



**NATIONAL GUARD BUREAU**  
111 SOUTH GEORGE MASON DRIVE  
ARLINGTON, VA 22204-1373

AUG 31 2015

ARNG-HRH

MEMORANDUM FOR The Adjutants General of all States, Puerto Rico, the US Virgin Islands, Guam, and the Commanding General of the District of Columbia

SUBJECT: Consolidated Temporary Table of Distribution and Allowances (TTDA) Policy Update (PPOM #15-014)

1. References. See Annex A.
2. This policy supersedes PPOM #10-074, 13 December 2010, Subject: Operationalizing the RC Personnel Policy Initiative #3, Consolidated TTDA Policy and Change 1, dated 1 April 2011.
3. Background. The Secretary of Defense and the Secretary of the Army, through Department of Defense Directive (DODD) 1200.17, Managing the Reserve Components as an Operational Force, the Army Campaign Plan, and other HQDA initiatives, mandates the operationalization of the Reserve Components. This policy is promulgated pursuant to this directive, and maximizes the ability of the ARNG to field fully-ready, mission-capable units for contingency operations whenever called upon by the National Command Authority or appropriate State, Territories, or District of Columbia authorities.
4. Purpose. The TTDA policy provides States, Territories, and the District of Columbia flexibility in managing manpower in order to enhance unit readiness. This policy allows States/Territories to improve their readiness and provides them with a mechanism to manage personnel otherwise not available to their units of assignment, such as: borrowed military manpower, including personnel serving outside their State, Territory, or District of Columbia on contingency operations or related tours; personnel performing certain specified functions mandated by Headquarters Department of the Army (DA) or other competent authority, but for whom no force structure authorizations have been provided; personnel undergoing medical processing; and other categories. Use of TTDA is limited to one year or less, except schools for which the duration of the training is more than a year.
5. Permissible uses for TTDA Positions. Generally, TTDA are granted for Soldiers in the grades of E7-E9, W3-W5, and O4-O6 (See Annex E). Exceptions for personnel below these grades are explicitly identified within this policy. The ability to address all other Soldiers in the grades of E1-E6, W1-W2, and O1-O3 falls within the scope of the

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Overstrength Policy (PPOM #10-033). The categories of personnel for which TTDA positions are authorized are as follows:

a. Medically Non-Available Soldiers. States, Territories, or the District of Columbia may request TTDA positions for qualifying medically non-available Soldiers. TTDA's are authorized for medically non-available Soldiers for whom final resolution is reasonably assured and defined, (i.e., a military medical professional has provided an estimated date by which the situation will be resolved). States, Territories, or the District of Columbia may not request TTDA positions for Soldiers whom they are unable to predict a reasonable date of resolution. Requests for TTDA positions for Soldiers in this category must include a memo from the State, Territory, or District of Columbia G1 and an estimated date provided by a military medical professional (physician or PA), by which the situation will be resolved. Soldiers will be coded within the Assignment Consideration Code (ASCO) applicability guidelines of 'C3', 'F8', or 'K2'. Personnel Policy Division (ARNG-HRH) will not approve TTDA positions for medically non-available Soldiers without the concurrence of ARNG-CSG. Some examples of authorized categories are:

(1) Soldiers pending Integrated Disability Evaluation System (IDES), but only after the Soldier is found unfit for further service (i.e., after the Soldier is entered into the Medical Evaluation Board-Internal Tracking Tool (MEB-ITT), or after the State, Territory, or District of Columbia has received the DA Form 199). Soldiers will be coded within the ASCO guidelines of 'B9'.

(2) Soldiers not selected for retention by a Qualitative Retention Board (QRB) or Selective Retention Board (SRB), who are retained beyond the normal separation date due to medical processing. Soldiers will be coded within the ASCO guidelines 'B9'.

b. Medically Non-Available Soldiers assigned/not assigned to the State, Territory, or District of Columbia Medical Management Activity (MMA). In accordance with (IAW) ARNG-HRH Policy Memorandum #13-011, TTDA positions may be requested for medically non-available M-day and Traditional Guard Soldiers who receive support, monitoring, and management from their State, Territory, or District of Columbia MMA. Soldiers in this category are required to have an identified Medical Retention Decision Point (MRDP) of resolution for their medical condition in order to be granted a TTDA position; these TTDA positions are valid for one year from the date the authorization is approved. Additionally, this authorization encompasses all grades; however, only TTDA requests for personnel in the grades of E7-E9, W3-W5, and O4-O6 must be submitted to ARNG-HRH for approval. States, Territories, or the District of Columbia may approve and manage TTDA positions at their level for personnel in the grades of E1-E6, W1-W2, and O1-O3. TTDA positions for Soldiers assigned to a MMA are valid for one year from the date the authorization is granted. Requests that must be approved by ARNG-HRH, the State, Territory, or District of Columbia may request a new authorization within 60

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days of the position's expiration date once it is determined the TTDA position will expire before Soldier is transferred from the MMA. Soldiers will be coded within the ASCO guidelines of 'C3', 'F8', or 'K2'.

c. Specialty Branch Officers (JAG candidates, Chaplain candidates or Medical and Dental school students and ARNG officers attending active duty training in the Army's Inter-service Physician's Assistant Program (IPAP) or the Army's Masters of Social Work Program (MSW) in preparation for service in Army Medical Department (AMEDD)). Authorizations for Specialty Branch Officers are enumerated in Annex B. All requests must have attached orders, school enrollment, and TTDA request from the State's Adjutant General (AG).

6. Non-Permissible uses for TTDA Positions:

a. Contingency Operations. Soldiers ordered to active duty related to contingency operations with units or headquarters that do not belong to the Soldier's State's/Territories or District of Columbia will not be authorized a TTDA. Assigning Soldiers on NGB Title 10 tours, all T10 CO-ADOS, and all T10 ADOS to TDA positions within Joint Force Headquarters (JFHQ) will utilize paragraph/lines as follows: 998D-01 Title 10 Officer with DMOS of 01A00, rank of Colonel; 998D-02 Title 10 Warrant Officer with DMOS 011A0, rank of CW5; 998D-03 Title 10 NCO with DMOS of 00F60, rank of SGM. Add T10 AGR or CO-ADOS, and ADOS in LDP Field 1 in the SIDPERS database. Previous TTDA's utilized for this purpose will expire on 30 September 2015.

b. Pending Retirements. Soldiers pending retirement may be placed into an excess position involuntarily, no TTDA is authorized. Use SIDPERS ASCO 'B9'.

c. Resident Senior Service College (SSC) and Command and General Staff College (CGSC) formally Intermediate Level Education (ILE) Students. As of 30 September 2015, SSC and ILE will not be authorized a TTDA. Officers will be coded in an authorized MTOE/TDA position, please refer to PPOM#13-015. Soldiers will be coded within the ASCO guidelines of 'F5' or 'F6' as applicable.

d. Recruiting and Retention Force (RRF) Personnel. Recruiting and Retention Force (RRF) Personnel will not be authorized a TTDA; therefore, will be appropriately coded in an authorized MTOE/TDA position.

e. Primary Military Specialty (PMOS) 09L (Linguist). States must assign personnel assigned as 09L to a valid excess position within the JFHQ States, Territories, and the District of Columbia due to the bonuses and special pay they receive in the 09L program; therefore, 09L will not count against the overall End Strength (ES) limit as established by 09L program manager, ARNG-HRR. As a result, a TTDA is not authorized.

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f. Professors of Military Science/Assistant Professors of Military Science (PMS/APMS). IAW NGB-ARH Policy Memo #09-012 an officer who is selected for participation in the PMS/APMS program will be removed from his or her current unit position and assigned to a temporary position in his or her State's Joint Force Headquarters. This memorandum grants the States authority to issue temporary positions by using the following additional instructions on the officer's orders: "Temporary (Rank) position to HQ JFHQ TDA (State) is continued for duration of tour". Soldiers will be coded within the ASCO guidelines 'W1' or 'W2'.

g. Warrior Transition Unit/Community Care Unit (WTU/CCU) Cadre. WTU/CCU Cadre personnel are not authorized a TTDA; therefore, will be appropriately coded in an authorized MTOE/TDA position. Code "Cadre" in LDP Field 1 in the SIDPERS database.

h. Equal Opportunity Advisors. IAW AR 600-20, paragraph 2-2, Equal Opportunity Advisors are not authorized a TTDA; therefore, will be appropriately coded in an authorized MTOE/TDA position. Soldiers will be coded within the ASCO guidelines of 'K4'.

i. State MMA Cadre. As of 30 September 2015, TTDA positions will not be authorized.

j. Counterdrug Personnel assigned to NGB or as an LNO to the Counterdrug Division. As of 30 September 2016, TTDA positions will not be authorized. Soldiers will be appropriately coded in an authorized MTOE/TDA position. Soldiers will be coded within the ASCO guidelines of 'W5'.

7. Limitations. The use of TTDA positions can create administrative problems and, if improperly used, can degrade unit readiness. States/Territories should only request TTDA positions when necessary to maintain and enhance readiness of deploying or deployable units.

a. This policy does not authorize States, Territories, or the District of Columbia to exceed their overall ES limit as established by Director, Army National Guard (DARNG). Any TTDA assignments executed under this policy must be within the State's, Territories, or District of Columbia's cumulative ES ceiling.

b. Soldiers will not be promoted in TTDA positions, except as explicitly stated in this policy. Paragraph nine of this policy identifies personnel who may be promoted while assigned to a TTDA position.

c. This policy does not modify bonus or incentive policy. By definition, all Soldiers, assigned to TTDA positions are assigned as excess personnel. States, Territories, or

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District of Columbia must manage implementation and utilization of this policy to avoid adversely impacting Soldiers' eligibility for bonuses or other incentives. Bonus and incentive policy is published separately by ARNG-HRM.

d. This policy does not authorize temporary controlled grade allocations for Active Guard Reserve (AGR) personnel reassigned to TTDA positions. ARNG-HRM remains the approval authority for temporary controlled grade requests.

e. Authority. The ARNG-HRH is the authority for both approving TTDA positions and for issuing TTDA policies.

f. Soldiers may be involuntarily assigned to TTDA positions with the exception of Soldiers assigned to the MMA. States, Territories, or District of Columbia will provide written notification to the Soldier when such a transfer is executed. Notification requires a signature from the Soldier acknowledging that he/she is being placed into a TTDA position. Assignment to a TTDA position carries the risk of involuntary separation, should a position in the appropriate grade not be available upon expiration of the approved position. Soldiers must be counseled on this risk, and must acknowledge and accept that risk in writing prior to being assigned to a TTDA position. However, the State/Territory or District of Columbia may make approval of a voluntary deployment or other voluntary duty contingent upon accepting assignment to a TTDA position.

g. Enlisted Soldiers who are involuntarily transferred to a TTDA position due to assignment to the MMA, who subsequently are returned to duty status, may not be involuntarily reduced or separated as excess/overgrade Soldiers if the sole reason for their excess status is the original involuntary assignment to a TTDA position. These Soldiers will be placed in a valid, vacant position for which they are qualified at the earliest opportunity through use of the Priority Placement procedures of NGR 600-200, para 4-10.

h. All TTDA positions are created as excess paragraph and line positions in the State/Territory or District of Columbia JFHQ. Changes in the use of Position Number Excess, Individual, and Duty Position Qualification Codes in the Army National Guard, can be found in Annex B and E of this PPOM. Compliance with this requirement is essential to NGB's ability to maintain adequate visibility of the scope of the TTDA program within the ARNG. States/Territories may further attach these Soldiers to another unit within the State, Territory, or District of Columbia for pay, administration, and training.

8. Duration of TTDA Positions. All TTDA positions are approved by ARNG-HRH for a specified period of time, unless otherwise stated in this policy or its annexes. A TTDA position will remain valid for the duration of the mission or requirement for which it was requested, plus an additional 90 days. The expiration date will be stated in the approval

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letter. Soldiers not assigned to a valid MTOE or TTDA position of the appropriate grade, IAW applicable policy, and regulation, by the expiration date of the TTDA position are involuntarily transferred to the IRR or otherwise separated.

9. Promotions. ARNG promotions must be executed only against a valid vacancy in a federally recognized unit, IAW applicable regulations, and the DA Personnel Policy Guidance (PPG). Soldiers may not be promoted while assigned to a TTDA except, under the provisions of the following policies:

a. Officers who are selected by a DA Mandatory Promotion Selection Board and have reached maximum time in grade may be promoted IAW DA PPG, Chapter 13-10.

b. Time in Grade Requirement; All Reserve Component (AR) officers, whose promotions are not voluntarily delayed, involuntarily delayed, or declined, must be promoted on the date on which they complete the maximum time-in-grade: five years for First Lieutenants, and seven years for Captains and Majors. Mobilized officers promoted upon reaching their maximum time in grade will be transferred immediately to the IRR upon demobilization. Officers selected by a mandatory DA board will be promoted upon reaching maximum time in grade.

c. Soldiers assigned to the MMA, whether voluntarily or involuntarily transferred into a TTDA position, will continue to remain eligible for promotion IAW ARNG-HRH Policy Memorandum #13-011. As a rule, States/Territories should consider Soldiers assigned to the MMA for promotion in the same way in which they consider Warriors in Transition assigned to WTUs or CCUs.

d. Medical/Dental/IPAP/Clinical Psychology/Social Worker students (AMEDD) who meet all requirements for mandatory promotion, to include completion of their respective Specialty Branch Basic Officer Leadership Course.

e. Chaplain Candidates (56X) may be promoted to 1LT provided they complete the Chaplain Basic Officer Leaders Course (CHBOLC) and are otherwise qualified. They are not authorized promotion beyond 1LT while assigned as a Chaplain Candidate.

10. Procedure for Requesting TTDA Positions. States, Territories and District of Columbia will submit all requests for TTDA authorizations through their G1 to ARNG-HRH. ARNG-HRH will staff with other staff principals or divisions within the ARNG Directorate as appropriate, and will notify the State, Territory, or District of Columbia of the approval or disapproval. Requests will include:

a. Endorsement from the State, Territory, or District of Columbia G1 or higher.

b. Request letter. See Annex C, Request Format.

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- c. Copies of mobilization orders as applicable.
- d. DA 4856. See Annex D.
- e. For Specialty Branch TTDA requests, attach supporting education documents that indicate enrollment or reservations for the appropriate schooling.
- f. Supporting documents as specified elsewhere in this policy or its annexes.
- g. Get Well Plan. The State, Territory, or District of Columbia must provide a viable plan for returning the Soldier(s) to a valid authorized MTOE/TDA position in MOS/Grade of the Soldier upon expiration of the TTDA position.
- h. Statement from the impacted Soldier for assignment to a TTDA position and acknowledging that, should the Soldier not be properly assigned to an authorized MTOE/ TDA position of the appropriate grade by the expiration of the TTDA position, the Soldier may be transferred to the IRR or otherwise separated in accordance with applicable policy and regulation.
- i. Any additional documentation that would support the justification for a TTDA request (if applicable).

11. Control Measures. The following control measures apply, in addition to those specified elsewhere in this policy or its annexes:

- a. ARNG will not automatically approve requests for exemption from conducting Qualitative Retention Boards (QRB) or Selective Retention Boards (SRB) where the requesting State/Territory or District of Columbia fails to assign Soldiers properly upon expiration of TTDA positions or overstrength authorizations. States, Territories, or District of Columbia are required to rectify such excesses by other means, or they may be required to utilize the QRB/SRB.
- b. States/Territories or District of Columbia will properly assign officers and warrant officers upon expiration of TTDA positions. Improperly managed overstrength authorizations may delay the promotion of others to the affected grades in the State/Territory or District of Columbia. ARNG may delay processing of Federal recognition packets for additional officers in the affected grades until the States, Territories, or District of Columbia develops an agreed upon justifiable Get Well Plan.

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12. Point of Contact is COL Glen D. Chancellor, Chief, Personnel Policy Division, at DSN 327-5904 or commercial 703-607-5904.



THERESA VANCORT  
COL, GS  
G1, Army National Guard

ANNEX A  
ARNG-HRH PPOM #15-014  
References

1. Primary References:

- a. DoDD 1200.17, 29 Oct 08, subject: Managing the Reserve Components as an Operational Force.
- b. AR 600-20, Army Command Policy, 20 Sep 12.
- c. NGR 600-200, Enlisted Personnel Management, 31 Jul 09.
- d. NGR 600-101, Warrant Officers-Federal Recognition and Related Personnel Actions, 1 Oct 04.
- e. NGR 600-100, Commissioned Officers-Federal Recognition and Related Personnel Actions, 15 Apr 94.
- f. Department of the Army Personnel Policy Guidance (DA PPG), 8 Aug 13.
- g. Memorandum, NGB-ARH, 11 Oct 06, subject: Promotion of Primary Military Occupation Specialty (PMOS) 09L while assigned to position with the Joint Force Headquarters (JFHQ) performing duties in the Translator and Interpreter (T&I) Detachment (NGB-ARH #06-049).
- h. Memorandum, NGB-ARH, 19 Feb 09, subject: Army National Guard (ARNG) Professor/Assistant Professor or Military Science (PMS/APMS) Program Policy (NGB-ARH Policy Memo #09-012).
- i. Memorandum, ARNG-HRH, 27 Jul 10, subject: Operationalizing the Reserve Components Personnel Policy Initiative #2, ARNG Over-strength Policy- Corrected Copy (PPOM #10-033).
- j. Memorandum, ARNG-HRH, 13 Dec 10, subject: The Army National Guard Medical Management Processing System (MMPS) and Medical Management Activity (MMA) (ARNG-HRH Policy Memorandum #13-011).
- k. Memorandum, ARNG-HRH, 18 Mar 13, subject: Change in Use of Position Number Excess, Individual and Duty Position Qualification Codes in the Army National Guard (ARNG) (PPOM # 13-015).
- l. Memorandum, ARNG-HRH, subject: Change in Use of Position Number Excess, Individual and Duty Position Qualification Codes in the Army National Guard (PPOM #13-016).

ANNEX A  
ARNG-HRH PPOM #15-014  
References

m. Appendix L., Assignment Consideration Code (ASCO) Applicability Guidelines, (SIDPERS-ARNG) Data Reference Manual (SDRM).

2. Rescinded Policies. The following HRH policy memorandums are rescinded effective the publication date of this policy:

a. Memorandum, ARNG-HRH, 13 Dec 10, subject: The Army National Guard Medical Management Processing System (MMPS) and Medical Management Activity (MMA) (ARNG-HRH Policy Memorandum #13-011).

b. Memorandum, ARNG-HRH, 13 Dec 10, subject Operationalizing the RC Personnel Policy Initiative #3, Consolidated TTDA Policy (PPOM #10-074).

c. Memorandum, ARNG-HRH, 27 Jul 10, subject Operationalizing the RC Personnel Policy Initiative #3, Consolidated TTDA Policy (PPOM #10-034).

d. Memorandum, ARNG-HRH, 27 Jul 10, subject: Operationalizing the Reserve Components Personnel Policy Initiative #2, ARNG Over-strength Policy- Corrected Copy (PPOM #10-033).

e. Memorandum, NGB-ARH, 11 Oct 06, subject: Army National Guard (ARNG) Temporary Table of Distribution (TTDA) Positions (NGB-ARH Policy Memo #06-030).

f. Memorandum, ARNG-HRH, 27 Jul 10, subject: Warrior Transition Unit/Community Based Warrior Transition Unit (WTU/CBWTU) Cadre Manning Criteria and Process for the Army National Guard (ARNG) (PPOM #10-035).

3. Related Policies Which Remain in Effect. The following policy memorandums contain provisions related to TTDA positions. These documents remain in effect until their published expiration date, or until rescinded or superseded:

a. Memorandum, NGB-ARH, 23 Aug 07, subject: Army National Guard (ARNG) Special Branches Over-Grade Policy for Commissioned Officers (NGB-ARH Policy Memo #07-023).

b. Memorandum, NGB-ARH, 2 Feb 09, subject: Unit Vacancy Promotion of Mobilized Army National Guard (ARNG) Officers (NGB-ARH Memo #09-027).

c. Memorandum, NGB-ASM-09-141, 5 May 09, subject: Implementation Procedures for Active Duty for Operational Support (ADOS) Tours Referred ROTC Cadets. SMOM 09-141 (reference 3d of this Annex) remains in effect until all identified officers have

ANNEX A  
ARNG-HRH PPOM #15-014  
References

been assigned against a TTDA position. Upon completion of this requirement, SMOM 09-141 may no longer be used to justify TTDA position requests.

ANNEX B  
ARNG-HRH PPOM #15-014  
Special Branches TTDA Authorizations

1. When a State/Territory or District of Columbia determines that a temporary position is required for a JAG Candidate, Chaplain Candidate, Medical/Dental student, IPAP or MSW student, a request for a temporary position with a start and fixed expiration date States will submit. Special branch officers (SS or Medical/Dental School, and IPAP & MSW students), previously authorized a temporary position which has expired, must submit a new request for the temporary position to be extended. The request for extensions of such positions will be reviewed on a case-by case basis. However, upon expiration of the temporary position, the States will assign the officer to an authorized Modified Table of Organization and Equipment (MTOE) or Table of Distribution and Allowances (TDA) position or be separated. Assign AMEDD Student Candidates, Chaplain Candidates, and JAG Candidate Soldiers to TDA positions within JFHQ utilizing paragraph/lines as follows:

	<u>Para-Lin</u>	<u>DMOS/AOC</u>
Medical students	998O-01	00E62
Dental students	998O-01	00E63
IPAP students	998O-01	00E65
MSW students	998O-01	00E73
Chaplain Candidate	998O-02	56X (Captain)
JAG Candidate	998O-03	27A (Captain)

a. Temporary position requests for the following Army Medical Department (AMEDD) officers will be sent directly to ARNG-HRH. Upon receipt of the request, ARNG-HRH will staff with the Office of the Chief Surgeon (ARNG-CSG) to determine whether a TTDA position may be authorized.

(1) Medical and Dental students, regardless of their status.

(2) Full-time students pursuing a course of study that will qualify them for appointment in an AMEDD specialty, but who does not currently qualify for appointment in a clinical AMEDD specialty. This is limited to Medical/Dental Students, IPAP, and MSW students attending the Army training program; but is not limited to Clinical Psychologists, Social Workers, and Physician Assistants.

(3) AMEDD officers (currently receiving incentives) who lose a position due to unit reorganization or inactivation.

b. States will send temporary position requests for Chaplain Candidates directly to ARNG-HRH. Upon receipt of the request ARNG-HRH will staff with the Office of the ARNG Staff Chaplain (ARNG-CSO-CH) for review by the Office of the Chief of Chaplains Accessions Board to determine whether a TTDA position may be authorized.

ANNEX B  
ARNG-HRH Memorandum #10-034  
Equal Opportunity Advisor (EOA) Program

c. States will send temporary position requests for Judge Advocate Candidates directly to ARNG-HRH. Upon receipt of the request, ARNG-HRH will staff with the Office of the Chief Counsel (NGB-JA) to determine whether a TTDA position may be authorized.

ANNEX C  
ARNG-HRH PPOM #15-014  
Request Form

Office Symbol

Date

MEMORANDUM FOR Director, Army National Guard, ARNG-HRH (ATTN: Officer Policy),  
111 South George Mason Drive, Arlington, VA 22204-1373

SUBJECT: Request for Temporary Table of Distribution and Allowances (TTDA)  
Position Type, Joint Forces Headquarters, State ARNG

1. Request an additional TTDA position in Joint Forces Headquarters, State ARNG, for the following individual:

- a. Name/SSN/Grade:
- b. Branch/AOC:
- c. Date of Birth (DOB):
- d. Effective Date:
- e. Expiration Date:
- f. Current Status:
- g. Unit of Assignment:

2. MTOE/TTDA position availability assessed for assignment.

3. Justification for Request. (Reference paragraphs 5 through 8 of this policy).

4. Get-Well Plan. (Explanation of this requirement is outlined in paragraph 10g of this policy).

5. State Point of Contact.

AUTHORITY LINE:

AUTHORIZED AUTHORITY  
RANK, BRANCH  
Position Title



ANNEX E  
ARNG-HRH PPOM #15-014  
SIDPERS Instructions

TEMP TTDA Positions	O4 – O6	W3 – W5	E7 – E9	Notes
6a - COADOS	X	X	X	See Note 1
5a - MEB Boards, CMEB / PEB, QRB	X	X	X	See Note 3
5b - MMPS/MMA	X	X	X	See Notes 1 & 3
6c - SSC/ILE Resident	X	N/A	N/A	See Notes 1, 2 & 3
5c - AMEDD/Chaplain/JAG	X	N/A	N/A	See Notes 3 & 4

**LEGEND:**

X = Yes

N/A = Not Applicable

**Note 1.** Expires:30 Sept 2015

**Note 2.** O5/O6 SSC / O3/O5 ILE Resident Students

**Note 3.** See (SIDPERS-ARNG) Data Reference Manual (SDRM) Appendix L, Assignment Consideration Code (ASCO) for Applicability Guidelines.

**Note 4.** 5c Medical/Dental, IPAP & MSW students officer ranks range from 2LT to CPT. IPAP enlisted rank ranges from E-4 to E-8