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

REPLY TO
ATTENTION OF

MAR 27 2008

DAPE-MPE-PD

MEMORANDUM FOR COMMANDER, MULTI-NATIONAL CORPS IRAQ, BAGHDAD, IRAQ, APO AE 09342-1400

SUBJECT: Enlisted Battlefield Promotions (Staff Sergeant and Below) – Pilot Program - Operation Iraqi Freedom.

1. References.

a. DAPE-MPE-PD memorandum, dated 27 December 2007, subject: Establishment of Army Enlisted Battlefield Promotion Policy.

b. AR 600-8-19, Enlisted Promotions and Reductions, dated 11 July 2007.

2. Effective 1 April 2008, you are authorized to implement enlisted battlefield promotions (to Staff Sergeant and below), as specified within this memorandum, as a pilot program for a one-year period. The promotion authority for this pilot is the Commanding General, Multi-National Corps Iraq.

3. Purpose. The intended purpose of this pilot is to establish authority to accelerate and expeditiously promote courageous and extraordinary Soldiers who willingly and unhesitatingly accept and flawlessly perform at levels of increased responsibility on the battlefield. Battlefield promotions are predicated on extraordinary performance of duties while serving in combat or under combat conditions. Soldiers must display exceptional leadership and performance that clearly distinguishes them from their peers and is expected of the next higher pay grade than currently held. The language in this paragraph is not eligibility criteria. Specific eligibility criteria are set forth in paragraph 4e.

4. Enlisted battlefield promotions.

a. This pilot program authorizes implementation of enlisted battlefield promotions within the established area of responsibility for Soldiers assigned or attached to a unit participating in Operation Iraqi Freedom (OIF) and the criteria set forth in paragraph 4e(1) below. Further delegation is not authorized.

b. Recommendations for promotion under this provision will be administratively processed as deemed appropriate by the approval authority.

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c. Total quarterly promotions are limited to the allocations as identified below:

Promotion to	Quarterly Allocations (APRIL 2003 – JUNE 2003)
SSG (E6)	24
SGT (E5)	54
SPC (E4)	66
PFC (E3)	9
PV2 (E2)	Unlimited

d. Future quarterly promotion allocations will be determined by the DCS, G-1 (DAPE-MPE-PD) and announced no later than the 15th day of the preceding month.

e. **Battlefield Promotion Eligibility Criteria.** The following identifies eligibility criteria for enlisted battlefield promotion:

(1) Enlisted Soldiers (Regular Army (RA), United States Army Reserve (USAR), and Army National Guard of the United States (ARNGUS)) assigned or attached to a unit participating in OIF within the geographic boundary of Iraq. Promotions under this authority are based on extraordinary performance of duties while serving in combat or under combat conditions.

(2) Soldier must be in a promotable status on the effective date of promotion (IAW paragraph 1-10, ref 1b).

(3) Promotions to Sergeant (SGT) and Staff Sergeant (SSG)

(a) Soldier must be assigned and utilized in a position of increased responsibility (e.g., SGT's recommended for promotion to SSG must be assigned to a position that is billeted at the SSG level and the Soldier must be serving in that position as the basis for promotion).

(b) All eligibility criteria established in Table 3-3 and 3-4, ref 1b, apply, except as otherwise provided for in paragraph 4f below.

f. **Waiver of Promotion Criteria under AR 600-8-19.** The following identifies specific regulatory requirements of AR 600-8-19 waived in support of this initiative:

(1) Minimum time-in-service and time-in-grade requirements.

(2) Minimum military education requirements (see paragraph 5i below).

(3) Soldiers will not incur service-remaining requirements set forth in paragraph 3-34, ref 1b, when promoted under the provisions of this pilot program.

5. General Policies/Guidance.

a. Battlefield promotions will not be used in lieu of personal commendations/awards.

b. Soldiers are eligible for one battlefield promotion to a Noncommissioned Officer rank. Soldiers earning a battlefield promotion to SGT are ineligible for a battlefield promotion to SSG. Leaders must consider this when contemplating recommendation of a Soldier for promotion based on performance of duties while serving in combat or under combat conditions.

c. Posthumous Promotions. A battlefield promotion must be approved prior to the date of a Soldier's death to qualify for a posthumous promotion under this pilot.

d. In no circumstance will Soldiers recommended for battlefield promotion to SGT or SSG be "boarded" at the unit level (IAW para 3-13, ref 1b).

e. Quarterly allocations are designated for use within the quarter specified. Unused allocations will not be carried over into the next period. If appropriate, the effective date of promotion may be designated, at the latest, the 1st day of the following quarter (i.e., allocations for April-June 2008 can be approved with effective dates of 1 July 2008).

f. The order issuing authority for enlisted battlefield promotions is the Commander, MNC-I.

(1) In cases where approved battlefield promotions of Soldiers who are assigned or attached from organizations that have retained administrative authority, MNC-I will coordinate through the U.S. Army Human Resources Command (AHRC-PDV-PAE) with that Soldier's parent unit for execution of appropriate orders in accordance with this provision.

(2) All promotion instruments will include the following statement: "This promotion is a result of extraordinary performance of duties while serving in combat or under combat conditions. No additional service-remaining requirements are incurred as a result of this promotion."

g. The order issuing authority will forward all promotion instruments as follows:

(1) For USAR Soldiers. One copy of each approved promotion instrument will be provided to the following email address: usarcg1epmb@usar.army.mil (use "Battlefield Promotion – USAR" as the subject line).

(2) For ARNGUS Soldiers. One copy of each approved promotion instrument will be provided to the following email address: NGB-ARH-S2@ngb.army.mil (use "Battlefield Promotion – ARNGUS" as the subject line).

h. Promotion to SSG is conditional when the Soldier is not already a graduate of the Warriors Leaders Course (WLC). Soldiers promoted under this condition will be required to complete WLC within 270 days of redeployment or will be reduced to the rank of SGT. The following statement will be included on the promotion instrument: "This promotion is conditional pending graduation of the Warrior Leaders Course (WLC). WLC graduation must be completed within 270 days of redeployment or Soldier will be administratively reduced to the rank of Sergeant."

i. In all cases, for all components, exceptions to the established timeframes for WLC completion must be submitted in writing to the DCS, G-1 (DAPE-MPE-PD) for approval. Unless an exception is approved, Soldiers who fail to complete WLC within the prescribed timeframe will be reduced to their former rank.

6. In support of this pilot, you are required to complete the following:

a. Survey all outgoing commanders and senior enlisted leaders as they depart the AOR as to the merit of this program. Enclosure one contains a Senior Leaders Questionnaire with specific questions pertaining to impacts on morale, awareness of the program, perceived inequities, recommended improvements, readiness, and overall merit of the initiative. Use the enclosed questionnaire to survey leaders. Submit to the DCS, Army G-1, Director for Military Personnel Management (DMPM) (DAPE-MPE-PD), within 30 days of completing each quarter.

b. Prepare a roster comprised of a Standard name line (Name, SSN, Component, and rank promoted to) listing of all battlefield promotions approved. Submit to Commander, U.S. Army Human Resources Command (AHRC-MSP-E) no later than the 15th day of the month.

7. The Commander, U.S. Army Human Resources Command is required to establish and publish supporting administrative procedures (by MILPER message) upon receipt.

8. The POC for policy issues regarding this action is Mr. Gerald J. Purcell, DCS, G-1 (DAPE-MPE-PD), at (703) 695-7960. The POC for all processing support is SGM

DAPE-MPE-PD
SUBJECT: Enlisted Battlefield Promotions (Staff Sergeant and Below) Pilot Program – Operation Iraqi Freedom

SGM Thomas Gills, Enlisted Promotions Branch, US Army Human Resources Command, at (703) 325-5101 or DSN 221-5101

Encl
as

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CF:
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