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Washington, DC 20310-2500
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*National Guard Regulation 600-200

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Personnel--General

ENLISTED PERSONNEL MANAGEMENT

Summary: This is a revised regulation that makes minor changes as well as announces new policies and procedures. Changes have been underlined and the old text struck out to make review, study and implementation easier. **Chapter 1** restricts local supplemental procedures for this regulation and provides an Internal Control Review (ICR) checklist for enlisted promotions (1-1b). **Chapter 2** clarifies reasonable commuting distance restrictions (2-12). *Glossary NPS* has been redefined (2-21). HIV test requirements for PS applicants (2-63) has been clarified. Table 2-1 gives high school diploma graduate status to adult education programs. The congressionally mandated pre-accession drug and alcohol testing program is included (Tables 2-1, 2-4, 2-10). SMP applicants are now allowed to be processed at other than MEPS if already contracted MS III or MS IV ROTC cadets (Table 2-1.1). PS applicants who are current members of any RC (including IRR) must meet the retention medical standards of AR 40-501, chapter 3 (Table 2-4). **Chapter 3** continues to update the current list of CASP MOS available. **Chapter 4** states (4-9) that soldiers are no longer reduced for IADT; however, it is emphasized that current grade must be verified and documented. **Chapter 5** gives better guidance on award of SMOS and AMOS (5-11), determining and award of skill level (5-13), and reclassification of MOS (5-17). The use of orders and DA Forms 4187 for different kinds of reclassification (5-19) is also explained. Utilization of E7, E8, E9 and CSM is further clarified (5-21 and 5-23). Instructions are given on processing soldiers for interstate reassignment who move without knowing exactly where they will settle (5-37h). In **Chapter 6**, promotion selection list maintenance procedures has changed (6-38). Involuntary reduction for soldiers who lose their positions is redefined in paragraph 6-44k. Revocation of orders to correct erroneous promotions is

emphasized (para 6-51). Table 6-3 has significant changes in the military education (Note 12) and security clearance (Note 15) promotion criteria. The 3 years' remaining service requirement for promotion to E9 has been eliminated for soldiers with over 27 years service (Note 8). **Chapter 7** limits extensions to 6 years from the date of extension (7-6). The 30 Jun 88 cutoff date for the Montgomery GI Bill (7-5) has been deleted. The submission date for waivers to exceed age 60 is changed to within 30 days after reaching age 59 (7-9). There are now provisions for waiver past age 60 for mission essential requirements. **Chapter 8** states that soldiers can no longer be separated (other than for ETS) prior to completion of the review process (8-3). A commander's authority to recommend retention of first-time drug offenders (8-26q) is clarified. **Chapter 9**, requires soldiers in grade E8 be found "best qualified" for promotion before they are recommended for CSM (9-3).

Applicability. This regulation applies only to the Army National Guard (ARNG).

Impact on New Manning System. This regulation does not contain information that affects the New Manning System.

Internal Control Systems. This regulation is subject in part to the requirements of AR 11-12. An approved internal control checklist for enlisted promotion managers is at the Appendix. Future checklists may be added at a later date.

Suggested Improvements. The proponent of this regulation is the National Guard Bureau, Army Personnel Division. Users are invited to send comments and suggested improvements on DA Forms 2028 (Recommended Changes to Publications and Blank Forms) directly to *NGB-ARP-E*, Washington, DC 20310-2500.

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*This regulation supercedes NGR 600-200, 1 July 1988

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CHAPTER 7

Extension, Immediate Reenlistment, and Bar to Reenlistment/Immediate Reenlistment/Extension

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CHAPTER 1 Introduction

1-1. Purpose

a. This regulation establishes standards, policies, and procedures for the management of Army National Guard (ARNG) enlisted soldiers in the functional areas of:

- (1) Accession and retention.
- (2) Civilian acquired skills.
- (3) Initial active duty for training and voluntary active duty.
- (4) Personnel management.
- (5) Promotion, appointment, and reduction.
- (6) Extensions, bars to reenlistment, immediate reenlistment and extension.
- (7) Discharge.

b. Local supplementation of this regulation is not authorized unless approved by Chief, NGB. State memorandums, pamphlets, SOPs, guides, regulations, etc., may not alter the policies established by this regulation. State supplementation documents will be submitted and approved by NGB-ARP-E prior to publication.

c. Internal Control Systems. This regulation is subject in part to the requirements of AR 11-2. A checklist for conducting internal control reviews on enlisted promotions is included as an appendix. Other checklists are being developed for publication at a later date.

1-2. Abbreviations and terms

Abbreviations and special terms used in this regulation are defined in the glossary.

1-3. Authority

a. Title 10 and 32, United States Code (USC) provides statutory guidance for administering the National Guard. ARNG soldiers who meet the requirements specified in an appropriate Federal document (act, law, statute, code, order, proclamation, decision, register, opinion), and the standards specified by the Secretary of the Army, are Federally recognized as Reserves of the Army in the ARNG. Soldiers paid with appropriated Federal funds must meet and follow the requirements, standards, policies, procedures, and actions specified in this regulation.

b. Article I of the Constitution of the United States reserves to the States the right and respon-

sibility to raise the militia; the organized militia being the Army and Air National Guard. Appropriate State laws or codes and regulations are implemented by each State Adjutant General (AG) to ensure a National Guard ready to satisfy its State and Federal missions. In any aspect involving Reserve of the Army status, the States may impose stricter standards and requirements than provided in this regulation, provided they are applied uniformly; however, they will not be made less restrictive.

c. The authority to deny actions to individuals for which they are qualified by this regulation is reserved for the Secretary of the Army (for Reserve of the Army status) and the State AG (for National Guard [State] status) as stated in the appropriate areas of this regulation.

1-4. Equal opportunity

Management actions will be based solely on enhancing ARNG readiness for State and Federal missions. Each action will be free of discrimination based on race, color, national origin, religious political preference, sex, age, or physical handicap.

1-5. Responsibilities

a. Chief, National Guard Bureau (CNGB)
The CNGB has Army General Staff responsibility for ARNG personnel procurement, management, and sustainment.

b. Director, Army National Guard (ARNG)
The DARNG directs the development of and exercises Army General Staff supervision over the development and execution of plans, policies, and procedures for all matters that affect ARNG enlisted personnel procurement, management, and sustainment.

c. State Adjutants General (State AG)
The State AGs will:

(1) Develop and implement programs to procure, manage, and sustain the enlisted force that will meet Federal and State objectives and the provisions of this regulation.

(2) Provide continuing guidance to subordinate commanders to ensure that all required programs and actions are implemented, supported, and properly conducted within the purview of this regulation.

d. Commanders
Commanders at all levels will:

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(1) Implement and be actively involved with ARNG recruiting and retention programs. Technical guidance and support will be continuously provided to subordinate personnel.

(2) Manage the utilization of soldiers in accordance with their military specialties and personal qualities.

(3) Foster an environment in which soldiers may attain their full potential while helping to achieve readiness goals and objectives.

(4) Not deny soldiers the benefits of this regulation without cause provided they meet the criteria outlined herein.

e. Officers and noncommissioned officers at every level will:

(1) Train, guide, counsel, and advise their soldiers to help in their military professional development while simultaneously assisting the organization to attain its readiness goals and objectives.

(2) Advise the chain of command and staff section members on all personnel management actions affecting their soldiers.

(3) Recommend personnel actions for, and participate in (to the extent required or authorized by law and Army policy), the decision making processes that affect their soldiers.

(4) Be actively involved in and support the recruiting and retention programs of the ARNG.