



NATIONAL GUARD BUREAU
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ARNG-HRH

16 May 2024

MEMORANDUM FOR The Adjutants General of the States, Territories, and the
Commanding General of the District of Columbia

SUBJECT: Army National Guard (ARNG) Personnel Policy Guidance on Actions Required
for Failure to Meet Security Requirements (PPOM 24-011a)

1. References. See Enclosure.
2. Purpose. To provide guidance to Reference b on timeline and personnel actions for ARNG Servicemembers (SMs) who fail to meet security requirements. Reference s. is superseded and restated below. This policy will expire one year after publication.
3. Background. Reference b. reiterates guidance from multiple publications which designate all military positions as national security positions, requiring all SMs to have a favorable National Agency Check with Local Agency and Credit Check (NACLC)/Tier 3 (T3) or higher background investigation (BI), and actions to be taken on those who fail to meet security requirements. Additionally, the ARNG G2-OIS provided guidance through FY 24 ARNG Campaign Plan 23-30 Execution Guidance, Supplementary Guidance 15-4 (timelines have been extended by HQDA since publication on 11 January 2024). The ARNG G1 receives monthly updates from ARNG G2 to track progress, compare against personnel actions, and anticipate potential losses.
4. Applicability. This guidance applies to all ARNG Enlisted, Warrant Officer, and Officer Personnel, to include Active Guard and Reserve (AGR) Personnel (Title 10 / Title 32).
5. Guidance. By direction of Reference b., ARNG SMs who fail to meet security requirements must be identified and processed per guidance below.
6. Timeline.
 - a. NLT 7 May 2024 – ARNG Commanders at all levels, through their servicing Security Manager, will identify SMs who lack an NACLC/T3 or higher and initiate BI.
 - b. NLT 5 August 2024 – All BI submissions must be complete and other issues which have caused a failure to meet security requirements per Reference b, Annex C, paragraph A.4 must be resolved (Reference c and reasons listed therein will not be utilized by the ARNG at this time).
 - c. NLT 5 October 2024 – Commanders will identify those who failed to meet security requirements and begin personnel actions set forth below.

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7. Personnel Actions.

a. Flagging.

(1) Suspension of favorable personnel actions (FLAG), Code E, will be initiated per Reference h. on all SMs, regardless of position or rank, who fail to meet security requirements. Flagging actions will be compared against monthly updates in Annex B provided by servicing Security Managers; should Commanders fail to flag appropriately, State G1/MILPOs may consider initiating flags on their behalf.

(2) Security FLAG removals will occur when SMs resolve their issue. Removals of FLAG will occur within 30 days prior to reassignment to transition point for separation.

b. Officer and Warrant Officer Separation Guidance.

(1) Officers. Commanders will initiate involuntary separation proceedings IAW Reference d. and r. for Officers who fail to meet requirements per Reference b. Proceedings may be cancelled if requirements are met prior to separation.

(2) Warrant Officers. Commanders will initiate involuntary separation proceedings IAW Reference d. and p. for Warrant Officers who fail to meet requirements per Reference b. Proceedings may be cancelled if requirements are met prior to separation.

c. Enlisted Soldier Separation Guidance. Commanders will take the following personnel actions for Enlisted personnel who fail to meet security requirements per Reference b.:

(1) Award Special Reporting Code (SRC) 09X, Service Disqualification for Failure to Meet National Security Adjudicative Requirements, in lieu of Military Occupational Specialty (MOS) per References d, k, l, and q. Soldiers classified to SRC 09X will be considered excess and reported as "NON MOSQ", non-mobilization assets, and ineligible for promotion.

(2) T10/T32 AGR Enlisted Soldiers. The retention control point (RCP) and expiration term of service (ETS) will be adjusted to the 1st day of the 9th month after award of SRC 09X, per Reference l. and m.

(3) Traditional (M-Day) Enlisted Soldiers. Commanders will initiate involuntary separation proceedings IAW References f. and q.

d. Considerations for all Enlisted Separations.

(1) Soldiers with more than 17 years and 3 months, but less than 18 years at the time

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of approval and who would exceed 18 years of creditable service towards Regular (AGR) or Non-Regular (M-Day) retirement within 270 days will have a separation date of the last day of the month they are eligible for retirement. Soldiers who will exceed 18 years of creditable service can extend to obtain minimum time required to retire.

(2) Soldiers with 18 years but less than 20 years of creditable service towards a Regular (AGR) or Non-Regular (M-Day) retirement who are classified in SRC 09X may serve to meet minimum retirement eligibility or 270 days after effective date of classification to SRC 09X, whichever is later, unless involuntarily separated earlier by the Assistant Secretary of the Army (Manpower & Reserves Affairs).

(3) Soldiers with more than 20 years of creditable service towards a Regular (AGR) or Non-Regular (M-Day) retirement classified to 09X must retire or separate not earlier than 90 days and no later than 270 days after the effective date of classification to SRC 09X unless their contractual ETS is sooner.

(4) Flagged Soldiers will not be removed from promotion lists per Reference i. Boards will consider Soldiers who have a flag (regardless of type), provided they are otherwise eligible for consideration; Soldiers cannot be selected nor promoted until suspension has been removed.

(5) Soldiers who resolve NACLC/Tier BI security requirements prior to separation may have their previous MOS awarded if eligible. AGR Soldiers may have previous RCP / ETS reinstated; proceedings may be cancelled for Traditional Soldiers.

8. All accessions and enlistments, to include transfers from other Components or Services, will be screened to ensure security requirements are met prior to being accessed or enlisted into the ARNG. Current ARNG SMs failing to meet requirements will not be transferred to other components, including the Ready Reserve. As an exception, ARNG SMs may be transferred to the Standby Reserve Inactive Status List; personnel will automatically be discharged if their issue is not resolved within one year.

9. The point of contact for this guidance is Dr. Dena M. Lentz, Policy Analyst, Enlisted Policy Branch, at 703-607-5350 or dena.m.lentz.civ@army.mil.

Encl

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References

a. Department of Defense (DOD) Manual 5200.02 Procedures for the DOD Personnel Security Program (PSP), 3 April 2017, Change 1, 29 October 2020.

b. Headquarters Department of the Army, Executive Order (EXORD) 107-24, Clear the Army, Background Investigation and National Security Adjudication Requirements for Military Personnel, 5 January 2024.

c. Army Human Resources Command (HRC) Military Personnel (MILPER) Message 24-148 (Non-Transferable Flag for Security Violations Based on Denial of Security Clearance Eligibility, Revocation of Security Clearance Eligibility, or Failure to Meet Background Investigation Requirements), 25 April 2024.

d. Army HRC MILPER Message 24-162 (Establishment of Special Reporting Code (SRC) 09X (Service Disqualification for Failure to meet National Security Adjudicative Requirements) for the Regular Army (RA), U.S. Army Reserves Active Guard Reserves (AGR), and Individual Ready Reserves (IRR), 2 May 2024.

e. Army Regulation (AR) 135-175 (Army National Guard and Reserve - Separation of Officers).

f. AR 135-178 (Enlisted Administrative Separations).

g. AR 380-67 (Personnel Security Program).

h. AR 600-8-2 (Suspension of Favorable Personnel Actions (Flag)).

i. AR 600-8-19 (Enlisted Promotions and Demotions).

j. AR 601-280 (Army Retention Program).

k. Department of the Army Pamphlet (DA PAM) 601-280 (Army Retention Program Procedures).

l. DA PAM 611-21 (Military Occupational Classification and Structure), Tables 2-7, 6- 11, and 10-2, April 3, 2017; Change 1.

m. Notification of Future Change to DA Pam 611-21, E-2210-09, Establishment of Special Reporting Code (SRC) 09X, 19 May 2022.

n. Army Directive 2021-07 (Individual Ready Reserve Management), 2 March 2021.

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- o. Army Directive 2021-12 (Fulfilling Statutory Military Service Obligations), 27 Apr 2021.
- p. National Guard Regulation (NGR) 600-101, Warrant Officers Federal Recognition and Related Personnel Actions, 10 September 2018.
- q. NGR 600-200 (Enlisted Personnel Management).
- r. NGR 635-100 (Termination of Appointment and Withdrawal of Federal Recognition) Incl Change 1.
- s. National Guard Bureau, ARNG-HRH, Memorandum (Army National Guard (ARNG) Personnel Policy Supplementary Guidance on Actions Required for Failure to Meet Security Requirements (PPOM 24-011), 13 May 2024.