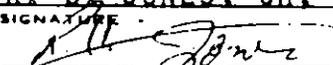


JOINT MESSAGEFORM					SECURITY CLASSIFICATION				
					UNCLASSIFIED				
PAGE	DRAFTER OR RELEASER TIME	PRECEDENCE		LMF	CLASS	CIC	FOR MESSAGE CENTER/COMMUNICATIONS CENTER ONLY		
		ACT	INFO				DATE - TIME	MONTH	YR
01 OF 01		RR	RR		UUUU		281400Z	Sept	78
BOOK NO	MESSAGE HANDLING INSTRUCTIONS								
<p style="text-align: center;">FROM: DA STL MO//AGUZ-RCPD-PRO//</p> <p style="text-align: center;">TO: ALL HOLDERS OF ID OF AR <u>600-39</u></p> <p>UNCLAS</p> <p>SUBJECT: Interim Change 2-1 to AR 600-39 (Dual Component Personnel Management Program)</p> <p>1. This interim change is being distributed through publications pinpoint distribution system to all holders of AR 600-39, in accordance with DA Form 12-9A. Pending revision of AR 600-39, 17 March 1977, and by order of the Secretary of the Army, subject regulation is changed as follows and is effective immediately.</p> <p>2. Paragraph 19e is added as follows:</p> <p style="padding-left: 40px;">e. Failure to be recommended for promotion in enlisted status or to be selected for retention under Active component enlisted Qualitative Retention Program.</p>									
DISTR:									
DRAFTER TYPED NAME, TITLE, OFFICE SYMBOL, PHONE & DATE						SPECIAL INSTRUCTIONS			
Ms. Lee, MilPerMgtSp AGUZ-RCPD-X7371 PRO									
RELEASER	TYPED NAME, TITLE, OFFICE SYMBOL AND PHONE					SECURITY CLASSIFICATION		DATE TIME GROUP	
	R. C. JONES, Ch. Pol & Regs Ofc					UNCLASSIFIED			
SIGNATURE									
									

6
5
4
3
2
1
0

Copy 2

JOINT MESSAGEFORM						SECURITY CLASSIFICATION UNCLASSIFIED			
PAGE 01 OF 01	DRAFTER OR RELEASER TIME	PRECEDENCE		LMF	CLASS UUUU	CIC	FOR MESSAGE CENTER/COMMUNICATIONS CENTER ONLY		
		ACT RR	INFO RR				DATE - TIME 081545Z	MONTH Mar	YR 78
BOOK	MESSAGE HANDLING INSTRUCTIONS								
<p style="text-align: center;">FROM: DA STL MO //AGUZ-RCPD-PRO//</p> <p style="text-align: center;">TO: ALL HOLDERS OF ID OF AR 600-39</p> <p>UNCLAS</p> <p>SUBJECT: Interim Change 1-1 to AR 600-39 (Dual Component Personnel Management Program)</p> <p>A. DA STL MO //AGUZ-RPP-PR// Message 141145Z Oct 77 (U) Mailed</p> <p>1. This interim change is being distributed through publications pinpoint distribution system to all holders of AR 600-39, in accordance with DA Form 12-9A. Pending revision of AR 600-39, 17 March 1977, and by order of the Secretary of the Army, subject regulation is changed as follows and is effective immediately.</p> <p>2. Reference A is rescinded.</p> <p>3. Paragraph 10c is added as follows:</p> <p style="padding-left: 40px;">c. Eligible dual component personnel who are in the zone of consideration by a mandatory selection board will submit photographs for Reserve officer promotion consideration (in accordance with chapter 3, AR 135-155). Photograph may be in the service uniform in the capacity in which serving on active duty or in the service uniform as Reserve commissioned or warrant officer.</p>									
DISTR:									
DRAFTER TYPED NAME, TITLE, OFFICE SYMBOL, PHONE & DATE Mrs. Lee MilPersMgtSp AGUZ-RCPD-PRO X7371						SPECIAL INSTRUCTIONS			
R L E A S E R	TYPED NAME, TITLE, OFFICE SYMBOL AND PHONE R. C. JONES, Ch, Pol & Regs Ofc, RCPD					SECURITY CLASSIFICATION UNCLASSIFIED		DATE TIME GROUP	
	SIGNATURE <i>R. C. Jones</i>								

6
5
4
3
2
1
0

0

AR 600-39

JOINT MESSAGEFORM						SECURITY CLASSIFICATION UNCLASSIFIED				
PAGE 01 OF 01	DRAFTER OR RELEASER TIME 111300Z	PRECEDENCE		LMF	CLASS UUUU	CIC	FOR MESSAGE CENTER/COMMUNICATIONS CENTER ONLY			
		ACT	INFO				DATE - TIME 141145Z	MONTH OCT	YR 77	
BOOK NO	MESSAGE HANDLING INSTRUCTIONS									
<p>FROM: DA STL MG //AGUZ-RPP-PR</p> <p>TO: ALL HOLDERS OF ID OF AR 600-39</p> <p>UNCLAS</p> <p>SUBJECT: Interim Change to <u>AR 600-39</u> (Dual Component Personnel Management Program)</p> <p>1. This interim change is being distributed through publications pinpoint distribution system to all holders of AR 600-39, in accordance with DA Form 12-9A block _____. Pending revision of AR 600-39, 17 March 1977, and by order of the Secretary of the Army, subject regulation is changed as follows and is effective immediately.</p> <p>2. Paragraph 10c is added as follows:</p> <p>c. The photograph requirement in 135-155 for eligible Reserve officers who are in the zone of consideration by a mandatory selection board is optional for dual component personnel. Eligible dual component personnel may submit photographs for promotion consideration in the service uniform in the capacity in which serving on active duty or in the service uniform as Reserve commissioned or warrant officers.</p>										
DISTR:										
DRAFTER TYPED NAME, TITLE, OFFICE SYMBOL, PHONE, AND DATE Mrs. Lee, MilPersMgtSp AGUZ-RPP-PR, X7371						SPECIAL INSTRUCTIONS				
H L C E A S E R	TYPED NAME, TITLE, OFFICE SYMBOL, AND PHONE JAMES F. MONAHAN, Asst Adjutant					SIGNATURE <i>James F. Monahan</i>		SECURITY CLASSIFICATION UNCLASSIFIED		DATE TIME GROUP

6
5
4
3
2
1
0

PERSONNEL—GENERAL
DUAL COMPONENT PERSONNEL MANAGEMENT PROGRAM

Effective 1 May 1977

This revision deletes reference to morning reports, corrects information pertaining to personnel qualification records, and incorporates organizational changes at RCPAC. Local supplementation of this regulation is permitted but is not required. If supplements are issued, Army Staff agencies and major Army commands will furnish one copy of each to Cdr, RCPAC, ATTN: AGUZ-RPP-PR, 9700 Page Blvd., St. Louis, MO 63132; other commands will furnish one copy of each to the next higher headquarters.

Section		Paragraph
I. GENERAL		
	Purpose.....	1
	Scope.....	2
	Applicability.....	3
	Explanation of terms.....	4
	Concept.....	5
	Role in mobilization.....	6
	Responsibilities.....	7
	Channels of command and administration.....	8
II. PERSONNEL ACTIONS		
	Appointment.....	9
	● Promotion.....	10
	Branch transfer.....	11
	Evaluation reports.....	12
	Security requirements.....	13
	Orders.....	14
	Accessions to Active component.....	15
	Personnel qualification records.....	16
	Suspension of favorable personnel actions.....	17
	Elimination.....	18
	Removal from an active Reserve status.....	19
	Separation.....	20
	Retirement.....	21
III. MANAGEMENT		
	Career guidance.....	22
	Assignment.....	23
	Active duty.....	24

Section I. GENERAL

1. Purpose. This regulation provides policies for establishing and operating a personnel management program for dual component members and is to be used in conjunction with other applicable directives.

2. Scope. a. Policies cited herein cover program concept, responsibilities for its development and execution, personnel actions, and management for effective use of members.

b. The words he, him, or his used in this regulation are intended to include both the masculine and feminine genders, and any exceptions to this will be so noted.

3. Applicability. This regulation applies only to individuals serving on active duty in the Regular Army (RA) or Army of the United States (AUS) who also hold USAR commissions or warrants. It does not apply to personnel of the Army National Guard.

*This regulation supersedes AR 600-39, 15 February 1973 and all changes.

RETURN TO ARMY LIBRARY
ROOM 1 A 518 PENTAGON

4. Explanation of terms: *a. Dual component personnel:* Regular Army or Army of the United States enlisted or warrant officer personnel serving in that capacity on active duty, who have been appointed and who simultaneously hold status as Reserve commissioned or warrant officers.

b. Active duty. Full time duty in the active military service of the United States, other than active duty for training.

c. Officer career management file (OCMF). A file which contains, among other papers, the duplicate copy of each officer evaluation report (OER), prepared. The OCMF is maintained at—

(1) The Officer Personnel Directorate, MILPERCEN; The Office of the Judge Advocate General; The Office of the Chief of Chaplains; or The Office of the Surgeon General, for each dual component warrant officer;

(2) The US Army Reserve Components Personnel and Administration Center (RCPAC) for each dual component enlisted member (AR 140-241).

d. USAR Control Group (Dual Component). An administrative organization established at RCPAC for control and statistical accounting of personnel identified in paragraph 4a.

5. Concept. Mobilization requirements of the Department of the Army for officer personnel must be met swiftly through procurement of trained commissioned and warrant officers. Individuals presently on active duty afford ready assets during periods of rapid expansion of the Active component who can be mobilized for assumption of greater responsibilities on minimal notice. Career planning and management of dual component personnel is vital to the use of these assets in time of war or national emergency.

6. Role in mobilization. The Dual Component Personnel Management Program supplements other programs directed at procuring qualified officers and warrant officers to fill authorized positions during mobilization. The program is based on the premise that although the skills required of these officers cannot be fully satisfied by branch, grade, and specialty qualification alone, guidance in developing the potential of each individual will provide a trained group that is able to perform assigned tasks immediately upon order to active duty.

7. Responsibilities. *a. Headquarters, Department of the Army staff agencies will, within their respective areas, establish specific objectives, programs, and instructions to achieve maximum benefits from the Dual Component Personnel Management Program. Primary responsibilities within Army staff are—*

(1) The Deputy Chief of Staff for Personnel has overall responsibility for general staff supervision and coordination of the plans, policies, and programs of the Reserve components not on active duty. In addition, he—

(a) In coordination with appropriate staff agencies, formulates policies and plans, and exercises general staff supervision for the Dual Component Personnel Management Program.

(b) Establishes criteria for mobilization of dual component personnel.

(c) Develops and issues guidelines for ordering dual component personnel to active duty.

(2) The Adjutant General (through the CG RCPAC) has responsibility for procurement, assignment, promotion, miscellaneous personnel action, and career management of dual component personnel in their Reserve status.

b. CG FORSCOM/TRADOC is responsible for general supervision and training of dual component members in their Active component status.

c. The commanding officer of a dual component member is responsible for employing him in his current active duty grade and, when appropriate, in a leadership role to further develop his potential for service in a commissioned or warrant officer status.

d. The Custodian of the Military Personnel Records Jacket (MPRJ) of dual component personnel will—

(1) Insure identification of such individuals to RCPAC for accessioning into the USAR Control Group (Dual Component);

(2) Take required administrative action on all Reserve personnel matters, including submission of evaluation reports in accordance with chapter 9, AR 623-105.

(3) Assist the commanding officer in making maximum use of these individuals in leadership and supervisory capacities.

(4) Report changes to dual component status in accordance with Procedure 2-29, Volume 2,

SIDPERS User Manual, resulting from initial appointment or commission, promotion, or termination of dual component status.

(5) Maintain a suspense roster for RA enlisted personnel holding USAR commissions or warrant officer appointments to insure appropriate OER's are prepared in accordance with Procedure 5-16, DA Pamphlet 600-8.

Section II. PERSONNEL ACTIONS

9. Appointment. The appointment of commissioned and warrant officers in the USAR is governed by AR 135-100. When the individual upon appointment is not concurrently ordered to active duty in his Reserve grade, one copy of the appointment letter annotated with date of acceptance will be sent to Cdr RCPAC, ATTN: AGUZ-PMTD-GC, St. Louis, MO 63132, for accessioning into the USAR Control Group (Dual Component). A copy of the appointment letter with oath of office for Active component warrant officers will be sent to HQDA (DAPC-PAR-R), Alexandria, VA 22332; and to Cdr, US Army Enlisted Records and Evaluation Center, ATTN: PCRC-F, Fort Benjamin Harrison, IN 46249 for enlisted members (AR 640-10).

10. Promotion. *a.* Commissioned and warrant officers assigned to the USAR Control Group (Dual Component) are nonunit officers whose promotion in the USAR is governed by AR 135-155. Commanders and MPRJ custodians will insure that these individuals are aware that for promotion in the USAR they must meet eligibility requirements which include completion of career development courses. Enrollment in nonresident courses of instruction is encouraged, as well as completion of academic studies, so that dual component members will be competitive with their contemporaries in USAR.

b. To enroll in nonresident courses, the member must complete DA Form 145 (Army Correspondence Course Enrollment Application) in duplicate and submit the completed form to his unit commander. DA Form 145 will be verified and forwarded to Cdr, RCPAC, ATTN: AGUZ-PMTD-TE for further processing. One copy of the certificate of completion of military or civilian schooling will also be sent to that address.

11. Branch transfer. Due to duty assignments in the Active component, a dual component member

8. Channels of command and administration. Channels of command and administration for the Dual Component Personnel Management Program are as specified for the USAR in AR 140-1. Direct communication on matters relating to USAR status is authorized between the CG RCPAC and the commander having custody of the member's records, or the individual concerned.

may become better qualified in other than his basic branch. In that case, a request for branch transfer may be forwarded to Cdr, RCPAC, ATTN: AGUZ-PMTD-GC (AR 140

12. Evaluation reports. *a.* RA and AUS warrant officers are rated in accordance with AR 623-105. Accordingly, no separate evaluation reports are required based on their status as USAR officers.

b. Enlisted members holding USAR commissions or warrants are rated in accordance with chapter 9, AR 623-105. Reports will be prepared in triplicate, with the original and duplicate forwarded to Cdr, RCPAC, ATTN: PMTD-GRI, for administrative review, and the third copy given to the individual concerned. After review and any necessary corrective action, Cdr, RCPAC will send the original report to Cdr, US Army Enlisted Records and Evaluation Center, ATTN: PCRC-E, for the Official Military Personnel File (OMPF) and retain the duplicate in the OCME.

13. Security requirements. A favorable National Agency Check (NAC) conducted in accordance with AR 381-20 is required for all commissioned and warrant officers. Personnel records for dual component members will be checked to insure that individuals possess valid security clearances so that they will be readily available for mobilization.

14. Orders. One copy of orders pertaining to dual component members which affect Active component grade or Reserve status, and a copy of change of station orders (for locator use) will be sent to Cdr, RCPAC, ATTN: AGUZ-PMTD-GC. In addition, one copy of any orders issued at RCPAC which affect dual component status will be furnished the individual's MPRJ custodian.

15. Accessions to Active component. Information concerning USAR status is a vital part of the enlistment records. Failure to enter this information properly in item 26, DD Form 1966 (Applica-

tion for Enlistment—Armed Forces of the United States) may prevent inclusion of the individual in the Dual Component Personnel Management Program and cause him to lose those Reserve benefits to which he is entitled.

16. Personnel qualification records. The MPRJ custodian will insure that correct information concerning USAR status is entered in items 39 and 40, DA Form 2, in accordance with chapter 2, AR 640-2-1.

17. Suspension of favorable personnel actions. If favorable personnel actions are suspended against dual component personnel under the provisions of AR 600-31, favorable personnel actions in their Reserve status must also be suspended. In addition to the distribution required under AR 600-31, one copy of each DA Form 268 (Report for Suspension of Favorable Personnel Actions) to include interim and final reports, must be forwarded to Cdr, RCPAC, ATTN: AGUZ-PAD-RT.

18.—Elimination. When retention is not in the best interest of the service, USAR officers may be eliminated in accordance with specific criteria and procedures in AR 135-175. The commander of a dual component member will insure that the member meets the high standards desired for retention in USAR and will initiate elimination action if required. Reasons that would cause a member to be divested of his USAR status do not necessarily require termination of active duty, but elimination from the Active component on the recommendation of a board of officers normally results in termination of USAR status as well.

19. Removal from active Reserve status. Certain provisions of chapter 3, AR 140-10 apply to dual component personnel. Removal from active Re-

serve status normally is taken by the custodian of the individual's MPRJ or CG RCPAC, and accomplished by discharge, or transfer to the Retired Reserve if the member is eligible and requests transfer. Primary reasons for removal are—

- a. Medical disqualification for retention.
- b. Two nonselections for Reserve promotion to grades of CW3, CW4, CPT, MAJ, or LTC.
- c. Attainment of maximum authorized age.
- d. Failure to complete military education requirements within prescribed period after promotion.

20. Separation. Upon separation from RA or AUS status, dual component members will normally transfer or revert to an appropriate USAR control group. Transfer activities will insure that correct action is taken to prevent erroneous discharge of dual component personnel from their USAR status.

21. Retirement. Various provisions of law govern retirement of dual component members.

a. A warrant officer or enlisted member who has completed 10 years of active commissioned service in his overall total of 20 years active Federal service and holds a USAR commission at time of retirement, may retire voluntarily in a commissioned officer status (10 USC 3911).

b. An enlisted member holding USAR warrant officer status may retire in his warrant officer grade (10 USC 1293).

c. Upon completion of 30 years service (active Federal service plus time on the retired list), the member may be advanced to the highest grade satisfactorily held while serving on active duty as determined by the Secretary of the Army (10 USC 3964). For further information concerning advancement on the retired list, see AR 635-100, AR 635-200, and DA Pamphlet 600-5.

Section III. MANAGEMENT

22. Career guidance. a. Guidance and development of the dual component member's career is under the control of three separate managers, each of whom must function in accordance with established policies and career patterns to provide a satisfying military career for the individual.

(1) The first manager concerned is the custodian of the OCMF (para 4c).

(2) The second manager is the unit com-

mander, who insures proper use of the member in his active duty grade and evaluates performance. The commander should emphasize the fact that the member should be able to produce better results because of previously recognized potential.

(3) The third manager is the dual component member himself. He has responsibility for and should seek opportunities to develop his own talents and skills appropriate to his commissioned



or warrant officer specialty. He should seek guidance from other designated managers, when necessary, in furthering his career.

b. DA Pamphlet 140-1 (Career Planning for the US Army Reserve Officer) applies whenever possible and if consistent with active duty assignment.

23. Assignment. The assignment of dual component members in active duty status follows normal career progression, for that status. Commanders and other supervisors should be aware that these individuals have recognized abilities, aptitudes, skills, and potential for development at a higher level of responsibility. Consistent with unit re-

quirements they should be given tasks that will enhance their potential, develop resourcefulness and initiative, and relieve leaders of duties that may well be subordinated to dual component members. Also, every opportunity should be given to the individuals being observed so that comprehensive, objective evaluations may be rendered.

24. Active duty. The ultimate goal of dual component personnel should be to serve on active duty in the highest possible grade in order to maximize their contribution to the Army. Procurement programs are normally announced through DA circulars, and eligible candidates should be encouraged to apply. (For AD?)

The proponent agency of this regulation is The Adjutant General's Office. Users are invited to send comments and suggested improvements on DA Form 2028 (Recommended Changes to Publications and Blank Forms) to Commander, US Army Reserve Components Personnel and Administration Center, ATTN: AGUZ-RPP-PR, 9700 Page Blvd., St. Louis, MO 63132.

By Order of the Secretary of the Army:

BERNARD W. ROGERS
General, United States Army
Chief of Staff

Official:

PAUL T. SMITH
Major General, United States Army
The Adjutant General

DISTRIBUTION:

To be distributed in accordance with DA Form 12-9A requirements for AR, Personnel General:
Active Army: B
ARNG: D
USAR: B

PENTAGON LIBRARY



0001153351