



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

NGRI-COS

30 July 2025

MEMORANDUM FOR All Officers and Warrant Officers, Rhode Island Army National Guard

SUBJECT: Rhode Island Army National Guard Career Management Advisory Board (NGRI-MPO 25-02)

1. References:

- a. AR 135-155, Promotion of Commissioned Officers and Warrant Officers, dated 13 Dec 22.
- b. AR 614-100, Officer Assignment Policies and Procedures dated 8 May 24.
- c. AR 600-8-29, Officer Promotions Management, dated 9 Sep 20.
- 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.

2. Purpose. The Career Management Advisory Board (CMAB) serves an important role in shaping and developing the future leadership of the Rhode Island Army National Guard. Its primary mission is to provide enterprise-wide officer reassignment recommendations to the Chief of Staff (CoS) and General Officers that align with the state's personnel readiness objectives and long-term force management priorities.

The CMAB will ensure that assignment recommendations are informed by relevant regulations and guided by established career development models to foster professional growth, leadership development, and operational effectiveness through deliberate, progressively challenging roles.

The CMAB will convene semiannually or as needed to address current and projected vacancies, as well as lateral transfers for AGR and M-Day officers in the ranks of Lieutenant through Major and Warrant Officer 1 through Chief Warrant Officer 4 (Encl 1). Recommendations of reassignments for officers in the ranks of Lieutenant Colonel and above and Chief Warrant Officer 5 will not be included in the CMAB.

NGRI-COS

SUBJECT: Rhode Island Army National Guard Career Management Advisory Board
(NGRI-MPO 25-02)

The board will focus on talent management prioritizing officers with 24 or more months and warrant officers with over five years in their current assignment. Additionally, the CMAB will review and provide recommendations on all branch transfer requests, regardless of rank.

3. Process:

a. No later than 45 days prior to a scheduled CMAB, the Officer Personnel Manager (OPM) will send out a current CMAB Workbook (Encl 2) with the officer and warrant officer population that will be considered by the CMAB to all Commanders, AOs, Directorates and S1s with a suspense date for the unit CMAB Workbook inputs and Officer Career Management Surveys (Encl 3).

b. No later than seven days prior to the CMAB meeting, MSCs and DRUs will submit their updated CMAB Workbook, Officer Career Management Surveys, and any branch transfer request packets to the OPM.

(1) Officer Career Management Surveys are considered current for one year.

(2) CMAB Workbook must be updated and completed by the unit for every meeting.

c. No later than seven days prior to the CMAB, the CoS and LCC or their representative will notify the G1/HRO of any command directed moves.

d. Members of the CMAB are not permitted to discuss any recommendations until after the results are published. Disclosure of specific meeting discussion and/or recommendations will result in immediate removal from the group. At a minimum, the CMAB will review and discuss:

(1) Officer Career Management Survey

(2) CMAB Workbook

(3) Officer/Warrant Officer My Board File (ASBS 2.0)

(4) All DA Select officers or upcoming DA Board officers

e. The OPM will compile CMAB recommendations and discussion points and submit to senior leaders for approval. Approval authority for all AGR assignments rests with the Chief of Staff. For M-Day officer assignments, the respective General Officer serves as the approval authority. All approved recommendations will be submitted to the

NGRI-COS

SUBJECT: Rhode Island Army National Guard Career Management Advisory Board
(NGRI-MPO 25-02)

MACOM/DRU commanders for final concurrence and feedback prior to the publishing of results or officer reassignments.

f. The OPM (M-Day assignments) or AGR/HRO (AGR assignments) will publish approved personnel moves via Memorandum for Record to Commanders, AOs, and Directorates.

4. Out of cycle changes. To address unanticipated vacancies and reassignments prior to the next scheduled meeting, Commanders, AOs and Directorates will submit an updated CMAB Workbook to the OPM directly and include their concerns and timeline. The Chief of Staff, in conjunction with the G1 and HRO, will determine the need for an out-of-cycle meeting.

5. The POC for this memorandum is MAJ Rebecca J. Gard, OPM, at (401) 275-4186 and rebecca.j.gard.mil@army.mil.

3 Encls

1. CMAB
2. CMAB Workbook
3. Career Management Survey

STEPHEN T. GUERTIN
COL, GS
Chief of Staff

NGRI-COS

SUBJECT: Rhode Island Army National Guard Career Management Advisory Board
(NGRI-MPO 25-02)

Enclosure 1
Career Management Advisory Board

1. Effective immediately, the following process is established for career management of Rhode Island Army National Guard Officers.
2. The CMAB will provide recommendations to fill current and projected vacancies enterprise-wide and consider lateral transfers for all AGR officers and M-day officers in the grade of Lieutenant through Major and WO1 through CW4.
3. Commanders are responsible for the assignments of M-Day officers in the grades of 2LT to CPT and WO1 to CW2. The early years of service are generally devoted to branch specific developmental assignments that follow the proponent's life-cycle model and training that prepares the company grade officers for further advancement. Commanders are encouraged to consider assigning officers outside of their commands to develop well-rounded officers and the CMAB will provide an opportunity to do so.
4. At a minimum, the CMAB uses the Officer Career Management Survey, the CMAB Workbook, My Board Files, and comments provided by their commanders when making recommendations. The CMAB will evaluate each officer using the "whole person" concept measuring future potential based on performance, key developmental assignments, military education, and civilian education.
5. The CMAB consists of the following members:
 - a. At least three voting members appointed annually by the Chief of Staff. The voting members are Lieutenant Colonels or higher.
 - b. G1 (facilitator, non-voting)
 - c. Active Guard Reserve (AGR) Manager (advisor, non-voting)
 - d. HRO Staff (advisor, non-voting)
 - e. Officer Personnel Manager (facilitator, non-voting, recorder)
 - f. When appropriate, warrant or specialty branch officers will be included in the CMAB as voting members, serving as subject matter experts.
6. The Point of Contact for the CMAB is the Officer Personnel Manager.