



NATIONAL GUARD BUREAU

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ARNG-HRZ

JUL 18 2012

MEMORANDUM FOR Military Personnel Management Officers of All States, Puerto Rico, Guam, the U.S. Virgin Islands, and the District of Columbia

SUBJECT: Personnel Readiness Campaign Plan Message 2: Unqualified Company Grade Officers in the Army National Guard

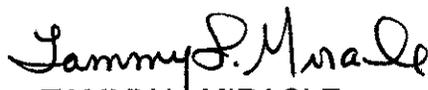
1. Purpose. The success of the Personnel Readiness Campaign is dependent on each State, Territory, and the District of Columbia addressing key impact areas. The G1 has identified unqualified company grade Officers as a focus area in which we can make a quick impact to positively influence our personnel readiness goals.
2. Background. The Personnel Policy Division (ARNG-HRH) has compiled a report of information on unqualified Officers. The overall findings of this report are as follows:
 - a. 570 total unqualified 2LTs
 - 287 2LTs over 24 months without BOLC or promotion
 - 283 2LTs from 18 months without BOLC or promotion
 - b. 302 unqualified 1LTs
 - c. 76 unqualified CPTs
 - d. 574 Officers coded 00A (a code no longer used by the ARNG)
3. Task. Each State and Territory will receive a report identifying issues related to unqualified Officers. Personnel managers need to address all Officers currently coded as 00A – these Officers should be coded 00D, 00E, or be given an area of concentration if they are qualified. Personnel managers also need to review Officer information to identify qualified Officers that may currently be listed as unqualified. Ensure that databases correctly reflect promotions, military education, and areas of concentration based on DA Form 1059s and DD Form 214s within each Soldier's Official Military Personnel File.
4. Follow Up. ARNG-HRH will conduct a follow up review of unqualified Officers in August 2012 to check progress against this task. The goal is to improve the total number of Officers currently listed as unqualified (1522), with special emphasis on those 2LTs that are between 12 and 24 months that have not completed BOLC. We will release a follow up message in August 2012 to report progress in this area.

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5. Way Ahead. The issue of unqualified Officers represents an area that we can quickly impact by reviewing the quality of our data and coding. The G1 will continue identifying and communicating additional highly effective areas, tasks, and initiatives through which we can focus our energies to improve personnel readiness.

6. The primary point of contact for this message is Mr. Ronald Schultz, Personnel Readiness Initiatives, 703-607-7104 or Ronald.M.Schultz@us.army.mil.



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