

Title 10 AGR LCM Strategy and Plan
Annex B: Tenure in the Title 10 AGR Program

1. This Annex provides policy concerning tenure in the Title 10 AGR Program.
2. Pursuant to DODI 1205.18) and AR 135-18, the AGR program is a career program wherein, upon successful completion of an initial probationary tour, members are managed on a career basis and may qualify for Regular retirement based upon years of Active Federal Service. Therefore, entry into the program ordinarily entails a reasonable expectation that such employment is permanent. Policy governing Probationary Tours and Career Status is at Tab 1 of this Annex.
3. This reasonable expectation of permanence cited above is subject to the limitations provided in references DODI 1205.18 and AR 135-18. These references allow for the hiring of AGRs initially on a probationary basis, and allow DARNG to review AGRs prior to transitioning them from probationary to Career Status. These limitations provide the Director, ARNG with the opportunity to maintain the quality of the program by removing individuals found to be unsuitable for continued participation in the AGR program, as well as to provide for upward mobility within the AGR program and to ensure that the T10 AGR program remains within AGR Voucher and Controlled Grade limits. Thus, Tour Continuation Boards (TCB) may be used to remove an AGR upon completion of his or her initial probationary tour based upon a finding that the Soldier is unsuitable for continued participation based upon his or her performance, potential, conduct, military qualifications, or other relevant factor; due to the necessity to reduce a surplus population in the program at the Soldier's grade and Military Occupational Specialty; or as otherwise necessary for the health of the AGR program. Involuntary release of T10 AGR Soldiers upon completion of their probationary tour is accomplished via Qualitative or Quantitative TCB. Policy governing Tour Continuation Boards is at Tab 2 of this Annex.
4. As an exception DODI 1205.18 also provides for the hiring of AGRs for One Time Occasional Tours (OTOT). However, OTOT hires are to be done on a by exception basis. This authority provides DARNG with the flexibility to meet organizational needs when a permanent, regular AGR hire would not be appropriate. However, OTOT hiring is not intended as a substitute for regular T10 AGR hiring and will not be used to circumvent the review processes provided for transitioning T10 AGRs from probationary to Career Status. Policy governing One Time Occasional Tours is at Tab 3 of this Annex.
5. Pursuant to reference the decision of the Assistant Secretary of the Army for Manpower and Reserve Affairs (ASA M&RA) on 1 September 2005, the twenty-year limit on AGR service provided for in AR 135-18 is suspended. T10 AGR Officers and Warrant Officers are managed to Mandatory Removal Date (MRD). T10 AGR NCOs are managed to Retention Control Point (RCP). MRDs are established pursuant to law, and RCPs are established in policy published separately by DARNG. As an exception, ASA M&RA has authorized the use of

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Active Service Management Boards (ASMB) to select T10 AGRs for involuntary release from Active Duty upon qualification for Regular retirement. The T10 AGR Officer and Enlisted ASMBs provide an essential tool for career progression and management of qualified AGRs. These boards help to shape the Title 10 AGR force by ensuring that only the most capable continue to serve beyond 20 years active service. ASMB guidance is published triennially. The proponent is ARNG Personnel Policy Division, ARNG-HRH.

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Annex B, Tab 1: T10 AGR Probationary Tours and Career Status

1. Definitions

a. Regular Hire: An AGR Soldier accessed into the T10 AGR program with the understanding that the Soldier will be retained in the program and managed until Mandatory Removal Date (MRD) or Retention Control Point (RCP) if the Soldier successfully completes a probationary tour, subject to review by a Tour Continuation Board (TCB).

b. Probationary Tour: An initial AGR tour during which the AGR's tenure is conditional and subject to review prior to transitioning to Career Status.

c. Career Status: Tenure in the AGR program under which an AGR has completed the probationary tour and is retained in the AGR program with the expectation of qualifying for Regular retirement for years of Active Service, and is managed to Mandatory Removal Date (MRD) or Retention Control Point (RCP), unless provided for in other applicable law, policy, or regulation.

d. Soldier: For purposes of this Tab, the term "Soldier" includes Officers, Warrant Officers, and Enlisted Soldiers.

2. This Tab governs the transition of T10 AGRs from the probationary initial tour to Career Status.

a. All hires are presumed to be Regular Hires unless specified otherwise in accordance with Tab 3 of this Annex.

b. DODI 1205.18 provides that the military services may establish initial probationary tours for AGR members. AR 135-18 establishes the initial probationary tour for Army AGRs as three years.

c. An AGR Tour will still be considered an initial, probationary tour even if the Soldier has previously served in the AGR program, provided that there has been a break in AGR service as defined in reference AR 135-18 paragraph 2-1(b). However, an initial T10 AGR tour will not be considered a probationary tour if immediately preceded by a T32 AGR tour in the Army National Guard, if the individual being accessed into T10 status had previously been continued (i.e., granted career status) by the State or Territory in which he or she served. Additionally, a T10 AGR returning to the T10 AGR program after having been guaranteed reentry into the program pursuant to reference Annex F, Tab 1, retains his or her career status and is not probationary.

d. Except as specified at paragraph 4(g) below, any Soldier continued on T10 AGR orders beyond three years, or any T10 AGR Soldier who is ordered to a

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new duty location requiring a Permanent Change of Station (PCS) even if prior to completing the three year probationary period, will be deemed to have transitioned to Career Status and ARNG Human Capital Management Division (ARNG-HCM) will publish orders accordingly. This includes Soldiers originally hired for T10 AGR as OTOT.

e. Prior to publishing any order that will result in a T10 AGR transitioning from an initial or probationary tour or OTOT status to Career Status, ARNG-HCM will screen the Soldier's records to ensure that the Soldier is eligible for subsequent AGR duty. At a minimum, this will include a review of the rules in reference AR 135-18, Tables 2-4, 2-5, and 2-6.

(1) Waivable Disqualifications: Soldiers who have waivable disqualifications IAW AR 135-18, Table 2-5, will be provided an opportunity to request such waiver from Chief, National Guard Bureau and to provide materials in support of the request. The Soldier's chain of command will endorse the request and recommend for or against approval of the requested waiver, with justification. Where insufficient time remains between notification of the Soldier of his or her disqualification and the end of the AGR tour to process the waiver request, the Soldier's AGR tour may be extended as provided at paragraph 2(g) below for a period long enough to secure a decision from CNGB. If CNGB approves the waiver, and if the Soldier is otherwise eligible, he or she will be continued on AGR duty in a Career Status. If CNGB disapproves the waiver, the Soldier will be released from the T10 AGR program (REFRAD) upon the end of his or her T10 AGR tour. All out processing must be complete and all leave expended prior to the last day of the Soldier's tour. However, where insufficient time remains complete all out-processing and leave expenditure between the end of the probationary tour and the date of notification of the Soldier of his or her disqualification or of CNGB's disapproval of a requested waiver, the Soldier's tour may be extended for a period long enough to complete out processing and expend leave, as provided at paragraph 2(g).

(2) Non-waivable Disqualifications: ARNG-HCM will notify Soldiers found to have non-waivable disqualifications IAW AR 135-18, Table 2-6. Soldiers found to be disqualified will be REFRAD from the Title 10 AGR program upon completion of their probationary tour, unless released earlier pursuant to other applicable law, regulation, or policy. All out-processing must be complete and leave expended prior to the end of the tour. If, however, a Soldier received notification of the disqualification too late to complete outprocessing and leave by the end of the tour, ARNG-HCM may extend the Soldier on duty beyond the end of the tour long enough to accomplish these tasks, pursuant to paragraph 2(g) below. Special considerations for the applicability of Table 2-6 are outlined below:

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(a) Rules B and D shall not apply to a Soldier for whom a valid extension has been approved by appropriate authority pursuant to applicable law, regulation, or policy.

(b) A Soldier subject to Rule G may be continued on AGR duty; provided that the Bar to Reenlistment is lifted by the last day of the probationary tour, if upon lifting of the Bar the Soldier will be otherwise eligible for subsequent AGR duty. If lifting the Bar renders the Soldier eligible for subsequent AGR duty subject to approval of a waiver, the Soldier's probationary tour may be extended pursuant to paragraph 2(g) below to allow adjudication of the waiver request.

(c) A Soldier subject to Rule H may be continued in the AGR program if the suspension of favorable action has been lifted, or the matter requiring a flag has been resolved, by the end of the probationary tour. Where the flag is imposed as a result of an investigation, promotion review board, criminal investigation, or similar process, the Soldier's probationary tour will be extended pursuant to paragraph 2(g) for a period long enough to allow completion and final adjudication of the investigation or review. If the investigation clears the Soldier or otherwise produces a result that leaves the Soldier's eligibility for subsequent AGR duty unimpaired, the Soldier will be transitioned to Career Status. If the investigation or review produces a result that leaves the Soldier eligible for subsequent AGR duty subject to approval of a waiver or similar action, the Soldier's probationary tour will be extended pursuant to paragraph 2(g) below to allow the Soldier to request the waiver and for the request to be adjudicated. If the investigation or review produces a result that renders the Soldier ineligible for subsequent AGR duty, the probationary tour will be extended pursuant to paragraph 2(g), if necessary, by a period long enough allow the Soldier to out-process and expend all leave.

(d) Rule J shall not apply not apply to a Soldier for whom a valid extension has been approved by appropriate authority pursuant to applicable law, regulation, or policy.

(e) Except as otherwise provided in applicable regulation or policy, Rule K shall include any Tour Continuation Board, Active Service Management Board, Selective Retention Board or Qualitative Retention Board before which the Soldier may be eligible for consideration pursuant to applicable regulation and policy.

f. Tour Continuation Boards: Pursuant to AR 135-18 paragraph 2-2(a), DARNG may render transition to Career Status contingent upon selection for retention by a Tour Continuation Board, as provided for in Tab 2 of this Annex. Such boards will be held annually, unless the DARNG determines that a board is not required in a particular year. Any Soldier not selected for retention by the

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board shall be ineligible for subsequent AGR duty pursuant to reference AR 135-18, Table 2-6, Rule K.

g. Temporary extension of a probationary tour: Where an AGR Soldier has been found ineligible for subsequent AGR duty, the Soldier's initial probationary tour or OTOT may be temporarily extended, at the request of the Soldier and with the Soldier's consent, when such extension is necessary to allow for the processing of waiver requests, to complete and adjudicate an investigation or review, to allow adequate time for Soldier out-processing and expenditure of leave, or as otherwise discussed above; or as may otherwise be administratively necessary pursuant to applicable law, regulation, or policy. Such extension will be strictly limited to the period necessary to accomplish said tasks. Such temporary extension shall not constitute or trigger transition of the Soldier to Career Status.

h. Sanctuary: A Soldier who has achieved at least 18 years of creditable service toward Regular Retirement (sanctuary) may not be involuntarily released from Active Duty without the approval of the Secretary of the Army. Where an AGR Soldier on his or her initial tour is disqualified from subsequent AGR duty but has achieved sanctuary, the Soldier's initial probationary tour or OTOT shall be extended upon the Soldier's request and with the Soldier's consent until either the Soldier qualifies for Regular retirement, at which point Soldier will be REFRAD or retired at the Soldier's discretion or as otherwise required by law, regulation, or policy; or until the Secretary of the Army approves separation prior to qualification for Regular retirement, if DARNG elects to request such separation. This temporary extension of the probationary tour shall not constitute or trigger transition of the Soldier to Career Status.

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Annex B, Tab 2: Tour Continuation Boards (TCB)

1. Reference AR 135-18 provides for the use of Tour Continuation Boards (TCB) for the review of AGR Soldiers prior completing an initial probationary tour and transitioning to Career Status. Such boards may consist of two types: Quantitative TCB, or Qualitative TCB.

2. Quantitative TCB are addressed at Appendix i to this Tab. Quantitative TCB will be held annually unless directed otherwise by DARNG. TCB are used when the DARNG determines that the T10 AGR program has an excessive number of Soldiers of a given category (Officer, Warrant Officer, Enlisted), grade, or specialty (Branch, Functional Area, or MOS), and determines that it is necessary to reduce the number of such AGR Soldiers that transition from their initial probationary tour to Career Status, in order to ensure the overall quality, health and upward mobility of the T10 AGR program and to ensure that the T10 AGR program remains within its AGR voucher and controlled grade limitations. Note that the T10 AGR program need not actually exceed voucher or controlled grade limitations as a prerequisite to the conduct of a Quantitative TCB.

3. Qualitative TCB are addressed at Appendix ii to this Tab. Qualitative TCB are used during years when the DARNG has decided not to hold a Quantitative TCB, but where the chain of command has determined that an individual T10 AGR Soldier serving his or her initial probationary tour is not suitable for subsequent AGR duty. The Qualitative TCB provides a fair and objective mechanism for reviewing the Soldier's performance, potential, qualifications, conduct, and other relevant matters and determining whether the Soldier should be retained in a Career Status.

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Appendix i: Quantitative TCB

Purpose: This appendix prescribes policies and procedures for establishing and conducting the T10 AGR Tour Continuation Board (TCB) for T10 AGR Soldiers approaching the end of their initial probationary tour in the T10 AGR program, and who will fall within the zone of consideration. This appendix provides policies and procedures to ensure every Soldier considered by the TCB for release from the T10 AGR Program is given 90 days notification and the opportunity to submit a complete board packet. This board is essential for providing a life cycle management tool for career progression and management of qualified AGR Soldiers. The T10 AGR TCB is based on the needs of the Army and on the Soldier's service in the AGR program. NGB is to meet selection objectives. The NGB is not authorized to exceed the TCB selection objectives.

1. Goals: The ARNG's goals for the T10 AGR TCB are to:

- a. Shape and retain the highest quality AGR force based on the needs of the ARNG.
- b. Ensure only the most capable Soldiers serve in the AGR Program.
- c. Ensure opportunity for advancement to the next higher grade.
- d. Ensure compliance with AGR controlled grade limitations.

2. Definitions:

- a. The term "Soldiers" refers to commissioned officers, warrant officers, and enlisted Soldiers.
- b. The term "overstrength" refers to the number of Soldiers the board must select for release based on controlled grade allocations, force structure, upward mobility, and the program management intent of the DDARNG. For purposes of this memorandum, NGB need not exceed its AGR Voucher or Controlled Grade limitations to be deemed to be "overstrength."

3. Responsibilities:

- a. The DARNG will: Serve as the approval authority for the Title 10 AGR TCB.

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b. The DDARNG will:

- (1) Determine if T10 AGR TCB is required.
- (2) Determine selection objectives for the T10 AGR TCB.
- (3) Serve as convening authority for the T10 AGR TCB.
- (4) Select and appoint board members.
- (5) Appoint another Soldier to manage the execution and administrative responsibilities of the T10 AGR TCB if the Chief, Human Capital Management Division is being considered by the board.
- (6) Provide an informational brief and charge the board based on the MOI. This briefing is informational in nature and does not constitute additional guidance to the board.
- (7) Provide concurrence or non-concurrence on board recommendations. The DARNG has the authority to discard the board results and charge a new board to consider the eligible population.
- (8) Notify Soldiers of selection or non-selection no later than 30 days after the board results are approved.

c. ARNG-HRH will:

- (1) Publish updated policy guidance as required.
- (2) Review all required T10 AGR TCB reports for compliance with this appendix and other applicable law, regulation, or policy.

d. ARNG-HCM will:

- (1) Manage the career progression of the T10 AGR force through the lifecycle management tool provided by this board, as directed by DDARNG
- (2) Obtain future force structure information to assist the DDARNG with the development of the selection objectives for the AGR TCB.

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(3) Ensure all Soldiers who are eligible for consideration by the T10 AGR are accounted for.

(4) Notify Soldiers in writing no later than 90 days prior to convening date of the board that they are being considered by the board.

(5) Support all eligible Soldiers to ensure their board personnel files are complete.

(6) Ensure that ARNG-HCM personnel being considered by the TCB are not involved in any way in the preparation, administration, or review of the board process or results.

e. ARNG-HRP will:

(1) Prepare and submit all pre-board and post-board reports in accordance with this appendix.

(2) Furnish the board with the personnel files of the Soldiers being considered.

(3) Provide the board with pre-board reports and any new directives.

(4) Assist the board president with completing the post-board reports.

4. Policy:

a. The selection objectives for the AGR TCB will be developed by grade, area of concentration, branch, functional area, MOS, or a combination of these criteria. Selection objectives that will narrow the board population to the point that it targets individual Soldiers will not be developed. For example, the organization has one O5 (43A) in the zone of consideration and creates his or her selection objective by grade and functional area O5 (43A). In this case the selection objective reduces the considered population to one. This would guarantee selection of this officer. This is pre-selection and is prohibited: a new selection objective would be required to expand the considered population.

b. Once approved, the results of the TCB are final and may not be appealed.

c. The board reports will not be released.

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d. Soldiers selected for release by the Title 10 AGR TCB are ineligible for future service in the AGR program.

e. Soldiers serving One Time Occasional Tours (OTOT) as Title 10 AGRs will not be considered by the Title 10 AGR TCB.

f. Title 32 AGR Soldiers serving in a Title 10 AGR status for a professional development tour will continue to be managed by their State or Territory and will not be considered by the T10 AGR TCB.

g. Soldier appearance before the T10 AGR TCB is not authorized.

h. A Soldier with an approved retirement is not eligible to be boarded unless the retirement is revoked by DDARNG or DARNG.

i. Under Provisions of 10 USC 1370, lieutenant colonels and colonels will serve 3 years time-in-grade (TIG) to be retired in the higher grade, unless selected by the T10 AGR TCB, in which case they must serve 6 months.

j. Under Provisions of 10 USC 1371, warrant officers will serve for a period of 30 days or more to be retired in the higher grade.

k. Reference AR 600-8-19, enlisted Soldiers will fulfill their service remaining obligations as outlined in chapter 7-8 to be retired in the higher grade, unless selected by the T10 AGR TCB, in which case they must serve 6 months referenced above under subparagraph b(2) of the above chapter.

l. A Soldier who is selected for release must remain in the AGR Program until the date specified in the Select for Release Memorandum. If an earlier date is requested by the Soldier and approved by the DARNG, the action becomes a voluntary separation and the Soldier must meet mandatory TIG requirements to retire at the current grade that he or she holds.

m. A Soldier who is selected for release and is pending a determination from a Fit-for-Duty Evaluation, Medical Evaluation Board, or Physical Evaluation Board will not be released or retired until their final medical disposition is determined.

5. Board Packet Review Process for the T10 AGR TCB will be the same as the procedure prescribed for the T10 AGR Active Service Management Board (ASMB).

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6. Board Packet Contents for the T10 AGR TCB will be the same as those for the T10 AGR ASMB, unless directed otherwise by DDARNG or DARNG.
7. Board Composition for the T10 AGR TCB will be the same as for the T10 AGR ASMB, unless directed otherwise by DDARNG or DARNG.
8. Eligibility: Soldiers eligible for consideration consist of all Regular hire T10 AGR Soldiers whose probationary tour ends in the same fiscal year as the board is conducted.
9. Timeline:
 - a. No less than 90 days prior to the convening of the board, the DDARNG will notify each Soldier within the zone of consideration of the intent to conduct a board and the required documents for submission. Soldiers are responsible for ensuring their board packets are complete by the date specified in the notification.
 - b. Not later than 7 days after the DARNG approves the board results, the DDARNG must notify each Soldier of his or her retention or selection for release from the AGR program.
10. Release from the AGR Program: Unless an earlier date is requested by the Soldier, a Soldier who is selected for release will be released from the AGR program no earlier than the last day of his or her initial probationary tour, or 90 days after the Soldier is notified of his or her non-selection for retention in the T10 AGR program, whichever is later; except that a Soldier who has reached 18 years of active service (sanctuary) may not be discharged or transferred from an active status without the Soldier's consent prior to the date on which the member is entitled to be credited with 20 years of service, subject to applicable age limitations

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Appendix i: T10 AGR TCB Reports

Pre-Board Reports:

1. Board Conduct Memorandum
2. Board Membership Appointment Memorandum
3. Selection Objectives for the TCB
4. Board Membership Demographics
5. Consideration Roster
6. Board Packet Verification Memorandum

Post-Board Reports:

1. Report of Board Proceedings/After Action Review
2. Order of Merit List (scores included)
3. Selected for Release Roster
4. Retention Roster
5. DDARNG Concurrence Memorandum
6. Statistical Report
7. AOC/BR/FA Statistical Report (Officer)/GR/MOS Statistical Report (note: example applies to Warrant and Enlisted)
8. Release Memorandum (Non-Selection for Release)
9. Release Memorandum (Selection for Release)

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Date

MEMORANDUM FOR Chief, National Guard Bureau, 1636 Defense Pentagon,
Washington, DC 20301-1636 (T10)

SUBJECT: Fiscal Year 20XX (FY XX) (NGB) ARNG T10 AGR Tour Continuation
Board (TCB).

1. NGB will be convening an FY XX ARNG T10 AGR TCB.
2. The point of contact is RANK FIRST LAST, TITLE, at DSN XXX-XXXX,
XXX-XXX-XXXX, or first.last@us.army.mil.

(Signature Block of DDARNG)

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Board Appointment Memo

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Date

MEMORANDUM FOR President and Members of the Fiscal Year (XXXX) Title 10
AGR Tour Continuation Board (TCB)

SUBJECT: Appointment of the Fiscal Year 20XX T10 AGR

1. The following individuals are appointed to serve on the FY XX T10 AGR TCB:
 - a. PRESIDENT: COL XXXXXXXX, ARNG
 - b. MEMBERS: COL XXXXXXXX, (Branch), (AGR, M-Day, Tech, AC) (select one)
COL XXXXXXXX, (Branch), (AGR, M-Day, Tech, AC)
 - c. RECORDER (w/o vote): (MAJ)XXXXXXX, (AGR, M-Day, Tech)
2. Purpose: To shape the AGR force and make recommendations to the approving authority.
3. Convene Date: The board will convene (time), (YYMMDD), at (location, complete address).
4. Special Instructions: Board membership is considered close hold. When making arrangements for absence from civilian or military duties, Soldiers will make reference to a "DA Special Project", not a career management board.

(Signature Block of DDARNG)

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Selection Objectives for the TCB

FYXX T10 AGR TCB
SELECTION OBJECTIVES FOR /TCB

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BR/FA	COL	LTC	MAJ	CPT	2LT/1LT	MOS	CW5	CW4-WO1
TOTALS								

Signature
DDARNG

(Sample Data)

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Board Membership Demographics

FYXX T10 AGR TCB
BOARD DEMOGRAPHICS

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Name	Rank	Last 4 SSN	DOR/DOA	Race	Ethnicity	Gender	Status	Position
							Voting	President
							Voting	Member
							Voting	Member
							Non-Voting	Recorder

(Sample Data)

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Date

MEMORANDUM FOR Director, Army National Guard, 111 South George Mason Drive, Arlington, Virginia 22204-1382

SUBJECT: Fiscal Year 20XX (FY XX) (NGB or State) ARNG T10 AGR TCB Board Packet Review Verification Memorandum

1. The following Soldiers have reviewed/updated their board packet in preparation for the FY XX T10 AGR TCB.

Name Rank

2. The following Soldiers have elected not to review/update their board packet in preparation for the FY XX Officer AGR REFRAD TCB.

Name Rank Reason

3. The point of contact is RANK FIRST LAST, TITLE, at DSN XXX-XXXX, XXX-XXX-XXXX, or first.last@us.army.mil.

(Signature Block of DDARNG)

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Report of Board Proceedings/After Action Report (AAR) Cover Memo for T10 AGR
TCB

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Date

MEMORANDUM FOR Director, Army National Guard, 111 South George Mason
Drive, Arlington, Virginia 22204-1382

SUBJECT: Board Proceedings/After Action Report (AAR) of Fiscal Year 20XX T10
AGR TCB

1. The Fiscal Year 20XX T10 AGR TCB convened at (time), (date) at the (location, city and State).
2. The board president, board members, board recorders, and designated administrative support personnel hereby certify that, to the best of their knowledge, the board complied with the instructions that they were not subject to or aware of any censure, reprimand, or admonishment resulting from the recommendation of the board or its exercise of any lawful function within the board's authorized discretion; and that they were not subject to or aware of any attempt to coerce or influence improperly any action in the formulation of the board's recommendations; and that they were not party to, or aware of, any attempt at unauthorized communications. The board acting under oath and having in view the special fitness of officers and the efficiency of the Army, has carefully reviewed the record of every officer whose name was furnished to it as specified in the instructions. In the opinion of the majority of the board members, the officers named are the least qualified, as specified in the instructions, among officers whose names were furnished to the board, and are hereby recommended to be released from the Title 10 AGR Program.
3. The Soldiers annotated on the T10 AGR TCB roster will be released as per guidelines established in the memorandum of instruction. Included in this AAR are: Selection Objectives for the TCB, OML, AGR TCB Rosters, and Statistical reports.
4. The board recessed at (hours) on (date).

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5. This is to certify that the T10 AGR TCB members listed have agreed upon the recommendations.

6. The point of contact is RANK FIRST LAST, TITLE, at DSN XXX-XXXX, XXX-XXX-XXXX, or first.last@us.army.mil.

FIRST LAST
Colonel, ARNG
Board President

(Date)

FIRST LAST
Colonel, ARNG
Member

(Date)

FIRST LAST
Colonel, ARNG
Member

(Date)

FIRST LAST
Major, ARNG
Recorder (w/out vote)

(Date)

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AGR TCB Order of Merit Lists (OML)

FYXX T10 AGR TCB
OML

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Name	Rank	Last 4 SSN	BR MOS	FA	DOR	DOB	Commissioning Date	BASD	MRD	Score
Last, First, MI										
Last, First, MI										
Last, First, MI										
Last, First, MI										
Last, First, MI										
Last, First, MI										
Last, First, MI										
Last, First, MI										
Last, First, MI										
Last, First, MI										
Scores Included										

FIRST LAST
Colonel, ARNG
Board President

(Date)

FIRST LAST
Colonel, ARNG
Member

(Date)

FIRST LAST
Colonel, ARNG
Member

(Date)

FIRST LAST
Major, ARNG
Recorder (w/out vote)

(Date)

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AGR TCB Selection for Release Roster

FYXX T10 AGR TCB

Roster

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Name	Rank	Last 4 SSN	BR		DOR	DOB	Commissioning	BASD	MRD
			MOS	FA			Date		
Last, First, MI									
Last, First, MI									
Last, First, MI									
Last, First, MI									
Last, First, MI									
Last, First, MI									
Last, First, MI									
Last, First, MI									
Last, First, MI									
* This T10 AGR TCB roster lists ALL Soldiers selected for Release									

FIRST LAST
Colonel, ARNG
Board President

(Date)

FIRST LAST
Colonel, ARNG
Member

(Date)

FIRST LAST
Colonel, ARNG
Member

(Date)

FIRST LAST
Major, ARNG
Recorder (w/out vote)

(Date)

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AGR TCB Retention Roster

FYXX T10 AGR TCB
Roster

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Name	Rank	SSN	BR MOS	FA	DOR	DOB	Commissioning Date	BASD	MRD
Last, First, MI									
Last, First, MI									
Last, First, MI									
Last, First, MI									
Last, First, MI									
Last, First, MI									
Last, First, MI									
Last, First, MI									
Last, First, MI									
Last, First, MI									
* This T10 AGR /TCB roster lists only ALL Soldiers not selected for Release									

FIRST LAST
Colonel, ARNG
Board President

(Date)

FIRST LAST
Colonel, ARNG
Member

(Date)

FIRST LAST
Colonel, ARNG
Member

(Date)

FIRST LAST
Major, ARNG
Recorder (w/out vote)

(Date)

Title 10 AGR LCM Strategy and Plan
Annex B: Tenure in the Title 10 AGR Program

FOR OFFICIAL USE ONLY
(Letterhead)

Office Symbol

Date

MEMORANDUM FOR Director, Army National Guard, 111 South George Mason Drive, Arlington, Virginia 22204-1382

SUBJECT: Fiscal Year 20XX (FY XX) (NGB) ARNG T10 AGR TCB

1. I concur with the attached results of the FY XX ARNG AGR TCB that was conducted on (date) in (City, State). The records were reviewed in a thorough and impartial manner and the board results represent my selection objectives and the needs of the Army National Guard.
2. The point of contact is RANK FIRST LAST, TITLE, at DSN XXX-XXXX, XXX-XXX-XXXX, or first.last@us.army.mil.

(Signature Block of DDARNG)

Title 10 AGR LCM Strategy and Plan
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FYXX T10 AGR TCB
STATISTICAL REPORT

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COL	TOT CON	SELEC T	% SEL
C			
M			
N			
R			
X			
Z			
TOTAL			
COL	TOT CON	SELEC T	% SEL
F			
M			
TOTAL			

LTC	TOT CON	SELECT	% SEL
C			
M			
N			
R			
X			
Z			
TOTAL			
LTC	TOT CON	SELECT	% SEL
F			
M			
TOTAL			

MAJ	TOT CON	SELEC T	% SEL
C			
M			
N			
R			
X			
Z			
TOTAL			
MAJ	TOT CON	SELEC T	% SEL
F			
M			
TOTAL			

CW5	TOT CON	SELECT	% SEL
C			
M			
N			
R			
X			
Z			
TOTAL			
CW5	TOT CON	SELECT	% SEL
F			
M			
TOTAL			

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CPT	TOT CON	SELEC T	% SEL
C			100%
M			0%
N			0%
R			0%
X			0%
Z			0%
TOTAL			100%
CPT	TOT CON	SELEC T	% SEL
F			0%
M			100%
TOTAL			100%

CW4-WO1	TOT CON	SELECT	% SEL
C			0%
M			0%
N			0%
R			0%
X			0%
Z			0%
TOTAL			0%
CW4-WO1	TOT CON	SELECT	% SEL
F			0%
M			0%
TOTAL			0%

2LT/1LT	TOT CON	SELEC T	% SEL
C			100%
M			0%
N			0%
R			0%
X			0%
Z			0%
TOTAL			100%
2LT/1LT	TOT CON	SELEC T	% SEL
F			
M			100%
TOTAL			100%

FIRST LAST
Colonel, ARNG
Board President

(Date)

FIRST LAST
Colonel, ARNG
Member

(Date)

FIRST LAST
Colonel, ARNG
Member

(Date)

FIRST LAST
Major, ARNG
Recorder (w/out vote)

(Date)

Title 10 AGR LCM Strategy and Plan
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FYXX T10 AGR TCB
 STATISTICAL REPORT

FOR OFFICIAL USE ONLY

GRADE	AOC/BR/FA	TOT CON	SELECT	% SEL

 FIRST LAST
 Colonel, ARNG
Board President
 (Date)

 FIRST LAST
 Colonel, ARNG
Member
 (Date)

 FIRST LAST
 Colonel, ARNG
Member
 (Date)

 FIRST LAST
 Major, ARNG
Recorder (w/out vote)
 (Date)

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Retention Memorandum (Not Selected for Release)

(LETTERHEAD)

Office Symbol

Date

MEMORANDUM THRU (command channels)

FOR (Soldier concerned)

SUBJECT: Results of the T10 AGR TCB

1. I am pleased to inform you that the results of the T10 AGR TCB have been approved. You were not selected for release, and will be retained in an AGR status.
2. You should take particular pride in the confidence that has been evidenced by your retention. I urge you to continue performing your assigned duties to the best of your ability at all times and to take every opportunity to enhance your military education.
3. The Army National Guard will continue to rely on you in meeting its objectives.
4. The point of contact is RANK FIRST LAST, TITLE, at DSN XXX-XXXX, XXX-XXX-XXXX, or first.last@us.army.mil.

(Signature Block of DDARNG)

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Release Memorandum (Select for Release)

(LETTERHEAD)

Office Symbol

Date

MEMORANDUM FOR (Soldier concerned)

SUBJECT: Non-retention for Continued Service on the T10 AGR TCB

1. A T10 AGR TCB convened on (Date). Your records were reviewed; unfortunately, you were selected for release from the AGR Program.
2. Under provision of this T10 AGR TCB, a Soldier who is selected for release will be released from the T10 AGR Program no later than the end of the Soldier's initial probationary tour, or 90 days from notification of selection for release, whichever is later. Soldiers with more than 18 years of active Federal service, but less than 20, will not be released prior to achieving 20 years of Active Federal Service.
3. I can assure you that the board discharged its duties in a thorough and impartial manner. The character of your service has been honorable and this is reflected in your records. There is no appeal process or a second look associated with the results of this board. Results of this board are dictated by the needs of the Army.
4. Members who are released involuntarily are not considered to be ineffective or substandard in duty performance.
5. Your many personal sacrifices to the Army National Guard and the AGR Program are sincerely appreciated. You should take pride in having contributed to the success of the Army National Guard as a viable force capable of meeting today's challenges.
6. The point of contact is RANK FIRST LAST, TITLE, at DSN XXX-XXXX, XXX-XXX-XXXX, or first.last@us.army.mil.

(Signature Block of DDARNG)

CF: Command Channels

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Appendix ii: Qualitative TCB

1. Applicability: This policy applies only to the review of Soldiers on an initial AGR Tour for retention in the Title 10 AGR program. Separation and Release from Active Duty (REFRAD) of AGR Soldiers other than those on their initial AGR tour, or for other reasons, will be handled in accordance with the applicable law, regulation, or policy.

2. Purpose: To establish procedures for the conduct of Qualitative TCB Soldiers on their initial probationary AGR tour.

3. Qualitative TCB will convene annually or as often as required when it is determined that one or more initial-tour AGR Soldiers who fall within the zone of consideration should be involuntarily released at or before the expiration of their initial AGR tour due to unsuitability for participation in the Title 10 AGR program beyond their initial tour. The following procedures apply:

a. Qualitative TCB may be convened during years when DDARNG has determined that there is no need to conduct a Quantitative TCB. Qualitative TCB may also be convened during years when a Quantitative TCB is being held, but when the initial probationary tour Soldiers deemed unsuitable for continued participation in the T10 AGR program are not within the zone of consideration established for the Quantitative TCB.

b. Any given Soldier may be considered by either a Quantitative or Qualitative TCB, but not both.

c. A Qualitative TCB does not have a select objective. Rather, the board makes an individual recommendation concerning each Soldier before the board as to whether to recommend retention of that Soldier in the T10 AGR program or not.

d. The Human Capital Management Division (ARNG-HCM) will initiate a list of Soldiers who fall within the zone of consideration for tour continuation. The list will be provided to the division chiefs and Senior Guard Advisors (SGA) for review by each Soldier's immediate supervisor or first line rater. The reviews will be forwarded through channels to ARNG-HCM who will procure the concurrence of the Chief of Staff, ARNG prior to forwarding to DDARNG for a final decision on whether to conduct the Qualitative TCB. This is an individualized decision: DDARNG may decide to refer some, all, or none of the Soldiers recommend to a Qualitative TCB for consideration. Substantial documentation outlining the facts that render the Soldier unsuitable for retention in the Title 10 AGR program, together with any appropriate supporting documentation (including, but not limited to, counseling

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statements, evaluations, disciplinary documents, etc.) must be included with the recommendation for release from the Title 10 AGR program.

e. The ARNG-HCM will coordinate with the Personnel Division (ARNG-HRP) to conduct the Qualitative TCB. The board MOI, after it is reviewed by the Division (ARNG-HRH) and the Judge Advocate (NGB-JA), must be included with the Personnel Policy review documentation prior to the conduct of the board.

f. When possible, ARNG-HRP will use boards already scheduled or empanelled for other purposes as Qualitative TCB. Otherwise, board composition will be as directed or approved by DDARNG or DARNG.

6. Notification Requirements:

a. Before the scheduled board meets, and within 15 days after the recommendation for non-continuation, the chain of command must counsel, in writing, those Soldiers not recommended for continuation.

b. At least 90 days prior to the convening date of the board, a Soldier recommended for non-continuation will be notified in writing by ARNG-HCM of the scheduled board, giving him or her at least 30 days to respond in writing. The response then will be forwarded through channels, together with the Soldier's supporting documentation, to ARNG-HCM. This will afford the Soldier the opportunity to review his or her board files and to have any errors or omissions rectified prior to the convening of the board.

7. Final approval of board results: When the Qualitative TCB recommends a Soldier for non-continuation in the Title 10 AGR program, the recommendation will be forwarded to the DDARNG, who will approve or disapprove the results of the board. There is no appeal process. Soldiers selected for non-continuation will be released from the Title 10 AGR program upon the completion of their initial tour, or 90 days after the Director's decision, whichever is later.

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Annex B, Tab 3: One Time Occasional Tours

1. Reference AR 135-18 paragraph 1-6d and DODI 1205.18 paragraph 6.6 authorize OTOT for AGR Soldiers. However, DODI 1205.18 also directs that “AGR programs in each Military Service shall be administered as career programs that may lead to a military retirement after attaining the required years of active Federal service.” Read together, these provisions make clear that while OTOT are authorized, hiring AGRs in career status is preferred: that OTOT hiring should be used only in exceptional circumstances; and that under no circumstances should OTOT hiring be used to circumvent, or as a substitute for, the Tour Continuation Board process provided for in AR 135-18 paragraphs 2-2(a) and 4-6(a) and at Tab 2 of this Annex. Hiring of a Soldier on an OTOT must meet a specific need or requirement of the organization.
2. Authorized Categories for OTOT Hiring. Title 10 OTOT AGR hires are authorized for Soldiers in the following categories:
 - a. Officers in the rank of LTC or COL.
 - b. Warrant Officers in the rank of CW5.
 - c. Non-commissioned officers in the grade of E8 or E9.
 - d. T10/T32 exchange or professional development tours.
 - e. Any Soldier regardless of grade that cannot qualify for regular retirement (due to age, mandatory removal date (MRD), or retention control point (RCP)).
3. OTOT hires not within one of the categories listed in paragraph 3 above require the approval of the Deputy Director, ARNG. The request must contain clear and compelling justification for hiring the Soldier as OTOT vice as a career status AGR.
4. For each Soldier hired as OTOT, ARNG-HCM will execute a “Certificate of Agreement and Understanding” (see enclosure), HCM will place a copy of the executed agreement in the Soldier’s iPERMS file and retain a copy on file throughout the Soldier’s AGR tour .
5. Orders must identify the period as OTOT. Additional Instructions will contain information regarding the duration of the tour and must contain a

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statement that upon completion of this OTOT, the Soldier will return to their prior status and is not entitled to be accessed into the career AGR Program.

6. Soldiers serving on an OTOT remain eligible to apply and compete for career AGR positions. If selected for a career AGR position, the OTOT orders will be amended to end and an initial three year AGR tour order will be published for the Soldier. Time served in an OTOT will not count as part of the initial AGR probationary tour used in the career AGR Program.

7. Former AGR Soldiers released from AGR service due to board action are not eligible to enter into an OTOT.

8. The OTOT uses an available AGR resource, not ADOS-RC funding.

9. Additional requirements and limitations:

a. ARNG-HCM must have an available AGR resource and controlled grade (if required) to utilize an OTOT.

b. Soldiers serving on an OTOT will count in the T10 AGR end strength.

c. Soldiers must meet AGR entry requirements of AR 135-18, Chapter 2.

d. Consecutive OTOTs are not authorized.

e. As a general rule, Soldiers on an OTOT tour will not be PCSed from one T10 AGR assignment to another during the course of the OTOT. Exceptions will be approved by the Chief of Staff for the grade of O4 and below, by the DDARNG in the grade of O5 and DARNG in the grade of O6.

f. Soldier must not be able to reach 18 years of active service as a result of the OTOT order unless a waiver has been approved by DARNG or higher authority as prescribed in other applicable policy or regulation.

g. Soldier must not be able to qualify for separation pay as a result of the OTOT order unless a waiver has been approved by DARNG