



REPLY TO
ATTENTION OF

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

DAPE-MPE-PD

17 MAY 2010

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Revised Promotion Point Computations – Semi-Centralized Promotions

1. References.

- a. AR 600-8-19, Enlisted Promotions and Reductions, dated 20 March 2008.
- b. DAPE-MPE-PD Memorandum, Subject: Revisions to Semi-Centralized Promotion Point Computations, dated 16 December 2009.

2. This memorandum announces formal revision to the calculation of promotion points for promotion to Sergeant (SGT) and Staff Sergeant (SSG) for all Active Component (AC) and U.S. Army Reserve (USAR) Soldiers effective 1 June 2011.

3. These changes facilitate our ability to select the best-qualified Soldiers for promotion to SGT and SSG, emphasize “Soldier skills” are important, reduce perceptions of unfairness by instilling more objectivity, refine the overall process in support of an expeditionary Army, and significantly reduce human resource support requirements by leveraging technology.

4. The Army will upgrade AC automation systems to support a paperless promotion point computation system by eliminating the Promotion Point Worksheet (DA Forms 3355), and creating an automated calculation of promotion scores based on the Soldier’s personnel and training data maintained in both The Army Personnel Database (TAPDB) and the Army Training Requirements and Resources System (ATRRS). The effort of work at the unit level will evolve from promotion management to personnel information management – resulting in improved database accuracy. All AC Soldiers will have real-time promotion scores based on the content of their records. The U.S. Army Human Resource Command (AHRC) will capture promotion scores on a monthly basis (at a prescribed time) to establish order of merit lists (by MOS) for use in determining promotion selects. The USAR will adopt the revised calculation of promotion points, but will do so manually, using a revised (hard-copy) DA Form 3355 (pending publication). In time, supporting automation system capabilities will exist to evolve USAR systems to execute the fully automated, paperless promotion point calculation capability.

5. Effective with this change, company commanders and promotion boards will no longer award promotion points. The company commander’s role is to recommend Soldiers for promotion to SGT or SSG and to deny, when appropriate, specified Soldiers promotion list integration in instances where they show they have no potential for promotion (ensuring appropriate professional counseling is completed). A battalion-level promotion board will

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convene monthly to validate a company commander's recommendation with a GO/NO-GO vote. The battalion commander's role remains unchanged.

6. A pending revision to AR 600-8-19, chapters 3 and 5, will incorporate the revised promotion point values. The intent is to consolidate semi-centralized promotion policy for both AC and USAR Soldiers into a single, comprehensive chapter in the promotion regulation; while retaining the unique selection processes inherent to both components.


7. A Soldier's promotion point score will be determined based on the rank the Soldier is recommend for; using a dual-point promotion process incorporating separate and distinct computations for each rank (SGT or SSG). The revised promotion point values are provided as an enclosure to this document. Request widest dissemination within your commands and to your G-1's.

8. Army Human Resources Command will provide supporting implementing instructions and procedural guidance at a later date.

9. POC for this action is Mr. Gerald J. Purcell, Personnel Policy Integrator, at (703) 695-7960 (DSN 225-7960).

FOR THE DEPUTY CHIEF OF STAFF, G-1:

Encl
as


GINA S. FARRISEE
Major General, GS
Director for Military
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SEMI-CENTRALIZED PROMOTION POINT COMPUTATIONS

IMPLEMENTATION DATE: 1 JUNE 2011

1. MILITARY TRAINING (Combat Experience, Weapons Qualification, and Army Physical Fitness Test)

**TOTAL MAXIMUM POINTS: 340 for Promotion to SGT
 255 for Promotion to SSG**

a. Combat Experience (30 points maximum – SGT; 60 points maximum – SSG).

To recognize the invaluable experiences gained while serving on combat deployments, Soldiers will receive 2 promotion points for each incremental month of federal service in specified operations, as defined by the DCS, G-3. Combat deployments are defined as an overseas operation in a designated combat zone (i.e., OIF, OEF). Source document is the Enlisted Records Brief (ERB).

b. Weapons Qualification (160 points maximum – SGT; 100 points maximum – SSG)

1) Weapons qualification will comprise the most recent qualification score (but not older than 24 months) with individual assigned weapon.

2) The most recent qualification will be used. However, if the Soldier fails to qualify through his or her own fault, no valid score will exist. Qualification scores will be provided by the commander for input to the database. If individual weapon qualification cannot be provided by the commander and verifying information is not available, zero promotion points will be awarded.

3) A Soldier's individually assigned weapon should normally be the M16A2 rifle; however, it may be another individually assigned weapon when duty or MTOE requires (for example, 9 mm pistol for military police). The commander's decision applies.

4) Weapons qualification charts are provided below (Table 1-1 for promotion to SGT and Table 1-2 for promotion to SSG). Soldiers assigned to an organization without weapons can use their latest qualification. However, once assigned to an organization with weapons, the Soldier will have 12 months to qualify with assigned weapon or will lose their most recent score.

5) Soldiers with physical profiles resulting from combat related operations as defined in DODI 1332.28 who are unable to qualify with a weapon due to a physical profile will use their last weapons qualification score until the Soldier is medically cleared to fire for qualification. If the Soldier's last qualifying score was a failing score, that Soldier (regardless of primary weapon assigned) will be granted a minimum qualifying score of 26 hits (M16 scale-DA Form 5790-R). The provisions of AR 600-8-4 must be met before application of this paragraph.

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TABLE 1-1. Weapons qualification for Promotion to SGT (weapons qualification/ promotion points)

DA Form 3595-R & 5790-R (M16)	DA Form 85-R (Oct 02) M249 MG	DA Form 85-R (Oct 02) M240B, M60, M249	DA Form 88 (Pistol)	DA Form 5704/ 5705-R Alternate Pistol	DA Form 7304-R (M249 AR)	CID Form (Practical Pistol)	FLVA FORM 19-10 (MP Firearm Qualification Course)
40 = 160	201 = 160	227 = 160	30 = 160	40 = 160	106 = 160	300 = 160	50 = 160
39 = 153	199 = 152	225 = 152	29 = 151	39 = 152	105 = 153	294 = 155	49 = 152
38 = 145	197 = 145	223 = 145	28 = 142	38 = 144	104 = 146	290 = 150	48 = 144
37 = 138	195 = 138	221 = 138	27 = 133	37 = 136	102 = 139	286 = 145	47 = 135
36 = 130	193 = 131	218 = 131	26 = 124	36 = 128	100 = 132	284 = 141	46 = 127
35 = 123	189 = 124	215 = 124	25 = 115	35 = 120	96 = 125	280 = 136	45 = 119
34 = 115	186 = 117	212 = 117	24 = 106	34 = 112	94 = 118	278 = 131	44 = 110
33 = 108	182 = 110	209 = 110	23 = 97	33 = 104	90 = 111	276 = 126	43 = 102
32 = 100	180 = 103	206 = 103	22 = 88	32 = 96	89 = 104	274 = 122	42 = 94
31 = 93	178 = 96	203 = 96	21 = 79	31 = 88	87 = 97	270 = 117	41 = 85
30 = 85	176 = 89	201 = 89	20 = 70	30 = 80	85 = 90	266 = 112	40 = 77
29 = 78	174 = 82	198 = 82	19 = 61	29 = 72	83 = 83	262 = 107	39 = 69
28 = 70	172 = 75	196 = 75	18 = 52	28 = 64	81 = 76	258 = 103	38 = 60
27 = 63	170 = 68	193 = 68	17 = 43	27 = 56	80 = 69	256 = 98	37 = 52
26 = 55	168 = 61	191 = 61	16 = 33	26 = 48	79 = 62	254 = 93	36 = 43
25 = 48	166 = 54	188 = 54		25 = 40	77 = 55	252 = 88	35 = 33
24 = 40	164 = 47	186 = 47		24 = 33	75 = 48	248 = 84	
23 = 33	161 = 40	183 = 40			73 = 41	244 = 79	
	158 = 33	180 = 33			70 = 33	241 = 74	
						237 = 69	
						233 = 65	
						229 = 60	
						225 = 55	
						221 = 50	
						217 = 46	
						213 = 40	
						211 = 33	

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TABLE 1-2. Weapons qualification for Promotion to SSG (weapons qualification/promotion points)

DA Form 3595-R & 5790-R (M16)	DA Form 85-R (Oct 02) M249 MG	DA Form 85-R (Oct 02) M240B, M60, M249	DA Form 88 (Pistol)	DA Form 5704/ 5705-R Alternate Pistol	DA Form 7304-R (M249 AR)	CID Form (Practical Pistol)	FLVA FORM 19-10 (MP Firearm Qualification Course)
40 = 100	201 = 100	227 = 100	30 = 100	40 = 100	106 = 100	300 = 100	50 = 100
39 = 98	199 = 96	225 = 96	29 = 98	39 = 95	105 = 96	294 = 98	49 = 96
38 = 96	197 = 92	223 = 92	28 = 96	38 = 91	104 = 92	290 = 96	48 = 92
37 = 94	195 = 88	221 = 88	27 = 88	37 = 86	102 = 88	286 = 94	47 = 88
36 = 92	193 = 84	218 = 84	26 = 80	36 = 82	100 = 84	284 = 92	46 = 82
35 = 86	189 = 80	215 = 80	25 = 74	35 = 77	96 = 80	280 = 90	45 = 78
34 = 80	186 = 76	212 = 76	24 = 68	34 = 73	94 = 76	278 = 88	44 = 72
33 = 74	182 = 72	209 = 72	23 = 60	33 = 68	90 = 72	276 = 86	43 = 68
32 = 68	180 = 68	206 = 68	22 = 52	32 = 64	89 = 68	274 = 83	42 = 62
31 = 62	178 = 64	203 = 64	21 = 48	31 = 59	87 = 64	270 = 80	41 = 58
30 = 56	176 = 60	201 = 60	20 = 44	30 = 55	85 = 60	266 = 77	40 = 52
29 = 52	174 = 56	198 = 56	19 = 40	29 = 50	83 = 56	262 = 74	39 = 48
28 = 48	172 = 52	196 = 52	18 = 36	28 = 46	81 = 52	258 = 71	38 = 42
27 = 44	170 = 48	193 = 48	17 = 32	27 = 41	80 = 48	256 = 68	37 = 38
26 = 40	168 = 44	191 = 44	16 = 28	26 = 37	79 = 44	254 = 65	36 = 32
25 = 36	166 = 40	188 = 40		25 = 32	77 = 40	252 = 62	35 = 28
24 = 32	164 = 36	186 = 36		24 = 28	75 = 36	248 = 59	
23 = 28	161 = 32	183 = 32			73 = 32	244 = 56	
	158 = 28	180 = 28			70 = 28	241 = 53	
						237 = 50	
						233 = 47	
						229 = 44	
						225 = 41	
						221 = 38	
						217 = 35	
						213 = 32	
						211 = 28	

c. Army Physical Fitness Test (160 points maximum – SGT; 100 points maximum – SSG)

Physical fitness test (sit-ups, push-ups, and 2-mile run) must be done according to applicable Army training regulations and field manuals. To qualify for promotion points, a Soldier must attain a minimum score of 60 points on each event. Promotion points for Soldiers with waived events are outlined below:

1) Permanent profiles.

(a) Soldiers with permanent physical profiles for the sit-up and/or push-ups events will be granted 60 points for each event waived while using the actual score for each

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event actually taken. These Soldiers must qualify on the 2-mile run or approved alternate test according to FM 21-20.

(b) Effective 1 Apr 95, Soldiers taking an alternate event for the 2-mile run receiving a GO, receive a score for that event equal to the average of the scores for the other two events.

(c) Soldiers with permanent profiles resulting from combat related operations as defined in DODI 1332.28 who are unable to take an aerobic or alternate APFT event due to a permanent physical profile will use their last APFT score until the Soldier is medically cleared to take the APFT. If the Soldier's last score was a failing score, that Soldier will be granted a minimum qualifying score of 60 points for each APFT event. The provisions of AR 600-8-4 must be met before application of this paragraph.

2) Temporary profiles.

(a) Soldiers with a temporary profile that prohibits taking one or more events of the APFT will continue to use their current APFT score as a determinate for promotion points provided it is not more than 1 year old.

(b) If the Soldier was afforded an opportunity to take the APFT and failed, or through his or her own negligence (as determine by the unit commander) failed to take the test, the Soldier will lose the APFT points.

(c) Soldiers with temporary physical profiles resulting from combat related operations as defined in DODI 1332.28 will compute promotion points as follows (the provisions of AR 600-8-4 must be met before application of this paragraph):

(1) AA, AGR and TPU Soldiers with a temporary profile that prohibit taking one or more events of the APFT will use their current APFT score provided it is not more than 2 years old at the time of the promotion point computation.

(2) IRR Soldiers with a temporary profile that prohibit taking one or more events of the APFT will use their current APFT score provided it is not more than 3 years old at the time of the promotion point computation.

c. APFT charts are provided below (Table 1-3 for promotion to SGT and Table 1-4 for promotion to SSG).

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Table 1-3. Army Physical Fitness Test for Promotion to SGT (APFT Score/Promotion Points)

Score = Points	Score = Points	Score = Points	Score = Points
300 = 160	270 = 130	240 = 100	210 = 70
299 = 159	269 = 129	239 = 99	209 = 69
298 = 158	268 = 128	238 = 98	208 = 68
297 = 157	267 = 127	237 = 97	207 = 67
296 = 156	266 = 126	236 = 96	206 = 66
295 = 155	265 = 125	235 = 95	205 = 65
294 = 154	264 = 124	234 = 94	204 = 64
293 = 153	263 = 123	233 = 93	203 = 63
292 = 152	262 = 122	232 = 92	202 = 62
291 = 151	261 = 121	231 = 91	201 = 61
290 = 150	260 = 120	230 = 90	200 = 60
289 = 149	259 = 119	229 = 89	199 = 59
288 = 148	258 = 118	228 = 88	198 = 58
287 = 147	257 = 117	227 = 87	197 = 57
286 = 146	256 = 116	226 = 86	196 = 56
285 = 145	255 = 115	225 = 85	195 = 55
284 = 144	254 = 114	224 = 84	194 = 54
283 = 143	253 = 113	223 = 83	193 = 53
282 = 142	252 = 112	222 = 82	192 = 52
281 = 141	251 = 111	221 = 81	191 = 51
280 = 140	250 = 110	220 = 80	190 = 50
279 = 139	249 = 109	219 = 79	189 = 49
278 = 138	248 = 108	218 = 78	188 = 48
277 = 137	247 = 107	217 = 77	187 = 47
276 = 136	246 = 106	216 = 76	186 = 46
275 = 135	245 = 105	215 = 75	185 = 45
274 = 134	244 = 104	214 = 74	184 = 44
273 = 133	243 = 103	213 = 73	183 = 43
272 = 132	242 = 102	212 = 72	182 = 42
271 = 131	241 = 101	211 = 71	181 = 41
			180 = 40

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Table 1-4. Army Physical Fitness Test for Promotion to SSG (APFT Score/Promotion Points)

Score = Points	Score = Points	Score = Points	Score = Points
300 = 100	270 = 75	240 = 45	210 = 28
299 = 99	269 = 74	239 = 44	209 = 28
298 = 99	268 = 73	238 = 43	208 = 27
297 = 98	267 = 72	237 = 42	207 = 27
296 = 98	266 = 71	236 = 41	206 = 26
295 = 97	265 = 70	235 = 41	205 = 26
294 = 97	264 = 69	234 = 40	204 = 25
293 = 96	263 = 68	233 = 40	203 = 25
292 = 96	262 = 67	232 = 39	202 = 24
291 = 95	261 = 66	231 = 39	201 = 24
290 = 95	260 = 65	230 = 38	200 = 23
289 = 94	259 = 64	229 = 38	199 = 23
288 = 93	258 = 63	228 = 37	198 = 22
287 = 92	257 = 62	227 = 37	197 = 22
286 = 91	256 = 61	226 = 36	196 = 21
285 = 90	255 = 60	225 = 36	195 = 21
284 = 89	254 = 59	224 = 35	194 = 20
283 = 88	253 = 58	223 = 35	193 = 20
282 = 87	252 = 57	222 = 34	192 = 19
281 = 86	251 = 56	221 = 34	191 = 19
280 = 85	250 = 55	220 = 33	190 = 18
279 = 84	249 = 54	219 = 33	189 = 18
278 = 83	248 = 53	218 = 32	188 = 17
277 = 82	247 = 52	217 = 32	187 = 17
276 = 81	246 = 51	216 = 31	186 = 16
275 = 80	245 = 50	215 = 31	185 = 16
274 = 79	244 = 49	214 = 30	184 = 16
273 = 78	243 = 48	213 = 30	183 = 15
272 = 77	242 = 47	212 = 29	182 = 15
271 = 76	241 = 46	211 = 29	181 = 15
			180 = 15

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2. AWARDS, DECORATIONS, AND ACHIEVEMENTS (Permanent Awards)

TOTAL MAXIMUM POINTS: 125 for Promotion to SGT
165 for Promotion to SSG

Multiply the number of points authorized by the number of awards received. Only awards and badges listed below qualify for award of promotion points. Awards and decorations earned in other U.S. Uniformed Services receive the same points as corresponding/equivalent Army awards.

a. Awards and Decorations.

Table 1-5. Awards and Decorations

AWARD OR DECORATION	PROMOTION POINTS
Soldier's Medal or higher award/decoration	40
Bronze Star Medal with "V" Device	35
Bronze Star Medal	30
Purple Heart	30
Defense Meritorious Service Medal	25
Meritorious Service Medal	25
Air Medal with "V" Device	25
Army Commendation Medal with "V" Device	25
Air Medal	20
Joint Service Commendation Medal	20
Army Commendation Medal	20
Joint Service Achievement Medal	10
Army Achievement Medal	10
Good Conduct Medal	10
Army Reserve Component Achievement Medal	10
Armed Forces Reserve Medal (with or without "M" Device)	10
Military Outstanding Volunteer Service Medal	10

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b. Badges.

Table 1-6. Badges

BADGE	PROMOTION POINTS
Combat Infantry Badge	30
Combat Medical Badge	30
Combat Action Badge	30
Expert Infantry Badge	30
Expert Field Medical Badge	30
Master Parachute Badge	20
Master Explosive Ordnance Disposal Badge	20
Senior Parachute Badge	15
Senior Explosive Ordnance Disposal Badge	15
Presidential Service Badge	15
Vice President Service Badge	15
Drill Sergeant Badge	15
Basic US Army Recruiter Badge	15
Parachute Badge	10
Parachute Rigger Badge	10
Divers badge	10
Basic Explosive Ordnance Disposal Badge	10
Pathfinder Badge	10
Air Assault Badge	10
Aircraft Crewman badge	10
Secretary of Defense Service Badge	10
Joint Chiefs of Staff Identification Badge	10
Army Staff Identification Badge	10
Tomb Guard Identification Badge	10
Driver and Mechanic Badge	10

c. Tabs. See Military Education.

d. Certificates of Achievement. (DA Form 2442). This is awarded by commanders/deputy commanders serving in positions authorized the grade of LTC or higher or any general officer. CSMs at the brigade level may award certificates of achievement. – 5 each award. (maximum 20 points).

e. Airborne Advantage. In addition to points awarded for attainment of the airborne qualification badge, Soldiers possessing airborne qualifications, assigned to an authorized airborne position while receiving Hazardous Duty Incentive Pay (Parachute Duty Pay) associated with that position, receive an additional number of promotion points, without regard to the maximum point rules for the awards category as follows:

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SCENARIO	ADDITIONAL POINTS
Parachutist serving in TOE/TDA position	20
Senior Parachutist serving in TOE/TDA position	25
Master Parachutist serving in TOE/TDA position	30

3. MILITARY EDUCATION.

TOTAL MAXIMUM POINTS: 260 for Promotion to SGT
280 for Promotion to SSG

a. NCOES (Professional Military Education).

1) Warrior Leader Course (WLC) / Primary Leader Development Course (PLDC). Graduate verification can be obtained in the Army Training Requirements and Resources System (ATRRS). For Soldiers in possession of a DA Form 1059, Academic Evaluation Report and no course graduate entry in ATRRS a copy of the DA 1059 must be sent to Cdr, USAHRC, ATTN: TAPC-EPF-S, 2461 Eisenhower Ave., Alexandria, VA 22331-0303 for validation and inclusion into ATRRS and update of appropriate Military Education Level (MEL) in the Total Army Personnel Data Base (TAPDB).

(a) Graduates of WLC/PLDC receive 80 promotion points when competing for promotion to SGT. Soldiers competing for selection to SSG receives zero points for completion of WLC/PLDC (WLC/PLDC completion is a requirement in order to be recommended to SSG).

(b) Graduates of WLC/PLDC who are recognized as having achieved Commandant's List status (verified on the AER, DA Form 1059) receive 85 promotion points when competing for promotion to SGT.

(c) Graduates of WLC/PLDC who are recognized as having achieved Distinguished Honor Graduate status or as the Distinguished Leadership Graduate (verified on the AER, DA Form 1069) receive 90 promotion points when competing for promotion to SGT.

2) Advance Leaders Course (ALC)/Basic Noncommissioned Officer Course (BNCOC). Graduate verification can be obtained in the ATRRS. For Soldiers in possession of a DA Form 1059, Academic Evaluation Report and no course graduate entry in ATRRS a copy of the DA 1059 must be sent to Cdr, USAHRC, ATTN: TAPC-EPF-S, 2461 Eisenhower Ave., Alexandria, VA 22331-0303 for validation and inclusion into ATRRS and update of appropriate Military Education Level (MEL) in TAPDB.

(a) Graduates of ALC/BNCOC receive 80 promotion points when competing for promotion to SSG. ALC/BNCOC graduates competing for selection to SGT receives four points per week for the ALC/BNCOC course completed.

(b) Graduates of ALC/BNCOC who are recognized as having achieved Commandant's List status (verified on the AER, DA Form 1059) receive 85 promotion points when competing for promotion to SSG.

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(c) Graduates of ALC/BNCOC who are recognized as having achieved Distinguished Honor Graduate status or as the Distinguished Leadership Graduate (verified on the AER, DA Form 1069) receive 90 promotion points when competing for promotion to SSG.

(d) In instances where Soldiers have completed more than one ALC/BNCOC Course, Soldier will receive points as indicated above for the latest ALC/BNCOC completion, and an additional 20 points for the earlier ALC/BNCOC completion. For those who achieved Commandant's List, Distinguished Honor Graduate, or Distinguished Leadership recognition (in the earlier class), an additional 5 points will be authorized, for a maximum total of 25 additional points.

b. Formal Military Training.

1) Courses formally listed in ATRRS are authorized promotion points (exceptions follow) at the rate of 4 (four) promotion points per week (defined as 40 training hours) of military training.

2) Promotion points are not authorized for NCOES courses (except as indicated in para 3a above), all badge-producing courses (see military awards), Basic Combat Training, Advanced Individual Training, New Equipment Training, USMAPS/United States Military Academy (USMA), language training, Officer Candidate School, Warrant Officer Career Course. No promotion points are granted for On-the-job training (OJT) and on-the-job experience (OJE), including Sergeant's Time Training. Military courses completed in the other Armed Forces that were required to hold qualification in or be awarded a MOS/rate are not authorized promotion points. Federal Emergency Management Agency courses (see DA PAM 350-59, para 4-54) are not authorized promotion points.

3) Ranger, Special Forces, and Sapper qualification courses. Soldiers will be awarded 40 promotion points for completion of these courses. All phases of the courses must be completed prior to awarding promotion points.

4) Other military resident training courses (annotated on DA Form 87). Promotion points granted are limited to Soldier Training Courses listed in paragraph 4-23, AR 351-1. Soldiers will be granted 10 promotion points upon successful completion of each course. No other military training annotated on a DA Form 87, except those listed in AR 350-1 as Soldier Training Courses, are authorized promotion points.

5) Military correspondence courses and computer-based training provided through ATRRS Self-development or Army e-Learning (<https://www.atrrs.army.mil>). Soldiers will be granted promotion points upon completion of the full course of instruction based on the scale provided in Table 1-5. No points will be awarded for sub-course completion. The goal is to finish, in its entirety, a formal course of instruction, at which time the Soldier will be granted promotion points.

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6) Promotion points are not granted for duplicate military correspondence and military education courses (for example, Soldier attends Combat Lifesaver Course and completes the Army Correspondence Course Program (ACCP) Combat Lifesaver Course. In this instance, the Soldier receives points based on the ACCP course completion (7 promotion points for completion of a 40 hour correspondence course).

Table 1-7. Army Correspondence Course Program (ACCP) Completion

TOTAL COURSE HOURS	PROMOTION POINTS	TOTAL COURSE HOURS	PROMOTION POINTS
1-10	1	161-170	33
11-20	3	171-180	35
21-30	5	181-190	37
31-40	7	191-200	39
41-50	9	201-210	41
51-60	11	211-220	43
61-70	13	221-230	45
71-80	15	231-240	47
81-90	17	241-250	49
91-100	19	251-260	51
101-110	21	261-270	53
111-120	23	271-280	55
121-130	25	281-290	57
131-140	27	291-300	59
141-150	29	301-310	61
151-160	31	311-320	63

4. CIVILIAN EDUCATION.

**TOTAL MAXIMUM POINTS: 75 for Promotion to SGT
100 for Promotion to SSG**

a. **Civilian education valid for promotion points.** Promotion points are authorized for civilian education conducted at a U.S. Department of Education recognized nationally or regionally accredited institution. Recognized educational institutions are those listed in the American Council on Education (ACE) published Accredited Institutions of Postsecondary Education Guide or those institutions listed on the US Department of Education website at <http://ope.ed.gov/accreditation> . It is recommended that Soldiers consolidate all credits earned from various crediting sources, i.e. national examinations such as The College Level Examination Program tests/Defense Activity for Non-Traditional Education Support (DANTES) tests, or educational institutions onto one transcript. Soldiers currently enrolled in a college/university are required to provide a single transcript from their current college/university consolidating all past civilian education. Soldiers that have multiple transcripts who are not currently enrolled in a college/university may take these transcripts and grade slips to the local education center for assistance. The local education center will provide only an assessment of the total number of non-duplicated postsecondary credit for submission to the unit as the source document to update TAPDB with the total number of credit hours. The total number of credits an accredited institution grants towards a degree will be the basis for granting promotion points. Semester hours must be updated in TAPDB and reflected on the

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Soldier Enlisted Records Brief (ERB) which will be the source in determining promotion points. Soldiers will receive one (1) promotion point for each semester hour (SH) completed. All quarter/contact/clock hours will be converted to SH. SH are defined as 15 hours of classroom contact hours plus 30 hours of outside preparation. 1 SH = 1.5 Quarter Hours (QH); 1SH = 15 Classroom, Clock, or Contact Hours (CH).

b. Foreign transcripts. Soldiers with college credits from foreign colleges or universities (except those countries listed in AR 601-210, paragraph 2-8i) must have those credits evaluated by an accredited college/university or one of the agencies listed in the Accredited Institutions of Post-secondary Education guide published by the ACE or any organization who is a member of the National Association of Credential Evaluation Services (NACES). The DANTES website has a listing of transcript evaluation services. The foreign transcript evaluation is required to establish the commensurate US level of education and institutional legitimacy.

c. Degree completion. 10 Promotion points will be granted to any Soldier who completes a degree while on active duty. If recommended for promotion to SSG, the Soldier must have completed the degree while in the grade of SGT to receive these points. Point of clarification: the degree must have been awarded after enlistment in the Army, Army Reserve, or Army National Guard prior to being promoted to the rank of SGT.

d. College Level Examination Program (CLEP) /Defense Activity for Non-Traditional Education Support (DANTES) Courses. For Soldiers who have not completed any postsecondary courses and chose to test-out through these programs or who have not had the CLEP/DANTES credit recommendations consolidated on one college transcript may receive one (1) promotion point per credit hour for CLEP General and Subject examinations, DANTES Subject Standardized Tests (SST), and American College Test proficiency examinations. Points will not be awarded for credit recommendations that duplicate already earned credit in that subject area or discipline. Education Center personnel may assist with the review or assessment of credit awards for possible credit duplication. Foreign language CLEP examinations will be awarded promotion points based on the Soldier's total score. The score is then converted to semester hours of credit based on the conversion table listed in the "Explanation of Asterisks" section of the CLEP/DANTES report.

e. Technical certifications. 10 promotion points are granted for each TRADOC-approved technical/industry/ professional certification earned, not to exceed award for five certifications or 50 promotion points. Recertification will not result in duplicate award of promotion points.

f. Defense Language Proficiency Test (DLPT). 10 promotion points are granted to Soldiers who achieve a minimum limited working proficiency rating of 1/1 (listening/reading or speaking) on the Defense Language Proficiency Test (DLPT). Promotion points remain valid provided the DLPT proficiency standards do not exceed one year (YR/MO) as of the point compilation month.

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5. COMMAND (formerly Automatic) LIST INTEGRATION. Soldiers integrated onto the SGT promotion list as a result of Command List Integration will receive a total of 39 promotion points. Soldiers integrated onto the SSG promotion list as a result of Command List Integration will receive a total of 14 points (one point less than the minimum passing scores on the APFT). No additional promotion points, regardless of qualifications or achievements, will be granted unless the Soldier goes through the formal board process.