



Duty Status Reform Act

Simplifying Service, Strengthening the National Guard

Issue:

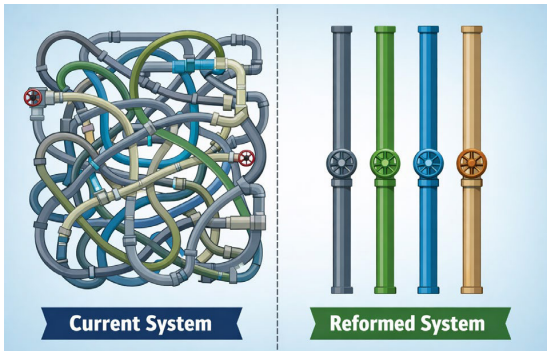
The Reserve Component operates under a patchwork of more than 30 separate duty statuses which were created over several decades. These statuses were not designed as a coherent system; they evolved piecemeal from World War II through post-9/11 operations.

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.

Costs:

Early estimations show \$500M annual costs across DoD and VA. Additionally, there is a \$69M cost savings due to expanded eligibility for reduced retirement age.



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

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

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

Same Mission. Different Benefits.



Covid-19 Response: Navy Reserve on USNS Comfort on Title 10 status. Army Guard at the Javits Center on Title 32 status.



Domestic Response: President calls up National Guard under Title 10. Governor calls up National Guard under Title 32.

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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