

ALARACT 030/2024

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SUBJ/ALARACT 030/2024 - 2024 THE SUSPENSION OF TEMPORARY PROMOTIONS AND SELECT/TRAIN/EDUCATE/PROMOTE (STEP) POLICY AND THE REDUCTION OF ON-LINE TRAINING

THIS ALARACT MESSAGE HAS BEEN TRANSMITTED BY JSP ON BEHALF OF HQDA, DCS, G-3/5/7

1. (U) REFERENCES:

1.A. (U) AR 350–1, ARMY TRAINING AND LEADER DEVELOPMENT

1.B. (U) AR 600–8–19, ENLISTED PROMOTIONS AND DEMOTIONS

1.C. (U) AR 601–280, ARMY RETENTION PROGRAM

1.D. (U) MEMORANDUM, DAPE-ZA, REINFORCEMENT OF SELECT, TRAIN, EDUCATE, PROMOTE (STEP) POLICY FOR NONCOMMISSIONED OFFICERS (NCO) PROMOTIONS AND LIMITED APPLICATION OF TEMPORARY PROMOTIONS, 12 SEPTEMBER 2023, LOCATED AT <HTTPS://ARMYPUBS.ARMY.MIL/PRODUCTMAPS/PUBFORM/POGPROPONENT.ASPX>

1.E. (U) MEMORANDUM, DAPE-ZA, REINFORCEMENT OF SELECT, TRAIN, EDUCATE, PROMOTE (STEP) POLICY FOR NONCOMMISSIONED OFFICERS (NCO) PROMOTIONS AND LIMITED APPLICATION OF TEMPORARY PROMOTIONS, 14 DECEMBER 2023 (PARTIALLY SUPERSEDING REFERENCE 1.D), LOCATED AT <HTTPS://ARMYPUBS.ARMY.MIL/PRODUCTMAPS/PUBFORM/POGPROPONENT.ASPX>

2. (U) PURPOSE: THIS MESSAGE PROVIDES NOTICE TO THE SUSPENSION OF THE USE OF TEMPORARY PROMOTIONS AND MODIFIES THE REQUIREMENT TO COMPLETE A REQUISITE LEVEL OF PROFESSIONAL MILITARY EDUCATION (PME) TO QUALIFY FOR PROMOTION AND THE ELIMINATION OF DISTANCE LEARNING – PREREQUISITE (DL-P).

3. (U) APPLICABILITY: THIS MESSAGE APPLIES TO THE REGULAR ARMY, THE U.S. ARMY RESERVE (USAR), AND THE ARMY NATIONAL GUARD (ARNG).

3.A. (U) THE DIRECTOR, ARMY NATIONAL GUARD, HAVING BEEN DELEGATED AUTHORITY BY THE CHIEF, NATIONAL GUARD BUREAU, WILL PROVIDE GUIDANCE AND IMPLEMENTING INSTRUCTIONS ON ALL ARNG PROMOTION POLICY.

3.B. (U) THE CHIEF OF ARMY RESERVE WILL ESTABLISH AND PUBLISH IMPLEMENTING INSTRUCTIONS IN SUPPORT OF THIS MESSAGE FOR THE USAR.

4. (U) CHANGES: THE ARMY'S USE OF TEMPORARY PROMOTIONS TO SERGEANT THROUGH MASTER SERGEANT IN SUPPORT OF THE ARMY'S STEP POLICY (REF 1.B, REF 1.D, AND REF 1.E) IS SUSPENDED UNTIL FURTHER NOTICE. WHEN NECESSARY, TEMPORARY PROMOTIONS FOR PREGNANCY/POSTPARTUM WILL CONTINUE TO FOLLOW ESTABLISHED POLICY (REF 1.B).

5. (U) EFFECTIVE WITH THE JUNE 2024 PROMOTION MONTH, THE DEPUTY CHIEF OF STAFF (DCS), G-1 WILL EXERCISE THEIR AUTHORITY (REF 1.B) TO SUSPEND THE REQUIREMENT TO COMPLETE A REQUISITE PROFESSIONAL DEVELOPMENT COURSE (REF 1.B), TO QUALIFY FOR PROMOTION. INSTEAD, THE ARMY WILL USE THE FOLLOWING NCO PROFESSIONAL DEVELOPMENT SYSTEM (NCOPDS) LEVELS TO QUALIFY FOR PROMOTION.

5.A. (U) PROMOTE TO SERGEANT, PROMOTION BOARD ELIGIBILITY – NONE, PROMOTION PIN-ON REQUIREMENT – NONE.

5.B. (U) PROMOTE TO STAFF SERGEANT, PROMOTION BOARD ELIGIBILITY – BASIC LEADER COURSE GRADUATE, PROMOTION PIN-ON REQUIREMENT – BASIC LEADER COURSE GRADUATE.

5.C. (U) PROMOTE TO SERGEANT FIRST CLASS, PROMOTION BOARD ELIGIBILITY – NOT APPLICABLE, PROMOTION PIN-ON REQUIREMENT – ADVANCED LEADER COURSE GRADUATE.

5.D. (U) PROMOTE TO MASTER SERGEANT, PROMOTION BOARD ELIGIBILITY – NOT APPLICABLE, PROMOTION PIN-ON REQUIREMENT – SENIOR LEADER COURSE GRADUATE.

5.E. (U) PROMOTE TO SERGEANT MAJOR, PROMOTION BOARD ELIGIBILITY – MASTER LEADER COURSE GRADUATE FOR SERGEANTS MAJOR ACADEMY SELECTION, PROMOTION PIN-ON REQUIREMENT – SERGEANTS MAJOR COURSE GRADUATE.

6. (U) PROMOTION REMAINS MERIT-BASED PREDICATED ON A SOLDIER'S POTENTIAL TO SERVE AT INCREASING LEVELS OF RESPONSIBILITY.

6.A. (U) DISTRIBUTED LEADER COURSE (DLC) ELIMINATION FOR NCO PME CONSIST OF— DLC I – 45 HOURS, DLC II – 44 HOURS, DLC III – 40 HOURS, DC IV – 43 HOURS, DLC V – 47 HOURS, DLC VI – 34 HOURS, TOTALING ~253 HOURS/~31 DAYS ELIMINATED.

6.B. (U) DL-P ELIMINATION FOR OFFICER PME CONSISTS OF: CAPTAINS CAREER COURSE – 75 HOURS, COMMAND AND GENERAL STAFF OFFICERS' COURSE – 18 HOURS, TOTALING ~93 HOURS/~12 DAYS ELIMINATED.

6.C. (U) REMAINING DL-P HOURS IN NCO PME (55 HOURS ADVANCED LEADER COURSE DL-P AND SENIOR LEADER COURSE DL-P) AND WARRANT OFFICER PME (WARRANT OFFICER ADVANCED COURSE 18 HOURS AND WARRANT OFFICER SENIOR SERVICE EDUCATION 36 HOURS) WILL BE EVALUATED TO IDENTIFY ADDITIONAL REDUCTIONS AND MITIGATION NO LATER THAN 1 OCT 24.

7. (U) REQUIREMENTS FOR PROMOTION TO SERGEANT THROUGH SERGEANT MAJOR WILL CONTAIN THE FOLLOWING SPECIAL INSTRUCTIONS: "FAILURE TO COMPLETE THE REQUIRED LEVEL OF NCOPDS AS OUTLINED IN AR 350-1 FOR THE GRADE IN WHICH YOU ARE PROMOTED DISQUALIFIES YOU FROM FUTURE PROMOTION ELIGIBILITY UNTIL THAT LEVEL OF NCOPDS IS COMPLETED."

8. (U) PROMOTION TO SERGEANT MAJOR REMAINS UNCHANGED. SOLDIERS ENROLLED IN THE SERGEANTS MAJOR COURSE BLENDED EDUCATION (NON-RESIDENT COURSE) WILL RECEIVE A TEMPORARY PROMOTION AND MUST OTHERWISE GRADUATE THE COURSE OF INSTRUCTION OR WILL BE DEMOTED (REF 1.B) AND BECOME PERMANENTLY INELIGIBLE FOR FURTHER PROMOTION ELIGIBILITY (REF 1.B).

9. (U) THE SERVICE REMAINING REQUIREMENT (SRR) FOR PROMOTION TO SERGEANT FIRST CLASS AND ABOVE BEGINS ON THE PROMOTION RANK ENTRY DATE (REF 1.B), TO INCLUDE THOSE SOLDIERS PREVIOUSLY PROMOTED WITH A TEMPORARY PROMOTION. AS AN EXCEPTION, SOLDIERS WHO INCUR AN SRR BASED ON THIS NOTIFICATION WHO ARE CURRENTLY UNDER SUSPENSION OF FAVORABLE ACTION ARE ONLY AUTHORIZED TO EXTEND FOR THE MINIMUM TIME NECESSARY TO MEET THE SRR FOR PROMOTION. THEY ARE NOT ELIGIBLE TO REENLIST TO MEET THIS SRR. SOLDIERS HAVE 60 DAYS FROM THE DATE OF THE SIGNED DCS, G-1 MEMORANDUM TO MEET PROMOTION SRR. SOLDIERS WHO FAIL TO MEET THE SRR WITHIN THE 60 DAYS WILL REVERT TO THEIR FORMER GRADE.

10. (U) SOLDIERS PREVIOUSLY PROMOTED WITH A TEMPORARY PROMOTION WILL NOT REVERT TO THEIR FORMER GRADE AND ARE CONSIDERED PROMOTED TO THEIR CURRENT GRADE WITHOUT FURTHER CONDITIONS. NO

PROMOTION ORDER ADJUSTMENTS ARE REQUIRED. AS INDICATED IN PARAGRAPH 7, FUTURE PROMOTIONS WILL REQUIRE COMPLETION OF THE REQUISITE LEVEL OF NCOPDS TRAINING TO QUALIFY FOR PROMOTION.

11. (U) SOLDIERS WHO ELECT TO VOLUNTARILY SEPARATE OR RETIRE WILL BE CONSIDERED FULLY ELIGIBLE TO DO SO (FROM A PROMOTION PERSPECTIVE) IN THEIR CURRENT GRADE REGARDLESS OF THE NCOPDS STATUS, PROVIDED THEY ARE OTHERWISE ELIGIBLE.

12. (U) AS AN EXCEPTION TO POLICY (REF 1.B), ELIGIBILITY TO ATTEND THE BASIC LEADERS COURSE DOES NOT REQUIRE SOLDIERS BE RECOMMENDED FOR PROMOTION TO SERGEANT.

13. (U) THESE ACTIONS IN NO WAY UNDERMINE THE IMPORTANCE OF A SOLDIER'S ATTENDANCE TO A PROFESSIONAL NCOPDS COURSE. TO UNDERScore THE IMPORTANCE OF MILITARY EDUCATION IN SUSTAINING A PROFESSIONAL NCO CORPS, AS AN EXCEPTION TO POLICY (REF 1.B), AN ADDITIONAL 150 PROMOTION POINTS WILL BE ADDED TO SOLDIER'S EXISTING TOTAL PROMOTION POINT SCORE AS FOLLOWS:

13.A. (U) SOLDIERS RECOMMENDED FOR PROMOTION TO SERGEANT WHO ARE GRADUATES OF THE BASIC LEADER COURSE.

13.B. (U) SOLDIERS RECOMMENDED FOR PROMOTION TO STAFF SERGEANT WHO ARE GRADUATES OF THE ADVANCED LEADER COURSE.

14. (U) DUE TO THE IMPORTANCE OF TRAINING, THE ARMY WILL CONTINUE TO SCHEDULE SOLDIERS AND NCOS FOR THEIR REQUISITE PME COURSE. LEADERS ACROSS THE ARMY HAVE AN INHERENT ROLE AND RESPONSIBILITY TO ENSURE DEVELOPMENT AND TRAINING OF OUR SOLDIERS. LEADER DEVELOPMENT IS A TIME-INTENSIVE PROCESS, AND THE PRODUCT OF THAT INVESTMENT IS A COMPETENT NCO CORPS THAT IS FIT TO LEAD IN COMBAT.

15. (U) THIS SUSPENSION REMAINS IN EFFECT FOR 12 MONTHS FROM THE DATE OF THE SIGNED DCS, G-1 MEMORANDUM, UNLESS SUPERSEDING GUIDANCE IS PUBLISHED, OR IS OTHERWISE EXTENDED OR RESCINDED.

16. (U) DCS, G-3/5/7 TRAINING POINT OF CONTACT: SGM ROBERT GRIMES (703) 614-9797 OR ROBERT.R.GRIMES4.MIL@ARMY.MIL.

17. (U) THIS ALARACT MESSAGE EXPIRES ON 8 MAY 2025.