



**NATIONAL GUARD BUREAU**  
111 SOUTH GEORGE MASON DRIVE  
ARLINGTON VA 22204-1373

ARNG-HRZ (600-8-19)

25 January 2023

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

SUBJECT: Updated Authorization to Promote 68WF2 (E-5 to E-6) Critical Care Flight Paramedics (CCFP) Over-Grade (PPOM 23-004)

1. References:

- a. Army Regulation 40-68 (Clinical Quality Management)
- b. Army Regulation 95-1 (Flight Regulations)
- c. Army Regulation 600-8-19 (Enlisted Promotion and Reductions)
- d. Army Regulation 600-106 (Flying Status or Nonrated Army Aviation Personnel)
- e. Training Circular 3-04.11 (Commander's Aviation Training and Standardization Program)
- f. National Guard Bureau, ARNG-HRH, memorandum (Revised Application of Noncommissioned Officer Temporary Promotions (SGT-MSG) (PPOM 21-061)), 29 November 2021
- g. National Guard Bureau, ARNG-HRH, memorandum (Revised Authorization to Promote 68WF (E-5 to E-6) Critical Care Flight Paramedics (CCFP) Over-Grade (PPOM 21-032)), 29 June 2021 (RESCINDED)

2. Purpose. To continue support of the Ready Forces Line of Effort by enabling The Adjutants General (TAGs) and the Commanding General (CG) of the District of Columbia to increase CCFP retention in critical medical evacuation (MEDEVAC) MTOE units. Execution of the MEDEVAC mission with qualified CCFPs is essential to support the federal missions as well as effectively respond to State emergencies.

3. Policy. This policy is effective immediately, supersedes reference g, and subject to re-evaluation no later than 31 December 2025. TAGs and the CG of the District of Columbia are authorized to promote fully qualified CCFPs over-grade from Sergeant (E-5/SGT) to Staff Sergeant (E-6/SSG) provided Soldier meets all requirements outlined in paragraph 5 below. This policy is exclusive to 68W - F2 Additional Skill Identifier (ASI)

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holders in MTOE units. This policy also authorizes qualified 68WF2 Flight Medics, regardless of grade, to decline any 68W (Combat Medic Specialist) position, regardless of distance, and remain on the promotion list. This policy does not apply to Soldiers who slotted as excess against ASI F2 billets.

4. The final approval authority to promote a qualified 68WF2 Flight Paramedic over-grade is TAG and the CG of the District of Columbia. This authority may be delegated to the State Military Personnel Management Office/G-1. Soldiers promoted to SSG under authority of this policy exception are required to serve a minimum of 36 months in the CCFP position after promotion or find themselves subject to reduction. Soldiers must extend their expiration term of service to meet the three-year service obligation to accept the over-grade promotion.

5. Soldiers must meet the conditions in AR 600-8-19 (specifically paragraphs a-d below) and the requirements set forth in (para e) below to qualify for over-grade promotion:

- a. Soldier must be in a promotable status
- b. Have a promotion list standing
- c. Graduate of Advanced Leader Course or granted temporary promotion exception per reference 1f
- d. Qualified in military occupation specialty for the duty position in which assigned and promoted, and
- e. ASI F2 qualified for the duty position. Soldiers not fully ASI F2 transitioned with annotation on the Enlisted Records Brief and programmed in the Medical Operational Data Systems (MODS), 68W module, will not be considered for an over-grade promotion.

6. Qualified Soldiers are authorized promotion over-grade one grade in documented E-5 billets only (i.e. MTOE E-5 billets can promote to E-6). This policy authorization does not extend to other than E-5 documented billets. States will update the Soldier's Assignment Consideration Code with "U5" (unit of action assignment), to include the date promoted over-grade, in the Integrated Personnel and Pay System - Army for tracking, accountability, and to manage the retention of personnel in this career field.

7. This policy does not impose a maximum length an over-grade promoted noncommissioned officer (NCO) can serve at the higher grade. If, at any time during the 36-month mandatory service, an over-grade promoted NCO loses their ability to

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maintain duty position ASI, they are subject to a grade reduction. The requirements to maintain a duty position ASI include, but are not limited to, paragraphs a-c below:

a. Possess and maintain a current, valid, and unrestricted paramedic certification by the National Registry of Emergency Medical Technicians (NREMT). IAW AR 40-68, Soldiers (AA/USAR/ARNG) possessing the 68W military occupational specialty (MOS) are required to obtain and maintain certification by the NREMT. Soldiers who fail to recertify according to NREMT guidance will immediately be suspended from all duties requiring NREMT-basic certification.

b. Maintain flight status IAW AR 600-106, Chapter 2.

(1) If permanent disqualification is annotated on Section 12, DD Form 2992 (Medical Recommendation for Flying or Special Operational Duty), the Soldier incurs a grade reduction immediately upon removal from the CCFP duty position. The reassignment occurs within 30 days of the disqualification.

(2) If temporary disqualification is annotated on Section 12, DD Form 2992, the Soldier maintains their grade assuming a current medical readiness and dental readiness classification.

c. Compliance with the Aircrew Training Program requirements outlined in AR 95-1 and TC 3-04.11.

8. My point of contact 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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