



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

ARNG-HRH

10 MAR 2011

MEMORANDUM FOR All Army National Guard Title 10 Active Guard Reserve Enlisted Soldiers

SUBJECT: Stabilization Policy for Title 10 Active Guard Reserve (AGR) Enlisted Soldiers Serving on Leadership Assignments (ARNG-HRH Policy Memo #11-004)

1. References:

- a. Army Regulation 600-8-19, Enlisted Promotions and Reductions, 30 Apr 10.
- b. Army Regulation 614-200, Enlisted Assignments and Utilization Management, 3 Sep 09.
- c. Army Regulation 135-18, The Active Guard Reserve (AGR) Program, 1 Nov 04.
- d. National Guard Regulation 600-200, Enlisted Personnel Management, 31 Jul 09.

2. Effective immediately, all Title 10 enlisted Soldiers who are selected and assigned to a leadership position (e.g., First Sergeant and Command Sergeant Major) will serve a minimum of 18 months not to exceed 36 months. This policy does not apply to Soldiers who have previously been selected and are currently assigned to leadership positions or the Command Leadership Assignment Program, Title 32. This policy applies to all announcements, selection and assignment processes published and executed from this date forward.

3. The below criteria outlines the eligibility requirements and regulatory guidance pertaining to the fulfillment of a leadership assignment obligation:

a. A best qualified leadership board will convene on an annual basis to identify selected leadership assignments for Soldiers on the Title 10 AGR program as outlined in reference (d) above.

b. All eligible Sergeants First Class with 24 months time in grade and Master Sergeants are eligible for consideration for leadership assignments.

c. Senior level positions that change on the Table of Distribution and Allowances (TDA) as a result of reorganization to one designated as a leadership position will be filled by a "best qualified" board. The incumbent assigned to the documented position prior to the TDA change will not automatically be laterally appointed to the leadership

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position before being properly boarded and selected as the best candidate for the position. A "best qualified" board is required to select the Soldier with the skills and qualifications necessary to fulfill the role and carry out the duties as a First Sergeant or Command Sergeant Major.

4. The stabilization requirement cited in paragraph 2 above for the leadership positions outlined in this policy will not exempt Soldiers assigned to a First Sergeant or Command Sergeant Major position from Active Service Management Board (ASMB) consideration. Separate and apart from this policy, ASMB guidance requires Soldiers who are conditionally promoted to Sergeants Major serving in the AGR Program are exempt from ASMB consideration for two years from their date of promotion. This will afford them the opportunity to complete their service obligation for the promotion and ample time to complete their NCOES requirement prior to board consideration.

5. Soldiers selected to serve in a First Sergeant position will be allowed to compete for promotion during all promotion cycles during their respective leadership assignments, if they are otherwise eligible to compete IAW AR 600-8-19 and the associated Title 10 Promotion Announcement published by ARNG-HCM-E. Their standing on the Promotion Sequence List will be published upon release of the results of those boards, however, those Soldiers will be considered "UNAVAILABLE FOR PROMOTION" to Sergeant Major during the first 18 months of their leadership assignment. This is based on the Soldier being selected over their peers for a leadership assignment and at the needs of the organization and therefore are not deemed available for slotting during their first 18 months of the tour.

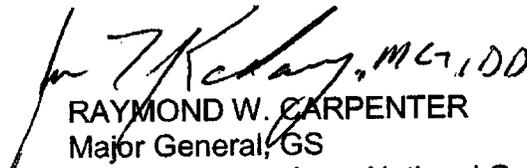
6. The period during which a First Sergeant will be considered unavailable for promotion to Sergeant Major is the first 18 months of their leadership assignment, based on their assignment date. It does not preclude them from promotion for the entirety of the FY promotion cycle and life of the resulting Promotion Sequence List, if they will reach the end of 18 months in the assignment during the life of the Promotion Sequence List. Should a promotion opportunity and associated controlled grade become available as part of an approved initial release, or subsequent release, of promotion board results and resource allocation, First Sergeants will be considered available for promotion anytime after the last day of their 18 month of assignment to the leadership position.

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7. Exceptions to policy to extend beyond the 24 month requirement must be fully justified and submitted through Human Capital Management, Enlistment Management (ARNG-HCM-E) for final approval.

8. The points of contact are COL Dennis P. Chapman, Chief, Personnel Policy, at DSN 327-5904, 703-607-5904, or dennis.chapman@us.army.mil and COL Roger Etzel, Chief, Human Capital Management, at DSN 329-7537, 703-601-7537, or roger.etzel@us.army.mil.


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