

INFORMATION PAPER ON THE TX AGR PROGRAM

Hello. Very nice to hear of your interest in the Texas Army National Guard AGR Program.

All of our available position announcements can be found on our home page at www.agd.state.tx.us/HRO; click on Army AGR Jobs (right menu/under Active Duty Jobs). You will see a spreadsheet (scroll down) with must read information/applications, listed by title. Click on information/application. It is hyperlinked to the actual information/application that must be read or filled out. Also each position vacancy; listed by location, announcement number, Title/Grade/Series, open/close date. Click on the announcement number. It is hyperlinked to the actual advertisement (HTML Doc,) that will specify, How To Apply (must be signed by supervisor), Where To Apply and Who May Apply, qualifications/requirements, duties/responsibilities and initial hire (entry into the AGR Program) requirements, information and disqualifications.

The NGB Form 34-1 version dated OCT 2002 (Application of Active Guard/Reserve) can be found on the website in either PED or Word Formats. From the home page, click on jobs, then on Applications (left scroll down). Other requirements forms may be found here as well.

Each announcement number requires a separate application packet. This “packet” is not something that this office issues you to complete. Application packet means that YOU (the applicant) will complete, assemble and forward the required documents listed in “HOW TO APPLY” on the first page of each announcement.

You do not have to be MOS qualified to apply for an AGR Position (in most cases), the announcement will be very specific about that. You do, though, have to be able to become MOS qualified, that is, eligible for award of the MOS you are hired for to include having the appropriate Aptitude Area Scores, PULHES, Security Clearance, and other requirements dictated by the DA Pam 611-21. Texas will send you to an MOS qualification course (AC or RC) for the duty position and DMOS you are hired for within 1 year of assignment. Texas will also send you to an MOS sustainment (refresher) course – if needed.

PCS (Permanent Change of Station) is authorized for initial hires from (1) HOR to new duty station, (2) Duty Station to Duty Station, or (3) separating Active Component Members that are REFRAD PCS to HOR in another state or require PCS to Texas. DLA (Dislocation Allowance) is not authorized for initial hires. TLE (Temporary Living Expense) is authorized for initial hires. Members separating from the Active Component that have been selected for entry into the AGR Program, that require a PCS, must first have DA authorize PCS and/or DLA and TLE to HOR or new duty station or be denied in writing that PCS/DLA/TLE is not authorized. Once in the Texas AGR Program, members are entitled to one PCS move per fiscal year and DLA is authorized.

For members separating from the Active Component. There is no such thing as “converting into the AGR Program.” Active Duty soldiers do not have priority over other soldiers in other components. Anyone interested in the AGR Program must apply for a specific advertised position for consideration. All applicants will be boarded based on merits and then listed in Order of Merit (OML) to find the “best-qualified” applicant.

Texas does not have an existing or continuous OML. Every announced position has its own OML. Position announcements are advertised for a standard 30-day period (unless otherwise stated). That battalion will board the position (either by packet review board and/or by personal interview – which will be stated on the announcement) within 30 days after the closing date. That battalion will verbally notify each applicant on appearance board time/date/location/uniform, within one week after the closing date. Each applicant will receive consideration without regard to age, sex, race, color, religion, national origin, political affiliation or other non-merit factors. The results of the board will be released NLT 15 days after the convening of the board by official written notification. Texas continues to strive for an expedient selection board process. Our goal is to have a position filled within 70 days of a vacancy – from start to finish. That means from the beginning date on the announcement (30 days), to board proceedings (15days), to approval process (5days), to notification and acceptance/declination response (5days) to the initial in-processing date (5 days) and effective date of assignment (10 days).

Individuals that have been selected for an AGR position and who are separating from the Active Component are responsible for obtaining a release for Active Duty by DA. Texas has neither responsibility nor influence on the release of an Active Duty member. Texas will work with that member for a smooth transition without a break-in-service or pay (in most cases). Initial hires will be released into the Texas AGR Program with an effective date of hire on the 1st or 15th of each month. No exceptions.

Title 32 AGR soldiers receive the same entitlements to pay, benefits, leave, BAS, BAH, post housing, ect, as do members of the Active Army.

All AGR soldiers compete for position within the State of Texas. Officers are listed on OML boards for 03, 04, and 05. Officers fall under the Career Management and Assignment Office. Enlisted personnel fall under EPS (Enlisted Promotion System). All AGR soldiers are given the opportunity for career replacement and advancement. All are given the opportunity for ODP, NCOES, DMOSQ, Civilian Education and self-improvement – unless any one of the eligibility requirements are not or cannot be met, IAW NGR (AGR) 600-100, NGR (AR) 600-101, NGR (AR) 600-200 and NGR (AR) 600-5.

I hope that this information has answered most of the questions that you have or may arise. Please continue to monitor the website for newly posted advertisements. In the event that you have additional questions, do not hesitate to call me.

Again, thank you for your interest in the Texas Army National Guard AGR Program and I look forward to receiving an application from you and your possible future with this Word Class Organization.

AGR Program Branch Manager