



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

ARNG-HRR

8 April 2020

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

SUBJECT: SMOM 20-034, Enlistment pay grades for Non Prior Service personnel

1. References.

a. Department of Defense Instruction 1205.13, Junior Reserve Officers Training Corps (JROTC) Program, 6 February 2006.

b. Army Regulation (AR) 145-2, Organization, Administration, Operation, and Support, 24 February 2000.

c. AR 601-210, Regular Army and Reserve Components Enlistment Program, 31 August 2016.

d. Memorandum, ARNG-HRH, 2 Oct 19, subject: PPOM 19-047 Accession Options Criteria.

e. Memorandum, ARNG-HRR, 8 April 20, subject: SMOM 20-033, Enlistment pay grades for Non Prior Service personnel.

2. Effective immediately. The following has been changed or deleted from reference 1c and 1d. This policy remains in effect until rescinded by publication of reference 1c. Reference 1e is hereby rescinded with the publication of this guidance.

a. Add to Paragraph 2-18 a(2) to read: Completion of 3 years, pay grade will be E-3.

b. Add to Paragraph 2-18 a(3) to read: Completion of 2 or more years, pay grade will be E-3.

c. Change to Paragraph 2-18 a(9) through (12) to read: Pay grade E-2 to E-3

d. Change 2-18b(1) to read: One qualified NPS, glossary NPS, or Prior Service referral who enlists into the Army National Guard (ARNG) on or before the referring applicant starts Initial Active Duty Training (IADT) may enlist or be advanced at any time in pay grade E-2, two referrals may enlist at any time in pay grade E-3.

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e. Warriors that have successfully completed the "Stripes for Skills checklist" and passes the Army Physical Fitness Test with a total score of 180 or passes the Army Combat Fitness Test, may enlist at any time in pay grade E-2 prior to entering Initial Active Duty Training.

f. An applicant may enlist in pay grade E-3, if he or she meets a combination of any two of the requirements listed in paragraph 2-18a of AR 601-210. For example, an applicant may enlist in pay grade E-3 if the applicant has 24 semester hours of college and also provides one referral that enlists.

3. Point of contact is Gregory Williamson, Chief, Army National Guard Accession Suitability Office (ASO), (502) 684-3245 or gregory.c.williamson.civ@mail.mil.

A handwritten signature in black ink, appearing to read 'D. E. Gilbert', with a stylized flourish at the end.

DANIEL E. GILBERT
COL, LG
Chief, Strength Maintenance Division
Army National Guard