

**Texas State Guard Regulation  
1871-01**

**Personnel—General**

# **Enlistments and Appointments**

**Headquarters  
Texas State Guard  
Austin, TX 78763  
25 October 2023**

**UNCLASSIFIED**

# ***SUMMARY of CHANGE***

TXSG 1871-01

Enlistments and Appointments


This major revision dated 25 October 2023

- Supersedes TXSG Regulation 1710.10, dated 27 November 2018.
- Replaces all enlistment and appointment guidance in TXSG Regulation 600-10 dated 02 June 2013.
- Changes regulation from TXSGR 1710.10 to 1871-01.

Personnel - General  
Enlistments and Appointments

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By Order of the Commanding  
General of the TXSG:



ANTHONY WOODS  
Major General, TXSG  
Commanding

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**History.** This regulation is a major revision.

**Summary.** This regulation describes the enlistment and appointment policy, criteria, and procedures for the Texas State Guard.

**Applicability.** This regulation applies to the Texas State Guard.

**Management control process.** This regulation contains management control provisions for designating enlisted promotion authorities, and promotion procedures, including Personnel Action Board packet guidance, promotion order and certificate guidance, and promotion and appointment criteria.

**Proponent and exception authority.** The T1, TXSG, is the proponent for this regulation and has the authority to recommend exceptions consistent with the controlling law and regulation, subject to the approval of the Commanding General, TXSG.

**Supplementation.** Supplementation of this regulation or establishment of

brigade or local policies outside of the authority dictated by this regulation is prohibited without prior approval from the Commanding General, TXSG, through the T1, TXSG, available at mail: ATTN: NGTX- TPE, P.O. Box 5218, Austin, TX 78763-5218.

**Suggested improvements.** Users may send comments and suggest improvements on DA Form 2028 (Recommended Changes to Publications and Blank Forms) directly to T1, TXSG, mail: ATTN: NGTX-TPE, P.O. Box 5218, Austin, TX 78763-5218.

**Distribution.** This regulation is available in electronic media only and is intended for the Texas State Guard.

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## **Chapter 1 Introduction**

### **Section I General**

#### **1-1. Purpose**

This regulation provides guidance, procedures, and information concerning the enlistment and appointment of personnel to the Texas State Guard (TXSG). This policy applies to all TXSG commands and personnel with the authority to recruit and appoint personnel into the TXSG.

#### **1-2. References**

See Appendix A.

#### **1-3. Explanation of abbreviations and terms**

See the glossary.

#### **1-4. Responsibilities**

Responsibilities are in section II.

### **Section II**

#### **Responsibilities**

#### **1-5. Commanding General (CG), Texas State Guard**

The CG, TXSG, will

- a.* Except as specifically provided by law, establish enlistment and appointment qualifications for the TXSG.
- b.* Be the denial authority for enlistment and appointment.

#### **1-6. T1, Texas State Guard**

The T1, TXSG, will develop and maintain policies and programs for enlistments and appointments of the TXSG.

#### **1-7. Recruiting and Retention, Texas State Guard**

Recruiting and Retention, TXSG, will:

- a.* Control enlistments and appointments into the TXSG.
- b.* Have responsibility for personnel actions pertaining to enlistments and appointments of the TXSG.
- c.* Make recommendations to the CG, TXSG for new incentives, pilots, or programs.

## **Chapter 2**

### **Eligibility Criteria for all Applicants**

#### **2-1. Citizenship**

- a.* A resident of Texas for at least 180 days.
- b.* A citizen of the United States; or
- c.* A person lawfully admitted into the United States for permanent residence under the Immigration and Nationality Act (8 U.S.C. Section 1101 et seq.). An E-Verify check must also be completed prior to joining the Texas State Guard (TXSG).

#### **2-2. Age**

At least 17 years old and not older than 70. The Adjutant General (TAG) may adopt a policy regarding waiver of the maximum age requirement (Texas Government Code 437.302).

#### **2-3. Social Security Number**

Applicants must have a valid social security number issued by the Social Security Administration. Only the last four numbers will be used for identification once a member of the TXSG.

#### **2-4. Texas Driver's License**

Applicants must have and maintain a valid and current Texas driver's license or Texas ID card as proof of Texas residency.

#### **2-5. Criminal Background Check**

Applicants must submit to a background check and be cleared prior to enlistment or appointment.

### **Chapter 3 Physical Eligibility**

#### **3-1. Physical Ability**

An applicant must not have any permanent physical disorder that would interfere with their ability to perform all duties required of a TXSG member. The TXSG Command Surgeon makes the ultimate determination of physical eligibility in accordance with (IAW) the TXSG regulation 1710-20, Standards of Medical Fitness.

#### **3-2. Correctable Vision**

An applicant must have correctable vision to receive a valid Texas driver's license.

#### **3-3. Height/Weight**

Applicants must meet the height/weight criteria described in the TXSG regulation 1710-20, Standards of Medical Fitness.

#### **3-4. Deployability**

Applicant must be deployable, as determined by the senior medical officer at the component level IAW the TXSG regulation 1710-20, Standards of Medical Fitness.

### **Chapter 4 Ineligibility to Become a TXSG Member**

#### **4-1. Subversive or Disloyal Acts**

Applicants who have engaged in subversive or disloyal acts against the United States or the State of Texas are ineligible to join the TXSG.

#### **4-2. Criminal History**

An applicant whom a civilian or military court has convicted will be ineligible until their record has been reviewed and approved by the TXSG Staff Judge Advocate (SJA). Any applicant with felony or class A or B misdemeanor charges pending against them may not join the TXSG until all charges have been dismissed or cleared. Applicants with a history of misdemeanor convictions will be reviewed on a case-by-case basis by the SJA.

#### **4-3. Discharge Circumstances**

Prior service applicants who were discharged under other than honorable conditions or assigned a re-enlistment code that does not allow re-entry are ineligible to join the TXSG. Re-enlistment codes based on retirement are exempt from this standard.

#### **4-4. Tattoos, Brands, and Body Mutilation**

Applicants that need to meet the current federal service uniform and appearance regulations (See Appendix A) are ineligible. Effective 01 January 2020, only AR 670-1 and DA Pam 670-1, Wear and Appearance of Army Uniforms and Insignia, will be used to enforce this requirement.

#### **4-5. Active Military Service**

Applicants who are currently active members of the active duty or Reserve Forces of the United States, the National Guard, the Texas Military Forces, or any State Defense Force are ineligible to join the TXSG.

## **Chapter 5**

### **Prior Military Service Enlistments and Appointments**

#### **5-1. Federal Service**

Applicants honorably discharged from active US Federal Service, National Guard or Reserve components of the U.S. Military, including the US Coast Guard may be enlisted or appointed in the TXSG at the same grade they held upon discharge from their service as listed on DD Form 214 or equivalent document.

#### **5-2. State Service**

Honorably discharged applicants from the TXSG or other State Defense Force may be enlisted or appointed in the TXSG at the same grade they held upon discharge from service as listed on Form 35 or an equivalent document.

#### **5-3. Inactive Reserve Component**

Members of the Individual Ready Reserve, Standby Reserve, or Retired Reserve who have no commitment to attend drills or active-duty periods may enlist or be appointed in the TXSG unless prohibited by regulations of their component. They may enlist or be appointed at the grade listed in block 4.b. of DD Form 214 or an equivalent document.

#### **5-4. Foreign Military Service**

Applicants with prior Foreign Military Service require review and approval by a TXSG Personnel Action Board (TXSG PAB) prior to being allowed to enlist or be appointed in TXSG.

## **Chapter 6**

### **Prior Military Service Enlistments and Appointments**

#### **6-1. Enlistment**

- a.* Non-prior service individuals will enlist at the grade of E-1.
- b.* Prior Service individuals will enlist at the rank depicted in block 4.b. of DD Form 214 or equivalent document.

#### **6-2. Officer Appointment**

- b.* Prior service officers will be appointed in TXSG at the grade listed in block 4.b. of DD Form 214 or equivalent document.
- c.* Non-prior service officers (new accessions only) may be appointed at the grade of O-1 as follows, subject to PAB review and approval:
  - (1)* Must have completed the equivalent (Army, Navy, Air Force, or Coast Guard) academic and field lab exercise pre-commissioning requirements of Military Science Level 400 as verified by college transcript—OR—completed the Texas A&M Leadership Certificate program while serving as a member of the Corps of Cadets. Comparable programs from colleges possessing a Corps of Cadets may also be accepted on a case-by-case basis.
  - (2)* Must not have commissioned through ROTC or other commissioning source.
  - (3)* Must meet all other TXSG eligibility criteria.
  - (4)* If disenrolled from ROTC or officer training, must submit DD Form 785, Record of Disenrollment from Officer Candidate - Type Training, for TXSG PAB review.
  - (5)* Applicant will commission in the TXSG at the grade of O-1 and will attend TXSG Basic Officer Leader Course (BOLC).
  - (6)* Prior to starting TXSG BOLC, officers will select the unit and location of assignment in accordance with a valid Modified Table of Organization and Equipment (MTO&E) vacancy.

#### **6-3. Warrant Officer Appointment**

- a.* Prior service warrant officers will be appointed in TXSG at the grade depicted in block 4.b. of DD Form 214 or equivalent document:
  - (1)* Select TXSG warrant officer specialty field per TXSG Regulation 1873-01 and be assigned to a valid Modified Table of Organization and Equipment (MTO&E).
- b.* Current TXSG enlisted members desiring to be appointed as warrant officers will follow the process outlined in TXSG Regulation 1873-01, Warrant Officer Career Management and Related Actions.



## **6-4. Appointment Procedures**

### *a.* Recruiter:

- (1) Ensure the applicant completes an automated accession packet.
- (2) Review the packet to ensure the applicant meets ALL criteria in Chapters 2 through 5 of this regulation.
- (3) Process appointments per current Recruiting and Retention policies and procedures

### *b.* Appointment of officers and warrant officers will only fill existing MTO&E vacancies.

*c.* Officer and warrant officer appointments are to either a line officer MTO&E position or a Professional Skills Appointments (PSA) MTO&E position. Warrant officer appointments are to a specialty MTO&E position or a PSA MTO&E position, but never a Command position.

### *d.* The Oath of Office will be administered when the Service Member has been entered into strength.

## **Chapter 7 Professional Skills Officer Appointments**

### **7-1. General**

The TXSG recognizes the importance of having members with certain specialized professional skills required for missions. Professional skilled officers and warrant officers will be appointed per TXSG Regulation 1802-01, Professional Skills Appointments and Promotions.

## **Chapter 8 Texas State Guard Warrant Officer Accession Program**

### **8-1. General**

A warrant officer in the TXSG serves the same role and purpose as those in active military service. They are specialists and experts in specific fields who advise the commander, maintain unit readiness within their specialty, and mentor and train enlisted personnel within their specialty field. Warrant officers must demonstrate the same honor, integrity, and leadership expected of their commissioned counterparts. However, they do not meet the same criteria, nor are they trained or prepared as commissioned line officers and will not be assigned positions of command authority and responsibility.

### **8-2. Recruitment of Prior Service Warrant Officers**

*a.* The recruitment of prior service warrant officers is encouraged to fill authorized vacant warrant officer positions within the TXSG. Authorized positions are those stipulated by a line number in the MTO&E, which is identified as a warrant officer position.

*b.* Prior service warrant officers will retain the rank held during previous service. They will be assigned to available MTO&E positions within a specific TXSG warrant officer specialty field per TXSG Regulation 1730-01, Warrant Officer Career Management and Related Actions.

*c.* Prior service warrant officers must meet the eligibility criteria described in Chapters 2, 3, and 4 of this regulation prior to being sworn into the TXSG.

### **8-3. Recruitment of Prior Service Enlisted Personnel**

*a.* Prior enlisted members of the National Guard or federal services may apply for a warrant officer commission within one of the approved TXSG warrant officer specialty fields for which they are qualified after serving one year in the TXSG. Apply for warrant officer appointment per TXSG Regulation 1873-01 requirements, Warrant Officer Career Management and Related Actions.

*b.* Applicants must meet the eligibility criteria described in Chapters 2, 3, and 4 of this regulation prior to being sworn into the TXSG.

*c.* Prior service applicants must have achieved the rank of E-5 while in federal service.

### **8-4. Recruitment of TXSG Enlisted Personnel**

*a.* Enlisted members of the TXSG may apply for warrant officer appointments in an approved specialty field for which they are qualified per requirements of TXSG Regulation 1873-01, Warrant Officer Career Management and Related Actions.

## **Appendix A**

### **References**

#### **Section I**

##### **Required Publications**

Unless otherwise stated, all TXSG publications are available on the Texas Military Department Serially Numbered Issuances website at <https://tmd.texas.gov/texas-military-department-policies-and-regulations>.

##### **TXSG MTO&E**

Texas State Guard Modified Table of Organization and Equipment.

##### **TXSG Reg 1710-20**

Texas State Guard Standards of Medical Fitness Regulation 1710-20.

##### **TXSG Reg 1873-01**

Texas State Guard Warrant Officer Career Management and Related Actions Regulation 1730-01.

#### **Section II**

##### **Related Publications**

A related publication is a source of additional information. Its content is not essential or requisite to a user understanding the original publication.

##### **FEMA IS- Course List**

FEMA ISP Courses (Available at <https://training.fema.gov/is/crslist.aspx>.)

#### **Section III**

##### **Prescribed Forms**

##### **TXSG Form 466**

Texas State Guard Accession Record Form 466.

#### **Section IV**

##### **Referenced Forms**

Unless otherwise stated, all Army publications are available on the Army Publishing Directorate website at <https://armypubs.army.mil>.)

##### **DA Form 2028**

Recommended Changes to Publications and Blank Forms

##### **DD-214**

Certificate of Release or Discharge from Active Duty

## **Glossary**

### **Section I**

#### **Abbreviations**

##### **BOT**

Basic Orientation Training

##### **CG**

Commanding General

##### **MTO&E**

Modified Table of Organization and Equipment

##### **PAB**

Personnel Action Board

##### **PME**

Professional Military Education

##### **PSO**

Professional Skills Officer

##### **TXSG**

Texas State Guard

### **Section II**

#### **Terms**

##### **T1**

Personnel Staff Section at the TXSG Headquarters level.

