



DUTY STATUS REFORM ACT

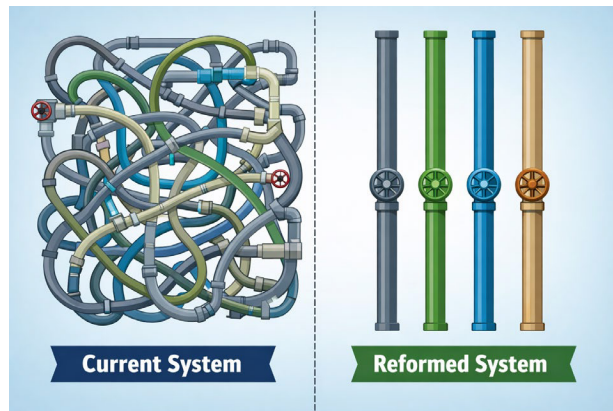
Simplifying Service, Strengthening the National Guard

Problem:

The Reserve Component operates under a patchwork of more than 30 separate duty statuses which were created over several decades. These statutes were not designed as a coherent system; they evolved piecemeal from World War II through post-9/11 operations.

Solution:

The Duty Status Reform Act creates a clear and equitable structure to support today's operational reserve. This new framework for Reserve Component service would improve readiness, reduce administrative burden, and ensure equitable benefits across the force.



Category I - Active Duty

- War
- National emergency
- Disaster response
- Cyber/WMD events
- Presidential call-ups
- Pre-planned missions

Category II - Active Duty

- Disciplinary jurisdiction
- Missing status
- Required active-duty training
- Active Guard and Reserve functions

Category III - Reserve Component

- Annual training
- Musters
- IDT-like duties
- Additional training with consent

Category IV - Remote Assignments

- Flexible tasks
- Online learning
- Individual, non-supervised duties

BEFORE

- Confusing** for service members
- Difficult** for DoD and states to administer
- Inconsistent** application of benefits
- Misaligned** with current Guard mission

AFTER

- Standardizes** pay, benefits, and allowance
- Modernizes** authorization to rapidly respond
- Improves** accountability and transparency
- Establishes** clear duration and strength limits
- Eases** transition from one status to another

Support **H.R.6976** – Duty Status Reform Act
led by Congressmen Cisneros and Bergman

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FY18 – NDAA required DoD to provide a legislative proposal (LP)

FY20 – OMB approved, ran out of time for NDAA consideration

FY21 – no LP approved for release

FY22 – change in Administrations

FY23 – no LP approved for release

FY24 – Congress requested an FFRDC study on the benefits

FY25 – no LP approved for release

FY26 – Rand Study released, DoD submitted legislative proposal, discussions continue with OMB

FY27 – Duty Status Reform Act intro



COVID-19 Response

Navy Reserve on USNS Comfort on Title 10 status.
Army Guard at the Javits Center on Title 32 status.
Same mission, different benefits.



Domestic Response

President calls up Title 10, 12306 status.
Governor calls up Title 32, State Active Duty.
Same mission, different benefits.

RAND Report Findings (AUG 2025)

**bill language foundation*

- Past efforts focused on pay, allowances, and benefits that differ depending on the duty status, which leads to inequities.
- Due to the current system, servicemembers experience disruptions in pay and benefits. The budgeting process complicates allocation of resources. Criteria for determining statuses makes it difficult for commanders to call members to duty.
- Proposed construct of four broad categories would allow members to carry out assignments in the same category while maintaining the same pay and benefits package.
- Most changes in this proposed construct impose no change in cost. Cost estimates include early access to TRICARE, reduced age for retirement, and federal employee differential pay.

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