



DEPARTMENT OF THE ARMY
OFFICE OF THE CHIEF OF ARMY RESERVE
2400 ARMY PENTAGON
WASHINGTON DC 20310-2400

DAAR-HR (600-8-19d)

30 Dec 20

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Guidance to Consolidated Exceptions to Policy Concerning Enlisted Promotions During the Coronavirus (COVID-19) Outbreak for Troop Program Unit (TPU) Soldiers Update

1. References:

a. Office of the Chief of Army Reserve, DAAR-HR memorandum (Implementation Guidance to Consolidated Exceptions to Policy Concerning Enlisted Promotions During the Coronavirus (COVID-19) Outbreak), 15 Apr 20.

b. Office of the Deputy Chief of Staff, G-1, DAPE-ZA memorandum (Consolidated Exceptions to Policy Concerning Enlisted Promotions During the Coronavirus (COVID-19) Outbreak), 23 Mar 20 (Encl 1).

c. Office of the Deputy Chief of Staff, G-1, DAPE-ZA memorandum (Consolidated Exceptions to Policy Concerning Enlisted Promotions During the Coronavirus (COVID-19) Outbreak), 8 Dec 20 (Encl 2).

d. AR 600-8-19 (Enlisted Promotions and Reductions).

e. USAR Personnel Action Guide (PAG).

2. This guidance is applicable to U.S. Army Reserve Troop Program Unit (TPU) Soldiers.

3. Upon release of this update, the following guidance supersedes reference 1a. This guidance is in effect until further notice, not to exceed beyond 7 Dec 21.

a. Battalion commanders (BC) serving as promotion authorities may utilize virtual promotion boards or rely on input from the battalion (BN) command sergeant major (CSM) to make recommendations regarding promotion of enlisted Soldiers. TPU Soldiers will not appear before the board whether physically or digitally.

DAAR-HR (600-8-19d)

SUBJECT: Guidance to Consolidated Exceptions to Policy Concerning Enlisted Promotions During the Coronavirus (COVID-19) Outbreak for Troop Program Unit (TPU) Soldiers Update

(1) A virtual board is a promotion board held completely through digital means such as email, shared drive, Microsoft Teams, etc. Board members review promotion packets digitally and provide recommendation to BN S1. BN S1 processes board results in accordance with USAR PAG.

(2) BN CSM may provide input to the promotion authority to capture the recommended Soldiers for integration into the Promotion Recommended List (PRL). BN S1 processes appropriate documents to supporting Readiness Division in accordance with USAR PAG.

b. The established expirations regarding award of promotion points for weapon qualifications, civilian certification/re-certifications, and the Defense Language Aptitude Test are suspended.

4. For additional information contact MSG Oscar Orellana or MSG Juan Unigarro, USARC G-1 Enlisted Management Branch at 910-570-8706/910-570-8713 or usarmy.usarc.usarc-hq.mbx.g-1-enl-promotions@mail.mil.

FOR THE CHIEF OF THE ARMY RESERVE:

3 Encls

1 HQDA Memo: DAPE-ZA, 23 Mar 20

2 HQDA Memo: DAPE-ZA, 17 Aug 20

3 HQDA Memo: DAPE-ZA, 8 Dec 20

MASLEY.MICHAEL.ERIC.1036377433
ERIC.1036377433
Digitally signed by
MASLEY.MICHAEL.ERIC.103637
7433
Date: 2020.12.30 06:17:49 -05'00'

RICHARD W. CORNER II
COL, AG
Deputy Chief of Staff, G-1

DISTRIBUTION: A (MSCs)

7 MSC

9 MSC

311 SC (T)

ARECs:

8A

USARAF

USARCEN

USAREUR

(CONT)

DAAR-HR (600-8-19d)

SUBJECT: Guidance to Consolidated Exceptions to Policy Concerning Enlisted Promotions During the Coronavirus (COVID-19) Outbreak for Troop Program Unit (TPU) Soldiers Update

DISTRIBUTION: (CONT)

USARNORTH

USARPAC

USARSOUTH

ARA:

I CORPS

III CORPS

(CONT)

DISTRIBUTION: (CONT)

XVIII ABC

USARJ

CF:

USARC XOs

USARC DIR/DEP/CH/ASST

OCAR Directors & Deputies



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

DAPE-ZA

23 MAR 2020

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Consolidated Exceptions to Policy Concerning Enlisted Promotions During the Coronavirus (COVID-19) Outbreak

1. References.

- a. Army Regulation 600-8-19, Enlisted Promotions and Reductions, 16 May 2019.
- b. FRAGO 8 to HQDA EXORD 144-20, Army Wide Preparedness and Response to Coronavirus (COVID-19) Outbreak (141746Z MAR 20).
- c. DAPE-MPE-PD Memorandum, subj: Conducting Promotion Boards (Semi Centralized Promotions) in Response to Coronavirus (COVID-19) Outbreak, dated 20 March 2020.

2. Due to travel and training restrictions established to protect the force and preserve readiness (reference 1b), this memorandum identifies approved exceptions to policy concerning promotion of enlisted Soldiers. These exceptions to policy are made out of an abundance of caution, with an intent to help reduce gatherings and potentially mitigate placing individuals at risk of infection. Unless sooner terminated, these exceptions to policy remain in effect through 30 September 2020.

3. Semi-Centralized Promotion Boards. The following is applicable to the Regular Army (RA) and U.S. Army Reserve (USAR):

- a. The ability to authorize an alternate to a monthly unit promotion board, as set forth in reference 1a (paragraph 3-12b(3)(a)), is hereby extended to battalion commanders serving as promotion authorities.
- b. Battalion commanders are authorized to use virtual promotion boards, or the battalion commander may, in lieu of conducting unit promotion boards, rely on the battalion command sergeant major (CSM) to make a recommendation regarding promotion of enlisted Soldiers. The battalion CSM's recommendation will be based on one-on-one interactions with the recommended Soldier and/or input from the chain of command/NCO support channel.
- c. The authority to elect this option rests with the promotion authority (battalion commander or higher commander). If deemed appropriate, the promotion authority will

DAPE-ZA

SUBJECT: Consolidated Exceptions to Policy Concerning Enlisted Promotions During the Coronavirus (COVID-19) Outbreak

document the decision to exercise this option and ensure that written record is maintained indicating that the physical board was set aside due to the Coronavirus outbreak, the provisions of reference 1a (paragraph 3-12b(3)(a)), and this memorandum.

d. The Director, Army National Guard (DARNG) is encouraged to provide specific guidance regarding applicability, as deemed appropriate, relating to promotion boards for Title 32 Soldiers.

e. Reference 1c is rescinded and replaced with the above.

4. Training Requirements for Promotion Eligibility. The following is applicable to the RA and USAR:

a. Army Physical Fitness Test (APFT).

(1) While passing an APFT remains a promotion eligibility requirement, I am authorizing the use of the last record APFT to qualify Soldiers for promotion recommendation and pin-on (to include award of promotion points) regardless of when the APFT was last administered.

(2) This provision allows Soldiers continued eligibility for promotion recommendation and pin-on to Sergeant (SGT/E5) and Staff Sergeant (SSG/E6) as specified in reference 1a (Tables 3-1 through 3-4), preventing them from being removed from an existing promotion recommended list. Further, this allows Soldiers continued promotion pin-on eligibility to all enlisted grades as specified in reference 1a (paragraph 1-11a(3)(d)).

(3) Commanders will not flag Soldiers for failing to take the APFT during this suspension. Soldiers who previously failed an APFT, will remain flagged until they successfully pass an APFT. Further guidance regarding flagging will be published separately.

b. Weapons Qualification.

(1) Although not tied to promotion recommendation or pin-on eligibility, the requirement, that the most recent weapons qualification score be within the last 24 months for a Soldier to receive promotion points, as specified in paragraph 3-16a(1), is suspended as it pertains to award of promotion points within the semi-centralized promotion system.

(2) During this period, promotion points will be awarded based on the most recent weapons qualification, regardless of when completed.

DAPE-ZA

SUBJECT: Consolidated Exceptions to Policy Concerning Enlisted Promotions During the Coronavirus (COVID-19) Outbreak

c. The DARNG is encouraged to provide specific guidance regarding applicability, as deemed appropriate, to the expiration of APFT and weapons qualifications for Title 32 Soldiers.

5. Professional Military Education (PME) Requirements. The following is applicable to the RA and USAR:

a. I am exercising my authority set forth in paragraph 1-29b of reference 1a, to suspend the requirement to complete a requisite PME course, listed in paragraph 1-29a of reference 1a, to qualify for promotion pin-on for the ranks of Staff Sergeant (SSG/E6) and Sergeant First Class (SFC/E7).

b. This temporary suspension will become effective for the May 2020 promotion month.

c. During this period of suspension, Soldiers are eligible for promotion to the rank of SSG/E6 and SFC/E7 without regard to PME completion, provided they are otherwise fully qualified as set forth in reference 1a. This temporary suspension of PME does not waive the PME requirement for promotion pin-on to SGT/E5, Master Sergeant/E8, or Sergeant Major/E9.

d. This temporary suspension does not diminish the importance of completing required PME to sustain a professional NCO corps. Further, this suspension does not relieve NCOs from ultimately completing the appropriate level of PME required for the grade to which promoted. An NCO promoted, without the requisite PME, as a result of this temporary suspension, will be disqualified from future promotion eligibility until such time as they are fully qualified in their newly promoted grade by completing the requisite PME course. Those RA and USAR (AGR) NCOs who fail to fully qualify themselves for promotion consideration to the following grade by the time they attain primary zone promotion eligibility, may be subject to a Headquarters, Department of the Army (HQDA) bar to continued service.

e. Previously published PME exception to policy programs for deployed NCOs for promotion to SSG/E6 and SFC/E7 will not be applied during this suspension period.

f. Soldiers who have completed the requisite level of PME to fully qualify themselves for promotion to SSG/E6 or SFC/E7 will be selected for promotion pin-on before those who are not PME complete.

g. Guidance regarding PME and promotion eligibility for the Army National Guard will be published separately.

DAPE-ZA

SUBJECT: Consolidated Exceptions to Policy Concerning Enlisted Promotions During the Coronavirus (COVID-19) Outbreak

6. The approved exceptions to policy listed above are limited to the promotion of enlisted Soldiers. The approved exceptions do not relieve a commander from maintaining unit readiness by completing the training requirements of AR 350-1 or as otherwise required by Army policy.



THOMAS C. SEAMANDS
Lieutenant General, U.S. Army
Deputy Chief of Staff, G-1

DISTRIBUTION:

Principal Officials of Headquarters, Department of the Army
Commander

- U.S. Army Forces Command
- U.S. Army Training and Doctrine Command
- U.S. Army Materiel Command
- U.S. Army Futures Command
- U.S. Army Pacific
- U.S. Army Europe
- U.S. Army Central
- U.S. Army North
- U.S. Army South
- U.S. Army Africa/Southern European Task Force
- U.S. Army Marketing and Engagement Brigade
- U.S. Army Special Operations Command
- Military Surface Deployment and Distribution Command
- U.S. Army Space and Missile Defense Command/Army Strategic Command
- U.S. Army Cyber Command
- U.S. Army Medical Command
- U.S. Army Intelligence and Security Command
- U.S. Army Criminal Investigation Command
- U.S. Army Corps of Engineers
- U.S. Army Military District of Washington
- U.S. Army Test and Evaluation Command
- U.S. Army Human Resources Command
- U.S. Army Financial Management Command
- Superintendent, United States Military Academy
- Director, U.S. Army Acquisition Support Center



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

DAPE-ZA

17 AUG 2020

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Consolidated Exceptions to Policy Concerning Enlisted Promotions During the Coronavirus (COVID-19) Outbreak

1. References.

- a. Army Regulation 600-8-19, Enlisted Promotions and Reductions, 16 May 2019.
- b. Army Directive 2020-06, Army Combat Fitness Test, 12 June 2020.
- c. DAPE-ZA Memorandum, subj: Consolidated Exceptions to Policy Concerning Enlisted Promotions During the Coronavirus (COVID-19) Outbreak, dated 23 March 2020.
- d. DAPE-ZA Memorandum, subj: Consolidated Exceptions to Policy Concerning Enlisted Promotions During the Coronavirus (COVID-19) Outbreak, dated 30 June 2020.

2. This is applicable to the Regular Army (RA) and U.S. Army Reserve (USAR).

3. The following exceptions to policy previously established in reference 1c are extended through 31 December 2020:

- a. Battalion commanders serving as promotion authorities may utilize virtual promotion boards or rely on input from the battalion command sergeant major to make recommendations regarding promotion of enlisted Soldiers.
- b. The established expirations regarding award of promotion points for weapon qualifications, civilian certifications/re-certifications, and the Defense Language Aptitude Test are suspended.

4. In accordance with reference 1b, paragraph 4c, the use of the last record Army Physical Fitness Test will be used to qualify Soldiers for promotion regardless of when it was administered.

5. Effective with the September 2020 promotion month, the previously approved limited application of exceptions to policy (reference 1d) suspending requirements to complete

DAPE-ZA

SUBJECT: Consolidated Exceptions to Policy Concerning Enlisted Promotions During the Coronavirus (COVID-19) Outbreak

requisite professional military education (PME) courses to fully qualify for promotion are changed as outlined below:

a. Promotion to Staff Sergeant (SSG) without regard to PME completion is limited to Soldiers in the following military occupational specialties (MOS), provided otherwise fully qualified (reference 1a):

MOS	Title
11B	Infantryman
11C	Indirect Fire Infantryman
12Y	Geospatial Engineer
13F	Fire Support Specialist
19D	Cavalry Scout
19K	M1 Armor Crewman
35F	Intelligence Analyst
35G	Geospatial Intelligence Imagery Analyst
37F	Psychological Operations Specialist
74D	Chemical, Biological, Radiological and Nuclear Specialist
89D	Explosive Ordnance Disposal Specialist
91S	Stryker Systems Maintainer

b. As specified previously, this suspension does not relieve NCOs from ultimately completing the appropriate level of PME required for the grade to which promoted. An NCO promoted, without the requisite PME, as a result of this temporary suspension, will be disqualified from future promotion eligibility until such time as they are fully qualified in their newly promoted grade by completing the requisite PME course. Those RA and USAR (AGR) NCOs who fail to fully qualify themselves for promotion consideration to the following grade by the time they attain primary zone promotion eligibility, may be subject to a Headquarters, Department of the Army (HQDA) bar to continued service.

c. The exception to policy (reference 1c) setting aside PME completion for promotion to SSG in MOS 15U is rescinded.

d. Previously published PME exception to policy programs for deployed NCOs to qualify for promotion to SSG in MOS 15U is reinstated.

6. All other previously announced exceptions established in reference 1c remain in place except for as noted in this memorandum.

DAPE-ZA

SUBJECT: Consolidated Exceptions to Policy Concerning Enlisted Promotions During the Coronavirus (COVID-19) Outbreak

7. Guidance, when deemed appropriate, regarding PME and promotion eligibility for the Army National Guard will be published separately.



GARY M. BRITO
Lieutenant General, U.S. Army
Deputy Chief of Staff, G-1

DISTRIBUTION:

Principal Officials of Headquarters, Department of the Army
Commander

- U.S. Army Forces Command
- U.S. Army Training and Doctrine Command
- U.S. Army Materiel Command
- U.S. Army Futures Command
- U.S. Army Pacific
- U.S. Army Europe
- U.S. Army Central
- U.S. Army North
- U.S. Army South
- U.S. Army Africa/Southern European Task Force
- U.S. Army Marketing and Engagement Brigade
- U.S. Army Special Operations Command
- Military Surface Deployment and Distribution Command
- U.S. Army Space and Missile Defense Command/Army Strategic Command
- U.S. Army Cyber Command
- U.S. Army Medical Command
- U.S. Army Intelligence and Security Command
- U.S. Army Criminal Investigation Command
- U.S. Army Corps of Engineers
- U.S. Army Military District of Washington
- U.S. Army Test and Evaluation Command
- U.S. Army Human Resources Command
- U.S. Army Financial Management Command
- Superintendent, United States Military Academy
- Director, U.S. Army Acquisition Support Center

CF:

Commander, U.S. Army Human Resources Command



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

DAPE-ZA

08 DEC 2020

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Consolidated Exceptions to Policy Concerning Enlisted Promotions During the Coronavirus (COVID-19) Outbreak

1. References.

a. Army Regulation 600-8-19, Enlisted Promotions and Reductions, 16 May 2019.

b. DAPE-ZA Memorandum, Subj: Consolidated Exceptions to Policy Concerning Enlisted Promotions During the Coronavirus (COVID-19) Outbreak, dated 17 August 2020.

2. This is applicable to the Regular Army (RA) and U.S. Army Reserve (USAR).

3. The following exceptions to policy previously established in reference 1b are extended until further notice, not to exceed one year from this memorandum:

a. Battalion commanders serving as promotion authorities may utilize virtual promotion boards or rely on input from the battalion command sergeant major to make recommendations regarding promotion of enlisted Soldiers.

b. The established expirations regarding award of promotion points for weapon qualifications, civilian certifications/re-certifications, and the Defense Language Aptitude Test are suspended.

A handwritten signature in blue ink, appearing to read "GARY M. BRITO".

GARY M. BRITO
Lieutenant General, U.S. Army
Deputy Chief of Staff, G-1

DISTRIBUTION:

Principal Officials of Headquarters, Department of the Army
Commander

U.S. Army Forces Command

U.S. Army Training and Doctrine Command

CON'T

DAPE-ZA

SUBJECT: Consolidated Exceptions to Policy Concerning Enlisted Promotions During the Coronavirus (COVID-19) Outbreak

DISTRIBUTION (CON'T)

Commander

- U.S. Army Materiel Command
- U.S. Army Futures Command
- U.S. Army Pacific
- U.S. Army Europe
- U.S. Army Central
- U.S. Army North
- U.S. Army South
- U.S. Army Africa/Southern European Task Force
- U.S. Army Marketing and Engagement Brigade
- U.S. Army Special Operations Command
- Military Surface Deployment and Distribution Command
- U.S. Army Space and Missile Defense Command/Army Strategic Command
- U.S. Army Cyber Command
- U.S. Army Medical Command
- U.S. Army Intelligence and Security Command
- U.S. Army Criminal Investigation Command
- U.S. Army Corps of Engineers
- U.S. Army Military District of Washington
- U.S. Army Test and Evaluation Command
- U.S. Army Human Resources Command
- U.S. Army Financial Management Command

Superintendent, United States Military Academy
Director, U.S. Army Acquisition Support Center

CF:

Commander, U.S. Army Human Resources Command