

ALARACT 114/2017

DTG: R 121851Z DEC 17

UNCLAS

SUBJ/ALARACT 114/2017 - SERGEANT (SGT) AND STAFF SERGEANT (SSG) PROMOTION RECOMMENDED LIST

THIS ALARACT MESSAGE HAS BEEN TRANSMITTED BY JSP ON BEHALF OF HQDA DCS, G-1.

1. REFERENCES.

1.A. ARMY DIRECTIVE 2017-28 (SERGEANT AND STAFF SERGEANT PROMOTION RECOMMENDED LIST), 7 DECEMBER 2017, [HTTP://WWW.APD.ARMY.MIL/PRODUCTMAPS/PUBFORM/ARMYDIR.ASPX](http://www.apd.army.mil/productmaps/pubform/armydir.aspx).

1.B. ARMY DIRECTIVE 2016-19 (RETAINING A QUALITY NONCOMMISSIONED OFFICER CORPS), DTD 26 MAY 16.

1.C. AR 350-1 (ARMY TRAINING AND LEADER DEVELOPMENT), DTD 19 AUG 14

1.D. AR 600-8-19 (ENLISTED PROMOTIONS AND REDUCTIONS), DTD 25 APRIL 2017.

1.E. AR 601-280 (ARMY RETENTION PROGRAM), DTD 1 APR 16.

1.F. AR 635-200 (ACTIVE DUTY ENLISTED ADMINISTRATIVE SEPARATIONS), 19 DEC 16.

2. THIS MESSAGE APPLIES TO REGULAR ARMY (RA) AND UNITED STATES ARMY RESERVE SOLDIERS AS OUTLINED IN PARAGRAPH 5 BELOW.

3. A MILPER MESSAGE, ISSUED BY THE US ARMY HUMAN RESOURCES COMMAND (AHRC), WITH DETAILED ADMINISTRATIVE INSTRUCTIONS IS FORTHCOMING.

4. PURPOSE. THE PURPOSE OF THIS MESSAGE IS TO CONVEY NEW PROMOTION POLICY (REF 1.A.) ISSUED BY THE ACTING SECRETARY OF THE ARMY CHANGING HOW SOLDIERS ARE INTEGRATED INTO THE PROMOTION RECOMMENDED LIST (PRL) FOR PROMOTION TO SERGEANT (SGT) AND STAFF SERGEANT (SSG). THE EFFECTIVE DATE OF THE NEW POLICY IS THE 1 MAY 2018 PROMOTION MONTH.

5. INTENT. THE INTENT OF THESE REVISED POLICIES IS TO ENHANCE ARMY READINESS BY ALIGNING INDIVIDUAL CAPABILITIES WITH THE ARMY'S NEEDS AND RECOGNIZE AND CAPITALIZE ON THE UNIQUE TALENTS EVERY MEMBER OF THE ARMY TEAM POSSESSES; EMPLOYING EACH MEMBER TO MAXIMUM EFFECT. THIS TALENT MANAGEMENT EFFORT GOES BEYOND SIMPLY MEETING NUMBERS; IT RECOGNIZES WHAT IT TAKES TO BUILD AN ARMY BY CAPITALIZING ON OUR GREATEST STRENGTH: SOLDIERS. LEADER DEVELOPMENT IS A TIME SENSITIVE PROCESS, BUT THE END PRODUCT OF THAT INVESTMENT IS SOLDIERS AND NCOS OF COMPETENCE AND CHARACTER, FIT TO LEAD IN COMBAT. IT IS ESSENTIAL THAT ALL UNIT LEADERS, ACROSS ALL LEVELS, UNDERSTAND THEIR INDIVIDUAL ROLE IN

ENSURING OUR SOLDIERS AND NCOS ARE BEING DEVELOPED AND TRAINED TO ASSUME INCREASING LEVELS OF RESPONSIBILITY. TO THIS END WE MUST REMAIN COMMITTED TO RETAINING THE TALENTED MEN AND WOMEN THAT WE'VE ACCESSED AND TRAINED; THESE VERY SOLDIERS ARE OUR FUTURE.

6. RULES FOR INTEGRATING SOLDIERS INTO THE PRL ARE CHANGED FOR RA AND US ARMY RESERVE ACTIVE GUARD RESERVE (AGR) SOLDIERS:

6.A. SECONDARY ZONE (SZ). NO CHANGES – COMMANDERS WILL CONSIDER ELIGIBLE SOLDIERS IN THE SZ FOR INTEGRATION INTO THE PRL ON A MONTHLY BASIS. COMMANDERS WILL RECOMMEND SOLDIERS FOR PROMOTION WHEN THEY DISPLAY THE POTENTIAL FOR INCREASED RESPONSIBILITY.

6.B. PRIMARY ZONE (PZ). APPEARANCE BEFORE A LOCAL PROMOTION BOARD IS MANDATORY FOR ALL ELIGIBLE SOLDIERS (REF 1.A., TABLE 3-1) UPON INITIALLY REACHING PZ ELIGIBILITY. AS THE ARMY TRANSITIONS TO THIS NEW POLICY, COMMANDS MUST BOARD ALL SOLDIERS WHO WILL MEET/EXCEED THE REVISED PZ ELIGIBILITY CRITERIA AND ARE OTHERWISE FULLY ELIGIBLE FOR BOARD APPEARANCE BY THE APRIL 2018 PROMOTION BOARD MONTH.

6.B.1. SOLDIERS WHO ARE NOT OTHERWISE RECOMMENDED FOR PROMOTION MUST BE FORMALLY COUNSELED ON WHY THEY WERE NOT RECOMMENDED. COUNSELING MUST IDENTIFY WHAT SOLDIERS MUST DO TO PREPARE FOR INCREASED RESPONSIBILITIES. THE COUNSELING MUST ALSO ADDRESS THE CONSEQUENCES OF NOT BEING INTEGRATED INTO THE PRL; INCLUDING A POTENTIAL BAR TO CONTINUED SERVICE BECAUSE THE SOLDIER IS NONCOMPETITIVE FOR PROMOTION AND DOES NOT EXHIBIT THE POTENTIAL TO SERVE SUCCESSFULLY AT THE NEXT HIGHER RANK.

6.B.2. THE REQUIREMENT TO COUNSEL QUARTERLY, UNTIL SOLDIERS ARE INTEGRATED INTO THE PROMOTION LIST, REMAINS IN EFFECT.

6.B.3. COMMANDERS ARE ENCOURAGED TO SEND SOLDIERS TO THE PROMOTION BOARD AS SOON AS THEY RESPOND TO TRAINING AND COUNSELING BY DEMONSTRATING THEY HAVE POTENTIAL FOR INCREASED RESPONSIBILITY. DO NOT GIVE UP ON SOLDIERS NOT RECOMMENDED FOR LIST INTEGRATION FOLLOWING BOARD APPEARANCE. THESE SOLDIERS, WITH TRAINING AND EFFECTIVE DEVELOPMENTAL PLANS, REMAIN ELIGIBLE TO APPEAR BEFORE A PROMOTION BOARD AS MANY TIMES AS NECESSARY WHILE THEY REMAIN IN THE PZ.

6.C. COMMAND LIST INTEGRATION (CLI). EXISTING CLI POLICY IS RESCINDED FOR RA AND USAR (AGR) SOLDIERS AND REPLACED WITH MANDATORY LIST INTEGRATION (MLI). CLI POLICY REMAINS FOR USAR (TPU) SOLDIERS. ALL ELIGIBLE RA AND USAR (AGR) SOLDIERS MEETING MLI CRITERIA AS OUTLINED IN PARAGRAPH 7.C. BELOW, MUST BE INTEGRATED INTO THE PRL.

6.C.1. THE ABILITY FOR COMMANDERS TO DENY INTEGRATION IS RESCINDED. INSTEAD, COMMANDERS WILL USE THE BAR TO CONTINUED SERVICE (WITH COUNSELING) TO IDENTIFY SOLDIERS WHO HAVE DEMONSTRATED NO POTENTIAL FOR CONTINUED SERVICE OR LEADERSHIP.

6.C.2. SOLDIERS WHO ARE NOT OTHERWISE ELIGIBLE (REF 1.D., PARA 1-10) WILL NOT BE INTEGRATED UNTIL THEY OVERCOME THE BASIS FOR THEIR INELIGIBILITY. ALL SOLDIERS INTEGRATED INTO THE PRL WILL COMPETE FOR PROMOTION SELECTION AND PIN-ON WITH ALL EARNED PROMOTION POINTS.

6.C.3. COMMANDERS WITH SOLDIERS WHO ATTAIN MLI ELIGIBILITY BUT CANNOT ACHIEVE PROMOTION LIST STATUS, MUST BAR THE SOLDIER FROM CONTINUED SERVICE. THE INTENT IS THAT, WITH ACTIVE LEADER INVOLVEMENT, NO SOLDIER WILL EVER BE AUTOMATICALLY INTEGRATED INTO THE PROMOTION LIST.

6.C.4. ALL SOLDIERS PREVIOUSLY INTEGRATED INTO THE PRL WILL BE RETAINED ON THE PRL AND CREDITED WITH ALL EARNED PROMOTION POINTS EFFECTIVE 1 APRIL 2018 FOR THE 1 MAY 2018 PROMOTION MONTH.

6.D. HEADQUARTERS, DEPARTMENT OF THE ARMY (HQDA) BAR TO CONTINUED SERVICE. AN HQDA BAR TO CONTINUED SERVICE WILL BE INITIATED AGAINST ANY RA OR USAR (AGR) SOLDIER WHO FAILS TO QUALIFY FOR PROMOTION BOARD APPEARANCE UPON ATTAINING PZ ELIGIBILITY BECAUSE HE/SHE HAS FAILED TO COMPLETE MANDATORY STRUCTURED SELF-DEVELOPMENT (SSD) COURSES. THE HQDA BAR TO CONTINUED SERVICE SERVES AS OFFICIAL NOTICE TO THE SOLDIER THAT HIS/HER CONTINUED SERVICE MAY NOT BE IN THE ARMY'S BEST INTEREST. UPON INITIATION OF THE HQDA BAR, THE COMPANY/DETACHMENT/COMPARABLE COMMANDER OF THE UNIT THE SOLDIER IS ASSIGNED OR ATTACHED TO FOR DUTY AND ADMINISTRATION WILL COUNSEL THE SOLDIER REGARDING THE REQUIREMENT TO QUALIFY FOR PROMOTION BOARD APPEARANCE BY COMPLETING SSD.

6.D.1. 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 SERVICE. 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 REQUIRED SSD COURSE.

6.D.2. THE SOLDIER WILL BE FURTHER INFORMED, 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 SSD. THE HQDA BAR TO CONTINUED SERVICE WILL BE REMOVED WHEN THE SOLDIER MEETS THE SSD REQUIREMENT.

6.E. INVOLUNTARY SEPARATION. COMMANDERS WILL INITIATE INVOLUNTARY SEPARATION (REFERENCE 1.F., CHAPTER 13) FOR ANY SOLDIER (RA AND USAR AGR) WITH A HQDA BAR TO CONTINUED SERVICE WHO, AFTER 12 MONTHS (FOUR 3-MONTH REVIEWS) AND SUBSEQUENT ATTAINMENT OF MLI TIS/TIG ELIGIBILITY CRITERIA STILL HAS NOT QUALIFIED THEMSELVES FOR APPEARANCE BEFORE A PROMOTION BOARD BY COMPLETING SSD. COMMANDERS WILL SEPARATE SUCH SOLDIERS WHEN, IN THE COMMANDER'S JUDGMENT, THE SOLDIER'S POTENTIAL FOR ADVANCEMENT OR LEADERSHIP IS UNLIKELY.

7. RA AND USAR REQUIREMENTS FOR BOARD APPEARANCE AS OF THE FIRST DAY OF THE BOARD MONTH:

7.A. SECONDARY ZONE (SZ). NO CHANGES.

7.A.1. TO SGT: 17 MONTHS TIME IN SERVICE (TIS), 5 MONTHS TIME IN GRADE (TIG).

7.A.2. TO SSG: 47 MONTHS TIS, 6 MONTHS TIG.

7.B. PRIMARY ZONE (PZ).

7.B.1. TO SGT: 35 MONTHS TIS, 11 MONTHS TIG.

7.B.2. TO SSG: 71 MONTHS TIS, 17 MONTHS TIG.

7.C. MANDATORY LIST INTEGRATION (MLI) (APPLICABLE TO RA AND USAR AGR ONLY).

7.C.1. TO SGT: 47 MONTHS TIS, 23 MONTHS TIG.

7.C.2. TO SSG: 83 MONTHS TIS, 23 MONTHS TIG.

7.D. COMMAND LIST INTEGRATION (CLI) (APPLICABLE TO USAR TROOP PROGRAM UNIT (TPU), ARMY RESERVE ELEMENT, AND MULTI-COMPONENT COMMANDS/UNITS ONLY).

7.D.1. TO SGT: 47 MONTHS TIS, 23 MONTHS TIG.

7.D.2. TO SSG: 83 MONTHS TIS, 23 MONTHS TIG.

8. MINIMUM TIME REQUIREMENT FOR PROMOTION PIN-ON AS OF THE FIRST DAY OF THE PROMOTION MONTH (APPLICABLE TO RA AND USAR):

8.A. SECONDARY ZONE (SZ). NO CHANGES.

8.A.1. TO SGT: 18 MONTHS TIME IN SERVICE (TIS), 6 MONTHS TIME IN GRADE (TIG).

8.A.2. TO SSG: 48 MONTHS TIS, 7 MONTHS TIG.

8.B. PRIMARY ZONE (PZ).

8.B.1. TO SGT: 36 MONTHS TIS, 12 MONTHS TIG.

8.B.2. TO SSG: 72 MONTHS TIS, 18 MONTHS TIG.

8.C. MANDATORY LIST INTEGRATION (MLI) (APPLICABLE TO RA AND USAR (AGR)).

8.C.1. TO SGT: 48 MONTHS TIS, 24 MONTHS TIG.

8.C.2. TO SSG: 84 MONTHS TIS, 24 MONTHS TIG.

8.D. COMMAND LIST INTEGRATION (CLI) (APPLICABLE TO USAR TROOP PROGRAM UNIT (TPU), ARMY RESERVE ELEMENT, AND MULTI-COMPONENT COMMANDS/UNITS).

8.D.1. TO SGT: 48 MONTHS TIS, 24 MONTHS TIG.

8.D.2. TO SSG: 84 MONTHS TIS, 24 MONTHS TIG.

9. POINT OF CONTACT FOR THIS ACTION IS HQDA, ODCS, G-1, PROFESSIONAL DEVELOPMENT BRANCH, ENLSITED CAREER SYSTEMS DIVISION (DAPE-MPE-PD), (DSN 225-7960, COMMERCIAL 703-695-7960).

10. THIS ALARACT MESSAGE EXPIRES ON 11 DECEMBER 2018.