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ROEs & Events

- **IF YOU CAN, use the “...” menu next to your name to indicate Rank, First and Last, and Det --- Ex. SSgt Jane Doe, Det 9**
- **Chat, cameras, mic are disabled for attendees**
- **Submit questions in the Q&A and moderators will answer them**
- **If you reply to a previous question, they’re not nested, so restate the issue so the moderator understands the full thought**
- **If you can hear the music (even if it’s choppy), your sound works**

- **Upcoming Events**
 - **31 May 25: Annual Tour Deadline**
 - **15 Aug 25: FY26 UTAPS Calendar Submission Deadline**

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United States Air Force Reserve

Integrity – Service – Excellence

HQ Readiness & Integration Organization 4th Quarter IR All Call



**Col Nathan “N8” Day
Commander
14 March 25**



- **Opening Remarks**
- **Travel Restriction Update**
- **Executive Order Updates**
- **ISO Update**
- **Functional Alignment**
- **Continuing Resolution**
- **Standards Readiness & Review Update**
- **Additional Updates**



Travel Restriction Update

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Travel Restriction Update

- AFRC exhausted all **TRAVEL** funds associated w/ IDT/AT/RPA for the current CR
- **No new travel can occur between 14-17 Mar 25!**
- Who does this impact?
 - If you are traveling between 14-17 Mar 25 AND do not have an approved DTS authorization (AT/IDT/RPA - long-term orders)
- Who does this **NOT** impact?
 - If you have an approved DTS authorization
 - If you are performing duty that does not require travel
- RIO is pulling a roster on all potentially impacted travel to personally notify members
- No VOCO's associated w/travel will be approved
- Even if a CR is passed, there may be a delay in AFRC receiving more travel funds

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Executive Order Updates



E.O. - Return to In-Person Work - Updates

- **Per AF/RE-D, telework IDTs (paid & points only) now authorized effective 27 Feb 25**
 - **Awaiting official policy memo**
 - **No back-dating of past telework IDTs (4 - 26 Feb 25)**
 - **Currently, telework IDTs are approved by AC org; some orgs are authorizing only in-person IDTs**
 - **Suitable alternate work location is determined by AC org**
- **No changes**
 - **No new telework RPA & MPA orders until further guidance is received (including extensions to existing orders)**
 - **No new telework AT orders until further guidance is received**
 - **Waiver authorities reside with either SecAF or SecDef**



E.O. - Prioritizing Military Excellence & Readiness

- **Gender Dysphoria Separation/Retirement**
 - **26 Feb 25: DoD issued implementation guidance**
 - **Directed individuals with current diagnosis or history of, or exhibiting symptoms consistent with, gender dysphoria to no longer be eligible for military service**
 - **Members can self-identify and elect to voluntarily separate/retire (if eligible) by 26 Mar 25**
 - **May be eligible for voluntary separation pay at a rate twice the amount of involuntary separation pay**
 - **Depending on component and status and years of service (6-20 years)**
 - **Remaining service obligation/bonus recoupment waived**
 - **Honorable service characterization for those approved for separation/retirement**
 - **Waivers available on a case-by-case basis (accessions & retention)**
 - **ARPC/CC is the separation authority for IR Members**
 - **10 Mar 25: SAF/MR sent myFSS message to all & members can begin process via myFSS**
 - **ARPC & RIO are awaiting Reserve-specific guidance**
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E.O. - Implementing the President's Department of Government Efficiency

- **2 Mar 25: DAF issued interim guidance for mission-essential travel**
 - **Applies to military & civilians**
 - **Effective immediately, DAF limits travel to only essential purposes, which includes:**
 - **PME**
 - **Military training or exercises**
 - **Training or education that direct supports or is a prerequisite for military member or civilian**
 - **Performance of an official duty or organizational mission requirements**
 - **PCS orders**
 - **AT/IDT (Travel by Reservists to perform duty or for training)**
 - **Other travel deemed essential by first General Officer**



RIO Civilian Workforce Updates

- **Deferred Resignation Program/DRP ("Fork-in-the-Road")**
 - **Some RIO employees have submitted for deferred resignation**
- **Civilian Workforce**
 - **RIO has several probationary employees in Travel, Pay, and Orders Writing sections**
 - **Hiring Freeze**
 - **Effective 1 Mar 25**
- **Pay, travel, and orders functions are comprised of mostly civilians, so expect significant delays to ALL processing times due to hiring freeze and potential workforce reductions**



United States Air Force Reserve

Integrity - Service - Excellence

IR Strategy Office IR All Call



U.S. AIR FORCE

Col Kay Beigh
IMA to the Director, IR Strategy Office
Program Manager, IMA Strategic Review Team
14 March 2025

Controlled by: U.S. Air Force Reserve
Controlled By: AFRC/CCI
Overall Classification: UNCLASSIFIED
Distribution/Dissemination Controls: N/A
POC: SMSgt Sharon Hazel, 508-837-4589



ISO Current Initiatives

- **Updating IMA-related policies**
 - **Contributing to rewrite of DAFMAN 36-2114**
 - **Formalizing Unit Reserve Coordinator responsibilities**
 - **URCs encouraged to join “Reserve Program Managers” Teams Channel**
- **Formalizing role of Senior IMA**
 - **Senior IMA Guidebook in coordination**
- **IR Portfolio Strategic Alignment**
 - **Align IR resources to Joint, AF, and AFR strategic priorities**
 - **The IMA portfolio is NOT going away**



IR Strategic Alignment – Recap

- CAFR directed ISO to conduct a strategic assessment of the IMA portfolio – May 31, 2024
- Intent: Align IMA billets to Joint, AF, and AFR strategic priorities
- **THE IMA PORTFOLIO IS NOT GOING AWAY**
- Deliverable:
 - Assess 8K IMA billets for alignment to CAFR framework memo
 - Realign a small percentage of billets to Great Power Competition priorities
 - Billets will be realigned w/in the IMA portfolio
 - Codify a process to maintain strategic readiness of IMA force
- Challenges:
 - Multiple stakeholders across 200+ DoD organizations
 - Never done before; timing in alignment with senior leader goals/objectives

Iterative Process – Balancing Spaces & Faces



IR Strategic Alignment

- **Realignment Stage: November 2024 to October 2026**
 - **Collecting and prioritizing IMA Billet Requirements**
 - **AFR Career Field Functionals notified potentially affected members**
 - **MyVector questionnaire provided to potentially affected members**
 - **ISO continues to engage with AFR CFM/MFM, Reserve Advisors, RIO Dets**

Deliberate management of new billet opportunities

Resources, Managers, and Advocates



IR Strategy Office (ISO)

IR Portfolio
AFR leadership charged with Strategy, Advocacy, Oversight & Governance.



Mobilization Assistant (MA)

MA positions reside above Wing level and support AC organizations and are general officer billets.



Reserve Advisor (RA)

AC organization's focal point for communication and linkage between AFR leadership, AFRC, and AF/RE staffs, as well as functional communities. (an AGR O-6)



Career Field Manager (CFM)

OPR appointed to ensure assigned AFSCs are trained and utilized for mission requirements. Often focuses on officer AFSCs.



MAJCOM Functional Managers (MFM)

MFMs serve as MAJCOM liaisons for their respective Air Force CFM. MFMs often focus on enlisted AFSCs.



HQ RIO & Detachments

HQ RIO manages the IR force readiness and standardized processes getting IRs to the fight.



Active Component (AC)

Includes many roles like an IMA's Commander, Supervisor, CSS, URC, Security Manager, Training Officer, Rater etc.



Senior IMA

An appointment for the senior position which aligns IMA readiness and mission execution, enhancing local AC & IMA culture.



Unit Reserve Coordinator (URC)

AC military or civilian member, URCs ensure IRs are incorporated into AC organization and programs.

ISO Leadership

- **GO Steering Group**
 - Maj Gen Dave “Shooter” Smith, ISO Director
 - Brig Gen Mary-Kathryn “MK” Haddad
- **Primary Points of Contact, IR Strategy Office (ISO)**
 - Col Kay Beigh, IMA to ISO Director
 - Col Josh Flatley, Chief of the ISO
 - SMSgt Shea “Malibu” Hazel, ISO Strategic Enlisted Advisor
 - HQAFRC.CCI.IR@us.af.mil

See “IR Strategy Office” on HiHello and AFRC.af.mil





Functional Alignment

Col Duke



Functional Alignment

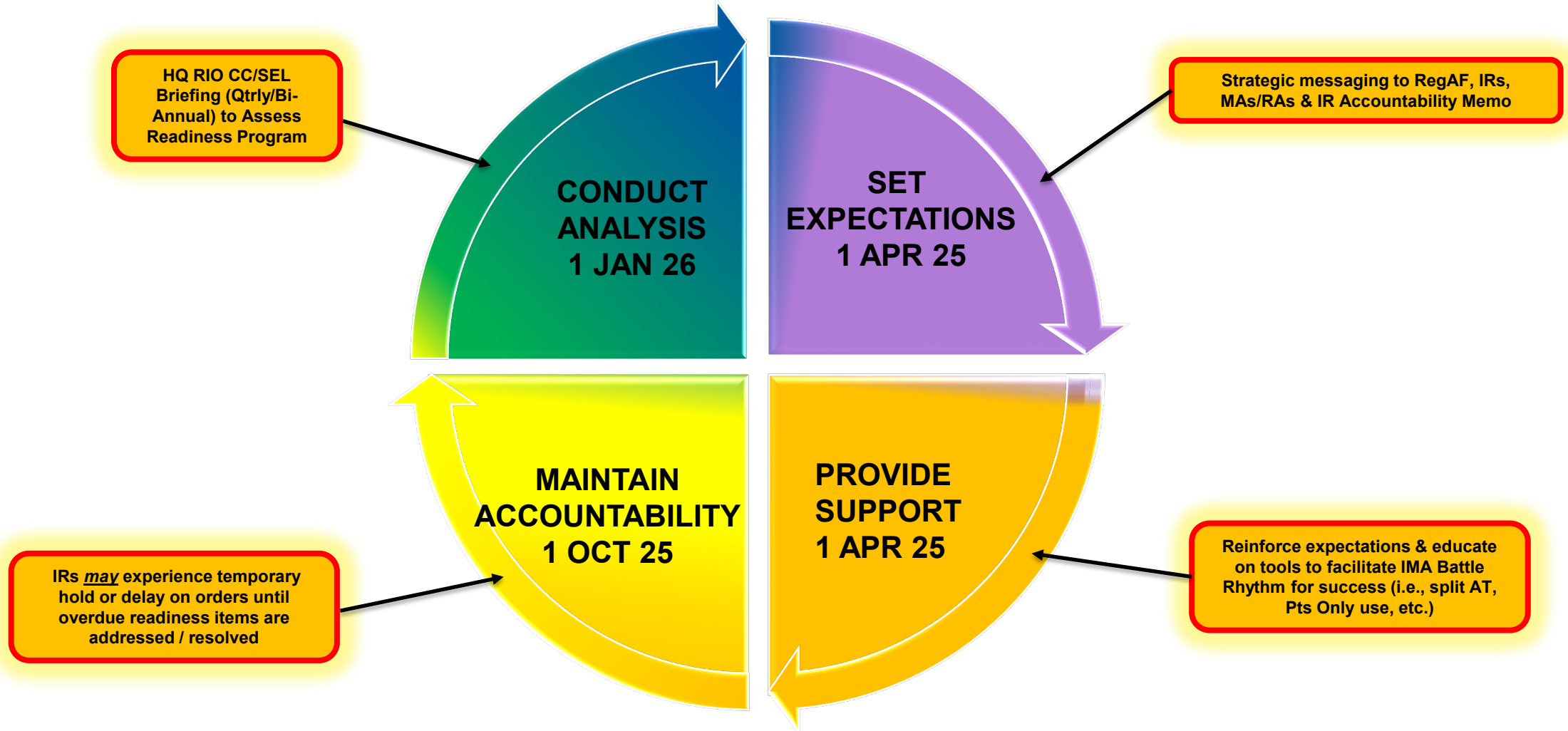
- **RIO Functional Alignment**
 - **IOC: 30 Jun 25 // FOC: 31 Oct 25**
 - **Detachments' alignment processes include Admin discharge, assignments, formal school requests, gain/loss actions, UMD updates, inbound accessions, Invol to IRR**
 - **Detachments will still maintain customer service, VOCOs, orders counseling, and most importantly, the face of RIO for the IR!**
- **Detachment Commanders will retain their G-Series authority**
 - **Will remain the reserve commander for their IRs**
 - **Some documents/actions will still require Det/CC sig/coord**
- **Change is inevitable, and we truly believe this is a needed change for HQ RIO to better serve the IR Portfolio**
- **We will continue to strive to take care of the IR Portfolio the best way we can**

Functional Alignment

HQ CSS Functions, Contract Mgt, CCIP, Awards (AGR&IR) AGR On-boarding Cong/IG/BCMR *Systems Spt* *Records/KM* *Data Analytics* RA, Travel, Pay DTS AO/ODTA DTS/UTAPS Support Cell Orders Writing Division OCONUS/AOR Counseling PA, IPR, Medical, HARM CSH, viRO, Newcomer's, New to AFR TR/AGR to IMA IMA to IMA? Welcome Packets (Det 4) URC Mgmt/URC Training RA Education UPMR Distro Alpha Roster Distro Non-EAD TMC (2): Retirements, Bonuses & SDAP, Exit Interviews Civilian PDs	G-Series R/R, Det Pers On-boarding, Det Cust Service, VOCO, Sanctuary Waivers, Mentorship, AOR-Specific MPA Tour Counseling, Senior Leader Engagements, RTA/CTA Coord, LODs/Incap, UCMJ, Participation Mgt, lodging memo, telework agreements Awards & Decs (interim), Duty title updates, AROWS-R AO/Det CC/TODC role, ATSRF						
	Functionally-Aligned Core Tasks				Det CC-Retained Core Tasks		
	Det 2	Det 3	Det 4	Det 5	Det 6	Det 7	Det 8
	MSD HYT TOR Admin Discharge	Enlisted Promos • STEP I • STEP II • Monthly Control AFSC Reenlistments/ Extensions (Transactional) ETS Enlist Derivations (Non-Transactional)	Inbound Asgnmts • IMA to IMA • TR to IMA • RegAF MBK • AGR to IMA Inbound Access • PIRIR to AFR to IMA • RegAF MBK Direct Comm Chap and Pgrm Welcome packets Overages & Over-grades (Initial) Indispensability	Formal sch req • Initial Training Informal sch req R, E, B, RDE Board Notification/TLNs Non-TLN Courses AMRT 726 Trng Budget Retraining pkgs 2096 5/7 upgrades OJT/SOT Roster Civilian PDs (moved to HQ) Centrally Managed In/out Asgnmts (SG/JA/HC/HS)	Data Mgt Reporting Compliance • SCI Training • Updates FY Participation readiness par/review • Invol to the IRR	Executive Services (MA & IMA to CCC) • CSS roles • In/out Asgnmts Outbnd/Loss actions • IMA to TR • IMA to AGR • IMA to RegAF • IMA to PIRR/IRR • IMA to ANG • IMA to other svcs Overages & Over-grades (expirations) KCJ Mgmt	Billet Mgt & Leveling UMD • MCR Coord • MPES • Bi-annual IPR/CMP UPMR Mgmt Retirements RMVS Mgmt/Adv



Functional Alignment Example (Readiness)





Continuing Resolution Col Day



Current "Knowns"

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**** No budget or continuing resolution has been passed ****

- **15 Mar 2025 at 12:01am EDT a shutdown goes into effect**
 - **As a result of a lapse in appropriations, all DoD agencies must execute an orderly government shutdown**
 - **This becomes HQ RIO's priority #1**
- **Senate is scheduled to vote on the House-passed CR Bill at 1115 MT today**
 - **Proposed bill funds government through 30 Sep 25**
- **Continuing operations with limited manpower is priority #2**
- **The following slides cover guidance if a shutdown happens**

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^{CUI} *Guidance*

In the event of a government shutdown, the following guidelines will apply to personnel currently serving on orders funded by the:

- **Military Personnel Appropriation (MPA)**
- **Reserve Personnel Appropriation (RPA)**
- **Active Duty for Training (AT)**
- **Inactive Duty Training (IDT)**



Continuation of Current Orders

- **Currently on orders (RPA, MPA, & AT)**
 - **Personnel with orders that end today, business as usual.**
 - **Complete TODC or manual certification of orders ASAP**
 - **File associated travel vouchers ASAP**
 - **Expect processing delays**
 - **Personnel currently serving may continue to perform their duties until the end date of their orders**
 - **Same guidance above applies**
 - **No modifications to extend orders will be approved during the shutdown period**



Prohibition on New Orders

- **During a government shutdown:**
 - **No new orders, including RPA, MPA, AT will be approved or performed by personnel**
 - **Possible exception could be granted ...**
 - **For MPA, work with the MPA-owning CC/equivalent**
 - **For RPA and AT, granted through NAF equivalent**
- **Includes orders scheduled to commence on or after 15 March 2025**
 - **This includes already approved/cut orders**
- **Personnel should anticipate that such orders will be cancelled**
- ***Furthermore, IDTs (even unpaid) cannot be performed on or after 15 March 2025***



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Travel Restrictions

Applies to anyone serving at a location that requires lodging away from his/her residence

- **If you're already at a duty location**
 - **At the end of your orders, you MUST travel home in order to be reimbursed**
 - ***Do NOT proceed to perform IDTs if in conjunction with AT order***
 - **During a government shutdown**
 - **All travel scheduled to commence on or after 15 March 2025, is disapproved**
 - **Personnel who have previously received approval for travel through the Defense Travel System (DTS) will cancel their authorization and you will not travel**
 - **Travel and lodging reimbursement for IDTs performed on or after 15 March 2025, is not authorized for the duration of the shutdown**
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AT and IDT Scenarios

In cases where personnel are currently performing AT with IDT in conjunction, the following scenarios apply:

- **No IDT periods may be performed on or after 15 March 2025, regardless of conjunction with an approved AT order**
 - **Example: If you are currently performing split AT and you have IDT scheduled on 15-16 March 2025 and then another set of AT, you cannot perform IDTs or your follow-on AT and must return home**
 - **Includes telework and points-only**
- **For members on an AT/IDT order, members must be in AT status to finish the order**
- **If member has finished the AT portion of the AT/IDT order, member will return to HOR**

REGARDLESS OF CONJUNCTION, YOU MUST NOT PERFORM IDTs ON OR AFTER 15 MARCH 2025

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HQ RIO and Pay Impacts

HQ RIO has made extraordinary effort to avoid impacts, but that doesn't mean no impact

- **Civilians make up 40% of HQ RIO staff and will be furloughed**
- **Will be able to provide mission-essential services**
- **Paychecks**
 - **Managed by DFAS = 100% civilian staff**
 - **Back-pay will be processed; Congressionally protected**

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Additional Updates Col Day



Standards & Readiness Review

- **Standards & Readiness Review**

- **As units begin to roll out SRRs, we will encourage IRs to coordinate with their assigned organization to ensure compliance with any new requirements**
- **Policy Reminders**
 - **IR members can split their Annual Tour once (into two blocks with travel)**
 - **May be solution to allow IR members to attend 2x SRRs to satisfy the annual requirement AND still meet mission requirements**
 - **Active component organizations cannot order IR members to duty in an IDT status**
 - **Attendance should align with mission requirements**
 - **No additional funding or resources will be provided outside of existing IDT and Annual Tour allocations**



Additional Information / Updates

- **DD 214-1**
 - **ARPC released new form on 18 Feb 25**
 - **Complies with FY20 NDAA**
 - **Provides summary of each period of service for Reservists**
 - **Facilitates easier access to benefits & entitlements for Reservists upon separation or retirement**
 - **DD 214 remains in place to capture 90+-day active-duty periods**
 - **ARPC will assume responsibility for updating new DD 214-1 on behalf of RIO & TR units until training has taken place**
- **Leave processing delays due to AFIPPS coming on-line**
 - **Members are receiving messages regarding unused leave sellback > They are responding, which is good!**
 - **Delays to all AFIPPS Data Cleaning messages on leave sellback requests beyond one year**
- **DTS Reminder: JTR 5-day policy, Cancellation of travel & Reminder emails**



IR Self-Help Resources

- **Attend the HQ RIO-hosted vIRO & Det Orientation!**
- **Strategic Communications to the Field**
 - Quarterly HQ RIO/CC IR All Calls
 - RIO Buzz
- **HQ RIO Portal → One-stop Shop**
 - IR Guide & Quick Guides
 - Updated every year or as needed
 - Recommend saving links, do not download as these change
 - Training Resources
 - IR Mentorship Program
- **RIO Connect App → Direct links to the HQ RIO Portal from the palm of your hand!**
- **Relationships:**
 - Dets
 - URC, Reserve Advisor, Senior IMAs, Career Field Managers, MAJCOM Functional Managers

HQ RIO Portal:





Questions?

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