



RHODE ISLAND NATIONAL GUARD
JOINT FORCE HEADQUARTERS
CAMP FOGARTY, BLDG #330
2841 SOUTH COUNTY TRAIL
EAST GREENWICH, RHODE ISLAND 02818-1728

NGRI-TAG

17 October 2024

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Officer Unit Vacancy Promotions (NGRI-MPO 24-02)

1. References:

- a. AR 135-155, Promotion of Commissioned Officers and Warrant Officers, dated 13 Dec 22.
- b. AR 600-8-29, Officer Promotions Management, dated 9 Sep 20.
- c. AR 40-501, Standards of Medical Fitness dated, 27 Jun 19.
- d. NGR 600-100, Commissioned Officers - Federal Recognition and Related Personnel Matters, dated 22 Nov 22.
- e. NGR 600-101, Warrant Officers Federal Recognition and Related Personnel Actions, dated 10 Sep 18.
- f. AR 600-9, The Army Body Composition Program, dated 16 Jul 19.
- g. PPOM 23-048, AMEDD Officer Personnel Management Guidance, dated 13 Dec 23.
- h. PPOM 17-004, Army National Guard (ARNG) Specialty Branch Commissioned Officer Over-Grade Policy, dated 2 Feb 17.
- i. PPOM 24-003, Army National Guard Commissioned Officer and Warrant Officer Promotions and Exemplary Conduct Certification Screening

2. Purpose. To provide guidance on Unit Vacancy Promotions (UVP) for Commissioned Officers of the Rhode Island Army National Guard.

3. Background. UVPs serve as a talent management and force shaping tool. UVPs are intended to provide officers of exceptional ability an opportunity to advance quickly to more responsible positions and help retain high quality officers.

4. Policy. The UVP process allows for commanders to recommend officers for promotion prior to consideration by a Department of the Army Promotion Board (DA Board). UVPs should be reserved for the best qualified officers in each grade, normally the top 10% of all promotion eligible officers. UVP recommendations will consider the needs of the organization, the officer's performance, and potential. UVPs up to the rank of Captain will be approved at the first O6 commander level with concurrence through the O7 level. UVPs to the rank of Major and above will be managed at the state level. All AGR officer promotions, UVP and DA Select, will be managed at the state level. All UVP requests will be reviewed at the state

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level for adherence to this policy and individual recommended officers will be screened for exemplary conduct certification. The Adjutant General is the approval authority for all officer promotions.

5. Guidance. Commanders at all levels will review any request for UVP to ensure the officer has met the requirements outlined in this policy. Commanders will ensure the officer has demonstrated a consistent pattern of exceptional performance that clearly demonstrates potential for positions of responsibility above that of their peers as documented in Officer Evaluation Reports. Raters and senior raters with immature profiles can still enumerate where a rated/senior rated officer ranks amongst their peers. An officer should not be considered for a UVP with the sole reason of having been assigned to a higher-grade position.

6. Commanders should only submit the highest performers for consideration. All officers recommended for UVP must:

a. Be in an active status.

b. Be medically fit IAW AR 40-501 and meet height/weight standards prescribed in AR 600-9.

c. Have met minimum Time in Grade (TIG) requirements.

d. Have completed and/or exceeded the minimum professional military educational requirements commensurate with rank IAW AR 135-55, tables 2-2 and 2-3.

e. Have completed and/or exceeded the minimum civilian educational requirements commensurate with rank. All officers above the rank of CPT must possess a bachelor's degree and it is recommended that officers above the rank of Major possess a master's level degree (AR 135-55, paragraph 2-9).

f. For UVPs to the rank of MAJ to COL: be recommended through a memorandum for record by the unit commander and endorsed by the first O6 in their chain of command outlining why the officer is considered best qualified and should be considered for UVP (enclosure 1).

g. Have completed a Key Developmental (KD) assignment for their current rank within the officer's branch.

6. Specialty branch officers, with the exception of 70 and 67J series, will be promoted IAW PPOM 17-004 and PPOM 23-048 to the rank of LTC. UVP serves to increase morale and retention of healthcare providers. All COLs (except MC and DC) must be in an authorized O-6 positions or they will count against the state's authorized O-6 strength. Over-grade O-6 MC and DC positions will not exceed 200% authorized strength.

7. POC for this policy is CPT Rebecca J. Gard, OPM, at rebecca.j.gard.mil@army.mil.

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CHRISTOPHER P. CALLAHAN
Major General
The Adjutant General

Encls

1. UVP Request MFR Template
2. State FRB Schedule