DEPARTMENTS OF THE ARMY AND THE AIR FORCE
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NGB-ARH

09 FEB 2006

MEMORANDUM For All Military Personnel Officers, Human Resource Officers and Active Guard Reserve (AGR) Managers

SUBJECT: Interim Guidance on the proposed Career Life Cycle Management (LCM) Program to manage AGR Officers to Mandatory Removal Date (MRD) (ARH Policy Memo #06-015)

1. Reference. Memorandum, ASA (M&RA), 1 September 2005, Subject: Active Guard Reserve (AGR) Lifecycle Management Process.

2. On 1 September 2005, the Assistant Secretary of the Army for Manpower and Reserve Affairs (ASA M&RA) suspended the 20-year release from active duty (REFRAD) policy. The Army National Guard (ARNG) and the United States Army Reserve were directed to develop a Career LCM program for AGR officers to be managed to MRD.

3. NGB-ARH continues to work with the Human Resources Action Committee (HRAC) to develop a program within the AGR Life Cycle Management process that provides a fair and equitable system that not only meets the needs of the Army, but also eliminates uncertainty with the AGR workforce. This process is known as the AGR Release from Active Duty (AGR REFRAD) Board. The interim guidance contained in this memorandum is predicated only on the approval of the career LCM program to manage AGR officers to MRD.

4. This board is not an extension board; rather, officers selected by this board will be selected for REFRAD from the AGR program. The board will review all AGR officers who have 20 or more years of qualifying service, and/or 18 or more years of active service (AS). The state AG will be the board convening authority, and will also be the final approval authority. The guidance outlined below is specifically for AGR officers and warrant officers. Enlisted Soldiers are not subject to these boards; however, this guidance does discuss the Qualitative Retention Board (QRB).

5. The AGR REFRAD board is developed to be a management tool for the AG to shape and streamline his force based on the needs of the Army. Therefore, the AG can select to hold this board at his/her discretion, but not more than once a year.

6. The results of the previous Active Service Tour Continuation Board (ASTCB) are to be adhered to. AGR officers who were non-selected for continued service on the previous ASTCBs will continue to REFRAD. However, TAGs have the option to by-

name request, with strong justification, a non-select officer be extended. Approval for this extension is contingent on controlled grade availability.

7. Officers selected on previous ASTCBs technically no longer have a "Release Retirement date (RRD)," but are to be career managed to MRD. However, some states have expressed concern that if these officers were to be considered on this year's AGR REFRAD board and selected for REFRAD, the REFRAD date may fall short of the previous extension date on the ASTCB. Therefore, TAGs will be given the option for this year's board on handling AGR officers who are in this situation.

a. The AG can select to board all AGR officers. Those selected for REFRAD will be separated between 12 and18 months after the board results are approved, or at the end of the "RRD" date from the previous ASTCB, whichever is later.

b. The AG can grant those AGR officers an exception from being considered on this year's AGR REFRAD board who were extended on previous ASTCBs, and whose current RRD date would take them beyond a 12-18 month REFRAD date.

8. AGR officers who are within one year of completing their Active Service Obligation (ASO) will be considered by the AGR REFRAD board; beyond one year, those AGR officers will not be considered.

9. AGR officers selected for REFRAD by the board will have a minimum of 12 months, but not more than 18 months, to REFRAD from the AGR program. The only exception is AGR officers who are selected for REFRAD and have reached sanctuary (18 year lock-in). They will be separated upon reaching 20 years of AS or up to 12 to 18 months whichever is later.

10. There is no appeal process or second look. AGR officers selected for REFRAD can revert to traditional status, retire, or apply for other non-AGR full time National Guard duty (FTNGD) positions. If an AGR officer chooses to return to traditional status, he/she will be subject to the Selective Retention Board (SRB).

11. AGR officers not required to REFRAD as a result of the board action will continue to serve to MRD pending results of future AGR REFRAD Boards.

12. AGR Officers promoted to LTC/COL must serve three years time in grade (TIG) in order to retire at the higher grade. AGR officers selected for REFRAD will be REFRAD "involuntarily" and therefore need only six months TIG.

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13. If a state has scheduled an SRB, and until the AGR REFRAD Board is approved, all AGR officers who have not reached 18 years of AS, but have 20 years of qualifying service, will continue to be boarded by the SRB. When the AGR REFRAD Board process is approved by the ASA (M&RA) those AGR officers who were seen by an SRB

14. AGR Officers with 18 or more years of AS will not be seen by the SRB.

15. The AGR REFRAD Board for AGR officers will normally be held in the January – March time frame if the AG elects to hold a board. This year the AGR REFRAD board will be held over a two month period beginning 90 days following approval of the Career LCM Program for AGR officers by the ASA (M&RA). The enlisted Soldiers AGR REFRAD will be held in the September-November time period.

16. A memorandum of instruction (MOI) will be developed outlining the AGR REFRAD board procedures for both AGR officers and enlisted Soldiers. This MOI will be standardized and used as a reference for both officer and enlisted AGR REFRAD Boards. The MOI will be published in time for the enlisted Soldier's Board, so no special guidance will be required for that board.

17. Guidance found within this memorandum applies to enlisted Soldiers who are subject to the QRB.

18. Point of contact for the interim AGR REFRAD guidance and Career LCM Program is Major Kathryn Poynton at 703-607-3296, DSN 327-3296 or by email at kathryn.poynton@ngb.army.mil.

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