



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

ARNG-HRH (RN 135)

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

SUBJECT: Calendar Year 2025 (CY 25) Army National Guard (ARNG) Officer Active Guard Reserve (AGR) Release From Active Duty (REFRAD) Board/Active Service Management Board (ASMB) Announcement Memorandum (PPOM #24-025)

1. References:

- a. Army Regulation (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)
- d. SAMR memorandum, (Implementing Guidance for Active Guard Reserve (AGR) Life Cycle Management (LCM) Process), 10 November 2023
- e. National Guard Bureau, ARNG-HCM memorandum (Title 10 ARNG AGR Officer Career Field Management and Designations (PPOM #19-025)), 17 May 2019

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. Officers in the following categories are eligible for consideration by the board:
 - (1) CW2 through CW4 with 18 or more years of Active Service (AS).
 - (2) CPT through MAJ with 18 or more years of AS.

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(3) LTC, COL, and CW5 regardless of years of AS.

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

d. Officer populations noted in subparagraphs 3b (1)-(3) of this paragraph are in the zone of consideration for the REFRAD Board/ASMB regardless of any statutory or non-statutory active-duty service obligation (ADSO). Selection for release by the REFRAD Board/ASMB waives the ADSO.

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

(1) If the Officer previously requested and was approved to transfer their Post 9/11 GI Bill benefits (TEB), has a remaining service obligation, and is selected for REFRAD, then the Officer may retire under the conditions of the board memo. The TEB Service Obligation is considered complete on the retirement date. The Officer must serve until the TEB Obligation End Date to retain TEB if the Officer elects to revert to traditional status.

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

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

f. Officers selected for REFRAD with a Selected Reserve (SELRES) obligation due to receipt of tuition assistance IAW Title 10 U.S.C. § 2007 will either complete their SELRES obligation in a non-AGR status (TPU/M-DAY) or find themselves subject to recoupment of funds paid plus interest, if applicable.

g. The Director, Army National Guard (DARNG), may use Career Fields, as defined in reference 1d, as additional criteria to establish selection objectives for the T10 AGR Officer REFRAD Board.

4. The AGR REFRAD Board/ASMB may not consider the following Officers:

a. Officers with a Mandatory Removal Date (MRD) within 12 months of the board's convene date.

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

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

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

e. The ARNG Command Chief Warrant Officer and State Command Chief Warrant Officers serving in the AGR program are exempt from the REFRAD Board/ASMB process.

f. United States Property and Fiscal Officers are exempt from the REFRAD Board/ASMB process.

5. Key Policy Changes:

a. Officers 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 Board President will highlight observations, concerns, and recommendations of the board regarding the selection process and officer personnel management in the Board Proceedings/After Action Report.

c. The release period for non-retained Soldiers is no earlier than 9 months and no later than 12 months as directed by the DARNG (T10 AGR) or The Adjutant General (TAG) (T32 AGR), or upon the Soldiers reaching sanctuary with 20 years of creditable AS towards regular retirement, whichever is later.

d. Officers are eligible for consideration by the REFRAD Board/ASMB regardless of any statutory or non-statutory ADSO.

e. Officers who attain 18 years of AS, will not transfer or receive discharge orders from an active status without the Officer's consent prior to the end of the month following which the officer receives credit for 20 years of AS.

f. Under provisions of Title 10 USC 1370, lieutenant colonels and colonels will serve 3 years' time in grade (TIG) to retire in the higher grade. However, selection for release by a REFRAD Board/ASMB is an involuntary separation. Therefore, officers selected for

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release by the REFRAD Board/ASMB who elect retirement, as a result, must serve 6 months in the higher grade to be retired at that grade.

g. The board membership must include minority representation if minorities are in the zone of consideration. Female voting representation is required when females are 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.

6. My point of contact for this action is Mr. Jason Boothe at 703-607-3402 or Jason.s.boothe.civ@army.mil.

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TIMOTHY W. ZIMMERMAN
Chief, Personnel Policy Division