



DEPARTMENTS OF THE ARMY AND THE AIR FORCE  
NATIONAL GUARD BUREAU  
111 SOUTH GEORGE MASON DRIVE  
ARLINGTON, VA 22204-1382



NGB-ARM-PB (570-4c)

.04 MAR 1992

MEMORANDUM FOR THE ADJUTANTS GENERAL OF ALL STATES, PUERTO RICO,  
THE VIRGIN ISLANDS, GUAM, AND THE DISTRICT OF  
COLUMBIA

SUBJECT: (All States Log Number I92-0100 ) FY 92 AGR Manpower  
Vouchers

1. Your FY 92 AGR Manpower Voucher is enclosed. Technician vouchers were distributed on 8 January 1992 and authorizations as shown on those vouchers remain in effect. Congressional and Office of the Secretary of Defense (OSD) actions have set FY 92 AGR authorizations at 24,611. This number equates to a 1,588 AGR reduction from FY 91 levels. At this time, we are not authorized to have a Reduction in Force (RIF), nor can we offer our soldiers the voluntary separation incentives. The only option we currently have available is the hiring freeze, and it will remain in effect until further notice.
2. Current Status on AGR Attrition. End of January 1992 SIDPERS reflects an AGR assigned strength of 26,110. We were budgeted for a January end strength of 25,443. The high January assigned strength, along with an assumed attrition rate (through Sep 92) of five percent AGR will cause budgeted AGR dollars to be exceeded by 28 million dollars. These extra dollars come from within ARNG in areas such as school and special training. We are in trouble (dollar-wise) as our over execution is jeopardizing the entire ARNG Program. We need 100 percent support from every State in order to properly manage the Full-Time Support Program.
3. FY92 AGR Redistribution. Redistribution of AGR resources was based primarily on FY 92 force structure changes. Although force structure increases indicated that several States could grow in AGR authorizations, no State was vouchered above its FY 91 authorization level. States will not receive increased authorizations until such time as the total National reduction has been achieved. States that have remained constant with FY 91 authorizations must abide by the hiring freeze and continue to attrit personnel. Losing States will view the voucher authorities as their FY 92 goal. It is very possible and understandable that a State will not be able to attrit officers down to their FY 92 authorized level. All States are asked, however, to strive for their FY 92 officer/enlisted end strength by using various other managerial tools short of a RIF. If a State's officers are not attrited down to prescribed levels, then the enlisted force will, in all likelihood, make up the reduction difference. A word of

NGB-ARM (570-4c)  
SUBJECT: (All States Log Number 192-0100 ) FY92 AGR Manpower  
Vouchers

caution, however, is that FY 92 excess AGRs, and in particular, officers, will roll into FY 93 and be added to FY 93 reductions. These FY 93 reductions are projected to be 1,974 Nationwide.

4. Redistribution Methodology. FY 92 AGR authorizations were decremented more than force structure requirements. This caused some of the FY 91 resourcing percentages equated with FADs to decrease. The following are the FY 92 FAD percentages used in calculating each State's authorizations:

FAD II	100%
FAD III	74%
FAD IV	64%
FAD V	58%

Class IX, PBO, DDMC/BMMC, PSCs, and are no longer supported at 100 percent. They will be supported at their FAD objective level. Regional Training Sites, EAATS, WAATS, other regional and State support schools are supported at 80 percent of requirements. AH-64 units and support, HAWK (workload driven validated requirements), MSE training cells, ROUNDOUT/ROUNDUP and Contingency Response Force units, Explosive Ordnance Detachments, 142 SIG BDE cell, 228 SIG BDE cell, 261 SIG CMD cell, MILPO SIDPERS, and Recruiting and retention were supported at 100 percent of requirements. Considering the mandated National reductions along with the hiring freeze, it is extremely likely that those units and activities supported at 100 percent may not be able to have assigned personnel at 100 percent. Vacancies in those units and activities can only be back-filled from within the AGR force, as desired by the TAG. As a reminder to States/Territories, policy guidance still remains that AGR-RS authorizations will not exceed 50 percent of the AGR-RS documented requirements. Congress has directed that RAID and NICCI authorizations be exempted from the hiring freeze.

5. AGR Officer Reduction - Of the total 1,588 AGR reduction, the officer corps to include Title 10, has been reduced by 978 officer authorizations. All States and Territories will see a dramatic decrease in their officer authorizations. The entire AGR program is resourced at 15 percent officer/85 percent enlisted. This percentage, however, does not mean that each State receives 15 percent of total AGR force officer authorizations. In fact, due to Title 10 officer authorizations, the entire Title 32 Program is resourced at 11.8 percent officer and 88.2 percent enlisted. The methodology used in reducing each State's officer authorizations is as shown in the following Example. The numbers used in the example are valid total AGR authorizations for Title 32 in FY 91 and FY 92.

NGB-ARM-PB (570-4c)

SUBJECT: (All States Log Number I92-0100 ) FY 92 AGR Manpower Vouchers

EXAMPLE

STATE A had 110 of the FY 91 total 3,665 Title 32 officer authorizations. State A thus had 3 percent of the FY 91 total. In FY 92, State A will again receive 3 percent of the smaller 2,750 total Title 32 officer authorizations. State A will thus receive 83 officer authorizations. State A's officer corps will be reduced by 27 officers in FY 92 (110-83). This methodology was used for each State and Territory.

6. AGR Travel. At this time, it does not appear as if AGR TDY will increase. We still hope to receive additional PCS funding. All States/Territories will be officially notified after the Midyear Review.

7. Controlled Grades.

a. There was no Congressional increase in controlled grades for FY 92. We did, however, receive a minimum number of grades back from States that could not utilize them in FY 91. Currently, we have the following controlled grades:

$\frac{05}{3}$

$\frac{04}{27}$

$\frac{E8}{3}$

b. These grades will be distributed in March based on comparing a State's authorizations to its standard. Standards are now being recalculated due to the decreased commissioned officer authorizations within each State/Territory.

c. It is anticipated that in view of the large officer reduction some States/Territories will turn back to NGB controlled grades that they can no longer utilize. As a reminder, all FY 92 controlled grades that are unfilled as indicated on the 30 September (end of FY) SIDPERS reports will be automatically withdrawn. It is the State's responsibility to submit relevant State promotion orders prior to that date. Promotion orders will be needed only for positions that are shown on SIDPERS as being unfilled as of 30 September (end of FY) each year.

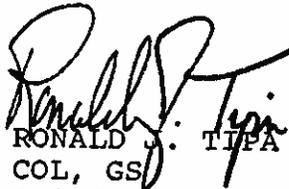
8. Manpower Voucher Authorization Redocumentation. During this time of turbulence, States and Territories are requested to continue to realign documented AGR authorizations with on board AGR. This can be accomplished by submitting marked up copies of the SPIMS and Manpower Vouchers to NGB-ARM-RD.

NGB-ARM-PB (570-4c)

SUBJECT: (All States Log Number I92-0100) FY 92 AGR Manpower  
Vouchers

9. The AGR force has been directed to downsize and we must follow this guidance. We know and sincerely appreciate the fact that many of you are concerned about the hardships a hiring freeze creates. However, the hiring freeze is the only method we now have available to downsize. We must as a Nation, work together or we will fail in implementing Congressional and OSD mandates. Your support is crucial in this endeavor. We thank the majority of States/Territories for your past support in implementing the hire freeze and thank you all for your future support.

FOR THE CHIEF, NATIONAL GUARD BUREAU:



RONALD J. TIPTON  
COL, GS

Chief, Full-Time Support  
Division

Encls  
as

CF:  
SPMOS  
USPFOS