



DEPARTMENT OF THE ARMY  
HEADQUARTERS, 108TH AIR DEFENSE ARTILLERY BRIGADE  
BLDG X-4514 AIR DEFENSE LOOP  
FORT BRAGG, NORTH CAROLINA 28310-5000

AFVL-DBC

18 June 2025

MEMORANDUM FOR All Personnel of the 108th Air Defense Artillery Brigade

SUBJECT: Policy Memorandum #9: Resiliency Time

1. Applicability. This policy applies to all 108th Air Defense Artillery Brigade Soldiers and Civilians, where possible.
2. Purpose. Soldiers and their families are the heart and soul of the organization and the Army. In this era of persistent conflict and demanding operational tempo, quality time with families has never been more important for the continuing vitality of our Army. Our goal is to preserve and protect predictable time so families can plan resiliency activities in support of personal needs and desires.
3. Policy.
  - a. On Fridays, the 108th Air Defense Artillery Brigade observes resiliency time. Soldiers working a typical duty day will be released NLT 1500 hours. For service members with mission-related activities that extend beyond 1500 hours, leaders will personally make an office visit or phone call to the Brigade Commander and Command Sergeant Major, and ensure that all Soldiers receive comp time when appropriate.
  - b. Leaders will ensure to abide by this guidance as well, so as not to encourage or shame subordinates into working past 1500 hours and failing to abide by aforementioned guidance.
  - c. The policy is effective upon signature and will remain in effect until superseded or rescinded and applies to all units and directorates within the 108th Air Defense Artillery Brigade.
4. Exceptions to Policy. Resiliency time will not be authorized during a short week due to a holiday. The authority for exceptions to this policy is the undersigned. Requests for exceptions will be coordinated directly with the undersigned.
5. The policy is effective upon signature and will remain in effect until superseded or rescinded and applies to all units and directorates within the 108th Air Defense Artillery Brigade.

AFVL-DBC

SUBJECT: Policy Memorandum #9: Resiliency Time

6. This policy memorandum will be permanently posted on unit bulletin boards



KING E COOPER JR  
COL, AD  
Commanding