

1. General.

a. Operational Support (OS) is a category of voluntary duty that includes Active Duty for Operational Support (ADOS) with several subcategories and Full-time National Guard Duty- OS (FTNGD-OS).

b. FTNGD-OS is an authorized voluntary tour of FTNGD performed pursuant to 32 U.S.C. § 502(f)(2), other than Active Guard Reserve (AGR), drug interdiction, and counterdrug duties. It includes FTNGD for training performed at the request of an organizational or operational commander; FTNGD performed as a result of reimbursable funding; and funeral honors duty performed not in an inactive duty or active duty (AD) status.

c. ADOS is an authorized voluntary tour of AD performed pursuant to 10 U.S.C. § 12301(d), other than AGR duty. It includes AD for training (ADT) performed at the request of an organizational or operational commander; AD or ADT performed as a result of reimbursable funding; funeral honors duty performed not in an inactive duty status; and AD performed by members of the Retired Reserve not receiving regular retired pay.

2. Policy.

a. The purpose of FTNGD-OS is to provide the necessary skilled manpower assets to support existing or emerging requirements of the ARNG pursuant to 32 U.S.C. § 502(f). The FTNGD-OS is not a career program, nor is it authorized to fill real or perceived manpower shortages. It is not intended to be a vehicle to provide entitlements to separation pay, sanctuary/18 year-lock-in, or retirement.

b. Soldiers performing duty under the authority of 32 U.S.C. § 502(f), will not perform duties that are not specific requirements of the mission for which they were ordered to duty. If circumstances require a change of duty, commanders must amend/curtail the current order. A Soldier whose tour was amended or curtailed, (removing the Soldier from duty under 32 U.S.C. § 502(f) for a specific mission) requires a new order to return to the original mission. Commanders will not amend, curtail, or divide for multiple periods for any 32 U.S.C. § 502(f), order for the purpose of avoiding pay for typical non-duty days.

c. The States, Territories, and District of Columbia should carefully consider mission impact relative to unit and individual training and readiness, before approving Soldiers to serve on 32 U.S.C. § 502(f) status.

d. The FTNGD-OS program will not be performed on land outside the United States, its Territories, or possessions, because a member of the RC must be in a Title 10 status Army National Guard of the United States (ARNGUS) to travel Outside the Continental United States (OCONUS).

e. A Soldier will not be placed on State Active-Duty orders concurrently while on FTNGD-OS orders.

f. ARNG Soldiers performing duty under FTNGD-OS other than for training, who have accumulated 18 years of active service, will be continued in that status until they accumulate 20 years of active service, unless:

(1) The Soldier voluntarily requests to be released from such duty, or

(2) The Soldier is involuntarily released with the approval of the Secretary of the Army.

g. The States, Territories, and District of Columbia are responsible for identifying funds to continue those Soldiers that reach 18 years of active service on orders until they reach 20 years of active service. These Soldiers will not be placed on Annual Training (AT) or AD for Training orders to cover the entire period of service required to reach 20 years of active service. These Soldiers will not be accessed into the AGR program unless they have competed for a valid AGR position in accordance with (IAW) Army Regulation (AR) 135-18 and National Guard Regulation 600-5.

h. Once the Soldier reaches 20 years of active service, he/she may:

(1) Continue to serve on orders if leadership desires and funding is available.

(2) Be released from orders, defer their active service retirement, and continue to serve in a traditional status.

(3) Apply for an active service retirement.

3. Approval Authority.

a. Resource Integration Division (ARNG-HRF) is the budgetary approval authorities for all tours. Funding requests for the approval of tours will be sent through command and/or staff agency channels.

b. The human resource officer (HRO) or State-directed agency is the approval authority for personnel issues. The HRO or State-directed agency will validate tour packets and maintain internal control measures for the FTNGD-OS program.

c. The State surgeon is the final approval authority within a State when medical issues arise.

d. The Director, Army National Guard (DARNG), is the approval authority for Soldiers to fill against validated FTNGD-OS requirements where the Soldier will reach 18 years

of active Federal service during the projected period of duty. Such Soldiers will qualify for "Active-Duty Sanctuary" under the provisions of 10 U.S.C. § 12686 and their requests for FTNGD-OS orders or extensions must be submitted to DARNG, ARNG Personnel Policy Division (ARNG-HRH) for consideration. The DARNG is the approval authority for Soldiers who will be eligible for separation pay.

4. Title 32 (T32) Recruiting and Retention (R&R) FTNGD-OS Guidance.

a. All T32 R&R FTNGD-OS orders must be attached to the State R&R Command to increase accountability and reporting visibility.

b. Personnel placed on T32 R&R FTNGD-OS orders must reside within commuting distance of their reporting stations. Accordingly, all T32 R&R FTNGD-OS orders must state, "Authorization of movement of household goods is not permitted." Additional funding for per diem and permanent change of station moves is not authorized due to funding constraints.

c. All T32 R&R FTNGD-OS orders must support unit "strength readiness" requirements through recruiting, retention, and attrition management duties or related strength maintenance staff roles.

d. All T32 R&R FTNGD-OS orders must be issued for a minimum of 180 days and may not cumulatively exceed 1,825 days (5 years) in the previous 2,190 days (6 years). All orders must state, "Subject to availability of funds." Issuance of orders in this manner reduces turnover in T32 R&R FTNGD-OS personnel and promotes the development of future AGR R&R personnel.

e. All T32 R&R FTNGD-OS Special Duty Orders are short duration orders supporting marketing or promotional events. These orders are not to exceed 30 days unless separate ARNG Strength Maintenance Division (ARNG-HRR) program guidance (i.e., the Summer Surge Program Strength Maintenance Operational Message) indicates an alternate performance period. Consecutively issuing 30-day orders to prevent placing the Soldier on typical T32 R&R FTNGD-OS orders or to reduce entitlements is prohibited.

f. Orders will not be extended solely for the purpose of executing leave days. States are responsible for covering all costs incurred due to the sale of leave. Unfunded Requirements created from the sale of leave will not be validated or funded by ARNG-HRR.

g. Waivers and Approval Documentation. All information that must be sent to the ARNG level on behalf of T32 R&R FTNGD-OS personnel will be submitted to ARNG-HRH. Requests must be routed through ARNG-HRH-M via Integrated Personnel and Pay System- Army (IPPS-A). All States must submit their cases to ARNG AGR Policy using the Provider Group Name NGB HRH AGR Policy,

5. Eligibility Requirements. To apply for FTNGD-OS tours:

- a. The Soldier must be a member of the ARNG.
- b. The Soldier must meet the Army medical retention standards IAW AR 40-501, Chapter 3, and as outlined in this policy.
- c. The Soldier must not be within 6 months of mandatory removal or expiration of term of service on the report date of the tour unless waived by The Adjutant General (TAG).
- d. The Soldier must not be able to qualify for sanctuary as a result of the OS order unless a waiver is applied for through ARNG-HRH and approved by the DARNG prior to the issuance of the order.
- e. The Soldier must not be placed on orders that will qualify him or her for separation pay as a result of the duty unless a waiver is applied for through ARNG-HRH and approved by the DARNG prior to the issuance of the order.
- f. The Soldier must not be under a suspension of favorable personnel actions IAW reference d.
- g. The Soldier must have a record Army Combat Fitness Test (ACFT) taken within 6 months of the start date of the FTNGD-OS order

6. Requirements Related to 1,825 Days of OS. The NDAA FY 2022 made changes to Army strength accounting procedures pertaining to Soldiers performing operational support duty under the provisions of 10 U.S.C. § 12301(d), and 32 U.S.C. § 502(f)(2). Tracking and reporting on the 1,825-day requirement for the ARNG is accomplished on a consolidated basis by the ARNG Personnel Programs, Manpower, and Resources Division (ARNG-HRM) for the entire nation and will not impact the AGR vouchers of the individual States or the Title 10 U.S.C. AGR program, unless directed otherwise by ARNG-HRM.

- a. States will establish procedures to effectively manage Soldiers serving for extended periods of OS. Soldiers who will serve on FTNGD-OS for more than 1,825 days in the previous 2,190 days will submit for extension to Resource Management Division (ARNG-HRF) . The FTNGD-OS program is not a career program and is not intended as a vehicle to provide entitlements to separation pay, sanctuary, or retirement.
- b. The cumulative periods of ADOS and FTNGD-OS performed by the member exceeding 1,825 days (5 years) in the previous 2,190 days (6 years) are accountable against AD end strength (active component or ARNG AGR end strength, consistent with pay appropriations) when the 1,825 threshold is crossed, pursuant to 10 U.S.C. § 115.

This is a “rolling 6-year window” which looks back at the most recent 2,190 days. Military service performed in other components is not counted. The RC Soldiers who exceed the limits will be included in both the OS strength and the AGR end strength ceiling.

c. In accordance with NDAA FY 2022 and Office of the Secretary of Defense guidance, a member whose order to FTNGD-OS specifies a period of greater than 5 years will be counted against ARNG AGR end strength effective the first day of the order. A Soldier on FTNGD-OS orders specifying a period of less than 5 years will be counted against ARNG AGR end strength effective the date on which the cumulative period of OS service exceeds five cumulative years within the previous 6-year period. Additionally, these members will continue to count against the ceilings outlined under the provisions of 10 U.S.C. § 115(b). The ARNG is limited to a maximum number of personnel that may be performing OS duty at any time.

7. Accountability.

a. Soldiers are responsible for providing a full and accurate accounting of all AD or FTNGD served before entry on ADOS-RC. Failure to do so may result in early termination of orders. Soldiers will include Department of the Army (DA) Form 1506 (Statement of Service–Computation of Length of Service for Pay Purposes) and NGB Form 23B (Army National Guard Retirement Points History Statement), in their Title 32 FTNGD-OS packet to satisfy this requirement.

b. The ARNG-HRM will coordinate with Deputy Chief of Staff (DCS), G-1 Military Strength Division/Military Personnel, Enlisted Division (DAPE-PR and DAPE-MP), annually to verify the yearly ceiling for operational support.

8. Reporting Requirements. The ARNG-HRM will submit a monthly OS report to the DCS, G-1 DAPE-PR and DAPE-MP. The OS report will be submitted on the 15th of every month and will report OS personnel numbers as of the last day of the previous month (e.g., the 15 November 2022 OS reports will provide OS personnel numbers as of 31 October 2022). The National Guard Bureau (NGB) will address the following in their monthly OS reports:

a. The total number of ARNG/ARNGUS Soldiers:

- (1) Serving on FTNGD-OS orders and not counted against AGR end strength.
- (2) Serving on FTNGD-OS orders and counted against AGR end strength.

b. The NGB will also provide DAPE-PR with the following data for each Soldier on OS orders:

- (1) Social Security Number and component of record.

(2) Start and end dates of current OS orders.

(3) Indication of whether the OS orders are for more than 1,825 days such that the “5-year rule” applies.

(4) The total number of completed OS days that count toward the 1,825-day limit of the “5-out-of-6-year” rule if the OS orders are for 1,825 days or less.

9. Coding.

a. The DA Form 1379 will be coded to give constructive credit for AT or Inactive Duty for Training (IDT) attendance.

b. For accounting purposes, Soldiers will have a Basic Active Service Date (BASD) established in the retirement points accounting management/The Integrated Personnel and Pay System (RPAM/IPPS-A).

c. The active status program designator code of “X” will be used to identify FTNGD-OS Soldiers in IPPS-A.

10. Orders.

a. The following statement will be added to the “Additional Instructions” portion of all FTNGD-OS orders: “Upon application, Soldiers are responsible to provide a full and accurate accounting of all AD or FTNGD served before entry on FTNGD-OS. Failure to do so may result in early termination of orders. Soldiers may submit DA Form 1506 and NGB Form 23B to satisfy this requirement.”

b. The following statement will be annotated on all FTNGD-OS orders: “This Order is subject to the availability of funds.” Orders will not extend beyond appropriated funds.

c. Orders will be produced for the duration of the requirement, which has been validated by appropriate officials and will be contingent upon funding and continuation of the job position.

d. Orders will not be issued for extended periods if it is known at the time that the Servicemember will need to have orders curtailed during the tour. Doing so is a potential violation of fiscal law (for example, do not cut orders for 45 days if it is known before the tour starts that the Soldier’s orders will be curtailed and the Servicemember must return after 23 days for other mission requirements). Similarly, orders may not be broken or divided to allow the continued payment of temporary duty assignment entitlements that are not directly required by the mission.

e. All FTNGD-OS Soldiers on orders for greater than 180 days will take a record ACFT twice a year and will follow the State AGR physical training (PT) policy.

f. All Command Sergeants Major (CSMs)/First Sergeants (1SGs) serving on FTNGD-OS orders for greater than 30 days will be laterally appointed to Sergeant Major (SGM)/Master Sergeant (MSG) while performing FTNGD-OS.

11. Drill/AT. Soldiers serving on FTNGD-OS may attend Inactive Duty Training (IDT) and/or Annual Training only when:

a. As determined by the State, the Soldier's FTNGD-OS is of such duration that absence from training would negatively impact the readiness of the individual and/or their unit of assignment.

b. If travel is necessary, the resources are certified as available by the States, Property and Fiscal Operations for travel and per diem to and from duty locations.

c. The organization responsible for funding the FTNGD-OS mission supports the Soldier's absence to return to the unit of assignment for IDT and/or AT.

d. Soldiers on FTNGD-OS will not be released from duty for the purpose of attending training only to be placed back on FTNGD-OS once complete.

12. Application Packet. The following documents are required for all tour packets:

a. Cover Letter. A Soldier's tour application packet must include a cover letter signed by a State HRO. The signed cover letter ensures that the packet complies with the provisions of this policy memorandum. Soldiers who will exceed the 1,825-day rule will require a letter of acknowledgement. Two sample letters are provided as example 1 and 2. The first letter (example 1) is for FTNGD-OS tours that are approved at the State level and do not require a DARNG waiver. The second letter (example 2) is for waivers that must be approved by the DARNG (ARNG-HRH).

b. The DA Form 1058 (Application for Active Duty for Training, Active Duty for Special Work, Temporary Tour of Active Duty, and AT for Soldiers of the Army National Guard and US Army Reserve), September 2017. All applicants must have a DA Form 1058 signed by the unit commander, records custodian, and applicant verifying that the information indicated on the form is correct. To prevent delays in processing tour requests, applicants must fill out all applicable items. This form will be retained in the Interactive Personnel Electronic Records Management System (iPERMS).

c. A Retirement Point Accounting Statement (RPAS), NGB Form 23A. This form provides a summary of all points credited towards retirement from the first entry date into military service through the last retirement year ending date anniversary. It is used

to determine total active service. Failure to disclose pertinent information that is not coded on this form may be grounds for release from the program.

d. Orders Query. This document is used to determine the last 31-day break in orders for purposes of determining separation pay. Use NGB 23B to confirm 31-day break on Orders Query.

e. A Medical Protection System (MEDPROS) Individual Medical Readiness (IMR) Record. This record is in the Medical Operational Data System. See paragraph 14 below for more details.

f. A DA Form 705 (Army Combat Fitness Test Scorecard). This form is used to validate a record ACFT and height/weight of a Soldier. Soldiers must pass a record ACFT within 6 months of the start date of orders. Soldiers must also comply with AR 600-9 (The Army Body Composition Program), 16 July 2019. If a Soldier does not comply with the program, a DA Form 5500/5501 (Body Fat Content Worksheet (Male/Female)) must be submitted.

g. Security Clearance. All Soldiers must obtain and maintain a minimum of a favorably adjudicated National Agency Check with Local Agency Checks and Credit Check (now known as a Tier 3 (Secret level)) background investigation.

h. Statement of Service (if applicable) – For Computation of Length of Service for Pay Purposes (DA Form 1506). The Soldier must accurately account for all prior active service when applying for FTNGD-OS. Failure to do so may result in early termination of FTNGD-OS.

13. Medical Requirements. Soldiers must meet the medical retention standards in Chapter 3 of reference c. The MEDPROS will be used to verify the Soldier's IMR status. The Soldier's parent unit must review the Soldier's MEDPROS IMR report (available through Army Knowledge Online to individual Soldiers) to ensure that the Soldier meets these standards. The Soldier's IMR report must confirm the following information, or the packet will be returned to the organization requesting the tour without action:

a. A current (i.e., completed within the last 12 months) physical health assessment (PHA) and no IMR deficiencies. Soldiers with any unresolved medical issues, to include temporary profiles, are ineligible for a tour.

b. A current HIV test. All RC personnel called to AD for 30 days or more must have a current negative HIV-1 test within 2 years of the projected report date.

c. A Soldier with a permanent P3 or P4 profile in the PULHES (Physical condition or stamina, Upper extremities, Lower extremities, Hearing and ear conditions, Eyesight and eye conditions, and Psychiatric conditions) Factors must have had their profile adjudicated by either the Military Occupational Specialty Administration Retention

Review process or the Physical Disability Evaluation System (PDES). The Soldier must have been found fit for retention in their Primary Military Occupational Specialty.

14. Soldiers on Orders Who Develop Medical Conditions.

a. A Soldier identified within the first 25 days of a tour as having a pre-existing medical condition that does not meet medical retention standards, may be released from FTNGD ("REFRAD") immediately by TAG. Personnel serving on FTNGD-OS orders for 30 days or less are not required to undergo medical examinations before separation unless there is a clinical indication for the examination. Physical standards for retention due to an existing condition aggravated during the period of FTNGD is not grounds for release within 30 days of FTNGD IAW Enclosure 1, (a), §1206a. Organizations may release personnel whose existing conditions are not aggravated within 30 days of FTNGD. All FTNGD-OS personnel will be given a medical examination if they incur an injury that may result in disability, or they allege medical unfitness or disability during the duration of their tour. Administrative processing of REFRAD orders, Soldier out-processing and return to home of record must be completed no later than 30 days from the Soldier's tour start date. The Soldier's parent unit will ensure that the Soldier's medical condition is appropriately profiled and tracked until resolution—return to duty (RTD) or entry into the PDES.

b. Soldiers who, after the initial 30 days of his or her tour, develop a medical condition which prevents them from meeting medical retention standards will be tracked until the condition is resolved—either RTD or entry into the PDES. These Soldiers must be retained on full-time duty (FTNGD or placed on appropriate AD) for required medical processing (if not complete before end of tour). Soldiers requiring retention for these purposes will be placed on appropriate orders. These Soldiers may be placed on FTNGD-OS, AD Medical Extension, Medical Retention Processing 2, or other AD orders authorized under current medical processing policies.

15. Pregnant Soldiers Serving on FTNGD-OS.

a. In accordance with reference 1e, ARNG pregnant Soldiers are eligible to apply and compete for FTNGD-OS tours with a medical readiness classification (MRC) 3 medically ready/nondeployable status. Soldiers will not be immediately released from active duty (REFRAD) when becoming pregnant. The restrictions of the profile for a Soldier who becomes pregnant while on a FTNGD-OS tour will be considered before a decision to initiate a REFRAD.

b. In general, pregnant Soldiers shall be permitted to serve on FTNGD-OS tours if the Soldier's profile does not prohibit the Soldier from performing the duty required under the FTNGD-OS orders.

(1) If the supported commander determines the duties and limitations outlined in the Soldier's pregnancy profile does not prohibit the Soldier from performing the duty

required under the FTNGD-OS orders, the Soldier may be activated or may continue the FTNGD-OS tour.

(2) If the supported commander determines the duties outlined in the Soldier's pregnancy profile prohibits the Soldier from performing the task required under the FTNGD-OS orders, the supported commander may seek other opportunities for which the Soldier may be qualified to perform or may terminate the Soldier's orders. The effective date of the termination is 45 days after receipt of the limitation notification.

(3) At any time while serving on an FTNGD-OS tour, a pregnant Soldier can voluntarily request an adjustment to their orders through the supported unit commander.

c. Pregnant Soldiers serving under a call or order to active service for fewer than 12 months may continue serving until the original order termination date or the birth event date plus any accrued ordinary leave. The unit will adjust the orders to the appropriate date. Orders will not be extended beyond the original termination date for leave purposes.

(1) Pregnant Soldiers who do not qualify for the Army Military Parental Leave Program (MPLP) may use ordinary leave after the birth event. Under these circumstances, units will adjust orders to the birth event date, plus any accrued leave the member wishes to use. If the member does not have any ordinary leave or does not wish to use it after the date of birth, the unit will adjust the orders to the birth event date.

(2) Pregnant Soldiers will not be extended on orders solely for the purpose of pregnancy. However, at the Soldier's request, FTNGD-OS tours may be extended if there is a valid requirement if funding is available, and with both permanent unit commander and supported unit commander approval.

d. The activation of duty and/or continuous duty is contingent upon the Soldier's ability to maintain access to obstetric care. Provisions for the appropriate level of obstetric care, individualized to the Soldier based on risk factors, must be arranged within a reasonable travel distance of the duty location, as determined by a military medical provider. Supported commanders may adjust orders if the appropriate level of obstetric care is unavailable.

e. The activation of duty and/or continuous duty is contingent upon the Soldier's ability to maintain access to obstetric care. Provisions for the appropriate level of obstetric care, individualized to the Soldier based on risk factors, must be arranged within a reasonable travel distance of the duty location, as determined by a military medical provider. Supported commanders may adjust orders if the appropriate level of obstetric care is unavailable.

f. Continuity of Care.

(1) Transition Assistance Medical Program (TAMP): Soldiers on contingency orders may be eligible for TAMP under qualifying contingency operations (provides 180 days of TRICARE benefits after the end of tour).

(2) TRICARE Reserve Select: Established to provide continuity of service between orders. A premium-based plan (e.g., monthly premiums, annual deductible, and cost share for covered services) that is available worldwide for qualified Selected Reserve members and their families. Members of the Selected Reserve (and their families) who are not on active-duty orders, not covered under the TAMP, and not eligible for or enrolled in the Federal Employees Health Benefits (FEHB) program can participate in TRICARE Reserve Select.

(3) Secretarial Designee (SECDES) Status: A member coming off orders for more than 30 days and is pregnant may apply for SECDES status at their nearest military hospital or clinic for care. If awarded, they may be able to get care at a military hospital or clinic as a Secretarial Designee on a space available basis, but not in the purchased care sector. This care is provided at a fully reimbursable rate if the Soldier has third-party insurance.

16. Leave Entitlements. Soldiers are entitled to leave based on the guideline established IAW AR 600-8-10 (Personal Absences, Leave and Passes)

a. Commanders must ensure that Soldiers are afforded opportunities to take leave during their orders or amended orders. Soldiers will not be placed on orders for the sole purpose of taking leave. Soldiers who accumulate leave during a period of active service may carry over this leave to a future period of active service upon release from AD. Soldiers may carry over to a future period of AD up to 60 days of annual leave, per reference m.

b. Loss of Leave. Accrued leave that exceeds the maximum days allowed per FY will be lost on September 30th if the Soldier is still serving on FTNGD-OS orders. Accrued leave should be used before the end of the FY.

17. Early Release Procedures.

a. Voluntary Early Release.

(1) A Soldier may request early release from FTNGD-OS. Requests will be in writing, will set forth the reasons for the request, and will be forwarded through the supervisor, commander and program manager for final decision.

(2) In lieu of involuntary early release from FTNGD-OS, a Soldier may submit a request for voluntary early release. The request will be forwarded through the FTNGD-OS chain of command or supervisor to TAG. If TAG approves the request, then the action to involuntarily release the Soldier will cease.

b. Involuntary Early Release. FTNGD supervisors and program managers may recommend involuntary release of a Soldier from FTNGD-OS for the reasons listed below. Soldier will be notified in writing of the proposed release date and basis for release. Soldier will receive a minimum of 15 calendar days' notification prior to release but will be released upon the termination date of his or her tour if that occurs first. The Soldier will be allowed 5 working days for rebuttal or comment. Any information added to the recommendation after the rebuttal period must again be referred to the Soldier for rebuttal or comment. The initiating supervisor or program manager will forward the recommendation together with the Soldier's rebuttal or comments through the chain of command or supervisor to the TAG for final decision. If the TAG approves release, the Soldier will be released within 30 calendar days of notification of the decision or on the termination date of the tour, whichever occurs first. The Soldier's traditional/parent unit will be notified.

(1) The Soldier's conduct, degree of efficiency, or manner of performance is seriously deficient. As applicable, commanders/supervisors will ensure that the Soldier receives sufficient training to perform in his or her position and, per AR 40-501, that the Soldier is assigned to military duties commensurate with that Soldier's physical profile so that the Soldier's physical limitations do not jeopardize mission accomplishment.

(2) Funds available for FTNGD-OS tours are curtailed.

(3) A change in FTNGD-OS mission requirements results in no further need for utilization of the Soldier's skills/pay grade.

(4) The Soldier is promoted or appointed to a higher grade based on the Soldier's traditional National Guard unit assignment, and the Soldier is no longer grade compatible with the duties performed in the Soldier's FTNGD-OS duty position, as defined by Department of the Army Pamphlet 611-21 (Military Occupational Classification and Structure), 19 July 2018, or the appropriate AGR staffing guide.

(5) The Soldier is assigned to a position that would cause a "grade inversion" where the supervisor is junior in military grade to the supervised.

(6) Failure of the Soldier to disclose pertinent information for the FTNGD-OS selection/hiring process.

(7) Soldier's parent unit is mobilizing, and Soldier is recalled for the mobilization mission.

18. Separation Documents.

a. A Department of Defense (DD) Form 214 (Certificate of Release or Discharge from Active Duty) will be issued on release from a period of 90 days or more of FTNGD-OS.

b. A DD Form 220 (Active Duty Report) will be issued on release from a period of less than 90 days of FTNGD-OS.

18. Waivers. Waiver requests for FTNGD-OS will be sent through command channels to the DARNG, ARNG-HRH-M, 111 South George Mason Drive, Arlington, VA 22204-1373, for the below waiver actions listed. Requests must be routed through the Integrated Personnel Pay System-Army. Requests must arrive at least 45 days in advance of the tour start date, or they will be returned without action.

a. Separation Pay. A Soldier who has completed 4-or-more continuous years of active service (includes service from other components) should not be considered for an FTNGD-OS tour without having at least a 31-day break in service following his or her last FTNGD-OS or ADOS tour. A Soldier who has completed 6-or-more continuous years of active service is entitled to separation pay computed under 10 U.S.C. §1174. Qualification for separation pay is negated when at least a 31-day break in service is sustained prior to completion of the sixth year of continuous active service. For purposes of this paragraph, a period of AD is continuous if it is not interrupted by a break in service of more than 30 days. Separation pay is funded from the State Operating Budget for Soldiers other than Counterdrug and will be deducted from the fund cite account for which the Soldier was performing duty at time of separation. Separation pay will not be deducted from the AGR Open Allotment and must be funded from existing funds at the State. Separation pay will be recouped from the Soldier's retirement pay.

b. Sanctuary (18-Year Lock-In) Waiver. Soldiers will not be ordered to FTNGD-OS or offered follow-on tours that will place them within 2 years of becoming eligible for retired pay or retainer pay under a purely military retirement system unless approved by the DARNG. To monitor this requirement, a waiver must be requested from the DARNG, ARNG-HRH-M for Soldiers who have 17-or-more years of active service.

19. Rescission. This policy rescinds:

a. National Guard Bureau, ARNG-HRH memorandum, Army National Guard (ARNG) Pregnant Soldiers Serving on Full-Time National Guard Duty -Operational Support (FTNGD-OS) dated 10 November 2022

b. National Guard Bureau, ARNG-HRH Policy for ARNG Members Performing Full-Time National Guard Duty for Operational Support (FTNGD-OS) Performed Pursuant to Title 32 U.S.C. § 502(f)(2), other than Active Guard and Reserve (AGR) Duty/Counter-Drug (CD) (ARNG-Personnel Policy Division Policy Memo) (PPOM 20-003) dated 30 January 2022

Enclosure 2
Appendix B (PPOM #24-012)

c. National Guard Bureau, ARNG-HRH Corrected Copy Policy for Army National Guard (ARNG) Members Performing Full-Time National Guard Duty for Operational Support (FTNGD-OS) other than Active Guard and Reserve (AGR) Duty/Counter-Drug (CD) (PPOM 20-003) dated 22 July 2020