

ALARACT 031/2019 - ENLISTED CENTRALIZED SELECTION BOARDS

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FM ALARACT RELEASE AUTHORITY WASHINGTON DC TO ALARACT BT UNCLAS SUBJ/ALARACT 031/2019 - ENLISTED CENTRALIZED SELECTION BOARDS THIS MESSAGE HAS BEEN TRANSMITTED BY JSP ON BEHALF OF HQDA DCS, G-1 1. REFERENCES.

1.A. ARMY DIRECTIVE 2019-15 (ENLISTED CENTRALIZED SELECTION BOARDS), DTD 4 APRIL 2019, [HTTPS://ARMYPUBS.ARMY.MIL/PRODUCTMAPS/PUBFORM/ARMYDIR.ASPX](https://armypubs.army.mil/productmaps/pubform/armydir.aspx).

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

1.C. AR 601-280 (ARMY RETENTION PROGRAM), DTD 1 APRIL 2016.

1.D. AR 614-200 (ENLISTED ASSIGNMENTS AND UTILIZATION MANAGEMENT) DTD 25 JANUARY 2019.

1.E. AR 635-200 (ACTIVE DUTY ENLISTED SEPARATIONS), DTD 19 DECEMBER 2016.

2. ARMY DIRECTIVE 2019-15 APPLIES TO REGULAR ARMY (RA) AND UNITED STATES ARMY RESERVE (ACTIVE GUARD RESERVE) SOLDIERS.

3. PURPOSE. THE PURPOSE OF THIS MESSAGE IS TO INFORM LEADERS THAT THE SECRETARY OF THE ARMY APPROVED A TALENT MANAGEMENT EFFORT (REF

1.A) THAT WILL SERVE AS A CATALYST TO EVOLVE FROM TIME-BASED TO MERIT-BASED HUMAN RESOURCE (HR) POLICIES AND PROCESSES (DECISIONS ON PROMOTION, ASSIGNMENTS, RETENTION) DESIGNED TO IMPROVE READINESS, LEADER AND PROFESSIONAL DEVELOPMENT, AND PROFESSIONALISM OF THE NCO CORPS. MERIT-BASED MANAGEMENT DECISIONS RECOGNIZE TOP-RATED SOLDIERS' INCREASED POTENTIAL TO SERVE ON THE ARMY TEAM.

4. INTENT. SINCE 1969, THE ARMY HAS CONVENED ANNUAL PROMOTION SELECTION BOARDS TO EVALUATE THE POTENTIAL OF SOLDIERS FOR PROMOTION, CREATING AN ORDER OF MERIT LIST (OML) FOR EACH MILITARY OCCUPATIONAL SPECIALTY (MOS), THEN THOSE SELECTED FOR PROMOTION ARE RE-SEQUENCED BASED ON TIME IN GRADE (SENIORITY) WITH A COMMITMENT TO PROMOTE ALL OF THEM OVER A SPECIFIED PERIOD OF TIME. THE INTENT IS TO EXPAND APPLICATION OF A BOARD'S OML FROM SIMPLY IDENTIFYING PROMOTION SELECTEES TO INFORMING TRAINING, PROMOTION, ASSIGNMENT, AND RETENTION DECISIONS THAT WILL MAXIMIZE THE POTENTIAL OF OUR ARMY'S GREATEST

ASSET - OUR PEOPLE. TO ACCOMPLISH THIS, THE ARMY WILL TRANSITION

FROM CONDUCTING ANNUAL HQDA PROMOTION SELECTION BOARDS TO ANNUAL NCO EVALUATION BOARDS.

5. OBJECTIVES. IN ACCORDANCE WITH ARMY DIRECTIVE 2019-15, THE PRIMARY OBJECTIVES INCLUDE:

5.A. IMPROVE NCO PROFESSIONAL DEVELOPMENT BY SELECTING FULLY-QUALIFIED (FQ) NCOS FROM THE TOP OF A BOARD'S OML FOR ATTENDANCE TO PROFESSIONAL MILITARY EDUCATION COURSES EARLY TO QUALIFY THEM FOR PROMOTION (INSTEAD OF AFTER SELECTION FOR PROMOTION).

5.B. IMPROVE READINESS BY PROVIDING FLEXIBILITY TO REACT TO EMERGING REQUIREMENTS AND REDUCING SKILL/GRADE IMBALANCES.

5.B.1. THE PAST PRACTICE OF CREATING AN ANNUAL PROMOTION SELECTION LIST (NCOS SELECTED FOR PROMOTION WITH A SEQUENCE NUMBER) WILL STOP AND CHANGE TO A PROCESS SIMILAR TO HOW NCOS ARE SELECTED FOR PROMOTION TO SGT AND SSG, ON A MONTH TO MONTH BASIS AGAINST KNOWN REQUIREMENTS.

5.B.2. BEING IDENTIFIED AS FQ BY A BOARD WILL NOT GUARANTEE PROMOTION. ELIGIBILITY FOR MONTHLY PROMOTION SELECTION WILL REQUIRE NCOS BE FIRST ESTABLISHED AS FQ BY THE BOARD AND SECOND, BE OTHERWISE FULLY ELIGIBLE (PROFESSIONAL MILITARY EDUCATION (PME)-QUALIFIED; IN GOOD STANDING) WHEN A VALID REQUIREMENT EXISTS.

5.B.3. BOARDS WILL CONSIDER AND EVALUATE NCOS ANNUALLY; NEW OMLS WILL REPLACE OLD ONES.

5.C. IMPROVE LEADER DEVELOPMENT WITH IMPROVED MERIT-BASED ASSIGNMENT DECISIONS.

5.D. IMPROVE PROFESSIONALISM OF THE NCO CORPS BY MAXIMIZING THE GREATEST POTENTIAL OF OUR NCOS AND ENABLING CONTINUATION OF SERVICE DECISIONS INFORMED BY STRUCTURE REQUIREMENTS AND INDIVIDUAL PERFORMANCE (INTENT BEING TO ELIMINATE RETENTION CONTROL POINTS); TRANSITIONING FROM TIME-BASED RETENTION STANDARDS TO PERFORMANCE-BASED RETENTION STANDARDS.

5.D.1. INFORM NCOS WHO ARE FOUND NOT FULLY QUALIFIED (NFQ) BY A BOARD (OTHERWISE, INELIGIBLE FOR PROMOTION FROM A BOARD PERSPECTIVE) THAT THEIR CONTINUED SERVICE IS AT RISK; INTENT BEING TO INCREASE THEIR PERFORMANCE AND POTENTIAL FOR CONTINUED SERVICE AND CONTRIBUTIONS TO THE ARMY.

5.D.2. DENY CONTINUED SERVICE TO NCOS WHO ARE FOUND NFQ A SECOND TIME (2XNFQ) WHILE IN THE SAME GRADE/MOS AND ALLOW FOR CONTINUED RETENTION OF FQ NCOS BASED ON MERIT/PERFORMANCE TO ADDRESS READINESS SHORTFALLS.

6. LONG-RANGE PLAN. A TRANSITION PLAN (SUBJECT TO CHANGE) CALLS FOR ALL POLICIES AND PROCESSES TO BE INCORPORATED AND FULLY EMPLACED BY THE END OF FY21. THE FOLLOWING IS A BRIEF OVERVIEW OF FUTURE BOARDS WHERE A TRANSITION TO NEW POLICIES AND PRACTICES ARE PROGRAMMED TO

BEGIN:

6.A. FISCAL YEAR 2019.

6.A.1. STARTING WITH THE FY19 MSG PROMOTION SELECTION BOARD.

6.A.1.A. ESTABLISH PROMOTION SEQUENCE NUMBERS BASED ON MERIT (OML) INSTEAD OF SENIORITY (TIG, BASD, ETC.).

6.A.2. STARTING WITH THE FY19 CSM/SGM EVALUATION BOARD (EVALUATION OF CSM/SGM FILES).

6.A.2.A USE A BOARD OML TO QUALIFY NCOS FOR NOMINATIVE CSM/SGM ELIGIBILITY, BN/BDE CSM ELIGIBILITY.

6.A.2.B. ESTABLISH PROMOTION SEQUENCE NUMBERS TO SGM FOR SERGEANTS MAJOR COURSE (CLASS 70) STUDENTS UPON GRADUATION.

6.A.2.C. BEGIN PRIVATELY INFORMING ALL NCOS OF THEIR OML-STANDING WITHIN THE ARMY CAREER TRACKER (INDIVIDUAL RANKING AMONGST THEIR PEERS).

6.B. FISCAL YEAR 2020.

6.B.1. STARTING WITH THE FY20 MSG EVALUATION BOARD (EVALUATION OF 1SG/MSG FILES).

6.B.1.A. USE A BOARD OML TO ASSIST IN THE ASSIGNMENT DECISION PROCESS (FEEDING THE MANNER OF PERFORMANCE TOOL IN HRC).

6.B.1.B. USE A BOARD OML TO IDENTIFY BEST CANDIDATES FOR TRAINING BASED ON MERIT TO QUALIFY THEM FOR FUTURE PROMOTION SELECTION.

6.B.2. STARTING WITH THE FY20 CSM/SGM EVALUATION BOARD (EVALUATION OF CSM/SGM FILES).

6.B.2.A. USE A BOARD OML TO IDENTIFY NCOS WHO ARE FOUND NFQ IN GRADE/MOS THAT THEIR CONTINUED SERVICE IS AT RISK.

6.B.2.B. ESTABLISH A MECHANISM TO PROVIDE VOTER FEEDBACK TO NCOS IN ADDITION TO THEIR OML RANKING.

6.B.2.C. REVISE QMP/QSP POLICIES AND INCORPORATE THOSE OUTCOMES INTO THE ANNUAL EVALUATION BOARD PROCESS.

6.C. FISCAL YEAR 2021.

6.C.1. STARTING WITH THE FY21 SFC EVALUATION BOARD (EVALUATION OF SFC FILES).

6.C.1.A. REVISE ARMY POLICIES TO ELIMINATE THE USE OF (P) STATUS ON NCOS IN THE RANKS OF SSG AND ABOVE.

6.C.1.B. BEGIN A PROCESS OF POSTING 90-DAY PROMOTION FORECASTS FOR NCO PROMOTIONS (SGT THROUGH SGM).

6.C.1.C. BEGIN REVISION FROM AN ANNUAL PROMOTION SELECTION LIST TO A MONTHLY PROMOTION SELECTION PROCESS (IDENTICAL TO HOW THE ARMY PROMOTES TO SGT AND SSG TODAY) BASED ON MOS-SPECIFIC REQUIREMENTS.

6.C.1.D. BEGIN IMPLEMENTATION OF AN HQDA BAR TO CONTINUED SERVICE AGAINST NCOS WHO FAIL TO QUALIFY THEMSELVES FOR PROMOTION BY NOT COMPLETING DISTRIBUTED LEADERS COURSE (DLC) REQUIREMENTS.

6.C.1.E. BEGIN A DENIAL OF CONTINUED SERVICE PROCESS AGAINST NCOS WHO DECLINE PROMOTION AFTER HAVING BEEN IDENTIFIED AS BEST QUALIFIED TO SERVE THE ARMY IN POSITIONS OF INCREASED RESPONSIBILITY.

6.C.1.F. REVISE POSTHUMOUS PROMOTION POLICY FROM (P) STATUS TO THOSE WHO ARE OTHERWISE IDENTIFIED AS FQ BY A BOARD AND IN GOOD STANDING.

6.C.2. STARTING WITH THE FY21 CSM/SGM EVALUATION BOARD (EVALUATION OF CSM/SGM FILES).

6.C.2.A. BEGIN A PROCESS TO DENY SERVICE TO NCOS WHO ARE FOUND NFQ BY A BOARD A SECOND TIME IN THE SAME GRADE (2XFNQ).

6.C.2.B. ELIMINATE RETENTION CONTROL POINTS; SUBSUMED BY MERIT-BASED EVALUATION OF PERFORMANCE AND POTENTIAL (PERFORM OR OUT).

6.C.2.C. BEGIN TOP-OF SYSTEM DATA SHARING WITH SUBORDINATE UNITS TO SECURE VERIFICATION/VALIDATION OF DATA SEEN BY THE BOARD AND THE "MY BOARD FILE" STATUS FOR ASSIGNED SOLDIERS.

6.C.2.D. EXPAND INFORMATION SEEN BY BOARDS TO BETTER INFORM THEM OF NCOS' QUALIFICATIONS AND COMPLIANCE WITH ARMY STANDARDS.

7. KEY TAKEAWAYS. THE ARMY INTENDS TO ACCOMPLISH THE FOLLOWING:

7.A. ALL FY19 NCO PROMOTION BOARDS WILL USE A SOLDIER'S OML STANDING TO ESTABLISH PROMOTION SEQUENCE NUMBERS INSTEAD OF TIME IN GRADE AND TIME IN SERVICE.

7.B. NCO EVALUATION BOARDS WILL REPLACE NCO PROMOTION SELECTION BOARDS.

7.C. NCO EVALUATION BOARDS WILL EVALUATE SOLDIERS ANNUALLY WITH A MISSION TO CREATE AN OML FOR USE TO INFORM A MYRIAD OF HR DECISIONS, ESTABLISHING SOLDIERS AS FQ OR NFQ. THE ARMY INTENDS TO USE THESE OMLS TO TRANSITION FROM TIME-BASED TO MERIT-BASED DECISION PROCESSES.

THIS IS A TALENT MANAGEMENT EFFORT.

7.D. NCOS WILL LEARN THEIR ACTUAL OML STANDING (BY GRADE AND CAREER PROGRESSION MOS) THROUGH THE ARMY CAREER TRACKER.

7.E. NCOS WILL NOT BE ABLE TO OPT OUT OF CONSIDERATION BY AN NCO EVALUATION BOARD.

7.F. THE ARMY WILL PUBLISH A LIST OF ALL NCOS WHO ARE FOUND FQ BY AN EVALUATION BOARD ALPHABETICALLY WITH THOSE NCOS WHO ARE MOST-QUALIFIED ANNOTATED DISTINCTLY.

7.G. THE ARMY WILL USE THE OML TO INFORM A SLATING PROCESS FOR BN/BDE CSM AND ELIGIBILITY FOR NOMINATIVE CSM/SGM CONSIDERATION.

7.H. THE ARMY WILL USE AN NCO EVALUATION BOARD'S OML TO INFORM EARLY ATTENDANCE TO PME COURSES IN AN EFFORT TO QUALIFY THOSE FROM THE TOP OF THE OML FOR PROMOTION.

7.I. THE ARMY INTENDS TO INSTITUTE A BAR TO CONTINUED SERVICE AGAINST NCOS (SSG THROUGH MSG) WHO FAIL TO QUALIFY THEMSELVES FOR PROMOTION BY FAILING TO COMPLETE REQUIRED DLC TRAINING (CONSISTENT WITH CURRENT SPC/SGT POLICY).

7.J. THE ARMY WILL USE THE OML TO INFORM ASSIGNMENT DECISIONS (SUCH AS KEY DEVELOPMENT AND BROADENING).

7.K. ANNUAL PROMOTION LISTS TO SFC AND ABOVE WITH SOLDIERS IDENTIFIED FOR PROMOTION (WITH A SEQUENCE NUMBER) WILL END AND BE REPLACED WITH A MONTHLY PROMOTION SELECTION PROCESS THAT MIRRORS HOW THE ARMY PROMOTES TO SGT AND SSG.

7.L. THE ARMY WILL PUBLISH QUARTERLY PROJECTIONS OF PROMOTION DEMAND FOR ALL MOS AND GRADE COMBINATIONS.

7.M. THE ARMY WILL CREATE A PROCESS FOR BOARD MEMBERS TO PROVIDE FEEDBACK TO NCOS FOLLOWING AN EVALUATION BOARD ON WHAT INFLUENCED THEIR VOTE WHILE REVIEWING THE NCO'S RECORD.

7.N. THE ARMY INTENDS TO INITIATE A BAR TO CONTINUED SERVICE AGAINST NCOS WHO REFUSE PROMOTION AFTER HAVING BEEN IDENTIFIED AS THE BEST QUALIFIED NCO FOR PROMOTION.

7.O. THE ARMY WILL ANNOUNCE ALL SGT THROUGH SGM PROMOTION SELECTS MONTHLY, BY THE 15TH DAY OF THE PRECEDING MONTH.

7.P. THE ARMY INTENDS TO PLACE NCOS ON NOTICE THAT THEIR CONTINUED SERVICE IS AT RISK WHEN A BOARD FINDS THEM NFQ.

7.Q. THE ARMY INTENDS TO DENY CONTINUED SERVICE TO NCOS WHO ARE FOUND NFQ A SECOND TIME IN THE SAME GRADE.

8. AS STATED IN ARMY DIRECTIVE 2019-15, THE DCS, G-1, WILL ANNOUNCE CHANGES TO BOARDS OVER TIME, CITING WHICH POLICIES AND PROCESSES WILL BE INCORPORATED OVER THE NEXT SEVERAL BOARD CYCLES. THIS ITERATIVE APPLICATION OF CHANGE WILL FACILITATE A TRANSITION TO A NEW ENVIRONMENT WHERE PERFORMANCE AND POTENTIAL BETTER INFORM A MYRIAD OF DECISIONS. THIS TALENT MANAGEMENT EFFORT WILL 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.

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

10. THE EXPIRATION DATE OF THIS ALARACT IS 19 APRIL 2020.

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