



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

ARNG-HRH (RN 600)

19 January 2024

MEMORANDUM FOR Military Processing Orders and Human Resources Offices of All States, The Commonwealth of Puerto Rico, Guam, U.S. Virgin Islands, The District of Columbia and Human Capital Management

SUBJECT: Change to Retention Control Points (RCP) for Enlisted Soldiers Serving in the ARNG Active Guard Reserve (AGR) Program (Title 10 and 32) (PPOM #24-004)

1. References: See Appendix.

2. Purpose: This memorandum implements a change to the exception to policy (ETP) to establish temporary RCPs for eligible enlisted Soldiers.

3. Applicability. This policy only applies to Soldiers serving in the ARNG AGR Program (Title 10 and 32) with a contractual expiration term of service (ETS) date between 23 June 2022 and 30 September 2025. It does not apply to ARNG Soldiers serving in a traditional status (M-Day), nor to Soldiers serving in the ARNG Title 32, who are mobilized, assigned to the Individual Ready Reserve (IRR), or a Troop Program Unit (TPU).

4. Background. On 21 September 2023, the Army extended the temporary guidance pertaining to RCP for Soldiers serving in the Regular Army (RA), U.S. Army Reserves, and ARNG.

5. Policy. Effective immediately, eligible Soldiers who desire to continue service through an extension or reenlistment are authorized the following RCP for the period of their new extension/reenlistment contract. Any subsequent retention action(s) which take the Soldier past their new Voluntary RCP are not authorized.

Rank	Years
Private through Private First Class	7
Specialist <sup>1</sup>	12
Sergeant <sup>1</sup>	16
Staff Sergeant	22
Sergeant First Class	26
First Sergeant/ Master Sergeant	28

**\*Table 1-ARNG RCPs**

Note:

<sup>1</sup> To include promotable.

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6. Soldiers who are otherwise eligible for continued service must see their servicing Career Counselor to take the appropriate retention action. Soldiers with an approved retirement are authorized to request their retirement be withdrawn to extend their RCP. Soldiers that take action IAW this policy will retain their new RCP until separated or reduced in rank. Career Counselors will follow all current retention processing policies and guidance. The Soldier's immediate Commander, in coordination with the Career Counselor, will determine the Soldier's eligibility and potential for continued service.

7. States and ARNG-HCM must request an exception to policy in accordance with the references through Integrated Personnel Pay System-Army (IPPS-A) and addressed to Chief, Personnel Policy Division, ATTN: HRH-M, at 111 South George Mason Drive, Arlington, VA 22204.

8. This ETP is effective immediately and remains in effect for no longer than the period outlined in paragraph 3 above unless superseding guidance is published or rescinded. This ETP is effective 1 October 2023 and remains in effect for no longer than 12 months unless superseding guidance is published or otherwise rescinded. This exception may be renewed upon approval of the undersigned.

9. This ETP does not constitute a permanent change to Army policy. Only the Secretary of the Army may approve permanent changes to Army policy.

10. My point of contact is Ms. Sharon Archibald, Chief, AGR Policy Branch, DSN 327-0460, 703-607-0460, or sharon.a.archibald.civ@army.mil.

TIMOTHY W. ZIMMERMAN  
Chief, Personnel Policy Division

Appendix

ARNG-HRH

SUBJECT: Change to Retention Control Points (RCP) for Enlisted Soldiers Serving in the ARNG Active Guard Reserve (AGR) Program (Title 10 and 32) (PPOM #24-004)

#### References

- a. Army Regulation (AR) 601-280 (Army Retention Program).
- b. Department of the Army Pamphlet (DA PAM) 601-280 (Army Retention Program Procedures).
- c. Army Regulation (AR) 135-18 (The Active Guard Reserve Program).
- d. National Guard Regulation (NGR) 600-5 (The Active Guard Reserve (AGR) Title 32, Full Time National Guard Duty (FTNGD) Management).
- e. National Guard Regulation (NGR) 600-200 (Enlisted Personnel Management).
- f. ARNG-HRH memorandum (Retaining a Quality Noncommissioned Officer Corps Serving in the ARNG Active Guard Reserve (AGR) Program (Title 10 and 32) (PPOM 16-028)), 8 September 2016.
- g. Army Regulation (AR) 600-8-19 (Enlisted Promotions and Reductions).
- h. Department of the Army, DAPE-ZA memorandum (Temporary Change to Retention Control Points (RCP) for Enlisted Soldiers Serving in the Regular Army (RA)/ United States Army Reserve (USAR) and Army National Guard (ARNG) Active Guard Reserve Title 10 Programs), 21 September 2023.