



MISSOURI NATIONAL GUARD
JOINT FORCES HEADQUARTERS
IKE SKELTON TRAINING SITE
2302 MILITIA DRIVE
JEFFERSON CITY, MISSOURI 65101-1203

DEC 21 2017

NGMO-PER-ZA

MEMORANDUM FOR DISTRIBUTION A

SUBJECT: Removal from Selection Status, Enlisted Promotion Selection under Select, Train, Educate, Promote (STEP) and State Wide Vacancy Announcement (SWVA) (Missouri Personnel Policy Message 18-001)

1. References:

- a. AR 600-8-19, dated 25 April 2017.
- b. Current FY Enlisted Promotion Memorandum of Instruction.
- c. Statewide Vacancy Announcement Statement of Agreement.

2. Soldiers who are selected and assigned into a higher grade position without the required NCOES level, must complete the requirement within the prescribed timeline identified in Table 7-4 of AR 600-8-19, dated 25 April 2017. For those Soldiers mobilized after assignment, the time will stop while mobilized and will start back up 60 days post REFRAD (not applicable to conditional promotion to SGM). Failure to complete the PME requirement (fault of the Soldier) will result in reassignment into a qualified vacancy at their current grade.

- a. An additional 12 months is authorized per phase after the second phase.
- b. PME waiver authority may authorize an additional 12 month extension.

3. Commanders will ensure Soldiers who are selected and assigned to higher grade position without the required PME for promotion, are enrolled within 120 days in the required course to meet the above timelines. Commanders must also ensure Soldiers are counseled of the requirement to complete PME.

4. Process for removal from selection status, loss of EPS control number, and reassigned into a qualified vacancy at the current grade.

- a. Soldier may be removed from a higher graded position if not eligible for PME enrollment within the 120 days prescribed in the current MOI from selection date.

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b. The Commander may request removal of a Soldier from a higher graded position if the Soldier is in either a reserve or wait status and fails to attend or attain eligibility to attend the required PME and it is deemed the fault of the Soldier. Reasons include, but not limited to, Soldiers who are flagged for height/weight or APFT at the time the Soldier is scheduled to attend.

c. The promotion authority is additionally authorized to request a Soldier be removed from a higher graded position for the reasons noted in this subparagraph. Soldiers notified of removal from a higher graded position will be counseled and reassigned to the first available vacancy commensurate with their current grade and MOS.

(1) Those who decline/refuse, fail to apply/enroll in appropriate PME.

(2) Fail to be accepted in the appropriate PME.

(3) Fail to attend the appropriate PME.

(4) Fail to graduate due to an act, omission, or failure of standards (fault of the Soldier) after having been notified of the training requirements necessary for promotion.

(5) Voluntary request for transfer out of the position.

(6) Assignment to the ING.

(7) Accepted into an officer/warrant officer producing course.

d. Soldiers removed from selection status as a result of the criteria in paragraph 4.c are not eligible for consideration for promotion for the duration of that FY EPS cycle.

e. Current EPS control number will be withdrawn for Soldiers approved for removal from a higher graded position.

f. Soldiers may submit a promotion packet for the next FY EPS cycle.

5. State Wide Vacancy Announcements process for promotion and when to remove a Soldier from selection status.

a. Guidance for promotion in a SWVA selection status is outlined in the current EPS MOI.

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b. Soldier's selected for SWVA who are non-duty MOS qualified (NDMOSQ) are required to sign a statement of agreement requiring they become DMOS qualified within one year of the selection. Commanders may remove a Soldier from selection status if the Soldier is in either a reserve or wait status and fails to attend or attain eligibility to attend the required MOS or subsequent NCOES schools and it is deemed the fault of the Soldier.

c. Once the Soldier is DMOSQ'd the Commander will ensure Soldiers who are selected and assigned to higher grade position without the required PME for promotion, are enrolled within 120 days of becoming DMOSQ'd to meet the timelines of PME compliance. Commanders must also ensure Soldiers are counseled of the requirement to complete PME.

(1) Timeline for initial PME requirements are outlined in AR 600-8-19 Table 7-4 and will start once the Soldier is DMOSQ'd.

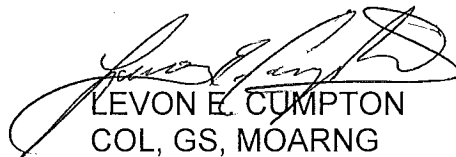
(2) The timeline for subsequent resident PME requirements begins upon promotion to the intermediate paygrade. This applies to Soldiers selected on SWVA for positions two grades above their current grade.

6. Once removal determination has been made the needs of the organization and commuting distance of the Soldier are to be taken into consideration. When finding a valid vacancy of the current grade a transfer may be considered with the approval of the receiving unit Commander.

7. Point of Contact for this policy is 1SG Brian K. Kirkpatrick at 573-638-9500 ext. 37069.

2 Encls

1. Removal from selection checklist
2. DA 4856 Example



LEVON E. CUMPTON

COL, GS, MOARNG
Director of Manpower and Personnel