



NATIONAL GUARD BUREAU

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ARNG-HRR

03 April 2020

MEMORANDUM FOR Army National Guard (ARNG) Recruiting and Retention Force (RRF)

SUBJECT: SMOM 20-029, Exception to Policy (ETP) to migrate Active Guard Reserve (AGR) Enlisted Production Recruiters to Retention Non Commissioned Officer Positions

1. References.

a. National Guard Regulation (NGR 601-1), Army National Guard Strength Maintenance Program, 01 January 2019.

b. All Army Activity Message 043/2019, 12 June 2019, Special Duty Assignment Pay (SDAP) Review and Recertification Guidance.

c. Memorandum, ARNG-HRA, 03 October 2019, Subject: Army National Guard Full-Time Support (FTS) Program Guidance for Fiscal Year (FY) 2020.

d. Memorandum, ARNG-HRR, 05 February 2020, Subject: Attrition Loss Metric for the Army National Guard (ARNG).

e. SMOM 20-021, Special Duty Assignment Pay (SDAP) for ARNG Recruiting and Retention Personnel, 07 February 2020.

2. Purpose. Provide guidance to the 54 States, Territories, and the District of Columbia on the process for migrating Enlisted Production Recruiters to Retention NCO positions.

3. Summary. In FY20, the ARNG Fulltime Support Division distributed 200 vouchers across the 54 to fill Retention NCO positions. Retention NCOs must be documented in the Full Time Support Management Control System (FTSMCS) portal.

4. The ARNG G1 signed the Attrition Loss Memorandum to assist States with meeting the new attrition loss rate standard of 13 percent or less to assist States with reducing incredibly high attrition loss rates.

a. RRB Commanders may migrate / re-align AGR Production Recruiters to Retention NCOs. Requests for migration will be considered to determine adverse impacts on your State / Territory's annual accession mission.

b. RRB Commanders must submit ETPs to the Strength Maintenance Division

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(ARNG-HRR) for approval.

c. Migration of Production Recruiters to Retention NCO positions will not represent growth in total AGR vouchers authorized to each RRB Command or reduce annual accession requirements. States may elect to fill vacated Production Recruiter vacancies with ADOS vouchers.

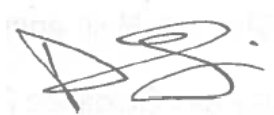
e. RRB Commands who re-align Production NCOs to Retention positions will account their Retention NCOs in FTSMCS.

5. Special Duty Assignment Pay: Production Recruiters who are re-assigned to Retention NCO positions may retain Special Duty Assignment Pay (Level 1).

a. IAW ALARACT 043/2019, all other 79T personnel assigned to staff positions are authorized SD-1.

b. To ensure audit readiness standards, commanders and the servicing personnel office will issue Format 330 (proficiency pay) orders prior to awarding, changing, terminating, or reinstating SD-1 payment authorizations. Format 330 orders will serve as the substituting document for supporting defense military pay offices.

6. Point of contact for this message is LTC Frank Analla (703) 607-0959, or frank.l.analla.mil@mail.mil.



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- 3 Enclosures
1. G1 Attrition Loss Memo
 2. ETP Template
 3. FTSMCS How to Guide