

Title 10 AGR LCM Strategy and Plan
Annex C: T10 AGR Assignment Selection Process

The T10 AGR Assignment Selection Process is intended to be a fair, equitable, and transparent process for the selection and assignment of Officers, Warrant Officers, and Enlisted Soldiers for duty positions within the T10 AGR program. Ultimately, assignment decisions are intended to serve the best interests of the organization and our mission, both in the immediate future and over the long term. However, to the extent possible consistent with the needs of the organization and its mission, the Assignment Selection Process also seeks to serve the interests of individual Soldiers in terms of their opportunities for career development and advancement; their personal needs and those of their families; and their individual professional and personal aspirations. The T10 AGR Assignment Process seeks not merely to fill positions, but to manage careers.

1. T10 AGR Officer Assignment Selection Process policy is at Tab 1 of this Annex.
2. T10 AGR Warrant Officer Assignment Selection Process policy is at Tab 2 of this Annex.
3. T10 AGR Enlisted Assignment Selection Process policy is at Tab 3 of this Annex.

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Annex C, Tab 1: T10 AGR Officer Assignment Selection Process

1. Assignment Selection Process Overview. The goal of the assignment selection process is to effectively balance the short-term and long-term needs of the ARNG Directorate. In the short term, we must select the best qualified officer to fill each vacancy to maximize organizational effectiveness. In the long term, we must ensure that we maximize developmental opportunities provided to all of our officers to build the next generation of senior ARNG leaders. The legacy assignment processes required an extraordinary amount of personal involvement by many of our senior leaders, which had a negative impact on the effectiveness of our entire organization. The assignment selection processes established in this memorandum will improve fairness, transparency, and efficiency while retaining the senior leaders' ability to shape the force.

2. Officer assignments in the T10 AGR Program will be managed by Assignment Officers. The ARNG Human Capital Management Division (ARNG-HCM) will appoint assignment officers who will manage the assignments of officers based on objective criteria. Assignments will be managed based on documented and verified skills and experiences in officers' military records as well as upon the needs of the organization, with input from the G-Staff and Senior Field Representatives and from the Soldier. Additional factors considered in making assignment decisions may include, but are not limited to TDA requirements and AGR voucher availability; the results of the Promotion Recommendation Review (PRR); the duration of an officer's assignment to his or her current position; and the date of the officer's last Permanent Change of Station (PCS).

a. Major/O4 and below assignments are made by the Assignment Officer. Officers will not be PCS'd while in an initial tour without prior approval by the DDARNG (See Annex B, Tab 1, Para 2d).

b. Lieutenant Colonel/O5 assignments are approved by the DDARNG. This includes assignments of Majors being assigned to Lieutenant Colonel positions pursuant to the PRR process. Officers will not be PCS'd while in an initial tour without prior approval by the DDARNG (See Annex B, Tab 1, Para 2d).

c. Colonel/O6 assignments are approved by the DARNG. This includes assignments of Lieutenant Colonels being assigned to Colonel positions pursuant to the PRR process. Officers will not be PCS'd while in an initial tour without prior approval by the DDARNG (See Annex B, Tab 1, Para 2d).

3. Assignment to positions of a higher grade. In accordance with National Guard Regulation (NGR) 600-100, Commissioned Officers - Federal Recognition and Related Personnel Actions, 15 April 1994, paragraph 4-3f(10), there is no limit on assigning officers to positions of a higher grade. However, recommendations for promotion within the Title 10 AGR program will be made based on the results of

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the PRR process. Note, however, that assignment to a position of the higher grade does not confer, in and of itself, a right to be promoted.

4. Leadership Development. Officers may be assigned to duty positions outside those ordinarily filled by T10 AGR personnel for purposes of professional development. Such positions may include command opportunities for MTOE units; command opportunities for TDA units; and professional development opportunities in the States.

a. Command Leadership Program: Opportunities for the command of MTOE battalions and higher are managed by ARNG-HCM under the Command Leadership Program. See Annex F, Title 10 AGR Special Programs, Tab 2.

b. Command Opportunity Program: Opportunities for the command of TDA units at battalion or above (especially those controlled by NGB) are managed by ARNG-HCM under the Command Opportunity Program. See Annex F, Title 10 AGR Special Programs, Tab 3.

c. Professional Development Tours for Title 10 AGRs: Opportunities for professional development tours with the States are managed by ARNG-HCM. These include company command opportunities and staff assignments with State Joint Forces Headquarters or units. Such tours are often executed in the form of T10/T32 exchanges. See Annex F, Title 10 AGR Special Programs, Tab 4.

5. Nominative Positions: Some positions in the Title 10 AGR program are filled by nominative assignment. Nominative positions will include the General-Staff principals, key positions on the personal staffs and Special Staffs of General Officers, and other such special or sensitive positions as may directed by the CNGB or DARNG. Nominative assignment selections are made outside of the normal assignment selection process.

a. Nominative positions in the ARNG Directorate include:

- (1) ARNG G1
- (2) ARNG G2
- (3) ARNG G3
- (4) ARNG G4
- (5) ARNG G5
- (6) ARNG G6
- (7) ARNG G8
- (8) Executive Officer to DARNG
- (9) Chief, Human Capital Management Division (ARNG-HCM)
- (10) Chief, Strategic Initiatives Group (SIG)
- (11) ARNG-HCM Assignment Officers.
- (12) Chief of Staff of the Army Fellow (CSA SSG)

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b. Nominative Positions in the NGB Joint Staff include:

- (1) Chief Counsel (JAG)
- (2) The Inspector General
- (3) Executive Officer to CNGB
- (4) The Public Affairs Officer
- (5) Chief, Strategic Initiatives Group
- (6) Deputy Director, Legislative Liaison
- (7) Chief, NGB General Officer Management Office
- (8) Chief of the NGB Joint Staff
- (9) Deputy Assistant to the Chairman, Joint Chiefs of Staff

c. Additional nominative positions may be designated as needed by the DARNG or the CNGB.

d. ARNG-HCM will maintain a list of currently approved nominative positions. This list will be an open and available document, and will be posted on GKO or other appropriate forum.

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Annex C, Tab 2: T10 AGR Warrant Officer Assignment Selection Process

1. Assignment Selection Process Overview. The goal of the assignment selection process is to effectively balance the short-term and long-term needs of the ARNG Directorate. In the short term, we must select the best qualified warrant officer to fill each vacancy to maximize organizational effectiveness. In the long term, we must ensure that we maximize developmental opportunities provided to all of our Warrant Officers to build the next generation of senior ARNG experts. The legacy assignment processes required an extraordinary amount of personal involvement by many of our senior leaders, which had a negative impact on the effectiveness of our entire organization. The assignment selection processes established in this memorandum will improve fairness, transparency, and efficiency while retaining the senior leaders' ability to shape the force.

2. Warrant Officer assignments in the T10 AGR Program will be managed by Assignment Officers. The ARNG Human Capital Management Division (ARNG-HCM) will appoint Assignment Officers who will manage the assignments of Warrant Officers based on objective criteria. Assignments will be managed based on documented and verified skills and experiences in Warrant Officers' military records as well as upon the needs of the organization, with input from the G-Staff and Senior Field Representatives and from the Soldier. Additional factors considered in making assignment decision may include, but are not limited to, TDA requirements and AGR voucher availability; the duration that the Warrant officer has been in his or her current position; and the date of the Warrant Officer's last Permanent Change of Station (PCS). Assignment and re-assignment of all Warrant Officers is approved by the DDARNG.

3. Assignment to positions of a higher grade. In accordance with National Guard Regulation (NGR) 600-101, Warrant Officers - Federal Recognition and Related Personnel Actions, in order to increase career progression and allow maximum opportunity for promotion, Warrant Officers who demonstrate proficiency sufficient to merit promotion consideration should be considered for assignment to positions one grade higher than the grade they currently hold, e.g. CW3 to CW4 position. No Warrant Officer is entitled such assignment. Such assignments will be approved by the DDARNG based upon the recommendations of ARNG – HCM. In making such recommendations, ARNG-HCM may take into consideration the recommendations of the chain of command, the ARNG CCWO, and other factors as appropriate. CW5 positions are managed separately and are limited to those CW4s recommended for promotion by the T10 AGR Warrant Officer Review Advisory Board and endorsed by ARNG-HCM.

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4. Career/Leadership Development. Warrant Officers will not be assigned to duty positions outside their Primary Specialty except positions coded 011A. Exceptions will be approved by the DDARNG.

5. Professional Development Tours for Title 10 AGRs: Opportunities for professional development tours with the States are managed by ARNG-HCM. These include Battalion or higher staff opportunities and staff assignments with State Joint Forces Headquarters or units in the Warrant Officers primary specialty. Such tours are often executed in the form of T10/T32 exchanges. See Annex F, Title 10 AGR Special Programs, Tab 4.

6. Nominative Positions: The CCWO is the only Warrant Officer Nominative position in the Title 10 AGR program.

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Annex C, Tab 3: T10 AGR Enlisted Assignment Selection Process

1. Title 10 AGR Enlisted assignments will be managed by Assignment NCOs at Human Capital Management Division (ARNG-HCM).

a. The Enlisted Assignments Branch Chief (SGM) provides overall supervision of enlisted assignments, and will be responsible for the assignment management of Soldiers in the grade of E9 in the T-10 AGR program. Additionally, this SGM is responsible for Command Management Tours (Command Opportunity Tours and Command Leadership Tours), Details, One Time Occasional Tours, Temporary Change of Station, Mobilizations, and Resident USASMC School assignments. Command Management Tours will encompass CSM and 1SG assignments, as well as assignments in support of the DARNG staff and CNGB staff. This will include all enlisted assignments excluding the SEL to the CNGB, and the CSM to the DARNG, which will be filled as directed by the CNGB and DARNG.

b. Assignment NCOs will be representative of the MOS career management fields they are managing. Normally Assignment NCOs will be in the grade of E8.

(1) Initially, Enlisted Career Management Fields (CMFs) will be broken out into Career Clusters. Depending on the career cluster population, each career cluster may require more than one Assignment NCO. Personnel reclassification and re-assignments due to force structure changes may affect changes in the population density and affect re-alignment of Assignment NCO coverage.

(a) Maneuver Fires and Effects (MFE). MFE will initially consist of the following CMFs: 11, 12, 13, 14, 15, 18, 19, 31, 35, and 74. The assignment NCO for MFE will be qualified in one of the MOSs included in these CMFs.

(b) Support Operations (SO). The SO will initially consist of the following CMFs: 25, 88, 89, 91, and 92. The assignment NCO for SO will be qualified in one of the MOSs included in these CMFs.

(c) Soldier Support (SS). SS will initially consist of the following CMFs: 27, 36, 42, 46, 56, 68, and 79. The assignment NCO for SS will be qualified in one of the MOSs included in these CMFs.

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(2) The Office of Primary Responsibility (OPR – defined as G-Staff, NGB Joint Staff, and Senior Field Reps) will focus on position requirements/authorizations that support the OPRs Mission (focus on force structure requirements). The Assignment NCOs will work with the OPR to ensure timely identification of backfills for NCOs scheduled for movement (normally 12 months out). Assignment NCOs will work to provide skill sets required for positions within the OPR's priorities of fill.

(3) The Assignment NCOs will work with the OPRs to ensure a full understanding of entry level positions at each pay grade, and logical career progression through positions to develop and sustain skills. Assignment NCOs will coordinate with the NCO Support Channel to validate all career actions for each NCO (schools, assignments, experiences, etc.). This up-front communication will minimize undesirable impacts of last minute changes to movement schemes.

(4) The NCO Support Channel will continue to coach, teach and mentor their subordinates. Career plan reviews and PME will focus on logical and progressive assignments, training and experience. The domains of Operational Assignments, Institutional Training and Self Development will be leveraged to facilitate a successful career.

c. Enlisted Assignments Branch Special Projects NCO. A special projects NCO will be assigned to assist with and coordinate the enlisted personnel functions identified below. Normally the Special Projects NCO will be in the grade of E7.

- (1) Operations
 - Contingency Support
 - Military Schools
 - Functional Support & Integration
 - 00F Modeling & Requirements
- (2) Readiness
 - Accessions Management
 - Retention & Reclassification
 - Strategic Readiness
 - Inventory and TDA Req/Auth
- (3) Personnel
 - Transitions
 - Enl Procedures /Soldier Actions
 - Special Actions
 - Personnel Support

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d. Enlisted Assignments Branch Administrative Assistants. As necessary, mid-grade NCOs will be assigned to assist with the administrative work flow associated with personnel assignments and utilization. Normally, Administrative Assistants will be in the grade of E6.

2. NCO assignments and utilization will be based upon the Soldier's CPMOS, grade, career development, needs of the organization, and other factors specified in Annex C or as appropriate. Enlisted assignment decisions will be made by the assignments NCO, with input from the Soldier and coordination with the Senior NCOs assigned to ARNG G-Staff/Senior Field Representative levels. Assignments outside the Soldier's CPMOS will be by exception only and will be approved by the same authority that approves assignments at that grade.

a. E7 and below assignments are staffed by HCM, Enlisted Branch Chief (SGM), who will coordinate approval of assignments with the CSM of the ARNG. NCOs will not be PCS'd while in an initial tour without prior approval by the DDARNG. The ARNG CSM and HCM SGM will brief the DDARNG who will approve all actions resulting in promotions pursuant to the Enlisted Promotion System (EPS) process. The ARNG CSM and HCM SGM will brief the DDARNG who will approve all actions resulting in new hires.

b. E8 and E9 (except as listed in 2c below) assignments are approved by the Deputy Director, Army National Guard. This includes assignments of MSGs slated for promotion to SGM pursuant to the Enlisted Promotion System (EPS) process, and those slated for lateral appointment to First Sergeant through the Enlisted Leadership Board process. NCOs will not be PCS'd while in their first tour without prior approval by the DDARNG.

c. E9 nominative assignments are approved by the Director, Army National Guard. This includes assignments of Sergeants Major slated for lateral appointment to Command Sergeant Major through the Enlisted Leadership Board process. NCOs will not be PCS'd while in their first tour without prior approval by the DARNG.

d. In accordance with para 3-14h, NGR 600-200, and para 7-2h, AR 600-8-19, the Soldiers PMOS will be the Soldiers CPMOS. This is the MOS in which the Soldier will seek further assignments and promotion opportunities. NGB-ARZ-T is the final approval authority in determining the Soldiers CPMOS. Soldiers must be qualified in their CPMOS.

3. Assignment to positions of a higher grade. Enlisted personnel utilization within the Title 10 AGR program will be in accordance with Chapters 3 & 4, NGR 600-200, and Chapter 7, AR 600-8-19. Selection for promotion within the Title 10 AGR program will be made based on the results of the EPS process, in accordance with Chapter 7, AR 600-8-19. Note, however, that assignment to a

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position of the higher grade does not confer, in and of itself, a right to be promoted (para 4-7h, NGR 600-200).

4. Leadership Development. NCOs may be assigned to duty positions outside those ordinarily filled by T10 AGR personnel for purposes of professional development. Such positions may include command opportunities for MTOE units; command opportunities for TDA units; and professional development opportunities in the States.

a. Command Leadership Program: Opportunities for CSM and 1SG of MTOE units are managed by ARNG-HCM under the Command Leadership Program. See Annex F, Title 10 AGR Special Programs, Tab 2.

b. Command Opportunity Program: Opportunities for the CSM and 1SG of TDA units (especially those controlled by NGB) are managed by ARNG-HCM under the Command Opportunity Program. See Annex F, Title 10 AGR Special Programs, Tab 3.

c. Professional Development Tours for Title 10 AGRs: Opportunities for professional development tours with the States are managed by ARNG-HCM. These include company 1SG opportunities and staff assignments with State Joint Forces Headquarters or units. Such tours are often executed in the form of T10/T32 exchanges. See Annex F, Title 10 AGR Special Programs, Tab 4.

5. Nominative Positions: Some positions in the Title 10 AGR program are filled by nominative assignment. Nominative positions will include the Senior Enlisted Advisors to General-Staff principals; key positions on the personal staffs and Special Staffs of General Officers, and other such special or sensitive positions as may be directed by the CNGB or DARNG. Nominative assignment selections are made outside of the normal assignment selection process and will be administratively managed by the Enlisted Management Branch SGM. Assignment to a nominative position under this policy does not confer an extended retention control point unless the position meets the definition of PPOM 12-031, or successor regulation or policy.

- a. Nominative positions in the ARNG Directorate include:
- (1) ARNG G1 SGM
 - (2) ARNG G2 SGM
 - (3) ARNG G3 SGM
 - (4) ARNG G4 SGM
 - (5) ARNG G6 SGM
 - (6) ARNG G8 SGM
 - (7) Executive NCO to the CSM, ARNG
 - (8) Enlisted Branch Chief, Human Capital Management Division (ARNG-HCM)

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- (9) Senior Enlisted Advisor to the ARNG Chief of Staff (Installation SGM)
- (10) ARNG-HCM Assignment NCOs
- (11) Sr NCO Assignments to the Chief of Staff of the Army Fellow
(CSA SSG)

- b. Nominative Positions in the NGB Joint Staff include:
 - (1) Senior Enlisted Advisor to the Chief Counsel (JAG)
 - (2) Senior Enlisted Advisor to the Inspector General
 - (3) Executive NCO to the SEL, CNGB
 - (4) Senior Enlisted Positions assigned to the Deputy Director, Legislative Liaison
 - (5) Nominative positions as advertised by the Office of the SMA/SEAC

c. Additional nominative positions may be designated as needed by the DARNG or the CNGB.

d. ARNG-HCM will maintain a list of currently approved nominative positions. This list will be an open and available document, and will be posted on GKO or other appropriate forum.

6. Approval authority for the ARNG Command Sergeant Major is the Director, Army National Guard (DARNG).

7. Approval authority for the Senior Enlisted Leader (SEL) to the Chief National Guard Bureau (CNGB) is the CNGB.