



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

NGB-ARH

14 NOV 2005

MEMORANDUM FOR The Adjutant General, Kansas National Guard, 2800 Southwest Topeka Blvd, Topeka, KS 66611-1287

SUBJECT: Exception to Policy Memo #05-040A

1. After a thorough review and consideration of your request to exempt enlisted AGR Soldiers from the procedures outlined in the ARNG Promotion and Reduction Policy dated 1 Feb 05, I cannot favorably consider your request for the exception at this time.
2. This topic has been openly debated with the ARNG Senior leadership, the Command Sergeants Major Council and the HR community. Presently however, the consensus has been to permit interviews only as noted in paragraph 3.
3. States are authorized to conduct interviews through the normal hiring practices to fill valid enlisted vacancies within the Inspector General office IAW AR 20-1. States are authorized to advertise positions for AGR personnel at the same grade, lateral assignment or upon exhausting the Enlisted Promotion list.
4. The objective of the ARNG Promotion Policy is to provide standardization across the 54 states and territories for all Enlisted Soldiers. Under current policy, both AGR personnel and our traditional force compete for selection and promotion under the same standard. There are three major concerns to overcome before considering modifying current policies. First, the impression given to our traditional force by creating different standards for the full-time force, when the primary focus should be mobilization within the Soldier's MOS qualifications. Secondly, AGR Soldiers selected through an interview process may be required to wait years to receive their promotion based on their standing on the promotion list. The third concern involves the personality that plays into interview boards, many Soldiers will be clearly disadvantaged in this process.
5. Point of contact is SGM Greg Heffner, NGB-ARH, DSN: 327-3453, commercial (703)-607-3453.

A handwritten signature in black ink, appearing to read "Robert P. Rogers", written over a horizontal line.

ROBERT P. ROGERS
GS-15, National Guard Bureau
Deputy Chief, Personnel Policy
and Readiness Division