



NATIONAL GUARD BUREAU
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APR 30 2012

ARNG-HRH

MEMORANDUM FOR Military Personnel Management Officers of All States, Puerto Rico, Guam, and the U.S. Virgin Islands, and the District of Columbia

Subject: Assignment and Promotion of Army National Guard Soldiers to Reorganizing or Newly Organized ARNG Units (ARNG-HRH Policy Memo #12-027)

1. References:

- a. Title 32 United States Code, Sections 105 and 307 (a).
- b. Army Regulation (AR) 71-32, *Force Development and Documentation Consolidated Policies*, paragraph 827 (5) (a) and (c), dated 3 Mar 97.
- c. Army Regulation (AR) 220-1, *Army Unit Status Reporting and Force Registration Consolidated Policies*, dated 15 Apr 10.
- d. Army Regulation (AR) 600-8-19, *Enlisted Promotions and Reductions*, Chapter 7, 30 April 10.
- e. Department of the Army Pamphlet (DA PAM) 611-21 TDA extract.
- f. National Guard Regulation (NGR) 10-1, *Organization and Federal Recognition of Army National Guard Units*, dated 22 Nov 02.
- g. National Guard Regulation (NGR) 600101, *Warrant Officers Federal Recognition and Related Personnel Actions*, dated 1 Oct 96.
- h. NGR 600-200, *Enlisted Personnel Management*, 31 July 09.
- i. National Guard Regulation (AR) 600-100, *Commissioned Officers Federal Recognition and Related Personnel Actions*, 15 Apr 94.
- j. Memorandum, NGB-ARH, 14 Mar 06, subject: "Promotion of Army National Guard Officers and Soldiers Assigned to Reorganizing or Newly Organized ARNG Units" (NGB-ARH memo #06017).

2. This is a corrected copy of PPOM 12-027. It supersedes the previous version of this memorandum dated 13 March 2012.

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3. Purpose. This policy replaces reference 1j above and provides guidance on the assignment and promotion of Soldiers in positions that are within approved Table of Distribution and Allowances (TDA) or Modified Table of Organization and Equipment (MTOE) units prior to the effective date (Edate) of the document (hereafter referred to as a "future document").

4. Applicability. This policy applies to all Enlisted Soldiers, Officers and Warrant Officers of the ARNG (referred to in this document as Soldiers) and all MTOE and TDA units.

5. States may assign and promote Soldiers against a future document under the following conditions:

a. States may assign and promote personnel against the future document not earlier than one year prior to the unit's document's Edate;

b. The State commits to utilizing only the future document for assignment and promotion purposes (States may not simultaneously assign and promote against multiple documents). All equipping issues associated with the future document remain unaffected.

c. IAW AR 220-1 paragraph 7-2c, assignment and promotion against the future document would not degrade the unit's overall P level below P3 if the unit could have reported P3 or better while on the current document.

6. Procedures.

a. Promotions and Assignments Against Future Documents for Reorganizing Units: If, for the purpose of personnel management, States choose to assign and promote against a future document, they must utilize the entire future document for these purposes and no other. States will document the decision to utilize the future document in a memorandum signed by the State Chief of Staff specifying the document to be used for assignment and promotion and certifying compliance with paragraph 5a through 5c above. The Chief of Staff's memorandum shall constitute authority to pull TDA/MTOE data for the future document into SIDPERS from FMS WEB using the MTOE loader for purposes of personnel assignment and promotion. A copy of the Chief of Staff's memorandum will accompany all officer and warrant officer appointment and promotion packets sent to the Federal Recognition Section for any appointments or promotions processed against the future document until its Edate.

b. Promotions and Assignments Against a Document for a Newly Organizing Unit: References 1(b) paragraph 8-27(5), and 1(f) paragraph 2-5(d) provide authority to

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assign and train Soldiers against positions in an activating unit once a Carrier UIC and an approved document have been issued by HQDA for that unit. Effective immediately, States may also promote Soldiers against these positions. For officer and warrant officer promotions, States will include a copy of the permanent order organizing the unit against the Carrier UIC with the promotion packet sent to the Federal Recognition Section.

7. Use of a future document for purposes of assignment and promotion is not a force structure action and does not constitute accelerated implementation of the future document. States wishing to request early implementation of the future document must request early implementation in accordance with procedures established by ARNG Force Management Division (ARNG-FM). States are advised that the decision to assign and promote against a future document in accordance with this memorandum is not in itself a sufficient justification to win approval for accelerated implementation.

8. This policy will remain in effect until rescinded or superseded.

9. The point of contact for this action is Colonel Dennis Chapman, Chief, Personnel Policy Division, at DSN 327-5904, (703) 607-5904, dennis.chapman@us.army.mil.


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