



NATIONAL GUARD BUREAU

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ARNG-HRH

8 September 2016

MEMORANDUM FOR Military Processing Orders and Human Resources Offices of All States, The Commonwealth of Puerto Rico, Guam, U.S. Virgin Islands And The District of Columbia and Human Capital Management

SUBJECT: Retaining a Quality Noncommissioned Officer Corps Serving in the ARNG Active Guard Reserve (AGR) Program (Title 10 and 32) (PPOM #16-028)

1. References.

a. Army Directive 2016-19 (Retaining a Quality Noncommissioned Officer Corps), 26 May 2016.

b. Army Directive 2014-03 (Retention Control Points), 28 January 2014.

c. ALARACT Message 026/14 (Change to Retention Control Points for Enlisted Soldiers Serving in the Regular Army or Under The Active Guard Reserve Title 10 Program), 31 January 2014.

d. MILPER Message 14-070 (Change to Retention Control Points for Enlisted Soldiers Serving in the Regular Army [RA] and the Title 10 Active Guard Reserve [AGR] Program).

e. Army Regulation 135-18 (The Active Guard Reserve [AGR] Program), 1 November 2004.

f. Army Regulation 601-280 (Army Retention Program), 1 April 2016.

g. National Guard Regulation (NGR) 600-5 (The Active Guard/Reserve [AGR] Program, Title 32, Full Time National Guard Duty), 21 September 2015.

h. National Guard Regulation (NGR) 600-200 (Enlisted Personnel Management), 31 July 2009.

i. ARNG-HRH Policy Memorandum #15-017, subject: Retention Control Points (RCPs) for Enlisted Soldiers Serving in the AGR Program (Title 10 and 32), 19 June 2015.

2. Applicability. This policy revises the Noncommissioned Officer (NCO) Corps' developmental timelines and ensures that NCOs with the most potential who

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demonstrate the highest distinction of the attributes expected of our professional NCO Corps continue to serve and remain the “backbone” of The Army National Guard (ARNG).

3. This policy applies only to Soldiers serving in the ARNG AGR program. It does not apply to ARNG Soldiers serving in a traditional status (M-Day).

4. The following provides clarification of the updated policy.

a. Reference 1a established new RCPs for all enlisted Soldiers serving on Active Duty, including Title 10 AGRs. To ensure RCPs are consistent for all enlisted Soldiers performing Active Service, this memorandum implements the same RCPs to the Title 32 AGR program. Accordingly, effective immediately, a Title 32 AGR Soldier may serve on Active Service up to the following RCPs (Table 1) or age 60, whichever occurs first. This includes all senior NCOs selected by the ARNG promotion board convened after the date of this memorandum. Soldiers who were 40 years of age or older on the date of their enlistment may exceed age 60 but no longer than age 62 to complete the minimum time for regular or non-regular retirement.

Rank	Years
Specialist	8
Sergeant	14
Staff Sergeant	20
Sergeant First Class	24
First Sergeant/Master Sergeant	26
Command Sergeant Major/Sergeant Major	30

Table 1-ARNG RCPs

b. Effective 1 October 2016, senior AGR Soldiers selected by the ARNG promotion board that convened before the date of reference 1a will have an RCP based on (Table 2) or a minimum of 12 months remaining in service, whichever is longer. The ARNG will complete this “rollback” of RCPs over a 3-year period as indicated on (Table 2).

c. All Command Sergeants Major (CSMs) and Sergeants Major (SGMs) who serve in nominative positions are authorized to serve beyond 30 years total active service while serving in the position. A nominative position is any authorized CSM or SGM billet

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where a general officer or senior executive service member rates the CSM or SGM and when the position is on a valid MTOE, TDA, or a provisional organization approved by HQDA or the ARNG. The Deputy Director, ARNG (DDARNG) must approve exceptions for operational reasons. Upon leaving a position, which authorizes service beyond 30 years, NCOs who have not applied for retirement will be classified using special reporting code 09U.

d. The ARNG AGR program does not recognize a “promotable” status.

Reduction of RCP Changes for NCOs	
Soldiers' BASD	SFC & SFC(P)
1 October 1992 and earlier	26
2 October 1992 through 1 April 1994 (inclusive)	25
2 April 1994 and later	24
Soldiers' BASD	1SG/MSG
1 October 1989 and earlier	29
2 October 1989 through 1 October 1990 (inclusive)	28
2 October 1990 through 1 April 1992 (inclusive)	27
2 April 1992 and later	26
Soldiers' BASD	1SG/MSG(P) & CSM/SGM
1 October 1986 and earlier	32
2 October 1986 through 1 April 1988 (inclusive)	31
2 April 1988 and later	30

Abbreviations Used:

1SG: First Sergeant	P: Promotable
BASD: Basic Active Service Date	SFC: Sergeant First Class
CSM: Command Sergeant Major	SGM: Sergeant Major
MSG: Master Sergeant	

Table 2 – Reduction of RCP Changes for NCOs

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e. Soldiers who exceed their RCP because of reduction in grade or removal from a promotion list must retire or separate from the ARNG AGR program no earlier than 90 days, or no later than 180 days, after the effective date of their reduction in grade. Soldiers with 18 or more years of Active Federal Service who exceed their RCP because of a reduction in grade may serve to meet the minimum retirement eligibility unless the Assistant Secretary of the Army (Manpower and Reserve Affairs) approves an involuntary separation.

5. States and The Human Capital Management (HCM) Division will continue to manage their AGR forces through use of the Active Service Management Board (ASMB) and Release from Active Duty (REFRAD) Board respectively at the discretion of The Adjutant General and the DDARNG as applicable.

6. Any deviation from the stated policy, States/HCM must request an exception to policy in accordance with the references through e-Tracker as and addressed to Chief, Personnel Policy Division, at 111 South George Mason Drive, Arlington, VA 22204.

7. This policy remains in effect until superseded or rescinded. The Personnel Policy Division (HRH-M), G-1 will incorporate the provisions of the implementing guidance into the next revision of AR 135-18 and NGR 600-5.

8. The points of contact are COL Glen D. Chancellor, Chief, Personnel Policy Division, at DSN 327-5904, 703-607-5904, or glen.d.chancellor.mil@mail.mil and Ms. Sharon Archibald, Chief, AD/FTNGD Policy Branch, DSN 327-0460, 703-607-0460, or sharon.a.archibald.civ@mail.mil.

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