

## Department of Defense

## DIRECTIVE

*Cancelled by 13 April 1985*March 29, 1984  
NUMBER 1250.1

ASD(RA)

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

- References: ✓ (a) DoD Directive 1250.1, subject as above, May 23, 1980 (hereby canceled)
- (b) DoD Directive 5105.18, "DoD Committee Management Program," March 20, 1984
- (c) DoD Directive 5125.1, "Assistant Secretary of Defense (Reserve Affairs)," January 12, 1984
- (d) Joint Travel Regulations, Volume II

A. REISSUANCE AND PURPOSE

This Directive reissues reference (a), continuing the National Committee for Employer Support of the Guard and Reserve (NCESGR) as a DoD operational committee consistent with reference (b), prescribes NCESGR organization and management, defines functions, assigns responsibilities, and provides procedures.

B. APPLICABILITY

This Directive applies to the Office of the Secretary of Defense and the Military Departments (including their National Guard and reserve components). The term "Military Services," as used herein, refers to the Army, the Navy, the Air Force, the Marine Corps, and, by agreement with the Department of Transportation, the Coast Guard.

C. POLICY

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

D. ORGANIZATION AND MANAGEMENT

1. A person of national stature shall serve as the NCESGR national chair and as advisor to the Secretary of Defense on matters pertaining to employer support of the Guard and Reserve. The chair shall be appointed for a term of 3 years, shall serve at the discretion of the Secretary of Defense, and may be extended one additional term or any portion thereof.

2. An Executive Director, military or civilian, shall serve full time under the supervision of the Assistant Secretary of Defense (Reserve Affairs) (ASD(RA)).
3. The NCESGR shall have a full-time staff composed of selected officials from the Military Services and their reserve components. Each Military Service shall provide military personnel for NCESGR's support staff in ratio to be determined by the ASD(RA).
4. An Executive Committee shall:
  - a. Assist the national chair in guiding NCESGR activities.
  - b. Meet at the call of the national chair at least biannually, but no more than four times a year.
  - c. Include representatives from industry, education, labor, and trade, government, the professions, and from among the State/Territorial Committees (S/TC) for Employer Support of the Guard and Reserve.
  - d. Be composed of not more than 25 members who shall be appointed to a term of 3 years. They may be extended one additional term or any portion thereof with the exception of S/TC chairs who, if appointed to the Executive Committee, shall serve for a maximum period of 2 years and without extension.
5. The S/TCs shall include prominent civilian leaders and senior Guard and Reserve commanders. The S/TCs shall convene at least biannually at the call of the S/TC chair who shall be a prominent member of the S/T business community.
  - a. The S/TC chairs shall be appointed for a term of 3 years. They may be extended one additional term, or any portion thereof.
  - b. The S/TC members shall be selected by the S/TC chair with the concurrence of the national chair.
6. Members of both the Executive Committee and the S/TCs shall serve as individuals, not as official representatives of any group or organization with which they may be affiliated.
7. The national chair and members of both the Executive Committee and the S/TCs shall serve without compensation, except in the case of those 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 military components.
8. Transportation, per diem, and other expenses may be funded by NCESGR for civilian members in accordance with Joint Travel Regulations, Volume II (reference (d)). Transportation, per diem, and other expenses may be funded for military members of the S/TCs and the national Executive Committee by their respective military components.

E. FUNCTIONS

1. The NCESGR shall:

a. Maintain an active program directed at U.S. employers, employees, and communities that shall ensure understanding and appreciation of the role of the National Guard and Reserve within the context of the DoD total force policy and shall encourage and assist employee participation in Guard and Reserve training programs without job impediment of any kind.

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

c. Encourage strong Guard and Reserve unit bonds with the community and develop public understanding of the Guard and Reserve through actions that promote an attitude and a relationship of partnership between civilian and military units in the community.

d. Assist in resolving employer/employee problems and misunderstandings that result from Guard or Reserve membership and training requirements.

e. Promote and develop civilian and military management attitudes that will not inhibit initial or continued membership in the Guard or Reserve.

2. The Executive Committees shall:

a. Represent the national chair to assist him in fulfilling his duties.

b. Recommend policies and priorities for NCESGR actions and programs.

c. Assist in program evaluations.

3. The S/TCs shall:

a. Promote community understanding, appreciation, and support of the Guard and Reserve.

b. Implement NCESGR programs at the local level to recognize supportive employers.

c. Identify, evaluate, and resolve problems and misunderstandings that result from Guard or Reserve membership and training requirements.

d. Enhance cooperation between local Guard and Reserve commanders and employers.

F. RESPONSIBILITIES

1. The Secretary of Defense appoints the national chair of the NCESGR and appoints members of the Executive Committee nominated by the national chair of the NCESGR.

2. The Assistant Secretary of Defense (Reserve Affairs), shall:
  - a. Exercise direction, authority, and control over the committee (DoD Directive 5125.1, reference (c)).
  - b. Provide budgetary and personnel requirements to the DoD Executive Agent (subsection F.3., below).
  - c. Select the NCESGR executive director.
3. The Secretary of the Army, acting as Executive Agent for the Department of Defense, shall program and provide administrative and logistical support for the NCESGR and its support staff.
4. The National Chair of the NCESGR shall:
  - a. Provide overall leadership to the National Committee, the Executive Committee, and the S/TCs for Employer Support of the Guard and Reserve.
  - b. Nominate members for the Executive Committee and provide such nominations to the Secretary of Defense for appointment.
  - c. Appoint S/TC chairs.
  - d. In concert with the Executive Committee, recommend policies and priorities for employer support actions and programs.
  - e. Communicate the employer support message to the business community.
  - f. Through the executive director, develop and maintain employer support programs focused on both public and private employers.
  - g. Meet with senior officials of the Department of Defense.
  - h. Perform all other functions deemed appropriate by the Secretary of Defense or his designated representative.
5. The Executive Director of the NCESGR shall:
  - a. Direct and supervise NCESGR programs and activities.
  - b. Represent NCESGR and the national chair within the Department of Defense.
  - c. Supervise the NCESGR support staff.
  - d. Perform all other functions as assigned by the ASD(RA).
6. The State/Territorial Committee Chair shall:
  - a. Represent the national chair at the local level.

b. Organize and supervise the S/TC for Employer Support of the Guard and Reserve.

c. Provide the principal interaction between the national chair and state employers in promulgating employer support of the Guard and Reserve.

d. Coordinate local activities in support of the Guard and Reserve.

e. Promote the coordination of S/TCs and NCESGR efforts among civilian communities and Guard and Reserve units.

G. EFFECTIVE DATE

This Directive is effective immediately.



WILLIAM H. TAFT, IV  
Deputy Secretary of Defense