



OREGON MILITARY DEPARTMENT
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NGOR-JPE

30 June 2013

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy Memorandum #127 (Joint) – Maximum Tenure Policy for Oregon National Guard Full-Time Personnel

1. This policy supersedes Command Policy Memorandum #127, dated 1 February 2005.
2. Reference: ANGI 36-101, AR 135-18, NGR 600-5, and the OPM CSRS/FERS Handbook
3. As a matter of policy, the Oregon National Guard (ORNG) will make every effort to retain Active Guard Reserve (AGR) personnel until they reach 20 years of Active Service (AS), and Dual Status Technicians until they can receive a civilian retirement annuity without delay or reduction. AGR members may serve beyond these basic milestones but only to the tenure limits shown in paragraph 6 based solely on the needs of the ORNG. Reorganization, downsizing of units or fulltime personnel authorizations, and loss of military membership could result in separation before reaching these basic career milestones.
4. The ORNG makes this commitment to full-time personnel who remain qualified in their assigned position, remain eligible for unrestricted military service and continue to meet military performance standards. Full-time personnel should plan to end their careers no later than the milestones stated in this policy memorandum. Each member is responsible for managing their own retirement plan in order to maximize their benefits through the use of investment and savings options such as the Thrift Savings Plan (TSP) and with the focus upon reaching the minimum milestones outlined in this policy. Personnel may find it possible to continue their careers past these minimum milestones based solely on the needs of the organization.
5. The ORNG may publish service-specific regulations and instructions to implement this policy. Commands will enforce this policy through use of applicable regulations and force management tools. Commands will work with their service-specific personnel support offices to provide equitable promotion opportunities and military service tenure to all National Guard members; AGRs, Technicians and M-Day/Drill Status Guardsmen.
6. Service Tenure Milestones:
 - a. ORNG AGR Tenure: Law or regulatory force management processes such as selective retention (ANG) or tour continuation boards (ARNG) may limit or extend an AGR tour. Barring a change in tenure resulting from these processes, Oregon National Guard AGR tours will end with the attainment of the years of AS stated below. AGR members will then have the choice to retire or revert to M-day/DSG status if otherwise qualified. Total AS years stated below include all service creditable towards an active duty retirement.

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AGR Rank	Years of Active Service		AGR Rank	Years of Active Service	
	ANG	ARNG		ANG	ARNG
E-6 or below	20	20	Warrant Officers	N/A	24
E-7	20	20	O-4 and below	20	20
E-8	22	22	O-5	20	20
E-9	24	24	O-6	20	20
			*Rated Officers		
			O-5	23	
			O-6	26	

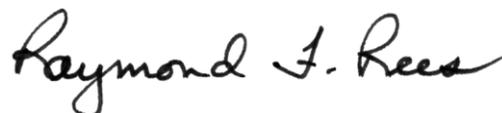
b. ORNG Technician Tenure and Annuity Eligibility:

(1) Dual Status Technicians are military members first and must hold military membership to retain their civilian positions. Because of this, the law contains provisions to compensate Technicians who are otherwise unqualified for civilian retirement but lose military affiliation through no fault of their own. However, in order to receive full annuity payments immediately after leaving Technician service, the Technician must have 20 years of creditable service and be at least 55 up to 57 depending on their retirement program. This age and service provision does not apply to Technicians who receive a military discharge for medical reasons.

(2) Command will consider a Technician's eligibility for an immediate, full annuity when making force management decisions that could result in the Technician being militarily discharged. The Adjutant General will consider non-concurring with a recommended discharge if the Technician is close to qualifying for the annuity. However, all Technicians should plan on leaving military service when first eligible for a full, unreduced civilian retirement annuity.

c. Force Management Tools: Commands will use service-specific force management tools such as Tour Continuation, Selective Retention Board, Active Service Management Board (ASMB), and Qualitative Retention Program (QRP) to fully and fairly evaluate full-time staff members for career continuation past the basic milestones. In addition to criteria established by service-specific regulations, commands will address the following questions when considering a full-time member's retention or extension: Has the member reached his or her full military potential? Has the member stopped progressing in their military career? Is the member blocking a promotion opportunity for others? Commands will not use force management tools to address Technician or AGR full-time work performance problems.

7. Questions may be directed to the Deputy Director of Human Resources at DSN 355-3835 or commercial 503-584-3853.



RAYMOND F. REES
Major General
The Adjutant General

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