

ALARACT 143/2015

DTG: R 201719Z AUG 15

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SUBJ/ALARACT 143/2015 - NONCOMMISSIONED OFFICER PROMOTION REQUIREMENTS

THIS ALARACT MESSAGE HAS BEEN TRANSMITTED BY USAITA ON BEHALF OF HQDA DCS G1

REFERENCES:

A. ARMY DIRECTIVE 2015-31, (REQUIREMENTS FOR NONCOMMISSIONED OFFICER PROMOTIONS), DATED 13 AUG 15.

B. AR 140-111, (U.S. ARMY RESERVE REENLISTMENT PROGRAM), WITH RAR 6 SEP 11, DATED 9 MAY 07.

C. AR 600-8-19, (ENLISTED PROMOTIONS AND REDUCTIONS), DATED 2 FEB 15.

D. AR 601-280, (ARMY RETENTION PROGRAM), WITH RAR 15 SEP 11, DATED 31 JAN 06.

E. ARMY DIRECTIVE 2014-03, (RETENTION CONTROL POINTS), DATED 28 JAN 14.

1. THIS MESSAGE APPLIES TO ALL COMPONENTS, REGULAR ARMY (RA), UNITED STATES ARMY RESERVE (USAR), AND ARMY NATIONAL GUARD/ARMY NATIONAL GUARD OF THE UNITED STATES.

2. THE ARMY WILL INCORPORATE A SELECT-TRAIN-EDUCATE-PROMOTE (STEP) METHODOLOGY TO ENSURE APPROPRIATE TRAINING, EDUCATION, AND ACCUMULATED EXPERIENCES ARE COMPLETED BEFORE NONCOMMISSIONED OFFICERS (NCOS) ARE PROMOTED TO THE NEXT GRADE. THIS BEST PREPARES OUR NCO CORPS TO FIGHT AND WIN IN A COMPLEX WORLD AS ADAPTIVE AND AGILE LEADERS AND TRUSTED PROFESSIONALS FOR FORCE 2025.

3. ON 13 AUG 15, THE SECRETARY OF THE ARMY PUBLISHED A NEW ARMY PROMOTION POLICY (REF A), WHICH REQUIRES NCOS TO COMPLETE FORMAL MILITARY EDUCATION COURSES (NONCOMMISSIONED OFFICER EDUCATION SYSTEM (NCOES)) AS A PROMOTION PIN-ON REQUIREMENT FOR THE FOLLOWING GRADES:

3.A. SEMI-CENTRALIZED PROMOTIONS (SERGEANT (SGT) AND STAFF SERGEANT (SSG)). BEGINNING WITH THE JANUARY 2016 PROMOTION MONTH, PROMOTION PIN-ON TO SGT REQUIRES GRADUATION FROM THE BASIC (FORMERLY WARRIOR)

LEADER COURSE, AND PROMOTION PIN-ON TO SSG REQUIRES GRADUATION FROM THE ADVANCED LEADER COURSE.

3.A.1. SOLDIERS ON THE PROMOTION RECOMMENDED LIST WHO ARE NOT GRADUATES OF THE RESPECTIVE COURSES WILL NOT BE CONSIDERED FULLY QUALIFIED FOR PROMOTION PIN-ON (TO SGT OR SSG) REGARDLESS OF THEIR ACCUMULATED PROMOTION POINT SCORE.

3.A.2. WHEN NOT FULLY QUALIFIED FOR PROMOTION, SOLDIERS WILL REMAIN ON THE RECOMMENDED LIST IN A PROMOTABLE STATUS UNTIL SUCH TIME THEY ARE FULLY QUALIFIED, AND A NEW PROMOTION REQUIREMENT EXISTS.

3.B. CENTRALIZED PROMOTIONS (SERGEANT FIRST CLASS (SFC)). BEGINNING WITH SOLDIERS SELECTED FOR PROMOTION BY A FISCAL YEAR 2016 RA OR USAR SFC SELECTION BOARD, PROMOTION PIN-ON TO SFC REQUIRES COMPLETION OF THE SENIOR LEADER COURSE (SLC).

3.B.1. SOLDIERS ON THE SFC PROMOTION SELECTION LIST WHO ARE NOT GRADUATES OF SLC WILL NOT OTHERWISE BE CONSIDERED FULLY QUALIFIED FOR PROMOTION PIN-ON, REGARDLESS OF THEIR SEQUENCE NUMBER.

3.B.2. WHEN NOT FULLY QUALIFIED FOR PROMOTION, SOLDIERS WILL REMAIN ON THE RECOMMENDED LIST IN A PROMOTABLE STATUS UNTIL SUCH TIME THEY ARE FULLY QUALIFIED AND A NEW PROMOTION REQUIREMENT EXISTS.

4. ARMY NATIONAL GUARD/ARMY NATIONAL GUARD OF THE UNITED STATES ENLISTED SOLDIERS. BEGINNING WITH THE FY16 PROMOTION CYCLE, ENLISTED SOLDIERS ON A PROMOTION LIST WHO HAVE COMPLETED THEIR STRUCTURED SELF DEVELOPMENT REQUIREMENTS WILL BE SELECTED AND ASSIGNED TO HIGHER GRADE VACANCIES. SOLDIERS SELECTED FOR HIGHER GRADE VACANCIES WITHOUT THE NCOES REQUIREMENT WILL HAVE 24 MONTHS TO COMPLETE THE LEVEL OF NCOES REQUIRED FOR PROMOTION PIN-ON OR BE REMOVED FROM THE POSITION. THIS PERIOD IS EXTENDED TO 36 MONTHS WHEN THE NCOES COURSE CONSISTS OF THREE OR MORE PHASES. PROMOTION PIN-ON REQUIRES COMPLETION OF WLC FOR SGT, ALC FOR SSG, AND SLC FOR SFC.

5. RETENTION CONTROL POINT (RCP). FOR RA AND USAR (ACTIVE GUARD RESERVE) ONLY, SOLDIERS SELECTED AFTER 1 OCT 15 FOR PROMOTION TO THE RANK OF SERGEANT FIRST CLASS AND MASTER SERGEANT BY A HQDA CENTRALIZED BOARD WILL NO LONGER ATTAIN AN EXTENDED RETENTION CONTROL POINT (AS PROVIDED FOR IN TABLE 3-1, REF C). THE RCP FOR THE HIGHER RANK WILL NOT APPLY UNTIL ACTUAL PROMOTION PIN-ON.

6. THE DCS, G-1, IS THE PROPONENT FOR THESE POLICIES. IMPLEMENTING AND PROCEDURAL GUIDANCE TO SUPPORT THE ARMY DIRECTIVE WILL BE ISSUED BY THE US ARMY HUMAN RESOURCES COMMAND. NATIONAL GUARD BUREAU WILL PUBLISH GUIDANCE SPECIFIC TO THE ARNG/ARNGUS SEPARATELY. THESE POLICIES, COMPLETE WITH SUPPORTING POLICY CHANGES, WILL BE

INCORPORATED INTO RAPID ACTION REVISIONS TO REFERENCES B AND C, AND PUBLISHED SHORTLY.

7. ARMY DIRECTIVE 2015-31 (REF A) IS POSTED TO THE ARMY PUBLISHING DIRECTORATE WEBSITE AT:

<http://www.apd.army.mil/ProductMaps/Administrative/ArmyDirective.aspx>

8. POC FOR THIS ACTION IS DCS, G-1, DAPE-MPE.

9. THIS ALARACT WILL EXPIRE NO LATER THAN 20 AUGUST 2016 OR UPON PUBLICATION OF AR 600-8-19, WHICHEVER COMES FIRST.