



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

SEP 21 2015

ARNG-HRH

MEMORANDUM FOR Military Processing Orders and Human Resources Offices of All States, The Commonwealth of Puerto Rico, the US Virgin Islands, Guam, and The District of Columbia and Human Capital Management

SUBJECT: Retention Control Points (RCPs) for Enlisted Soldiers Serving in the AGR Program (Title 10 and 32) (PPOM #15-017)


1. References:

- a. Army Directive 2014-03 (Retention Control Points), 28 January 2014.
- b. ALARACT, Message 026/14 (Change to Retention Control Points for Enlisted Soldiers Serving in the Regular Army or Under The Active Guard Reserve Title 10 Program), 31 January 2014.
- c. MILPER Message 14-070 (Change to Retention Control Points for Enlisted Soldiers Serving in the Regular Army (RA) and the Title 10 Active Guard Reserve (AGR) Program), 11 March 2014.
- d. ARNG-ARH Policy Memorandum #15-017, subject: Retention Control Points (RCP) for Enlisted Soldiers Serving in the Active Guard Reserve (AGR) Program, (Title 10 and 32), 19 June 2015.

2. The purpose of this memorandum is to provide clarification to paragraph 5(a) of the Retention Control Points guidance published in ARNG-HRH Policy Memorandum (PPOM #15-017).

3. Soldiers serving in the AGR program will not exceed previously established RCPs for his or her grade, unless the Soldier separates earlier for other reasons, or an approved exception to policy by ARNG-HRH is on file.

4. The point of contact for this memorandum is Ms. Sharon Archibald, Chief, Active Duty/Full time National Guard Duty and Mobilization Policy Branch, DSN 327-0460, 703-607-0460, or sharon.a.archibald.mil@mail.mil.


GILBERT S. MORALES, JR.
GS15, DAC
Deputy, Personnel Policy Division



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SUBJECT: Retention Control Points (RCPs) for Enlisted Soldiers Serving in the AGR Program (Title 10 and 32) (PPOM #15-017)

1. References.

- a. Army Directive 2014-03 (Retention Control Points), 28 January 2014 (enclosure 1).
- b. ALARACT Message 026/14 (Change to Retention Control Points for Enlisted Soldiers Serving in the Regular Army or Under The Active Guard Reserve Title 10 Program), 31 January 2014 (enclosure 2).
- c. MILPER Message 14-070 (Change to Retention Control Points for Enlisted Soldiers Serving in the Regular Army [RA] and the Title 10 Active Guard Reserve [AGR] Program), 11 March 2014 (enclosure 3).
- d. Army Regulation 135-18 (The Active Guard Reserve [AGR] Program), 1 November 2004.
- e. Army Regulation 601-280 (Army Retention Program), 31 January 2006 (Rapid Action Revision [RAR], 15 September 2011).
- f. National Guard Regulation (NGR) 600-5 (The Active Guard/Reserve [AGR] Program, Title 32, Full Time National Guard Duty), 20 February 1990.
- g. National Guard Regulation (NGR) 600-200 (Enlisted Personnel Management), 31 July 2009.
- h. ARNG-ARH Policy Memorandum #12-031, subject: Revised Retention Control Points (RCP) and Age Requirement Changes for Enlisted Soldiers Serving in the Title 32 Active Guard Reserve (AGR) Program, 21 March 2012 (enclosure 4).

2. Applicability. This policy supersedes reference 1h and applies only to Soldiers serving in the Title 32 or Title 10 AGR programs. It does not apply to ARNG

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Soldiers who are serving in a traditional status (M-Day). (All Title 10 AGR Soldiers are further governed by references 1a–e.) Reference 1h will be rescinded effective the date of this memorandum.

3. Reference 1a established new RCPs for all enlisted Soldiers serving on active duty, including Title 10 AGRs. To ensure RCPs are consistent for all enlisted Soldiers performing active service, this memorandum implements the same RCPs to the Title 32 AGR program. Accordingly, effective immediately, a Title 32 AGR Soldier may perform active service to his or her RCP (Table 1) or to age 60, whichever occurs first. A Soldier may not exceed the RCP as shown in Table 1 by more than 1 month. Refer to paragraphs 5a and b for 1-month separation processing exceptions.

Rank	Years
SPC	8
SGT	14
SSG	20
SFC	26
1SG/MSG	29
CSM/SGM	32
Nominative CSM/SGM	35

Table I–ARNG RCPs

4. Based on the current RCPs shown in Table 1, an exception to policy is granted for AGR Soldiers in the rank of sergeant and below to serve up to 20 years of active service until 31 December 2017. This exception is required to stabilize the lower ranks affected by the reduction in force and MTOE and TDA structure changes. This exception to policy will expire 31 December 2017 and the RCPs will be applied across the ranks as indicated in Table 1. No further exception is authorized.

5. The ARNG will transition Soldiers impacted by the change in RCPs from the AGR program as outlined in subparagraphs 5a and 5b:

a. Any AGR Soldier who extended his or her enlistment agreement for the purpose of AGR tour continuation before 1 October 2014 will serve to his or her current AGR tour end date, unless that Soldier is separated earlier for other

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reasons.

b. Any AGR Soldier who is within 90 days of his or her AGR tour end date will be released from the AGR program no earlier than 90 days, or no later than 180 days, of the published ARNG RCP guidance. This period is to allow for transition from the AGR program.

6. Any AGR Soldier meeting the requirements of paragraph 5a who is promoted before his or her current AGR tour end will be career managed to the RCP for the higher grade.

7. Any AGR Soldier who is reduced in rank will have his or her AGR tour end date adjusted in accordance with the Expiration Term of Service (ETS) reduction guidance provided in reference 1c, paragraphs 3.A.(1) and 3A.(2).

8. Any AGR Soldier classified in Special Reporting Code 09U due to becoming unqualified in an Army military occupational specialty will separate or retire not earlier than 90 days, and no later than 270 days, after classification. Any Soldier who has between 18 and 20 years of active service may serve to meet the minimum retirement eligibility unless that Soldier is approved for separation by the Assistant Secretary of the Army (Manpower and Reserve Affairs).

9. Any AGR Soldier who received an incentive for a specific service obligation and is separated before completing his or her service obligation will have that incentive terminated in accordance with the incentive agreement.

10. The following information is provided for clarification of the updated policy:

a. The maximum service age for all ARNG Soldiers serving in the AGR programs remain age 60. Service beyond age 60 is managed by exception only. Send exception requests through the ARNG G-1 e-Tracker Portal.

b. All command sergeant majors (CSMs) and sergeant majors (SGMs) serving in nominative positions are authorized to serve up to 35 years. A nominative position is defined as any authorized CSM or SGM billet where the CSM or SGM is rated by a general officer or senior executive service member and when the position is on a valid MTOE, TDA, or a provisional organization approved by HQDA or the NGB.

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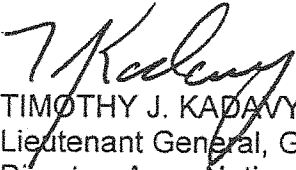
c. Any mobilized AGR Soldier who meets the RCP for his or her current grade may initiate retirement processing before demobilization. Any mobilized AGR Soldier who meets his or her RCP and is Released from Active Duty to his or her State for retirement processing will retire no later than 180 days following that Soldier's mobilization release date.

d. States and Human Capital Management will continue to manage their AGR forces through use of the Active Service Management Board at the discretion of the The Adjutant General and the Deputy Director, ARNG, as applicable.

11. This policy remains in effect until superseded or rescinded. These changes will be updated in a future revision of AR 135-18 and NGR 600-5.

12. The points of contact are COL Glen D. Chancellor, Chief, Personnel Policy Division, at DSN 327-5904, 703-607-5904, or glen.d.chancellor.mil@mail.mil and Ms. Sharon Archibald, Chief, Active Duty/Full-Time National Guard Duty and Mobilization Policy Branch, DSN 327-0460, 703-607-0460, or sharon.a.archibald.civ@mail.mil.

Encls


TIMOTHY J. KADAVY
Lieutenant General, GS
Director, Army National Guard