

Centralized promotions

Re-sequencing shakes up promotion boards; staff sergeants face last chance for promotion until May '05

This year's Department of the Army sergeant first class/Advanced NCO Course (ANCOC) board will select 19 months worth of staff sergeants for promotion to sergeant first class to carry promotions through May 2005.

The change from the standard 12 months of selections comes as part of a re-sequencing of all centralized selection boards approved by the deputy chief of staff/G-1, Lt. Gen. John LeMoynes.

According to a Military Personnel Center message released to the field, the current sequence presents personnel officials with challenges in filling training seats and results in many short-notice reassignment orders that create hardships for Army families.

"This is a good Army, filled with good people, doing good things for good reasons," Le Moynes said. His philosophy, expressed shortly after coming on board as the Army's chief personnel official, is one of continuing the ethos of service and caring for the Army and the people in it that he learned when he enlisted as an Army Reserve Special Forces soldier in 1964.

Currently, the master sergeant board takes place in February, the sergeant first class board in June and the command sergeant major/sergeant major board convenes in October. After it meets in October 2003, the sergeant major promotion board will meet again in June 2004, instead of October 2004. The master sergeant board will convene in both February and October 2004 and meet in October thereafter. The next sergeant first class board will convene in February 2005, rather than June 2004.

This year's sergeant first class selection board will convene May 29 to consider soldiers for promotion to sergeant first class and automatic selection for ANCOC attendance, according to officials at the Enlisted Records and Evaluation Center, Indianapolis. The board, which will also review records for possible

separation of some soldiers under the Qualitative Management Program, features a number of adjustments other than the timeframe it covers.

All staff sergeants with a date of rank (DOR) of Oct. 1, 2001 and earlier with a basic active service date (BASD) between May 30, 1984 and May 29, 1997 (dates inclusive) will be considered. The primary zone includes soldiers whose DOR is June 30, 2000 and earlier. The secondary zone includes soldiers with a DOR of July 1, 2000 through Oct. 1, 2001.

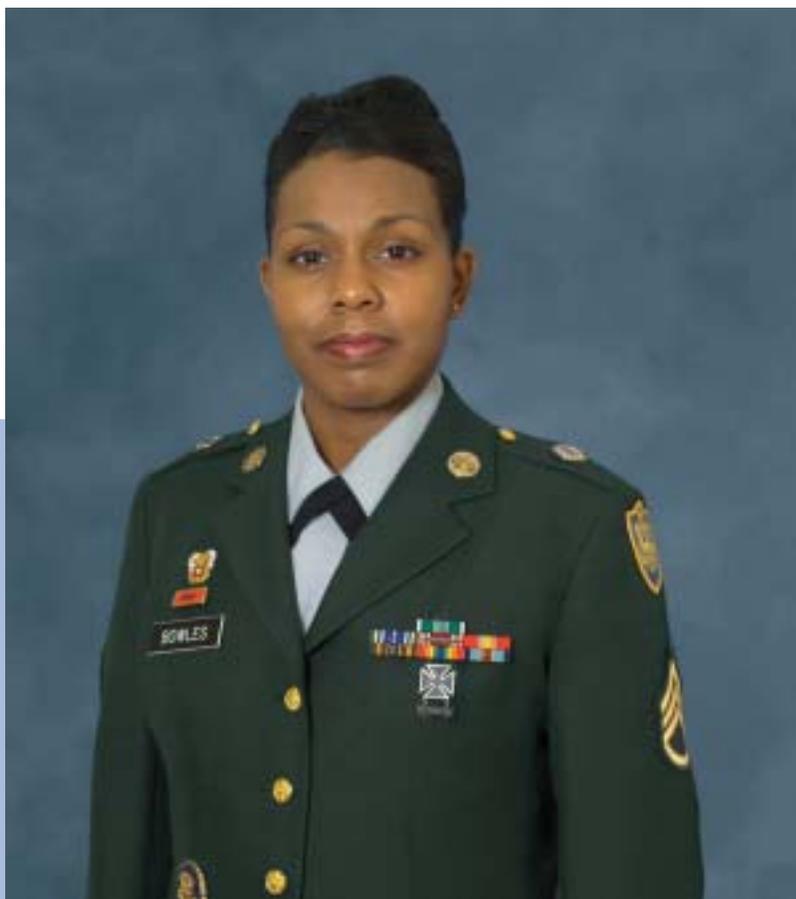
Due to the implementation of Stop Loss, staff sergeants normally ineligible due to having passed a retention control point (BASD earlier than May 30, 1984) in a primary military occupational specialty affected by Stop Loss will be considered for promotion.

Also, as a result of Stop Loss procedures, the board will consider for promotion those soldiers with previously approved retirements who have been retained on duty. No action is required by the soldier. Others with approved retirements, regardless of the approval date and reason for submission, will not regain eligibility by withdrawing their retirement after the date the board convenes.

"This will obviously be tumultuous for some, but it is about correcting some unfavorable situations out there that have been created by the timeframe the results of these boards traditionally come out," said Sgt. Maj. Gerald Purcell, a personnel policy integrator at ODCS/G-1, when the re-sequencing was announced last year. "This is about what is best for soldiers and the Army."

According to a July 2002 Army News Service release, the short-notice orders came about because of the board timing.

With sergeant major promotion boards historically meeting in October and a command sergeant major review board the



following December, the sergeant major promotion list is usually released in mid January. Personnel managers at the Total Army Personnel Command then need several months to determine who goes where, often giving Sergeants Major Course (SMC) graduates a 60-day or less notification of where they are going after their May graduation, Purcell said. Likewise, those master sergeants selected to attend the SMC often get short notification. Both situations place undue stress and turbulence on the soldiers and their families, he said.

Moving the sergeant major promotion board to June allows for SMC graduates to receive their Permanent Change of Station notification six months out, Purcell explained. Likewise, it will give those selected to attend the course a nine-month notice.

Another unfavorable situation the board date changes are designed to fix is low ANCOC attendance during the first quarter of each fiscal year, Purcell said. With sergeant first class boards meeting in June and the selection list released in late August, Personnel Command has had little reaction time to best use existing first-

quarter training seats.

Moving the sergeant first class promotion board to February will allow PERSCOM more time than the current system allows to fill available ANCOC training slots throughout the year, Purcell said.

“About 2,800 staff sergeants will be considered earlier than they normally would have — June 2003 instead of June 2004, and about 8,000 will be delayed — February 2005 instead of June 2004,” Purcell said. “These are tough calls, but we simply just can’t move everyone up to the earlier board. We have to ensure that when we provide an opportunity for a soldier to be considered, that we are providing them a realistic chance for selection.”

One key point to remember, Purcell said, is that the total number of soldiers that will be promoted during this transition will not be any less than if the boards had not been re-sequenced. Some soldiers will be considered a little earlier and some a little later, he continued, but the end result truly benefits soldiers, their families and the Army.

(Compiled from ARNEWS releases and MILPERCEN messages.)

Soldiers may use ERB as source for promotion points while deployed

Soldiers in a deployed status seeking promotion to sergeant or staff sergeant may appear before boards using the Enlisted Record Brief as the official source document for awarding promotion points, according to a Military Personnel Message issued in October.

According to the procedures outlined in the message, soldiers will have 60 days upon redeployment to submit a request for retroactive promotion adjustment for any source document dated prior to the board appearance that was not available while deployed.

Soldiers who fail to submit the retroactive promotion point adjustment within 60 days of redeployment waive the opportunity and then can add additional points only during a re-evaluation.

The procedures will remain in effect until superseded, rescinded or incorporated into a future revision of Army Regulation 600-8-19, *Enlisted Promotions and Reductions*.

Company introduces training aid that comes in shape of key holder

A private firm has introduced a training aid that combines a key chain with an electronic database designed to help NCOs study for board appearances.

The Don-Key sells for less than \$30 and, according to the company, contains more than 1,200 questions and answers that appear on a small liquid crystal display embedded in a plastic key fob resembling a car security alarm box.

Some of the 47 subjects covered include military history, customs and courtesies and uniform wear and appearance.

The product derives its name from “don,” meaning teacher, and “key,” as in answers to a test.

For more information, visit the Web site www.don-key.com.