



OREGON ARMY NATIONAL GUARD
JOINT FORCE HEADQUARTERS, OREGON NATIONL GUARD
OFFICE OF THE ADJUTANT GENERAL
230 GEER DRIVE N.E.
SALEM, OREGON 97309-5047

NGOR-TAG

01 February 2026

MEMORANDUM FOR All Personnel, Oregon Military Department

SUBJECT: Command Policy Memorandum #247 – Indefinite Suspension of the Enlistment Enhancement Program (EEP) due to funding constraints.

1. This policy supersedes Command Policy Memorandum #247 dated 01 July 2025.
2. Since implementation, the Enlistment Enhancement Program (EEP) has contributed significantly to the Oregon Army National Guard's recruiting success. The program has supported increased accessions, contributed to a positive end-strength outcome in FY25 for the first time in over a decade, and provided recruiters with qualified, warm leads resulting in a favorable enlistment ratio. The Oregon Military Department (OMD) acknowledges and appreciates the efforts of all EEP Assistants who have contributed to these outcomes. However, due to sustained program utilization and the increase of the EEP incentive to \$2,000 per enlistment, available program funds are now nearly exhausted. Accordingly, this policy establishes an indefinite suspension of the EEP to ensure fiscal responsibility, prevent over-obligation of state funds, and mitigate entitlement risk.
3. In accordance with the existing authority, The EEP program could remain in effect unless amended, suspended, or terminated at any time and for any reason. All Assistant agreements signed by approving officials prior to the program's termination date will continue as valid agreements. As of today, all Assistants with valid enlistments prior to 01FEB26 are in the queue for prior payout guidelines and will continue to be paid out with packet turn-in. Furthermore, the OMD will continue to compensate only the first 53 enlistments that occur after 01FEB26. The OMD will compensate those 53 Enlistment's Assistants with the amount of One Thousand United States Dollars (\$1,000.00) per lead that were lead submissions in the EEP tracker prior to 01FEB26. Compensation for the 53 enlistments will not be processed until the close of the February 2026 Legislative Session which required to end NLT 08MAR26.
4. The Oregon Military Department will continue to assess funding availability in the coming months to determine whether the EEP may be reinstated. This pause is necessary to ensure continued fiscal compliance, preserve program integrity, and responsibly manage state resources. No additional EEP referrals submitted after 01FEB26 create an entitlement or guarantee of payment. The EEP Tracker will remain the system of record to capture and document Lead Generating Events (LGE's) referrals, ensure awards are issued, and in anticipation of potential future funding and formal authorization to resume the program.
5. POC is the Commander, ORARNG Recruiting and Retention Battalion at 971-355-3358.

ALAN R. GRONEWOLD
Brigadier General
The Adjutant General