



NATIONAL GUARD BUREAU
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ARNG-HRH (600-8-19c)

19 January 2023

MEMORANDUM FOR The Adjutants General of the States, Territories, Commanding General of the District of Columbia, and the Army National Guard Title 10 Program

SUBJECT: Updated Noncommissioned Officer Temporary Promotions (SGT-SGM)
PPOM 23-003a

1. References:

- a. Army Regulation 600-8-19, (Enlisted Promotions and Reductions)
- b. Deputy Chief of Staff, G1, DAPE-ZA memorandum (Calendar Year 2023 (CY23) Noncommissioned Officer (NCO) Promotions, 1 December 2022
- c. National Guard Regulation (NGR) 600-200 (Enlisted Personnel Management)
- d. National Guard Bureau (NGB), ARNG-HRH memorandum (Revision of Policies Impacting Army National Guard (ARNG) Enlisted Promotions (PPOM 22-026a)), 2 December 2022
- e. NGB, ARNG-HRH memorandum (Revised Application of Noncommissioned Officer Temporary Promotions (SGT-MSG) (PPOM 21-061)), 29 November 2021
- f. NGB, ARNG-HRH memorandum (Revised Noncommissioned Officer Temporary Promotions (SGT-SGM) (PPOM 23-003)), 11 January 2023
- g. National Guard Supplement 1 to AR 600-8-2 (Suspension of Favorable Personnel Actions (FLAG))

2. Applicability. This policy applies to all ARNG Enlisted Soldiers, to include Active Guard and Reserve (AGR) (Title 10 (T10) and Title 32 (T32)). The term "States" in this memorandum refers to all States, Territories, District of Columbia, and the Army National Guard Title 10 program.

3. Background. In support of the overarching HQDA consolidated Noncommissioned Officer temporary promotion policy, reference 1b, the Director, ARNG, is authorized to publish specific guidance regarding the applicability as it relates to temporary promotion for ARNG Soldiers. Although this policy is not prescriptive, TAGs are encouraged to

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take full advantage of this temporary authority to increase senior grade fills for a positive impact on personnel readiness.

4. Purpose. This policy provides an update to the ARNG application of Noncommissioned Officer Temporary Promotions. This policy further rescinds reference 1e and paragraph 7 of reference 1d which is replaced by paragraph 7i below.

5. Execution. On behalf of the Director, Army National Guard, States are authorized to execute the revised policy guidance of Noncommissioned Officer temporary promotions effective immediately.

6. Approval Authority:

a. ARNG T32 Soldier. The Adjutant General (TAG) is the approval authority for temporary promotions authorized within this policy, this includes ARNG Soldiers deployed on T10 status.

b. ARNG T10 (AGR) Soldiers. The Director of the Army National Guard is the approval authority for the temporary promotions authorized within this policy.

c. Approval authority may be delegated to the Human Capital Management (HCM) Division for T10 Soldiers and Military Personnel Management Officer (MPMO/G1) for T32 Soldiers, to include deployed Soldiers. MPMO/G1 and HCM may establish procedures governing the PME exception and approval process.

7. Policy Guidance. IAW reference 1a, paragraph 1-36, a temporary promotion is a promotion to a higher rank (SGT through SGM), with pay and allowances, until such time a set condition is met, at which point the promotion is permanent or the promotion expires, whichever occurs first.

a. The effective date of a temporary promotion is the date the Soldier meets all requirements for pin-on in accordance with reference 1b. For example, the Soldier is fully qualified and only lacks the PME and receives an approved temporary promotion to waive the PME, then the effective date is no later than the date of the approval. Retroactive effective date is not authorized. Soldiers promoted under this policy will have P7 added to their ASCO within Integrated Personnel and Pay System-Army (IPPS-A).

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b. Temporary promotions which expire, or the Soldier fails to meet the conditions set forth in this policy will require the Soldier to be reduced to their former grade with an effective date of the day the temporary promotion expired, unless otherwise stated. Once reduced, the Soldier will be reassigned into the first available qualified vacancy at their current grade and will no longer be coded U5 and P7. There will be no recoupment of pay and allowance. Reduction will be done without a board action. The date of rank (DOR) will be the original DOR to the former grade. Soldiers promoted back to the higher grade later will not have their DOR adjusted to reflect the time served while in a temporary status.

c. Soldiers attending a requisite PME course following approval of a temporary promotion who subsequently fail the course (except for compassionate reasons) will be reduced to their former rank effective the date of the course failure as indicated on the DA Form 1059; refer to paragraph 7b.

d. A Soldier who previously attended and failed to pass (other than for compassionate reasons) their PME course is not eligible for a temporary promotion and will be considered ineligible for promotion until such time the Soldier passes the requisite course of instruction for their next grade.

e. Commanders are required to document temporary promotions on a DA Form 4856 (Developmental Counseling Form) and obtain the signature of the Soldier before the temporary promotion is authorized. The counseling form will include the following statement: "This promotion is temporary and will terminate on the date shown unless the following condition is met before the termination is made." The counseling form will also identify the condition (such as graduation from a specified PME course). See timeline specified in paragraph j below. NOTE: This requirement will no longer be required once modifications to IPPS-A authorizes additional instructions on the promotion instrument in accordance with reference 1a, paragraph 1-36.

f. Temporary promotions based on selection from the promotion list require completion of a requisite PME course of instruction by the date specified on the counseling form. Soldiers are eligible for temporary promotion to the rank of SGT thru SGM provided they are otherwise fully qualified for promotion except for the completion of the required PME. Soldiers must be selected, coded U5, and serving in the next higher graded position vacancy. Soldiers promoted under this policy will have P7 added to their ASCO within IPPS-A. Soldiers receiving a temporary promotion are required to complete the requisite level of PME for the grade to which promoted within the specified timeframe outlined in paragraph j below from the temporary promotion effective date.

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g. Temporary promotions (fully qualified, selected, and coded U5 but without the requisite PME) based on a deployment require completion of a requisite PME course of instruction by the date specified on the counseling form. Failure to complete the required level of PME within the specified timeframe outlined in paragraph k below from the Soldier's redeployment date will result in the NCO being reduced to their former grade and refer to paragraph 7b. Soldiers are no longer required to be deployed to a named operational deployment or deployed in an imminent danger/hostile fire area to qualify for temporary promotion.

h. Temporary promotions (fully qualified, selected, and coded U5 but without the requisite PME) based on pregnancy/postpartum requires graduation of a requisite PME course of instruction within the specified timeframe outlined in paragraph k below from the end date of the postpartum profile.

i. Temporary promotions through the rank of Sergeant Major (SGM) are authorized, as outlined in reference 1a, for non-resident course only. States must ensure the Soldier has a confirmed reservation in ATRRS or is currently enrolled in the Sergeants Major Course (SMC) or enrolled in the Joint Special Operations Forces Senior Enlisted Academy (JSOFSEA) for Special Operation Soldiers. Soldiers will be reduced (without board action) if they are no longer making satisfactory progress (as determined by the Commandant, Sergeants Major Academy). Soldiers must be otherwise fully qualified to include the availability of a controlled grade for AGR Soldiers. This paragraph replaces paragraph 7 of reference 1d.

j. As an exception to the U5 requirement, States may consider authorizing temporary promotions for Soldiers selected to serve in higher graded positions during a deployment (not coded as U5) without having a valid vacancy upon release from active duty (REFRAD). However, new requirement requires Soldiers to be assigned in a higher grade position in the Deployment Manning Document within the Mission Analysis Readiness Resource Synchronization-NIPRNet. Soldiers not selected for a valid vacancy at the higher grade during the deployment must revert to their former grade effective the day after REFRAD (day after T10 order end date) or be retained at the higher grade not to exceed 12 months IAW reference 1c. These Soldiers will not be assigned to the priority placement list. AGR Soldiers must reenter the AGR program at the grade of the position.

k. The following timeline for temporary promotions must be met:

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(1) BLC and MLC 12 months (T10 and T32 AGR Soldiers) or 24 months (traditional Soldiers).

(2) ALC and SLC 24 months (T10 and T32 AGR Soldiers) or 36 months (traditional Soldiers).

Note: In unique circumstances (no fault of the Soldier), commanders may request to the first general officer in their chain of command to retain the higher grade for up to 12 additional months to meet the PME requirement.

l. Only one temporary promotion to any paygrade is authorized.

m. IAW reference 1a, paragraph 7-39n, priority of funding is updated to reflect that temporary promotion is higher than selected Soldiers pending required PME. Unit commanders must ensure all Soldiers promoted under this revised temporary promotion have an application in Army Training Requirements and Resources System (ATRRS) for the required PME course. Battlefield promotions and Soldiers who are promoted under this policy will have priority of PME training seats.

n. Soldiers who separate or reach their expiration term of service prior to meeting the condition of the temporary promotion will be reduced the day prior to separation.

o. Fully qualified Soldiers in the categories listed below are ineligible for temporary promotion:

(1) Soldiers with any record (within the Army Training Resource and Reservation System (ATRRS)) of being a no-show for the required PME course (without proper authority/fault of the Soldier). Exception: The State G1 or HCM may grant exception in meritorious cases.

(2) Soldiers who were previously selected and coded U5 who have exceeded the maximum timeframe per reference 1a, table 7-4.

8. Service remaining obligation. ARNG Soldiers promoted to Sergeant First Class, Master Sergeant and Sergeant Major will incur a 3-year service obligation from the effective date of their temporary promotion. IAW reference 1a, paragraph 7-8b, Soldiers must extend within 90 days of the effective date of their temporary promotion. This modifies the guidance outlined in reference 1a, paragraph 1-36c.

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9. Soldiers who are scheduled for PME attendance following a temporary promotion who are subsequently identified as ineligible to attend:

a. Soldier will be reduced to their former rank and refer to paragraph 7b. The flag codes A,B,D,E,H,J,K,Q,R,S,U,V,W in reference 1g, table 4-2, form the basis for PME ineligibility.

b. When a flag is later determined to be erroneous, or is closed favorably, following a reduction for being identified as ineligible for PME attendance, that Soldier's temporary promotion will be restored to the previous date of the temporary promotion.

10. This policy will remain in effect until superseded or rescinded.

11. My point of contact for this memorandum is Mr. Gregory W. Heffner, Chief, Enlisted Policy Branch at 703-607-0023, or gregory.w.heffner.civ@army.mil.

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