



NATIONAL GUARD BUREAU

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ARNG-HRH

2 February 2017

MEMORANDUM FOR The Adjutants General of all States, Puerto Rico, the U.S. Virgin Islands, Guam, and the Commanding General of the District of Columbia

SUBJECT: ARNG Over-Strength Policy (PPOM 17-005)

1. References. See Annex A.
2. Background. To achieve the ARNG Vision 2020, this Over-Strength Policy enables The Adjutant Generals (TAGs) to build warfighting-capable and governor-responsive forces. In conjunction with the ARNG Annual Base Operations Guidance, this manning policy maximizes the ability of the ARNG to field mission-capable units for contingency operations or State emergencies.
3. Purpose. This memorandum establishes policy and guidance for assignment of personnel in an excess over-strength status in the ARNG. The policy is designed to increase flexibility of prioritized and operational demand units from the unit commander through State, Territory, and District Headquarters levels, in order to achieve the required personnel readiness levels necessary to achieve assigned missions.
4. Applicability:
 - a. This policy supersedes Memorandum, ARNG-HRH, 27 July 2010, subject: Operationalizing the Reserve Components Personnel Policy Initiative #2, ARNG Over-Strength Policy (PPOM 10-033).
 - b. This policy applies to the force pools (urgent, rotational, and essential units) defined in the ARNG Annual Base Operational Guidance. Units are limited to the targeted manning levels authorized in the ARNG Annual Base Operational Guidance, Human Resources Support – Select Reserve (SELRES). Department of the Army Personnel Policy Guidance (DA PPG) or Combatant Command manning guidance establishes the assignment policy for mobilized units.
 - c. This policy does not authorize the States, Territories, and District of Columbia to exceed their overall End Strength (ES) limit as established by the ARNG Personnel Programs, Resources, and Manpower Division (ARNG-HRM). Any over-strength assignments executed under this policy must be within the cumulative ES cap of the States, Territories, and District of Columbia.

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d. This policy does not modify previously published regulations or policy governing eligibility or selection for promotion. Promotions will be executed only against valid vacancies, in accordance with applicable regulations and the DA PPG.

e. This policy does not modify bonus or incentive policy. The States, Territories, and District of Columbia must manage implementation and utilization of this policy to avoid adversely impacting Soldiers' eligibility for bonuses or other incentives.

The ARNG-HRM publishes separate bonus and incentive policies.

f. This policy is not applicable to AGR Soldiers, dual status military technicians, or the directed force pool. Those personnel are managed in accordance with applicable Full-Time Support statutes, policies, and regulations.

5. Enlisted Soldier Over-Strength Policy:

a. Under most circumstances, only Soldiers in the grades of E-1 through E-6 may be carried over-strength.

b. The maximum authorized over-strength manning levels for E-1 through E-6 is 125 percent for each Military Occupational Specialty (MOS) within each unit.

c. Requests for E-7 through E-9 excess assignments are processed in accordance with PPOM 15-014, Consolidated Temporary Table of Distribution and Allowances (TTDA) Policy Update.

6. Warrant Officer Over-Strength Policy:

a. The maximum authorized over-strength manning level for Aviation warrant officer positions, regardless of force pool, and warrant officers positions in the essential unit force pool coded W-2, is 125 percent. This over-strength manning policy is applicable only at the AA-level and includes the aggregate of all warrant officers in the grades of W-1 and W-2.

b. Technical service warrant officers (non-aviation) in the grades of W-1 and W-2 in urgent and rotational force pools will not exceed 200 percent of the authorized W-2 coded paragraph/line positions on the Modified Table of Organization and Equipment (MTOE). Warrant officer assignments under the provisions of this policy must be for first-time appointees and must not exceed the rank of CW2. Warrant officers appointed in an over-strength status must comply with appointment and assignment procedures indicated in NGR 600-101, chapters 2 and 4.

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c. Except in cases when an approved retirement is pending, only officers in the grades of W-1 and W-2 may be assigned excess (see NGR 600-101, paragraph 7-7d.). The intent of this policy is to identify replacements for those senior warrant officers scheduled for retirement, reassignment, or separation, and to allow these individuals to serve as mentors for their replacements.

d. Warrant officers may be initially appointed to WO1 (and, as an exception, to CW2 with the approval of the DA MOS proponent) in an over-strength status.

e. Due to the statutory and regulatory provisions governing the Federal recognition of officers, excess warrant officers are not eligible for promotion, except as provided in NGR 600-101, paragraph 7-7d. Excess warrant officers must be assigned to the first available vacant position within their MOS.

f. Exceptions. Excess or over-strength assignment of Bandmasters (MOS 420C) or any W-2 coded positions for commanders or leaders of any element is not authorized.

g. States, Territories, and the District of Columbia must use this authority to manage the total warrant officer population within their organizations. They may not use the authority in this policy to manipulate the promotion system by "rotating" warrant officers through positions for the sole purpose of accelerating promotions. Such actions have an adverse impact on personnel readiness of units by increasing warrant officer turbulence.

7. Commissioned Officer Over-Strength Policy:

a. Company-grade commissioned officer positions in the grades of O-2 and O-3 may be filled to 125 percent.

b. Simultaneous Membership Program (SMP) Cadets (MOS 09R) and Officer Candidate School (OCS) Candidates (MOS 09S) assigned against officer paragraph and line positions on the MTOE will not be counted as part of the excess officer strength of the unit. However, the number of SMP Cadets and OCS Candidates count against the overall strength limitations of the unit (see paragraph 8b).

c. States may initially appoint officers (O-1 through O-3) into over-strength positions up to 125 percent. However, promotions may only be executed against valid vacancies. Commanders must manage their excess officers in order to facilitate promotions to valid, vacant paragraph/line positions.

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d. Judge Advocate General (JAG) Corps. Commanders may fill JAG positions, below the grade of O-6, up to 200 percent of JAG authorized strength.

e. Army Medical Department (AMEDD) Officers:

(1) The maximum authorized over-strength manning level for Army Nurse Corps (66 series) and Medical Service Corps (67J, 70 series, and 72 series) is 125 percent.

(2) The maximum authorized over-strength manning level for Medical Corps, Dental Corps, Physician Assistant, Veterinary Corps, and 73 series Medical Service Corps officers is 200 percent.

(3) Proper management is imperative for incentive and promotion opportunities.

f. Chaplains. The maximum authorized over-strength manning level for Chaplains is 200 percent.

8. Control Measures. To prevent abuse and to ensure that this policy does not lead to unintended second-order effects, the following control measures apply:

a. Use of over-strength authorities extended under this policy is at the discretion of The Adjutants General. However, use of this authority does not relieve the States, Territories, or the District of Columbia of the responsibility to remain within the assigned ES limits.

b. The total assigned strength for any unit may not exceed the targeted manning level in the ARNG Annual Base Operational Guidance, Human Resources Support – Select Reserve (SELRES).

c. Positions in the grades of E-7 through E-9, W-3 through W-5, and O-4 and above will not be manned above authorized MTOE/TDA levels. See PPOM 15-014 for management of these senior-grade personnel.

d. The NGB may disapprove requests for exemption from conducting Qualitative Retention Boards (QRB) or Selective Retention Boards (SRB) where the requestor has over-strength personnel in excess of the limitations provided in this policy. The States, Territories, and District of Columbia may be required to rectify such excesses by other means or conduct QRBS/SRBs.

e. Federal Recognition (FEDREC). The NGB may delay extension of FEDREC to officers and warrant officers in areas exceeding the authorized over-strength levels.

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This delay may impact the promotion of others to the affected grades. To rectify this, the States, Territories, and the District of Columbia must eliminate the unauthorized excess or implement a viable plan to return to authorized levels within a fixed and reasonable period of time. The approval authority for the FEDREC "Get Well" plan is the ARNG G-1.

f. Retention beyond Mandatory Removal Date (MRD). The ARNG-HRH may delay or disapprove requests to retain officers and warrant officers beyond their MRD in areas exceeding the authorized over-strength manning. To rectify this, the States, Territories, and the District of Columbia must either eliminate the unauthorized excess or implement a viable plan to return to authorized levels within a fixed and reasonable period of time. The approval authority for the Retention beyond MRD "Get Well" plan is the ARNG G-1.

9. My point of contact for this policy is COL Glen D. Chancellor, Chief, Personnel Policy Division, at DSN 327-5904, 703-607-5904, or glen.d.chancellor.mil@mail.mil.

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Annex A
References

1. Department of Defense Directive 1200.17, Subject: Managing the Reserve Components as an Operational Force, 29 October 2008.
2. Department of the Army Personnel Policy Guidance (PPG), 9 August 2013.
3. Army Regulation (AR) 600-8-19 (Enlisted Promotions and Reductions), 18 December 2015.
4. National Guard Regulation (NGR) (AR) 600-100 (Commissioned Officers – Federal Recognition and other Related Personnel Actions), 15 April 1994.
5. NGR 600-101 (Warrant Officers Federal Recognition and Related Personnel Actions), 3 September 2014.
6. NGR 600-200 (Enlisted Personnel Management), 31 July 2009.
7. NGR 635-100 (Termination of Appointment and Withdrawal of Federal Recognition), 8 September 1978.
8. Director, Army National Guard Operational Guidance FY17, Tab A (Human Resources Support) to Appendix 2 (G1) to Annex F (Sustainment).
9. Memorandum, ARNG-HRH, Subject: Announcement of FY 16-17 Army National Guard (ARNG) Accession Options Criteria (AOC), Third Edition (PPOM # 16-008), 1 April 2016.
10. Memorandum, ARNG-HRH, Subject: Army National Guard (ARNG) Special Branches Over-Grade Policy for Commissioned Officers (NGB-ARH Policy Memo #07-023), 23 August 2007.
11. Memorandum, ARNG-HRH, Subject: Consolidated Temporary Table of Distribution and Allowances (TTDA) Policy Update (PPOM #15-014), 31 August 2015.
12. Memorandum, Chief National Guard Bureau, Army National Guard Judge Advocate Manpower Issues, 25 March 2004.