



DEPARTMENT OF THE ARMY AND THE AIR FORCE

NATIONAL GUARD BUREAU
ARMY STRENGTH MAINTENANCE DIVISION
1411 JEFFERSON DAVIS HIGHWAY
ARLINGTON, VA 22202-3231

REPLY TO
ATTENTION OF

02 OCT 2007

NGB-ARH

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army National Guard "Active First" Enlistment Option Pilot Program (NGB-ARH Policy Memo # 07-033)

1. Reference:

a. Army Regulation 601-210, Active and Reserve Components Enlistment Program, 7 June 2007.

b. Army National Guard Regulation (NGR) 601-1, Army National Guard Strength Maintenance Program, 1 April 2006.

c. Army NGR 600-200, Enlisted Personnel Management, 1 March 1997.

d. Memorandum, DAPE-MPA, 30 July 2007, subject: Army National Guard "Active First" Enlistment Option Pilot Program.

e. Memorandum, ARH, 1 October 2006, subject: Army National Guard Enlistment Criteria.

2. Purpose. To authorize the Army National Guard (ARNG) "Active First" Enlistment Option Pilot Program and establish the general framework and policy governing the program.

3. Concept of the Program. This program is intended to synchronize ARNG applicants interested in serving a tour in the Active Army with the initial support of the ARNG recruiting network and home station training opportunities. This option will be offered after the applicant determines that the standard Selected Reserve (SELRES) option is not preferred. The period of the pilot program is from 1 October 2007 to August 2013. The pilot will be evaluated on an annual basis by the Army G-1 and Director, ARNG.

4. Intent. The intent of the Active First (AF) enlistment option is to allow ARNG recruiting and retention NCOs (RRNCOs) the ability to offer a tour of active service followed by a Selected Reserve (SELRES) tour in the ARNG. The period of active duty service will be not less than 30 and no more than 48 months. Initial Active Duty Training will not be calculated into the active duty commitment time. Completion of the active duty tour will allow for two options; re-enlistment in the active component or

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completion of original enlistment contract with automatic transition back into the ARNG until completion of their mandatory service obligation (MSO). RRNCOs will inform applicants they are enlisting for a period of 8 years (8x0) to be served in the Active Army and Army National Guard respectively. Soldiers that enlist for the AF enlistment option will be contractually obligated to serve the remainder of their MSO in the ARNG, if they elect not to re-enlist in the Active Army.

5. Effective Date. The policy is effective upon release of this memorandum.

6. Eligible Applicants. The program is available to non-prior service applicants who:

a. Enlist in the Active Army designated critical military occupational specialties (MOS).

b. Are Tier 1, CAT I – III (B) applicants. The CAT IV applicants and Soldiers who enlist for the GED+ enlistment option are ineligible for this program.

c. Agree to complete IADT thru-ticket (the split training option is not authorized for AF enlistments).

7. The MOSs available for the AF enlistment option will be established based on the following criteria. The ARNG will receive a listing of eligible MOS from Human Resources Command, Alexandria. The list is subject to the needs and demands of the Active Army. The MOS list will be delivered to the States from the NGB-ASM (Recruiting Operations Center (ROC)) as updates occur. The MOS that will be included vary depending on the length of the AF tour that the applicant elects. The applicant can enlist for a 30, 36, or 48 month tour in the Active Army. The first available MOS for this program, with the applicable bonus range, is depicted in the following schedule (This list is subject to change by the NGB-ASM):

a. 30/ 36/ 48 month Tour. 11B, 11C, 13B, 13D, 13F, 13M, 13P, 13S, 13W, 15Q, 15R, 15T, 15U, 21B, 21C, 21E, 21J, 21K, 21M, 21T, 21V, 21Y, 25L, 31B, 35M, 42A, 45B, 52C, 63B, 68E, 68G, 68Q, 68R, 68S, 68T, 88H, 89B, 92G, 92M, 92R, 92S, 92Y.

b. 36/ 48 Month Tour. 18X, 19D, 19K, 21R, 25B, 25U, 44C, 56M, 63A, 63M, 68W, 74D, 88M, 92F, 92W.

8. General Framework and Policy for Program. In concept, the AF Program has three phases. The policies and terms relating to each phase are set forth below.

a. Phase 1 - ARNG Enlistment and Participation. During this phase, the recruit will enlist in the ARNG. The recruit will execute the standard enlistment forms associated with enlisting in the ARNG (including bonus annexes for the ARNG and Active First program). In addition to the required enlistment forms, a DD Form 368 (Request for Conditional Release) will be initiated at time of enlistment. MEPS GCs will enter in

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Section II, block 5a. the statement "projected date of graduation from AIT". This statement will serve as the valid period of the DD Form 368.

(1) Enlistment in the ARNG. The enlistment in the ARNG will be with service in a MTOE/TDA unit.

(2) "Active First" Annex. The 30, 36, and 48 month AF annexes are included as an attachment to this policy. The "Active First" Annex will include the following minimum terms:

(a) Upon completion of Initial Entry Training (IET) in the designated critical MOSs, the ROC and State will execute all necessary documents and procedures to lawfully transfer the Soldier to the Active Army for an agreed upon term of 30, 36, or 48 months. These documents will be executed so that the Soldiers will ship from their IET location directly to their initial Active Army duty assignment without first returning to their ARNG home station.

(b) Depending on the length of the Active Army enlistment, the Soldier will receive an "Active First" bonus under the provisions of paragraph 11 of this memorandum after completion of in-processing at their first Active Army unit. The ARNG AF annex must clearly convey that payment is subject to the existing law and regulation. The Active Army will pay the bonus. Bonus payments are outlined in paragraph 11 of this memorandum.

(c) Upon completion of the initial Active Army enlistment, any unfulfilled period of the Soldier's statutory MSO not served in the Active Army must be served in a MTOE/TDA unit in the ARNG. If the Soldier is otherwise qualified and subject to applicable law and regulation, the Soldier will receive a unit "Active First" affiliation bonus upon his transition from the Active Army to their ARNG TPU. If the Soldier elects to re-enlist in the Active Army, that portion of the "Active First" Annex which requires the unfulfilled MSO to be served in an ARNG MTOE/TDA unit will be voided.

(3) Strength Accounting. The Soldier will be accounted for by the ARNG until the Soldier graduates from advanced individual training (AIT). Instructions for SIDPERS input and tracking will be forthcoming from NGB-ARP.

(4) Accession Accounting. The Soldier will count as an ARNG accession. ARNG RRNCOs will receive the accession credit in ARISS. These accessions will also count towards the States yearly accession mission.

(5) Additional Incentives. The additional incentives will be determined by the MOS for which the Soldier enlists. All other benefits associated with an Active Army enlistment option will apply. All Soldiers who qualify will be eligible for reenlistment in the Active Army. Upon initial enlistment in the ARNG, the Soldier will participate in the ARNG's Recruit Sustainment Program where they will receive training on pre-basic training tasks before shipment to IET.

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(6) Other. An AF enlistee may change their mind prior to shipping and remain in the ARNG; thus, voiding the Active Army portion of their contract. The Soldier is entitled to ARNG SRIP if they elect to remain in the ARNG before they ship if they meet the requirements outlined below:

(a) At the time of their enlistment in the ARNG, the enlistee contracts for a Selected Reserve Incentive Program (SRIP) bonus for which they qualify under the SRIP policy in effect at time of enlistment. The following statement will be placed on the SRIP contract:

"I understand that this contract is effective only if I elect, prior to my initial entry training shipping date, not to participate in the Active First program and agree to remain in the ARNG for the remainder of my eight year MSO in a drilling status".

(b) The enlistee will initial the statement.

(c) The SRIP contract will be sent to the State Incentive Manager and will be processed according to NGB-ARM guidance.

(d) Once the Soldier ships, the Soldier is obligated to fulfill the AF portion of their enlistment contract and all ARNG SRIP incentives are voided and any bonus control numbers voided. If the Soldier fails to access into the Active Army for any reason after shipping, the Soldier will be contractually required to remain in the ARNG for the remainder of their eight year MSO and will not receive any ARNG enlistment bonus.

b. Phase 2 – Active Army Enlistment and Participation.

(1) Transition and Service in Active Army. During this phase, the ARNG Soldier will execute all documents necessary to lawfully execute his or her transfer to the Active Army in accordance with the terms of their "Active First" contract. In coordination with the State, Training Base, and HRC, the ARNG ROC must execute all documents necessary for the Soldier to seamlessly transition to the Active Army (e.g., complete the DD Form 368 and generate an AC DD Form 4 series), request assignment instructions from the Human Resource Command (HRC) not later than 30 days prior to the Soldier's completion of IET, transfer Soldier's personnel data (via ARISS) to TAPDB active enlisted files not later than 30 days prior to the Soldier's graduation from IET, and ensure parent unit drops Soldier from unit rolls.

(2) Failure to Transfer. If the Soldier fails to execute the documents necessary to lawfully transfer to the Active Army, he or she will remain a member of the ARNG and subject to the laws and regulations governing such members.

(3) End Strength Accounting. Once the Soldier properly transitions to the Active Army, he will be accounted for by the Active Army. If the Soldier fails to transition to the Active Army, he will remain subject to the ARNG strength accounting.

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(4) Accession Accounting. Upon completion of Active Army transition, the Soldier will be counted as an Active Army accession at HQDA level only.

(5) ARNG Loss Accounting. The Soldier will be counted as a loss to the Soldiers unit of assignment and counted as a loss to the State once the Active Army transition is complete. This loss should be expected and projected. Instructions for SIDPERS input and tracking will be forthcoming from NGB-ARP.

c. Phase 3 – Active Army Re-Enlistment or Transition to an ARNG MTOE/TDA unit.

(1) Soldier's Options Upon Completion of Initial Active Army commitment. In accordance with the terms of the "Active First" Annex to his enlistment contract, upon completion of his initial Active Army obligation, a Soldier may either re-enlist in the Active Army or will be released from active duty to transition to an ARNG MTOE/TDA unit. At the transition point, the "Active First" Soldier must see the RCCC to select a unit of assignment and complete the necessary documents to enlist into the ARNG. Upon arrival to the ARNG unit, Soldier will receive the "Active First" affiliation bonus as reflected in his contract and subject to applicable law and policy.

(2) Strength Accounting. The Soldier shall be accounted for in the Active Army or ARNG end-strength, as appropriate, depending on whether the Soldier re-enlists in the Active Army or transitions to an ARNG MTOE/TDA unit. During the period of this pilot program, the ARNG or State fiscal year accession mission requirement will not include the projected Soldiers returning from the AF program. Instructions for SIDPERS input and tracking will be forthcoming from NGB-ARP.

9. The following enlistment procedures must be followed by RRNCOs and MEPS Guidance Counselors when enlisting a NGAF applicant.

a. DD Form 1966 Series. RRNCOs will enter one of the following remarks as applicable in the remarks section of the DD Form 1966 Series, page 4:

(1) "I am enlisting in the National Guard Active First Enlistment Option under the 30 Month Active First enlistment option. I understand that I will serve 30 months on active duty after completion of IADT and will serve the remainder of my MSO as a drilling member in the National Guard.", or;

(2) "I am enlisting in the National Guard Active First Enlistment Option under the 36 Month Active First enlistment option. I understand that I will serve 36 months on active duty after completion of IADT and will serve the remainder of my MSO as a drilling member in the National Guard.", or;

(3) "I am enlisting in the National Guard Active First Enlistment Option under the 48 Month Active First enlistment option. I understand that I will serve 48 months on active duty after completion of IADT and will serve the remainder of my MSO as a drilling member in the National Guard."

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b. Active First Annexes. An ARNG AF annexes are attached to this policy memorandum and has been added to ARISS. It must be completed by the RRNCO. MEPS Guidance Counselors will ensure the appropriate Annex is signed by the applicant and attached to the DD Form 4 upon enlistment to validate the ARNGAF enlistment option.

c. Tracking Code. MEPS Guidance Counselors (GC) will track applicants who enlist under this option in REQUEST. To accomplish this, MEPS GC's will Select the Code "AF"(Active First ARNG Duty) in the recruiting program drop down box in the review "update applicant information qualifications screen record", then call the ROC for NGAF Control Number. If additional assistance is needed, MEPS GC's should call the NGB-ROC for guidance.

10. Incentives. (Note: Incentive amounts reflected in this policy are subject to change IAW the Active Army Incentive Program).

a. ARNG AF applicants will contract and receive a bonus control number as outlined above for the ARNG SRIP and execute the appropriate AF annex indicating the applicable AC bonus at time of enlistment. If the Soldier enters IADT without cancelling the AF portion of their contract, the ARNG bonus annex and control number will be voided at the time the Soldier enters IADT. If the Soldier fails to transition to the Active Army, their AC bonus annex will be void. If the Soldier decides not to assess into the Active Army prior to shipping to IADT, the AC bonus annex will be void and the ARNG bonus annex and control number will remain in affect as outlined above.

b. NGAF applicants will receive a bonus that is paid by the Active Army according to the following schedule:

(1) Initial payment of \$10,000 lump sum. Remaining payments will be made in annual installments on the Soldier's Active Army enlistment anniversary date.

(2) Incentive amounts are as follows:

(a) AF bonus of \$20,000 for a 30 month enlistment.

(b) AF bonus of up to \$30,000 for a 36 month enlistment.

(c) AF bonus of up to \$40,000 for a 48 month enlistment.

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11. Points of Contact.

a. Enlisted Policy, MSG Donald Kiefer, Enlisted Policy NCOIC, at DSN 327-3401 or (703) 607-3401.

b. Recruiting and Retention policy, Mr. Jim Coats, Chief Recruiting Operation Center at DSN 327-3639 or (703) 607-3639.

c. Recruiting and Retention, LTC Ronald Walls, Chief, Enlisted Strength Branch at DSN 327-0583 or (703) 607-0583.


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