



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

ARNG-HRR

21 August 2020

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

SUBJECT: SMOM 20-053, Enlistment Pay Grades for Non-Prior Service Personnel

1. References.

a. Memorandum, ARNG-HRR, 8 April 20, subject: SMOM 20-034, Enlistment pay grades for Non Prior Service personnel.

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

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

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

e. Memorandum, ARNG-HRH, 1 April 2020, subject: PPOM 20-012 FY20/21 Army National Guard (ARNG) Accession Options Criteria (AOC) Change 1.

f. AR 600-8-19, Enlistment Promotions and Reductions, 16 May 2019.

g. Memorandum, Assistant Secretary of the Army (Manpower and Reserve Affairs), 25 March 2020, subject: Army People Strategy (APS) 20-03 Exception to Policy – Advanced Enlistment Grades.

2. Effective immediately. Reference 1a is rescinded with the publication of this guidance. As it pertains to the references listed above, the following has been changed to read:

a. Reference 1d, Change to read Paragraph 2-18 a(2): Has completed two years of Junior ROTC, or a National Defense Cadet Corps Program, may enlist at any time at pay grade E-2. Has completed three or more years of Junior ROTC, may enlist at any time at pay grade E-3.

b. Reference 1d, Add to Paragraph 2-18 a(3): Has completed two or more years of Senior ROTC (SROTC) may enlist at any time at pay grade E-3.

ARNG-HRR

SUBJECT: SMOM 20-053, Enlistment Pay Grades for Non-Prior Service Personnel

c. Reference 1d, Change to Paragraph 2-18 a(9): Has completed all Phase II requirements of the Air Force Civil Air Patrol, and has been awarded the Billy Mitchell Award, may enlist at any time at pay grade E-3.

d. Reference 1d, Change to Paragraph 2-18 a(10): Has taken part in the Naval Sea Cadet Corps, and has been awarded NSCADM 024 (Certificate of Advancement), may enlist at any time at pay grade E-3.

e. Reference 1d, Change to Paragraph 2-18 a(11): Has been awarded the Boy Scout Eagle certificate as a member of the Boy Scouts of America or the Sea Scout Quartermaster Award Certificate or the Venturing Scout Silver Award may enlist at any time at pay grade E-3.

f. Reference 1d, Change to Paragraph 2-18 a(12): Has earned the Girl Scout Gold award certificate as a member of the Girl Scouts of America may enlist at any time at pay grade E-3.

g. Reference 1d, 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.

h. Reference 1d, Add 2-18b(2): Two or more referrals are provided, applicants may enlist or advanced at any time in pay grade to E-3.

i. 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 at any time prior to entering Initial Active Duty Training.

j. 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. This policy is not retroactive and post accession exceptions may be granted with meritorious reason. Final approval authority to waive this requirement is withheld to Army G-1 (DAPE-MPA). All Non-Prior Service post accession advancements will follow regulatory guidance IAW AR 600-8-19. Procedures for processing an ETP is as follows (ETP will not be granted for Soldier's in Initial Entry Training Status):

a. Submit ETP Memorandum (NLT 17 July 2020) to ARNG Recruiting Operations Branch point of contact in paragraph 4 (State memorandum template is enclosed).

ARNG-HRR

SUBJECT: SMOM 20-053, Enlistment Pay Grades for Non-Prior Service Personnel

b. Strength Maintenance Division (ARNG-HRR) will compile all state memorandums and submit to Army G-1 (DAPE-MPA).

c. RSP Commander will initiate a DA Form 4187 advancing Soldier's pay grade referencing approved Army G-1 (DAPE-MPA) Exception to Policy Memorandum.

d. MEPS Guidance Counselors will amend Soldier's IADT order with correct rank prior to shipping to IADT.

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

Encl
Sample Retroactive Advancement
Template

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RONALD D. HOGSTEN
LTC, AG
Chief, Strength Maintenance Division
Army National Guard