



NATIONAL GUARD BUREAU
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ARNG-HRZ (600-8-19c)

07 June 2024

MEMORANDUM FOR The Adjutants General of the States, Territories, Commanding General of the District of Columbia, and the Army National Guard (ARNG) Title 10 Program

SUBJECT: Army National Guard (ARNG) Implementation Guidance for Suspension of Temporary Promotions and Select/Train/Educate/Promote (STEP) Policy and the Reduction of the On-Line Training (PPOM 24-014)

1. References:

- a. Army Regulation (AR) 600-8-19 (Enlisted Promotions and Demotions)
- b. AR 601-280 (Army Retention Program)
- c. AR 350-1 (Army Training and Leader Development)
- d. Army Directive 2022-06 (Parenthood, Pregnancy, and Postpartum)
- e. Deputy Chief of Staff G-1, DAPE-ZA memorandum (Suspension of Temporary Promotions and Select/Train/Educate/Promote Policy), 02 May 2024
- f. National Guard Regulation 600-200 (Enlisted Personnel Management)
- g. ALARACT 030/2024, HQDA DCS G-3/5/7 (The Suspension of Temporary Promotions and Select/Train/Educate/Promote Policy and the Reduction of On-Line Training), 15 May 2024
- h. National Guard Bureau (NGB), ARNG-HRH memorandum (Updated Noncommissioned Officer Temporary Promotions (SGT-SGM) PPOM 23-003a), 19 January 2023
- i. NGB, ARNG-HRZ memorandum (ARNG Semi-Centralized Promotion System for Sergeant/Staff Sergeant (SGT/SSG) Boards Effective Fiscal Year (FY) 2024 (PPOM 23-029)), 09 August 2023

2. Applicability. This policy applies to all ARNG Enlisted Soldiers, to include Active Guard and Reserve (AGR) (Title 10 (T10) and Title 32 (T32)). The term "States" in this

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memorandum refers to all States, Territories, the District of Columbia, and the Army National Guard T10 program.

3. Background. In support of the HQDA suspension of Noncommissioned Officer temporary promotions and STEP policy, reference 1e, and the reduction of on-line training, reference 1g.; the Director, ARNG, has been delegated authority by the Chief, National Guard Bureau, to publish specific guidance regarding applicability and implementing instructions as it relates to temporary promotions and Professional Military Education (PME) requirements.

4. Purpose. To provide implementation guidance and instructions for Soldiers currently selected for promotion and those coded in IPPS-A as temporarily promoted (TMPRONG); and to address the changes to the NCO Professional Development System (NCOPDS) level criteria for promotion board eligibility and pin-on requirements for Sergeant-Sergeant Major (SGT-SGM). This policy supersedes reference 1h.

5. Execution. The requirement to complete the requisite PME to qualify for promotion to SGT-MSG is suspended until further notice. Distributed Learning Courses (DLC) I-VI, formally Structured Self Development (SSD), has been eliminated in accordance with reference 1g. States who have initiated the FY25 promotion boards may defer implementation until the next promotion board cycle.

6. Policy Guidance. All other established promotion eligibility criteria remain unchanged IAW reference 1a including Time in Grade (TIG) and Time in Service (TIS). Temporary promotions for pregnancy/postpartum will continue to follow established policy found in references 1a (paragraph 1-35b) and 1d.

a. The following NCOPDS levels will be used to qualify Soldiers for promotion:

Promote to:	Promotion Board Eligibility:	Promotion Pin-On Requirement:
Sergeant	None	None
Staff Sergeant	Basic Leader Course Graduate (BLC)	Basic Leader Course Graduate
Sergeant First Class	Advanced Leader Course Graduate (ALC)	Advanced Leader Course Graduate
Master Sergeant	Senior Leader Course Graduate (SLC)	Senior Leader Course Graduate
Sergeant Major	Master Leader Course Graduate (MLC)	* See Paragraph 6c **unchanged

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b. Elimination of DLC/SSD.

(1) DLC/SSD I-VI are discontinued. Soldiers currently enrolled or working on DLC do not have to complete the training.

(2) ALC and SLC virtual common core training is unchanged and remains a requirement for course graduation.

c. Temporary promotion to Sergeant Major remains unchanged. Soldiers enrolled in the non-resident Sergeant Major Academy (SGM-A) must complete Term 1 Phase 1 as a pin-on requirement to the rank of SGM. States are authorized to approve temporary promotion to SGM if the Soldier has a confirmed reservation in ATRRS, is currently enrolled in the Sergeants Major Course (SMC), or enrolled in the Joint Special Operations Forces Senior Enlisted Academy for Special Operation Soldiers (JSOFSEA). Soldiers will be reduced (without board action) if they are no longer making satisfactory progress (as determined by the SGM-A Commandant). Soldiers must be otherwise fully qualified, to include the availability of a control grade for AGR Soldiers.

d. Promotion instruments for promotion to SGT through MSG will contain the following special instructions: "Failure to complete the required level of NCOPDS as outlined in AR 350-1 for the grade in which you are promoted disqualifies you from future promotion eligibility until that level of NCOPDS is completed."

e. The Service Remaining Requirement (SRR). Pursuant to Reference 1a. (Paragraph 6-8), the SRR remains unchanged, to include those Soldiers previously promoted with a temporary promotion. Soldiers have 90 days from the date of this memorandum to meet the promotion SRR. Soldiers who fail to meet the SRR within the 90 days will revert to their former grade.

f. Soldiers previously promoted with a temporary promotion (fully qualified, selected, and coded in IPPS-A as TMPRONG, without PME) will not revert to their former grade and are considered permanently promoted to their current grade without further conditions. No promotion order adjustments are required. As indicated in paragraph 6d. above, future promotions will require completion of the requisite level of NCOPDS training to qualify for promotion.

g. Soldiers temporarily promoted to serve in higher graded positions based on the Deployment Manning Document (DMD), will revert to their former grade effective the

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day after the Title 10 order ends; unless the Soldier was board selected for a valid vacancy at the higher grade prior to redeployment.

(1) The State may retain the Soldier at the higher-grade pending board selection, not to exceed 12 months, in accordance with reference 1f. These Soldiers will not be assigned to the priority placement list.

(2) Title 32 AGR Soldiers being released from T10 mobilization in a higher grade, must reenter the T32 AGR program commensurate with the grade of the MTOE or TDA position.

h. Soldiers who previously received a temporary promotion, but were reduced prior to the publication of this memorandum, will not have their promotion grade reinstated. Soldiers promoted back to the higher grade later will not have their Grade Effective Date (GED) adjusted to reflect the previous time served while in a temporary status in accordance with reference 1a.

i. Soldiers who elect to voluntarily separate or retire will be considered fully eligible to do so (from a promotion perspective) in their current grade regardless of the NCOPDS status, provided they are otherwise eligible.

j. States must continue to encourage Soldiers to proactively pursue professional NCOPDS courses. PME is of upmost importance in sustaining a professional NCO Corps. As an exception to reference 1i, States will award 150 promotion points to a Soldier's existing total promotion point score as follows:

(1) Soldiers recommended for promotion to SGT who are BLC graduates.

(2) Soldiers recommended for promotion to SSG who are ALC graduates.

k. Actions to take for Soldiers who become stagnant in current grade and are noncompetitive for promotion to next higher grade due to not completing PME requirements. References 1a,1b, and 1f, provides guidance for actions a State should take for Soldiers who remain noncompetitive for promotion to the higher grade.

7. This policy will remain in effect until superseded or rescinded.

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8. My point of contact for this memorandum is LTC Michelle Grant, ARNG Enlisted Policy Branch Chief, at (520) 671-6085, or email michelle.l.grant1.mil@army.mil.

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