



DEPARTMENTS OF THE ARMY AND AIR FORCE

JOINT FORCE HEADQUARTERS-LOUISIANA
OFFICE OF THE ADJUTANT GENERAL
JACKSON BARRACKS
NEW ORLEANS, LOUISIANA 70117

NGLA-JPM-HA

01 November 2020

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Louisiana Army National Guard (LAARNG) Active Guard Reserve (AGR) Enlisted Career Management Policy

1. References:

- a. AR 135-18, The Active Guard/Reserve (AGR) Program, 09 September 2017.
- b. AR 600-8-19, Enlisted Promotions and Reductions, 05 June 2019.
- c. AR 601-2, Army Recruiting Support Programs, 13 April 2020.
- d. NGR 600-5, The Active Guard/Reserve (AGR) Program Title 32, Full-Time National Guard Duty (FTNGD), 21 September 2015.
- e. NGR 600-200, Enlisted Personnel Management, 31 July 2009.
- f. NGR 500-3/ANGI 10-2503, Weapons of Mass Destruction Civil Support Team Management, 09 May 2011.
- g. 199th RTI Pamphlet 350-70-3, Staff and Faculty Development Program, 01 January 2014.
- h. NGR 601-01, Army National Guard Strength Maintenance Program, 01 January 2019
- i. DA PAM 611-21 Military Occupational Classification and Structure, 19 July 2018

2. In accordance with reference 1d, this policy provides command guidance for the career management of the LAARNG AGR Enlisted personnel. The intent of this policy is to provide guidance for enlisted AGR Soldiers to manage their careers from entry into the AGR Program through retirement. This guidance supersedes NGLA-JPM-HA memo dated 17 January 2017.

3. Force stabilization is a top priority for LAARNG leadership, it enables Soldiers to have the opportunity to fully learn, practice, and execute the responsibilities of their Full-Time Support (FTS) assignments. Additionally, stabilization seeks to assist Soldiers and their families in the management of their military careers as well as address the cost and



lifestyle changes associated with frequent reassignment. All Initial Hire AGR Soldiers will be stabilized 36 months from original hire date. Career Status AGR Soldiers will be stabilized 24 months from the last reassignment date for career progression reassignments. Soldiers who have applied for and accepted lateral reassignments will be stabilized for 24 months. EPS selections do not supersede stabilization policy. There is no grandfather clause to stabilization; these rules apply to all current AGR enlisted Soldiers.

4. Soldiers must be diversified and ensure they seek new challenges and opportunities to continually develop their knowledge and experiences. Cross-leveling the AGR force is highly recommended once stabilization is met, in order to ensure AGR Soldiers are meeting all the required benchmarks for career progression but not at the expense of compromising the force stabilization. This should occur at the grade of E6 and below. Seeking positions based on duty location and comfort levels is NOT professional development.

5. **Broadening Assignment.** On-board AGR Soldiers are highly encouraged to consider a broadening assignment as a career development tool. Broadening assignments come with 18 months stabilization (in lieu of 24 months), credit for Admin NCO duty assignment, priority consideration for next lateral position upon completion of stabilization, and additional consideration during the EPS Board process. Broadening assignments are highly encouraged for those Soldiers seeking SFC/E7 assignment consideration, starting with the publication of this policy. The 18-month stabilization period does not start until the required SQI is attained, if applicable. Soldiers who move on to positions that will complete additional career progression requirements will incur a 24 month stabilization. The priority consideration incentive is not applicable for transfer to a higher grade position.

6. State broadening assignments are defined as a stabilized tour in RRC, 199th RTI, J-Staff, or JOC NCOIC. Broadening assignments are not limited to the State of Louisiana. Title 10 AGR tour will be included for credit as a broadening assignment; examples of assignments include but are not limited to NGB, PEC, and HRC. Upon completion of broadening assignments, Soldiers promoted to a controlled grade (E8 and above) within the broadening assignment, may be subject to reduction due to the limited amount of available controlled grade positions. Broadening assignments can also satisfy career progression requirement. Requests for broadening assignments will be submitted through Full-Time Support channels to the AGR Branch Mailbox (ng.la.laarng.mbx.agr-branch@mail.mil) by completing Enclosure 1, Request for Cross Level / Broadening Assignment. Soldiers are encouraged to review resources for broadening assignments as detailed in Enclosure 1.

7. **Career Management.** In accordance with the provisions in NGR 4-1 & 4-2, it is incumbent on all enlisted AGR Soldiers to manage their careers. Accordingly, Soldiers should ensure that each career assignment conforms to their intended career progression. Higher graded positions will require MOS Qualification and experience in a variety of full-time assignments. The assignment criteria as required in this policy must be acquired by duty position assignment.

8. Soldiers who have been in the same AGR position for more than six years can be considered for command directed reassignment. In accordance with NGR 600-5 3-5d, Soldiers may be reassigned at any time without their consent and without geographical limitations within the boundaries of the State to meet the needs of the organization. As such, Soldiers who are static are subject to command directed reassignments. Failure to comply with orders is cause for removal from the AGR Program without board action and may subject the AGR Soldier to appropriate administrative action. Command directed reassignments will be submitted through Full-Time Support channels to the AGR Branch Mailbox (ng.la.laarng.mbx.agr-branch@mail.mil).

9. The following details how enlisted positions will be announced and managed:

a. AGR initial hire E5 announcements, will be advertised open to all LAARNG members ranks E3 – E5. These positions will typically be supported by Assistant S4, CBRN SGT, Assistant PSNCO, and Medical Readiness NCO.

b. Detachment Readiness, Supply, and Admin NCO positions will be supported by E6 positions, as available. E6 positions will be announced “open to all LAARNG” with on-board AGR having priority, should stabilization be met.

c. J-Staff positions (E6) will be announced as AGR On-board only for Broadening Assignment.

d. Company Readiness NCO positions, E7, will be announced as AGR On-board only. Required Qualifications include:

(1) On the current EPS List and able to obtain MOSQ

(2) Detachment Readiness, Admin, Medical, Recruiting, SGL, Asst PSNCO or CBRN NCO and Supply NCO experience. Highly encouraged to have a broadening assignment.

e. Battalion Supply NCO positions, E7, will be announced as AGR On-board only. Required qualifications include:

(1) On the current EPS list in 92Y MOS

(2) Unit Supply Sergeant experience; highly encouraged to have a broadening assignment.

f. Battalion PSNCO, E7, will be announced as AGR On-board only. Required qualifications include:

(1) Readiness NCO able to obtain MOS or

(2) E7 at J-Staff Level 42A MOSQ or

(3) Unit level Admin NCO and on the current EPS List; able to obtain MOS; highly encouraged to have a broadening assignment.

g. Battalion Assistant Operations NCO, E7, will be announced as AGR On-board only. Required qualifications include:

(1) Readiness NCO experience

(2) On the current EPS List and MOSQ; highly encouraged to have a broadening assignment.

h. Battalion Operations NCO, E8, will be announced as AGR On-board only. Required qualifications include:

(1) Readiness NCO experience and Assistant Operations NCO or

(2) Command, Leadership, and Staff Assignment (CLASP) or Excepted Position personnel and

(3) On the current EPS List in the announced MOSQ.

i. DRU Supply SGT/SGM, E8-E9, will be announced as AGR On-board only. Required qualifications include:

(1) Battalion and Unit Supply SGT experience and

(2) On the current EPS List and MOSQ.

j. DRU PSNCO, E8, will be announced as AGR On-board Only. Required qualifications include:

(1) Battalion PSNCO experience or

(2) Command, Leadership, and Staff Assignment (CLASP) or Excepted Position personnel and

(3) On the current EPS List and MOSQ.

k. DRU Assistant OPNS NCO, E8, will be announced as AGR On-board only. Required qualifications include:

(1) Battalion Asst Operations NCO or higher OPS experience or

(2) Command, Leadership, and Staff Assignment (CLASP) or Excepted Position personnel and

(3) On the current EPS List and MOSQ.

I. DRU Operations NCO/SGM, E9, will be announced as AGR On-board only. Required qualifications include:

(1) Battalion Operations NCOIC or higher OPS experience or

(2) Command, Leadership, and Staff Assignment (CLASP) or Excepted Position personnel and

(3) On the current EPS list and MOSQ (or a feeder, as applicable) and

(4) Selectee must be completed with Term 1 of Phase 1 of USASMC for Pin-On promotion.

m. E7 Recruiter positions, will be announced as AGR On-board Only. Required qualifications include:

(1) Fully qualified to convert to 79T MOS and on the current EPS list.

n. E8 w/in RRC, will be announced as AGR On-board Only. Required qualifications include:

(1) Served as Team Leader a minimum of 3 years consecutively and

(2) Must have Expert Recruiting Badge and PCS to permanent duty station (PDS) and **Counseling by RRC Command will outline the details of agreed timeline.**

(3) On the current EPS List and MOSQ.

o. Below is the sequence in which Soldiers are considered for Job Announcements, Soldiers with disapproved ETPs will not be considered for the job for which they are applying.

(1) On-board AGR Soldier in the following order:

(a) Lateral – Qualified (this means the SM holds the max rank and meets criteria for the Job Announcement).

(b) Promotion– Qualified (Top applicant who meets all Job Announcement criteria, on EPS, and pin-on promotable if selected).

(c) Lateral – Non-qualified AGR applicant requiring and having an approved ETP through COC. SM holds max rank for the Job Announcement.

(d) Promotion – Non-qualified AGR applicant requiring and having an approved ETP through COC and SM would be coded U5 if selected.

(e) AGR Selection hiring board IAW NGR 600-200 4-10 and 4-11 for AGR Soldiers not on an OML.

(2) M-DAY Soldiers by board.

10. Additional requirements for performance based or special skill jobs will be added to the announcements to ensure the best qualified Soldiers are being selected for AGR Career Progression. These qualifications could be internal organization positions specific but not limited to RRC, 199th RTI, and 62nd CST. All three organizations require either a POSTA and/or monetary and time demands for FENCED organizations which are bound by accreditations or quick reaction force (QRF) to the country, therefore these additional requirements will be added to the announcements and adjusted to meet the needs of the organization.

11. In accordance with NGR 600-5 3-2(b), the following positions are designated as excepted career management positions and therefore may be appointed by the Adjutant General. Excepted positions include - State CSM, Army Guard CSM, RRC CSM, 199th RTI CSM, All Staff SEAs, BN & DRU OPS NCOIC's, AGR Branch NCOIC, EPS Manager, J33 NCOIC, QSM, State Training NCO, Aide de Camp, Military Funeral Honors NCOIC, AGR Staffing NCO and other positions as deemed necessary by TAG. They will be filled using an alternative selection process IAW NGR 600-5. Promotions will be done IAW AR 600-8-19. AGR Soldiers who are assigned to excepted positions will be considered for lateral reassignment IAW NGR 600-200 4-10.

12. **Mandatory Training Requirements.** In accordance with NGR 600-5 3-5, 4-1, & 4-2 AGR personnel are required to attend mandatory specialty training for their position or assignment. Training is conducted at the Professional Education Center (PEC) in Little Rock, AR. AGR Soldiers are required to enroll in PEC for their assigned duty positions NLT 30 days from the date of assignment/reassignment. PEC course completion dates should be NLT one year after assignment/reassignment date. Soldiers who have not completed mandatory training for their position of assignment within one year of assignment/reassignment may be processed for separation.

13. AGR Soldiers selected for a position that requires them to attend an MOSQ course (As per DA PAM 611-21) with grade restrictions are required to obtain a waiver from the proponent prior to reassignment to the new position. AGR Soldiers are required to enroll in the MOSQ school for their assigned duty MOS position NLT 30 days from assignment / reassignment date. MOSQ school completion dates should be NLT one year after the date of assignment. Soldiers who exceed one calendar year to complete MOSQ training for their position of assignment, can be processed for separation. Soldiers selected and assigned to an authorized higher grade AGR position, without both the required PME for pin-on promotion and MOS for higher-grade assignment will be coded ASCO U5. Quota sources are taken into consideration when these timelines are not met.

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14. Soldiers and units are responsible for ensuring that all course completion documents are recorded. Course completion certificates, DA Forms 1059, and other completion documents must be input into a Soldier's IPERMS, updated in IPPS-A, and entered onto their record brief, as applicable. Timely recording of completion documents will ensure AGR Soldiers are given credit for completed training.

15. The approval authority for exceptions to this policy is the Adjutant General of Louisiana.

16. POC is AGR Branch NCOIC at (504) 278-8533 or AGR Branch Manager at (504) 278-8770.

FOR THE ADJUTANT GENERAL:

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GIBBS

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LTC, AG, LAARNG

Human Resources Officer

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Enclosures

1. as
2. AGR Career Management Flow Chart

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