



NATIONAL GUARD BUREAU
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ARNG-HRH (600-8-19c)

17 February 2021

MEMORANDUM FOR The Adjutants General of the States, Territories, Puerto Rico, the Commanding General of the District of Columbia and the T10 AGR Enlisted Force

SUBJECT: Revised Consolidated Exceptions to Policy Concerning Army National Guard (ARNG) Enlisted Promotions During the Coronavirus (COVID-19) Outbreak (PPOM# 21-008)

1. References:

- a. FRAGO 8 to HQDA EXORD 144-20, Army Wide Preparedness and Response to Coronavirus (COVID-19) Outbreak (141746Z MAR 20).
- b. Army Regulation (AR) 600-8-19, (Enlisted Promotions and Reductions).
- c. Headquarters Department of the Army, HQDA memorandum (Temporary Suspension of Professional Military Education (PME) Requirements for Army National Guard (ARNG) Noncommissioned Officer (NCO)), 23 March 2020.
- d. National Guard Bureau (NGB), ARNG-HRH memorandum (New Implementation Guidance for the ARNG Enlisted Promotion System: Selection from the Promotion List PPOM #20-008), 6 March 2020.
- e. NGB, ARNG-HRH memorandum (Temporary Promotion (Sergeant through Sergeant Major) (PPOM # 20-048)), 11 December 2020.
- f. NGB, ARNG-HRH memorandum (Consolidated Exceptions to Policy Concerning Army National Guard (ARNG) Enlisted Promotions During the Coronavirus (COVID-19) Outbreak (PPOM# 20-010)), 28 March 2020.

2. Purpose. The ARNG G1, in close coordination with the ARNG CSM, extends the following temporary changes to minimize delayed promotion eligibility due to travel and training restrictions established to protect the force and preserve readiness (reference 1c), as a result of COVID-19. The requirement to complete the requisite PME courses, listed in paragraph 1-29a of reference 1b, for the ranks of Staff Sergeant (SSG/E6), and Sergeant First Class (SFC/E7), is suspended under specific guidelines contained in this policy. This revised temporary suspension is effective immediately. States and Territories must complete all pending actions previously initiated under reference 1f no later than 30 days of the date of this memorandum. These exceptions to policy remain

ARNG-HRH (600-8-19c)

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in effect through 31 May 2021. A request to extend beyond this date is pending staffing and Headquarters Department of the Army approval.

3. Background. The implementing guidance in reference 1f above was developed in close collaboration with the ARNG CSM and supported reference 1b. The ARNG remains committed to maintaining a ready and qualified force and professional development remains a top priority. This extension is required to address the continued impacts of COVID that is still very much affecting the full execution of training seats in the ARNG. Recent data has the ARNG losing over 5K PME quotas (Advance Leader Course and Senior Leader Course), since the start of the pandemic.

4. Applicability. This policy applies to all ARNG Soldiers to include T10/T32 AGR.

5. Guidance. Enlisted promotion system will utilize the following criteria during their current annual board cycle. Consideration and recommendation for promotion may follow specific guidance contained herein.

a. Promotion Authorities are authorized to conduct remote promotion boards. All remote boards should be conducted utilizing video conferencing to ensure integrity of promotion boards,

b. States are encouraged to conduct vacancy fills and selections from the promotion list remotely in order to adhere to the social distancing requirement.

c. The authority to elect the above options rest with the Adjutant General. The Adjutant General will document their decision to exercise this option and ensure a written record is maintained indicating the physical board was set aside due to the COVID-19 outbreak, the provisions of reference 1b, paragraph 7-28, and this memorandum.

6. Training Requirements for Promotion Eligibility.

a. Army Physical Fitness Test (APFT). Applicable to all enlisted grades.

(1) While passing an APFT remains a promotion eligibility requirement, Enlisted Promotion Systems are authorized to use the passing score on the last record APFT, to qualify Soldiers for promotion consideration (to include award of promotion points) and recommendation (pin-on) during the period of this policy extension.

(2) This provision allows Soldiers continued eligibility for promotion consideration and recommendation preventing their removal from an existing promotion eligibility

ARNG-HRH (600-8-19c)

SUBJECT: Revised Consolidated Exceptions to Policy Concerning Army National Guard (ARNG) Enlisted Promotions During the Coronavirus (COVID-19) Outbreak (PPOM# 21-008)

roster. Further, this allows Soldiers continued promotion pin-on eligibility to all enlisted grades as specified in reference 1b (paragraph 1- 11a(3)(d)).

(3) Commanders will not flag Soldiers for failing to take a record APFT during this suspension. Soldiers who previously failed an APFT remain under suspension of favorable action until they successfully pass a record APFT.

b. Weapons Qualification. Although not tied to promotion recommendation or pin-on eligibility, the requirement for the most recent weapons qualification score as specified in reference 1b, paragraph 7-51, is suspended as it pertains to awarding of promotion points within the promotion system. During this period, promotion points will be awarded based on the most recent weapons qualification.

7. Promotion without requisite PME.

a. Pursuant to the authority set forth in reference 1c the requirement to complete the requisite PME course, listed in reference 1b, paragraph 1-29a, to qualify for promotion pin-on for the ranks of SSG/E6, and SFC/E7, is temporarily suspended. This temporary authority does not apply to promotions to Sergeant/E5, Master Sergeant/E8, and Sergeant Major/E9.

(1) Soldiers must be selected for and serving in a higher graded position as a result of a Select, Train, Educate and Promote selection or competed for and was selected as a result of a State Wide Vacancy Announcement.

(2) Soldiers are otherwise eligible for promotion for the grade being promoted to in accordance with reference 1b.

b. During this period of suspension, Soldiers are eligible for promotion to the rank of SSG/E6, and SFC/E7, without regard to PME completion. This temporary suspension of PME is not applicable for promotion pin-on to SGT/E5, MSG/E8 and Sergeant Major/E9.

c. This temporary suspension does not diminish the importance of completing required PME to sustain a professional NCO corps. Further, this temporary suspension does not relieve NCOs from ultimately completing the appropriate level of PME required for the grade to which promoted. An NCO promoted, without the requisite PME, as a result of this temporary suspension, is disqualified from future promotion eligibility until such time as fully qualified in their newly promoted grade by completing the requisite PME course.

ARNG-HRH (600-8-19c)

SUBJECT: Revised Consolidated Exceptions to Policy Concerning Army National Guard (ARNG) Enlisted Promotions During the Coronavirus (COVID-19) Outbreak (PPOM# 21-008)

d. Those who fail to fully qualify themselves for the grade promoted to within the prescribed time limits outlined in reference 1b, table 7-4, may be subject to a bar to continued service. The established time line as outlined in table 7-4, will not start until after the COVID-19 travel/training restrictions are lifted.

e. The ARNG has applied a limited scope during the HQDA suspension of PME. Therefore, consistent with the new HQDA Temporary promotion authority for deployed and pregnant NCOs, the new ARNG temporary promotion policy reference 1e, will be applied during this temporary suspension period.

8. Approval authority.

a. ARNG Title 32 Soldiers. The Adjutant General (TAG) is the approval authority for the ETPs authorized within this policy.

b. ARNG Title 10 AGR Soldiers. The Director of the Army National Guard is the approval authority for the ETPs authorized within this policy.

c. Exception authority may be delegated to the Military Personnel Management Officer (MPMO/G1) for T32 Soldiers, to include Soldiers deployed. MPMO/G1 may establish procedures governing the PME exception and approval process.

d. The effective date of the promotion is the date the Soldier meets all requirements for pin-on in accordance with reference 1b. The date of an approved exception is the date of rank for any Soldier granted an exception in accordance with this policy. Retroactive effective date is not authorized.

9. This revised policy guidance expires 31 May 2021 and supersedes reference 1f.

10. The point of contact is MAJ Luis E. Moralesrodriguez, Chief, Enlisted Branch, DSN 327-3296, or (703) 607-3299 or email at luis.e.moralesrodriguez.mil@mail.mil.

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