



DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF, G-1
300 ARMY PENTAGON
WASHINGTON DC 20310-0300

DAPE-ZA (600-8-19c)

2 May 2024

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Suspension of Temporary Promotions and Select/Train/Educate/Promote Policy

1. References.

- a. Army Directive 2022-06 (Parenthood, Pregnancy, and Postpartum)
- b. Army Regulation (AR) 350-1 (Army Training and Leader Development)
- c. AR 600-8-19 (Enlisted Promotions and Demotions)
- d. AR 601-280 (Army Retention Program)
- e. Memorandum, DAPE-ZA, Reinforcement of Select, Train, Educate, Promote (STEP) Policy for Noncommissioned Officer (NCO) Promotions and Limited Application of Temporary Promotions, 12 September 2023.
- f. Memorandum, DAPE-ZA, Reinforcement of Select, Train, Educate, Promote (STEP) Policy for Noncommissioned Officer (NCO) Promotions and Limited Application of Temporary Promotions, 14 December 2023 (partially superseding reference 1f).

2. Purpose. This memorandum suspends the use of temporary promotions and modifies the requirement to complete a requisite level of professional military education (PME) to qualify for promotion to Master Sergeant and below.

3. The provisions of this memorandum apply to the Regular Army, United States Army Reserve (USAR), Army National Guard (ARNG), and the Army National Guard of the United States (ARNGUS).

a. The Director of the Army National Guard (DARNG), having been delegated authority by the Chief, National Guard Bureau (CNGB), will provide guidance and implementing instructions on all ARNG and ARNGUS promotion policy.

b. The Chief of Army Reserve (CAR) will establish and publish implementing instructions in support of this for the USAR.

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4. The Army's use of temporary promotions to Sergeant through Master Sergeant in support of the Army's STEP policy (ref 1c, para. 1-35a, ref 1fe, and ref 1f) is suspended until further notice. When necessary, temporary promotions for pregnancy/postpartum will continue to follow established policy (ref a, and ref 1c, para. 1-35b).

5. Effective with the June 2024 promotion month, I am exercising my authority (ref 1c, para. 1-34b) to suspend the requirement to complete a requisite professional development course (ref 1c, para. 1-34a), to qualify for promotion. Instead, the Army will use the following NCO Professional Development System (NCOPDS) levels to qualify Soldiers for promotion, as follows:

Promote to:	Promotion Board Eligibility	Promotion Pin-on Requirement
Sergeant	None	None
Staff Sergeant	Basic Leader Course Graduate	Basic Leader Course Graduate
Sergeant First Class	N/A	Advanced Leader Course Graduate
Master Sergeant	N/A	Senior Leader Course Graduate
Sergeant Major	Master Leader Course Graduate for Sergeants Major Academy selection	Sergeants Major Course Graduate

6. Promotion remains merit-based, predicated on a Soldier's potential to serve at increasing levels of responsibility. All other established promotion eligibility rules remain unchanged.

7. Promotion instruments for promotion to Sergeant through Master Sergeant 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. Promotion to Sergeant Major remains unchanged. Soldiers enrolled in a non-traditional training path to the Sergeants Major Course (Sergeants Major Course Distance Learning or Joint Special Operations Senior Enlisted Academy) will receive a temporary promotion and must otherwise graduate the course of instruction or will be demoted (ref 1c, para. 1-35) and become permanently ineligible for further promotion eligibility (ref 1c, para. 1-11a(15)).

9. The Service Remaining Requirement (SRR) for promotion to Sergeant First Class and above begins on the promotion rank entry date (ref 1c, para. 1-31), to include those Soldiers previously promoted with a temporary promotion. As an exception, Soldiers who incur a SRR based on this memorandum who are currently under suspension of favorable personnel actions 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 this memorandum to meet the promotion SRR. Soldiers who fail to meet the SRR within the 60 days will revert to their former grade.

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10. 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 above, future promotions will require completion of the requisite level of NCOPDS training to qualify for promotion.

11. 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. As an exception to policy (ref 1c, paras. 1-42 and 3-2a), eligibility to attend the Basic Leaders Course does not require Soldiers be recommended for promotion to Sergeant.

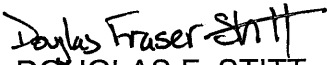
13. These actions in no way undermine the importance of a Soldier's attendance to a professional NCOPDS course. To underscore the importance of PME in sustaining a professional NCO Corps, as an exception to policy (ref 1c, para. 3-17), an additional 150 promotion points will be added to Soldier's existing total promotion point score as follows:

a. Soldiers recommended for promotion to SGT who are graduates of the Basic Leader Course.

b. Soldiers recommended for promotion to SSG who are graduates of the Advanced Leader Course.

14. 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. This suspension remains in effect for 12 months from the date of this memorandum, unless superseding guidance is published, or is otherwise extended or rescinded.


DOUGLAS F. STITT
Lieutenant General, USA
Deputy Chief of Staff, G-1

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