



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
OFFICE OF THE CHIEF, ARMY RESERVE
2400 ARMY PENTAGON
WASHINGTON, DC 20310-2400



DAAR-HR (140)

4 December 2002

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Active Guard Reserve (AGR) Permanent Change of Station (PCS) Policy

1. References:

- a. Title 10 United States Code, Section 3038(e).
- b. AR 135-18, The AGR Program, 19 Jun 96.
- c. AR 140-30, Active Duty in Support of the United States Army Reserve (USAR) and AGR Management Program, 1 Sep 94.
- d. AR 608-75, Exceptional Family Member Program, 15 Oct 02.
- e. AR 614-30, Overseas Service, 1 May 97.
- f. Memorandum, HQDA, OCAR (DAAR-PEP), 3 Jan 01, subject: PCS Policy Memorandum for USAR AGR Personnel.
- g. Memorandum, HQDA OCAR (DAAR-PEP), 17 Jul 01, subject: Exception to Army Reserve AGR PCS Policy for Military Occupational Specialties (MOS) 79R/V.

2. Effective immediately references 1f and 1g are superceded.

3. Reference 1a assigns the Chief, Army Reserve responsibility for the management of the Army Reserve Full-Time Support Program which includes the allocation, funding, and life-cycle management of Army Reserve AGR personnel. The Army Reserve will manage this critical resource to make it the most professional force and readiness enabler possible. In that regard, we will instill greater rigor and discipline in the management, utilization, assignment, and development of AGR members. This memorandum provides specific policy for permanent change of station assignment and funding of PCS costs, in keeping with the Secretary of Defense and the Secretary of the Army's direction for predictable, stabilized tours of duty.

4. The Army Reserve Personnel Command (AR-PERSCOM) will manage AGR assignments with the goal of increasing stabilization of the AGR force to ensure quality career management that supports Army Reserve and soldier career development requirements. As such, AGR soldiers (officer or enlisted) will not be ordered to execute

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a PCS based solely on his/her time on station (TOS) in one geographical area. However, soldiers with the longest time on station will be ordered to execute a PCS before soldiers with less time on station, based on the needs of the Army and the stabilization guidance listed below.

5. Soldiers will not be ordered to a PCS unless affected by the provisions of this policy. Career and family needs of each AGR soldier will be considered against the needs of the Army.

6. Permanent Change of Station assignments will meet Army Reserve personnel priorities to include the operational priorities identified by supported commands. The following priorities are established, in order of precedence (highest to lowest), for management of early PCS reassignment:

a. Directed by OCAR (e.g. COL/CW5/CSM/SGM slatings, command/program manager selection, 1SG Program, applicable professional development education, and other needs of the Army).

b. Promotions to the next higher grade, when there are no existing vacant positions in the grade and specialty within the local area.

c. Professional development education (PDE) when the educational opportunity is 140 days or more (per Joint Federal Travel Regulations).

d. Compassionate reassignment (requires Commander, AR-PERSCOM approval per reference 1c).

e. Medical.

(1) A Permanent Change of Station will be approved when a MOS Medical Review Board (MMRB) directs reclassification and there are no vacant positions in grade and specialty in the local area. A soldier who has been attached to a medical holding account and is later found fit for duty will be considered as "displaced" for the purposes of this memorandum (if position has already been backfilled).

(2) Commander, AR-PERSCOM (ARPC-AR) will consider validated and current enrollment in the Exceptional Family Member Program (EFMP) per guidelines in reference 1d.

f. Tenured position. The following positions are tenured for the purposes of this memorandum: positions outside the continental United States (OCONUS) for tour length per reference 1e; Army Medical Department (AMEDD) Recruiter, Company

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Grade Command, Detailed Recruiter, Field Medical Training Site (FMTS) positions, Inspector General (IG), NCO Academy, Readiness Command Teams (RCT), and Reserve Officer Training Corps (ROTC) Professor of Military Science/Assistant Professor of Military Science (PMS/APMS) for 3 years; Field Grade Command, Joint Readiness Training Center (JRTC), National Training Center (NTC), and Regional Training Site – Maintenance (RTS-M) for 2 years; and 1SG and drill sergeant for a minimum of 2 years not to exceed 36 months. Other positions with a higher personnel tempo (PERSTEMPO) history will be considered on a case-by-case basis.

g. Reclassification to MOS 79R (Recruiter)/79V (Retention Transition NCO). This exception applies only to reclassification into MOSs 79R/V from other MOSs.

h. Force Structure and Authorization Changes. Soldiers who become displaced due to Duty Military Occupational Specialty (DMOS)/Area of Concentration (AOC) mismatch or authorization changes to the unit or organization's authorization document will remain stabilized in their current assignment for at least 36 months from the date of their last PCS or they will be realigned to a valid position in the local area. Plans for unit inactivations, relocations, and major reorganizations will include recommendations and separate guidance for affected AGR soldiers.

i. Married Army Couples Program (MACP). Assignments are subject to availability of authorized positions in the AGR spouse's grade and specialty. Soldier must be enrolled in accordance with reference 1c, paragraph 4-2j and may not be on an initial AGR tour.

7. Based on the criteria listed above, soldiers will be assigned to the highest priority position available for which they are fully qualified in order to achieve an optimized level of command fill goals. The following position priority list will be used to determine the position the soldier identified for PCS will occupy:

- a. AGR Recruiter (including AMEDD)/Retention Noncommissioned Officer (NCO).
- b. Force Support Package (FSP) 1 units.
- c. Nominative positions. Department of Defense (DOD), Joint Staff, Department of the Army (DA) level, IG, ROTC PMS/APMS.
- d. Key positions. Positions at intermediate headquarters as identified annually by the commands. Commanders may provide annual input by submitting priority of fill lists for their vacant positions to the Commander, AR-PERSCOM (ARPC-ART). This information will be considered in conjunction with the provisions of this policy.

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e. All other positions.

8. Reassignments are intended to be career progressive. Priority positions will normally be filled with the first qualified soldier with the longest TOS, after consideration of stabilized soldiers. The term “qualified” refers to specialty match down to the nine digit DMOS/AOC. It is recognized that there are shortage specialties in which a new accession must be considered before a soldier without the requisite TOS is selected to PCS. Consideration will be given to training and reclassification to shortage specialties, consistent with overall needs of the full time support force structure and availability of training funds.

9. Although AR-PERSCOM (ARPC-AR) centrally manages all AGR assignments, commanders of Regional Support Commands and Major Army Commands have the authority to “return without action” individual requests for PCS which do not meet the criteria of Army regulations or this policy.

10. Exceptions to this policy may be requested in writing through the soldier's chain of command and Commander, AR-PERSCOM (ARPC-AR) for HQDA OCAR (DAAR-HR) approval consideration.

11. The OCAR officials responsible for AGR officer policy is MAJ Cerie Kimball at (703) 601-0909, cerie.kimball@us.army.mil and SFC Chris McCreary for AGR enlisted policy at (703) 601-0912, howard-mccreary@us.army.mil.

/S/

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Chief, Army Reserve

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