

**COMPARISON OF RESERVE CORPS VERSUS REGULAR CORPS**

TOPIC & CCPM CITATION	RESERVE CORPS	REGULAR CORPS
<p><i>Application Process</i></p> <p>CC23.3, INST 4 CCPM PAMPHLET 46</p>	<p>Original Appointment Standards apply. Initial oath of office and physical required. Must meet citizenship, age, professional, and medical requirements.</p>	<p>Eligible to be considered after 4 years on active duty in the current tour as a reserve officer. See Appointment Standards for category-specific requirements. Additional oath of office and physical required for appointment into the Regular Corps. If an officer wishes to be reconsidered for assimilation after he/she withdraws his/her name from the nomination list, or declines appointment in the Regular Corps following Senate confirmation, he/she must reapply.</p>
<p><i>Appointment</i></p> <p>CC23.3, INST 4 CC23.3, INST 7</p>	<p>Under delegation of authority, appointment made by Director, DCP. Applications for the Reserve Corps remain active for 1 year.</p>	<p>Appointment requires Presidential nomination and Senate confirmation. Original appointment to the Regular Corps at the permanent O-4 grade and above limited to 10% of the total number.</p>
<p><i>Appointment Grade</i></p> <p>CC23.3, INST 4 CC23.3, INST 7</p>	<p>Officers appointed at grade for which eligible based on Training and Experience (T&amp;E) calculation done at call-to-active-duty in accordance with Appointment Standards. See Appointment Standards for grade and service requirement.</p>	<p>Temporary grade retained upon appointment to the Regular Corps. Officers appointed at the permanent grade at which confirmed by the Senate.</p>
<p><i>Base Pay Entry Date (BPED) Calculation</i></p> <p>CC22.1, INST 1</p>	<p>BPED established at the time of call-to-active-duty.</p>	<p>Constructive credit for pay and promotion may be given based on grade at the time of Senate confirmation if statutory constructive credit exceeds actual creditable service. BPED may be adjusted to reflect additional years depending on permanent grade appointment.</p>
<p><i>Corps Size</i></p>	<p>Size established by the Secretary or his/her designee.</p>	<p>Corps limited to 2,800 as set by Congress.</p>
<p><i>Probationary Period</i></p> <p>CC23.7, INST 1 CC43.7, INST 1</p>	<p>Officer's record subject to review during the first 3 years after initial appointment into the Reserve Corps. Officer's appointment may be terminated pursuant to INSTRUCTION 1, Subchapter CC23.7 of the CCPM.</p>	<p>Regular Corps officer reviewed for retention during the first 3 years following appointment into the Regular Corps. Officer may be terminated with severance pay, if found not qualified for further service.</p>
<p><i>Promotions</i></p> <p>CC23.4, INST 1 CC23.4, INST 2</p>	<p>Permanent promotions approved by Director, DCP. Temporary promotions approved by Director, DCP.</p>	<p>Permanent promotions require Presidential nomination and Senate confirmation. Temporary promotions approved by Director, DCP.</p>
<p><i>Failure of Permanent Promotion</i></p> <p>CC23.4, INST 5</p>	<p>Determined by permanent grade, category, and length of service. No severance pay.</p>	<p>Determined by grade, category, and length of service. Severance pay provided for P-O2 and P-O3 grades. Retirement provided for P-O4 grade.</p>
<p><i>CPO Eligibility</i></p> <p>C23.4, INST 6</p>	<p>Officers are NOT eligible for consideration for appointment as a Chief Professional Officer.</p>	<p>Officers are eligible for consideration for appointment as a Chief Professional Officer.</p>
<p><i>Flag Grade Eligibility</i></p> <p>CC23.4, INST 7</p>	<p>Officers are NOT eligible for consideration for promotion to temporary grades above the O-6 grade.</p>	<p>Officers are eligible for consideration for promotion to temporary grades above the O-6 grade.</p>
<p><i>Reduction in Strength</i></p> <p>CC23.7, INST 3</p>	<p>Less retention rights than Regular Corps.</p>	<p>Retention rights: Regular Corps officers have retention priority over similarly situated Reserve Corps officers.</p>
<p><i>Career Length</i></p> <p>CC23.8, INST 3 Memo to Agency Reps dated 4/16/92</p>	<p>Beginning in the year 2000, Reserve Corps Officers are NOT eligible to serve beyond 30 years.</p>	<p>Officers are eligible to stay beyond 30 years if a completed justification is made by their Operating Division/Program, and recommendations of a 30-year retirement board are approved.</p>
<p><i>Inactivation</i></p> <p>CC23.0, INST 1</p>	<p>Officer may request inactivation, and upon inactivation reverts to permanent grade. May be recalled as a reserve officer. Officer may request assimilation into Regular Corps after 4 years of continuous active duty in the current tour in the Reserve Corps.</p>	<p>Officer may request inactivation. If later returned to active duty, will be recalled as a reserve officer. Officer may request restoration back into Regular Corps if reapplication is made within 2 years.</p>
<p><i>Post-Retirement Employment</i></p> <p>CC23.8, INST 10</p>	<p>Officers are NOT subject to the dual compensation provisions. There is NO dual compensation offset. Maximum combined income fixed at Executive Schedule (ES-05).</p>	<p>Officers are subject to the dual compensation provisions if post-retirement employment is in civil service. Maximum combined income is fixed at Executive Schedule (ES-05).</p>

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<i>Appointment Grade</i> CC23.3, INST 4 CC23.3, INST 7	Officers appointed at grade for which eligible based on Training and Experience (T&E) calculation done at call-to-active-duty in accordance with Appointment Standards. See Appointment Standards for grade and service requirement.	Temporary grade retained upon appointment to the Regular Corps. Officers appointed at the permanent grade at which confirmed by the Senate.
<i>Base Pay Entry Date (BPED) Calculation</i> CC22.1, INST 1	BPED established at the time of call-to-active-duty.	Constructive credit for pay and promotion may be given based on grade at the time of Senate confirmation if statutory constructive credit exceeds actual creditable service.
<i>Corps Size</i>	Size established by the Secretary or his/her designee.	Corps limited to 2,800 as set by Congress.
<i>Probationary Period</i> CC23.7, INST 1 CC43.7, INST 1	Officer's record subject to review during the first 3 years after initial appointment into the Reserve Corps. Officer's appointment may be terminated pursuant to INSTRUCTION 1, Subchapter CC 23.7 of the CCPM.	Regular Corps officer reviewed for retention during the first 3 years following appointment into the Regular Corps. Officer may be terminated with severance pay, if found not qualified for further service.
<i>Promotions</i> CC23.4, INST 1 CC23.4, INST 2	Permanent promotions approved by Director, DCP. Temporary promotions approved by Director, DCP.	Permanent promotions require Presidential nomination and Senate confirmation. Temporary promotions approved by Director, DCP.
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<i>Career Length</i> CC23.8, INST 3 Memo to Agency Reps dated 4/16/92	Officers are NOT eligible to serve beyond 30 years.	Officers are eligible to stay beyond 30 years if a completed justification is made by their Operating Division/Program, and recommendations of a 30-year retirement board are approved.
<i>Inactivation</i> CC23.0, INST 1	Officer may request inactivation, and upon inactivation reverts to permanent grade. May be recalled as a reserve officer. Officer may request assimilation into Regular Corps after 4 years of continuous active duty in the current tour in the Reserve Corps.	Officer may request inactivation. If later returned to active duty, will be recalled as a reserve officer. Officer may request restoration back into Regular Corps if reapplication is made within 2 years.
<i>Post-Retirement Employment</i> CC23.8, INST 10	Officers are NOT subject to the dual compensation provisions. There is NO dual compensation offset. Maximum combined income fixed at Executive Schedule (ES-05).	Officers are subject to the dual compensation provisions if post-retirement employment is in civil service. Maximum combined income is fixed at Executive Schedule (ES-05).