COMMONWEALTH OF KENTUCKY
DEPARTMENT OF MILITARY AFFAIRS
OFFICE OF THE ADJUTANT GENERAL
BOONE NATIONAL GUARD CENTER
FRANKFORT, KENTUCKY 40601-6168

KG-HRO

01 September 2006

MEMORANDUM FOR: All Commanders, Supervisors, and AGR Personnel of the KYARNG

SUBJECT: (KYNG Log Number P06-038) Priority Placement Program (PPP)

1. Active Guard Reserve (AGR) personnel classified as either excess and/or over grade will be given priority over other personnel to fill AGR vacancies. A Priority Placement Program will be initiated when any action occurs that causes any AGR personnel to become either excess and/or over grade to either their Full-Time Support Position or their MTOE/TDA position. Once the Priority Placement Program is implemented, affected AGR's will be given priority to fill vacancies as they occur before any other type position fill method is used. If appropriate, no position will be filled via transfer, Enlisted Personnel System (EPS) fill or advertisement without first making offers from the PPP.

2. Priority Placement procedures may be combined with AGR resource redistribution efforts. Priority is first given to what is in the best interest of the Kentucky Army National Guard and then the affected AGR member. Furthermore, individuals placed on a PPP will not be entitled to Instructor positions, R & R positions or become a member of the 41st CST without board competition for selection.

3. AGR personnel will be classified as excess when their AGR position has been eliminated from the Support Personnel Manning Document (SPMD). Excess status can occur by reorganization, re-documentation, unit inactivation, or other full-time manning policy changes. AGR personnel determined excess will be processed as follows:

a. Notified in writing of their eligibility to be placed into the Priority Placement Program (PPP).
b. Receive first consideration for vacancies authorized to be filled, prior to the use of any other fill methods.
c. Offered in writing the opportunity to fill the vacancy for which they were identified.
d. Failure to accept a position once offered may subject the AGR member to separation from the AGR Program.

4. AGR Personnel will be classified as over grade when their AGR position has been reduced in grade on the Support Personnel Manning Document. Over grade status may occur because of reorganization, consolidation, redocumentation, or other full-time manning changes. AGR personnel determined over grade will be processed as follows:

a. Notified in writing of their eligibility to be placed into the PPP.
b. Receive first consideration for vacancies authorized to be filled, prior to the use of any other fill methods.
c. Offered in writing the opportunity to fill the vacancy for which identified.
d. An AGR member may be immediately reduced in grade if they fail to accept an offered AGR position.

5. AGR Personnel are authorized to remain in an excess/over grade status for a period NTE 12 months. Personnel will be place in the PPP immediately upon identification as being excess/over grade based on approved stationing plans during reorganizations or deactivations during the current fiscal year.

6. This program will not be used for promotion purposes. Personnel who have the potential to become MOSQ within 12 months of assignment/reassignment will be considered qualified, and certified only for positions of equal grade.

7. Permanent Change of Station (PCS) will be authorized when necessary and all requirements for a PCS have been met and approved by HRO. There are no stabilization restraints placed on AGR's who are placed in the PPP.

8. The PPP is designed to ensure that, if at all possible, no AGR soldier will be separated or reduced due to force structure changes or unit relocation/consolidation changes. Commanders/supervisors at all levels will be engaged with the HRO to assist in placing AGR soldiers who are affected by changes in the full-time force with the least personnel turbulence possible.

9. Reorganization business rules are attached as Encl 1 to this document to educate and assist affected AGR members in understanding the rules and procedures that will be used state-wide.

10. AGR personnel who are promoted above their authorized Full-Time Unit Support grade because of a mobilization action will be identified as a Global War On Terrorism (GWOT) Promotion. AGR (GWOT) Promoted Soldiers will not be placed into the Priority Placement Program (PPP). The following rules apply to AGR personnel who accept a GWOT promotion:

a. AGR members will be re-accessed into the AGR program to the position they vacated unless selected for another position through EPS during mobilization. AGR Soldiers accepting a GWOT promotion must understand that the promotion received is based on the mobilized position, not the AGR position they vacated. GWOT promoted Soldiers will remain on the EPS list in the grade they were prior to accepting the GWOT promotion.

b. If a position commensurate with the GWOT promoted grade and MOS through EPS is not offered to the Soldier during the mobilization, they will be placed over grade back into the AGR position vacated.

c. GWOT promoted Soldiers can be carried over grade for up to 12 months upon demobilization. The AGR Soldier must:

1. Remain competitive on the EPS list in the grade prior to the GWOT promotion.
2. Be offered a position through EPS commensurate to the GWOT promoted grade during the mobilization or no later than 12 months after demobilization.
3. Take an involuntary administrative reduction to a grade and FTUS position for which they are MOSQ if not promoted through EPS.
4. Be aware that release from AGR service is possible if retirement eligible or not willing to accept reduction.

d. If at any time during the 12 month period the AGR soldier accepts assignment to a lower graded position, he/she will be administratively reduced upon that reassignment.

KG-HRO
SUBJECT: (KYNG Log Number P06-038) Priority Placement Program (PPP)

11. AGR Soldiers and the MACOM's must understand the impact GWOT Promotions can have on the Kentucky National Guard AGR program before requesting a GWOT Promotion. The AGR program has both assignment and control grade restrictions. The state will receive no additional grades to support GWOT promotions. It is imperative that Soldiers are fully aware of the benefits and the impacts a GWOT promotion can affect their AGR career. Mobilized AGR Soldiers can be fully supported during mobilization without having a negative impact on the other members of the AGR program.

12. POC MAJ Allen Boone, AGR Manager, DSN 667-1340 or COMM: (502) 607-1340.

FOR THE ADJUTANT GENERAL:

DONALD R. CONOVER
COL, MP, KYARNG
Human Resources Officer

Printed on Recycled Paper