



## NATIONAL GUARD BUREAU

111 SOUTH GEORGE MASON DRIVE  
ARLINGTON VA 22204-1373

ARNG-HRH (RN 135)

20 August 2024

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

SUBJECT Calendar Year 2025 (CY 25) Army National Guard (ARNG) Enlisted Active Guard Reserve (AGR) Release From Active Duty (REFRAD) Board/Active Service Management Board (ASMB) Announcement Memorandum (PPOM 24-022)

1. References:

- a. AR 135-18 (The Active Guard Reserve (AGR) Program)
- b. AR 635-5-1 (Separation Program Designator Codes)
- c. AR 637-2 (Separation Pay (Non-disability) and Levels of Payment)

2. The CY 25 AGR REFRAD board/ASMB must occur no later than 31 December 2025. ARNG-HCM, States, Territories, and the District of Columbia are required to notify ARNG-HRH-M in writing of their intent to hold a CY 25 AGR REFRAD board/ASMB no later than 10 January 2025 to begin conducting force analysis and planning accordingly.

3. Board Considerations, Preparation and execution:

a. The States, Territories, District of Columbia, and ARNG-HCM must notify Soldiers in the zone of consideration for the CY 25 AGR REFRAD board/ASMB to start the 90-day notification requirement.

b. The board may consider Soldiers in any one or all the following categories:

- (1) Soldiers with 18 or more years of Active Service (AS)/Active Federal Service (AFS).
- (2) Soldiers regardless of AS/AFS with an exception from HQDA DAPE-MPE-RC.
- (3) First Sergeants or MSGs.
- (4) CSMs or SGMs.

c. AS/AFS computed based on Basic Active Service Date.

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d. Soldier populations noted in subparagraphs b (1) – (3) of this paragraph will be in the zone of consideration for the REFRAD/ASMB regardless of statutory or non-statutory active-duty service obligation (ADSO), and selection for release waives ADSO.

e. Soldiers selected for consideration with a remaining service obligation due to transfer of the Post-9/11 GI Bill benefits - Transfer of Education Benefits (TEB) must complete the board process.

(1) If Soldier previously requested and approved to transfer their Post-9/11 GI Bill benefits (TEB) have a remaining service obligation, and selected for REFRAD, the Soldier may retire under the conditions of the board memo. The TEB service obligation is considered complete on the retirement date. The Soldier must serve until the TEB obligation end date to retain TEB if he or she elects to revert to traditional status.

(2) The service obligation is considered incomplete and the TEB rejected if the Soldier elects to retire in lieu of board consideration. The Department of Veteran's Affairs may recuperate any funds paid.

(3) A Soldier who did not request TEB by the date of board notification is ineligible to transfer their benefits.

f. The DARNG or TAG may also establish a minimum time in grade (or some period of active service greater than 18 years) as additional criteria in establishing the zone of consideration if it does not result in impermissible pre-selection. However, this additional criterion is not to develop selection objectives.

4. The AGR REFRAD board/ASMB may not consider the following Soldiers:

a. Soldiers with a Retention Control Point within 12 months of the board's convene date.

b. Soldiers with an approved retirement date within 12 months of the board's convene date.

c. Soldiers previously considered but not selected by an AGR REFRAD board/ASMB held during the preceding calendar year.

d. Soldiers serving on their initial 3-year AGR tour on the board's convene date.

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e. The State Command Sergeants Major (CSM) serving in the AGR program are exempt from the ASMB process.

f. All nominative CSMs serving in the AGR program are exempt from the REFRAD/ASMB process. This exemption includes Division CSMs and those CSMs serving at the convenience of the CNGB, DARNG, TAG, and ATAG.

#### 5. Key Policy Changes:

a. Soldiers selected for release who are not eligible for an active-duty retirement may be eligible for separation pay in accordance with reference 1c. LCC (Reduction in Force) is the separation program designator code for the DD Form 214, Certificate of Release or Discharge from Active Duty.

b. The release time frame for non-retained Soldiers is no earlier than 9 months and no later than 12 months as directed by the DARNG (T10 AGR) or TAG (T32 AGR) or upon reaching 20 years of AS/AFS creditable towards regular retirement for Soldiers who are in sanctuary, whichever is later.

c. Board membership must have minority representation if there are minorities in the zone of consideration. There will be female voting representation if there are females in the zone of consideration. States unable to meet this requirement internally must request support from ARNG, from other States, or from Army entities of other components and notify ARNG-HRH prior to the conduct of the board.

d. Soldiers remain eligible for consideration by the REFRAD board/ASMB regardless of any statutory or non-statutory ADSO.

e. Soldiers in sanctuary who attain 18 years of AS/AFS, will not transfer or receive discharge orders from AS/AFS without the Soldier's consent prior to the end of the month following which the Soldier receives credit for 20 years of AS/AFS.

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6. My point of contact for this memorandum is Ms. Tammy L. Cochran at 703-607-3402, DSN 327-3402 or tammy.l.cochran.civ@army.mil.

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THY.WELLS.11165  
07648

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ZIMMERMAN.TIMOTHY.WELLS.  
1116507648  
Date: 2024.08.21 07:34:14 -04'00'

TIMOTHY W. ZIMMERMAN  
Chief, Personnel Policy Division