

## NATIONAL GUARD BUREAU

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07 MAR 2011

ARNG-HCM

MEMORANDUM FOR The Adjutants General of all States, Puerto Rico, the US Virgin Islands, Guam, and the Commanding General of the District of Columbia

SUBJECT: Title 10 Senior Leader Development Program

1. References.

- a. Army Regulation (AR) 135-18, The Active Guard Reserve (AGR) Program, 1 November 2004.
- b. National Guard Regulation (NGR) 600-10, ARNG Tour Program (NGB-Controlled Title 10 USC Tours), 24 February 1983.
- c. NGR 600-5, The Active Guard/Reserve (AGR) Program, Title 32, Full-Time National Guard Duty (FTNGD), 20 February 1990.
- d. Department of Defense Instruction (DODI) 1300.19, subject: DOD Joint Officer Management Program, 31 October 2007.
- e. Memorandum, NGB-ARZ-T, 1 January 2007, subject: Title 10 ARNG Active Guard Reserve Accession Memorandum of Instruction (enclosure 1).
- f. Memorandum, NGB-ZA, 30 July 2010, subject: (All States Log Number P10-0014) National Guard Senior Leader Development Program (enclosure 2).

2. The Senior Leader Development (SLD) program is a National Guard Bureau supported Professional Development Program enabling T-32 AGR and M-Day status officers to accept temporary T-10 AGR assignments for a 3-year period with possible worldwide assignment. The ARNG will leverage existing programs and positions to create additional developmental opportunities for highly qualified ARNG Soldiers. The NGB-sponsored programs are available to the States, Territories, and the District of Columbia that allow officers to gain national and joint level experience.

3. The Army National Guard is seeking nominations of highly qualified ARNG Commissioned Officers from the T-32 AGR program and M-Day status to serve in a T-10 AGR status while assigned in Joint Duty Assignment List (JDAL) positions. This opportunity is primarily available for majors and lieutenant colonels. Limited captain opportunities may become available. The ARNG Title 10 Professional Development

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Program affords career development opportunities for personnel with high career potential to develop an increased understanding of ARNG programs at both the State and national levels. This program allows T-10 officers to develop working knowledge and understanding of the requirements of the ARNG at the State and Territory levels and provides opportunities for T-32 officers to take part in higher headquarters functions, staffing processes, and coordination with Major Army Commands, HQDA, and the Department of Defense.

#### 4. Program Execution.

a. Soldiers selected will serve under the authority of T-10, United States Code, Section 12301(d), and incur a T-10 ARNG AGR Active Duty Service Obligation of 36 months upon entrance into the program.

b. Title 32 AGR Soldiers will participate in the SLD for career development in accordance with AR 135-18, paragraph 3-2d, which provides in part that “an adjutant general may require a respective AGR Soldier to serve on tour(s) of duty under the Title 10 AGR Program outside of their State geographic boundaries for career development or for the needs of the Army.” The M-Day Soldiers will participate in the SLD in an AGR status on a one-time occasional tour (OTOT) in accordance with DODI 1205.18, subject: Full-Time Support (FTS) to the Reserve Components, paragraph 6.6. This is a temporary tour for T-32 Soldiers to serve in JDAL positions worldwide and does not lead to a permanent position in the T-10 career program. The Soldier will return to the T-32 program (AGR or M-Day) at the conclusion of the tour. The OTOT covers up to 36 months and is dependent upon the needs of the organization and the requirements of the position.

c. Because the SLD assignment will not convert to career status and is not renewable, prior to the commencement of the SLD, the State Adjutant General will identify a projected specific follow-on T-32 AGR or M-Day assignment (as appropriate) within the Soldier’s respective State of origin for the Soldier to return to upon completion of the SLD tour.

5. Program Options. In most cases, the NGB will provide the controlled grade authorization for the SLD tour. Other options include the following:

a. States may also opt to release a Control Grade Authorization back to the T-10 program for the selected Soldier to use while on their JDAL assignment. The Control Grade Authorization would return to the State when the Soldier completes his or her SLD tour and returns to State control.

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b. The Title 10/Title 32 exchange program is also an option Soldiers can utilize for SLD tours. Title 10/Title 32 exchanges may occur between two members of the same State or between members of different States. Title 10/Title 32 exchanges between members of different States may require an Inter-State Transfer. This method also provides an excellent opportunity for a T-10 Soldier to return to his or her affiliated State for 3 years.

c. The Command Leadership Program (CLP) is an opportunity for T-10 Soldiers to enhance and expand their professional development by commanding at the state or national level. Additionally, T-32 Soldiers will be afforded opportunities to command at the national level through the SLD program. Company and field grade officer commands will be announced annually and filled based on the needs of the ARNG Directorate and the State or Territory.

#### 6. Eligibility.

a. All T-32 AGR and M-Day captains and above are eligible to participate in the SLD program. Participation is voluntary, with the understanding that participants must return to their original status upon completion of the program.

b. The Soldier's grade must be either equal to or one grade below the grade for the position.

c. Title 32 AGR Soldiers should have completed their initial 3-year tour before participating in any professional development program.

d. Title 32 AGR and M-Day Soldiers must acknowledge that their participation will not result in a permanent T-10 assignment, and the State must acknowledge that it will accept the Soldier's return to State control after the SLD tour and will identify, 6 months before the tour ends, the position the Soldier will fill upon his or her return. These acknowledgements will be executed using the preformatted DA Form 4187 (enclosure 3) and will be filed by ARNG-HCM in the Soldier's iPERMS record.

e. Soldiers should have a minimum of 5 years remaining before reaching their Mandatory Removal Date.

f. Participation while under suspension of unfavorable actions flag is not authorized.

g. Soldiers must meet all retention and subsequent tour requirements under the provisions of AR 135-18.

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h. Soldiers must not reach sanctuary (18 years of Active Service) as a result of the SLD tour.

7. Promotion.

a. Title 32 AGR Soldiers assigned to an SLD may not be considered for, nor accept, promotion under the T-10 Code of Federal Regulations slating promotion system. State-designated promotions will not be acknowledged while the Soldier is in T-10 status unless the State releases an authorization for a control grade to the T-10 program until the Soldier returns to State control.

b. Only captains may be promoted, with the State's consent, while participating in the OTOT program.

8. Title 10/Tile 32 Exchange Program.

a. All exchanges should be made within the individual's Functional Area (FA), or Duty Military Occupational Specialties (DMOS). In cases where the positions are FA/DMOS non-specific (01A or 00F), any Soldier may apply. Exceptions to this requirement will be considered on a case-by-case basis and must be closely coordinated between NGB and the State Management Offices.

b. Title 10 participants may serve in any unit in the host State as determined by the Adjutant General and coordinated with the AGR Management Office.

9. Application Procedures. Title 32 applicants must complete an abbreviated accession packet located on the Guard Knowledge Online (GKO) Web site and submit it to ARNG-HCM. The applicant must be accepted into a position by the leadership prior to final approval of accession.

10. Panel Review Process. Panel members will use the following general procedures in evaluating application of officers:

a. The panel will consider and evaluate the documentation relating to performance and potential. Using the total Soldier concept, each officer will be evaluated within the context of the SLD Program. Each panel member will use this voting method to award a numerical score to assess each officer's qualifications, performance, and potential.

b. The panel will merge scores to produce an overall priority list of officers, ranking each officer from 1 to "N," based on the review of the officer's entire file. The Human Capital Management Division will provide this listing to the DARNG for approval. Once

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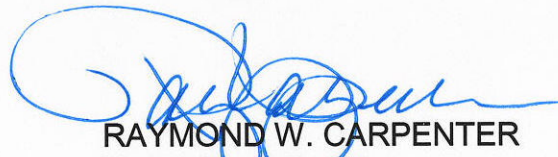
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approved, the list with assignments will be disseminated to all States and placed on GKO under the Human Capital Management homepage.

11. Permanent accession into the T-10 AGR Program. The purpose of the SLD program is to provide professional development opportunities for high potential ARNG leaders; it is not intended as a recruitment vehicle for the career T-10 AGR program. The SLD program will not be used as a substitute for the ordinary T-10 AGR hiring process, nor as a means to circumvent the T-10 AGR Tour Continuation Board process as provided for in AR 135-18. Accordingly, applications by Soldiers participating in the SLD program for admission to the T-10 AGR program on a career basis will be considered strictly on a case-by-case basis subject to the needs of the ARNG. Applications will also require the consent of the Soldier's Chain of Command and respective State Adjutant General. Such applications will be processed according to procedures to be prescribed by ARNG-HCM.

12. The points of contact are LTC Charles Slaney, Chief, Officer Management Branch, at DSN 329-7524, 703-601-7524, or [charles.slaney@us.army.mil](mailto:charles.slaney@us.army.mil); MAJ Bradley Johns, O-6 Billets/ILE/CLP/SSC Assignment Officer, at DSN 329-7541, 703-601-7541, or [bradley.johns@us.army.mil](mailto:bradley.johns@us.army.mil); and COL Roger Etzel, Chief, Human Capital Management Division, at DSN 329-7537, 703-601-7537, or [roger.etzel@us.army.mil](mailto:roger.etzel@us.army.mil).

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