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

NGB-ARH

23 MAR 2005

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

SUBJECT: Update to the Suspension of Conditional Promotions – SGT through SFC (NGB-ARH Memo# 05-024)

1. References:

a. UNCLASS ALARACT 146/2003, Department of the Army, DAPE-MP, 212352Z NOV 03, subject: Suspension of Conditional Promotions – SGT through SFC.

b. Army National Guard Promotion Policy, 1 February 2005.

c. Memorandum, National Guard Bureau, NGB-ARH, 23 April 2003, Subject: Personnel Policy Guidance (PPG) for Mobilization and Demobilization under the Provisions of 10 USC 12302 or 10 USC 12304.

2. Purpose. To update and revise the policy on the suspension of conditional promotions to SGT through SFC. This policy applies to enlisted Soldiers in the ARNGUS, mobilized and non-mobilized.

3. General. Effective 1 January 04, conditional promotions to SGT through SFC were suspended until further notice. The eligibility, selection and promotion requirements listed in references 1b and c above have been clarified. The Army National Guard Promotion Policy and the ARNG PPG have been updated to reflect these changes.

4. Policy.

a. Effective 1 February 2005, all Soldiers must meet the requirements for selection and promotion per the Army National Guard Promotion Policy, Dated 1 February 2005 and the ARNG PPG, Annex I (if applicable). Soldiers are required to be assigned to the higher graded position prior to or on the same date as the effective date of promotion IAW ARNG Promotion Policy, para 7-31, or the higher graded position must be identified per reference 1c above for mobilized soldiers. This policy changes the NCOES enrollment timelines outlined in the Suspension of Conditional Promotion memorandum, dated 16 December 2003.

(1) All SPCs and CPLs with or without PLDC credit are promotable to SGT. All SGTs must have PLDC credit before they can be considered for promotion to SSG.

(2) All SGTs with PLDC credit are promotable to SSG. All SSGs must have BNCOC credit (all phases) before they can be considered for promotion to SFC.

(3) All SSGs with BNCOC credit (all phases) are promotable to SFC. All SFCs must have ANCOC credit (all phases) before they can be considered for promotion to MSG.

b. Soldiers who are not mobilized must complete the appropriate level of NCOES within 24 months of the effective date of promotion. Soldiers mobilized under 10 USC 12302 or 10 USC 12304 must complete the required NCOES within 24 months of being released from active duty (REFRAD). This is not a condition of the promotion. This policy provides a tool for commanders to manage Soldiers participation in required training.

c. Soldiers who fail to complete the appropriate NCOES course within the required timeframes will be boarded for reduction action per the Army National Guard Promotion Policy, Dated 01 February 2005, para 7-60 (unless the board is waived by the Soldier in writing per the Army National Guard Promotion Policy, Dated 1 February 2005, para 7-70).

d. Conditional promotion statements will no longer be included in promotion instruments. See paragraph 5 for the applicable statements.

e. Soldiers who elect to voluntarily separate or retire will be considered fully eligible to separate or retire in their current grade regardless of their NCOES status, provided they are otherwise eligible. Soldiers must meet the service remaining obligations listed in the Army National Guard Promotion Policy, Dated 1 February 2005, para 7-11.

f. Soldiers previously administratively reduced under the provisions of current promotion policies based upon their inability to complete the requisite NCOES courses are not affected by this decision. This policy is not retroactive and those Soldiers reduced will remain in current grade until selected by a subsequent board.

5. The linkage of NCOES and promotions remain an important and integral aspect in the professional development of the NCO Corps. Include in promotion instruments one or more of the following statements as additional instructions as required:

a. "Promotion is not valid and is not effective if the Soldier is not in a promotable status on the effective date of promotion."

b. "An earlier effective date has been approved per the Army National Guard Promotion Policy, Dated 1 February 2005, para 7-7c.

c. For all other promotions, enter "The Soldier must complete the appropriate NCOES course within 24 months of the effective date of (this promotion)(REFRAD). Failure to enroll, attend or complete any portion within the allowable time frames will result in a referral to a reduction board per the Army National Guard promotion Policy, Dated 01 February 2005, para 7-60."

6. Point of contact is MSG Sean Metaxas, DSN 327-3401, commercial (703) 607-3401 or email sean.metaxas@ngb.army.mil.

TAMMY L. MIRACLE
COL, NGB
Chief, Personnel Policy
and Readiness Division