

DIRECT COMMISSION

PROGRAM OVERVIEW:

The intent of the ARNG Direct Commissioning Program is to offer an alternate commissioning source to exceptionally qualified individuals. The ARNG Direct Commissioning Program is not intended to replace or adversely affect Officer Candidate School (OCS) or other commissioning programs. An individual will not request a direct appointment; rather, an individual must be nominated and selected for consideration by the chain of command. The following factors apply when determining whether an individual should be nominated for a direct appointment or should instead attend OCS:

a. An individual whose record exhibits two or more of the following situations should pursue OCS rather than a direct appointment:

- (1) Lack of documented leadership position (completion of Basic Non-Commissioned Officer's Course or higher will substitute).
- (2) Failure to meet Army Physical Fitness test scores of at least 70 points in each event.
- (3) Body fat that is within 2 percent of maximum allowable, in combination with an APFT score of 210 or less.
- (4) Non-Commissioned Officer Evaluation Reports or Academic evaluation reports that do not provide written comments indicating above average accomplishments or address leadership skills.
- (5) Primary military experience in Marines, Navy or Air Force with less than two years served in an ARNG unit.

b. Individuals meeting any one (or more) of the following conditions are not authorized for a direct appointment:

- (1) Individuals currently enrolled in OCS.
- (2) Individuals who were disenrolled, dropped, or resigned from OCS. This includes individuals who attended pre-Phase 1 orientation drills, but dropped prior to the official start of Phase 1.
- (3) Individuals who drop from OCS with the intention of applying for a direct appointment.
- (4) Individuals meeting any of the conditions stated in NGR (AR) 600-100, paragraph 2-8 and 2-9a, b, and d.

Approval Authority:

Initial approval authority for all direct commissions is NGB-ARH. The State Adjutant General has authority to deny a request prior to NGB consideration. The Federal Recognition Board has final authority.

Requests:

Requests must include a completed NGB Form 62E with allied documentation. Assemble the packet using tabbed dividers. Do not include extraneous documentation unless specifically requested by NGB-ARH-S. Ensure all documentation remains current if required to resubmit a request which has been returned for correction. (Ask the Unit Administrator for assistance in completing this requirement.)

Endorsements:

The NGB Form 62E must be staffed through the chain of command. (The unit administrator will ensure this is accomplished.)

Recommendations:

At a minimum, the individual's current Company and Battalion Commander must provide letters recommending the individual for a direct appointment. The letters must contain objective details outlining the traits, actions, skills, experiences, characteristics, training, and education that deem the individual exceptionally qualified to receive a direct appointment instead of being required to complete an OCS program.

Minimum Requirements:

Nominees are expected to have outstanding qualifications that clearly exceed a majority of the minimum requirements stated below:

Service Requirement:

An applicant must have served a minimum of 24 months of active service in any federally recognized unit. Must also have served at least 12 months in an active ARNG unit immediately preceding application.

Rank/Prior Training:

Applicants will possess the minimum grade of E-5; E-4 if a graduate of Primary Leadership Development Course.

Age:

Minimum age is 22 years. Maximum age for appointment is 30. The State Adjutant General may waive up to age 35. NGB may grant an exception to policy prior to age 40.

Citizenship:

Individual must be a United States citizen.

Education:

A certified transcript must be included in the packet as certified proof of the applicant's completion of a Baccalaureate degree from an accredited college or university.

Test Scores:

- (1) The applicant must have an aptitude (GT) score of 110 or higher on the Armed Services Vocational Aptitude Battery.
- (2) ACT/SAT test scores are not required.

OCS Enrollment History Statement:

Individual will sign a certified statement regarding former OCS enrollment and/or attendance (see Figure 7).

Medical:

1. All direct commission applicants must pass an AR 40-501, Chapter 2 appointment physical prior to submission of the request for direct appointment. The physical must be administered by a Military Entrance Processing Station or Active Duty Medical Treatment Facility.
2. Chapter 2 physicals are valid for 2 years, provided there is no significant change in the individual's medical condition. When the physical is more than one year old, individual must complete DA Form 7349-R, Initial Medical Review Annual Medical Certificate. The form must be screened and approved by the State Surgeon or appointed medical representative.
3. An AR 40-501 Chapter 4 complete physical that has been approved by the United States Army Aero Medical Center; Ft. Rucker, AL, will fulfill Chapter 2 physical requirements.
4. Original DD Form 2807-1, DD Form 2808, DA Form 7349-R, and approved waiver(s) are required inclusions in the request packet. Waivers for disqualifying medical conditions must be applied for and approved by NGB prior to submittal of the request for direct appointment. (If a waiver is required, ask the Unit Administrator for assistance.)

Body Height/Weight:

Applicants must meet the height/weight standards prescribed in AR 600-9, to include body fat limitations for enrollment and appointment. Certified height and weight statement must be dated within 90 days of application.

The APFT:

Applicants must pass a standard APFT in accordance with AR 350-41. Certified DA Form 705 must be dated within 9 months of application.

Security Status:

Applicants must have a minimum of a final Secret Security Clearance on file prior to appointment. All applicants must provide proof that a request for a security clearance investigation has been initiated prior to submittal of request for direct appointment. (Ask the Unit Administrator for assistance in completing this requirement.)

Vacancy Requirement:

Applicants must have a valid position vacancy. Slotting as excess is not authorized. The NGB Form 62E must indicate paragraph, line number, and branch for which the appointment is requested. Vacancy and intended branch must be compatible. Whenever possible, individual should fill a vacancy outside his/her current unit of assignment.

Mentor:

In keeping with the Director, Army National Guard's policy on mentoring, each direct commission applicant will be assigned a mentor. Mentors must be OBC qualified and should be assigned outside the chain of command of the individual's new assignment. Mentor assignment will be annotated on a separate memorandum and will include name, rank, unit of assignment, and military education level completed.

Rank at Appointment:

Individuals will not receive a direct appointment into the basic branches above the rank of Second Lieutenant. This includes individuals being appointed from the Warrant Officer ranks.

Attendance at OBC:

Individuals accepting an initial appointment will not be granted constructive credit for OBC. Individuals will be required to attend an OBC within 18 months of appointment. This includes individuals applying for appointment from the Warrant Officer ranks.

Commissioned Service Time:

Individuals applying for initial appointment (through any commissioning source) must be advised that they must complete a minimum of 10 years commissioned service in order to retire at the highest commissioned rank successfully held.

Unauthorized Waivers:

Individuals nominated for a direct appointment are not authorized waivers or exceptions to policy for any of the provisions of NGR (AR) 600-100, paragraph 2-8, or subparagraphs 2-9 a, b, and d.

Authorized Waivers:

All requests for authorized waivers and/or exceptions to policy, regardless of nature, are considered on a case-by-case basis only. Requests must be included in the cover memorandum and must be fully justified. Submittal does not constitute approval. Waivers may be provided on an individual basis and do not constitute precedence for all cases.

Approvals:

Direct appointment requests that are approved must be executed NLT 60 days after the date of NGB's endorsement, or the approval becomes invalid. Certificates of Eligibility are not authorized for individuals approved for direct appointment. Approvals are valid only for the vacancy and branch listed on the NGB Form 62E.

AMEDD Applicants:

Candidates for direct appointment to the AMEDD branches must be processed through the AMEDD Recruiting POC in their State and then through NGB-ASM. These applicants are required to go through a separate DA boarding process at USAREC, Ft. Knox, KY, and are not held to the limiting factors listed for other direct appointment candidates. States are not authorized to appoint officers (under direct appointment) to the AMEDD without prior selection by the DA Board at USAREC.