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| <b>ARIZONA</b><br><b>Department of Emergency and Military Affairs</b><br><b>POLICY</b> | <b>POLICY LETTER NO. 25.02</b>                                  |                     |
|  | <b>DATE 09 Nov 21</b>   | <b>OPR NGAZ-TAG</b> |
| <b>SUBJECT: Expectation Management for Military Personnel</b>                          | <b>REGULAR POLICY LETTER DISTRIBUTION (POLICY LETTER 10.01)</b> |                     |

**1. Applicability:** This policy applies to: Arizona National Guard Active Guard Reserve (AGR) personnel and Title 32 Dual Status Technicians.

**2. Purpose:** Communicate expectation for military personnel retention durations.

**3. References:** ANGI 36-101, AR 135-18, NGR 600-5 and the OPM CSRS/FERS Handbook

**4. Policy:**

a. AGRs: As a matter of policy, the Arizona National Guard (AZNG) will make reasonable efforts to retain Active Guard Reserve (AGR) personnel until they reach 20 years of Active Service (AS). AGR members should not expect service opportunities beyond 20 years of AS. However, based on the needs of the AZNG force management decisions, and the approval of The Adjutant General (TAG), AGR Soldiers /Airmen may serve beyond retirement eligibility in compliance with applicable regulations, instructions and policies.

b. Dual Status Technicians: AZNG will make reasonable efforts to retain Dual Status Technicians until eligible to receive a voluntary civilian retirement annuity without delay or reduction. These efforts, however, depend upon a member maintaining his/her required military membership. When Dual Status Technicians are involuntarily separated from military service, the HRO will notify the Director of Admin Services and TAG if there are any retirement vesting or earning of an unreduced retirement annuity in the near future that will be lost as a result of the involuntary separation. Provisions exist to compensate Technicians who are unable to qualify for a voluntary retirement. Based on the needs of the AZNG, force management decisions, and the approval of TAG, Dual Status Technicians may serve beyond retirement eligibility in compliance with applicable regulations, instructions and policies.

c. Commands will use service-specific force management tools, to include, but not limited to: retention boards, Mandatory Separation/Retirement Date, Expiration Term of Service, and Retention Control Point, etc., to fully and fairly evaluate members for career continuation past the basic milestones as stated in paragraphs 2 and 3. These force management tools are intended to select personnel who are best qualified for continued service, based on the needs of the AZNG. Commands will not use force management tools to address Technician or AGR work performance problems or misconduct.

d. AZNG makes these reasonable efforts only to those personnel who remain qualified in their assigned position, remain eligible for employment, and continue to meet required performance and conduct standards. Direct any questions to the Human Resources Office.

**5. Administration:** Please direct all questions to the Human Resources Office at 602-629-4800.



KERRY L. MUEHLENBECK  
Major General, AZ ANG  
The Adjutant General