



DEPARTMENTS OF THE ARMY AND THE AIR FORCE  
NATIONAL GUARD BUREAU  
1411 JEFFERSON DAVIS HIGHWAY  
ARLINGTON, VA 22202-3231

NGB-ARH

12 OCT 2003

MEMORANDUM FOR MILPO's

SUBJECT: Updates to the Army National Guard (ARNG) Enlisted Promotion System (EPS) (NGB-ARH Policy Memo #06-061 )

1. Reference AR 600-8-19, 21 July 2006.
2. The State Command Sergeants Major play a critical role and maintain oversight of the Enlisted Personnel Management System to include the Enlisted Promotion and Reduction System. They represent the Adjutant General on all enlisted personnel matters. Their personal involvement and oversight of the enlisted promotion system is paramount. They must have an active voice relating to state policies and procedures affecting the well-being and career progression of their enlisted force.
3. Voluntary reduction. Soldiers with an approved voluntary reduction in grade will have a date of rank that remains the same as previously held in the grade to which reduced. Example: Soldiers taking a voluntary reduction to enter the Active Guard and Reserve (AGR) program will have the original date of rank for the lower grade previously held. This change is retroactive to 1 February 2005 for all Soldiers who received a new date of rank equal to the date they entered the AGR program; however, there is NO authority to request a supplemental or standby board for promotion consideration based on this change. Soldiers will compete on the next scheduled promotion board cycle reflecting the date of rank authorized by this paragraph.
4. Date of rank for Soldiers promoted to a higher grade after taking a voluntary reduction will be the effective date of the new promotion order. These Soldiers will not receive an adjusted date of rank.
5. Change in reduction policy for Soldiers involuntarily/administratively reduced for lack of unit vacancy after returning from mobilization. Soldiers who are promoted over grade on an Operational Deployment Document (ODD) or multiple Unit Identification Code (UIC) structure that are reduced for lack of a position vacancy will receive a date of rank as previously held in the grade to which reduced.

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6. Soldiers entering an initial tour in the Title 10 AGR program with NGB will be required to be on tour for a minimum period of 12 months prior to the promotion board cycle commensurate with their current grade. This 12 month period will establish a period authorized for a non-commissioned officer evaluation report for Soldiers in the pay grade of E-5 and above or an evaluation period for a potential letter of input for Soldiers in the grade of E-4 and below, as there are no record evaluations, as a Title 10 AGR Soldier. The Title 10 AGR promotion lists will not incorporate any promotion points from any other list to include Title 32 (Traditional (M-day), Technician, or AGR) units, Extended Active Duty (EAD)/Active Duty Operational Support (ADOS), Active Military Components and their Reserve Components.

7. Soldiers entering an initial tour in the Title 32 AGR program in a position commensurate with their current grade (Example: Sergeant First Class (SFC) hired into a SFC position) will be required to be on tour for a minimum period of 12 months prior to the promotion board cycle. This 12 month period will establish a period authorized for a non-commissioned officer evaluation report for Soldiers in the pay grade of E-5 and above or an evaluation period for a potential letter of input for Soldiers in the grade of E-4 and below, as there are no record evaluations, as a Title 32 AGR Soldier. The State promotion lists may incorporate any promotion points from any other list to include Title 32 (M-day, Technician, or AGR) units, Title 10 AGR, EAD/ADOS, Active Military Components and their Reserve Components.

8. Promotion of Soldiers selected for Title 32 AGR positions. This is for Soldiers who are hired into a position of higher grade ONLY (Example: Staff Sergeant hired into a SFC position).

a. M-Day Soldiers selected for a Title 32 AGR position through an interview board process after the EPS list was exhausted of AGR personnel may be promoted out of sequence immediately upon being assigned to the vacancy provided that the Soldier is on a valid EPS list within the career progression military occupational specialty (MOS).

b. Current on-board Title 32 AGR Soldiers must hold the MOS of the vacancy they are interviewing for either as a secondary MOS or additional MOS to be eligible for promotion consideration. Those AGR Soldiers that are hired through an interview board process after the EPS list was exhausted of AGR personnel in the MOS of the vacant position may be promoted out of sequence upon the State conducting either a standby board or within the next promotion cycle adding them to the career progression MOS (CPMOS) list.

c. AGR personnel selected through an unauthorized interview board against a promotion list are required to compete for promotion in sequence as they appear on the EPS list.



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9. Promotions during mobilization. Effective immediately, Soldiers promoted against an ODD or multiple UIC structure positions must be reassigned to a valid position within 24 months after release from active duty (REFRAD) or be subject to reduction. The Adjutant General may extend this period for an additional 12 months for traditional Guardsmen. AGR personnel must follow NGB-ARM Policy memorandum dated 31 Aug 04, Subject: Policy for AGR Enlisted and Officer Controlled Grade Promotion during Mobilization. States will manage all personnel promoted within the ODD or multiple UIC structure to ensure reassignment upon REFRAD to a position commensurate with their new grade and military occupational specialty (MOS) prior to filling vacancies from the EPS list. States are not authorized to exceed their total authorized positions for that grade and MOS.

10. Title 10 AGR Soldiers that are mobilized under a Temporary Change of Station (TCS) order or through a mobilization through their State (i.e. state recall) will continue to compete for promotion consideration through the Title 10 AGR promotion board process as outlined in the annual guidance that is published. Those Title 10 AGR Soldiers that resign from the Title 10 AGR program will compete for promotion on their respective state's promotion list on the next promotion cycle after the effective date of resignation.

11. This is also to clarify paragraph 7-40a (AR 600-8-19). AGR Soldiers only compete for promotion in AGR positions. M-day Soldiers compete for M-day positions. Therefore M-day Soldiers are not available and eligible for AGR vacancies and AGR Soldiers are not available and eligible for M-day vacancies.

12. This paragraph gives authority to accelerate the grade of any ARNG Soldier in the pay grade of E-1 through E-4 selected for and assigned to participate in the World Class Athlete Program (WCAP), All Army Sports Program, or US Army Soldier Show within the MWR to the rank of Sergeant without regard to time in grade (TIG) or time in service (TIS). Date of rank for these Soldiers will be the date of assignment into these high profile programs. Soldiers will continue to submit requests for promotion consideration IAW their respective State annual memorandum of instructions. They will continue to compete for promotion against valid vacancies in their respective State of assignment.

13. Change is made to AR 600-8-19, paragraph 7-16b(2) to read: "Upon successful completion of the Special Forces Qualification Course (SFQC), Specialist/Corporal will be automatically promoted to Sergeant, without board action. Effective date of promotion to Sergeant will be the earliest date the Soldier meets both graduation of SFQC and the award of the CMF 18 MOS."


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14. Change is made to AR 600-8-19, paragraph 7-16b(3) to read: "A SGT will be promoted to SSG when he/she without regard to TIS or TIG and has been recommended by the promotion board at the United States Army John Fitzgerald Kennedy Special Warfare Center and School (UASJFKSWCS) per this paragraph and chapter 3 of this regulation. The effective date and date of rank will be the first day of the next month after the active Army training unit promotion board results are approved.

15. The above policy changes will be incorporated in a rapid revision of AR 600-8-19.

16. Point of contact is NGB-ARH-S at (703) 607-3401, DSN 327-3401.

  
TAMMY L. MIRACLE, CRC, Deputy  
COL, GS  
Chief, Personnel Policy  
and Readiness Division

CF:  
HRO's  
State POTO's  
State CSM's