

The Program

- ◆ Drilling Individual Mobilization Augmentees (DIMAs) are members of the Selected Reserve who augment the Active Component wartime structure. DIMAs are not to be used for peacetime augmentation or to resolve peacetime manning shortages (DOD DIR 1235.11).
- ◆ Active Component elements identify their requirements for DIMAs via the Total Army Authorization Document System. Your force development and resource management personnel can assist in establishing a DIMA positions. The yearly budget allocations determine how many of these required positions can be filled. HQDA determines how many of its requirements each agency can fill.
- ◆ The difference between a DIMA and an IMA (Individual Mobilization Augmentee) is that an IMA Soldier only performs Annual Training, while a DIMA performs both Annual Training and Inactive Duty for Training.
- ◆ The DIMA Program is managed by the Human Resources Command, St. Louis (HRC).

Annual Training (AT)

- ◆ Each DIMA soldier is required to perform one AT period each year. Usually, for those living in CONUS, the AT period is 19 days, and for those in Theater, the AT period is 12 days.
- ◆ Typically, AT is performed between the months of December thru April each FY unless your section's mission dictates otherwise.
- ◆ As the DIMA supervisor, you coordinate AT training dates with the DIMA Soldier. Once dates are agreed upon, inform the Office of

Reserve Components (ORC) so Requests for Orders (RFO) can be submitted.

- ◆ No AT will be performed without a current physical exam, HIV test, and security clearance. DIMA Soldiers are responsible for keeping these records up to date with HRC.

Inactive Duty for Training (IDT)

- ◆ In addition to the AT periods performed, DIMAs also have the option to perform 48 Inactive Duty for Training (IDT) equivalent to 24 days per FY. These drills are called Battle Assembly previously known as "Weekend Drills". These drills are optional.
- ◆ One drill equates to 4 hours. 4 hours equates to 1 retirement point. A DIMA Soldier performing one full day or 8 hours will get 2 retirement points. At no time will a DIMA Soldier perform more than 8 hours, or get more than 2 retirement points per day. A DIMA Soldier will be paid and awarded retirement points by performing these drills, however per diem is not authorized.
- ◆ A DIMA Soldier can perform these drills in conjunction with their respective AT using their AT airline ticket to perform training in Japan or Okinawa. Moreover, a DIMA Soldier can also perform his/her drills any where CONUS/OCONUS provided that he is performing his/her drills at a military installation and verified by at least a junior grade officer or equivalent.
- ◆ All DIMA Soldiers should submit Battle Assembly date requirements at the end of each FY for the following FY or Training Year. When drills are performed, the DIMA Soldier will submit a DA Form 1380 verified by their supervisor or someone with authority within their section. After verification by the supervisor, the DIMA Soldier must submit the

DA 1380 to the ORC immediately after each drill for approval and submission to the Pay Section, HRC. The DA 1380 must be submitted to the HRC-S within 72 hours upon completion of their respective drills.

Your Job

- ◆ Evaluate your authorized DIMA positions to ensure they meet your augmentation needs. Work with ORC to make necessary changes.
- ◆ Establish and maintain communication with the DIMA Soldier.
- ◆ Ensure the Soldier is trained and meets professional development and education requirements. Set up a four-year training plan. Maintain a file containing vital documents necessary for mobilization.
- ◆ Request training orders as early as possible each year. It is easier to amend an order to reflect a date change than it is to initiate and approve a request received less than 60 days prior to the tour start date.
- ◆ Complete OER/NCOER prior to completion of AT. Forward performance evaluation reports to ORC for review before digitally signing them.
- ◆ Recommend DIMA Soldiers for appropriate awards. Pay particular attention to retirement awards.
- ◆ Keep ORC informed of any issues with your DIMA Soldiers.

The "Stakeholders"

- ◆ There are five main "players" or "stakeholders" in the DIMA program: you—the Section (unit of assignment); the Office of Reserve Components (ORC), or the IMA/DIMA Agency; the DIMA Soldiers' Career Management Officer (CMO) at HRC;

the DIMA Management Team at HRC; and the DIMA Soldier.

- ◆ The **Section** is the unit of assignment for the DIMA. You are responsible for maintaining contact with the Soldier, coordinating and forwarding requests for training to the DIMA division, assisting the Soldier in resolving AT pay complaints, and ensuring that the Soldier is adequately trained for his/her mobilization mission.
- ◆ The **ORC** maintains the DIMA position files for USARJI/ Corps (FWD); submit RFO; arranges for transportation/lodging for DIMA Soldiers coming for AT; and handles their in-processing to include scheduling APFT with HHC.
- ◆ The **CMO** is responsible for assigning Soldiers to valid DIMA positions. The CMO assists the Soldier in obtaining a current physical and valid security clearance; publishes orders pertaining to the DIMA Soldier; and manages the Soldier's career.
- ◆ The **DIMA Management Team** manages alignment/realignment of positions; custodian of policies, procedures pertaining to the program.
- ◆ The **Soldier** is responsible for maintaining his/her physical condition; training to mobilization standards; keeping his or her records up-to-date at HRC; and notifying Section and his/her CMO of any changes in status.

Remember

- ◆ The DIMA Soldier belongs to you. You are his/her unit of assignment. You are responsible for ensuring that the Soldier is ready for mobilization.
- ◆ Keep regular contact with the DIMA Soldier.

- ◆ Proactively manage the Soldier's job training and AT tours.
- ◆ Forward request for DIMA training to the ORC not later than 60 days prior to tour start date, or 31 March for the remainder of the FY.
- ◆ Determine the DIMA Soldier's rating chain of command and inform the Soldier and ORC prior to AT. All assigned DIMA Soldiers should be added to the Rating Scheme.
- ◆ Complete OER and NCOER prior to the completion of AT.

U.S. ARMY JAPAN & I CORPS (FWD)

DRILLING INDIVIDUAL MOBILIZATION AUGMENTEE (DIMA) SUPERVISOR'S HANDBOOK



U.S. ARMY JAPAN/I CORPS (FWD)
OFFICE OF RESERVE COMPONENTS
(ORC)

DEPARTMENT OF THE ARMY
COMMANDER, USARJ & I CORPS (FWD)
UNIT 45005 (APAJ-RC)
APO AP 96343-5005
OFFICIAL BUSINESS

For More Information

US Army Human Resources Command Web site has a lot of information about the DIMA and other RC programs. The Web URL is:

<https://www.hrc.army.mil/site/protect/reserve/>

or

<https://www.hrc.army.mil/site/protect/reserve/soldierservices/programs/dima.htm>

Also, the USARJ & I Corps (FWD) Office of Reserve Components (ORC) is a resource for issues relating to DIMAs and the Reserve Components overall. Contact information is noted below:

LTC Harry C. Blanco..... Senior RC Advisor
SGM Lloyd DabydeenSenior Enl RC Advisor
MAJ Kurt D. Duvall.....Operations Officer
MS. Akiko Horiuchi..... Admin Specialist

ORC Phone (DSN): (315) 263-8510

ORC Fax (DSN): (315) 263-7778

ORC Web URL:

<http://www.usarj.army.mil/reserves/index.aspx>