



DEPARTMENTS OF THE ARMY AND THE AIR FORCE  
NATIONAL GUARD BUREAU  
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NGB-ARH

16 DEC 2003

MEMORANDUM FOR See Distribution

SUBJECT: Suspension of Conditional Promotions – SGT through SFC

1. References:

a. UNCLASS ALARACT 146/2003, Department of the Army, DAPE-MP, 212352Z NOV 03, subject: Suspension of Conditional Promotions – SGT through SFC.

b. NGR 600-200, Enlisted Personnel Management, 1 Mar 97.

c. Memorandum, National Guard Bureau, NGB-ARH, 23 Apr 03, subject: Personnel Policy Guidance (PPG) for Mobilization and Demobilization under the Provisions of 10 USC 12302 or 10 USC 12304.

2. Purpose. Provide guidance on the suspension of conditional promotions to SGT through SFC. This policy applies to enlisted Soldiers in the ARNGUS, mobilized and non-mobilized.

3. General. Effective 1 Jan 04, conditional promotions to SGT through SFC are suspended until further notice. The eligibility, selection and promotion requirements listed in references 1b and c above have changed. NGR 600-200 and the ARNG PPG will be updated to reflect these changes. The Noncommissioned Officer Education System (NCOES) requirements and timelines for completing required courses has not changed.

4. Policy.

a. Effective 1 Jan 04, all Soldiers must meet the requirements for selection and promotion per NGR 600-200, chapter 11 and the ARNG PPG, Annex F (if applicable). The existing NCOES requirements listed in NGR 600-200, paragraph 11-28 for promotion selection have changed. Soldiers are required to be assigned to the higher graded position prior to or on the same date as the effective date of promotion (NGR 600-200, paragraph 11-31a), or the higher graded position must be identified per reference 1c above for mobilized soldiers. This policy changes the NCOES requirements in NGR 600-200, paragraph 11-28.

(1) All SPCs and CPLs with or without PLDC credit are promotable to SGT. All SGTs must have PLDC credit before they can be considered for promotion to SSG.

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(2) All SGTs with PLDC credit are promotable to SSG. All SSGs must have BNCOC credit (all phases) before they can be considered for promotion to SFC.

(3) All SSGs with BNCOC credit (all phases) are promotable to SFC. All SFCs must have ANCOC credit (all phases) before they can be considered for promotion to MSG.

b. Soldiers must enroll through ATRRS for the appropriate level of NCOES within 12 months of the effective date of promotion. Soldiers mobilized under 10 USC 12302 or 10 USC 12304 must apply within 12 months of being released from active duty (REFRAD). This is not a condition of the promotion. This policy provides a tool for commanders to manage soldiers participation in required training.

c. Soldiers who fail to enroll in the appropriate NCOES course within the required timeframes will be boarded for reduction action per NGR 600-200, paragraph 11-60 (unless the board is waived by the Soldier in writing per NGR 600-200, paragraph 11-54). This includes soldiers that fail to enroll in phase II BNCOC or ANCOC within two years of completing phase I. Specific reduction board guidance will be published separately.

d. Mobilized soldiers who have completed phase I BNCOC or ANCOC are exempt from the two year requirement in paragraph 4c. These soldiers must apply for the next phase within 12 months of REFRAD and complete that phase within 24 months from REFRAD.

e. Soldiers currently promoted conditionally to SGT through SFC based upon NCOES requirements will be considered promoted. Promotion order adjustments are not required.

f. Conditional promotion statements will no longer be included in promotion instruments. See paragraph 5 for the applicable statements.

g. Soldiers who elect to voluntarily separate or retire will be considered fully eligible to separate or retire in their current grade regardless of their NCOES status, provided they are otherwise eligible. Soldiers must meet the service remaining obligations listed in NGR 600-200, paragraph 11-10.

h. Soldiers previously administratively reduced under the provisions of current promotion policies based upon their inability to complete the requisite NCOES courses are not affected by this decision. This policy is not retroactive and those Soldiers reduced will remain in current grade until selected by a subsequent board.

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5. The linkage of NCOES and promotions remain an important and integral aspect in the professional development of the NCO Corps. Include in promotion instruments one or more of the following statements as additional instructions as required:

a. "Promotion is not valid and is not effective if the Soldier is not in a promotable status on the effective date of promotion."

b. "An earlier effective date has been approved per NGR 600-200, paragraph 11-6c."

c. For all other promotions, enter "The Soldier must enroll in the appropriate NCOES course within 12 months of the effective date of (this promotion)(REFRAD). Failure to enroll, attend or complete any portion within the allowable time frames will result in a referral to a reduction board per NGR 600-200, paragraph 11-60."

6. Point of contact is MSG Chris Van Briesen, DSN 327-3401, commercial (703) 607-3401 or email Christopher.VanBriesen@ngb.army.mil.

  
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