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ARNG-HCM

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Title 10 ARNG AGR Officer Career Field Management and Designations (PPOM 16-029)

1. References:

a. National Guard Regulation 600-100 (Commissioned Officers – Federal Recognition and Related Personnel Actions), 15 April 1994.

b. National Guard Regulation 600-101 (Warrant Officers – Federal Recognition and Related Personnel Actions), 3 September 2014.

c. Department of the Army Pamphlet 600-3 (Commissioned Officer Professional Development and Career Management), 3 December 2014.

d. Department of the Army Pamphlet 600-4 (Army Medical Department Officer Development and Career Management), 27 June 2007.

e. Memorandum, National Guard Bureau, ARNG-HRH, 12 Dec 13, subject: Title 10 Army National Guard Active Guard Reserve Life Cycle Management Strategy and Plan (ARNG-HRH Policy Memorandum #13-041).

2. This memorandum outlines the Title 10 (T10) ARNG AGR officer career fields, and also provides guidance for how officers may change their career fields.

3. Applicability. This guidance applies to all T10 ARNG AGR commissioned officers and commissioned warrant officers, herein referred to as "officers." This memorandum supersedes ARNG-HRH Policy Memorandum #14-011.

4. Background. Officers in the T10 ARNG AGR program are managed and promoted based on their career fields. In an effort to more effectively allocate controlled grade authorizations, and to establish functional oversight and management of personnel administration, the creation of addition career fields within the G-3, G-5, and G-8 is necessary. This memorandum establishes a revised career field structure.

5. Definitions.

a. Office of Primary Responsibility (OPR) – the ARNG G-Staff office responsible for the oversight and synchronization of the functions of Code 89 ARNG positions on the table of distribution and allowances. The ARNG G-Staff principal serves as the OPR and has two

roles. The first is to serve as supervisory authority and leadership chain of command of all officers assigned to positions in the G-Staff. The second is to develop the careers of all T10 AGR officers affiliated with the career fields aligned to the OPR, regardless of their organization of assignment.

b. Career Field (CF) – the overarching organizational track within which an officer serves. Officers are managed by CF, and promotions are allocated by CF. The CF is also a factor used by ARNG-HCM in determining officer assignments and in managing officers' careers. A CF may contain multiple branches, functional areas, or military occupation specialties (for commissioned warrant officers). Officers may be qualified in multiple branches or functional areas; however, officers will only be managed and promoted in one CF. The ARNG G-Staff principals are responsible for the health of the CF, in that they define the training requirements and professional development opportunities necessary to develop and maintain a professional and capable T10 ARNG AGR officer workforce.

6. The following table lists current CFs, and also lists the future CFs that will take effect the date of this memorandum. New CFs are in **bold**.

OPRs	Current Career Fields	Revised Career Fields
G-1	- Personnel and Administration - AMEDD Corps - JAG Corps - Chaplain Corps - Public Affairs	- Personnel and Administration - AMEDD Corps - JAG Corps - Chaplain Corps - Public Affairs
G-2	- Military Intelligence	- Military Intelligence
G-3	- Operations, Training, Aviation, and Strategic Plans - Force Management	- Operations, Training, and Aviation - **Special Forces** - Force Management
G-4	- Logistics and Installations and Environmental	- Logistics
G-5	- N/A	- **Strategic & Operational Plans**
G-6	- Signal and Communications	- Signal and Communications
G-8	- Resource Management	- **Financial Management** - **Operations Research and Systems Analysis (ORSA)**
Acquisition Workforce (AWF)	- AWF – Contracting - AWF – Program Management	- AWF – Contracting - AWF – Program Management
Installations & Environment		- Installations and Environmental

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*Note: Soldiers who are Functional Area (FA) 59 or become FA 59 qualified, and those who attend the School of Advanced Military Studies (SAMS), will be assessed into the Strategic Plans career field and managed by the ARNG G-5.

7. In accordance with reference 1e, Annex C, Tab 1, paragraph 2, each officer must complete a CF change request before the board file close date for the applicable Promotion Recommendation Review panel, in order to compete in the new CF. Furthermore, each officer must compete in their new CF before being considered for promotion in that CF. An officer interested in changing their CF must submit DA Form 4187 to their current ARNG-HCM-O assignment officer. The DA Form 4187 must be approved by both the losing and gaining ARNG G-Staff OPRs.

8. My point of contact is COL Roberta Niedt, Chief, Human Capital Management Division, at DSN 329-7537, 703-601-7537, or roberta.niedt.mil@mail.mil.

TIMOTHY J. KADAVY
Lieutenant General, GS
Director, Army National Guard

2 Encls
1. DA Form 4187
2. ARNG-HCM-O Roster

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