



SECRETARY OF THE ARMY  
WASHINGTON

03 APR 2013

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army Directive 2013-08 (Frocking of Army Reserve Active Guard Reserve Officers)

1. References:

- a. Title 10, United States Code, section 777.
- b. Department of Defense Instruction 1334.02 (Frocking of Commissioned Officers), 7 Dec 12.
- c. Army Regulation 135-155 (Promotion of Commissioned Officers and Warrant Officers Other Than General Officers), 13 Jul 04.
- d. Memorandum, SAMR, 15 Oct 10, subject: United States Army Reserve (USAR) Active Guard Reserve (AGR) Officer Promotions – Sequence Numbers.

2. This directive implements authority for the Commander, U.S. Army Human Resources Command (HRC), on behalf of the Chief, Army Reserve (CAR), to frock USAR AGR officers who meet the appropriate criteria. This directive also publishes a change to AR 135-155 (reference 1c) as follows:

a. In paragraph 5-4, first sentence, strike the word “not” and add the following at the end of the sentence:

*and are USAR AGR officers selected for promotion to MAJ, LTC, or COL.*

b. Add a new paragraph 5-5 to read:

*5-5. Rules for processing requests for frocking commissioned officers (does not include warrant officers)*

*a. Under certain conditions, as described below, it may be in the Department of the Army's best interest to allow an officer to wear the insignia of a grade higher than what he or she is actually appointed to. This practice, called frocking, is not a true promotion.*

*b. Officers being frocked to the grade of MAJ through COL must meet one or more of the following criteria to be considered:*

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*(1) The interest of the United States and the image of the U.S. Army would otherwise be severely jeopardized.*

*(2) An officer's performance of his or her duties would be severely restricted by wearing the lower grade or rank. These circumstances generally apply to officers in foreign areas whose routine duties require frequent contact with high-level military or civilian foreign officials.*

*(3) The officer has been selected for promotion to MAJ, LTC, or COL and has been designated for command as authorized in the TOEs or TDAs.*

*(4) The officer has been selected for promotion to MAJ, LTC, or COL and has been selected to fill a primary staff position (such as G-1, G-2, G-3, etc.) at the next higher grade as determined by the CAR or USAR G-1.*

*(5) The officer has been selected for promotion to LTC and designated to fill a position as a professor of military science or instructor at the Command and General Staff College.*

*c. Authority to frock is as follows:*

*(1) The CAR or USAR G-1 will recommend the frocking of USAR AGR officers.*

*(2) The CDR, HRC (Officer Promotions Branch) will administer the frocking program, publish the frocking memorandum, establish controls, and provide reports as directed.*

*d. In addition to meeting the requirements in paragraph 5-5b, the following requirements must be satisfied.*

*(1) Officers to be frocked must be on an approved promotion list, and the list must have been confirmed by the Senate, if applicable. Reserve officers on a Department of the Army promotion list to COL require confirmation. The officer continues to wear the frocked rank until promoted or removed from the promotion list but not to exceed 365 days.*

*(2) Officers to be frocked must not be under suspension of favorable personnel actions (AR 600-8-2).*

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*(3) The officer shall either be serving or have permanent change of station orders to serve in a higher grade position.*

*(4) All USAR AGR frocking requests will be routed to the USAR G-1. If recommended for approval, the USAR G-1 will forward to HRC (Officer Promotions Branch) for CDR, HRC approval and publication of the frocking memorandum. If disapproved, the USAR G-1 will notify the officer through the chain of command.*

*(5) The request may be in memorandum format or on DA Form 4187 (Personnel Action). The following information must be included in the request:*

*(a) Name of officer to be frocked.*

*(b) Rank.*

*(c) SSN.*

*(d) Branch.*

*(e) Rank to be frocked to.*

*(f) Promotion sequence number and year list.*

*(g) Unit and title of position begin frocked to.*

*(h) Authorized rank in position being frocked to.*

*(i) Date assuming position.*

*(j) Concurrence of gaining command.*

*(k) Desired date of frocking.*

*(l) Statement that officer is not pending adverse action.*

*(m) Justification.*

*(n) Point of contact, commercial telephone number, fax number, and an email address.*

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*(6) The request must either originate with or have the concurrence of the gaining organization and be authenticated by a general or flag officer (O7 or above) or the Senior Executive Service equivalent.*

*e. HRC will publish authority to frock in writing.*

*f. Unless specifically stated in the approval, frocking is permitted no more than 2 days before an officer assumes higher grade duties if no change in duty station is involved, or no more than 2 days before an officer's departure from the losing command if a change in duty station is required. Frocking more than 60 days before an officer assumes higher grade duties is not authorized except as an exception to policy approved by the CDR, HRC. Exceptions will be considered only in highly unusual circumstances involving extended temporary duty between assignments.*

*g. Once a frocking request has been approved, the provisions in figure 5-1 (see the enclosure) will apply.*

*h. Because frocking is not a promotion, no presentation ceremony is required. However, where a formal presentation ceremony or approval memorandum is desired, figure 5-2 (enclosure) is the suggested format.*

*i. Frocking limitations. The limitations on number of officers frocked by grades on the RASL are:*

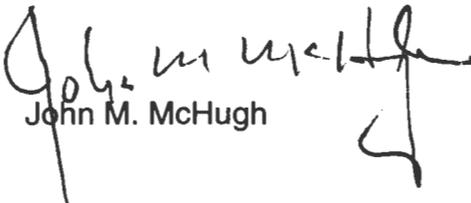
*(1) Officers frocked to the grade of COL may not exceed 2 percent of the total number of officers in that grade.*

*(2) Officers frocked to the grades of MAJ and LTC may not exceed 1 percent of the total number of officers in those grades.*

c. Add figures 5-1 and 5-2 (enclosure) at the end of paragraph 5-5.

3. This directive is effective immediately and applies only to the frocking of USAR AGR officers. The Army Deputy Chief of Staff, G-1 is the proponent for this policy and will incorporate the guidance in this directive into Army Regulation 135-155 as soon as practicable. This directive is rescinded upon publication of the revised regulation.

Encl

  
John M. McHugh

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## Required Reading for All Frocked Officers

1. Authority for an officer to wear the grade or rank to which he or she was frocked will not be recorded in official orders.
2. Frocked officers have not been officially promoted and therefore do not accrue any additional monetary entitlements, gain seniority, accumulate time in the higher grade, or assume the legal authority of the higher grade
3. Frocked officers do not accrue seniority for future promotion consideration.
4. Frocked time does not count for retirement purposes as TIG in the grade an officer was frocked to.
5. If an officer dies or is injured while in a frocked status, compensation will be based on the officer's actual grade or rank, without regard to the grade or rank the officer was frocked to.
6. The officer's common access card and official photograph will not show the grade of rank he or she was frocked to.
7. Functions which by law or DOD directive must be performed by an officer who actually holds a particular grade or rank may not be performed by an officer frocked to that grade or rank; however, functions which by regulation require performance by an officer of particular grade or rank may be performed by an officer frocked to that grade or rank if the regulation concerned specifically permits frocked officers to act.
8. Officers may continue to wear the grade or rank they were frocked to, unless removed from the promotion list (but not to exceed 365 days).

### Figure 5-1. Required reading for all frocked officers

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The following format is recommended for use during frocking ceremonies.

#### QUOTE:

The President of the United States has reposed special trust and confidence in the patriotism, valor, fidelity, and abilities of (name). In view of these qualities and (his or her) demonstrated potential for increased responsibility, (he or she) is therefore authorized to wear the uniform and insignia of a (rank) effective this date.

By order of the Secretary of the Army, (Name), General, U.S. Army, Chief of Staff.

### Figure 5-2. Suggested frocking format

Enclosure