



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

13 May 2021

MEMORANDUM FOR The Adjutants General of the States, Territories, Commanding General of the District of Columbia, and Human Capital Management Division

SUBJECT: Consolidated Enlisted Promotion Policies (PPOM # 21-026)

1. References.

- a. Army Regulation 600-8-19, (Enlisted Promotions and Reductions).
- b. Army Directive 2021-14, Army Physical Fitness Test (APFT) and Army Combat Fitness Test (ACFT), 29 April 2021.
- c. Army Directive 2020-06, Army Combat Fitness Test, 12 June 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, (Modification to the Army National Guard Enlisted Promotion System, PPOM # 20-001), 13 January 2020.
- f. NGB, ARNG-HRH, memorandum, (Authorization to Delay Implementation of the New Administrative Award Points for Sergeant Boards, PPOM # 19-034), 14 June 2019.
- g. NGB, ARNG-HRH, memorandum, (Refine Implementing Guidance for Promotion (pin-on) to Sergeant Major under Select, Train, Educate and Promote (STEP) Methodology, PPOM # 19-033), 14 June 2019.
- h. NGB, ARNG-HRH, memorandum, (Permanent Change to Time-in-Service Requirements for Sergeant First Class (SFC) and Master Sergeant (MSG) Promotion Boards, PPOM # 19-031), 3 June 2019.
- i. NGB, ARNG-HRH, memorandum, (Modification to Policy of Enlisted Soldiers Participation in an Officer Producing Program, PPOM # 19-026), 21 May 2019.
- j. NGB, ARNG-HRH, memorandum, (New Implementation Guidance for the ARNG Enlisted Promotion System, PPOM # 18-001), 7 February 2018.

ARNG-HRH (600-8-19d)

SUBJECT: Consolidated Enlisted Promotion Policies (PPOM # 21-026)

2. Purpose. To provide a consolidation of current Enlisted promotion policies and new changes that will be integrated in a future edition of reference 1a.

3. Background. The Army G1 intended to publish a revised AR 600-8-19 during the first quarter of Fiscal Year 2021 (FY21) with all the ARNG changes outlined in this PPOM. However, the Army Publishing Directorate returned the draft regulation to the proponent after the decision to delay publication. We do not anticipate a new publication in FY21. The ARNG G1 did not want to delay the critical changes impacting Enlisted Personnel management.

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

5. Policy guidance. The following consolidated previous published guidance in paragraph 5 below is provided in conjunction with reference 1a. States, Territories, the District of Columbia, and National Guard Bureau Human Capital Management Division (HCM), henceforth references as States must enforce the policy guidance in this memorandum to maintain regulatory compliance.

a. Reference 1d is superseded and restated in this policy regarding the Selection of Soldiers from the promotion list. The ARNG will no longer by-pass Soldiers without the requisite PME who compete for the next higher grade. Soldiers who are considered eligible and available will be selected in sequence regardless of their Professional Military Education (PME) for all NCO grades. HCM will consider all qualified Soldiers who meet the expanded zone of consideration during the life of the promotion list (TIG/TIS) requirements. This modifies reference 1a, paragraph 7-20k, 7-39a, and 7-40a.

b. Reference 1e is superseded and restated in this policy regarding Staff Sergeant (SSG) boards. States will conduct SSG promotion boards under both Administrative and Board Points. All SSG boards will be conducted under the 400 Admin and 600 Board points computation. This modifies reference 1a, paragraph 7-34.

c. Reference 1f is superseded and restated in this policy. States are authorized to delay implementing the new administrative points outlined in Tables 3-11 and 3-12 of reference 1a for military awards, decorations, and badges until modifications are completed to the Integrated Personnel and Pay System-Army (IPPS-A) has the capability to award admin points.

d. Reference 1g is superseded. Soldiers attending the United States Army Sergeants Major Course (USASMC) must complete Term 1 of Phase 1 as a pin-on requirement to the rank of SGM. Soldiers attending the Resident USASMC must

ARNG-HRH (600-8-19d)

SUBJECT: Consolidated Enlisted Promotion Policies (PPOM # 21-026)

graduate from the course to meet the pin-on requirements pursuant to reference 1a, paragraph 1-29c(1).

e. Reference 1h is superseded and restated in this policy. This policy authorizes the permanent change to Time in Service (TIS) requirements for SFC and MSG promotion board consideration. TIS requirement for SFC is 8 years and TIS for MSG is 12 years. This modifies reference 1a, Table 7-1.

f. Reference 1i is superseded and restated in this policy. Soldiers entering officer programs (OCS/WOCS) will no longer be administratively removed from the promotion list. This modified reference 1a, paragraph 7-44i. Upon being awarded special reporting code (SRC) 09S/09W, an Enlisted Soldier is no longer eligible or available for selection to higher Enlisted grade. Upon withdrawal of SRC 09S/09W, Soldiers regain eligibility for selection. Soldiers with SRC 09S/09W are authorized to be considered during the annual board process in their original Career Progression MOS (CPMOS).

g. Reference 1j is superseded by NGR 600-200 and restated in this policy. Commanders will initiate bars to continued service when Soldiers become "legacy" in their PME. "Legacy" is defined as any untrained Soldier in their PME who fails or refuses to attend the requisite PME for their current grade for more than 36 months, provided the PME course was available. The new reason code for the bar is "Noncompetitive for promotion," along with assignment consideration code 'W4'. In lieu of a bar to reenlistment, Soldiers may request voluntary administrative reduction to the next lower grade in which they meet the current PME requirements.

6. The following new policy guidance is provided in support of reference 1a. These new changes will be integrated in a future edition of reference 1a.

a. The Special Operations Forces may attend the Joint Special Operations Forces Senior Enlisted Academy (JSOFSEA) or the equivalent USASMC. Effective the date of this memorandum, completion of the JSOFSEA is required for promotion (pin-on) to Sergeant Major for Special Operations Forces. Conditional promotions are not authorized for the JSOFSEA. Paragraph 5d above outlines the pin-on requirement for Soldiers attending USASMC.

b. In accordance with reference 1b, all E-4s are authorized to take the APFT during the transition to the ACFT to qualify for or increase their opportunity for promotion or other personnel or administrative requirements. The authority to approve or deny requests is the first commander in the chain of command. Commanders should grant requests from Soldiers to take the APFT unless doing so will pose a safety risk, impeded mission requirements, or delay collection of ACFT data. Commanders will

ARNG-HRH (600-8-19d)

SUBJECT: Consolidated Enlisted Promotion Policies (PPOM # 21-026)

record all APFT and ACFT scores in Army's Digital Training Management System (DTMS).

(1) Soldiers without a recorded APFT score in the DTMS who volunteer to take the APFT pursuant to this policy, and who fail to pass the APFT, will not be subject to adverse administrative actions (such as suspension of favorable actions (flag), initiation of administrative separation, or derogatory/referred evaluation reports). However, without a passing APFT, they continue to be ineligible for any previously established personnel/administrative requirements, such as selection/promotion pin-on.

(2) Soldiers with a recorded passing APFT score in the DTMS who volunteer to take the APFT pursuant to this policy in an attempt to improve their score, and who fail or do worse on the APFT, will retain their former higher score in the DTMS for meeting personnel/administrative requirements. They will not be subject to adverse administrative actions (such as suspension of favorable actions (flag), initiation of administrative separation, or derogatory/referred evaluation reports).

(3) Unit leaders will not force or pressure Soldiers to take the APFT. Commanders will counsel, in writing, those Soldiers without a record fitness test in DTMS who elect not to take the APFT. The counseling will advise Soldiers on the effects of not taking the APFT.

(4) Commanders will temporarily grant a minimum passing APFT score (60 points per event) to those E-4s who do not have a record APFT score in the DTMS and are unable to take an APFT due to deployment or a pregnancy/postpartum profile, to include state missions. This minimum passing score will remain valid only until the Soldier is able to take the APFT.

c. In accordance with reference 1c, paragraph 4c, the use of the last record passing APFT will be used to qualify Soldiers for promotion consideration (to include award of promotion points) and promotion (pin-on) for all grades. This authority further modifies reference 1a, paragraphs 7-4u and 7-52a.

d. Effective the date of this memorandum, reference 1a, paragraph 7-8 is revised to eliminate service remaining obligation for Soldiers promoted to the rank of Sergeant and Staff Sergeant. The service remaining obligation for Sergeant First Class, Master Sergeant and Sergeant Major remains at 36 months.

e. In support of increased personnel readiness, the following modifications to reference 1a, chapter 7, are authorized as an option in filling unit vacancies. States may elect to fill positions based on the individual Soldiers election during the annual board

ARNG-HRH (600-8-19d)

SUBJECT: Consolidated Enlisted Promotion Policies (PPOM # 21-026)

process, in lieu of sending offers to the Soldier. State G1, upon receiving a request to fill a unit vacancy, will process the first eligible and available Soldier in the requested CPMOS for reassignment to the new position along with promotion orders if fully qualified. States who elect the new modified procedures must send notification to the losing and gaining command (if applicable), the individual Soldier, or post assignments on a state site accessible to Soldiers. For hardship cases, see paragraph 7-43 of reference 1a above.

f. Effective with the FY22 promotion board cycle, Table 7-6 (Weapons Qualification Score) of reference 1a is hereby rescinded. Soldiers competing on the Sergeant/Staff Sergeant boards will receive administrative promotion points per Table 7-5 (Weapons Qualification Level) of reference 1a.

g. Vocational Credentials (certifications and licenses). Ten promotion points are granted for each TRADOC-approved technical, industry, and/or professional certification earned, not to exceed 5 certifications or 50 promotion points under civilian education. Recertification will not result in a duplicate award of promotion points. Certifications will remain on Soldiers' promotion point work-sheet until the certification expires even if it is no longer listed on the TRADOC approved list if it previously awarded points.

Note: Soldiers should contact their State Education Office for information on available education programs and services to help fund their civilian education goals and objectives. Available programs include; Federal Tuition Assistance, Credentialing Assistance, State Tuition Assistance (varies by State), and GI Bill programs. Additional information is available online at: www.nationalguard.com/education.

h. Self-development courses. Effective the date of this memorandum, Army e-Learning (<https://www.atrrs.army.mil>) will be authorized to award promotion points. Soldiers will be granted promotion points based on one (1) point per 5 hours of completed Army Correspondence Course Program (ACCP) training restricted to courses completed in their entirety.

Note: States may delay implementation of paragraph 6f and 6g above until the next annual promotion board cycle.

i. In an effort to enhance readiness, States are authorized to select, assign, and promote against Soldiers pending separation coded B9 assignment consideration code (ASCO) provided the state has not exceeded the maximum authorized strength for that grade. Soldiers must be otherwise qualified. AGRs (T10/T32) are not authorized to

ARNG-HRH (600-8-19d)

SUBJECT: Consolidated Enlisted Promotion Policies (PPOM # 21-026)

exceed their allocation of enlisted grades and must have availability of controlled grades.

j. State Wide Vacancy Announcement (SWVA). Soldiers selected under SWVA will be assigned "C4" (Assignment Volunteer) ASCO within IPPS-A. Remove the ASCO upon being promoted.

7. My point of contact for this memorandum is Mr. Gilbert S. Morales Jr., Chief, Personnel Policy Division, at DSN 327-3297, 703-607-3297 or gilbert.s.morales.civ@mail.mil.

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