

Army Post Deployment/Mobilization Respite Absence (PDMRA) Information Sheet

PDMRA applies to creditable deployments and mobilizations underway on, or commencing after, January 19, 2007. The following table determines the rate of accrual for PDMRA during subsequent deployments:

Deployment/mobilization beyond the following number of creditable months during the most recent 36 months (Active) or 72 months (Reserve)...		
12	18	24
...generates for each month or fraction thereof the following number of days for administrative absence...		
1	2	4

Determining Creditable Deployments/Mobilizations:

For the purposes of accruing administrative absence under this program, creditable deployments for active component Soldiers include deployments in Afghanistan, Iraq or with certain theater units and other areas as determined by the Secretary of the Army or his designated representative and for the Reserve component Soldiers, creditable mobilizations are defined as mobilizations under Title 10, United States Code, sections 12301a, 12302, or 12304. These are involuntary mobilizations. Voluntary mobilizations under 12301(d) /CO-ADOS, Retiree Recall) do not qualify for PDMRA, unless the 12301(d) mobilization/duty is in conjunction with "deployment to Iraq or Afghanistan." To qualify for PDMRA under a 12301(d) period of duty the Soldier must have documentation showing their Iraq/Afghanistan duty under Combat Zone Tax Exclusion (CZTE) on their LES showing the payment of Hostile Fire/Imminent Danger pay to verify the period of Boots on Ground (BOG) in Iraq or Afghanistan. More than 50% of the entire 12301(d) mobilization "time" must occur BOG in Iraq or Afghanistan for a 12301(d) to qualify for any PDMRA. For example, one month of CZTE can be authorized/earned for one day in theater. Technically, a 12301(d) Soldier traveling to Iraq or Afghanistan one day per month for 6 months would earn 6 months CZTE and have an LES that indicates 6 months CZTE. However, that does not qualify the 12301(d) Soldier for any PDMRA since 50% of the mobilization "time" was not preformed in theater.

(1) Calculating Creditable Time: For AC Soldiers, creditable deployment time for computation of PDMRA commences on January 19, 2004, or the date that is 36 months prior to the Soldier's initial deployment, whichever date is most recent, and includes the day of the Soldier's arrival in theater through the date of departure from theater. For example: If Soldier deployed October 10, 2007, creditable deployment time for computation of PDMRA for the Soldier would include previous deployments back 36 months to October 10, 2004. A deployment on December 21, 2013, looks back 36 months for previous creditable deployment (21 Dec 2010) in order to calculate the number of days of PDMRA earned.

(2) Calculating Creditable Time: For RC Soldiers, creditable mobilization time for computation of PDMRA commences on October 7, 2001, or the date that is 72 months prior to the Soldier's mobilization, whichever date is most recent, and includes the day the Soldier is initially mobilized through the date the mobilization is terminated; includes the effective date of the

Soldier's mobilization orders through the date of the expiration of the mobilization order, to include periods of R&R and temporary duty (TDY) outside Iraq and Afghanistan for TDY periods of 30 days or less. For example: A deployment on December 21, 2013, looks back 72 months for previous creditable deployment(s)...December 21, 2007 in order to calculate the number of days of PDMRA earned. PDMRA accrual for RC Soldiers includes all qualifying mobilizations, not just to Iraq or Afghanistan. Only mobilizations under 12301(a), 12302, or 12304 qualify to accrue PDMRA. A 12301(d) period of duty also qualifies for accrual of PDMRA when it is documented that the 12301(d) period was in conjunction with a deployment in support of Contingency Operations in Iraq or Afghanistan; deployment time for this purpose includes the day of the Soldier's arrival on Title 10 at MOB station through his REFRAD date. PDMRA days do not continue to accrue while Soldier is on transition leave and/or extension of mobilization orders for the purpose of PDMRA usage.

(3) Examples: The following examples illustrates calculation methodology for accrual of PDMRA days for both active component and reserve component Soldiers. Due to complicated calculations required, a basic PDMRA calculator has been developed to provide Commanders with a tool to determine the days of PDMRA earned by Soldiers. To access the calculator please use the following links: [PDMRA Calculator](#) and [PDMRA Calculator Instructions](#).

(a) Active Component:

1. **Scenario 1:** An active component Soldier completes a 12 month deployment to Iraq or Afghanistan in 30 January 2006. He returns to his PDS where he expects to remain for at least two years. However, due to Army operation requirements he must again be deployed to theater/Iraq one year later in February 2007 for a 12 month deployment, thus breaking the established Army active component rotation policy goal of one year deployed and two years stabilized at home station/PDS. Calculation: The Soldier will begin to accrue PDMRA days in increments of 1-day per month for the first six months of the early redeployment, increasing to 2-days per month on the seventh month and continuing at that rate till the end of the 12 month deployment and return to home station/PDS. In this case the Soldier would earn a total of 18-days PDMRA (6-days for the first six months of deployment, and 12-days for the second six months of deployment) during the 12-month early deployment.

2. **Scenario 2:** Member serves a 10 month deployment in Iraq from 15 January 2006 to 1 October 2006 and returns to his home station/PDS. Member is scheduled for second deployment to theater/Iraq for 12 months beginning in May 2007, which breaks established rotation policy (1:2). Calculation: Soldier will begin to accrue PDMRA days in increments of 1-day per month on the third month of the second deployment to theater/Iraq and continuing at that rate for the first six months of the second deployment, increasing to 2-days per month on the seventh month and continuing at that rate till the end of the 12 month deployment and return to home station/PDS. In this case the Soldier would earn a total of 14-days PDMRA (6-days for month 3 to 8 of the second deployment, and 8-days for the last 4 months of second deployment) during the 12-month of the second deployment.

3. **Scenario 3:** Member serves 15 months assignment in Qatar from 1 February 2005 to 10 April 2006, followed by an immediate 12-month deployment to Afghanistan. Calculation: Qatar was not designated as a qualifying PDMRA area by the Secretary of the Army. Consequently, it is not a creditable deployment location under current guidelines, and, therefore, does not entitle the member to any creditable PDMRA time.

4. **Scenario 4:** More complicated situation and calculation. Soldier serves a 12 month deployment in Iraq from April 2005 to March 2006 and returns to his home station/PDS. Nine months later Soldier again deployed to theater/Iraq, January-December 2007 for 12-months. During the second deployment Soldier would earn 18-days of PDMRA. However, 8-months later (September 2008) the Soldier is again deployed to theater/Iraq for 15 months (September 2008-November 2009), which again breaks the established DoD 1:2 year rotation policy making him

eligible for PDMRA. Calculation: Soldier earned 18-days PDMRA during the first qualifying 12-month deployment (January–December 2007) after crediting the “time” for the 12 month deployment for April 2005 to March 2006. The second qualifying 15-month deployment (September 2008–November 2009) is a more complicated calculation, but would earn the Soldier 36-days PDMRA after factoring in the qualifying 2007 deployment and last 6-months of deployment in 2005/06. This calculation requires counting back 36 months from the deployment date of September 2008, per DoD guidance. This starts 36 month qualifying creditable “time” window on September 2005. Counting forward “only” the months of deployment and factoring in the “rolling window” of eligibility indicates that on redeployment (September 2008) the Soldier will have 20 qualifying months of deployment and would immediately begin to accrue 2-days PDMRA per month. However, on the 6th month of the Soldier’s deployment (February 2009), where you would assume the Soldier will begin to accrue 4-days of PDMRA per month for the remainder of the 15-months deployment, the Soldier continues to accrue 2-days per month due to the “rolling window” of eligibility until deployment month 12. For the last three months of deployment the Soldier would earn 4-days PDMRA, which would earn the Soldier at total of 36-days of PDMRA during the 15 month deployment. Deployment table 1 below depicts the deployment periods (red), dwell breaks (green) and days earned (white numerals).

2003			2004												2005												2006											
O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D

2007												2008												2009												
J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	
1	1	1	1	1	1	2	2	2	2	2	2									2	2	2	2	2	2	2	2	2	2	2	2	2	2	4	4	4

(Deployment table 1)

(b) Reserve Component:

1. **Scenario 1:** A Reserve component Soldier completes a one year deployment to Iraq or Afghanistan, under the authority of 10 USC 12302. He returns to his home station/PDS, where he expects to remain for at least 5-years, but due to Army operation requirements he must be deployed to theater 4-years later, thus breaking the established Army RC rotation policy goal of one year mobilization and five years stabilized at home station/PDS. Calculation: The Soldier will begin to accrue PDMRA days in increments of 1-day per month for the first six months of the second mobilization/deployment, increasing to 2-days per month for the remaining 6 months of the second mobilization/deployment. In this example the Soldier would earn a total of 18-days PDMRA (6-days for the first six months of mobilization/deployment and 12-days for the second six months of second mobilization/deployment) during the 12-month mobilization/deployment.

2. **Scenario 2:** An RC Soldier is mobilized on 15 October 2002 for 15 months, (under the authority of 10 USC 12302). Soldier mobilized a second time on 1 October 2006 (under the authority of 10 USC 12302), for a 12 month period expiring 30 September 2007. Calculation: First mobilization accrued 15 months of creditable time since it occurred within 72 months of the Soldier’s current mobilization. The second mobilization/deployment exceeded the established Reserve component rotation policy (1:5). During the second mobilization/deployment, the Soldier accrues one day of PDMRA for the first, 3 months (months-16, 17, 18). On the fourth month of mobilization/deployment (month 19) through the ninth month (month-24) the Soldier accrues two days per month, because he or she has exceeded 18 months of creditable time. During the last 3 months of the mobilization/deployment the Soldier earns 4-days PDMRA per month since he exceeded the 24 month mobilization/deployment threshold. In this scenario the Soldier would earn a total of 27-days PDMRA (2-days for the first 3 months of mobilization/deployment, and 12-days for the months 4 through 9 and 12-days for last 3 months of the 12-month mobilization/deployment).

3. **Scenario 3:** Member mobilized on 15 October 2002 (under the authority of 10 USC 12302) for 12 months. The member's mobilization is extended for six months (still under 10 USC 12302 authority) for a total of 18 months of mobilization. Member is mobilized/deployed a second time on 1 October 2006 (under 10 USC 12302 authority) for a 12 month period expiring 30 September 2007. Calculation: The first mobilization accrued 18 months of creditable time since it occurred within 72 months of the member's second mobilization. In the second mobilization/deployment, the Soldier begins to accrue PDMRA at the rate of 2-days per month for the first 6 months (months 19-24). During months 6 through 12 (months 25-30) the Soldier will accrue PDMRA days at the rate of four days per month. In this scenario the Soldier would earn a total of 36-days PDMRA (2-days per month for the first 6 months of mobilization/deployment (12 days), and 4-days per month (24 days) for the last 6 months of mobilization/deployment of the 12-month mobilization/deployment

4. **Scenario 4:** More complicated RC situation and calculation. Soldier serves a 16-month qualifying mobilization/deployment to Washington DC from January 2003 to April 2004 and returns to his home station/residence. Twenty-two months later Soldier remobilized/redeployed to CENTCOM for 12-months in March 2006 to February 2007, which breaks DoD established RC 1.5 year rotation policy and would earn Soldier 30-days of PDMRA days. Per DoD guidance, PDMRA applies to creditable deployments and mobilizations "underway" or commencing after January 19, 2007. This mobilization/deployment would qualify for PDMRA, since it was "underway" after PDMRA program was implemented on January 19, 2007. Calculation: Soldier earns 30-days PDMRA for a qualifying 12-month mobilization/deployment (March 2006 to February 2007) after factoring in and crediting the qualifying 16-month mobilization "time" (January 2003 to April 2004) for mobilizations/deployments that commenced on October 7, 2001 or a date that is 72 months prior to the Soldiers qualifying mobilization/deployment. Computation is the last 4-months of the 16-month mobilization/deployment would qualify the Soldier for 1-day of PDMRA, if program was then in effect, which it was not. However, the mobilization/deployment "time" credit is counted as if program was in effect. So, Soldier starts second qualifying mobilization/deployment (March 2006 to February 2007) earning 1-day PDMRA for only the first 2-months, since he receives 4-months "time" credit for the earlier mobilization/deployment. Consequently, on the third month of mobilization/deployment, instead of the 7th month, PDMRA would increase to 2-days per month for the next 6-months. On the 9th month of the Soldier's mobilization/deployment the PDMRA accrual increases to 4-days per month for the last 4-months. This earns the Soldier a total of 30-days PDMRA for a 12-month mobilization/deployment after factoring in qualifying mobilization/deployment "time" from a previous mobilization/deployment. Deployment table 2 below depicts the deployment periods (red), dwell breaks (green) and days earned (white numerals).

2001			2002						2003						2004											
O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D

2005						2006						2007																
J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D					
												1	1	2	2	2	2	2	4	4	4	4						

(Deployment table 2)

5. **Active to Reserve or Reserve to Active:** Soldiers who transition between components (i.e. AC to RC or RC to AC) will be considered under the guidelines applicable of their current component. "Creditable time" will be calculated using the rules and constraints of the previous component and carried forward. The rolling window will then restart under the current component at the beginning of the new deployment.

a. **Scenario 1:** SM serves in the AC from 2001-2006. During this time, the SM deploys to SFOR 2001-2002 and ISO OIF 2005-2006. In 2006, the SM transitions to the RC, and will deploy in 2007 for a 12 month mobilization. In order to calculate credible time, the SM will first calculate his AC credible time utilizing the 36 month window and the other criteria. In this case, SFOR would not count for credible time, but his 12 month deployment to OIF would. The SM would "carry" this time over to his new RC assignment, and his first month of mobilization would begin at month 13 and so forth. For subsequent deployments, the sliding 72 month window would apply, and will start at the beginning of his RC time.

b. **Scenario 2:** SM serves in a Title 32 M-Day status 2000-2005. SM mobilizes in 12304 status ISO Operation Joint Guard Jan 2000- Aug 2000. SM mobilizes again in 2004-2005 ISO OEF. In 2005, the Soldier transitions to the AGR. The SM is then deployed from DEC 2006- DEC 2007 ISO of OIF. In order to calculate credible time, the SM will determine his days prior to accession into the AGR under the RC criteria. In this case, the SM would have accumulated 8 months for his Bosnia mobilization and another 12 months for his OEF deployment. These mobilizations equate to 20 months of credible time only. Once on AGR Status, the Soldier will carry the credible time count forward, and will begin his latest deployment on month number 21. His AGR deployment would equate to months 21-33, and the Soldier would earn 40 days of PDMRA. For subsequent deployments, the sliding 36 month window would apply, and will start at the beginning of his AGR time. If the Soldier were to remain in theater on a 12301(d) for an additional 6 months, his PDMRA "clock" would restart at the beginning of his AGR time and his initial 12302 deployment to OIF would equate to 12 months. The 12301(d) extension in theater would equate to months 13 thru 18 of his PDMRA clock and would earn him an additional 6 days of PDMRA upon redeployment for a total of 46 days.

(c) Previous Deployment/Mobilization Credit Active and Reserve component Soldiers who would qualify for periods/days of administrative absences for a qualifying mobilization or deployment prior to implementation of this program are eligible to receive deployment/mobilization "time" credit for the earlier mobilizations or deployments. Actual PDMRA "days" do not accrue for earlier deployments or mobilizations. Deployment/mobilization "time" credit approved for a previous deployment/mobilization period would simply be used to begin computation of PDMRA days for deployments/mobilizations that are currently underway on, or commencing after January 19, 2007. Until an automated system is implemented to determine eligibility and track mobilizations/deployments, Soldiers who believe they qualify for deployment/mobilization "time" credit for previous mobilizations or deployments should submit a request, including documentation to their respective Commanding Officers for validation and approval. Documentation for use in establishing an entitlement to deployment/mobilization credit should include a Soldier's DD Form 214 and/or, mobilization/deployment orders. Due to the variety of assignment types in Iraq and Afghanistan, Commanding Officers are authorized discretion in determining the type and validity of available documentation necessary to establish an entitlement to PDMRA for an underway deployment or mobilization.

(d) PDMRA usage:

1. Soldier's may use accrued PDMRA during any authorized R&R leave period, in combination with or in lieu of using chargeable annual leave. However, PDMRA cannot be used "in conjunction with" R&R leave to extend the overall authorized R&R leave period of 15 or 18-days. Soldiers may also use PDMRA within 12 months of returning from deployment or during permanent change of station (PCS) travel between the Soldier's old and new permanent duty station (PDS). **PDMRA "not" used within 12 months of returning from deployment or during PCS travel are lost. PDMRA days cannot be retained and carried to the new PDS for later use.** Soldiers who return from deployment due to an injury or are deemed to be "not fit for duty" will have one year to use their PDMRA from the day that they are determined to be "fit for duty." Soldiers who are awaiting separation from the Army may combine this authorized administrative absence with terminal leave. Soldiers will request PDMRA on the DA Form 31, Request and Authority for Leave. Commanders are the approval authority for use of PDMRA.

PDMRA days do not continue to accrue while Soldier is on transition leave and/or extension of mobilization orders for the purpose of PDMRA usage. PDMRA does “not” have a cash value. If not utilized, there is no “cash out” option available similar to that provided for unused annual leave on separation from the Service.

2. Reserve Component: Soldiers may use accrued PDMRA during any authorized R&R leave period, in combination with or in lieu of using chargeable annual leave. However, PDMRA cannot be used “in conjunction with” R&R leave to extend the overall authorized R&R leave period of 15 or 18-days. Soldier may also use PDMRA during the current mobilization order/authorized extension of current mobilization order. Soldiers unable to use accrued PDMRA during the mobilization/deployment period may be retained on active duty through voluntary extension of current mobilization orders. However, extensions of mobilization orders may not exceed designated limits in law applicable to the authority under which the Soldier was mobilized. Soldiers unable to utilize accrued PDMRA days during their current mobilization order may be voluntarily retained on active duty under the provisions of Title 10 USC 12301(d), contingency operations active duty for operational support orders (CO-ADOS), to utilize accrued PDMRA days. Soldiers will request use of PDMRA on the DA Form 31, Request and Authority for Leave. Commanders are the approval authority for use of PDMRA. **PDMRA days do not continue to accrue while Soldier is on transition leave and/or extension of mobilization orders for the purpose of PDMRA usage.** PDMRA does “not” have a cash value, other than described below for Reserve component members who are also federal, state or local government civilian employees, and “precluded by law” from being paid by federal, state or local governments, while simultaneously serving in a Reserve component status and in their civilian jobs. If not utilized with prescribed timeframe authorized, there is no “cash out” option available similar to that provided for unused annual leave on separation from the Service.

3. Under current law, members of the Reserve Components who are also federal, state or local government civilian employees may not be allowed to receive their civilian pay on the same days they are serving on active duty. To resolve this pay restriction, Reserve component members who are also federal, state or local government civilian employees, and “precluded by law” from being paid by federal, state or local governments, while simultaneously serving in a Reserve component status and in their civilian jobs may elect to receive Assignment Incentive Pay (AIP) (37 USC, section 307(a) in lieu of being awarded administrative absence days. For this purpose, the AIP would be valued at a rate of \$200 for each day of administrative absence that otherwise would have been authorized/earned under the PDMRA program, not to exceed the \$3,000 monthly maximum payable to an individual member under section 307a of title 37, USC. Soldiers electing to receive AIP in lieu of administrative absence will submit a DA Form 4187, Personnel Action request to their unit admin section. In Section III, number 8 mark “other” for AIP payment. The following statement must be in Section IV – Remarks: “I am a federal, state or local government civilian employee who is not permitted to return to my federal, state or local government civilian job during the PDMRA period while in a military status. I elect to receive Assignment Incentive Pay (AIP) at a rate of \$200 for each day of administrative absence that otherwise would have been authorized under the PDMRA program.” AIP cannot exceed the \$3,000 monthly maximum payable to an individual member under section 307a, Special Pay, AIP of Title 37, United States Code. Commanders will verify eligibility for AIP and process the Soldier’s request.

(e) PROCEDURES FOR MOBILIZATION ORDERS EXTENSION/CO-ADOS PACKETS FOR PDMRA USAGE. Soldiers will request use of PDMRA on the DA Form 31, Request and Authority for Leave. Commanders are the approval authority for use of PDMRA. A memorandum (see attached sample memo) signed the first Colonel or Government Service (GS) equivalent in the Soldiers supported chain of command will be used to extend a Soldier’s current mobilization order or to cut Contingency, Active Duty Operational Support (CO-ADOS) orders to allow use of earned PDMRA. The memorandum must provide the justification/reason for the Soldiers mobilization order extension/CO-ADOS; the recommended EXTENSION date/CO-ADOS period; when and where the Soldier was mobilized; days of accrued leave/days of PDMRA; and if the

vacated position is still a valid requirement. The memorandum must include a copy of original mobilization order, TCS order and any amendments. It is incumbent on the Soldier and chain of command to provide the necessary information and documentation in order to approve the extension request or to cut CO-ADOS orders. Incomplete requests will not be processed. ([Sample Memo](#))

1. Step 1: Unit Admin in Theater calculates PDMRA and accrued leave and prepares DA31's for Theater Commander Signature (actual dates may be left off). (This will help ensure Soldier is redeployed with sufficient time remaining on Orders). O-6 signed memorandum requests prepared for Soldiers with insufficient time remaining on Orders.

2. Step 2: Soldiers turn in copies of all orders and O-6 Memorandum requests, in-processes with CRC/DEMOB Site (Day 0- arrival to CRC)

3. Step 3: Soldiers process initial Finance, turn in copies of DA Form 31's, DD Form 214's, Orders. Receive Finance brief; verify PDMRA and Terminal leave balances with orders through Finance Personnel. CRC/DEMOB Site submits O-6 Memo's to HRC (as applicable). For Soldiers who do not have O-6 Memo's from Theater, Extension Requests will be processed through CRC/DEMOB O-5 Commander for Soldiers requiring extensions to HRC (as applicable). (Day 1 of DEMOB)

4. Step 4: HRC processes extension requests and email or fax extension orders directly to CRC/DEMOB Site. CRC/DEMOB Site forwards extension orders to AG. (Day 2 of DEMOB)

5. Step 5: Soldier completes processing with AG/Finance, verifies DD Form 214. PDMRA credited period will be annotated in block #18, Remarks, of DD Form 214 (i.e., PDMRA from 20071001-20071031). (Day 3 of DEMOB)

6. Step 6: Soldier receives DD Form 214 from AG, signs out and departs CRC/DEMOB Site. (Day 4 of DEMOB)

(f) TAX issues: No tax benefits (combat zone tax exclusion/tax relief) accrue or are attached to days of PDMRA regardless where they are earned or awarded.

Court-martial or other adverse administrative action: In the event that a court-martial or other adverse administrative action has been initiated against a deployed Soldier, their PDMRA accrual-time is suspended, beginning with the day that charges are preferred, or, adverse administrative action is initiated, pending final resolution of the matter. Commanding officers must document suspension date of creditable time, pending a final resolution of the charges. If the Soldier is cleared of the charges, the Soldier's PDMRA will be reinstated and recomputed based on established calculation parameters.