DEPARTMENTS OF THE ARMY AND THE AIR FORCE
NATIONAL GUARD BUREAU
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NGB-ARH

17 NOV 2006

MEMORANDUM FOR THE MILPOs

SUBJECT: Army National Guard (ARNG) Overstrength Policy (NGB-ARH Policy Memo #06-076)

1. Reference:

a. National Guard Regulation (NGR) 600-100, Commissioned Officers-Federal Recognition and Related Personnel Actions, 15 Apr 94.

b. National Guard Bureau Office Memorandum (ARH Memo 06-061), Army National Guard (ARNG) Revised Overstrength Policy, 11 August 05.

c. National Guard Regulation (NGR) 600-101, Warrant Officers-Federal Recognition and Related Personnel Actions, 1 Oct 04.

d. Army National Guard Memorandum, Enlistment Criteria Memorandum, with Change 1, 1 Feb 05.

2. Purpose: This memorandum provides policy guidance to manage the recruitment of personnel assigned in an overstrength status for Fiscal Years 2007-2008. This policy applies to all deployable units of the ARNG unless otherwise specified in paragraphs 5 or 6. It is not applicable to Soldiers in Active Guard Reserve (AGR) status or positions encumbered by an AGR Soldier. Personnel assigned to documented overstructure positions under previous policies should be moved to overstrength positions as soon as practicable. Overstrength is limited to Soldiers in grades PV1 through SSG, 2LT through CPT and WO1 and CW2.

3. For units that have been mobilized, states should refer to memorandum, NGB-ARH, dated 11 Mar 03, subject: ARNG-Recruiting Against Mobilized Positions. This memorandum provides specific guidance on recruiting against mobilized units and bonus/incentives issues.

4. The following policies are effective upon receipt. Total Army School System (TASS) specific overstrength policy is contained in paragraph 5.

a. For Soldiers in the grades of PV1 through SSG, WO1 and CW2, and 2LT through CPT, overstrength will not exceed 125% of the authorized Modified Table of Organization and Equipment (MTOE) strength for those grades. Soldiers will enlist in accordance with ECM standards. Prior Service (PS) applicants will only enlist in grades in which they meet Army NCOES requirements. PS applicants who do not possess Army NCOES or authorized equivalent training for Army NCOES will not enlist higher than the grade of E-5. If applicant is enlisting into a position that is projected to be filled from a valid and current EPS list, the State CSM must approve the enlistment. Applicants must be qualified in the MOS for which enlisting.

b. Technical service Warrant Officer (non-aviation) positions (WO1 and CW2), will not exceed 200 % of MTOE strength. Warrant Officer assignments under the provisions of this policy must be for those first-time appointees as a Warrant Officer and will not exceed the grade of CW2. Personnel to be appointed overstrength must continue to comply with appointment and assignment procedures indicated in Chapters 2 and 4, of National Guard Regulation (NGR) 600-101.

c. Warrant Officers assigned as overstrength will not be eligible for promotion, except as provided in paragraph 7-7d, NGR 600-101, and must be assigned to the first available position vacancy with their military occupational specialty (MOS). The intent of this policy is to enable the identification of a replacement Soldier for those senior Warrant Officers scheduled for retirement, reassignment or separation, and allows these individuals to serve as a mentor for their replacement.

d. Bonus recipients will be the primary occupants of their position. This includes Soldiers coded 999M (NONDEPLOYABLE) – Soldier does not meet the minimum training necessary for deployment. A Soldier who is not receiving any form of enlistment or reenlistment bonus may be double-slotted in the same position.

e. Soldiers may be appointed to 2LT or WO1 in an overstrength status based upon paragraph 4a and 4b of this memorandum.

f. Units will not remove Soldiers who are primary holders of a position and replace them with an overstrength Soldier for the sole purpose of promoting the overstrength Soldier.

5. Soldiers assigned to instructor positions in the grades of SSG through SFC will not exceed 125% of the authorized TASS strength for those grades.

6. Army Medical Department (AMEDD) officers are authorized to be carried overstrength, not to exceed 200% of authorized strength. Army Nurse Corps, 70 Series and 67J MS officers are authorized 125% overstrength. All AMEDD overstrength authority comes with the following limitations:

a. Soldiers in an overstrength position who are authorized incentives are subject to the following criteria:

(1) Eligibility for incentives is contingent upon the incentive recipient being the primary occupant of the position. All other occupants of the position will not be eligible to receive an incentive.

(2) All State-wide MTOE positions for the specialty in question must be fully occupied and will remain the fill priority when a vacancy exists. If a State is 100% strength in the critical wartime specialties in both the MTOE and TDA then the overstrength authorization incentive policy can apply to either the MTOE or TDA positions. If a State is not 100% fill for the specialty in question then the State is not authorized to offer an incentive bonus to officers in overstrength

positions. For example, if a state has five company grade PA positions in their MTOE units of which three of those positions are filled, there is no overstrength authority for a PA in the state. If the state has five positions in the Medical Detachment for PAs, which are fully occupied, five positions in MTOE units for PAs not completely occupied and the state has a potential new PA, the state is not authorized to carry the person overstrength in the Medical Detachment.

b. Overstrength authority for all AMEDD officers, less Medical Corps (MC), Dental Corps, (DC), Physician Assistants (PAs), and 71-73 MS officers, is limited to Company Grade only. Overstrength authority for MC, DC, PAs and 71-73 series MS officers have no grade restriction.

c. Positions that have overstrength officers assigned against them may not be used for Unit Vacancy promotion for primary or overstrength holder of the position. Limitations on AMEDD promotions are detailed in the Special Branches Over-Grade All States Policy Memorandum.

d. Consistent with DA policy, officers with specialties on the critical wartime shortage list (normally eligible for incentives) must be the primary holder of a position in order to be eligible for an incentive. No overstrength officer is eligible for incentives.

7. Points of contact:

a. For Officer Personnel Management, please call DSN 327-0023, 703-607-0023.

b. For Enlisted Personnel Management, please call DSN 327-5335, 703-607-3302.

c. For AMEDD Personnel Management, please call DSN 327-8453, 703-607-8453.

8. This memorandum supersedes the NGB-ARH memo referenced in paragraph 1b above.

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