

Congress of the United States
Washington, DC 20515

December 13, 2023

Honorable Christine Wormuth
Secretary of the Army
101 Army Pentagon
Washington, DC 20310

Dear Secretary Wormuth,

I write to express my concerns about recent regulatory changes to the Army Reserve Officers' Training Corps (ROTC) policy regarding Time in Service (TIS) recognition for servicemembers participating in the Green-to-Gold (G2G) Active Duty Option Program. These changes, published in April 2023, have raised significant issues for the most recent class, many of whom applied with the expectation that they would continue to accrue TIS during their participation in the G2G Program as has historically been allowed. Accordingly, I strongly urge you to grant an exception for the most recent class of the G2G Active Duty Option Program and exclude them from the impact of the new TIS policy.

The G2G Active Duty Program offers eligible enlisted active duty Army soldiers the opportunity to pursue a degree and subsequently become commissioned Army officers upon the attainment of their degree. Upon acceptance into the program, soldiers enroll at a university for 21 months to complete their degree while concurrently fulfilling the final four semesters of the university's ROTC program, all while remaining on Active Duty orders. The Army has traditionally counted the 21 months as part of TIS for both pay and retirement purposes, making the program one of the most attractive pathways to advancement within the Army while also enabling servicemembers to obtain a degree.¹

However, on April 28, 2023, the U.S. Army Cadet Command released Army Regulation (AR) 145-1, revising ROTC Program policies, including the G2G Active Duty Option Program.² The publication explicitly states that current law prohibits the inclusion of "any accrued time period" as a participant in the ROTC program for the purpose of "20-year retirement eligibility/benefits." Furthermore, it stipulates that "the time spent...may not be used to compute either time in service for pay purposes, or in computing years of service for retirement." While federal law provides the Army such discretionary authority concerning the inclusion of a servicemember's time in the program, this policy revision marks a stark departure from the Army's prior application of its authority under the law regarding TIS accrual during program participation.

¹ 10 U.S.C. § 2106

² Senior Reserve Officers' Training Corps Program: Organization, Administration, and Training. (2023). *Army Publishing Directorate* (Army Regulation 145-1). Department of the Army.
(https://armypubs.army.mil/epubs/DR_pubs/DR_a/ARN30751-AR_145-1-000-WEB-1.pdf)

This change poses substantial impacts for the most recent class of participants, who were selected prior to the policy revision and had applied with the expectation that their TIS would continue to accumulate during their time in the program as it had for previous classes. Participation in the G2G Active Duty Program will no longer count toward eligibility for both pay and retirement benefits, significantly affecting their careers and financial security. They are now unfairly facing threats to their future pay and retirement benefits, with withdrawal from this popular and prestigious program as their sole alternative.

For example, an individual selected for the program must now serve a minimum of 22 years to qualify for the same retirement benefits that their counterparts receive at 20 years. Additionally, it will adversely impact their pay rates. For instance, if a prior enlisted servicemember has a TIS of four years and one day at the time of commissioning, they are entitled to a base pay rate according to the O1-E scale, a separate pay scale that accounts for prior service time. However, if the 21 months spent in the program are not considered in TIS calculations, servicemembers may miss qualifying for that pay scale, potentially depriving them of an additional \$1,000 per month in pay.

According to AR 145-1, the Deputy Chief of Staff “has the authority to approve exceptions or waivers to this regulation.” While the Army has the right to enact policy revisions and exercise its authority under existing law, these changes should apply only to individuals selected after the publication of the revised policy. This approach would enable prospective applicants to make fully informed decisions based on the new policy. In light of these considerations, I strongly urge the Department of the Army to grant an exception for the most recent class of the G2G Active Duty Option Program and exempt them from the adverse consequences of the new TIS policy.

Thank you for your prompt attention to this matter. I appreciate your dedication to our servicemembers and your commitment to ensuring fairness within the military.

Sincerely,



Chris Pappas
Member of Congress



James Moylan
Member of Congress

Pat Fallon
Member of Congress

Donald G. Davis
Member of Congress

Michael Waltz
Member of Congress

Nancy Mace
Member of Congress

Jason Crow
Member of Congress