chapter 50, paragraph 500601 of this volume.

580607. Legal Process for the Enforcement of Child Support and Alimony Obligations. See Chapter 50, paragraphs 500201, 500202, and 500203 of this volume.

#### 5807 SERVICEMEMBERS' GROUP LIFE INSURANCE (SGLI) PROGRAM

580701. Definitions. See Chapter 47, section 4701 of this volume.

580702. Part-Time Coverage. The SGLI Program is administered by the VA.

★ *A. Basic Coverage. Effective April 1, 1996, this program automatically insures eligible members against death in the amount of \$200,000. Part-time coverage is available to certain eligible members of the Ready Reserve who do not qualify for full-time coverage while performing active duty or active duty for training under calls or orders specifying periods of less than 31 days. Members may elect coverage for less than \$200,000, in \$10,000 increments, or may elect to decline coverage. (IC 38-99)*

★ *NOTE: Selected Reservists, and any other Ready Reserve members who are assigned or attached to a unit or position where such member is scheduled to perform at least 12 periods of inactive duty for training annually, is eligible for full-time coverage. (See Chapter 47 of this volume for full-time coverage policy and procedures.) (IC 38-99)*

B. Changes in Coverage. A member who is covered for an amount less than maximum SGLI coverage may later apply for increased coverage in writing, in an amount of up to \$200,000 with proof of good health. See Table 47-1, note 7, for the only exception to the proof of good health requirement.

C. Any election made continues in effect during continuous obligation to perform duty in the same Uniformed Service, including any active duty for a period of more than 30 days. For mobilization, see Table 47-1, rule 8.

580703. Periods of Coverage. See Table 47-1.

580704. Appellate Leave. See Chapter 47, section 4705 of this volume.

580705. Forfeiture of SGLI. See provisions of Chapter 47, section 4706 of this volume.

580706. Deductions (SGLI Premiums)

★ A. General. Amounts for premium deductions are \$1.00 for each \$10,000 of coverage per fiscal year. The premium due is for the entire fiscal year without regard for any portion served by a member. The annual premium is collected from the member's pay account during the first period of duty each year in which the member is in a pay status, or for those not in a pay status, by direct payment by the member to the appropriate Military Service. The premium is not prorated. (IC 38-99)

B. Election Changes. Amounts deducted for coverage before the effective date of a waiver of coverage or before an election of a lesser amount of coverage are not refunded. Should a member elect increased coverage during a year in which a duty period has already been performed, collect the difference (between the higher annual premium and the premium previously collected) during the first period of duty in which the member is in a pay status that same year, if applicable.

580707. Refunds. See Chapter 47, section 4708 of this volume.

580708. Settlement of SGLI Claims. See Chapter 47, section 4710 of this volume.

★ 580709. Retired Reserve. Reservist with full-time coverage, will upon retirement, have the option of converting their SGLI coverage to Veterans Group Life Insurance (VGLI). On the day that a member is assigned to (or who upon application would be eligible for assignment to) the Retired Reserve, that member's SGLI coverage will remain in effect for 120 days after separation and/or retirement. A member also has 1 year and 120 days after separation and/or retirement to apply for conversion to VGLI. If the member applies for conversion to VGLI within 120 days after separation and/or retirement, medical proof of insurability is not required. (IC 38-99)

## Chapter 58—Pay and Allowances for Inactive Duty Training

## 5801—General Provisions

	580101A	37 U.S.C. 206
	580101B	10 U.S.C. 12315 37 U.S.C. 1002
	580101C	MS Comp Gen B-207339, Feb 8, 1983
	580102	37 U.S.C. 206(a) 37 U.S.C. 433(d)
	580103	10 U.S.C. 12316 62 Comp Gen 266 MS Comp Gen B-179882, Dec 4, 1974 MS Comp Gen B-207913, Apr 15, 1983
	580105	Public Law 99-661, Nov 14, 1986 DoD Instruction 7280.3, Apr 15, 1987 Public Law 100-180, Dec 4, 1987
	580106	37 U.S.C. 316 37 U.S.C. 433 10 U.S.C. 12319 Public Law 101-189, Section 502, Nov 29, 1989 JFTR, Vol 1
	580106B	JFTR, U7175
	580106B3	OASD(RA(G/RM&P)) Memo, undated
	580106D	Public Law 105-85, Section 627 Nov 18, 1997
	580107	37 U.S.C. 308d, as amended by Public Law 102-190, Section 612(b), Dec 5, 1991
★ (IC 45-99)	580107D	Public Law 106-65, Section 611(d), Oct 5, 1999
★ (IC 25-00)	580108	37 U.S.C. 308d (c) 37 U.S.C. 435

## 5802—Incentive Pay

580201	37 U.S.C. 301(b) and (f)
580202	EO 11157, June 22, 1964 EO 11292, Aug 1, 1966 EO 11728, July 12, 1973 Public Law 93-294, May 31, 1974
580202A	EO 11157, June 22, 1964
580202A1 (Example 1)	37 Comp Gen 121
580202A2	EO 11157, June 22, 1964 EO 11728, July 12, 1973
580202B	37 U.S.C. 206 37 U.S.C. 301(f) EO 11157, June 22, 1964
580203	37 U.S.C. 301(a)(2) and (3) EO 11157, June 22, 1964

## 5803—Special Pay for Critically Short Wartime Health Specialist in Selected Reserves

37 U.S.C. 302(g)  
as amended,  
Public Law 105-261,  
Section 611, Oct 17, 1998  
DoD 1205.20, Jan 8, 1996  
DoD 1205.21, Mar 1, 1996

## 5804—Allowances

580401	32 U.S.C. 701 37 U.S.C. 418
580402	37 U.S.C. 415-417
580402B	37 U.S.C. 416(a) 10 U.S.C. 12732(a)(2) Public Law 101-189, Section 663, Nov 29, 1989

## 5805—Miscellaneous Payments

580502A	10 U.S.C. 1475-1476 32 U.S.C. 321
580502B and 580502C	10 U.S.C. 1477
580502D	10 U.S.C. 1480
580502E	10 U.S.C. 1478
580502F	10 U.S.C. 1479

580502G	37 Comp Gen 131
580502H	10 U.S.C. 2771
	37 U.S.C. 501d
580503	10 U.S.C. 1206, 3687, 6148, 8687
580504	Public Law 102-484, Sections 4411-4418, Oct 23, 1992 OASD(FM&P) Memo, Mar 11, 1993 Public Law 103-160, Section 561(f), Nov 30, 1993
580504A2	Public Law 103-160, Section 561(f), Nov 30, 1993
580504B4	Public Law 103-337, Section 518, Oct 5, 1994
580505	Public Law 102-484, Sections 4411-4418, Oct 23, 1992 OASD(FM&P) Memo, Mar 11, 1993 Public Law 103-160, Section 561(f), Nov 30, 1993
5806—Deductions and Collections	
580601	See Para 570601 references
580603	10 U.S.C. 802
580604	10 U.S.C. 815 MS Comp Gen B-165244, Oct 2, 1968
580605	37 U.S.C. 1007 5 U.S.C. 5514 Dig Ops 1912 page 78 10 U.S.C. 9837d Public Law 99-166, Dec 3, 1985 Public Law 102-25, Apr 6, 1991
5807—Servicemembers' Group Life Insurance (SGLI) Program	



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580701-580703	38 U.S.C. 1965-1976 Public Law 102-568, Oct 29, 1992 38 CFR Part 9 DoD Directive 1215.6, Dec 18, 1990 Public Law 104-276, Section 405, Oct 9, 1996
580702	Public Law 104-106, Section 646, Feb 10, 1996