



Department of Defense
DIRECTIVE

NUMBER 1250.1

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ASD(RA)

SUBJECT: National Committee for Employer Support of the Guard and Reserve
(NCESGR)

- References:
- (a) DoD Directive 1250.1, "National Committee for Employer Support of the Guard and Reserve," April 13, 1995 (hereby canceled)
 - (b) DoD Directive 5105.18, "DoD Committee Management Program," February 8, 1999
 - (c) Section 129b of title 10, United States Code
 - (d) Joint Travel Regulations, Volume 2, "Department of Defense Civilian Personnel," current edition
 - (e) Joint Federal Travel Regulations, Volume I, "Uniformed Service Members," current edition
 - (f) DoD Directive 5125.1, "Assistant Secretary of Defense for Reserve Affairs (ASD(RA))," March 2, 1994

1. REISSUANCE AND PURPOSE

This Directive:

- 1.1. Reissues reference (a).
- 1.2. Continues the National Committee for Employer Support of the Guard and Reserve (NCESGR) as a DoD operational committee consistent with reference (b).
- 1.3. Updates NCESGR policy, organization, management functions, and responsibilities.
- 1.4. Designates the Secretary of the Army as the Executive Agent.

2. APPLICABILITY

This Directive applies to the Office of the Secretary of Defense (OSD) and the Military Departments (including the Coast Guard when it is operating as a Military Service in the Department of the Navy by agreement with the Department of Transportation). The term "Military Services," as used herein, refers to the Army, the Navy, the Air Force, the Marine Corps and the Coast Guard.

3. DEFINITIONS

3.1. National Chair. A person of national stature in the business community who serves as the NCESGR National Chair and as advisor to the Secretary of Defense on issues related to employer support for the National Guard and Reserve.

3.2. Executive Committee. The Executive Committee assists the National Chair concerning NCESGR activities and meets at the call of the National Chair.

3.3. Executive Committee Members. The Executive Committee members are representatives from industry, education, labor and trade, government, the professions, and State Chair Emeriti.

3.4. Executive Director. A military officer or civilian employee who serves full time to manage NCESGR activities under the supervision of the Assistant Secretary of Defense for Reserve Affairs (ASD(RA)).

3.5. State Chair. The Chair of a State Committee.

3.6. State Committee. The Employer Support of the Guard and Reserve (ESGR) Committee in a State, commonwealth, territory, or the District of Columbia.

3.7. State Executive Committee. The geographic and program leadership designated by the State Chair to assist State-sponsored ESGR activities.

3.8. NCESGR Staff. Full-time civilians and military personnel who administer NCESGR programs and activities in support of the State Committees and under the supervision of the Executive Director.

4. POLICY

It is DoD policy that NCESGR shall promote both public and private understanding of the National Guard and Reserve in order to gain U.S. employer and community support through programs and personnel policies and practices that shall encourage employee and citizen participation in National Guard and Reserve programs.

5. RESPONSIBILITIES

5.1. The Secretary of Defense shall appoint the National Chair of NCESGR.

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

5.2.1. Exercise direction, authority, and control over NCESGR committees, programs and personnel. (DoD Directive 5125.1, reference (f).)

5.2.2. Provide NCESGR budgetary requirements to the DoD Executive Agent.

5.2.3. Determine the size and manning level of NCESGR's full-time staff and forward any proposed changes to the Military Services.

5.2.4. Select the NCESGR Executive Director.

5.3. The Secretary of the Army is designated Executive Agent and shall:

5.3.1. Administer budget requirements through the Planning, Programming, and Budgeting System.

5.3.2. Provide administrative and logistical support for NCESGR, its staff and volunteer committees.

5.4. The National Committee for Employer Support of the Guard and Reserve (NCESGR) shall:

5.4.1. Operate a proactive program directed at U.S. employers, employees, and communities that ensures understanding and appreciation of the role of the National Guard and Reserve in the context of the DoD Total Force Policy.

5.4.2. Encourage and assist employee participation in National Guard and

Reserve training programs without civilian job impediments of any kind, to include encouraging voluntary compliance with the employment and reemployment rights of Reserve component members of the Armed Forces.

5.4.3. Promote and develop volunteer leadership at the national, State, and local levels to encourage the development of employer personnel policies and practices that accommodate and facilitate employee participation in National Guard and Reserve activities.

5.4.4. Encourage interaction between National Guard and Reserve units and their communities to promote public understanding of the National Guard and Reserve and encourage partnerships between civilian organizations and military units in the community.

5.4.5. Assist in preventing, resolving or reducing employer and/or employee problems and misunderstandings that result from National Guard or Reserve membership, training, or duty requirements through information services and informal mediation.

5.4.6. Assist in educating National Guard and Reserve members in their obligations and responsibilities to employers.

5.4.7. Use the military chain of command to promote better understanding of the important relationships between employers and Reserve component members, and to foster and maximize National Guard and Reserve participation.

5.4.8. Assist military agencies, military training schools, and military and civilian associations by providing informational materials. Enlist their assistance in educating the Reserve forces about their rights and responsibilities regarding terms and conditions of civilian employment as stipulated in the Uniformed Services Employment and Reemployment Rights Act.

5.4.9. Promote civilian and military management behaviors that encourage membership in the National Guard and Reserve.

5.5. The National Chair shall:

5.5.1. Be appointed for a term of 3 years, serve at the discretion of the Secretary of Defense, and may be extended one additional term or any portion thereof.

5.5.2. Provide leadership to the Executive Committee, the State Committees for Employer Support of the Guard and Reserve, and the NCESGR staff.

5.5.3. Appoint members to the Executive Committee.

5.5.4. Appoint State Chairs.

5.5.5. Recommend priorities for employer support programs and activities.

5.5.6. Communicate regularly with influential business and civic leaders at the national level regarding the important role of the Reserve component and the contribution to the Total Force.

5.5.7. With the Executive Director, plan and develop employer support programs for both public and private employers.

5.5.8. Meet with senior officials of the Department of Defense and the business community to outline NCESGR programs and accomplishments and seek their support and input.

5.5.9. Perform other functions as assigned by the Secretary of Defense.

5.6. The Executive Director shall:

5.6.1. Be selected by and serve under the Assistant Secretary of Defense for Reserve Affairs.

5.6.2. Provide leadership to the NCESGR staff and the State Committees.

5.6.3. Direct and manage NCESGR programs and activities.

5.6.4. Represent NCESGR and the National Chair within the Department of Defense and in the civilian sector.

5.6.5. Perform other functions as assigned by the ASD(RA).

5.6.6. Appoint members to the Executive Committee; administer the Executive Committee and State Chair appointment process.

5.7. The NCESGR staff shall:

5.7.1. Be composed of full-time civilians and military personnel. The Military Services and their Reserve components will nominate military personnel in accordance with OSD assignment criteria.

5.7.2. Administer NCESGR programs and activities.

5.7.3. Provide administrative and logistical support to the ESGR State committee members.

5.8. The Executive Committee shall:

5.8.1. Assist the National Chair in guiding the management of NCESGR activities.

5.8.2. Meet at the call of the National Chair.

5.8.3. Include representatives from industry, education, labor and trade, government, the professions, and the State Chair Emeriti.

5.8.4. Be composed of at least 15 and no more than 25 members. At least 5 shall be State Chair Emeriti.

5.8.5. Assist in the operational functions of NCESGR as specified in paragraph 5.4., above.

5.8.6. Serve as consultants without compensation in accordance with reference (c).

5.8.7. Be appointed for a term of 3 years, serving at the discretion of the National Chair, with the administrative support of the Executive Director. Members may be extended for one additional term or any portion thereof. (Note: The initial members selected for reestablishment of the Executive Committee will be appointed in equal numbers for 1-, 2-, and 3-year terms in order to ensure staggered terms of office.) To provide for an orderly transition and installation of committee members, each new term of appointment will be for 3 years or for the balance of the term to which appointed. If appointed to fill an incumbent's vacated position, the replacement will serve the balance of the original term of the outgoing incumbent. In either case, the term of appointment will begin with the issuance of the Certificate of Appointment and end on September 30, the last day of the last fiscal year of the incumbent member's term.

5.9. The State Chairs shall:

5.9.1. Be influential business or community leaders. The State Chairs shall be appointed for a term of 3 years, serving at the discretion of the National Chair, with the administrative support of the Executive Director, and may be extended for one additional term or any portion thereof. To provide for an orderly transition and installation of State Chairs, each term of appointment will begin on the first day of the fiscal year immediately following the issuance of the official Certificate of Appointment. The designated 3-year term of appointment will end on September 30, the last day of the last fiscal year of the Chair's term.

5.9.2. Represent the National Chair and the ESGR program within their areas.

5.9.3. Direct and supervise the State Committee for Employer Support of the Guard and Reserve.

5.9.4. Select members to serve on the State Committee with the concurrence of the National Chair.

5.9.5. Receive assistance in the performance of duties from a State Executive Committee composed of a select group of volunteer committee members.

5.9.6. Provide the principal interaction between NCESGR and State employers in promoting employer support of the National Guard and Reserve.

5.9.7. Coordinate program activities in support of the National Guard and Reserve.

5.9.8. Promote coordination of ESGR program efforts among civilian communities and National Guard and Reserve units on both the national and State levels.

5.9.9. Provide feedback to NCESGR on employer attitudes and opinions regarding participation in the Reserve components. Recommend programs and initiatives that enhance and sustain employer support for National Guard and Reserve participation.

5.10. The ESGR State Committees shall:

5.10.1. Include influential civilian leaders, community representatives and senior National Guard and Reserve commanders and promote community

understanding, appreciation, and support of the National Guard and Reserve.

5.10.2. Execute NCESGR programs at the local, State and national levels to recognize employers who are supportive of their Reserve component employees.

5.10.3. Provide information and informal mediation services to resolve employment conflicts and misunderstandings that result from employee membership or Military Service in the National Guard and Reserve.

5.10.4. Enhance contact and cooperation between local National Guard and Reserve commanders and employers.

5.10.5. Assist in informing and educating National Guard and Reserve members with regard to their employment rights and responsibilities to employers pertaining to military leaves of absence.

5.10.6. Convene at least twice annually, at the call of the State Chair. In addition the State Executive committee shall convene as required for the purposes of planning, executing and assessing State programs.

5.11. The National Chair, the Executive Committee and the State Committees shall serve without compensation, except in the case of those individuals who are also active members of the National Guard or Reserve and who, under existing regulations, may be placed on active duty for support by their respective DoD Components.

5.12. Transportation, per diem, and other expenses may be funded by NCESGR for civilian members, in accordance with JTR, volume 2 (reference (d)). Transportation, per diem, and other expenses may be funded for military members of the State Committees and the Executive Committee either by their respective DoD Components or NCESGR in accordance with JFTR, volume I (reference (e)).

5.13. When fulfilling NCESGR duties, the National Chair, members of the Executive Committee and members of the State Committees shall serve as individuals, not as official representatives of any other group or organization with which they may be affiliated. Therefore, the Executive Committee and the State Committees, as representatives of NCESGR, shall ensure that their actions and words reflect favorably on the civilian and military leadership of the Department of Defense.

6. EFFECTIVE DATE

This Directive is effective immediately.



John J. Hamre
Deputy Secretary of Defense