



DEPARTMENTS OF THE ARMY AND THE AIR FORCE
NATIONAL GUARD BUREAU
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NGB-ARH

08 DEC 2007

MEMORANDUM FOR THE MILITARY PERSONNEL MANAGEMENT OFFICERS OF ALL STATES, PUERTO RICO, THE U.S. VIRGIN ISLANDS, GUAM AND THE DISTRICT OF COLUMBIA

SUBJECT: Army National Guard (ARNG) C-23 Theater Aviation Companies (TAC) Overstrength Policy (NGB-ARH Policy Memo #07-040)

1. References:

- a. National Guard Regulation (NGR) 600-100, Commissioned Officers-Federal Recognition and Related Personnel Actions, 15 April 1994.
- b. National Guard Regulation (NGR) 600-101, Warrant Officers-Federal Recognition and Related Personnel Actions, 1 October 1996.
- c. National Guard Regulation (NGR) 600-200, Personnel – General Enlisted Personnel Management, 1 March 1997.
- d. AR 600-10, Flying Status for Nonrated Army Aviation Personnel, 8 December 1998.
- e. Memorandum, NGB-ARH, subject: Army National Guard (ARNG) Overstrength Policy, 17 November 2006.
- f. DOD Financial Management Regulation, Volume 7A, Military Pay Policy and Procedures – Active Duty and Reserve Pay, October 2007.

2. Purpose: This memorandum provides the authority and policy guidance to manage personnel assignments in C-23 TACs to 200 percent authorized strength for the purpose of training pilots and flight engineers to support near term deployment requirements in FY 08. This authorization is specifically intended to meet the near term mobilization requirements of C-23 TACs and to set the stage for transition to the Joint Cargo Aircraft (JCA) units.

3. Applicability: This policy applies exclusively to C-23 TACs to support the training of Unit Identification Codes (UIC) WY3EAA, WQRGAA, WP7CAA, WQRHAA, and WPFDA and associated detachments.

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4. Policy: Effective the date of this memorandum, States are authorized 200 percent authorized strength based on the C-23 TAC Modified Table Organization and Equipment (MTO&E). This policy does not authorize 200 percent strength for Active Guard/Reserve (AGR) or technician positions. NGB-ARM will consider fulltime equivalent exceptions for the deploying units. This authorization ends 30 days after the effective date of the JCA carrier UICs (anticipated approval 1 Sep 08) or rescinded, whichever comes first.

a. Qualifications: Soldiers considered for transfer into the C-23 TACs must meet all physical and educational requirements, excluding the Fixed Wing Multi-Engine Qualification Course and C-23 aircraft qualification for pilots, and excluding the 15T MOS training and C-23 Flight Engineer Qualification/Transition (ASI G7) Course for Flight Engineers at the time of assignment. Commissioned and Warrant Officers must be on current Aviation Service Orders issued from NGB-AVS. Enlisted Soldiers must be qualified in an aircraft system maintenance MOS (i.e. MOS 15T, 15U, 15M, 15V, 15R, or 15S) at the time of assignment.

b. Assignments: Pilots and flight engineers will hold grades appropriate to their C-23 TAC support positions according to the gaining unit's paragraph and line number. State's must intensely manage those personnel in units not slated to become JCAs to ensure Soldiers have a position to return to following deployment.

c. Promotions: Promotions and bonuses for overstrength positions are not authorized. Units will not remove primary holders of positions to allow for the promotion of overstrength Soldiers. Promotions of Soldiers mobilized to support C-23 TAC missions will be conducted under the provisions of the current Department of the Army Personnel Policy Guidance.

d. Aviation Career Incentive Pay (ACIP) and Hazardous Duty Incentive Pay (HDIP). Soldiers assigned to the C-23 TACs as overstrength will be required to participate in regular and frequent aerial flights as crew members (or students while in an aircraft qualification course) and are entitled to flying pay for such duty. Rated aviators assigned as overstrength to C-23 TACs for the purpose of training and deployment will be considered as performing operational flying and will receive ACIP. State Adjutants General and their State Army Aviation Officers, as the Enlisted flying status program managers, will ensure enlisted Soldiers are placed on flying status orders IAW with Para 2-2.a.1 in reference 1d above. Enlisted crew members assigned as overstrength to C-23 TACs and on flying orders will receive HDIP.

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5. Point of contact:

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