



NATIONAL GUARD BUREAU
111 SOUTH GEORGE MASON DRIVE
ARLINGTON VA 22204-1382

12 JAN 2011

ARNG-HRH

MEMORANDUM FOR Human Capital Management Division (ARNG-HCM), 111 South George Mason Drive, Arlington, VA 22204-1382

SUBJECT: Professional Education Policy for Title 10 Army National Guard Active Guard Reserve Soldiers (ARNG-HRH Policy Memo #10-075)

1. References.

- a. Army Regulation (AR) 135-18, The Active Guard Reserve (AGR) Program, 1 November 2004.
- b. AR 350-1, Army Training and Leader Development, 18 December 2009.
- c. National Guard Regulation (NGR) (AR) 600-100, Commissioned Officers – Federal Recognition and Related Personnel Actions, 15 April 1994.
- d. NGR 600-101, Warrant Officers – Federal Recognition and Related Personnel Actions, 1 October 1996.
- e. NGR 600-200, Enlisted Personnel Management, 31 July 2009.
- f. Memorandum, NGB-ARH, 29 August 2007, subject: Policy to Implement a Change in Time-in-Grade for Warrant Officer Promotion from Chief Warrant Officer Two (CW2) to Chief Warrant Officer Three (CW3) (NGB-ARH Policy Memo #07-025) (enclosure 1).
- g. Memorandum, NGB-ARZ-HCM, 8 April 2008, subject: Title 10 AGR Warrant Officer Appointment Policy (enclosure 2).

2. This memorandum provides professional education policy guidance for Title 10 AGR Soldiers. The Chief, National Guard Bureau has the responsibility to ensure that ARNG units and members are trained in accordance with policies and programs approved by the Secretary of the Army.

3. This policy supersedes memorandum, NGB-ARH, 29 April 2010, subject: Professional Education Policy for Title 10 Army National Guard (ARNG) Active Guard Reserve (AGR) Soldiers and Title 32 ARNG Full Time National Guard Duty Active

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Guard Reserve (FTNGD-AGR) Soldiers (NGB-ARH Policy Memo #10-003), and will expire 1 year from the date of its publication unless it is sooner superseded or rescinded.

4. Title 10 AGR Enlisted Soldiers.

a. Soldiers are authorized to attend active component (AC) or reserve component (RC) Total Army School System institutions that offer Total Army Training System Courseware Noncommissioned Officer Education System Courses for the Warrior Leadership Course, the Advanced Leaders Course, the Senior Leaders Course, and the United States Army Sergeants Major Academy. Soldiers are authorized to attend AC or RC military occupational skill qualification courses.

b. Title 10 AGR Soldiers are not authorized to attend Federal Warrant Officer Candidate School (WOCS) or State-sponsored WOCS programs with the intent of accepting a certificate of eligibility. To become a warrant officer, each Title 10 AGR enlisted Soldier must submit an application under provisions of reference 1.g. above.

c. Title 10 AGR Soldiers do not normally attend Officer Candidate School (OCS), nor will they attend Basic Officer Leaders Course (BOLC) as an officer trainee, in accordance with AR 135-18, chapter 4. However, policy guidance and specific funding may be made available in other appropriate duty statuses to facilitate OCS attendance in exceptional cases, with subsequent commission and attendance at BOLC. A follow-on junior officer assignment and ultimately re-accession in the T10 AGR program may be required. Until specific guidance or policy is published, coordination for OCS attendance must be accomplished through the Chief, Human Capital Management Division (ARNG-HCM) and further approved by the DARNG.

5. Title 10 AGR commissioned officers are authorized to attend AC or RC officer education system courses to satisfy their military education requirements.

6. Title 10 AGR Warrant Officers.

a. Title 10 AGR warrant officers are authorized to attend AC or RC training to satisfy Warrant Officer Education System course requirements.

b. Any warrant officer who wishes to attend military education courses must submit a DA Form 4187 to the Title 10 AGR Warrant Officer Assignments Officer (AO) at the National Guard Bureau. The DA Form 4187 must be signed by the first colonel (O-6) in the warrant officer's chain of command. The warrant officer should select at least two

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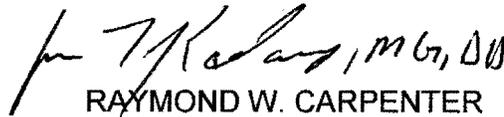
SUBJECT: Professional Education Policy for Title 10 Army National Guard Active Guard Reserve Soldiers (ARNG-HRH Policy Memo #10-075)

class date preferences. To better manage the professional development of ARNG warrant officers as we meet Army requirements, requests for Warrant Officer Senior Staff Course attendance will be routed to the NGB Command Chief Warrant Officer for approval prior to the Title 10 AGR Warrant Officer AO submitting them to NGB Training Division for a reservation in the Army Training Requirements and Resources System.

c. Table 7-2 of NGR 600-101 provides criteria for warrant officer school attendance (enclosure 3).

7. The point of contact is COL Roger D. Etzel, Chief, Human Capital Management Division, at DSN 327-7537, 703-601-7537, or roger.etzel@us.army.mil.

3 Encls
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RAYMOND W. CARPENTER
Major General, GS
Acting Director, Army National Guard



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

NGB-ARH

AUG 29 2007

MEMORANDUM FOR The Military Personnel Office (MILPO) and Command Chief Warrant Officers of all States, Puerto Rico, the US Virgin Islands, Guam, and the District of Columbia

SUBJECT: Policy to Implement a Change in Time-in-Grade for Warrant Officer Promotion from Chief Warrant Officer Two (CW2) to Chief Warrant Officer Three (CW3) (NGB-ARH Policy Memo # 07-025)

1. References:

a. Title 10, United States Code, Section 12242.

b. NGR 600-101, Warrant Officers-Federal Recognition and Related Personnel Actions, 1 October 1996, Table 7-1 & Table 7-2.

2. Effective on the date of this memorandum, States are hereby authorized to consider CW2 for promotion to CW3, with a reduced minimum Time-in-Grade of four years when promotion consideration to CW3 is supported by assignment to a higher graded position. All other CW2 minimum Time-in-Grade requirements are reduced to five years. The MILPO will follow the guidance in Table 7-1 as referenced above for all other warrant officer grades.

3. Due to the minimum Time-in-Grade reduction stated above, all CW2s will be eligible to enroll in the applicable warrant officer advance course upon completion of two years time in grade under the provisions of Table 7-2 as referenced above.

4. This policy will bridge the gap for promotion to mid grade CW3, will help shape the modular force, and stabilize retention at this critical career juncture.

5. Point of contact is Colonel Dave Sheridan at DSN: 327-3400, 703-607-3400 or david.sheridan@us.army.mil.

Encl
as

CF:
All MILPOs
All HROs
All Senior Army Advisors


RICHARD R. GUZZETTA
Colonel, GS
G1, Army National Guard



DEPARTMENTS OF THE ARMY AND THE AIRFORCE
ARMY NATIONAL GUARD
111 SOUTH GEORGE MASON DRIVE
ARLINGTON, VA 22204-1382

NGB-ARZ-HCM

8 April 2008

MEMORANDUM FOR All Title 10 Active Guard Reserve (AGR) Personnel

SUBJECT: Title 10 AGR Warrant Officer Appointment Policy

1. Reference, National Guard Regulation (NGR) 600-101, Warrant Officers – Federal Recognition and Related Personnel Actions, dated 26 October 2006.
2. The purpose of this memorandum is to outline the process by which Title 10 Enlisted Soldiers are selected to attend Warrant Officer Candidate (WOC) School and be accessed into the Title 10 AGR Program as a warrant officer.
3. Title 10 AGR Enlisted Soldiers who are interested in becoming a Warrant Officer must first obtain a predetermination certificate of eligibility from the DA MOS proponent. Predetermination is obtained by submitting an application IAW NGR 600-101, Para 2-8, through their ARNG Division Chief/Senior Army National Guard Advisor to the Warrant Officer Procurement Manager (NGB-ARH).
4. Title 10 AGR Enlisted Soldiers must have completed their initial 24 months Active Duty Service Obligation (ADSO) to apply for the Title 10 AGR Warrant Officer program. The 24 month ADSO may be waived if the Soldier has previously completed a total of 24 months service in an active status prior to the date of application. Active service can be any combination of active duty or full-time National Guard duty.
5. Once a warrant officer selection panel is announced and predetermination is obtained, Soldiers may then submit an application for the Title 10 AGR Warrant Officer Program to NGB-ARZ-HCM, via a transmittal letter. Application packets will include a letter of recommendation by the ARNG Division Chief/Senior Army National Guard Advisor, a copy of the Army proponent predetermination certification, a current DA Photo from DAPMIS, Biographical Records Brief (BRB), PERM copies of Non-commissioned Officer Evaluation Reports (NCOERs) for the preceding three years and the most current APFT.
6. NGB-ARZ-HCM will review packets for completeness and determine if the applicant is qualified to compete against other qualified applicants. A centralized Warrant Officer Selection Panel will evaluate applicants under "best-qualified" criteria. The selection panel will produce an Order of Merit List (OML) by warrant officer MOS to be used based on the needs of the organization as determined by the Chief, Human Capital Management Division.

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SUBJECT: Title 10 AGR Warrant Officer Appointment Policy

7. Soldiers who are not selected by the first panel are designated Fully Qualified - Non-Select (FQ-NS) and will be reviewed by the next panel that convenes for the requested MOS. If not selected after a review by two panels, the packet is designated Non Competitive – Non Selected (NC-NS) and will be destroyed in 90 days. You will NOT receive notice of the reason for non-selection. Panel members vote using the "whole person" concept and do not indicate a reason for non-selection. The Chief, Human Capital Management Division will provide letters to applicants who are select and those that are two time non-select once staffing is completed. **Selection by the WOC Selection Panel is NOT a guarantee of a position offering, assignment, training or appointment as a WO.**

8. If a valid requirement and authorization exists the next person on the OML will receive a notice offering the opportunity to accept or decline entrance into the Title 10 WO Candidate Program. You must respond in writing your intentions. Once the Letter of Assignment agreement is signed, NGB-ARZ-HCM will coordinate the assignment. The Soldiers must then coordinate directly with the selected state on the submission of the application for federal recognition (NGB 62 and allied papers) per NGR 600-101, Chapter 2 and the federal recognition process.

9. To ensure a full range of developmental experiences are available, all newly accessed warrant officers may be assigned to a state, brigade or lower level organization during their initial three year probationary tour or as they progress through their life cycle assignments. Selected Soldiers are required sign a Letter of Assignment agreement which stipulates that they agree to be assigned on a world-wide basis. Failure to accomplish this action will result in automatic removal of the Soldier from the warrant officer accession process.

10. Soldiers boarded and approved by their respective Joint Forces Headquarters (JFHQ) are then placed in the Title 10 AGR WO Candidate Program. The WO Assignment Manager will arrange with NGB-ARZ-HCM to schedule the WO Candidate for attendance at the WO Candidate School (WOCS) Ft Rucker, AL. Candidates who fail to attend or complete WOCS will be retained in their Title 10 enlisted status, have their eligibility will be revoked, and will not be eligible for further consideration for warrant officer appointment.

11. Newly appointed WO1s will enter into an initial three year Title 10 probationary tour. Continuation for subsequent warrant officer periods of duty will be determined by a Tour Continuation Review (TCR) between the second and third year of the initial three year tour. Warrant Officers appointed under this policy incur a 24 month ADSO after completion of the Warrant Officer Basic Course (WOBC).

12. Approval authority for a position offering and accession into the Title 10 AGR Warrant Officer Program is the Chief, Human Capital Management Division (NGB-ARZ-HCM) after concurrence is obtained from the G Staff. Soldiers will not make plans to enter the program until after approval of the Joint Force Headquarters (JFHQ) Federal Recognition Board.

NGB-ARZ-HCM

SUBJECT: Title 10 AGR Warrant Officer Appointment Policy

13. This policy supersedes policy memorandums NGB-ARZ-DT dated 9 March 1998, Subject: Title 10 AGR Warrant Officer One (WO1) Position Policy and NGB-ARZ-HCM dated 12 December 2006 Subject: Title 10 AGR Warrant Officer Program Entry Level WO1 Policy, and will remain in effect until superseded or rescinded.

14. Point of contact for this action is CW3 Anthony C. Williamson, Officer Management Branch, DSN 329-7506, or commercial (703) 601-7506.



STUART A. MELLON

LTC, EN

Chief, Human Capital Management Division

3 Encls

1. T10 AGR Selection Process
2. T10 AGR Assignment Process
3. WO Predetermination Process

CF:

COS, ARNG

G1, ARNG

CCWO, ARNG

CSM, ARNG

NGB-XXXXX (Office Symbol)

date:

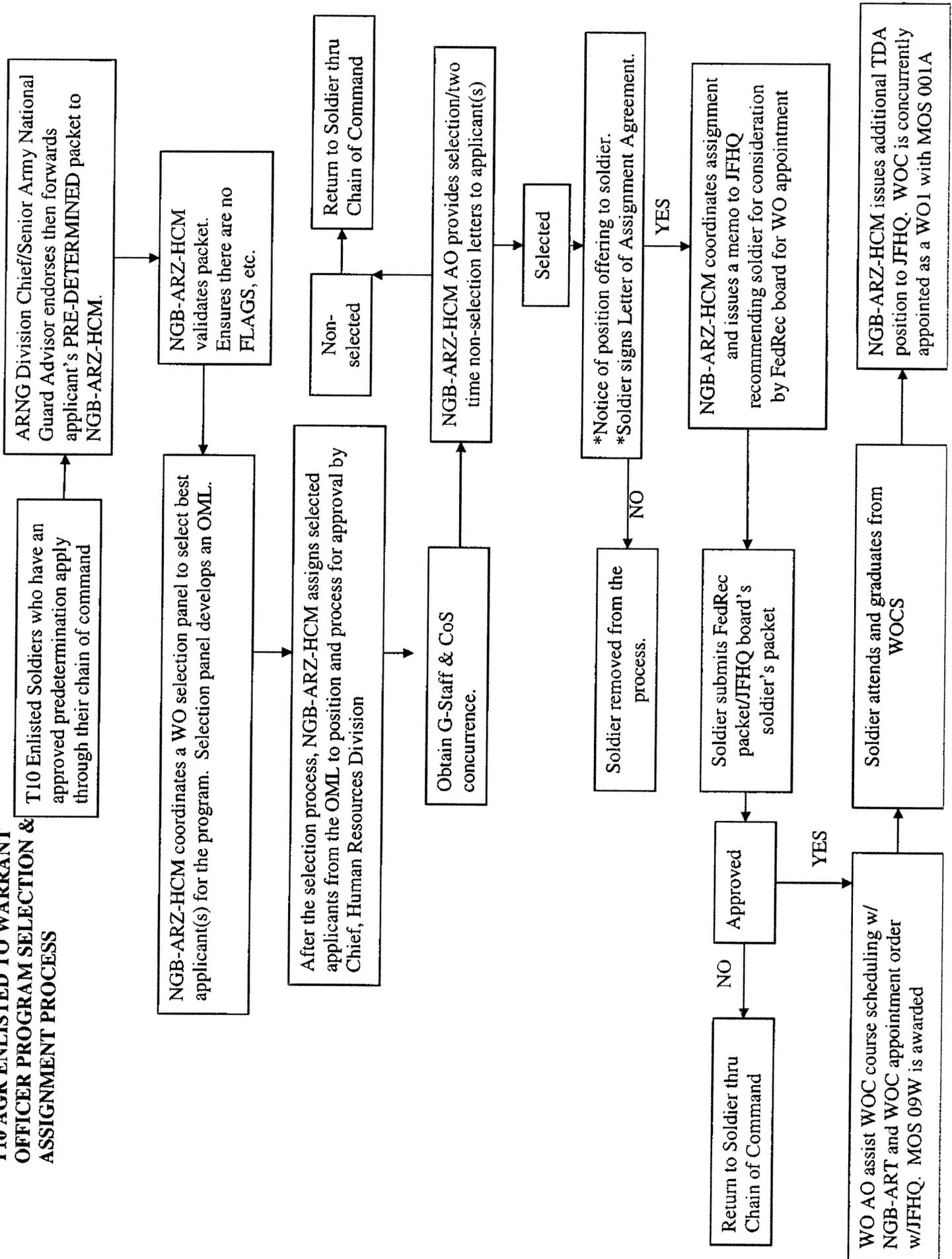
MEMORANDUM FOR RECORD

SUBJECT: Letter of Acceptance and Agreement

1. Reference Title 10 AGR Enlisted to Warrant Officer (WO) Program Entry Level WO1 Policy dated 12 December 2006.
2. Having been notified of a position offering, I accept and understand that I may be assigned to a state, brigade or lower level organization my initial assignment or as I progress through my life cycle assignments. I further understand that National Guard Bureau may involuntarily reassign Title 10 AGR personnel on a world wide basis before the end of the active duty commitment in current AGR orders. Refusal of assignment/reassignment orders will result in removal from the program. My signature affixed below attests that I understand this agreement.
3. Point of contact is undersigned at XXXXXXXXXXXXXXXXXXXXXXXXXXXX.

XXXXXXXXXXXXXXXXXX
SFC, XXX
XXX, XXXXXXXXXXXXXXX

T10 AGR ENLISTED TO WARRANT OFFICER PROGRAM SELECTION & ASSIGNMENT PROCESS



WARRANT OFFICER PREDETERMINATION PROCESS

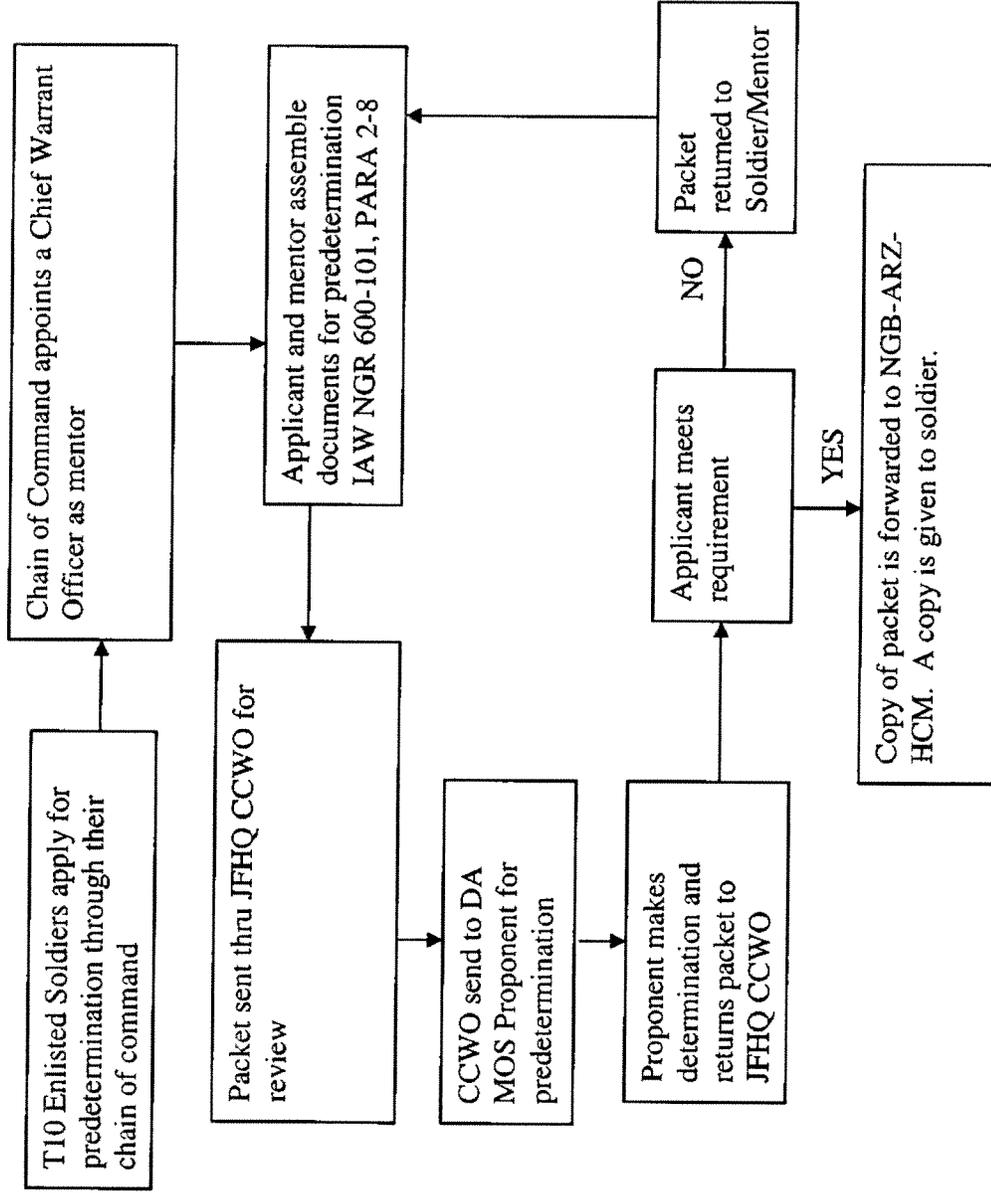


Table 7-2 (IAW NGR 600-101)

Minimum Military Educational Requirements for Promotion and Time in Current Grade Required for Course Enrollment.

For promotion to:	Military education requirement is:	Time in Current Grade requirement for course enrollment is:
CW2	Warrant Officer Basic Course (WOBC), or equivalent certification within 2 years from date of initial appointment as WO1.	NA
CW3	Completion of the 131 P00 administered by the Warrant Officer Career Center (WOCC), Fort Rucker, Alabama, and the duty MOS Warrant Officer Advance Course (WOAC), or equivalent.	2 years TIG as CW2
CW4	Warrant Officer Staff Course (WOSC).	4 years TIG as CW3
CW5	Warrant Officer Senior Staff Course (WOSSC).	4 years TIG as CW4 and assigned IAW para 7-2f (see note below)

NOTE:

Para 7-2f reads – “For promotion to CW5, a warrant officer is required to be assigned to a MTOE/TDA duty position coded MW, W5, or to a position certified by the appropriate DA MOS proponent as approved for coding as a W5 and be fully DMOS qualified. The total number of warrant officers in the grade of W5, assigned in any state/territory will not exceed the cumulative number authorized within that state/territory. Nominations for appointment to CW5 will be approved by the ARNG CCWO prior to consideration by a Federal Recognition board.