



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

ARNG-HRH (RN 600)

10 August 2023

MEMORANDUM FOR The Adjutants General of the States, Territories, and the  
Commanding General of the District of Columbia

SUBJECT: Revised Modification to Headquarters Department of the Army (HQDA)  
Command Sergeants Major (CSM) Program (PPOM 23-023)

1. References:

- a. National Guard Regulation (600-200), Enlisted Personnel Management
- b. Personnel Policy (ARNG-HRH) PPOM 22-022, (Revised Authorization to Frock Army National Guard (ARNG) Enlisted Soldiers), 10 June 2022

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 T10 program.

3. Purpose. To authorize State Adjutant Generals (AG) to assign nominated Master Sergeants (MSG), First Sergeants (1SG), and Sergeants Major (SGM) to Battalion CSM positions upon State selection and while pending HQDA (ARNG) CSM selection. The intent is to increase personnel readiness among the senior noncommissioned officer (NCO) grades by reducing the time that critical leader positions remain vacant.

4. Soldiers selected by the AG to fill a CSM vacancy may be assigned or detailed to the position based on the guidance outlined in this policy. MSGs and 1SG are not authorized to promote to SGM until selected by State Enlisted Promotion Board (EPB) or officially selected by the HQDA (ARNG) CSM Selection board.

5. Effective the date of this memorandum, reference 1a, 7-15a is changed to read:

"a. CSM positions will be filled only with current CSMs, former CSMs eligible for reappointment in an active ARNG status, and ARNG CSM board selectees. Nominated MSG, 1SG, and SGM will be assigned to CSM positions upon AG's selection and while awaiting selection by the HQDA (ARNG) CSM selection board. NCOs not selected by the HQDA (ARNG) CSM board will be reassigned to a position commensurate with their current rank."

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6. Additionally, effective the date of this memorandum, reference 1b, 5b(2) is changed to read:

“(2) Frocking to CSM. Only authorized for staff Sergeants Major and qualified First Sergeants/Master Sergeants upon being selected from the State’s Best Qualified Leaders board and nominated to a HQDA (ARNG) CSM Selection board. Qualified 1SGs/MSGs can be frocked to CSM upon nomination to the HQDA (ARNG) CSM Selection board.

(a) Nominated SGMs, 1SG, and MSGs being frocked to CSM are only authorized to be detailed, not assigned, to the position. Soldier must be nominated by TAG before being detailed into the vacant position.

(b) Personnel Suitability Screening (PSS) is not required to authorize frocking. PSS will be completed in conjunction with the HQDA (ARNG) CSM Selection board process.

7. This new policy guidance will remain in effect until integrated in a future edition of reference 1a.

8. My point of contact for this action is SGM Olivia Bradshaw at 703-601-7953, or olivia.e.bradshaw.mil@army.mil.

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SHARON A. ARCHIBALD  
Chief, Personnel Policy Division