



NATIONAL GUARD BUREAU

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10 MAR 2010

NGB-ARH

MEMORANDUM FOR The Adjutants General of all States, Puerto Rico, the US Virgin Islands, Guam, and the Commanding General of the District of Columbia

SUBJECT: Army National Guard (ARNG) Individual Replacement Operations (NGB-ARH Policy Memorandum #10-017)

1. References:

- a. Department of the Army Personnel Policy Guidance (PPG) for Overseas Contingency Operations, dated 1 July 2009, last updated 3 February 2010.
- b. All Army Activities (ALARACT) message 100/2005, Army Personnel Replacement Operations for OIF and OEF, dated 19 May 2005.
- c. Message, FORSCOM G-3, Current Operations, FORSCOM Passback Business Rules for AC Personnel to Reserve Component Units, dated 12 May 2009.
- d. Memorandum, HQDA G-1, DAPE-MPE, Personnel Supplemental Fill (Passback) Policy, dated 15 April 2005.
- e. Fragmentary Order II to HQDA Execution Order 150-08, HQDA G-3/5/7, Reserve Component Deployment Expeditionary Force Pre- and Post-Mobilization Training Strategy, dated 4 July 2009.
- f. Message, FORSCOM G-3, FORSCOM Predeployment Training Guidance for Follow-On Forces Deploying ISO Southwest Asia, dated 27 October 2009.

2. Purpose. The purpose of this memorandum is to provide guidance on the ARNG Individual Replacement Operations Procedures in support of Contingency Operations (CONOPS).

3. Applicability. This implementation guidance applies to all ARNG units and personnel submitting requests to fill vacancies with ARNG Soldiers while deployed in support of CONOPS.

4. ARNG Individual Replacement Operations.

- a. The ARNG ceased the use of the Reserve Component (RC) Individual Replacement Predictive (Push) Program outlined within the Personnel Policy Guidance (PPG) in February 2009. The ARNG now conducts replacements strictly on a "Pull" basis.

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b. The first source for ARNG replacements is any overage of assigned Soldiers exceeding the mission required strength that the Secretary of Defense may have authorized to mobilize in order to mitigate post-mobilization attrition as outlined in reference 1 b. The intent of the additional personnel allocation is to posture ARNG units for success in deploying at 100% mission required strength and to mitigate replacement requirements. This attrition allocation is not to be confused with overall mobilization mission required strength on the Force Tracking Number (FTN). Replacements will not be authorized for units with a current mission strength at or above 100%. All exceptions must be approved by NGB-ARH through the Unit Commander and parent State (for example; Low Density/Critical MOS Vacancies). Requests for exception will be considered on a case-by-case basis for critical or low-density vacancies. Units should route requests for such exceptions through their home State to NGB-ARH Readiness Branch.

c. The second source for replacements is Soldiers assigned to the rear detachment via State Joint Force Headquarters (JFHQ). States may draw replacements from the rear detachment of the requesting unit, or from any other unit within the State, at the discretion of the Adjutant General. State Leadership must ensure the forward unit's mission required strength, as outlined in the URF, does not exceed 100% prior to mobilizing replacements.

d. The final source for replacements, if the requesting unit's home State cannot fill the request, is NGB-ARH Replacement Operations Section. Upon receipt of a replacement requisition from the State, NGB-ARH will request volunteers from other States or the Individual Ready Reserve (IRR) who meet the vacant position requirements. Replacement requests will be handled on a fill-or-kill basis: If NGB-ARH cannot find a suitable volunteer or IRR Soldier the requisition will not be filled. In extremely exceptional cases only, NGB-ARH will request assistance from US Forces Command to fill the requirement. This will be considered only in the most urgent situations.

e. Unit commanders will request individual replacements using NGB-RFR-Form1a (see attachment). As indicated within the form, the request for replacements must be submitted by unit commander to their home State. The State will review these requests and determine whether the requisition is for a vacant position authorized for fill by the MTOE or DMD, and whether the unit is below 100% mission required strength. If not, the State will so notify the requesting unit and the requisition is terminated. If yes, the State will determine whether they can provide the replacement Soldier internally or whether a fill from NGB is required. The State will then forward the requisition to NGB-ARH Readiness Branch, who will validate the requisition with NGB's LNO team in theater. Once the requisition is validated, Readiness Branch will authorize the State to deploy the replacement Soldier, or will identify a volunteer or IRR Soldier if the State has asked NGB to do so. If neither the State nor NGB can identify a replacement Soldier to fill requisition, then the requisition will be terminated.

f. In accordance with ALARACT 100/2005, replacement Soldiers will not be sent to units that are within ninety days of redeployment. NGB-ARH will consider exceptions for critical vacancies on a case-by-case basis. NGB-ARH may authorize assignment of replacements to

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units within ninety days of redeployment when in the best interest of the Combatant Commander.

g. State JFHQ must ensure Soldiers are receiving adequate training IAW reference 1f and meet Soldier Readiness Processing requirements IAW reference 1e (paragraph 3.E.20) prior to mobilizing replacements. The State JFHQ will mobilize replacements using the unit's original mobilization order and coordinate directly with Camp Shelby, Individual Replacement Mobilization Training Center (IRMTC). IRMTC will train all replacement Soldiers on the required training categories based upon the requested Unit's assigned mission in theater. In coordination with the IRMTC, Soldiers should be identified as Replacements upon arrival. Do not send Soldiers who are deploying as unit replacements to the CONUS Replacement Center (CRC) as the CRC will not accept unit replacement Soldiers and will not provide the requisite Southwest Asia Pre-Deployment training. State Rear Detachments are responsible for filling Organizational Clothing and Individual Equipment (OCIE) requirements for replacement Soldiers to include weapons and protective masks.

h. At a date to be determine, the Tour of Duty volunteer management web-based application will replace the manual NGB-RFR-Form1a with an electronic routing and approval system similar to the Department of the Army Mobilization Processing System – Active Duty Operational Support (DAMPS-A).

5. The point of contact for this memorandum is CPT Nathan A. Wilson, Officer in Charge, Replacement Operations Section, Nathan.A.Wilson@us.army.mil, 703-601-7603.

Encl

1. Replacement Operations Flow Chart
2. NGB-RFR-Form1a


MARIANNE E. WATSON
COL, GS
G1, Army National Guard

NATIONAL GUARD: REQUEST FOR REPLACEMENTS

Control #: _____

Unit Name:
UIC:
Unit MOB Date:
Campaign:
JFHQ State:

Justification:

ADDRESS THE FOLLOWING IN THE JUSTIFICATION
1) WHAT IS THE CURRENT UNIT STRENGTH?
2) WHAT IS THE MISSION REQUIRED STRENGTH?
3) WHAT PARALINE IS VACANT?
* PROVIDE A COPY OF THE DMD OR UMR W/ REQUEST.

Replacements Requested:

Additional Comments:

UNIT Commander Print: Sign: Date:
*Send to State. Courtesy Copy NGB-Replacement Operations

State

Remarks:

Able to Fill:
Not Able to Fill:

MRO/G1/G3: Sign: Date:
*Send to NGB-Replacement Operations

ARNG-LNO_Strength Manager

Remarks:
Current Unit Strength: _____%
_____/_____

Concur:
Non Concur:

Theater Strength Manager: Sign: Date:
*Send to NGB-Replacement Operations

NGB-Replacement Ops

Remarks:

Course of Action:

Replacement Ops OIC: Sign: Date:
*Send to State JFHQ to Close Action. Courtesy Copy ARNG-LNO & Requesting Unit