

Title 10 AGR LCM Strategy and Plan
Annex D: T10 AGR Promotion Process

The objective of the Title 10 AGR Promotion Process is to ensure that the best qualified Soldiers are promoted into valid vacancies via a fair, equitable and transparent process, while ensuring that the Title 10 AGR program remains within controlled grade limitations.

1. Policy governing Title 10 AGR Officer promotions is at Tab 1 of this Annex.
2. Policy governing Title 10 AGR Warrant Officer promotions is at Tab 2 of this Annex.
3. Policy governing Title 10 AGR Enlisted promotions is at Tab 3 of this Annex.

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Annex D, Tab 1: Title 10 AGR Officer Promotion Recommendation Review (PRR)

1. Purpose. This Tab establishes policy and procedure for conduct of Officer Promotion Recommendation Reviews (PRRs). The PRRs are the primary method used to identify those Title 10 AGR Officers who will be recommended for promotion to fill vacant Lieutenant Colonel (LTC) and Colonel (COL) positions within the Title 10 program.

2. PRR Overview. The legacy Career Field Review panel has been replaced by the PRR. These reviews will produce an Order of Merit List (OML) of officers who may be recommended for promotion. The review will be conducted in the fourth quarter of each fiscal year (FY), to recommend officers for promotion during the upcoming FY. The review results are recommendations, not a promotion list. This is an important distinction, as the promotion authority for an AGR officer is The Adjutant General of the officer's State. Promotions are made by TAG, based on a request on behalf of the Director Army National Guard. However, within the Title 10 program, the results will be compiled as an OML which will be used to assist in determining which officers are assigned to higher graded positions and recommended for promotion.

a. COL PRR. This review considers all LTCs eligible for promotion to COL as of the convening date of the PRR. The review will consist of not less than five voting members. The review president will be a General Officer. The review president and all voting members will be General Officers. The optimum review composition would include one voting member from the NGB Joint Staff, at least one member from a State and at least one officer currently or previously assigned within the Title 10 program outside the Military District of Washington. Active Component and USAR officers are acceptable for board membership.

b. LTC PRR. This review considers all MAJs eligible for promotion to LTC as of the convening date of the PRR. The review will consist of not less than seven voting members. The review president will be a General Officer. All other voting members will be a General Officer or senior COLs (e.g., former division chief, brigade commander or deputy commander, or equivalent) and should be Senior Service College graduates or equivalent (MEL 1). The optimum review composition would include one voting member from the NGB Joint Staff, at least one member from a State and at least one officer currently or previously assigned within the Title 10 program outside the Military District of Washington. Active Component and USAR officers are acceptable for board membership.

c. Promotions to the grade of MAJ and below: T10 AGR officers may be promoted to the grades of O4 and below upon meeting all the prerequisites for

the grade to which promoted, to include occupation of a valid position of a higher grade for which they are qualified. However, no officer is entitled to such promotion. Officers will only be promoted upon recommendation of the first T10 Army National Guard O6 in the chain of command. Additionally, DARNG or DDARNG may specify additional procedures or requirements.

3. Conduct of PRRs.

a. Timing. The PRRs will be conducted early in the fourth quarter of each FY, to identify officers who will be recommended for promotion during the upcoming FY.

b. Zone of consideration. The DARNG will establish the zone of consideration for the PRR. In determining whether a given Officer is in the zone of consideration, the Officer's TIG will be calculated based on date of rank which is provide as date "B" on the Officer's "Promotion as a Reserve Commissioned Officer of the Army" memorandum generated by ARNG-HRP. Officers' non-select for promotion by a DA Mandatory Promotion Consideration Board may be considered by the PRR, but may not be promoted until selected for promotion by a subsequent DA promotion board.

c. Review selection and term of appointment. The ARNG G1 and Chief, ARNG HCM will compile a coordinated slate of officers from which the Director will choose the members.

d. Review announcement. The ARNG-HCM will publish an annual PRR announcement memorandum. The announcement memorandum will include the review dates, the zone of consideration, and instructions for review and verification of review files by the considered officers.

e. Review files. Review files will be made available for review and certification by the considered officers through automated ARNG-HCM personnel systems prior to the conduct of the PRR. The review files will include the ORB, contents of relevant records from the performance file in interactive Personnel Electronic Records Management System, and an optional letter to the Review panel.

f. Review instructions. The DARNG will provide instructions to the review. These instructions will clarify the needs of the organization, and the leadership's priorities for organizational and personnel development. Above all, the instructions will clearly indicate that the review must identify and recommend only the best qualified officers for promotion to the next higher grade. The instructions will clarify that promotions are not a reward for past performance, but rather are based on the review's assessment of an officer's future potential. The instructions should include specific guidance on the relative importance of command and other key developmental opportunities, critical experience

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(including joint experience and education), and diversity. ARNG-HCM will develop, draft, and review guidance for consideration by the DARNG.

g. Review method. Reviews will be conducted using the Automated Board System. Voting will be done using the "Total Soldier" concept (one Soldier, one vote). The ARNG-HRP will tabulate the results to compile an OML. Prior selection by a DA Mandatory board will be used as a "tie breaker" in compiling the results and creating the OML: that is, if officers are tied in placement on the OML, a DA Select officer would be ranked higher than an officer who had not been considered by the DA Mandatory Board. Both DA Select officers and those not yet considered by a DA Board would rank higher than officers who are DA Mandatory Board non-selects at the time of the PRR. Ties remaining after applying DA Select status will be broken by date of rank (i.e., senior officers score rank higher than junior officers). Ties remaining after application of date of rank will be broken by decision of the DARNG (for promotion to O6) or by the DDARNG (for promotion to O5).

h. Review report. The review results will be submitted in a review report through the ARNG Chief of Staff and the DDARNG. If the DARNG determines that there were administrative or procedural errors, he will return the report in its entirety to the review for correction, or may direct the board to reconsider the entire population. Each officer will be informed by letter of his or her position on the OML.

4. Processing Promotion Recommendations. The OML established by the PRR will drive promotions for the FY. The specific positions to which the recommended officers will be assigned, and the actual timing and sequence of the reassignments, will be established through the assignment selection process. Assignment selection process will be informed by the PRR results. Guidance on the assignment selection process is at Annex C.

a. The submission of promotion recommendations will be based on vacancies, controlled grade availability, and senior leader judgment as to how many officers should be promoted. The senior leadership is not required to fill every available controlled grade resource by promotion: the senior leadership may deem it necessary to establish an OML floor below which no Officers will be promoted irrespective of the availability of controlled grade resources (for example, the senior leadership might determine that no Officers below the top third of the OML will be promoted); or the senior leadership may deem it appropriate to reserve some controlled grade resources for fill by new hires, whether OTOT or otherwise, as the needs of the organization require. Where the senior leadership does decide to establish an OML floor, this will be published along with the PRR results.

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b. Officers recommended for promotion by the PRR will not submit promotion packets until directed to do so by ARNG-HCM. ARNG-HCM will verify that each recommended officer is eligible for promotion in accordance with AR 135-155 and NGR 600-100, Commissioned Officers – Federal Recognition and Related Personnel Actions, 15 April 1994 (i.e., not “flagged”) prior to endorsing the recommendation. The ARNG-HCM will forward a promotion recommendation and endorsement to the appropriate State when the officer is assigned to the higher graded position and a controlled grade is available. In accordance with law and regulations, the actual promotion authority remains the State Adjutant General. The provisions of NGR 600-100, chapter 8-20, remain in effect.

c. Flags. Officers who receive a Suspension of Favorable Actions (i.e., “flag”) after being recommended for promotion by the PRR will remain on the OML, but will not be promoted until the flag is lifted.

d. Removal from the list.

(1) Failure of selection. Officers recommended for promotion by the PRR but who are subsequently non-select for promotion by a DA Mandatory Promotion Consideration Board prior to being promoted will be removed from the PRR OML. However, they remain eligible for consideration by subsequent PRRs per paragraph 4(g) above.

(2) ASMB/TCB. Officers selected for release by an ASMB or TCB will be removed from the PRR OML upon approval of the ASMB/TCB results.

(3) Refusal of assignment. If an officer on the PRR OML refuses an assignment to a position in the higher grade, the DARNG may remove that officer from the PRR OML and recommend another officer for promotion against the resulting vacancy based on the OML.

(4) Post Board Screening. An Officer disapproved for promotion as a result of Post Board Adverse Action Screening following a DA Mandatory Promotion Board or as a result of post-Federal Recognition Board adverse action screening may be removed from the PRR OML. However, such officers remain eligible for PRR consideration in the following year, if otherwise eligible.

(5) Removal for cause. Prior to publication of the federal recognition order, the DARNG may remove an officer from the promotion recommendation list based on substantiated allegations of misconduct or unsatisfactory performance.

(6) TAG Disapproval. Promotion authority for all ARNG officers resides with the Adjutant General. IAW NGR 600-100, para 8-20c, an officer whose promotion is not approved by The Adjutant General of his/her state may be removed from the PRR OML.

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5. Promotion in Nominative Positions. Officers assigned to a nominative position in a higher grade who are fully qualified for promotion may be promoted if recommended for promotion by the chain of command. Promotion through this process is only possible if a controlled grade is available to support the promotion and the officer was slated for promotion via the PRR, or if such promotion can be effected without interfering with the promotions of the officers who were recommended by the PRR. Promotion through this process is consistent with the vacancy-based promotion system of the ARNG.

6. Requests for Reconsideration or Redress.

a. Officers who believe that a material error or defect has negatively impacted their consideration or ranking by the PRR must request reconsideration or redress to ARNG-HCM within 30 days of the publication of the results of the Review.

b. Requests for reconsideration or redress must be substantive in nature. The burden of establishing that a material error or defect has in fact occurred lies with the officer seeking redress.

c. Requests for reconsideration or redress will be evaluated by ARNG-HCM in conjunction with ARNG-HRP and ARNG-HRH, and briefed to the Deputy Director, ARNG. If the complaint is substantiated, the DDARNG may direct such relief as is appropriate to the circumstances. Such relief is subject to the approval of the Director, Army National Guard.

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Annex D, Tab 2: Title 10 AGR Warrant Officer Promotions

1. Purpose. This Tab establishes policy and procedure for the promotion of Title 10 Warrant Officers who will be recommended for promotion within the Title 10 program. The Warrant Officer must meet the promotion qualifications established in Chapter 7, NGR 600-101 and all other current policy and procedures.

2. Promotion recommendations up to CW4 will be submitted by the Warrant Officer's first line supervisor, endorsed by the first T10 Army National Guard O6 with oversight of the position and approved by ARNG-HCM. The ARNG-HCM will forward a promotion recommendation and endorsement (authorization letter) to the appropriate State when the officer is assigned to the appropriate position and has completed the appropriate PME Course. In accordance with law and regulations, the actual promotion authority remains the State Adjutant General.

a. Promotion to CW5: Soldier must be recommended for promotion by the T10 AGR Warrant Officer Review Advisory Board and endorsed by ARNG-HCM. The T10 AGR Warrant Officer Review Advisory Board President will be a General Officer. The review panel will consist of not less than five voting members. Board members may be either CW5 or COL and at least one member from a State. Active Component and USAR officers are acceptable as board members.

b. Warrant Officers in the grade of CW3 and above on One Time Occasional Tours (OTOT) cannot be promoted while on OTOT unless an exception is granted by the ARNG Chief of Staff. Under no circumstances will a CW4 on OTOT will not be considered for CW5 by the CW4 Review Advisory Panel.

c. Warrant officers eligible for promotion may board their packets 120 days prior to reaching their time in grade (TIG) eligibility date.

3. Flags. Warrant Officers who receive a Suspension of Favorable Actions (i.e., "flag") may not be recommended for promotion until the flag is lifted.

4. Promotion Consideration. Warrant Officers are technical experts and should be considered for promotion when they have reached the technical abilities for that grade. However, promotion of a Warrant Officer is not automatic based on time in grade and MOS. Warrant Officers within the Title 10 program should be able to perform at the National level and be looked at as more than fully qualified in their specialty. The determination as to whether a Warrant Officer is ready to be promoted rests with the chain of command and ARNG-HCM. No one is entitled to be promoted.

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Annex D, Tab 3: Title 10 AGR Enlisted Promotions

1. Enlisted promotions in the T10 AGR Program are governed by AR 600-8-19, Chapter 7. The guidance below provides additional instructions unique to the T10 AGR Program.
2. Enlisted promotion boards are conducted annually. Board announcements are drafted and then staffed for signature by the Senior Leadership.
3. Approved promotion board announcements are then sent out to all Enlisted Soldiers via email.
4. Electronic board packets are created in the Human Resource Management System (HRMS) for eligible Soldiers.
5. Eligible Soldiers will elect promotion consideration and review promotion related documents for accuracy. After the Soldier is satisfied with the packet he/she digitally signs the packet. The packets are then screened by the Enlisted Management Branch for accuracy. Once the quality assurance check is complete the packets are transmitted electronically to ARNG-HRP.
6. ARNG-HRP will schedule the date of the boards and coordinate board membership. For SGT through SGM boards, three to five members, senior in grade to the Soldiers being considered, with the senior member as president, will evaluate all Soldiers considered. The packets are reviewed and scored by the board membership using the Total Soldier Concept scoring model.
7. For SGT thru SGM boards, promotion boards will generally comprise of enlisted Soldiers. The president will be a CSM. If no CSM is available, then an SGM may preside (except for the SGM board and CSM panel). When officers are used in these boards and panels, use LTC or higher for SFC and MSG boards (except the 1SG panel), and COL or higher for SGM boards, with a senior COL or a general officer as president. Panels will include at least one officer and two senior NCOs, when officers are included. Membership will include at least one member from a State. Active Component and USAR Soldiers are acceptable as board members.
8. Upon completion of the board, ARNG-HRP will forward the results to the ARNG-HCM who will publish a promotion standing list. The list will be staffed to ARNG Chief of Staff for approval and the results will be published for all eligible Soldiers visibility.

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9. Soldiers will be selected for promotion based on valid vacancies, availability of AGR authorizations. Projection of promotions is based off of known losses to the T10 AGR enlisted population by grade and MOS. For positions with a special reporting code of 00D/00F, selection will be based on the highest scoring Soldier possessing a feeder MOS for that position. Soldiers selected for promotion will only be promoted once they are assigned to a position of higher grade and availability of the AGR authorizations.

10. Soldiers nonselected for retention by a board IAW AR 600-8-19, Chapter 7 para 7-44e will be removed from the promotion list. This includes, but is not limited to the Active Service Management Board, and any other administrative separation board.

11. Title 10 AGR Soldiers that are participating in Command Leadership, Professional Development, or State Recall for deployment will continue to compete for promotion in the T10 AGR program.