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DAPE-ZA

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MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Headquarters, Department of the Army (HQDA) Fiscal Year 2021 (FY21)
Noncommissioned Officer (NCO) Evaluation Boards

1. References.

- a. Army Directive (AD) 2019-15, Enlisted Centralized Selection Boards, 4 April 2019.
- b. Memorandum, Deputy Chief of Staff, G-1, DAPE-ZA, Subject: Fiscal Year 2019 Command Sergeant Major / Sergeant Major Evaluation Board, dated 22 April 2019.
- c. Memorandum, Deputy Chief of Staff, G-1, DAPE-MP, Subject: Fiscal Year 2020 Master Sergeant Evaluation Board and Updates to Army Regulation 600-8-19 (Enlisted Promotions and Reductions) and Army Regulation 614-200 (Enlisted Assignments and Utilization Management), dated 22 November 2019.
- d. Memorandum, Deputy Chief of Staff, G-1, DAPE-MP, Subject: Fiscal Year 2020 Command Sergeant Major/Sergeant Major Evaluation Board, dated 18 March 2020.
- e. Army Regulation (AR) 140-111 (U. S. Army Reserve Reenlistment Program), 2 March 2018.
- f. AR 600-8-19 (Enlisted Promotions and Reductions), 16 May 2019.
- g. AR 601-280 (Army Retention Program), 16 October 2019.
- h. AR 614-200 (Enlisted Assignments and Utilization Management), 25 January 2019.
- i. AR 635-200 (Active Duty Enlisted Administrative Separations), 19 December 2016.
- j. DA Pam 600-25 (U.S. Army Noncommissioned Officer Professional Development Guide), 11 December 2018.
- k. U.S. Army Talent Management Strategy (Force 2025 and Beyond), 20 September 2016.

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2. These provisions apply to Regular Army (RA) and United States Army Reserve (USAR) Soldiers.

3. Authorized by the Secretary of the Army (ref 1a), the Army continues to expand the application of order of merit lists (OMLs) generated by Headquarters, Department of the Army (HQDA) centralized boards to improve readiness, NCO professional development, and professionalism of the NCO Corps. These board OML rank NCOs in accordance with Army doctrine and proponent guidance based on talent (skills, knowledge, and behaviors), identifying NCOs as most qualified (MQ), fully qualified (FQ), not fully qualified (NFQ), and not fully qualified for retention (NFQ-R). This remains a talent management effort.

4. Overview. On an annual basis, centralized evaluation boards will generally be convened to evaluate the records of eligible NCOs and determine, based on merit, Soldiers (Staff Sergeant (SSG) and above) as either FQ or NFQ for promotion selection and pin-on to the ranks of Sergeant First Class (SFC) through Sergeant Major (SGM).

5. The RA and USAR (Active Guard Reserve (AGR)) FY21 SFC and SSG Evaluation Boards will be conducted incorporating the previously announced exceptions to policy changes contained in references 1b, 1c and 1d and will also incorporate further approved exceptions to the additional revised policies and processes as provided for in this memorandum and its attachment. The enclosures to this memorandum consolidate all previous exceptions to policy (reference 1b, 1c and 1d) and include the additional exceptions to support promotions. Further, effective for all FY21 NCO Evaluation boards, the previously announced policy changes (references 1b, 1c, and 1d) and additional revised policies established in this memorandum and its attachment are extended to the USAR (Troop Program Units (TPU)), Army Reserve elements (ARE), and multi-component commands).

6. An NCO evaluation board's mission is to evaluate the records of NCOs who are eligible for consideration and create a merit-based OML.

7. Approved FY21 SFC and SSG OMLs will be used, based on merit, to:

a. Inform selection of best qualified NCOs to attend a requisite professional military education course (SFC to the Master Leader's Course and SSG to attend the Senior Leaders Course); qualifying them for potential promotion to SFC and Master Sergeant (MSG), respectively.

b. Inform assignment decisions to key developmental positions or strategic broadening opportunities to deliberately manage individual talent.

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c. Following promotions from the FY19 MSG and SFC promotion selection lists, inform a monthly promotion selection process that identifies best-qualified NCOs for promotion pin-on to the ranks of SFC through MSG, who are otherwise fully qualified, to man Army formations against authorized structure requirements.

d. Identify individual NCOs who, based on poor past performance or lack of potential for future leadership, are NFQ-R resulting in the initiation of a mandatory HQDA bar to continued service. Potential denial of continued service facilitates the Army's strategic objectives to improve readiness and sustain a workforce of trusted professionals. Revisions to reference 1g to support establishment of a HQDA bar to continued service are at enclosure 3. Reference 1i is pending an update to include a provision that NCOs (SSG and above) who are determined NFQ-R by an approved NCO evaluation board, who have previously been determined NFQ-R by an NCO evaluation board in the same grade, will be denied continued active service, regardless of a previously established expiration of term of service or retention control point. A NFQ-R evaluation from these boards may serve as part of the bases for denied continued active service in the future.

8. Concurrent with FY21 NCO evaluation boards, RA and USAR (AGR) NCOs who are subject to potential denial of continued active service based on their referral to the Qualitative Management Program (QMP) will be referred to the board associated with their current rank when:

a. HRC receives material from one of the following categories for permanent filing in the performance or restricted folder of the NCO's AMHRR (this material must be based on performance or conduct in the NCO's current grade):

(1) Memorandum of reprimand from a general officer, or memorandum of reprimand directed for filing in the AMHRR by a general officer.

(2) Conviction by court-martial or punishment under UCMJ, Art 15.

(3) Relief for Cause NCO Evaluation Report.

(4) DA Form 1059 (Service School Academic Evaluation Report) indicating (NCOES) course failure.

b. The DCS, G-1, or designee, approves a request from commanders with GCMCA, or their designees, or the CG, HRC, or designee, for referral of an NCO for QMP consideration.

9. All RA and USAR (AGR) NCOs previously selected for promotion, and currently pending promotion pin-on, to SFC and MSG by an earlier promotion selection board

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(FY19 and earlier) are grandfathered and not subject to the revised promotion policies established in this memorandum until such time they are either promoted to SFC or MSG or removed from the SFC or MSG promotion selection list for valid reasons. Both RA and USAR AGR will fully transition from the previously approved promotion selection list policies (exhausting both FY19 SFC and MSG Promotion Selection Lists) prior to incorporating a revised month-to-month promotion selection process which will be announced at a later date. Additionally, the transition timeline and procedures for utilization of OMLs stemming from the NCO evaluation board process to inform monthly promotion selections for USAR TPU will also be announced at a later date.

10. Army Human Resources Command (AHRC) and United States Army Reserve Command (USARC) will use approved OMLs to inform talent management decisions until it is replaced by the following year's OML; regardless if all FQ NCOs were trained or promoted. Specific eligibility criteria and restrictions for use of the OML will be established within the board's announcement message.

11. All FY21 evaluation boards will operate under a separate Memorandum of Instruction (MOI). Once identified as eligible for consideration by this board, NCOs cannot opt out of consideration. The records of all eligible NCOs will be evaluated and placed on an OML, without exception.

12. These changes recognize and capitalize on the unique talents NCOs possess. They facilitate accomplishment of the Army's strategic objectives to improve readiness and sustain a workforce of trusted professionals by employing NCOs to the maximum effect while mitigating a mismatch of people and requirements.

13. Talent management is critical to future efforts to overhaul promotions, assignments, and other processes that affect Soldiers' careers. Authorized under the authority established in ref 1a, the enclosure identifies associated changes to support the transition from promotion selection boards to NCO evaluation boards during FY21.

14. The exceptions to policy identified above will be formally updated in the applicable regulations and published as soon as practical.



THOMAS C. SEAMANDS
LTG, GS
Deputy Chief of Staff, G-1

Encls

1. AR 140-111 extract
 2. AR 600-8-19 extract
 3. AR 601-280 extract
- (con't)

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Encls (con't)

4. AR 614-200 extract
5. DA Pamphlet 601-280 extract

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ITEM	REGULATION	PARAGRAPH	CURRENT LANGUAGE	REVISED LANGUAGE
1	AR 140-111	1-31a	<p>1-31. Conditions warranting a bar to continued service A Soldier's unfitness or unsuitability may show up soon after entry into the military Service. However, traits that make a Soldier unsuitable or unfit may not develop or become apparent until after many years of service. Commanders must consider whether it is advisable to afford continued military service to unsuitable or unfit individuals. Such personnel should be identified as soon as possible with a view toward elimination from the Service. When discharge is not warranted action should be taken to bar the Soldier from further USAR service. Bars should be considered for Soldiers in the following categories—</p> <p>a. Untrainable Soldiers. These Soldiers will be identified as soon as possible with a view toward eliminating them from the Service. When discharge under administrative procedures (AR 635-200 for AGR Soldiers and AR 135-178 for all others) is not warranted, action will be taken under this regulation to bar the person from further service with the USAR. These Soldiers are often identified by failure to perform the basic tasks required of their PMOS, failure to qualify in a duty MOS in a reasonable period, failure to achieve individual weapons qualification, failure of the Army Physical Fitness Test (APFT), or elimination for cause from an NCO Education System course. Frequently, Soldiers will meet the minimum standards for their present grade, but obviously lack the potential to become the supervisor or senior technician of the future.</p> <p>(1) A bar to continued service may be imposed for failure to pass the APFT. However, imposition of a bar to continued service is mandatory after a second consecutive failure if separation processing is not initiated in accordance with AR 135-178.</p> <p>(2) A bar to continued service may be imposed on a Soldier participating in the Weight Control Program to meet the body fat standards in AR 600-9. However, imposition of a bar to continued service is mandatory for Soldiers who do not make satisfactory progress in the Weight Control Program after 6 months, unless the commander initiates reassignment procedures in accordance with AR 140-10 or separation proceedings in accordance with AR 135-178. (Note: Reassignment or separation proceedings will not be initiated if a Soldier is within 3 months of ETS date.)</p>	<p>1-31. Conditions warranting a bar to continued service A Soldier's unfitness or unsuitability may show up soon after entry into the military Service. However, traits that make a Soldier unsuitable or unfit may not develop or become apparent until after many years of service. Commanders must consider whether it is advisable to afford continued military service to unsuitable or unfit individuals. Such personnel should be identified as soon as possible with a view toward elimination from the Service. When discharge is not warranted action should be taken to bar the Soldier from further USAR service. Bars should be considered for Soldiers in the following categories—</p> <p><i>a. fails to obtain promotable status –</i></p> <p>(1) The appropriate promotion board convening authority (HQDA for USAR AGR and IMA Soldiers and Readiness Divisions for USAR TPU Soldiers) will impose a bar to continued service against any Soldier who:</p> <p>(a) fails to qualify for mandatory appearance before a promotion board upon attaining primary zone time in service/time in grade (TIS/TIG) eligibility because he or she did not complete mandatory DLC courses.</p> <p>(b) is found not fully qualified for retention by a HQDA or Readiness Division NCO Evaluation Board.</p> <p>(2) or failing to qualify for promotion board appearance because due to not completing mandatory DLC courses:</p> <p>(a) The company, detachment, or comparable commander of the unit the Soldier is assigned or attached for duty and administration will counsel the Soldier regarding the requirement to qualify for promotion board appearance by completing DLC courses.</p> <p>(b) The HQDA or Readiness Division bar to continued service puts a Soldier on notice that his or her continued service may not be in the Army Reserve's best interest. Upon imposition of the HQDA or Readiness Division bar to continued service:</p> <p>(c) The commander will review the bar to continued service at least every 3 months after the date of imposition, and 30 days before the Soldier's scheduled departure from the unit or separation from the Army Reserve.</p> <p>(d) Upon completion of each 3-month review, the unit commander will use DA Form 4856 (Developmental Counseling Form) to inform the Soldier that the bar has been reviewed, and will remain in effect unless the Soldier completes the mandatory DLC courses.</p> <p>(e) The commander notifies the Soldier that, upon completion of the fourth 3-month review, separation proceedings will be initiated unless he or she has qualified for appearance before a promotion board by completing the mandatory DLC courses.</p>

				<p>(f) The HQDA or Readiness Division bar to continued service will be removed when the Soldier meets the DLC requirement.</p> <p>(3) For being found not fully qualified for retention by a HQDA/Readiness Division NCO Evaluation Board.</p> <p>(a) There is no formal counseling or review requirements, although commanders are encouraged to counsel Soldiers.</p> <p>(b) The HQDA/Readiness Division bar will remain in place until such time a subsequent HQDA/Readiness Division NCO Evaluation Board establishes the affected NCO as fully qualified for retention.</p> <p>(c) Once identified as fully qualified for retention, the HQDA/Readiness Division bar to continued service will be lifted.</p> <p>(d) All NCOs who are determined to be NFQ for retention (in the same grade) by a subsequent NCO Evaluation board will be denied continued service.</p>
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ITEM	REGULATION	PARAGRAPH	CURRENT LANGUAGE	REVISED LANGUAGE
1 (new)	AR 600-8-19	1-6a	Objectives. <i>Select.</i> Selection for promotion to a NCO rank is based on a Soldier's potential to serve at increasing levels of responsibility, stemming from a leader's (or promotion board's) assessment of a Soldier in his or her current rank. Soldiers are eligible to appear in front of a unit promotion board based on the recommendation of their chain of command or by virtue of meeting established eligibility criteria for promotion consideration to senior NCO ranks by a DA centralized promotion board.	Objectives. <i>Select.</i> Selection for promotion to a NCO rank is based on a Soldier's potential to serve at increasing levels of responsibility, stemming from a leader's (or board's) evaluation of a Soldier in his or her current rank. Soldiers are eligible to appear in front of a unit promotion board based on the recommendation of their chain of command or by virtue of meeting established eligibility criteria for consideration to senior NCO ranks by an NCO evaluation board.
2	AR 600-8-19	1-6c	Objectives. Once Soldiers are fully trained and educated, meet all prerequisites for promotion pin-on and are established as promotable to the next rank, they are promoted in support of satisfying Army requirements. These Soldiers display a progression of competencies and attributes in the following general learning outcomes:	Objectives. Once Soldiers are fully trained and educated, meet all prerequisites for promotion pin-on and are established as fully qualified for promotion to the next rank, they are promoted in support of satisfying Army requirements, when they exist, to enable full manning of Army formations. These Soldiers display a progression of competencies and attributes in the following general learning outcomes:
3	AR 600-8-19	1-8a	Principles of support. The DCS, G-1 oversees a military personnel system that— a. Provides a centralized promotion selection process for promotion to the ranks of sergeant first class (SFC) and above.	Principles of support. The DCS, G-1 oversees a military personnel system that— a. Provides a centralized promotion process to support promotion of best-qualified Soldiers who meet all eligibility requirements to the ranks of sergeant first class (SFC) and above to meet Army requirements.
4 (revised)	AR 600-8-19	1-9c(6)	Standards of service. Automatically impose a Headquarters, Department of the Army (HQDA) bar to continued service against a Soldier who fails to qualify for mandatory appearance before a SGT/SSG promotion board upon attainment of primary zone eligibility because he or she did not complete a mandatory SSD/DLC course.	Standards of service. Automatically impose a Headquarters, Department of the Army (HQDA) bar to continued service against a Soldier who: (a) fails to qualify for mandatory appearance before a SGT/SSG promotion board upon attainment of primary zone eligibility because he or she did not complete a mandatory SSD/DLC course. (b) fails to qualify for promotion selection (pin-on) to SFC and above upon attainment of primary zone promotion eligibility because he or she did not complete a mandatory SSD/DLC course.
5	AR 600-8-19	1-11a(1)	Non-promotable status. Has not completed the required NCOPDS course for the higher rank. Completion of NCOPDS must be made a matter of record within HRC automation systems not later than the 8th calendar day of the promotion month to be considered fully qualified for promotion pin-on (for example, to qualify for promotion pin-on selection on the first day of September, NCOPDS graduation must be made a matter of record not later than the 8th day of August).	Non-promotable status. Has not completed the required NCOPDS course for the higher rank. Completion of NCOPDS must be made a matter of record within the applicable personnel automation systems not later than the last day of the 2nd month prior to the established promotion month to be considered fully qualified for promotion pin-on (for example, to qualify for promotion pin-on selection on the first day of September, NCOPDS graduation must be made a matter of record not later than the last calendar day of July).
6	AR 600-8-19	1-11a(4)	Is amended to add:	Non-promotable status. Approved status indicating the NCO is not fully qualified for NCOPDS training at the USASMC or

				promotion pin-on stemming from on an approved NCO Evaluation Board OML. Renumbered accordingly.
7	AR 600-8-19	11-11a(5 through 13)	Is amended to change:	
8	AR 600-8-19	1-11a(7)(b)	Non-promotable status. The promotion status of a Soldier residing on a centralized selection list with an imposed Flag is controlled by paragraph 1–12.	Non-promotable status. The promotion status of a Soldier residing on an OML stemming from an approved NCO evaluation board with an imposed Flag is controlled by paragraph 1–12.
9	AR 600-8-19	1-11a(14)	Is amended to add:	Non-promotable status. A Soldier’s status on a HQDA OML once established as not fully qualified.
10	AR 600-8-19	1-11b	Non-promotable status. Because HRC and US Army Reserve Readiness Divisions (RDs) administer promotions to ranks SFC through sergeant major (SGM), colonel (COL)-level CDRs are responsible for notifying HRC (AHRC–PDV–PE), or RDs, when Soldiers in those ranks whose names appear on a recommended list become non-promotable. When a Soldier has been flagged under the provisions of AR 600–8–2, COL-level CDRs must forward documentation, to include the initial DA Form 268, explaining the reason for the Flagging action. When the Flagging action is closed, COL-level CDRs must forward a copy of the final DA Form 268, the date the Flag is closed, type of punishment received, date all punishment is completed (including all periods of suspension), and/or date that a memorandum of reprimand was approved for filing. This information (including locally-filed memorandum/letters) will be used to determine the Soldier’s eligibility to remain on a centralized selection list by means of the procedures in chapter 4. For all other cases, the HR specialist will provide the Soldier’s name and a brief summary of circumstances that caused the Soldier to become non-promotable. All correspondence will be emailed to Commander, U.S. Army Human Resources Command (AHRC – PDV – PE), 1600 Spearhead Division Avenue, Fort Knox, KY 40122 – 5407 at usarmy.knox.hrc.mbx.tagd-sr-enlisted-promotions@mail.mil or mailed to the RD. Include the Soldier’s sequence number, promotion MOS, and the date the Soldier became non-promotable.	Non-promotable status. Because HRC and US Army Reserve Readiness Divisions (RDs) administer promotions to ranks SFC through sergeant major (SGM), colonel (COL)-level CDRs are responsible for notifying HRC (AHRC–PDV–PE) or RDs when Soldiers (SSG through MSG) were previously announced as fully qualified following release of a HQDA Evaluation Board list when the Soldier’s status changes to non-promotable.
11 (new)	AR 600-8-19	1-12	1–12. Suspension of favorable personnel actions for Soldiers on a Headquarters, Department of the Army centralized promotion list (promotion to sergeant first class and above) Soldiers who are flagged while on a centralized selection list are not eligible for promotion selection and pin-on. a. Soldiers flagged will remain on a selection list until such time the flag action is completed. b. If the flag is lifted with the disposition of the case closed favorably, and he or she	1–12. Suspension of favorable personnel actions for Soldiers on a HQDA/USAR/ARNG centralized promotion list (promotion to sergeant first class and above) a. Soldiers suspended of favorable personnel actions (flagged) are not eligible for promotion or attendance to the USASMC while the flag is active. Soldiers (SSG and above) who are on an OML stemming from a HQDA evaluation board will retain their OML standing, but their promotion eligibility

			<p>would have been promoted while the flag was in effect, provided otherwise qualified in accordance with paragraph 1-11 and other applicable provisions, he or she will be promoted. Effective date and date of rank (DOR) will be the date the Soldier would otherwise have been promoted.</p> <p>c. If the Soldier's final report is closed with "Disciplinary action taken," or "Other" (as it applies to the Army Body Composition Program, the APFT, and the ASAP), the Soldier will then be eligible for promotion (pin-on) against a future requirement as determined by HQDA.</p> <p>d. If action has been initiated to remove the Soldier from the recommended list, the Soldier will be flagged in accordance with paragraph 1-30. The Soldier is ineligible for promotion until the flag is lifted.</p>	<p>status will change from most/fully qualified to not fully qualified while flagged.</p> <p>b. Promotion eligibility based on the final disposition of a Flag:</p> <p>(1) Reinstate a Soldier's eligibility for promotion and determine if the Soldier would have otherwise been promoted retroactively when a flag is closed:</p> <p>(a) Favorably. (b) Erroneous.</p> <p>(2) Revert the Soldier's eligibility for promotion to the previously approved status (not eligible for retroactive promotion consideration) once compliance is met and the flag is closed for:</p> <p>(a) Non-compliance with 10 USC § 10296 (USAR only). (b) Administrative Non-Deployable Soldiers. (c) No family Care Plan.</p> <p>(3) Revert the Soldier's eligibility for promotion to the previously approved status when a flag is closed unfavorably, but a determination was made to file derogatory information locally, unless the first COL-level commander in the chain of command establishes that the Soldier in question should not be considered qualified for promotion. In instances when the COL-level commander is making the determination to file derogatory information locally, the GGMCA will make the determination that the action warrants retaining the Soldier should not be considered qualified for promotion. In instances when the GCMCA is making the determination to locally file, the COL-level commander will not act to alter the Soldier's qualification for promotion.</p> <p>(a) Soldiers integrated on the PRR to SGT/SSG will be removed if the determination is made the Soldier is not qualified for promotion. (b) Soldiers on an OML stemming from an NCO evaluation board will be designated not fully qualified for promotion until such time a follow-on evaluation board finds them otherwise qualified. (c) In all instances, Soldiers are not eligible for retroactive promotion consideration.</p> <p>(4) Soldiers will be removed from SGT/SSG PRR and must be reconsidered for PRR integration, or will be established as not fully qualified for promotion when on an OML stemming from an NCO evaluation board that can only be overcome by a subsequent NCO evaluation board when the flag is closed unfavorably (and not filed locally) for the following flags:</p> <p>(a) Adverse Action. (b) Commander's investigation. (c) Law enforcement investigation. (d) Drug abuse adverse action. (e) Alcohol abuse adverse action. (f) Punishment Phase action.</p>
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				<p>(5) Soldiers will be removed from the SGT/SSG PRR and must be reconsidered for promotion list integration, or will be established as not fully qualified for promotion when on an OML stemming from an NCO evaluation board that can only be overcome by a subsequent NCO evaluation board when the flag is closed unfavorably for the following flags:</p> <p>(a) Referred Relief for Cause NCO Evaluation Report.</p> <p>(b) Security violation or loss of security clearance.</p> <p>(c) Army Physical Fitness Test failure.</p> <p>(d) Noncompliance with Army Body Composition Program.</p> <p>(6) A Soldier is permanently not qualified for promotion when flagged for Lautenberg amendment.</p>
12 (revised)	AR 600-8-19	1-19	<p>Soldiers categorized as missing. Once declared missing, Soldiers (SSG through first sergeant (1SG)/MSG) who meet established TIS and TIG eligibility criteria for consideration by a promotion board will be included in the zone of eligibility for that board for RA and USAR Soldiers. The NCOPDS requirements are waived for Soldiers declared missing. ARNG Soldiers will continue to compete for promotion as though they were present and will be eligible for selection against valid vacancies. If not selected, all Soldiers remain eligible for continued consideration until they no longer meet the eligibility criteria.</p>	<p>Soldiers categorized as missing. Once declared missing:</p> <p>(b) RA and USAR Soldiers (SSG through SFC) who meet established eligibility criteria for consideration by a NCO evaluation board will be included in the zone of eligibility for that board. Soldiers remain eligible for continued evaluation until they no longer meet the eligibility criteria. NCOs who, based on their OML standing, are selected for promotion pin-on will have the NCOPDS requirements waived when declared missing.</p> <p>(a) ARNG Soldiers (SSG through SFC) who meet established TIS and TIG eligibility criteria for consideration by a promotion board will be included in the zone of eligibility for that board for RA and USAR Soldiers. The NCOPDS requirements are waived for Soldiers declared missing. ARNG Soldiers will continue to compete for promotion as though they were present and will be eligible for selection against valid vacancies. If not selected, all Soldiers remain eligible for continued consideration until they no longer meet the eligibility criteria.</p>
13 (revised)	AR 600-8-19	1-20b	<p>Promotion of terminally ill Soldiers. Soldiers in the ranks of SSG, SFC, or MSG who have been selected for promotion by a promotion selection board will be promoted by HRC or an RD and/or USAR GOCOM. Promotion authority will issue orders for ARNG Soldiers.</p>	<p>Promotion of terminally ill Soldiers. Applicability.</p> <p>(1) RA and USAR Soldiers in the ranks of SSG, SFC, or MSG who have been established as most qualified or fully qualified by an NCO evaluation board will be promoted by HRC or an RD and/or USAR GOCOM. Promotion authority will issue orders for ARNG Soldiers.</p> <p>(2) RA and USAR (AGR) Soldiers previously established as fully qualified for promotion by a NCO Evaluation board who are otherwise eligible for promotion pin-on will be promoted by HRC or an RD and/or USAR GOCOM.</p>
14 (revised)	AR 600-8-19	1-21e	<p>Promotion of Soldiers in the Disability Evaluation System. Per the provisions of 10 USC 1372, Soldiers on a promotion list who are retired for physical disability (10</p>	<p>Promotion of Soldiers in the Disability Evaluation System. Per the provisions of 10 USC 1372, Soldiers on a promotion selection list or who are established as most qualified</p>

			<p>USC 1201 or 1204) or who are placed on the temporary disability retired list (TDRL) (10 USC 1202 or 1205) at the time of retirement for disability will be retired for disability at the promotion list grade. The Soldier will be promoted effective the day before placement on the retired list or TDRL regardless of cutoff scores, sequence numbers, or position availability. In all cases, the Soldier must otherwise be eligible for promotion in accordance with paragraph 1 – 11 (the NCOPDS requirements in paragraph 1 – 29 are waived). For promotion to SGT – SSG, forward a copy of RA promotion/retirement orders 10 days prior to the effective date of promotion to the following email address, usarmy.knox.hrc.mbx.tagd-jr-enlisted-promotions@mail.mil for inclusion into the total Army personnel data base (TAPDB).</p>	<p>or fully qualified for promotion by a NCO evaluation board who are retired for physical disability (10 USC 1201 or 1204) or who are placed on the temporary disability retired list (TDRL) (10 USC 1202 or 1205) at the time of retirement for disability will be retired for disability at the next higher grade. The Soldier will be promoted effective the day before placement on the retired list or TDRL regardless of cutoff scores, sequence numbers, position availability, or placement on an OML. In all cases, the Soldier must otherwise be eligible for promotion pin-on in accordance with paragraph 1 – 11 (the NCOPDS requirements in paragraph 1 – 29 are waived). For promotion to SGT – SSG, forward a copy of RA promotion/retirement orders 10 days prior to the effective date of promotion to the following email address, usarmy.knox.hrc.mbx.tagd-jr-enlisted-promotions@mail.mil for inclusion into the total Army personnel data base (TAPDB).</p>
15 (revised)	AR 600-8-19	1-21f	<p>Promotion of Soldiers in the Disability Evaluation System. Per the provisions of 10 USC 1212, Soldiers who are on a promotion list at the time of separation for disability with entitlement to disability severance pay will be paid such compensation at the promotion list grade. Further, the Soldier will be promoted effective on the Soldier's separation date. The NCOPDS requirements in paragraph 1 – 29 are waived. For RC Soldiers, such promotions will occur without regard to vacancy. For promotion to SGT – SSG, forward a copy of RA promotion/ separation orders 30 days prior to the effective date of promotion to the following email address, usarmy.knox.hrc.mbx.tagd-jr-enlisted-promotions@mail.mil for inclusion into TAPDB.</p>	<p>Promotion of Soldiers in the Disability Evaluation System. Per the provisions of 10 USC 1212, Soldiers who are on a promotion selection list or who are established as most qualified or fully qualified for promotion by a NCO evaluation board at the time of separation for disability with entitlement to disability severance pay will be paid such compensation at the promotion list grade. Further, the Soldier will be promoted effective on the Soldier's separation date. The NCOPDS requirements in paragraph 1 – 29 are waived. For RC Soldiers, such promotions will occur without regard to vacancy. For promotion to SGT – SSG, forward a copy of RA promotion/ separation orders 30 days prior to the effective date of promotion to the following email address, usarmy.knox.hrc.mbx.tagd-jr-enlisted-promotions@mail.mil for inclusion into TAPDB.</p>
16 (revised)	AR 600-8-19	1-22a(4)(a)2	<p>Soldiers returning for duty from the temporary disability retired list. For promotion to SFC and above, a review of the published selection list will be used to determine if the Soldier would have otherwise been promoted.</p>	<p>Soldiers returning for duty from the temporary disability retired list. For promotion to SFC and above, a review of the published selection list or the appropriate OML and monthly selection list will be used to determine if the Soldier would have otherwise been promoted.</p>
17 (revised)	AR 600-8-19	1-22b(3)	<p>Soldiers returning for duty from the temporary disability retired list. Soldiers in the rank of SSG through MSG will be referred to a standby advisory board (STAB) for consideration upon return to active or Reserve duty from the TDRL and would have otherwise been considered for promotion based on established zones of consideration for promotion while on the TDRL. The Soldier will be promoted to the higher rank if selected, as if they had not been placed on the TDRL. The DOR will be the date they should have been promoted</p>	<p>Soldiers returning for duty from the temporary disability retired list. RA and USAR Soldiers in the rank of SSG through MSG will be eligible for OML placement on the next NCO evaluation board convened to consider their rank for further placement on an OML upon return to active or Reserve duty from the TDRL.</p>

			had he or she not been placed on TDRL. Consideration by a STAB will be based on the DOR held in the rank before TDRL.	
18 (revised)	AR 600-8-19	1-23b(1)	Posthumous Promotion. Eligibility for posthumous promotion is as follows: (1) The Soldier must have been officially recommended for promotion (or be eligible for mandatory list integration as provided in paragraph 3-24) before the date of death. Promotion to the ranks of SGT and SSG require the Soldier to be integrated onto the promotion recommended list (The process of recommending Soldiers by the local promotion board or mandatory list integration equates to being integrated onto the promotion list.); for ranks SFC, MSG, and SGM, by a Headquarters, Department of the Army (HQDA) selection board (or appropriate selection board for TPU). An ARNG Soldier must have been officially boarded and placed on the promotion list (regardless of sequence number) and the promotion authority signed the promotion list before the date of death. ARNG Soldiers selected from an approved promotion list assigned against a higher grade position are authorized posthumous promotions. Soldiers in the ING are not eligible for posthumous promotions.	Posthumous Promotion. Eligibility for posthumous promotion is as follows: (1) RA and USAR Soldiers must have been officially recommended for promotion (or be eligible for mandatory list integration as provided in paragraph 3-24) or have been found most qualified or fully qualified for promotion by a NCO evaluation board before the date of death. Promotion to the ranks of SGT and SSG require the Soldier to be integrated onto the promotion recommended list (The process of recommending Soldiers by the local promotion board or mandatory list integration equates to being integrated onto the promotion list.); for ranks SFC, MSG, and SGM, by a centralized promotion selection or NCO evaluation board. An ARNG Soldier must have been officially boarded and placed on the promotion list (regardless of sequence number) and the promotion authority signed the promotion list before the date of death. ARNG Soldiers selected from an approved promotion list assigned against a higher grade position are authorized posthumous promotions. Soldiers in the ING are not eligible for posthumous promotions.
19	AR 600-8-19	1-23f(2)	Posthumous Promotion. For promotions to SFC, MSG, and SGM, the date of the promotion selection list will be shown.	Posthumous Promotion. For promotions to SFC, MSG, and SGM, the date of the promotion selection list or NCO Evaluation board will be shown.
20 (new)	AR 600-8-19	1-26	1-26. Declination of promotion <i>a.</i> A promotion is effective as of the date on the promotion instrument. <i>b.</i> A Soldier may submit a memorandum of declination any time after being recommended for promotion. If the Soldier has been promoted, the declination memorandum will be sent through command channels to the HR specialist not later than 30 days (60 days for TPU) after the effective date of promotion. <i>c.</i> Because Soldiers took no action to decline consideration for promotion to SFC or MSG or, if applicable, attendance at the U.S. Army Sergeants Major Course (USASMC) (for the purpose of promotion to SGM), the following rules apply: (1) Release of the SGM Training and Selection Board as a selection list constitutes official notification of attendance and enrollment at the USASMC; including attendance by means of residence or non-residence, sister-service school or the Joint Special Operations Forces Senior Enlisted Academy (JSOFSEA). (2) Retirement eligible Soldiers electing to decline attendance at the USASMC (regardless of the method of delivery) once the selection list is approved and officially	1 – 26. Declination of promotion <i>a.</i> A Soldier may submit a memorandum of declination any time after being recommended for promotion. If the Soldier has been promoted, the declination memorandum will be sent through command channels to the HR specialist not later than 30 days after the effective date of promotion. <i>b.</i> Soldiers selected to attendance the U.S. Army Sergeants Major Course (USASMC) (for the purpose of promotion to SGM) are expected to attend the training. The following rules apply: (1) Retirement eligible Soldiers electing to decline attendance at the USASMC (regardless of the training path) must submit a request for retirement in lieu of permanent change of station (PCS), as provided for in AR 635-200. (2) Non-retirement eligible Soldiers electing to decline attendance at the USASMC (regardless of the training path) are required to comply with instructions or, as an alternative, request voluntary separation as provided for in AR 635-200. <i>c.</i> Soldiers not promoted effective the date of the order or with a future effective date will send the letter of declination through command channels to the HR specialist no

		<p>released, must submit a request for retirement in lieu of permanent change of station (PCS), as provided for in AR 635–200.</p> <p>(3) Non-retirement eligible Soldiers electing to decline attendance at the USASMC (regardless of the method of delivery) once the selection list is approved and officially released, are required to comply with instructions or, as an alternative, request voluntary separation as provided for in AR 635–200.</p> <p><i>d.</i> Because NCOs are afforded the ability to decline consideration for promotion to SFC and MSG, NCOs who allow themselves to be considered for promotion and, after having been selected for such promotion, refuse to take action to satisfy the service remaining requirement, will be denied further service (as provided for in AR 601–280). Soldiers not promoted effective the date of the order or with a future effective date will send the letter of declination through command channels to the HR specialist no later than 30 days (60 days for TPU) after receipt of the promotion instrument or documented official oral notice.</p> <p><i>e.</i> In the case of Soldiers on a promotion list, the HR specialist will send the Soldier’s declination memorandum to Commander, U.S. Army Human Resources Command (AHRC–PDV–PE), 1600 Spearhead Division Avenue, Fort Knox, KY 40122–5407 at usarmy.knox.hrc.mbx.tagd-sr-enlisted-promotions@mail.mil, or mailed to CDR, RD and/or USAR GOCOM no later than 10 duty days after receipt. For Soldiers on a semi-centralized promotion list, the promotion authority will forward the documentation to the HR specialist at usarmy.knox.hrc.tagd-jr-enlistd-promotions@mail.mil.</p> <p><i>f.</i> Soldiers selected for promotion by a selection board in a recommended military occupational specialty (RMOS) other than his or her PMOS (mandatory reclassification) may decline reclassification. However, declination of reclassification will terminate recommended list status and will be cause for revocation of the promotion instrument. Acceptance of promotion will be considered as acceptance of the RMOS as his or her PMOS and all associated training requirements. The provisions of paragraph 1–26c do not apply in these instances.</p> <p><i>g.</i> Once the declination of promotion is received by the promotion authority, the declination is irrevocable. The effective date will be the date the Soldier signed the declination of promotion.</p>	<p>later than 30 days (60 days for TPU) after receipt of the promotion instrument or documented official oral notice.</p> <p><i>d.</i> In the case of Soldiers on a semi-centralized promotion list, the promotion authority will forward the documentation to the HR specialist at usarmy.knox.hrc.tagd-jr-enlistd-promotions@mail.mil.</p> <p><i>e.</i> Soldiers selected for promotion in a recommended military occupational specialty (RMOS) other than his or her PMOS (mandatory reclassification) may decline reclassification and as a result, decline the promotion. Acceptance of promotion will be considered as acceptance of the RMOS as his or her PMOS and all associated training requirements.</p> <p><i>f.</i> Once the declination of promotion is received by the promotion authority, the declination is irrevocable. The effective date will be the date the Soldier signed the declination of promotion.</p> <p><i>g.</i> Soldiers on a semi-centralized recommended list may be recommended for promotion at any time after the last day of the month in which the Soldier signed a declination of promotion.</p> <p><i>h.</i> Refer to paragraph 5–9 for TPU Soldiers.</p> <p><i>i.</i> Refer to paragraph 7–42 for ARNG Soldiers.</p>
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21 (new)		1-29a(8)	<p>Completion of the Master Leaders Course (MLC) is a promotion requirement to MSG (effective with the FY18 MSG promotion selection board results) for RA and USAR (AGR) Soldiers.</p> <p>a. Completion of MLC is a promotion pin-on requirement to the rank of MSG/1SG effective 1 January 2019 for ARNG Soldiers. ARNG Soldiers promoted to the rank of MSG/1SG prior to 1 January 2019 are not required to attend MLC as a pre-requisite to attend the USASMC.</p> <p>b. Completion of MLC is a promotion pin-on requirement to the rank of MSG/1SG effective 1 January 2019 for USAR Soldiers (USAR TPU, ARE, and multi-component commands only). USAR (TPU) Soldiers promoted to the rank of MSG/1SG prior to 1 January 2019 are not required to attend MLC as a pre-requisite to attend the USASMC.</p>	<p>Completion of the Master Leaders Course (MLC) is a promotion requirement to MSG as follows:</p> <p>(a) Effective with the FY18 MSG promotion selection board results for RA and USAR (AGR) Soldiers.</p> <p>(b) Effective 1 January 2019 for USAR Soldiers (TPU, IMA, ARE, and multi-component commands) and ARNG Soldiers. Soldiers promoted to the rank of MSG and 1SG prior to 1 January 2019 are not required to attend MLC as a pre-requisite to attend the USASMC.</p>
22 (new)		1-29a(9)	Graduation of the USASMC is a promotion requirement to SGM (see para 1–29c).	Completion of DLC 5 is an eligibility requirement for selection/attendance to the USASMC (effective with Class 72).
23 (new)		1-29a(10)	Renumbered from 1-29a(9).	Graduation of the USASMC is a promotion requirement to SGM (see para 1–29c).
24 (revised)	AR 600-8-19	1-29c(1)	<p>Noncommissioned Officer Professional Development System requirements for promotion and conditional promotion. Conditional promotion to SGM is limited to a MSG(P) who is not a graduate of the USASMC; provided the Soldier is making satisfactory progress in the nonresident course (as determined by the Commandant, USASMA) and assigned to a valid SGM position. Soldiers attending the resident USASMC are not eligible for conditional promotion or frocking to SGM. Effective the date of this publication, ARNG Soldiers will be conditionally promoted upon completion of Phase 1 of the non-resident course.</p>	<p>Noncommissioned Officer Professional Development System requirements for promotion and conditional promotion. For RA and USAR (Class 71 and earlier) and ARNG Soldiers, conditional promotion to SGM is limited to a 1SG(P)/MSG(P) who is not a graduate of the USASMC; provided the Soldier is making satisfactory progress in the nonresident course (as determined by the Commandant, USASMA) and assigned to a valid SGM position. Soldiers attending the resident USASMC are not eligible for conditional promotion or frocking to SGM. , ARNG Soldiers will be conditionally promoted upon completion of Term 1 of Phase 1 of the non-resident course.</p>
25	AR 600-8-19	1-29c(2)	Is amended to change	Renumbered to 1-29c(1)(a)
26	AR 600-8-19	1-29c(3)		Renumbered to 1-29c(1)(b)
27	AR 600-8-19	1-29c(4)		Renumbered to 1-29c(1)(c)
28 (revised)	AR 600-8-19	1-29c(2)	Is amended to add:	<p>Noncommissioned Officer Professional Development System requirements for promotion and conditional promotion. RA and USAR NCOs selected for training at the USASMC (Class 72 and later) as a result of an approved MSG Evaluation Board OML</p>

				are not eligible for conditional promotion to SGM.
29		1-30	Suspension of favorable personnel action (Flag) A Flag will be initiated on Soldiers not in good standing as prescribed in AR 600-8-2. Field CDRs are responsible for initiating a Flag for command initiated removals from an HQDA list. HRC (AHRC – PDV – PE) will prepare a DA Form 268 for HQDA initiated removals, when the decision is made to refer a case to the STAB. Failure to initiate a suspension of favorable personnel action, however, does not invalidate referral of the action to the STAB or subsequent actions relating to the recommendation of removal. Refer to chapter 5 for TPU Soldiers or chapter 7 for ARNG.	Amended to delete in its entirety (with renumbering remaining chapter 1 paragraph accordingly)
30	AR 600-8-19	1-33b(2)	Promotion eligibility during reclassification. Centralized promotion eligibility and reclassification. SSG and above who are on a centralized list and are reclassified prior to promotion will receive a new sequence number within the new MOS based on their seniority relative to other Soldiers in the new MOS. The new sequence number will be identified by a decimal point (for example, 120.50). These Soldiers will receive a memorandum through their chain of command notifying them of the new sequence number. Resequencing based on seniority will be accomplished by taking into account all Soldiers selected for promotion in a particular MOS (whether promoted or not). If promotions have already occurred through the new sequence number, the reclassified Soldier will be promoted effective the 1st day of the 2nd month following the date of reclassification. If promotions have not occurred through the new sequence number, the reclassified Soldiers will be promoted with their contemporaries. USAR SSG and above who are on the standing promotion list and reclassified prior to promotion will be promoted accordingly in their new MOS.	Promotion eligibility during reclassification. Centralized promotion eligibility and reclassification.
31 (revised)	AR 600-8-19	1-33b(2)(a)	Is amended to add:	Promotion eligibility during reclassification. SSG and above who are on a centralized promotion list as a result of selection by a centralized Promotion Selection Board and are reclassified prior to promotion will receive a new sequence number within the new MOS based on their seniority relative to other Soldiers in the new MOS. The new sequence number will be identified by a decimal point (for example, 120.50). These Soldiers will receive a memorandum through their chain of command notifying them of the new sequence number. Resequencing based on seniority will be accomplished by taking into account all Soldiers selected for promotion in a particular MOS (whether promoted or not).

				<p>If promotions have already occurred through the new sequence number, the reclassified Soldier will be promoted effective the 1st day of the 2nd month following the date of reclassification. If promotions have not occurred through the new sequence number, the reclassified Soldiers will be promoted with their contemporaries. USAR SSG and above who are on the standing promotion list and reclassified prior to promotion will be promoted accordingly in their new MOS.</p>
32 (revised)	AR 600-8-19	1-33b(2)(b)	Is amended to add:	<p>Promotion eligibility during reclassification. RA and USAR SSG and above who are on an approved OML as a result of an NCO Evaluation Board will be transferred from their original OML to the corresponding OML in their new career progression MOS (CPMOS) based on their standing in their original MOS. Placement onto the new OML will correlate with the percentile from the original OML. For example, when an NCO reclassifies and they were approved for placement at the 35th percentile on their respective OML, they will be inserted into the OML for their CPMOS at the 35th percentile. In the event of an OML tie, the NCO will be placed on the OML, at the given percentile, with placement (within the tie) established by time in grade, time in service, then date of birth. Regardless of placement on the new OML, the NCO's categorization (MQ, FQ, NFQ, NFQ-R) will not change.</p>
33 (new)	AR 600-8-19	1-34	Temporary Promotion	<p>Consistent with the provisions established in this paragraph, temporary promotion is authorized when the following criteria is met by an NCO who is:</p> <p>(1) Deployed on orders to a named operation and would have otherwise been eligible (based on their OML standing stemming from an NCO evaluation board) for promotion selection to SFC and MSG but were not qualified because the NCO had not completed the required level of NCOPDS linked to the next higher grade.</p> <p>(2) Pregnant or serving with an approved medical profile for post-partum and would have otherwise been eligible (based on their OML standing stemming from an NCO evaluation board) for promotion selection to SFC and MSG but were not qualified because the NCO had not completed the required level of NCOPDS linked to the next higher grade.</p> <p>(3) Enrolled in phase 3 (effective with Class 72 and later) of the non-resident training path of the USASMC and would have otherwise been eligible (based on their OML standing stemming from an NCO evaluation board) for promotion selection to SGM but were not qualified because the NCO had not completed the USASMC.</p>

34 (new)	AR 600-8-19	Chapter 4, Section I	Managing Centralized Promotions	Managing Centralized Promotions (RA and USAR)
35 (new)	AR 600-8-19	4-1	<p>Overview This chapter provides the rules and steps for managing the centralized promotion system to SFC, MSG, and SGM for the RA and USAR AGR Soldiers.</p> <p><i>a.</i> The CG, HRC (AHRC–PDV–PE) promotes Soldiers to the ranks of SFC, MSG, and SGM.</p> <p><i>b.</i> A centralized promotion system has been in effect for promotion of RA enlisted Soldiers since 1 January 1969 for SGM, 1 March 1969 for MSG, and 1 June 1970 for SFC. In support of a select-train-promote methodology, Soldiers selected to attend the USASMC do so for the purpose of promotion to SGM and are identified on the annual SGM training and selection list.</p> <p><i>c.</i> The centralized promotion system produces an annual promotion selection list of best qualified Soldiers for promotion to the next higher rank. The intent and purpose of the selection list is to provide the Army a means to promote Soldiers, on a monthly basis, to satisfy personnel manning requirements by skill and grade.</p> <p>(1) Each promotion month, HQDA will only select fully qualified Soldiers (see para 1–11) by-name for promotion pin-on. Soldiers who are not fully qualified will not be selected by HQDA to satisfy a monthly promotion requirement and will remain on the selection list.</p> <p>(2) Each successive promotion month, HQDA will select Soldiers by-name for promotion pin-on, limiting those selections to fully qualified Soldiers.</p> <p>(3) The selection list will expire effective the 1st day of the 25th month from the date it is published. A Soldier, who is not otherwise selected for promotion pin-on because they were not fully qualified for by-name selection by the expiration date of the list, will be administratively removed and must re-compete for selection by the next scheduled board (provided otherwise eligible).</p> <p><i>(a)</i> Soldiers with an approved NCOPDS training deferment (see AR 350–1) will be extended, on a one-for-one monthly basis, on a centralized promotion list, equivalent to the number of months the training deferment authorizes.</p> <p><i>(b)</i> The maximum time, regardless of how many approved training deferments are granted, any Soldier will be retained on any centralized selection list will not exceed 36 months.</p> <p><i>d.</i> Selection and promotion authority by HQDA does not deprive local CDRs of the authority to reduce Soldiers in the rank of</p>	<p>Overview This chapter provides the rules and steps for managing the centralized promotion system to SFC, MSG, and SGM for the RA and USAR Soldiers.</p> <p><i>a.</i> The CG, HRC (AHRC–PDV–PE) promotes RA and USAR (AGR, IMA, ITT and Standby Reserve (Active Status List)) Soldiers to the ranks of SFC, MSG, and SGM. The GO-level commander of a GOCOM, ARE or multi-component unit promotes USAR (TPU, ARE, and multi-compo units to include ADOS) Soldiers to the ranks of SFC, MSG, and SGM.</p> <p><i>b.</i> Centralized NCO evaluation boards will generally convene annually to evaluate NCOs (SSG through MSG/ISG) who are eligible for consideration with a mission to produce OMLs that will be used to identify the best qualified NCOs for promotion to the next higher rank.</p> <p><i>c.</i> OMLs rank order Soldiers from most qualified to least qualified; creating merit-based rosters for each Army skill (by CPMOS) and pay-grade. The intent and purpose of the OML is to provide the Army a means to first identify Soldiers for training within their respective NCOPDS course to further qualify them for promotion, and then, on a monthly basis, select the best qualified Soldier who is otherwise fully qualified for promotion pin-on to satisfy valid vacancy requirements (by skill and grade).</p> <p><i>d.</i> When OML ties exist, OML standings will be based on seniority within each CPMOS and will be determined by DOR, then BASD when DOR are the same, then DOB (oldest first) when BASD are the same.</p> <p><i>e.</i> NCO evaluation boards are multi-functional boards that inform a myriad of HR decisions. The board will have a requirement to designate each record into one of four distinctive categories (as they pertain to promotion) as follows:</p> <p><i>(1)</i> Most Qualified (MQ) – NCOs who, when compared to their peers (in their CPMOS), are considered most qualified by the board. From a promotion perspective, these NCOs are established as fully qualified by the board for promotion or attendance to the USASMC for the purpose of qualifying for promotion and may be selected (provided they meet all promotion eligibility criteria) for promotion pin-on or USASMC attendance (when a valid requirement exists).</p> <p><i>(2)</i> Fully Qualified (FQ) – From a promotion perspective, these NCOs are established as fully qualified for promotion or attendance to the USASMC for the purpose of qualifying for promotion by the board and may be selected (provided they meet all promotion</p>

		<p>SFC, MSG, and SGM for inefficiency or conviction by a civil court (see chap 10).</p> <p><i>e.</i> The Army announces convene dates for Centralized Selection Boards, as needed. Criteria for primary and secondary zones of consideration for each rank will be announced by the CG, HRC (AHRC-PDV-PE) before each board.</p> <p><i>f.</i> Soldiers in the ranks of SSG, SFC, and MSG may decline consideration for promotion and (if applicable) consideration for attendance to the USASMC as provided for in the board announcement message.</p> <p>(1) Declinations exercised by Soldiers will be irrevocable for the announced board of consideration but will have no impact on future eligibility or selection. Declinations must be received no later than the date established in the board announcement message.</p> <p>(2) Soldiers who exercise a declination of consideration will not, under any circumstances, be authorized a future STAB for the board for which they declined consideration.</p> <p>(3) Statements submitted for the purpose of declining promotion consideration will not be filed in the Soldier's AMHRR.</p> <p><i>g.</i> Soldiers with a selective reenlistment bonus or enlistment bonus service will not be promoted outside their CPMOS.</p> <p><i>h.</i> Soldiers selected to attend the USASMC by a centralized selection board are subject to post-board personnel suitability screening. This process includes review of information contained on the restricted section of the AMHRR, substantiated DA Inspector General reports, and reports filed with the U.S. Army Crime Records Center. Soldiers found to have possible disqualifying derogatory information as a result of this screening will receive separate written notification from HRC. The notification will include copies of all derogatory information and will outline the rebuttal process for submission to a STAB. The STAB, complete with the Soldier's rebuttal should one be rendered, will then consider the Soldier's eligibility for attendance to the USASMC. The STAB will make a recommendation to the DCS, G-1, Directorate of Military Personnel Management (DMPM), for final decision on the suitability of the affected Soldier to serve as otherwise selected. Soldiers found unsuitable to attend the USASMC will receive formal notification by the HRC, Enlisted Promotions Branch (AHRC-PDV-PAE), and are permanently ineligible for further consideration and selection to attend the course and subsequently, promotion to SGM.</p>	<p>eligibility criteria) for promotion pin-on or USASMC attendance (when a valid requirement exists).</p> <p>(3) Not Fully Qualified (NFQ) - From a promotion perspective, these NCOs are established as not fully qualified by the board for promotion or attendance to the USASMC for the purpose of qualifying for promotion and may not be selected for promotion pin-on or USASMC attendance regardless of requirements.</p> <p>(4) Not Fully Qualified for retention (NFQ-R) - Although its purpose is not tied to promotion, these NCOs are established as not fully qualified by the board for promotion or attendance to the USASMC for the purpose of qualifying for promotion and may not be selected for promotion pin-on or USASMC attendance regardless of requirements.</p> <p><i>f.</i> NCOs will not be provided specific reasons for a not fully qualified determination. For Soldiers categorized as NFQ-R, see AR 635-200.</p> <p><i>g.</i> Soldiers may not decline consideration by an NCO evaluation board.</p> <p><i>h.</i> An approved OML will remain in place and inform promotion decisions until such time it is replaced with an approved OML from a later board.</p> <p><i>i.</i> Selection and promotion authority by HQDA/USARC does not deprive local CDRs of the authority to reduce Soldiers in the rank of SFC, MSG, and SGM for inefficiency or conviction by a civil court (see chap 10).</p> <p><i>j.</i> Soldiers with a selective reenlistment bonus or enlistment bonus service will not be promoted outside their CPMOS.</p> <p><i>k.</i> Soldiers selected to attend the USASMC are subject to post-board personnel suitability screening. This process includes review of information contained on the restricted section of the AMHRR, substantiated DA Inspector General reports, and reports filed with the U.S. Army Crime Records Center. Soldiers with possible disqualifying derogatory information as a result of this screening will receive separate written notification. The notification will include copies of all derogatory information and will outline the rebuttal process. Soldiers found unsuitable to attend the USASMC will receive formal notification and are permanently ineligible for further selection and attendance to the course and subsequently, promotion to SGM.</p>
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<p>36 (revised)</p>	<p>AR 600-8-19</p>	<p>4-2</p>	<p>Eligibility criteria. <i>The following eligibility criteria must be met before the HQDA board convenes.</i></p> <p>a. Soldiers must—</p> <p>(1) Meet announced eligibility criteria prescribed within the board announcement message.</p> <p>(2) Be serving on active duty in an enlisted status on convene date of the selection board.</p> <p>(3) Have a minimum high school diploma equivalent.</p> <p>(4) Not be barred from reenlistment under provisions of AR 601 – 280 or not pending administrative separation under AR 635-200.</p> <p>(5) Not be ineligible to reenlist because of DCSS, retirement, or court-martial.</p> <p>(6) Not be entered into the Green to Gold Active Duty Option program for the purpose of attaining a commission.</p> <p>b. NCOPDS requirements (see para 1 – 29).</p> <p>c. Soldiers previously dis-enrolled from the USASMC for any reason (other than compassionate or medical) are permanently ineligible for further selection to attend the course and, consequently, promotion to SGM.</p>	<p>4-2. NCO Evaluation Board Eligibility criteria.</p> <p>a. Full eligibility for consideration by an NCO evaluation board will be established and announced in the board announcement message. Soldiers are required to meet the eligibility criteria as of the date specified in the announcement and in all instances, must have a minimum of a high school diploma equivalent.</p> <p>b. Once established as eligible for consideration by an NCO evaluation board, NCOs will not have the option of declining such consideration, without exception.</p>
<p>37 (new)</p>	<p>AR 600-8-19</p>	<p>4-3</p>	<p>Evaluation Boards.</p> <p>a. Selection boards will be composed of at least five members. The board may be divided into two or more panels. Each panel will be composed of at least three voting members, including commissioned officers and senior NCOs.</p> <p>b. The president of each board will be a general officer. An officer will be appointed to each board to serve as recorder without a vote. Female and minority members will be represented, if available.</p> <p>c. The selection board will recommend a specified number of best qualified Soldiers by MOS from the zones of consideration to meet the needs of the Army. The total number selected for each CPMOS is the projected number the Army needs to maintain its authorized-grade strength.</p> <p>d. Soldiers who are not selected for promotion or USASMC attendance will not be provided specific reasons for non-selection. Counseling of Soldiers not selected for promotion is not required. Soldiers may and are encouraged to contact their respective career professional development NCO within their branch for an analysis on how to enhance their careers.</p>	<p>Evaluation Boards.</p> <p>a. How convened.</p> <p>(1) HQDA will convene consolidated NCO evaluation boards for RA and USAR (AGR/IMA) members at HRC (Department of the Army Secretariat).</p> <p>(2) Readiness Divisions will convene consolidated NCO evaluation boards for USAR (TPU, ARE, and multi component units) within their geographical area.</p> <p>b. Responsibilities.</p> <p>(1) The DMPM, DCS, G-1 for RA and USAR (AGR/IMA) and the CG, USARC for USAR (TPU, AER, and multi component units) will establish:</p> <p>(a) The convening authority for NCO evaluation boards.</p> <p>(b) Board composition and membership qualifications.</p> <p>(c) Convene dates.</p> <p>(d) Eligibility criteria.</p> <p>(e) Content and publication of the MOI.</p> <p>(f) Administrative instructions.</p> <p>(2) HRC for RA and USAR (AGR/IMA) and the USARC for USAR (TPU, AER, and multi component units) will:</p> <p>(a) Formally announce boards approximately 120 days prior to the convene date.</p> <p>(b) Provide administrative support as required.</p> <p>(c) Establish procedures for transmitting data and files to the board.</p> <p>(d) Distribute board reports and fully qualified lists.</p>

				<p>(e) Establish promotion notification processes and (for USAR) assignment procedures.</p> <p>(f) establish procedures for managing OMLs and management of non-promotable statuses and outcomes.</p> <p>(3) USARC for USAR (TPU, AER, and multi component units) will establish procedures to identify promotion vacancies and potential fills across RD geographical boundaries.</p> <p>(4) Commanders are required to ensure Soldiers in their commands are made aware of board announcements and take action to ensure their records are accurate and up to date as provided for within the board announcement.</p> <p>(5) Soldiers who are established as eligible for evaluation by an NCO evaluation board are responsible for taking action to ensure their records are accurate and up to date as provided for within the board announcement.</p> <p>b. Board Composition.</p> <p>(1) NCO Evaluation boards will be composed of at least five members for RA/USAR(AGR) boards and three members for USAR(TPU) boards.</p> <p>(2) The board may be divided into two or more panels. Each panel will be composed of at least three voting members, with a commissioned officer serving as Panel Chief.</p> <p>(3) The president of each board will be a general officer for RA and USAR(AGR/IMA) boards and a Colonel for USAR (TPU) boards.</p> <p>(4) An officer will be appointed to each RA/USAR(AGR) board and a SFC or higher for USAR (TPU) boards to serve as recorder (without a vote).</p> <p>(5) Female and minority members will be represented, if available.</p> <p>(6) All members must be senior to Soldiers being evaluated by the board.</p> <p>(7) For USAR (TPU) boards, members must be assigned or attached to the command that convened the board. In the case of consolidated boards, each participating civil support command, USAR, MSC, RD ARE and or multi-component unit will have representation on the board.</p>
38	AR 600-8-19	4-6	<p>Board Results. The CG, HRC (AHRC-PDV-PE), will announce the results of a selection board by command memorandum. The memorandum will include the following enclosures:</p> <p>a. MOI.</p> <p>b. Considered and/or selected list. Names of Soldiers considered for promotion will be placed in alphabetical order. Soldiers who are recommended will be assigned sequence numbers for promotion to SFC and MSG, however, sequence numbers will not be published and will only be used by</p>	<p>Board results</p> <p>a. The CG, HRC for RA and USAR (AGR/IMA) and the CG, USARC for USAR (TPU/ARE/multi component units) will announce the results of an NCO evaluation board by command memorandum. The memorandum will include the following enclosures:</p> <p>(1) MOI (less annexes).</p> <p>(2) Board After Action Report (AAR)</p> <p>(3) All NCOs (verified by the approved board results) established as FQ for potential promotion pin-on and/or attendance to a</p>

			AHRC – PDV – PE. Soldiers selected for attendance to the USASMC for the purpose of promotion will be identified as resident USASMC training selects. Sequence numbers (within each RMOS) will mirror a Soldier’s status on the promotion selection board’s order of merit list (OML). When OML ties exist, sequence numbers will be based on seniority within each RMOS and will be determined by DOR, then BASD when DOR are the same, then age (oldest first) when DOR and BASD are the same. MSG selected for the purpose of promotion to SGM will not acquire sequence numbers until they successfully graduate the USASMC. Consistent with the graduation date of the course, they will be appended to the existing fiscal year promotion list to SGM, based on seniority in their RMOS as established above.	qualifying NCOPDS course (required for the purpose of qualifying them for promotion pin-on) will be announced publicly, in alphabetical order (see para 4-11). (4) Summary of board actions/statistics. b. An approved OML will remain in place and will be used to inform HR decisions until such time it is replaced by an approved OML stemming from a subsequent NCO evaluation board.
39 (revised)	AR 600-8-19	4-7a	Monthly promotions. HRC will determine and announce the total number of promotions to SFC, MSG, and SGM on a monthly basis, of fully qualified NCOs based on their MOS and sequence number. HQDA will not publish sequence numbers when announcing monthly promotions. The DOR and effective date of promotion will be the same for all Soldiers announced. For Soldiers promoted late, use procedures in chapter 1. Promotion is not valid and will be revoked if a Soldier is not in a promotable status on the effective date in accordance with paragraph 1-11. CDRs will advise HRC (AHRC – PDV – PE) when a Soldier is in a non-promotable status.	Monthly promotions. HRC/USARC will determine and announce the total number of promotions to SFC, MSG, and SGM monthly of fully qualified NCOs from an approved OML based on their CPMOS, OML standing, qualifications for selection, and valid requirements. Eligibility for promotion selection will be based on information contained in the HR system of record as of the last day of the 2nd month prior to the established promotion month (for example, eligibility for promotion selection with an effective date of 1 June 2020 will be based on data as of 30 April 2020). The DOR and effective date of promotion will be the same for all Soldiers announced. For Soldiers promoted late, use procedures in chapter 1. Promotion is not valid and will be revoked if a Soldier is not in a promotable status on the effective date in accordance with paragraph 1-11. CDRs must advise HRC (AHRC – PDV – PE) when a Soldier is in a non-promotable status.
40	AR 600-8-19	4-7b	Monthly promotions. Soldiers who are not otherwise fully qualified for promotion (see para 1 – 11) will not be selected for promotion pin-on. Graduation of SLC and MLC must be made a matter of record no later than the 8th calendar day of each board month to fully qualify a Soldier for promotion to SFC and MSG.	Monthly promotions. Soldiers who are not otherwise fully qualified for promotion (see para 1-11) will not be selected from an approved OML for promotion pin-on. Graduation of a required NCOPDS course must be made a matter of record not later than the last day of the 2nd month prior to the established promotion month (see para 1-11a(1)) before the promotion month to fully qualify a Soldier for promotion.
41 (revised)	AR 600-8-19	4-7b(2)	Monthly promotions. It is ultimately the Soldier’s responsibility to ensure that the system of record is reflecting the correct MEL and MES. If for some reason the MEL and MES are not updated within two weeks of graduation, the Soldier should contact HRC Military Schools Branch (AHRC–EPF–S) (usarmy.knox.hrc.mbx.epmd-ncopds-operations@mail.mil). In the event a schoolhouse cannot update ATRRS because	Monthly promotions. It is ultimately the Soldier’s responsibility to ensure that the system of record is reflecting the correct Military Education Level (MEL) and Military Education Status (MES). If for some reason the MEL and MES are not updated within 2 weeks of graduation, Soldiers (except for USAR TPU) should contact HRC Military Schools Branch (AHRC – EPF – S) (usarmy.knox.hrc.mbx.epmd-ncoes-

			of automation issues, every effort (Schoolhouse/Soldier concerned) must be made to send a copy of the Soldier's DA Form 1059 to HRC by the 8th calendar day of the month in order for HRC to input the necessary information, preventing a determination that a Soldier is not otherwise fully qualified for promotion.	operations@mail.mil). USAR TPU Soldiers should contact their unit (coordination between the S1 and S3 is required) to update the MEL and MES codes in Regional Level Application Software (RLAS). In the event a schoolhouse cannot update Army Training Requirements and Resources System (ATRRS) because of automation issues, every effort (School house and Soldier concerned) must be made to send a copy of the Soldier's DA Form 1059 (Service School Academic Evaluation Report) to HRC timely in order for HRC to input the necessary information, preventing a determination that a Soldier is not otherwise fully qualified for promotion.
42 (revised)	AR 600-8-19	4-7c	Monthly promotions. Soldiers who are not fully qualified for promotion pin-on will remain on the selection list, but will not be selected for promotion pin-on until after they are fully qualified and a promotion requirement exists for their respective MOS and rank.	Monthly promotions. Soldiers who are not fully qualified for promotion pin-on will remain on the OML with their current standing, but will not be selected for promotion pin-on during a subsequent month until after they are fully qualified (para 1-11) and a future promotion requirement exists for their respective CPMOS and rank.
43 (new)	AR 600-8-19	4-7d	Monthly promotions. HRC will publish orders announcing promotions to SFC, MSG, and SGM.	Monthly promotions. HRC will publish orders announcing promotions to SFC, MSG, and SGM for RA and USAR(AGR) Soldiers. RDs will publish orders announcing promotions to SFC, MSG, and SGM for USAR (less AGR) Soldiers.
44 (new)	AR 600-8-19	4-7e	Is amended to add.	Monthly promotions. Soldiers who are categorized as not fully qualified for promotion by an NCO evaluation board are ineligible for promotion selection/pin-on for the life of that list.
45 (new)	AR 600-8-19	4-7f	Is amended to add.	Monthly promotions. HQDA (DMPM (DAPE-MPE-PD), DCS, G-1) will establish promotion pin-on eligibility criteria for all RA and USAR promotions to SFC, MSG and SGM. The eligibility criteria will be announced by MILPER message and kept on the HRC enlisted promotion website.
46 (new)	AR 600-8-19	4-7g	Is amended to add.	Monthly promotions. By-name announcements of NCOs who are selected for promotion pin-on to SFC and above are to be published not later than the 15th day of the preceding month before the promotion effective date.
47 (new)	AR 600-8-19	4-9	Preboard Processing for Noncommissioned Officers in Zone of Consideration. Rules. a. Soldier must meet the announced eligibility requirements for board consideration. b. Soldier will review and authenticate his or her ERB/SRB information in accordance with procedures outlined in board announcement messages. c. Soldiers will review their AMHRR online at https://iperms.hrc.army.mil prior to a board. Serving SI, MPD, and/or military HR offices will assist Soldiers by submitting	Preboard Processing for Noncommissioned Officers in Zone of Consideration. Rules. a. Soldiers will review and authenticate his or her ERB/SRB information in accordance with procedures outlined in board announcement messages. b. Soldiers will review their AMHRR online at https://iperms.hrc.army.mil prior to a board. Serving SI, MPD, and/or military HR offices will assist Soldiers by submitting authorized AMHRR documents in accordance with AR 600-8-104.

			authorized AMHRR documents in accordance with AR 600-8-104.	c. Commanders and S-1/HR Spec will ensure personnel information management is accomplished to ensure accuracy of all data pertaining to their Soldiers, especially Soldier's grade, DOR, and BASD/PEBD.
48	AR 600-8-19	Section III	Processing Selection List Results and Orders	Processing OMLs and Orders
49	AR 600-8-19	4-11a	Rules. Soldiers previously integrated into a RA or USAR(AGR) promotion recommended list who later enlists and/or transfers between the RA or USAR(AGR) at the same grade without a break in service will retain promotion list status within the receiving command. These Soldiers will be integrated into the receiving command promotion list without additional requirements.	Rules. Soldiers previously integrated onto a RA or USAR(AGR) OML as fully qualified for promotion who later enlists and/or transfers between the RA or USAR(AGR) at the same grade without a break in service will retain their fully qualified status within the receiving command; being inserted into the corresponding OML. Placement onto the new OML will correlate with the percentile from the original OML. For example, when an NCO reclassifies and they were approved for placement at the 35th percentile on their respective OML, they will be inserted into the OML for their CPMOS at the 35th percentile. In the event of an OML tie, the NCO will be placed on the OML, at the given percentile, with placement (within the tie) established by time in grade, time in service, then date of birth. These Soldiers will be integrated into the receiving command promotion list without additional requirements.
50	AR 600-8-19	4-11b	Rules. CDRs will notify Soldiers of selection or non-selection for promotion or selection to attend the USASMC for the purpose of promotion.	Rules. The OML will not be published. Only those NCOs identified as fully qualified by the NCO evaluation board process will be publically released in alphabetical order with those NCOs established as most-qualified by the board annotated distinctly.
51 (revised)	AR 600-8-19	4-11c	Rules. The considered portion of the selection list will be screened to ensure all eligible Soldiers were considered.	Rules. Regardless of an NCO's OML standing (MQ, FQ, NFQ or NFQ-R), all NCOs who were evaluated by an NCO evaluation board will learn their actual OML standing/placement (by pay-grade and CPMOS) though the Army Career Tracker (or IPPS-A, once available).
52	AR 600-8-19	4-11d	Rules. The BN HR (or equivalent echelon) will notify Soldiers of procedures used to request consideration or reconsideration by the STAB, if appropriate.	Rules. NCOs have the option to share their OML status with mentors or their respective chain of command through the Army Career Tracker. Access to the OML standings will be afforded to authorized HRC users only after having signed a non-disclosure statement in order to inform management decisions. Immature release of this information by authorized HRC users, that violate their non-disclosure statement, is not authorized.
53	AR 600-8-19	4-11e	Rules. Soldiers not selected for promotion may be referred by the BN HR (or equivalent echelon) to the career branch for promotion potential analysis.	Rules. Soldiers not identified as fully qualified for promotion may be referred by the BN HR (or equivalent echelon) to the career branch for promotion potential analysis.
54	AR 600-8-19	4-11f	Rules. Documents reflecting a change in a Soldier's promotable or USASMC attendance status and or promotion MOS must be forwarded immediately to HRC (AHRC – PDV – PE).	Rules. Documents reflecting a change in a Soldier's promotion eligibility or USASMC attendance status and or promotion MOS must be forwarded immediately to HRC (AHRC–PDV–PE).

55 (revised)	AR 600-8-19	Section IV 4-13 thru 4-14	Processing Request for Standby Advisory Board Consideration	Is amended to delete in its entirety. The STAB process is rescinded and incorporated into the existing US Army Senior Enlisted Review Board USASERB) process (see para 4-15 below).
56	AR 600-8-19	Section V 4-15 thru 4-16	Rules and Steps.	Is amended to delete in its entirety.
57	AR 600-8-19	Section IV	Is amended to add:	Order of Merit List Management
58 (revised)	AR 600-8-19	4-17	Removals from a centralized selection list by Headquarters, Department of the Army	Renumber to 4-13. Order of Merit List (OML) Management.
59 (new)	AR 600-8-19	4-17	<p>a. Rules for administrative removals.</p> <p>(1) CDRs will promptly forward documentation to Commander, U.S. Army Human Resources Command (AHRC-PDV-PE), 1600 Spearhead Division Avenue, Fort Knox, KY 40122-5407 pertaining to Soldiers on a HQDA selection list who are in one or more of the categories listed in paragraph a(2). This applies to Soldiers selected for promotion or selected to attend the USASMC for the purpose of promotion. 2) HRC (AHRC-PDV-PE) will delete, without further board action, the name of any Soldier from a selection list who—</p> <p>(a) Is reduced.</p> <p>(b) Is discharged from enlisted status to accept appointment as a commissioned or warrant officer.</p> <p>(c) Is discharged without reentry within 24 hours.</p> <p>(d) Is dropped from the rolls as a deserter.</p> <p>(e) Has an approved retirement as of the date the selection list is approved.</p> <p>(f) Is ineligible to reenlist due to a DCSS, AWOL, confinement, local bar, qualitative management program, or court-martial conviction.</p> <p>(g) Was considered in error (no exception authorized).</p> <p>(h) Was recommended by an approved reduction board to be removed from a promotion list.</p> <p>(i) Declines promotion or attendance to the USASMC after being officially selected by a centralized board in accordance with this regulation (see para 1-26c).</p> <p>(j) Is defined as failing to attend, having failed to complete for cause or academic reasons, or being denied enrollment to the USASMC.</p> <p>(k) Is a SFC (P) or MSG (P) who had his or her security clearance eligibility denied or revoked for cause, or is permanently disqualified from receiving a security clearance.</p> <p>(l) Has a qualifying conviction for domestic violence under the Lautenberg Amendment in accordance with AR 600-20.</p> <p>(m) Has failed to fully qualify for by-name selection (promotion pin-on) upon</p>	<p>a. HRC (AHRC – PDV – PE) and USARC G-1 will continuously monitor and manage OMLs to ensure that no Soldier is selected for promotion or allowed to attend and/or complete training at the USASMC for the purpose of promotion when the Soldier’s status changes that may result in a change of their status from FQ to NFQ.</p> <p>b. An NCO who is officially established as FQ for promotion or to attend/complete training at the USASMC for the purpose of qualifying for promotion to SGM must maintain eligibility for the duration of the list in order to retain their FQ status.</p> <p>c. Soldiers who reside on an approved OML who later transfers between components at the same grade without a break in service will retain their FQ within the receiving component. Placement onto the new OML will correlate with the percentile from the original OML. For example, when an NCO reclassifies and they were approved for placement at the 35th percentile on their respective OML, they will be inserted into the OML for their CPMOS at the 35th percentile. In the event of an OML tie, the NCO will be placed on the OML, at the given percentile, with placement (within the tie) established (in order) by time in grade, time in service, then date of birth. These Soldiers will be integrated into the receiving command promotion list without additional requirements.</p> <p>d. Access to the OML standings will be afforded to authorized HRC users only after having signed a non-disclosure statement in order to inform management decisions. Immature release of this information by authorized HRC users, that violate their non-disclosure statement, is not authorized.</p> <p>e. Documents reflecting a change in a Soldier’s promotion eligibility or USASMC attendance status and or promotion MOS must be forwarded immediately to HRC (AHRC – PDV – PE) or the USARC G-1.</p> <p>f. When an NCO is established as FQ as a result of an approved OML generated by an NCO evaluation board process, and is subsequently ineligible to reenlist under the provisions of AR 601-280 (RA) and AR 140-111 (USAR), HRC/USARC will take the following actions:</p>

			<p>expiration of the selection list (see para 4-1c).</p> <p><i>b.</i> Rules for processing command initiated removals.</p> <p>(1) Any CDR in the Soldier's chain of command may recommend that a Soldier's name be removed from a HQDA selection list at any time. The recommendation for removal must be fully documented and justified. DA Form 268 will be initiated at this time.</p> <p>(2) When recommending a Soldier for removal, CDRs will evaluate circumstances to ensure that all other appropriate actions have been taken (training, supervision, and formal counseling have not helped) or the basis for considering removal is serious enough to warrant denying the individual's selection.</p> <p>(3) Soldiers Flagged for noncompliance with AR 600-9. The CDR must submit a recommendation for removal of a Soldier who has not met the height and weight standards within the time prescribed in AR 600-9, provided no underlying or associated disease is found to be the cause of the overweight condition.</p> <p>(4) Recommendation may be submitted for substandard performance.</p> <p>(5) Removal actions, to include rebuttal, will be processed in accordance with steps in table 4-4.</p> <p>(6) The removal action will be submitted for review through command channels to the CDR having General Court Martial Convening Authority (GCMCA) or the first general officer in the chain of command having a staff judge advocate on his or her staff.</p> <p>(7) Recommendation may be disapproved at any level of command. The disapproval will be returned through command channels to the originator with the reason for disapproval.</p> <p>(8) Actions not disapproved by any level of command will be forwarded to HRC (AHRC-PDV-PE) and will include a copy of his or her ERB/SRB and DA Form 268.</p> <p>(9) HRC (AHRC-PDV-PE) will notify the appropriate CDR of the results and recommendations of the STAB.</p>	<p>(1) Change the Soldier's status to not fully qualified when otherwise ineligible to reenlist for the following reasons (with IMREPR codes):</p> <p>(a) 13 – Identified for QMP Consideration</p> <p>(b) 9K – Field Bar to Reenlist</p> <p>(c) 9P – Loss of qualification in PMOS</p> <p>(d) 9Q – Declination of Continued Service Statement</p> <p>(e) 9W – NCOPDS Academic Failure/Relief for Cause NCOER</p> <p>(f) 9X – Other Not Otherwise Identified</p> <p>(2) Reinstatement of the Soldier's status to the previously approved status and determine if the NCO should have otherwise been promoted when the following IMREPR codes are removed:</p> <p>(a) 13 – when the Soldier was retained by the QMP process.</p> <p>(b) 9W – when the Soldier was retained by the QMP process.</p> <p>(3) Reinstatement of the Soldier's status to the previously approved status but the Soldier is not entitled to a retroactive determination for earlier promotion when IMREPR code 9X is removed.</p> <p>(4) Establish a status of not fully qualified that can only be overcome by a subsequent NCO evaluation board for that Soldier's rank when the IMREPR code is for the following reasons:</p> <p>(a) 9K – Field Bar to Reenlist</p> <p>(b) 9P – Loss of qualification in PMOS</p> <p>(c) 9Q – Declination of Continued Service Statement</p>
60	AR 600-8-19	4-18	Appeals of removal from a centralized promotion list	ReNUMBER to 4-14. Appeals of Order of Merit List modifications
61 (revised)	AR 600-8-19	4-18a	<i>a.</i> A Soldier who is removed from a selection list may appeal that action only in limited circumstances. HRC (AHRC-PDV-PE) will take final action on any appeal.	ReNUMBER to 4-14a. Appeals of Order of Merit List modifications A Soldier whose status is changed from most qualified or fully qualified to not fully qualified on an official OML may appeal that action only in unusual or limited circumstances. HRC (AHRC-PDV-PE) (for RA and USAR(AGR) Soldiers) or the RDs and 7th and 9th MSCs will take final action (for USAR (less AGR) Soldiers) on any appeal.

62 (revised)	AR 600-8-19	4-18b	<i>b.</i> Soldiers may appeal a removal action when the underlying basis of the removal is subsequently determined to be erroneous. The subsequent determination must be based on facts that were not available or reasonably discoverable at the time of the original action or at the time that the Soldier was notified of the removal action. An appeal may also be submitted for other compelling reasons.	Renumber to 4-14b. Soldiers may appeal a decision to establish them as not fully qualified when the underlying basis of the modification is later determined to be erroneous. The later determination must be based on facts that were not available or discoverable at the time of the original action or at the time that the Soldier was notified of the action.
63 (revised)	AR 600-8-19	4-18c	<i>c.</i> Appeals must be referred through command channels, to include GCMCA, to Commander, U.S. Army Human Resources Command (AHRC – PDV – PE), 1600 Spearhead Division Avenue, Fort Knox, KY 40122 – 5407 at usarmy.knox.hrc.mbx.tagdstab-enlisted-promotions@mail.mil/.	Renumber to 4-14c. Appeals must be referred through command channels, to include GCMCA, to Commander, U.S. Army Human Resources Command (AHRC-PDV-PE), 1600 Spearhead Division Avenue, Fort Knox, KY 40122-5407 at usarmy.knox.hrc.mbx.tagdstab-enlisted-promotions@mail.mil/ for RA Soldiers or the Commander, USARC for USAR Soldiers.
64 (new)	AR 600-8-19	4-15	Is amended to add.	U.S. Army Senior Enlisted Review Board (USASERB). <i>a.</i> In the event a requirement exists to conduct initial consideration, reconsideration, or removal from an FY19 or earlier promotion selection board/list, that mission will be incorporated into the mission of the USASERB MOI in addition to its primary mission of personnel suitability screening. <i>b.</i> NCOs who are eligible for consideration by an NCO evaluation board will be seen by that board. There are no provisions to consider a record of an NCO not seen by the initial NCO evaluation board until such time the next scheduled NCO evaluation board for that rank convenes. <i>c.</i> An NCOs record will be seen by the board as the record stands as of the date established in the board announcement as all commanders, S-1s, and affected Soldiers are provided ample time to review records and ensure accuracy. <i>d.</i> There are no appeal or reconsideration options.
65 (new)	AR 600-8-19	8-3a	Processing Promotions for Special Bandspersons 8–3. Rules <i>a.</i> Special bandspersons must have PMOS of 42S and be assigned to one of the units designated in section I of this chapter.	Processing Promotions for Special Bandspersons 8–3. Rules <i>a.</i> Special bandspersons must have PMOS of 42S and be assigned to one of the units designated in section I of this chapter and must have been found otherwise fully qualified on an approved NCO evaluation board OML.
66 (new)	AR 600-8-19	8-3f	Processing Promotions for Special Bandspersons 8–3. Rules <i>f.</i> Soldiers must have 4 years active service for promotion to SFC, 8 years active service for MSG, and 10 years active service for SGM. Soldiers (SSG, SFC, MSG) must have a minimum of 12 months TIG in order to be eligible for promotion consideration.	Processing Promotions for Special Bandspersons 8–3. Rules <i>f.</i> Soldiers must have 4 years active service for promotion to SFC, 8 years active service for MSG, and 10 years active service for SGM. Soldiers (SSG, SFC, MSG) must have a minimum of 18 months TIG in order to be eligible for promotion consideration.

67 (new)	AR 600-8-19	9-2e	<p>Rules for processing promotions for personnel assigned to the Army Marksmanship Program</p> <p>e. The USAMU CDR will recommend to the CG, HRC (AHRC-PDV-PE), for approval and publication of promotion orders those competitive marksmen and/or gunsmiths in the rank of SSG for promotion to vacant authorized USAMU SFC marksmen and/or gunsmiths positions. Recommended Soldiers must have a minimum of 72 months TIS. NCOPDS requirements (see para 1-29) must otherwise be met.</p>	<p>Rules for processing promotions for personnel assigned to the Army Marksmanship Program</p> <p>e. The USAMU CDR will recommend to the CG, HRC (AHRC-PDV-PE), for approval and publication of promotion orders those competitive marksmen and/or gunsmiths in the rank of SSG for promotion to vacant authorized USAMU SFC marksmen and/or gunsmiths positions. Recommended Soldiers must have a minimum of 72 months TIS. NCOPDS requirements (see para 1-29) must otherwise be met. The recommended NCO must have been otherwise found fully qualified on an approved NCO evaluation board OML.</p>
68 (new)	AR 600-8-19	9-3a	<p>U.S. Army Marksmanship Unit competitive marksmen/gunsmiths</p> <p>The USAMU competitive marksmen/gunsmiths will not compete for promotion within the semi-centralized system or centralized promotion to SFC.</p>	<p>U.S. Army Marksmanship Unit competitive marksmen/gunsmiths</p> <p>USAMU competitive marksmen/gunsmiths who are selected as best qualified in their CPMOS for promotion to SFC by HQDA based on their OML status may decline promotion (see para 1-26).</p>
69 (new)	AR 600-8-19	9-4e	<p>Rules for processing promotions for personnel assigned to the U.S. Army Parachute Team</p> <p>The USAPT CDR will recommend to the CG, HRC (AHRC-PDV-PE) for approval and publication of promotion orders those competitive parachutists in the rank of SSG for promotion to vacant authorized USAPT SFC parachutists positions. Recommended Soldiers must have a minimum of 72 months TIS. NCOPDS requirements (see para 1-29) must otherwise be met.</p>	<p>Rules for processing promotions for personnel assigned to the U.S. Army Parachute Team</p> <p>The USAPT CDR will recommend to the CG, HRC (AHRC-PDV-PE) for approval and publication of promotion orders those competitive parachutists in the rank of SSG for promotion to vacant authorized USAPT SFC parachutists positions. Recommended Soldiers must have a minimum of 72 months TIS. NCOPDS requirements (see para 1-29) must otherwise be met. The recommended NCO must have been otherwise found fully qualified on an approved NCO evaluation board OML.</p>
70 (new)	AR 600-8-19	9-5a	<p>9-5. U.S. Army Parachute Team competitive parachutists</p> <p>USAPT competitive parachutists will not compete for promotion within the semi-centralized system to SGT and/or SSG or centralized promotion to SFC.</p>	<p>9-5. U.S. Army Parachute Team competitive parachutists</p> <p>USAPT competitive parachutists will not compete for promotion within the semi-centralized system to SGT and/or SSG. USAPT competitive parachutist who are selected as best qualified in their CPMOS for promotion to SFC by HQDA based on their OML status may decline promotion (see para 1026).</p>
71 (new)	AR 600-8-19	9-6a	<p>U.S. Army Recruiting Command Merit Promotion System</p> <p>Promotion to sergeant first class. USAREC may promote up to ten SSGs (MOS 79R) to SFC per fiscal year through-out the command. NCOs selected for promotion under the provisions of this chapter must be otherwise eligible and meet the provisions of paragraph 4-2. The intent of the provision in this chapter is that each BDE will have at least one merit promotion to SFC each year, with the remaining promotion allocations being determined by the CG, USAREC. NCOPDS requirements (see para 1-29) must otherwise be met.</p>	<p>U.S. Army Recruiting Command Merit Promotion System</p> <p>Promotion to sergeant first class. USAREC may promote up to ten SSGs (MOS 79R) to SFC per fiscal year through-out the command. NCOs selected for promotion under the provisions of this chapter must be otherwise eligible and meet the provisions of paragraph 4-2. The intent of the provision in this chapter is that each BDE will have at least one merit promotion to SFC each year, with the remaining promotion allocations being determined by the CG, USAREC. NCOPDS requirements (see para 1-29) must otherwise be met. In all instances, the NCO</p>

				must be established as fully qualified on an approved NCO evaluation board OML.
72 (new)	AR 600-8-19	9-8	Is amended to add:8k	U.S. Army Recruiting Command U.S. Army Reserve Active Guard Reserve recruiters k. The NCO must be established as fully qualified on an approved NCO evaluation board OML.

ITEM	REGULATION	PARAGRAPH	CURRENT LANGUAGE	REVISED LANGUAGE
1	AR 601-280	8k	A bar to continued service will be initiated and forwarded to the DCS, G-1, who will impose a HQDA bar against any Soldier (RA and USAR (AGR) only) who fails to qualify for mandatory appearance before a promotion board upon attaining primary zone time in service/time in grade (TIS/TIG) eligibility because he or she did not complete mandatory Distributed Leaders Course (DLC) courses.	<p>HQDA will impose a bar to continued service against any Soldier (RA and USAR (AGR) only) who:</p> <p>(1) fails to qualify for mandatory appearance before a promotion board upon attaining primary zone time in service/time in grade (TIS/TIG) eligibility because he or she did not complete mandatory DLC courses</p> <p>(2) is found not fully qualified for retention by a HQDA NCO Evaluation Board.</p>
2	AR 601-280	8-31	The HQDA bar to continued service puts a Soldier on notice that his or her continued service may not be in the Army's best interest. Upon imposition of the HQDA bar to continued service, the company, detachment, or comparable commander of the unit the Soldier is assigned or attached for duty and administration will counsel the Soldier regarding the requirement to qualify for promotion board appearance by completing DLC courses. The commander will review the bar to continued service at least every 3 months after the date of imposition, and 30 days before the Soldier's scheduled departure from the unit or separation from the Army.	<p>The HQDA bar to continued service puts a Soldier on notice that his or her continued service may not be in the Army's best interest. Upon imposition of the HQDA bar to continued service:</p> <p>(1) For failing to qualify for promotion board appearance due to not completing mandatory DLC courses:</p> <p>(a) The company, detachment, or comparable commander of the unit the Soldier is assigned or attached for duty and administration will counsel the Soldier regarding the requirement to qualify for promotion board appearance by completing DLC courses.</p> <p>(b) The commander will review the bar to continued service at least every 3 months after the date of imposition, and 30 days before the Soldier's scheduled departure from the unit or separation from the Army.</p> <p>(c) Upon completion of each 3-month review, the unit commander will use DA Form 4856 (Developmental Counseling Form) to inform the Soldier that the bar has been reviewed, and will remain in effect unless the Soldier completes the mandatory DLC courses.</p> <p>(d) The commander notify the Soldier that, upon completion of the fourth 3-month review, separation proceedings will be initiated unless he or she has qualified for appearance before a promotion board by completing the mandatory DLC courses.</p> <p>(e) The HQDA bar to continued service will be removed when the Soldier meets the DLC requirement.</p> <p>(2) For being found not fully qualified for retention (NFQ-R) by a HQDA NCO Evaluation Board.</p> <p>(a) There is no formal counseling or review requirements.</p> <p>(b) The HQDA bar will remain in place until such time a subsequent HQDA NCO Evaluation Board establishes the affected NCO as fully qualified for retention.</p> <p>(c) Once identified as fully qualified for retention, the HQDA bar to continued service will be lifted.</p> <p>(d) All NCOs who are determined to be NFQ-R (in the same grade) by a subsequent NCO Evaluation board will be denied continued service IAW AR 635-200.</p>

ITEM	REGULATION	PARAGRAPH	CURRENT LANGUAGE	REVISED LANGUAGE
1	AR 614-200	7-11	<p>Selection to serve as a nominative CSM and/or SGM is achieved utilizing a 2-phase process.</p> <p>a. HQDA CSM and/or SGM Nominative Centralized Selection Board (Phase I).</p> <p>(1) A HQDA centralized selection board will convene, at the discretion of the DCS, G-1, to consider eligible Soldiers as best-qualified to serve as a nominative CSM and/or SGM at the one and/or two-star GO level.</p> <p>(2) Eligibility criteria and individual Soldier options will be established and announced in the board announcement message. Eligibility criteria will ensure consideration of highly qualified, broadly skilled, and experienced NCOs who have been developed to assume higher levels of responsibility. Any NCO permanently removed from the nominative program are permanently ineligible for further consideration and if erroneously selected, will be administratively removed from the selection list.</p> <p>(3) The board will convene to consider eligible Soldiers as best-qualified candidates in accordance with the Board Memorandum of Instruction, which will be produced and/or authenticated by the DMPM, DCS, G-1, annually.</p> <p>(4) All NCOs selected by the HQDA centralized board are placed into a pool of potential candidates who, at a later date, may be nominated to a selecting official (GO/SES) to serve as a nominative CSM and/or SGM. Those not selected for a position within the next calendar year must re-compete.</p> <p>(5) Selection by the HQDA Board does not, in and of itself, constitute or guarantee selection to a Nominative CSM/SGM position.</p> <p>(6) Current/former Nominative CSM/SGM will not be required to re-compete for eligibility by the HQDA CSM/SGM Nominative Board.</p> <p>(7) The Nominative selection list will expire annually as provided for in the board announcement message. The Nominative Sergeants Major Program Office (NSPO) will manage the pool of candidates throughout the announced year.</p>	<p>Selection to serve as a nominative CSM and/or SGM is achieved utilizing a 2-phase process.</p> <p>a. HQDA CSM/SGM Evaluation Board (Phase I).</p> <p>(1) A HQDA enlisted centralized board will convene annually to assess individual talent (skills, knowledge, and behaviors) with the mission to create an order or merit list (OML). This OML will be used to identify best-qualified NCOs for additional consideration (Phase II) to serve as a nominative CSM and/or SGM at the one and/or two-star GO level. Eligibility criteria will be announced separately. Eligibility criteria will ensure consideration of highly qualified, broadly skilled, and experienced NCOs who have been developed to assume higher levels of responsibility. This effort enhances Army readiness by aligning individual capability with Army needs while optimizing human performance.</p> <p>(2) NCOs permanently removed from the nominative program are not eligible for Phase II consideration regardless of their standing on the OML.</p> <p>(3) An NCO's OML status does not, in and of itself, constitute or guarantee selection to a Nominative CSM/SGM position. All NCOs identified as fully qualified, subject to established requirements and their individual OML status, will be referred to Phase II for further consideration, who, at a later date, may be nominated to a selecting official (GO/SES) to serve as a nominative CSM and or SGM.</p> <p>(4) Current/former Nominative CSM/SGM will not be considered by an annual board; remaining otherwise eligible for continued utilization in the Nominative Program.</p>
2	AR 614-200	7-14	<p>Command Sergeant Major and/or Key Billet Management.</p> <p>Overview.</p> <p>The CSM is the senior NCO in the headquarters of units, commands or organizations at BN or higher level or TDA units in which a commander had the authority to impose disciplinary action under the UCMJ. Enlisted Soldiers under the commander's authority include those authorized by unit TDA, those in TDA or MTOE of subordinate units and assigned students, trainees, and patients. The CSM is the senior enlisted trainer and spokesperson that enforces established policies and standards for enlisted Soldiers</p>	<p>Command Sergeant Major.</p> <p>Overview.</p> <p>The CSM is the senior NCO in the headquarters of units, commands or organizations at BN or higher level or TDA units in which a commander had the authority to impose disciplinary action under the UCMJ. Enlisted Soldiers under the commander's authority include those authorized by unit TDA, those in TDA or MTOE of subordinate units and assigned students, trainees, and patients. The CSM is the senior enlisted trainer and spokesperson that enforces established policies and standards for enlisted Soldiers pertaining to performance, care, conduct, appearance,</p>

			<p>pertaining to performance, care, conduct, appearance, effective personnel utilization and management, and training; and ensures that subordinate NCOs do the same. A SGM Key Billet is a duty assignment at the SGM rank requiring specific, highly developed skills and experiences that are deemed critical to a unit's mission. Key billet SGMs exercise sound judgment and recommend actions to the commander and/or key billet officer. They principally manage resources and oversee processes that operate in a leadership environment.</p> <p><i>a.</i> The Army uses professional development proficiency codes to identify Soldiers who are or have served as BDE and BN CSM and/or Key Billet SGMs (see DA Pam 611-21).</p> <p><i>b.</i> The Army will select and appointment RA and USAR (AGR) NCOs to serve as a CSM by means of an annual HQDA Centralized Selection List (CSL) board process as provided for in this regulation and corresponding Memorandum of Instruction (MOI), approved by the DCS, G-1 (DMPM). The goal of the selection process is to select the best-qualified NCOs to serve against authorized CSM positions at both the BN and BDE level.</p> <p><i>c.</i> In support of the U.S. Army Special Bands and The Judge Advocate General, Soldiers possessing MOS 27D and 42S will be selected for appointment to specific 27D and 42S CSM positions by means of CSM advisory appointment panels.</p>	<p>effective personnel utilization and management, and training; and ensures that subordinate NCOs do the same.</p> <p><i>a.</i> The Army uses PDPC's to identify Soldiers who are or have served as BDE and BN CSM (see DA Pam 611-21).</p> <p><i>b.</i> The Army will select and appoint RA and USAR (AGR) NCOs to serve as a CSM by utilizing the OML generated by an annual CSM/SGM evaluation board process as provided for in this regulation and corresponding Memorandum of Instruction (MOI), approved by the DCS, G-1 (DMPM).</p> <p><i>c.</i> Requirement of Physical Readiness. In order to ensure leaders are fully prepared to perform the full range of their responsibilities, all NCOs selected and slated to serve as a CSM are required to meet the physical demands and deployment requirements associated with the CSM position in which they serve. Soldiers selected for assignment as a CSM, regardless of age, must have a Cardiovascular Screening Program (CVSP) (the medical procedures for the CVSP are outlined in AR 40-501), meet body composition standards set forth in AR 600-9, and pass the three-event APFT or an APFT using an alternate aerobic event before assuming assignment to a CSM position. A CVSP clearance granted during the Soldier's last periodic health assessment is sufficient to meet the CVSP requirement.</p> <p><i>d.</i> In support of the U.S. Army Special Bands and The Judge Advocate General, Soldiers possessing MOS 27D and 42S will be selected for appointment to specific 27D and 42S CSM positions by means of CSM advisory appointment panels.</p>
AR 614-200	8-15		<p>Centralized selection list board The Army will conduct CSL boards as needed to identify and select the best-qualified Soldiers as principal selects for assignment to a CSM position for which a projected vacancy exists. An additional mission of these boards is to identify alternate designated NCOs for possible assignment to a CSM position. The established eligibility criteria ensure consideration of highly qualified, broadly skilled and experienced NCO leaders who have been developed to assume higher levels of responsibility. The Army expects these NCOs to serve selflessly no matter where they are assigned and all NCOs considered by the board will be considered without regard to category or assignment. Once approved and published, the CSL identifies all best-qualified NCOs to serve as either a principal or alternate select. Principal selects will be identified, by means of a slating process, for assignment to a specific position. Alternate selects may be activated to fill a projected vacancy when the position cannot otherwise be satisfied with a principal select.</p>	<p>CSM/SGM Evaluation Boards <i>a.</i> The Army will conduct CSM/SGM Evaluation Boards annually to evaluate individual talent (skills, knowledge, and behaviors), thereby creating an OML based on that evaluation. This OML will be used to identify best-qualified NCOs during a slating process to serve as a BDE or BN CSM. <i>(1)</i> Eligibility criteria will be announced separately. Eligibility criteria ensures consideration of highly qualified, broadly skilled, and experienced NCOs who have been developed to assume higher levels of responsibility. <i>(2)</i> This effort enhances Army readiness by aligning individual capability with Army needs while optimizing human performance. <i>(3)</i> The Army expects these NCOs to serve selflessly no matter where they are assigned and all NCOs considered by the board will be considered without regard to category or assignment. <i>(4)</i> Subject to the needs of the Army, a slating process will identify NCO's for assignment against CSM requirements. Under no circumstance will an NCO be eligible for</p>

		<p><i>a.</i> The Army will announce CSM CSL boards by MILPER message. Board announcements will include eligibility criteria along with restrictions and be published approximately 120 days prior to the board convene date. Once established and announced, eligibility criteria cannot be waived.</p> <p><i>b.</i> The board will consider and select best-qualified NCOs in the following categories:</p> <p>(1) <i>Operations.</i> Brigade/Battalion sized units that are expeditionary in nature and deployable worldwide with approved TOE and Joint organizational units providing the fighting power available to combatant or task force commanders with a primary mission to deploy to a theater of combat operations. Contact with hostile enemy is probable and may become involved in military actions, operations, or hostilities against an enemy of the United States or against an opposing military force.</p> <p>(2) <i>Generating.</i> Brigade/Battalion sized TDA units focused on providing support to theater, generating Soldiers into conventional and special mission units of the Army and sister-Services, or dedicated to supporting and protecting Soldiers and their Families in a designated geographic area by organizing, directing, coordinating, and controlling installation support and service activities. Support to theater can include analysis, intelligence, communications, Logistics, technology, and personnel. The majority of these commands are fixed site and conduct actions in a garrison environment supporting the warfighter or trainer (CONUS or OCONUS). In some instances, subordinate unit slices may deploy to a theater of combat operations.</p> <p>(3) <i>Training.</i> Training billets are designated as units directly involved with training units at the National Training Center (NTC), Joint Readiness Training Center (JRTC), Joint Multinational Readiness Center (JMRC) and 1st Army (as validated by FORSCOM and USAREUR).</p> <p><i>c.</i> Identifying projected CSM position vacancies is a function of HRC Command Management Branch (AHRC-EPS-C) prior to convening a CSM CSL board. Projected CSM position vacancies will be sent to appropriate ACOMs, ASCCs, DRUs, Joint activities, or OCAR for validation. Commands will review projected unit vacancies, Projected Change of Responsibility dates, and identify any additional valid MTOE or TDA special requirements against each position (i.e., parachute, language), then concur or non-concur and provide justification for non-concurrences. The Director, EPMD (AHRC) has final approval authority for vacancy determination prior to the initiation of the CSM CSL board process. Specific CSM structure is outlined in DA Pam 611-21.</p>	<p>slating when not found fully qualified by the board.</p> <p>(5) Slating responsibilities rest with HRC for RA NCO's and the USAR CSM for USAR (AGR) NCO's.</p> <p><i>b.</i> The Army will announce CSM/SGM Evaluation Boards by MILPER message. Board announcements will include eligibility criteria along with restrictions and be published approximately 120 days prior to the board convene date. Once established and announced, eligibility criteria cannot be waived.</p> <p><i>c.</i> Identifying projected CSM position vacancies is a function of HRC Command Management Branch (AHRC-EPS-C). Projected CSM position vacancies will be sent to appropriate ACOMs, ASCCs, DRUs, Joint activities, or OCAR for validation. Commands will review projected unit vacancies, projected Change of Responsibility dates, and identify any additional valid MTOE or TDA special requirements against each position (i.e., parachute, language), then concur or non-concur and provide justification for non-concurrences. The Division Chief, Sergeant's Major Management Division (SMMD), EPMD, AHRC has final approval authority for vacancy determination prior to the initiation of the CSM CSL board process. Specific CSM structure is outlined in DA Pam 611-21.</p> <p><i>d.</i> Tour lengths are set in the board announcement message however, tour lengths may be adjusted by SMMD based on unit operational readiness needs. Tour lengths are established by HRC (in accordance with SMA guidance) and incumbent CSM designees will move, or relinquish their position, at a prescribed time, which is designated in EDAS as the PCORD. All CSM designees will have a PCORD. The PCORD will be the determining factor in designating future CSM requirements. All CSM selectees are expected to serve the full duration of their prescribed tour.</p> <p>(1) The minimum CSM tour length for an NCO to receive credit for a CSL tour is generally completion of one-half of the normal CSM tour.</p> <p>(2) Current serving CSMs electing to retire will do so no later than the first day of the fourth month following their current PCORD.</p> <p>(3) Soldiers who are deployed will retire no later than the first day of the seventh month following re-deployment, or 90 days following PCORD whichever is later, unless selected for another assignment. Extensions are not authorized.</p> <p>(4) The approval authority for curtailments and/or extensions to an established CSM tour lengths is as follows:</p> <p>(a) The Command Management Branch (CMB), (SMMD, HRC), and commanders (MG and above) have authority to extend or curtail CSM tours up to 30 days in coordination with ACOM, ASCC, DRU, OCAR (SLDO) or Joint</p>
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DA Pam 601-280, Table 4-1

WILL BE AMENDED TO ADD:

Table 4-1

Immediate Reenlistment Prohibition Codes

IMREPR Code	Description	When Imposed	Who May Impose/Remove	Eligible for Continued service*	Priority
1K	HQDA Directed Bar to Continued Service	Initial identification as not fully qualified for retention by a HQDA NCO Evaluation Board	HRC/HRC	No	17
2K	HQDA Directed Bar to Continued Service	Second or subsequent identification as not fully qualified for retention by a HQDA NCO Evaluation Board after having been found initially not fully qualified in the same grade	HRC/HRC	No	18