



**MISSOURI NATIONAL GUARD  
JOINT FORCE HEADQUARTERS  
IKE SKELTON TRAINING SITE  
2302 MILITIA DRIVE  
JEFFERSON CITY, MISSOURI 65101-1203**

MOARNG POLICY MEMO #22-04

NGMO-TAG

25 March 2022

MEMORANDUM FOR DISTRIBUTION A, I & D

SUBJECT: Revised Application of Noncommissioned Officer Temporary Promotions (SGT-MSG) (PPOM 21-061)

1. References:

- a. Army Regulation 600-8-19, (Enlisted Promotions and Reductions).
- b. Memorandum, NGB, ARNG-HRH, 29 November 2021, Subject: Revised Application of Noncommissioned Officer Temporary Promotions (SGT-MSG) (PPOM 21-061).
- c. MOARNG, MPPM, SUBJECT: Implementing Instructions for Revised Enlisted Promotions in the Coronavirus Environment, 7 March 2021.
- d. MOARNG, MPPM, SUBJECT: Implementation Guidance for Temporary Promotions (Sergeant through Sergeant Major), 10 March 2021.
- e. Memorandum of Instruction (MOI), 2021 Enlisted Promotion System (EPS), dated 19 June 2020.
- f. MPPM 18-001, SUBJECT: Removal from Selection Status, Enlisted Promotion Selection under Select, Train, Educate, Promote (STEP) and State Wide Vacancy Announcement (SWVA), dated 21 December 2017.

2. Background. PPOM 21-061, Subject: Revised Application of Noncommissioned Officer Temporary Promotions (SGT-MSG) allows State Adjutants Generals to set policies within the state and waive Professional Military Education (PME) completion requirements for temporary, conditional promotion to the ranks of E5 to E8.

3. Applicability. This policy applies to all MOARNG Enlisted Soldiers, to include Title 32 Active Guard and Reserve (AGR).

4. Purpose. This policy provides implementing guidance for Commander's requests to waive PME completion requirements for temporary, conditional promotion to the ranks of E5 to E8. Additionally, this policy revises the application of NCO Temporary

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Promotions. All other previously announced exceptions that do not relate to PME remain in place. This policy supersedes references 1c and 1d.

5. Promotion Guidance. IAW Reference 1a, paragraph 1-36, a temporary promotion is a promotion to a higher rank (SGT through MSG), 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. Soldiers are eligible for temporary promotion to the rank of E5 thru E8 provided they are otherwise fully qualified minus completion of required PME. Soldiers must be selected, coded U5 or C4, and serving in a higher grade position. Soldiers coded C4 must be on a promotion list to be considered for temporary promotion. Soldiers receiving a temporary promotion are required to complete waived PME within the specified timeframe outlined in paragraph f below.

b. The effective date of a temporary promotion is the date the Soldier meets all requirements for pin-on IAW Reference 1a and receives an approved temporary promotion to waive the PME. Retroactive effective dates are not authorized. Soldiers promoted under this policy will be identified with a P7 ASCO in Integrated Personnel and Pay System-Army (IPPS-A).

c. Only one temporary promotion to a paygrade is authorized, with the exception defined in paragraph e below.

d. Commanders are required to document temporary promotion conditions on a DA Form 4856 (Developmental Counseling Form) using Enclosure 2, Temporary Promotion DA 4856, or Enclosure 3, Temporary Promotion for Deployment Only DA 4856 (if being promoted under the provisions of paragraph f below). The Soldier must initial understanding of the conditions of the promotion and the Commander and Soldier must sign the DA 4856 before PME waivers will be considered.

e. Soldiers selected to serve in a higher grade position for a deployment only (i.e. not staying in the position upon release from active duty (REFRAD), not coded as U5 or C4, and not having a valid vacancy upon REFRAD) may be granted a temporary promotion.

(1) Soldiers must meet all other requirements for pin-on IAW Reference 1a and receive a PME waiver approval (if PME is not complete).

(2) The effective date of promotion is the date the Soldier enters a Title 10 mobilized duty status or the date the Soldier is placed into the higher graded Deployment Manning Document (DMD) position, whichever is later.

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(3) Soldiers not selected for a valid vacancy, IAW Reference 1e, at the higher grade during the deployment must revert to their former grade effective the day after REFRAD (day after T10 order end date).

(4) AGR Soldiers must reenter the AGR program at the grade of the Soldier's assigned position.

(5) Soldiers will not be assigned to the priority placement list or receive priority for PME Training Seats.

(6) Soldiers promoted for mobilization only can receive a temporary promotion should they be selected for and placed in a higher grade position at a future time (i.e. the mobilization promotion does not count towards para 5c).

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

(1) BLC and MLC 24 months.

(2) ALC and SLC 36 months.

(3) The timeline for deployed Soldiers will not start until REFRAD. Soldiers who deploy during the timeline will receive an extension equal to the number of months deployed. Extensions will be requested on a DA 4187 with a DD 214 as supporting documentation.

(4) The timeline for temporary promotions (fully qualified, selected, and coded U5 but without the requisite PME) based on pregnancy/postpartum begins the day after the end date of the postpartum profile. Soldiers who become pregnant during the timeline will receive an extension equal to the number of months of their pregnancy profile. Extensions will be requested on a DA 4187.

6. Promotion Execution. Unit Commanders may request Noncommissioned Officer temporary promotions effective immediately as outlined in this policy using Enclosure 1, Temporary Promotion Checklist.

7. Reduction Guidance. Soldiers who fail to meet the conditions of the temporary promotion as stated below will be reduced to their former grade without a board action. The Soldier will be ineligible for promotion until all pin-on requirements are met. There will be no recoupment of pay and allowance for the time the Soldier was temporarily promoted. The date of rank (DOR) will be the original DOR to the former grade. Soldiers promoted back to the higher grade at a later time will not have their DOR adjusted to reflect the time served while in a temporary promotion status.

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a. Soldiers who fail to complete all phases of the requisite PME by the expiration date IAW paragraph 6f will be reduced effective the date stated in the counseling statement or end date of approved extension.

b. Soldiers who fail to remain in good standing will be reduced with the same effective date as the flagging action.

c. If a Soldier attends a requisite PME course and subsequently fails the course, the decision will be left to the commander's discretion to reduce the Soldier or to retain the Soldier at the current rank, until the PME is complete or the date stated in the counseling statement. If the Commander reduces the Soldier the effective is the date of the course failure as indicated on the DA Form 1059.

d. 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.

8. Reduction Execution. Commanders will request reduction using a thru memo when required IAW paragraphs 7b and 7c.

a. Commanders will ensure reduction requests are submitted in a timely manner to mitigate pay issues.

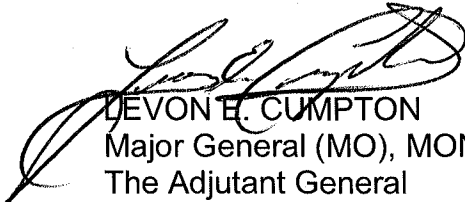
b. The Commander may determine if the Soldier will remain under-grade in the higher grade position or if they will be moved to the next available position commensurate with their grade IAW reference 1f.

9. Approval Authority. The approval authority for temporary promotions, extension requests (due to mobilization or pregnancy), and reductions authorized within this policy is The Adjutant General (TAG), delegated to the Director of Manpower and Personnel. All packets referenced in this policy will be routed through the Military Career Management Branch (MCMB).

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

11. Point of contact is 1SG Miche'al Strayhorn at 573-638-9500 ext. 37043 or [micheal.i.strayhorn.mil@army.mil](mailto:micheal.i.strayhorn.mil@army.mil).

Encls

  
DEVON E. CUMPTON  
Major General (MO), MONG  
The Adjutant General