



**DEPARTMENT OF THE ARMY**  
**OFFICE OF THE ASSISTANT SECRETARY**  
**MANPOWER AND RESERVE AFFAIRS**  
111 ARMY PENTAGON  
WASHINGTON, DC 20310-0111

SAMR

20130614

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Amended Fiscal Year (FY) 2013 Administrative Furlough Guidance  
(Change 3)

1. Reference

a. Assistant Secretary of the Army (Manpower and Reserve Affairs) memorandum, 17 May 2013, subject: Department of the Army Fiscal Year 2013 Administrative Furlough.

b. Assistant Secretary of the Army (Manpower and Reserve Affairs) memorandum, 23 May 2013, subject: Additional Exception to Fiscal Year (FY) 2013 Administrative Furlough (Change 1).

c. Assistant Secretary of the Army (Manpower and Reserve Affairs) memorandum, 31 May 2013, subject: Amended Fiscal Year (FY) 2013 Administrative Furlough Guidance (Change 2).

d. Director of National Intelligence memorandum, 31 May 2013, subject: Intelligence Community Workforce – FY 2013 Furloughs within the National Intelligence Program and IC Employee Assistance Fund.

e. DoDI 1400.36, DoD Implementation of the Joint Intelligence Community Duty Assignment (JDA) Program, June 2, 2008.

2. Reference 1.d. clarifies previous guidance on the furlough of Army employees funded by FY 2013 National Intelligence Program (NIP) funds. The policy promulgated in reference 1.d. will be applied to Army employees who are “detailed-out” or who serve in JDA Program assignments (See reference 1.e.) who are funded by, or reimbursed from, NIP funds. The furlough status of such employees will be established in accordance with the business rules summarized in the enclosed chart.

3. Additionally, forty-four Army employees seconded by the U.S. government, on a fully reimbursable basis, to NATO International Staff and Agency positions have been excepted from furlough.

4. Reference 1.c., paragraph 6, is amended as follows: delete “Reference b, paragraph 4” and substitute “Reference c, paragraph 4”.

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5. My point of contact for this action is Patrick L. Stewart, (703) 695-5145,  
patrick.l.stewart4.civ@mail.mil.

Encl

*for AD Stewart*  
THOMAS R. LAMONT  
Assistant Secretary of the Army  
(Manpower and Reserve Affairs)

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SUBJECT: Amended Fiscal Year (FY) 2013 Administrative Furlough Guidance  
(Change 3)

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DNI Directed Guidance  
DCIPS Employees on JDA/Details

<b>Employees On Intelligence Community (IC) Joint Duty Assignment/Detail Between IC Components</b>				
<b><u>OUT OF ARMY</u></b>				
<b>Losing Element</b>	<b>Losing Position Payroll Funding</b>	<b>Gaining Element</b>	<b>Funded By or Reimbursed From</b>	<b>Furlough Status</b>
Army	NIP	IC Component other than Army	NIP	EXCEPTED
Army	NIP	IC Component other than Army	MIP/ISSP	*Fact Specific
Army	MIP	IC Component other than Army	NIP	EXCEPTED
<b><u>INTO ARMY</u></b>				
<b>Losing Element</b>	<b>Losing Position Payroll Funding</b>	<b>Gaining Element</b>	<b>Funded By or Reimbursed From</b>	<b>Furlough Status</b>
IC Component other than Army	NIP	Army	NIP	EXCEPTED
IC Component other than Army	NIP	Army	MIP/ISSP	*Fact Specific
IC Component other than Army	MIP	Army	NIP	EXCEPTED
*NOTE: Reference: DNI Memo, 31 May 2013, Subject: Intelligence Community Workforce - FY 2013 Furloughs within the National Intelligence Program and IC Employee Assistance Fund.				

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DIRECTOR OF NATIONAL INTELLIGENCE  
WASHINGTON, DC 20511

E/S 00347

**MEMORANDUM FOR:** Distribution

**SUBJECT:** (U) Intelligence Community Workforce – FY 2013 Furloughs within the National Intelligence Program and IC Employee Assistance Fund

**REFERENCE:** (U) Email Notification to the IC Workforce, dated 14 May 2013

(U) This memorandum follows up the notice I sent to the Intelligence Community (IC) on 14 May 2013 concerning the Secretary of Defense's memorandum on the furlough of civilian personnel. As I stated in that notice, determinations of furloughs for Defense Department employees funded with FY 2013 National Intelligence Program (NIP) funds are the responsibility of the Director of National Intelligence. My guidance is that absent a lack of funds or compelling mission need, furloughs will not be mandated for FY 2013 NIP funded civilians including employees serving in joint duty or "detailed-out" assignments who are funded by, or reimbursed from, NIP funds.

(U//FOUO) Cases in which an employee normally occupies a NIP position but is serving on a detailed-out or joint duty position funded by, or reimbursed from, Military Intelligence Program (MIP) or Information Security Systems Program (ISSP) funds will be negotiated on a case-by-case basis between the employing and gaining elements. Each IC-gaining Agency will be required to identify the above (NIP/MIP/ISSP) cases and initiate the negotiating process with the employing element's respective Human Resources offices. The IC-gaining element will be responsible to manage the administrative execution of the impacted employees. The first presumption in each determination should be that a furlough is not required.

(U) In the unfortunate event of a furlough, affected employees may consider applying for a Federal Employee Education and Assistance Fund (FEEA) grant or interest free loan from the IC Employee Assistance Fund. The FEEA's website, located at [www.FEEA.org](http://www.FEEA.org), provides details on the application process and information about how other IC personnel can contribute to this fund for the benefit of their less-fortunate peers. While being furloughed would probably not be sufficient reason for FEEA to provide assistance, employees who have additional personal hardships may qualify. Currently, the maximum amount that FEEA will provide is \$1,000. Additional information on the IC Employee Assistance Fund will be provided to each of the IC Chief Human Capital Officers for further dissemination.

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SUBJECT: (U) Intelligence Community Workforce – Furloughs within the National Intelligence Program and IC Employee Assistance Fund

(U) Over these last few months, as you've read the sequestration news and heard the whispered furlough rumors, you've retained your extraordinary focus on the vital mission of the IC. For that I thank you, and feel both proud and humbled to be part of the most professional, patient, and progressive workforce on the planet. We must not waiver as we rise to the challenge of the known adversaries and events of today, and those unforeseen threats that may develop over the horizon. I feel confident we will do just that.

(U) Thank you for your dedicated service to our nation.

  
James R. Clapper

31 MAY 2013  
Date

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**SUBJECT:** (U) Intelligence Community Workforce – Furloughs within the National Intelligence Program and IC Employee Assistance Fund

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