

Chapter 9

Enlisted Classification System

9-1. General

a. The following chapters in this part provide the procedural guidance for the classification of enlisted personnel and positions based on qualifications. It includes the use of SQI and ASI in classification of enlisted positions and personnel and the use of PDSI in classification of enlisted personnel. This publication is a complete compilation of authorized classification identifiers for enlisted personnel and standards for grading enlisted positions in authorization documents. No other classifications will be used for enlisted Soldiers in authorization documents or strength reporting requirements.

b. The enlisted classification system impacts fundamentally on enlisted accessions, training, classification, evaluation, distribution, deployment, sustainment and professional development.

c. The enlisted classification system provides for—

- (1) Visible and logical career patterns for progression to successively higher level positions of responsibility and grade.
- (2) Standard grade-skill level relationships.
- (3) Self-sustainment through new accessions or selected lateral entry from other CMFs.
- (4) Consolidation of MOS(s) at higher grade levels, as practical.

9-2. Enlisted female enlisted designation/utilization (Rescinded 201602)

a. It is current Army policy that female enlisted soldiers maybe designated in any CMF/MOS except those closed to women as indicated in chapter 13 and table 13-1.

b. Female enlisted soldiers will not be assigned to positions, in otherwise open MOS, if the unit or position is coded with DCPC P1. Chapter 13, table 13-1, provides a listing of MOSs closed to women.

9-3. Career management field

a. The CMF identifies a grouping of related MOS(s) that is basically self-renewing and managed in terms of both manpower and personnel considerations. The CMF is used in the development, counseling and management of enlisted personnel. Characteristics of CMF are—

- (1) Provides a visible and logical progression from entry into the training base to retirement in grade of SGM.
- (2) The MOS are so related that soldiers serving in one specialty potentially have the abilities and aptitudes for training and assignment in most or all of the other specialties in that field.
- (3) The career content is supported by annual accessions to replenish the losses from the career force of the field.

b. Chapter 10 section A provides a career progression chart for each CMF that groups the MOS to reflect the routes for progression within and between the MOS. The figure also provides approved MOS substitution options and unique MOS qualifications (e.g. classification or training) where applicable.

9-4. Military occupational specialty

The MOS identifies a group of duty positions that requires closely related skills. A soldier qualified in one duty position in a MOS may, with adequate OJT, perform in any of the other positions that are at the same level of complexity or difficulty. The MOS broadly identifies types of skill without regard to levels of skill. In order to represent a manageable grouping and provide the minimum sustainable assignment and career progression opportunities for Soldiers, the MOS should apply to at least 75 authorized duty positions. MOS that fall below this authorization level through force structure changes or other actions should be considered for merger with other MOS and/or deletion. Exceptions to minimum authorization requirements for highly technical MOS with long training requirements may be approved by ODCS G1 (DAPE-PRP).

9-5. MOS specifications

The MOS specifications contain information required for the classification of positions and personnel and describe significant duties performed in representative positions that compose the MOS. The title normally is a short summary of the full scope of the specialty, and the accompanying three-character MOS designator provides the basis for coded applications of the MOS in various management systems and data bases. The MOS specifications contain--

a. *Major duties.* A narrative paragraph that summarizes the most significant tasks performed in the MOS at each level of skill. If two or more skill levels are authorized for use with an MOS, they are cumulative in nature. If a MOS at a given skill level results from merging two or more MOS, the ability to perform duties in one of the source MOS is required. Technical and functional responsibilities of source MOS are provided in the MOS specifications.

b. *Physical Demands Category Task Lists.* When physical tasks at any level of skill changes due to new responsibilities or new equipment, task lists must accurately represent the PDC associated with the physical requirements of the AOC/MOS. The most physically demanding task or group of tasks will be identified by an asterisk and a PDAW prepared.

(1) The basic premise is that the most demanding task or group of tasks from the task list will determine the MOS PDC based on completion of the worksheet for the task and comparing that against the below standard. To assess the physical demands of an MOS, each task should be analyzed by MOS personnel developers to identify explicit and implicit tasks. The most physically demanding tasks for each AOC/MOS must be identified (either individual or group work) trained, and tested in AOC/MOS producing courses. The physical demand ratings are found in figure 10-2-1. The specific physical demands tasks reside in tables 10-xxx-1 (enlisted) with "xxx" representing a specific AOC/MOS.

(2) Physical demands categories are based on a combination of strength, upper body strength, lower body strength, and aerobic endurance. All soldiers must be able to successfully perform Warrior Tasks and Battle Drills in conjunction with Military Occupational Specialty physical demands located in tables 10-xxx-1 (enlisted). The three physical demands categories as established HQDA EXORD 202-16 are as follows:

(a) Moderately (MO) --- Frequently/constantly lifts up to 40 lbs. or when all physical demands are performed on an occasional basis. .

(b) Significant (SG): frequently/constantly lift 41 lbs. - 99 lbs.; with or without occasional tasks up to 100 lbs.

(c) Heavy (HV) --- Frequently/constantly lift 41 lbs. and above or any frequent/constant tasks of 100 lbs. or more with occasional tasks over 100 lbs.

(3) Definitions of physical demands adjectives.

(a) Occasional: 1-19% of the time (occurring or appearing at irregular or infrequent intervals; occurring now and then).

(b) Frequent: 20-80% of the time (happening or occurring at short intervals).

(c) Constant: 81-100% of the time (continuing without pause or letup; unceasing; regularly recurrent, continual or persistent).

(4) Physical profile series (PULHES).

(a) The PULHES identifies the broad physical demands of a MOS and the physical ability required of an individual to perform the duties required by the MOS. The physical profile serials associated with individual MOS provide a more precise means of matching individuals to positions. The physical profile serial PULHES classifies physical abilities in terms of six factors designated as follows:

1. P--Physical capacity or stamina.

2. U--Upper extremities.

3. L--Lower extremities.

4. H--Hearing and ear.

5. E--Eyes.

6. S--Psychiatric.

(b) Physical profile serials associated with the various MOS are guides only used to determine the initial selection of basic combat trainees (including enlistees for MOS options) for advanced individual training. The profile established at the Military Entrance Processing Station (MEPS) is the basis for determining initial training assignments for all personnel entering the Army.

(c) The PULHES listed for each MOS will not be used as the sole basis for determining PMOS retention, disqualification, reclassification, or change when a Soldier is issued a profile with a "3" or "4" in one or more of the PULHES factors. The issuance of a profile indicates to the commander that a detailed review of the Soldier's medical condition is appropriate.

(5) *Color vision.* A statement depicting normal color vision or red/green color discrimination, as required. Color vision requirements are defined as follows:

(a) Normal color vision is the ability to pass any of the pseudoisochromatic tests for color vision in current use.

(b) Red/green color discrimination is the ability to distinguish between red and green, either by printed chart, a projected chart, lantern or other clinically valid method.

(6) *Aptitude area (AA) score.* The Armed Services vocational Aptitude Battery is a Joint Service Battery used to measure potential to succeed in job training courses. Test scores are used, in conjunction with demonstrated ability, enthusiasm, individual interests and Army needs, to select applicants for enlistment into the Armed Services and classification into a MOS.

(a) The subtests for determining the composites are: General Science (GS); Arithmetic Reasoning (AR); Word Knowledge (WK); Paragraph Comprehension (PC); Numerical Operations (NO); Coding Speed (CS); Auto and Shop Information (AS); Mathematics Knowledge (MK); Mechanical Comprehension (MC); Electronics Information (EI); and Sum of Word Knowledge and Paragraph Comprehension (VE). Current aptitude area composites used for MOS selection are as follows:

1. CL--Clerical--VE+AR+MK
2. CO--Combat--AR+CS+AS+MC
3. EL--Electronics--GS+AR+MK+EI
4. FA--Field Artillery--AR+CS+MK+MC
5. GM--General Maintenance--GS+AS+MK+EI
6. GT--General Technical--VE+AR
7. MM--Mechanical Maintenance--NO+AS+MC+EI
8. OF--Operators and Food--VE+NO+AS+MC
9. SC--Surveillance and Communications--VE+AR+AS+MC
10. ST--Skilled Technical--GS+VE+MK+MC

(b) The personnel developer, with the concurrence of the Commanding General, TRADOC will recommend a minimum AA score(s) for each initial entry MOS qualification in chapter 10. The ODCS, G-1 must approve all AA composites and AA scores. Soldiers who meet AA score requirements in a feeder MOS qualify for progression to designated capper MOS at the appropriate decision point. Special programs or DA regulatory guidance may reflect AA scores for non-entry level MOS; however, approval must be obtained thru the MOCS process (see chapter 1).

(c) The relationships of AA and MOS primarily determine the selection of enlisted personnel for attendance at service schools or training center courses. While AA scores should be used as an indicator of individual strengths and weaknesses for reclassification and similar purposes, the demonstrated ability, enthusiasm, and the interests of the Soldier and needs of the Army should be the dominant factors in such personnel decisions.

(d) AA scores for an ASI will not be more restrictive than those for the associated MOS, unless ODCS G-1 approves the request as an exception to policy.

(7) *Training specifications.*

(a) *Formal training.* A course of instruction that follows a program of instruction prepared or approved by the MOS developer and taught in a structured training environment by an Army, Navy, Air Force or Marine Corps service school, Army Training Center, NCO Academy, USAR Forces School, ARNG Academy, contract training facility, or civilian training administered under contract with a personnel developer school or a USAR or ARNG organization. This includes Reserve Component-configured courses.

(b) *Civilian acquired skills (CAS).* Those skills acquired through attendance at a vocational, technical or other recognized educational institute and requisite experience in those skills before enlistment. Educational achievements are verified by issuance of a diploma or certificate. AR 601-210 establishes policy for the Army Civilian Acquired Skills Program (ACASP)

and table 9-1 list those MOS approved for the ACASP program. The prerequisites for award of a MOS through ACASP are shown in the MOS specifications in chapter 10. ACASP enlistees must meet the criteria for the initial award of the MOS and meet the ACASP qualification requirements.

(c) Supervised on-the-job training (SOJT). A program used only if formal training, correspondence courses, occupational/technical/college courses, contract training, or other TRADOC approved MOS producing courses are unavailable. Commanders must take advantage of professional development, MOS transition courses, refresher courses, and all other available courses to build an effective SOJT program. Both Active Army and Reserve Component SOJT Programs will include:

1. Approval to use SOJT from the first general officer in the chain of command.
2. A list of tasks to be trained that parallels the existing trainer's guide/Soldier's manual task list for that particular MOS.

program.

3. Assurance that all structured educational medias are included in the

4. Milestones for completion of training that require completion in a time frame equal to or greater than the time allotted for the approved mobilization course.

5. End of course evaluation measured to Army standards.

6. Course data and training facility.

(8) *Miscellaneous qualifications.* Some MOS require additional qualifications for award of MOS. Each MOS is independent of each other and the personnel developer school must articulate the requirements for the specific MOS. Some other qualifications may include but not limited to:

- (a) Security clearance rating.

- (b) State U.S. citizenship.

- (c) Identify regulatory guidance for additional requirements.

- (d) Equipment qualification.

c. *ASI.* Chapter 12 describes positions, qualifications and restrictions for award of ASIs. Identified with each MOS specification are those ASIs specifically related to a particular MOS.

d. *Physical requirements and SG table (chapter 10).*

The physical requirements table defines by skill level those physical requirements normally demanded of the duties performed in the MOS and supports the physical demands rating discussed in the above paragraph.

The standards of grade (SG) table provides typical duty position titles, grades and grading patterns for the MOS for enlisted positions in authorization documents.

9-6. Military occupational specialty code (MOSC)

a. The MOSC provides more specific occupational identity than the MOS. It is used—

- (1) To classify enlisted soldiers.

- (2) To classify enlisted positions in requirement and authorization documents.

- (3) To provide detailed occupational identity in records, orders, reports, management systems and data bases.

- (4) As a basis for training, evaluation, promotion and other related management subsystem development.

b. The MOSC contains nine characters and provides more specific occupational identity than the MOS. The MOSC is used to classify both personnel and positions in requirements and authorization documents.

The elements of the MOSC include:

- (1) First three characters. This is a three-character numeric-alpha combination that identifies the MOS without regard to level of skill. The first two characters normally relate to the CMF of which the MOS is a part.

- (2) Fourth character. This is a number. With the first three characters, it shows skill level (SL) in the MOS per table 9-2.

- (3) Fifth character. This may be a letter or a number that reflects SQI common to a number of positions and MOS. Chapter 12 describes authorized SQI codes. The letter "O" will always be inserted as the fifth character when a position does not require special qualifications or an individual is not qualified for award of an SQI.

(4) Sixth and seventh characters. These may be alpha-numeric or numeric-alpha characters that represent ASIs. ASI codes are used to identify skills closely associated with, but in addition to, those in the basic MOS. The numbers "00" will be inserted as the sixth and seventh characters when a position does not require an ASI or a soldier is not qualified for award of an ASI. ASI codes will be included in permanent change of station orders, records and reports, as required. Chapter 12 describes authorized ASI codes to include descriptions of positions, qualifications and restrictions.

(5) Eighth and ninth characters. These are two-letter combinations that identify foreign language requirements and qualifications provided in AR 11–6. Orders, records and reports will use the letters "OO" when foreign language is not required or a soldier is not foreign language qualified.

c. MOSC is used in Army Unit Status Reporting (USR) as defined in AR 220-1, paragraph 9-2h(2).

9–7. SQI code

The SQI is identified by a one character code and will be used with the MOS and SL to form the basic five character MOSC. The skills of a SQI are normally applicable across all or multiple MOS' and are not closely related to those of any MOS.

a. The SQI must identify both positions in the authorization documents and personnel qualifications. Exceptions may be authorized only by DA G-1 (DAPE-PRP).

b. The SQI is not a substitute for an MOS and will not represent the sole skill required for any position.

c. The SQI must have a distinct and constant meaning that will not change with each MOS for which the SQI is used.

d. Each SQI should have a minimum of 20 positions (any MOS) in authorization documents which require use of the SQI. Exceptions may be authorized only by DA G-1 (DAPE-PRP).

e. Personnel qualifications. When completion of a formal course of instruction is the only method which may be used to attain the SQI skills, the required course(s) will be included in the SQI qualifications in chapter 12, table 12-1.

f. Each SQI will be reviewed biennially by ODCS G1 PRP and the Personnel Developer, to ensure compliance with requirements and/or intent of above.

9–8. Additional skill identifiers

a. ASI identify specialized skills, qualifications and requirements that are closely related to and are in addition to those inherent to the MOS. ASI are authorized for use only with designated MOS and will be listed in each specification for such MOS. Area aptitude scores for an ASI will be no more restrictive than the associated MOS, unless an exception to policy is approved by ODCS G1 (DAPE- PRP).

b. ASI are primarily used to identify skills requiring formal school training or civilian certification. Specialized skills identified by the ASI include operation and maintenance of specific weapon systems and subsystems, computer programming languages, procedures, analytical methods, animal handling techniques and similar required skills that are too restrictive in scope to comprise a MOS.

c. ASI may be used to identify specialized qualifications and requirements that do not adhere to the MOS management system. Specialized qualifications and requirements identified by ASI include security and operational requirements.

d. The ASI is identified by a two-digit alpha-numeric or numeric-alpha code which will be added to the five-digit code of the MOSC for which the ASI is authorized. Use of the ASI for position classification in authorization documents is prescribed in AR 71-32. Procedures governing use of the ASI in personnel classification are in AR 614–200. Provisions governing the ASI are as follows:

(1) The ASI must be required to identify both positions in authorization documents and personnel qualifications. Exceptions for "Personnel Only" may be authorized only by DA G-1 (DAPE-PRP) with full justification of why a personnel development skill identifier code can not be used to classify the Soldier.

(2) The ASI is not a substitute for an MOS and will not represent the sole skill required for any position.

(3) Each ASI must have a distinct and constant meaning that will not change with each MOS for which the ASI is authorized.

(4) If an ASI is associated with more than 50 percent of the authorizations in a given MOS, consideration will be given to either including ASI requirements into the MOS or establishing a new MOS to identify those ASI duties and tasks.

(5) Each ASI should have a minimum strength of 20 positions in authorization documents for each MOS with which the ASI is authorized.

Exception: ASI which require completion of 20 or more weeks of formal training for qualification will be considered for identification notwithstanding a small numerical requirement. Other exceptions may be authorized only by DA G-1 (DAPE-PRP).

(6) Establishment of an ASI will be considered if a formal course of instruction of at least 10 days is established to award that ASI. Approval of an ASI with less than 10 days formal training will be considered only if justified by critical task analysis. An ASI will not be established to identify skills that can be acquired only through on-the-job training (OJT) or on-the-experience (OJE).

(7) Personnel qualifications.

(a) If a determination is made that completion of a formal course of instruction is the only method which may be used to attain the ASI skills, the required course(s) will be included in the ASI qualifications listed in chapter 12, table 12-2.

(b) If specific course requirements are not included in table 12-2, the ASI may be awarded either through completion of related course(s) of instruction or OJT/OJE. The determination that a soldier has acquired the skills required to perform the duties of the ASI through OJT/OJE will be certified by the first LTC in the individual's chain of command.

(8) Career progression MOS may be authorized for identification with an ASI even though less than 20 positions are annotated in authorization documents when there is a high probability that the supervisor will be supervising a significant number of personnel performing those ASI duties.

(9) If utilization policy would preclude using a soldier in an ASI position more than once, the establishment of an ASI should not be considered.

(10) The course of instruction for an ASI should not exceed the length of the advanced individual training (AIT) course for the MOS to which the ASI is associated. If the length of ASI training is longer than the AIT course, consideration should be given to establishing a new MOS.

(11) Each ASI/MOS combination will be reviewed biennially by ODCS G1 PRP to ensure compliance with requirements and/or intent of the above.

9-9. Professional development proficiency codes (PDPC).

a. PDPC are a special category of ASI consisting of two characters, in either numeric- alpha or alpha-numeric combinations, coded and/or awarded on documents and personnel records just as ASI.

b. PDPC are used, in combination with a MOS, to identify levels of professional development and qualifications attained through training and/or experience.

c. PDPC may be used to identify the skills required of a position in requirements and authorizations documents as well as the skills in which Soldier may be classified or may only be used to identify personnel skill levels of the Soldier.

d. PDPC identify specialized occupational areas which may or may not be directly related to the skills of a MOS and may be required to perform the duties of selected positions.

e. PDPC normally require significant education, training or experience and unlike ASI, can require specific and/or repetitive tours of duty to provide progressive career developmental assignments.

f. PDPC are authorized for use as detailed in table 12-2. More than one PDPC may be used to identify the qualifications of a Soldier and denote the requirements of a position.

9-10. Personnel development skill identifier (PDSI).

a. Three characters (alpha - numeric- alpha) which are used, in combination with a MOS, to identify unique skills, training or experience Soldiers may obtain during their careers that could add value to the Army and organization in it's mission but which do not meet minimum requirements for establishment of an ASI (identify positions and personnel).

b. PDSI codes are for use in identification of personnel only and may or may not be related to any one particular CMF or MOS. The skills identified by PDSIs may be required of Soldiers to perform selected additional or primary duties in certain positions but will not be documented in requirements or authorization documents.

c. PDSIs may require significant education, training or experience, however, PDSIs do not require repetitive tours and do not provided progressive career developmental assignments.

d. PDSIs are authorized for association with any MOS as defined in their specifications. More than one PDSI may be used to identify the qualifications of a Soldier.

e. Temporary PDSIs may be established for periods not to exceed three years to identify Soldiers skilled in new equipment/systems/processes pending personnel developer development of proposals to establish permanent identifiers (AOC/SI/PDSI) or other skill sustainment options.

f. Reserve Component Mobilization for Training (MFT)/Individual Skill Training (IST) PDSIs may also be established as approved by Department of Defense and ODCS G-3 to identify skill sets in this category.

g. The procedures for establishment of PDSI codes are contained in Chapter 1, and a listing of enlisted PDSI codes with qualifications and restrictions are contained in chapter 1, table 1-2 (Permanent PDSI), table 1-3 (Temporary PDSI) and table 1-4 (MFT/IST PDSI).

9-11. Language identification codes (LIC). Two characters (alpha), which are used to identify the designated foreign language requirements of a position and a Soldier's qualification in a designated foreign language (see AR 11–6). The degree of language proficiency cannot be determined by the LIC alone; supplemental remarks are required under AR 11–6.

9-12. Career progression

a. At certain points in a soldier's career progression, decisions must be made that affect their future. A soldier must be fully informed, in making decisions as to the requirements of the-

(1) MOS(s) in which qualified.

(2) Grades authorized for positions classified in the MOS.

(3) MOS composition of the CMF.

(4) Opportunities for training and progression in MOS and CMF.

b. The decision point where a choice must be made will normally occur during the third to eighth month before expiration term of service. Selecting a reenlistment option compatible with qualifications provides an opportunity for progression.

c. Personnel developers establish the career progression path of each MOS within a CMF. Some MOS progress from initial entry to SGM. Other MOS migrate into career progression capper MOS that advance to SGM. All MOS will have a defined career progression path to SGM and on to CSM.

d. Career progression charts for each CMF are contained in chapter 10.

9-13. Reclassification of enlisted personnel

a. The responsibilities of reclassification authorities, policies and procedures governing MOS reclassification are outlined in AR 614–200.

b. The basic policies governing MOS training are contained in AR 350–41 and AR 351–1. The verification of training requirements prior to award of the MOS is the responsibility of the reclassification authority.

9–14. Utilization of enlisted personnel

a. AR 614–200, chapter 3, governs utilization of enlisted personnel.

b. Enlisted personnel will be used in positions classified in their PMOS. When that is not possible, they will be assigned in their secondary MOS. If an individual is to be used in an additionally awarded MOS, the additional MOS should be related to the CMF of their PMOS.

c. Noncommissioned officers (NCOs), when selected by HRC, will be detailed to recruiting or drill sergeant duty. Qualified NCOs should expect tours of duty in either or both of these capacities as part of normal career progression.

9–15. Grade standards for enlisted positions

a. The standards of grade (SG) tables will be used to establish enlisted grades in requirements and authorization documents.

b. The average grade distribution matrix at figure 9-1 will be used to evaluate the equitable distribution of grades and the grade feasibility of a MOS within a CMF.

c. The CMF grade cap distribution matrix (GCDM) at figure 9-2 will be used in determining the maximum allowable grade structure for a CMF or designated MOS group. Personnel developers may distribute the grade structure allocated by figure 9-3 to meet demands within their CMF. While this provides flexibility, personnel developers must not exceed the aggregate CMF grade structure allowance or create infeasible career progression opportunities within the affected MOS. Proposals affecting enlisted grade structures will be evaluated for impact on and compliance with the CMF GCDM. Deviation from the approved table must be fully justified and approved by HQDA ODCS G1 (DAPE-PRP).

d. Positions not similar to or shown in an existing SG tables will be evaluated using the factors of grade coding listed in paragraph 9–16 to determine appropriate grading. Grading a position not represented in a SG table is considered an exception and will be authorized only as indicated in chapter 1, paragraph 1-11. If the position is a permanent requirement, an action must be initiated, through the appropriate personnel developer, to establish a SG.

9–16. Grading of enlisted positions in requirement and authorization documents

a. The SG tables for each MOS listed separately in chapter 10 are the basis for grading positions in requirement and authorization documents. The SG tables do not authorize positions, but provide a basis for determining equitable grades for positions after the number of positions and the MOS have been established per AR 310–49 or AR 71–32. Through this guidance higher grades are associated with greater levels of responsibility.

b. The non-MOS specific grading guidance and SG tables in chapter 11 prescribe Army-wide grading standards for designated specialized duty functions in TDA, AUGTDA and JTA organizations.

c. The grading standards do not include all duty positions for skill level 1. The following duty positions may be classified in the proper MOS at skill level, in the grade shown below:

- (1) Light truck driver--PFC.
- (2) Vehicle driver--PFC
- (3) Radio-telephone operator--PFC.
- (4) Power generator operator--PFC.

(5) For driver positions not in a motor transport function graded by MOS 88M (Motor transport operator):

(a) If motor-transport-type function exists in the organization in a large number, the positions may be classified and graded per the SG for MOS 88M.

(b) Positions that require technical MOS qualifications in which driving is either incidental or an additional duty should be classified and graded per the technical MOS concerned. Drivers should be given a technical duty position title with the driver qualifications footnoted in the REMARKS section of the organizational manning document.

(c) When positions in an organizational element involve only driving, the positions should be titled as vehicle driver and graded PFC. These positions should be classified in skill level 1 in the most closely related MOS to the technical function of the organizational element.

(d) Tracked personnel carrier driver positions for a crew, team, or squad not classified and graded per MOS 88M SG will be classified in the predominant MOS and graded by the S0G for that MOS. If grading is not provided in the specific MOS SG, these positions will be graded PFC.

d. Grading patterns should be applied to the lowest identified organizational level of the TOE/MTOE/TDA unless otherwise shown in explanatory notes. For example, if a paragraph includes 20 non-supervisory positions that are further distributed into five squads, the grading

pattern should be applied to the four-position squad. The results would then be rolled up by multiplying the squad distribution by five and including the total at the paragraph level.

e. Key enlisted positions that involve significant enlisted leadership or responsibility are graded SGT, SSG, SFC, MSG, 1SG or SGM/CSM. Specific grading for these positions and grading exceptions is contained in specific SG tables in chapter 10 and 11 but the general grading rules are defined below.

(1) *Squad leader positions*. These positions will be classified in the predominant MOS of the squad and in a MOSC with skill level 2 or 3. The duty position title Squad leader is appropriate for use with any MOS identified in a valid squad leader position.

(2) *Platoon sergeant positions*. Platoon sergeant positions may only be documented in paragraphs that include a documented officer or warrant officer platoon leader position except in tables of distribution and allowances (TDA) organizations involved in management of student training, patient medical holding, personnel processing or similar functional positions. These positions will normally be classified in the predominate MOS of the platoon. Platoon sergeant positions with nine or fewer enlisted subordinates will be coded in a MOSC with skill level 3 (grade E6) unless an approved exception is specified in chapter 10 or 11. Platoon sergeant positions with ten or more enlisted subordinates will be coded in a MOSC with skill level 4 (grade E7) unless an approved exception is specified in chapter 10 or 11. The duty position title Platoon sergeant is appropriate for use with any MOS identified in a valid Platoon sergeant position.

(3) *Detachment sergeant positions*. Detachment sergeant positions will be documented as the principal noncommissioned officer in organizations defined as detachments in chapter 1 where the commander has Uniform Code of Military Justice (UCMJ) authority over 73 or fewer assigned or attached military personnel unless an approved exception is specified in chapter 10. These positions will be classified in the MOS at skill level 4 (grade E7) most closely related to the primary mission of the unit. The duty position title of the Detachment Sergeant is appropriate for use with any MOS identified in a valid detachment sergeant position.

(4) *Operations sergeant positions*. Operations sergeant positions will be documented as the principal operations noncommissioned officer in battalion and above level organizations. Positions in battalion level organizations will be in skill level 5 (graded MSG (E8)) unless an approved exception is specified in chapter 10 or 11. Brigade/group/regiment and above level organizations will be graded SGM (E9) unless otherwise specified in chapter 10 or 11. These positions will be classified in the MOS at skill level 6, most closely related to the primary mission of the organization. The duty position title of operations sergeant is appropriate for use with any MOS.

(5) *First sergeant positions*. First sergeant positions will be documented as the principal noncommissioned officer in organizations as defined in chapter 1. These positions will be classified in the MOS most closely related to the primary mission of the unit. The MOSC will reflect SQL "M".

(a) First sergeant positions in organizations where the commander has UCMJ authority over 73 or fewer assigned or attached military personnel will be at skill level 4 (grade E7) unless an approved exception is specified in chapter 10.

(b) First sergeant positions in organizations where the commander has UCMJ authority over 74 or more assigned or attached military personnel will be at skill level 5 (grade E8) unless an approved exception is specified in chapter 10.

(6) *Senior staff NCO positions*. Senior staff NCO positions will be skill level 6 and graded SGM. Position coding/classification will be in an established MOSC or in MOSC 00Z6x. MOSC 00Z6x will only be used when the incumbent is selected to serve or is serving in a position rated by a General Officer/SES equivalent (see chapter 10 for specifications and SG tables on MOS 00Z). Incumbents perform the primary duties and functions as described in paragraph 9-19a and are authorized per guidance contained in chapter 10. No other use will be made of this duty position title except as provided for in paragraph 9-19a.

(7) *Command sergeant major (CSM) positions*. CSM positions will be skill level 6 and perform the primary duties and functions as described in paragraph 9-19b. Classification will be in an established MOSC or in MOSC 00Z6x. MOSC 00Z6x will only be used when the incumbent is selected to serve or is serving in a position rated by a General Officer (see chapter 10 for specifications and SG tables on MOS 00Z).

(a) TDA organizations. TDA CSM positions may be established in TDA organizations where the commander is in grade LTC (O5) or above and has UCMJ authority over 300 or more assigned or attached military personnel per SG tables in chapter 10 (Note: Enlisted soldiers under the commander's authority include those authorized by unit TDA, those in TDA or MTOE of subordinate units, and assigned/attached students, trainees, holdees and patients.). Requests for establishment of new TDA CSM positions as an exception to the above criteria will be submitted through command channels with supporting documentation to ODCS G1 (DAPE-PRP) for review by the appropriate Army Staff elements (to include Sergeant Major of the Army where appropriate) for recommendation. Requests involving General Officer level nominative positions will be forwarded to OSMA Sergeants Major Management Office (SMMO) for decision. All other requests will be forwarded to CG, HRC for decision. If approved the exception will be listed on SG tables in chapter 10.

(b) TOE/MTOE organizations. TOE/MTOE CSM positions may be established as the principal NCO of a battalion and above level organization per SG tables in chapter 10.

9–17. Factors of grade coding

a. Grade authorizations listed are meant to ensure—

- (1) Grade appropriate to the amount and level of responsibility involved.
- (2) Grade necessary for the amount and level of responsibility involved.
- (3) Equitable enumeration for duties performed and qualifications required.

b. In determining grade for positions not included in the SG tables, consideration will be given to the following:

(1) Similar organizations. Where a grade determination does not exist in the SG tables for the organization being considered, attempt to identify the position in the most nearly similar organization in terms of unit type, geographical location, standard reporting code and/or level below MACOM for which a grade determination exists.

(2) Requisite experience level. Consider the nature and extent of practical experience required in the position. Experience involves an extended application of learned skills and knowledge.

(3) Skill type. Consider the type of skill being employed. Operational skills will normally lie on scale including operations, combat employment, inspection, instruction, integration or evaluation of major systems.

(4) Skill level. Consider the level of skill required among the following:

- (a) Basic. Employment of skill under supervision.
- (b) Semi-skilled. Sufficient knowledge and competence to employ skills under minimum supervision.
- (c) Skilled. Sufficient knowledge and competence to employ skills under any condition.

(d) Highly skilled. Requires top performance and demonstration of highest degree of applied knowledge.

(5) Criticality to organizational mission. The extent to which success or failure in the management of assigned activities affects the organization as a whole. Three sub-factors are provided to assist in identifying and evaluating the relevant components of this factor.

(a) Effect of errors. Consider the extent to which the incumbent's actions and decisions affect the operational effectiveness of the organization.

(b) Uniqueness of skill. Consider the number of positions within the organization or its parent unit with the same or similar skills to those of the incumbent.

(c) Battlefield isolation. Consider the degree of geographic isolation under which the organization operates which may hinder or prohibit support from parent or sister organization.

(6) Skills and knowledge required. The level of skills and knowledge required for assignment to the position and attainment of a satisfactory level of performance by the end of a 30-day orientation period. Three sub-factors are provided to assist in identifying and evaluating the relevant components of this factor.

(a) Formal civil education. Consider the level of formal civilian educational development required to deal with the academic theories, facts and information to be encountered.

(b) Military education. Consider the range and subsistence of the overall military perspective required and the military career development training program of the MOS or career field to be graded.

(c) Specialty functional training. Consider the extent of the requirement for subject matter expertise which is acquired only through attendance at military or industrial training courses especially designed for the military function under consideration. Length of training courses, career development availability for training and rate at which skills decay following training should be considered.

9–18. Relationship between grade and MOS

a. Grades are established for positions identified by the MOS and not for the MOS itself. As a result, all MOS do not extend to grade of SGM.

b. Grades are not established solely to provide opportunity for progression within a MOS. Position grade is determined based on a job evaluation that should measure the degree of skill, responsibility and other requirements. Considerations involved in grading are in paragraph 9–16.

9–19. Relationship between CMF, Sergeant Major (SGM) and Command Sergeant Major (CSM)

All CMF career progression charts show a line of normal progression leading to grade E9 SGM and CSM, the Army's most senior-level NCOs. This grade is at the top of the enlisted career field and reflects years of career development and experience in that field. The SGM/CSM is professionally developed by a progressive and sequential assignment methodology; laterally moving between ranks consistent with the responsibilities associated with their assignment and utilization. SGM and CSM alike must master tactical art and the military decision-making process, and understand operational art and problem framing through design. These leaders lead units and teams, serve as multi-dimensional experts on division, corps, Army, and Joint staffs, integrate with joint, interagency, intergovernmental and multinational (JIIM) partners, and demonstrate competence in ambiguous and complex situations. These leaders identify the right level of cultural capability, language skills, and information requirements for subordinates in a given environment. These leaders are also versatile, able to apply design to address complex and ill-defined problems and rapidly determine innovative and adaptive solutions. They learn to anticipate transitions and envision conditions to leverage opportunities while mitigating vulnerabilities and developing options for alternative futures. They also build teams of teams by actively networking with outside individuals and organizations to share information and accomplish missions. At this level leaders must understand how their formations support and are supported by the work of the multitude of civilian organizations they will encounter outside the joint and coalition formation. Broad management skills are essential to exercise the responsibilities of the higher leadership positions in which SGM/CSM serve. These leaders must coach, mentor, and develop subordinate leaders, identify future leaders, and inspire their junior officers, NCOs and Soldiers to a career of military service. The SGM/CSM is expected to function completely without supervision and like the old sage of times past, their counsel is expected to be calm, settled and unequivocally accurate, but with an energy and enthusiasm that never wanes, even in the worst of times.

a. The sergeant major is generally the key enlisted member of staff elements at the battalion level and higher. Serving initially at the operational level and progressing to the organizational and strategic levels over time, the sergeant major must understand the Army force generation (ARFORGEN) process, operations at all echelons and how the Army runs. The SGM must be able to prepare staff studies, staff estimates and unit assessments, conduct briefings, prepare and track complex operations plans and orders and determine force requirements and alternative means of resourcing soldier training requirements to accomplish Army functions and missions as related to their unit and MACOM-level management. The SGM must be technically competent and be able to excel at any staff level, including DA and JIIM environments. The SGM must also be proficient at public speaking and communicating effectively with large audiences. They are subject matter experts in their technical field, advising on all technical matters and serve as the primary enlisted advisor on operations, processes and policy development, performing as the analytical reviewer of regulatory guidance. The sergeant major's experience and ability are

equal to that of a command sergeant major but their leadership influence is generally limited to those directly under their charge.

b. The command sergeant major is the senior NCO and principal enlisted advisor to commanders in the headquarters of TOE/MTOE units at battalion or higher level or in TDA units in which a commander in grade LTC or above has the authority to impose disciplinary action under the Uniform Code of Military Justice over 300 or more enlisted personnel (Note: Enlisted soldiers under the commander's authority include those authorized by unit TDA, those in TDA or MTOE of subordinate units and assigned students, trainees and patients.) or has an approved exception in SG tables in chapter 10. The CSM plans, coordinates, and supervises activities pertaining to organization, training, and combat operations and oversees the enforcement of policies and standards on performance, training, appearance and conduct of enlisted personnel within the command. The CSM gives advice and initiates recommendations to the commander and staff in matters pertaining to enlisted personnel. A unit, installation, or higher headquarters CSM directs the activities of that NCO support channel and administers the unit Noncommissioned Officer Development Program (NCODP) and assists the commander in driving the unit training program. The CSM assists the commander in determining leader tasks and training for NCOs and jointly with the commander, coordinates and develops the unit's Mission Essential Task List (METL). CSMs use the NCO Support channels to inform, express concerns on enlisted issues, and build esprit. They also represent the commander at military and civilian functions to maintain good community relations. Moreover, as a senior enlisted advisor to the commander, CSMs must be able to communicate the needs of the enlisted to senior leaders and external organizations. CSMs are morally and ethically mature and withstand public scrutiny and the enormous pressures brought to bear by the scope of their authority and the impact of their decisions. CSMs possess a sense of responsibility for the Army as a profession – regardless of where they serve. They are leaders who can transform followers and units and serve as exemplars of the profession- who actively coach and inspire subordinates, peers, and superiors alike to transform and aspire to be professional leaders of character like themselves.

9-20. Requesting conversion of a valid E9 position, (i.e. 7S to an 8S), to a Nominative (GO/SES) level positions

(a) The command must submit a memorandum with justification requesting the position be converted to a Nominative CSM/SGM.

(b) The request must include:

(1) An endorsement from the army command, army service component, or direct reporting unit commander.

(2) A justification form (with pertinent information filled out) and an organizational chart (who the command falls under through army command, army service component, or direct reporting unit).

(3) A Rating Scheme for the requested position.

(c) Requests should be addressed to Office of the Sergeant Major of the Army Sergeants Major Management Office (SMMO), 203 Army Pentagon (3E677), Washington, DC 20310-0203.

9-21. Processing Nominative (GO/SES) level positions conversion requests.

The following process will be adhered to once a request is received at OSMA-SMMO.

(a) On actions involving converting valid E9 positions, OSMA-SMMO will obtain position upgrade approval of these requests prior to recommendation and decision.

(b) OSMA-SMMO will provide appropriate information to HRC, SGM Branch for their input to the request for consideration during the review and decision.

(c) OSMA-SMMO will review the request and make a recommendation to SMA.

(d) SMA will make the final decision on the request.

(e) OSMA-SMMO will make formal notification of the decision to the organization.

9-22. Relationship between enlisted and warrant officer MOS

a. Personnel are appointed to warrant officer by the Secretary of the Army. Warrant officer status is achieved when an individual soldier applies for warrant officer appointment, successfully passes a screening board and completes the warrant officer entry course and appropriate technical certification training. The location and length of training varies based on MOS.

b. Selection procedures and training requirements apply to appointment in the Active Duty of the United States, Army Reserve or in the Army National Guard, with or without concurrent call to active duty. In limited instances, technical certification training may be waived by successful completion of diagnostic testing administered by the MOS personnel developer. Appointment to warrant officer is only accomplished when the MOS personnel developer certifies that the individual soldier is competent to perform as a warrant officer in a specific MOS.

c. Warrant officer MOS relate to enlisted specialties but are broader in scope. Some warrant officer MOS have a single enlisted feeder MOS; however, most warrant officer MOS have multiple enlisted feeder MOS. Enlisted personnel are eligible to apply for warrant officer training and appointment after meeting minimum MOS requirements published annually in the warrant officer procurement circular (DA Circular 601 series). There are no provisions for direct appointment to warrant officer status without completing the requirements identified above.

d. The primary publications governing warrant officer appointment are AR 135–100, AR 135– 210, AR 601–100, AR 601–210, DA Pam 600–11, and DA circulars in the 601 series. DA also makes other periodic announcements by message concerning the Warrant Officer Career Program.

9-23. Changes to the enlisted personnel classification system

a. Recommendations to the enlisted classification system for additions, revisions or deletions of CMF, MOS SQI, ASI or PDSI and their specifications should be submitted as provided in chapter 1.

b. Technological developments and/or changes in organizations, mission, doctrine or training or personnel management normally serve as the basis for revisions to the enlisted fields, specialties and identifiers. Change to CMF, MOS and ASI impact considerably on positions, personnel and operations Army-wide. Therefore, recommended changes must be fully justified and documented per chapter 1.

c. ODCS G1 PRP will evaluate and coordinate proposed changes as required prior to a final decision.

10-2-1. Enlisted OPAT Physical Demands Categories

The occupational physical assessment test (OPAT), allows the Army to screen applicants for their ability to succeed in their assigned specialty prior to entering active duty or Nominative CSMs at the Division Level and higher, not specifically listed for a Physical Demand Category are classified as Moderate (gold) unless otherwise directed by the SMA.

The OPAT categories for each enlisted specialty are:

MOS	TITLE	PHYSICAL DEMANDS CATEGORY
00Z	Sergeant Major Nominative	MODERATE
09B	Trainee Unassigned	MODERATE
09C	Trainee Language	MODERATE
09D	College Trainee	MODERATE
09E	Trainee Language	MODERATE
09J	GED Completion Program	MODERATE
09L	Interpreter/Translator	MODERATE
09M	March 2 Success	MODERATE
09N	Nurse Corps Candidate	MODERATE
09Q	Army Legal Immigrant Healthcare Professional Officer Candidate	MODERATE
09R	Simultaneous Member Program	MODERATE
09S	Commissioned Officer Candidate	MODERATE
09T	College Student Army National Guard Officer Program	MODERATE
09U	Unqualified In Authorized Army MOS	MODERATE
09W	Warrant Officer Candidate	MODERATE
11B	Infantryman	HEAVY
11C	Indirect Fire Infantryman	HEAVY
11X	Infantry Recruit	HEAVY
11Z	Infantry Senior Sergeant	MODERATE
12A	Engineer Senior Sergeant	MODERATE
12B	Combat Engineer	HEAVY
12C	Bridge Crewmember	HEAVY
12D	Diver	HEAVY
12G	Quarrying Specialist (RC)	SIGNIFICANT
12H	Construction Engineering Supervisor	MODERATE
12K	Plumber	MODERATE
12M	Firefighter	HEAVY
12N	Horizontal Construction Engineer	MODERATE
12P	Prime Power Production Specialist	MODERATE
12Q	Power Line Distribution Specialist (RC)	MODERATE
12R	Interior Electrician	MODERATE
12T	Technical Engineer	MODERATE
12V	Concrete & Asphalt Equipment Operator (RC)	SIGNIFICANT
12W	Carpentry & Masonry Specialist	MODERATE
12X	General Engineering Supervisor	MODERATE
12Y	Geospatial Engineer	MODERATE
12Z	Combat Engineering Senior Sergeant	MODERATE
13B	Cannon Crewmember	HEAVY
13F	Joint Fire Support Specialist	HEAVY
13J	Fire Control Specialist	HEAVY
13M	Multiple Launch Rocket System (MLRS)/High Mobility Artillery Rocket Syst Em (HIMARS) Crewmember	HEAVY
13R	Field Artillery Firefinder Radar Operator	HEAVY
13X	Field Artillery Computer Systems Specialist	MODERATE
13Z	Field Artillery Senior Sergeant	MODERATE
14E	Patriot Fire Control Enhanced Operator/Maintainer	MODERATE
14G	Air Defense Battle Management System Operator	MODERATE
14H	Air Defense Enhanced Early Warning Operator	MODERATE
14P	Air & Missile Defense (AMD) Crewmember	SIGNIFICANT
14S	Avenger Crewmember	SIGNIFICANT
14T	Patriot Launching Station Enhanced Operator/Maintainer	MODERATE
14X	Space and Missile Defense Operations	MODERATE
14Z	Air Defense Artillery Senior Sergeant	MODERATE
15B	Aircraft Powerplant Repairer	MODERATE
15C	MQ-1 Operator	MODERATE
15D	Aircraft Powertrain Repairer	MODERATE
15E	RQ-7 Repairer	MODERATE
15F	Aircraft Electrician	MODERATE
15G	Aircraft Structural Repairer	MODERATE
15H	Aircraft Pseudraulics Repairer	MODERATE
15J	OH-58D Armament/Electrical/Avionics Systems Repairer	SIGNIFICANT
15K	Aircraft Components Repair Supervisor	MODERATE
15L	Armament/Electrical/Avionics Repair Supervisor (Arm/Elect/Avionics Rep Supv)	MODERATE
15M	MQ-1 Repairer	MODERATE

MOS	TITLE	PHYSICAL DEMANDS CATEGORY
15N	Avionic Mechanic	MODERATE
15P	Aviation Operations Specialist	MODERATE
15Q	Air Traffic Control Operator	MODERATE
15R	AH-64 Attack Helicopter Repairer	MODERATE
15S	OH-58D Helicopter Repairer	SIGNIFICANT
15T	UH-60 Helicopter Repairer	MODERATE
15U	CH-47 Helicopter Repairer	MODERATE
15W	RQ-7 Operator	MODERATE
15Y	AH-64D Armament/Electrical/Avionic Systems Repairer	MODERATE
15Z	Aircraft Senior Sergeant	MODERATE
17C	Cyber Operations Specialist	MODERATE
17E	Electronic Warfare Specialist	MODERATE
17Z	CEMA Senior Sergeant (Eff 202210)	MODERATE
18B	Special Forces Weapons Sergeant	HEAVY
18C	Special Forces Engineer Sergeant	HEAVY
18D	Special Forces Medical Sergeant	HEAVY
18E	Special Forces Communications Sergeant	HEAVY
18F	Special Forces Assistant Operations & Intelligence Sergeant	HEAVY
18X	Special Forces Recruit	HEAVY
18Z	Special Forces Senior Sergeant	HEAVY
19D	Cavalry Scout	HEAVY
19K	M1 Armor Crewman	HEAVY
19Z	Armor Senior Sergeant	MODERATE
25B	Information Technology Specialist	MODERATE
25C	Radio Operator-Maintainer	MODERATE
25D	Cyber Network Defender	MODERATE
25E	Electromagnetic Spectrum Manager	MODERATE
25L	Cable Systems Installer-Maintainer	SIGNIFICANT
25M	Multimedia Illustrator	MODERATE
25N	Nodal Network Systems Operator-Maintainer	MODERATE
25P	Microwave Systems Operator-Maintainer (Rescind 202110)	MODERATE
25Q	Multichannel Transmission Systems Operator- Maintainer	MODERATE
25R	Visual Information Equipment Operator-Maintainer (Rescind 202210)	SIGNIFICANT
25S	Satellite Communication Systems Operator- Maintainer	MODERATE
25T	Satellite/Microwave Systems Chief (Rescind 202110)	MODERATE
25U	Signal Support Systems Specialist	MODERATE
25V	Combat Documentation/Production Specialist (Rescind 202210)	MODERATE
25W	Telecommunications Operations Chief	MODERATE
25X	Chief Signal NCO	MODERATE
25Z	Visual Information Operations Chief (Effective 202210)	MODERATE
27D	Paralegal Specialist	MODERATE
31B	Military Police	SIGNIFICANT
31D	CID Special Agent	MODERATE
31E	Internment/Resettlement Specialist	MODERATE
31K	Military Working Dog (MWD) Handler	SIGNIFICANT
31Z	Senior Military Police Sergeant	MODERATE
35F	Intelligence Analyst	MODERATE
35G	Geospatial Intelligence Imagery Analyst	MODERATE
35L	Counter Intelligence Agent	MODERATE
35M	Human Intelligence Collector	MODERATE
35N	Signals Intelligence Analyst	MODERATE
35P	Cryptologic Linguist	MODERATE
35S	Signals Collector/Analyst	MODERATE
35T	Military Intelligence Systems Maintainer/Integrator	MODERATE
35Z	Intelligence Sergeant Major	MODERATE
36B	Financial Management Technician	MODERATE
37F	Psychological Operations Specialist	SIGNIFICANT
38B	Civil Affairs Specialist	SIGNIFICANT
42A	Human Resources Specialist	MODERATE
42R	Musician	MODERATE
42S	Special Band Musician	MODERATE
46Q	Public Affairs Specialist	MODERATE
46R	Public Affairs Broadcast Specialist	MODERATE
46S	Public Affairs Mass Communications Specialist	MODERATE
46T	Visual Information Equipment Operator-Maintainer (Effective 202210)	MODERATE
46V	Visual Information Specialist (Effective 202210)	MODERATE
46Y	Visual Information Operations Chief (Effective 202210)	MODERATE

MOS	TITLE	PHYSICAL DEMANDS CATEGORY
46Z	Chief Public Affairs NCO	MODERATE
51C	Acquisition, Logistics & Technology (Al&T) Contracting NCO	MODERATE
56M	Religious Affairs Specialist	MODERATE
68A	Biomedical Equipment Specialist	MODERATE
68B	Orthopedic Specialist	MODERATE
68C	Practical Nursing Specialist	MODERATE
68D	Operating Room Specialist	MODERATE
68E	Dental Specialist	MODERATE
68F	Physical Therapy Specialist	MODERATE
68G	Patient Administration Specialist	MODERATE
68H	Optical Laboratory Specialist	MODERATE
68J	Medical Logistics Specialist	MODERATE
68K	Medical Laboratory Specialist	MODERATE
68L	Occupational Therapy Specialist	MODERATE
68M	Nutrition Care Specialist	MODERATE
68N	Cardiovascular Specialist	MODERATE
68P	Radiology Specialist	MODERATE
68Q	Pharmacy Specialist	MODERATE
68R	Veterinary Food Inspection Specialist	MODERATE
68S	Preventive Medicine Specialist	MODERATE
68T	Animal Care Specialist	MODERATE
68U	Ear, Nose & Throat (ENT) Specialist	MODERATE
68V	Respiratory Specialist	MODERATE
68W	Combat Medic Specialist	SIGNIFICANT
68X	Behavioral Health Specialist	MODERATE
68Y	Eye Specialist	MODERATE
68Z	Chief Medical NCO	MODERATE
74D	Chemical, Biological, Radiological & Nuclear (CBRN) Specialist	MODERATE
79R	Recruiter	MODERATE
79S	Career Counselor	MODERATE
79T	Recruiting & retention NCO (Army National Guard of the United States)	MODERATE
79V	Retention & Transition NCO, USAR	MODERATE
88H	Cargo Specialist	HEAVY
88K	Watercraft Operator	HEAVY
88L	Watercraft Engineer	SIGNIFICANT
88M	Motor Transport Operator	HEAVY
88N	Transportation Management Coordinator	SIGNIFICANT
88U	Railway Specialist (RC)	MODERATE
88Z	Transportation Senior Sergeant	MODERATE
89A	Ammunition Stock Control & Accounting Specialist	MODERATE
89B	Ammunition Specialist	SIGNIFICANT
89D	Explosive Ordnance Disposal Specialist	SIGNIFICANT
91A	M1 Abrams Tank System Maintainer	MODERATE
91B	Wheeled Vehicle Mechanic	MODERATE
91C	Utilities Equipment Repairer	MODERATE
91D	Tactical Power Generation Specialist	MODERATE
91E	Allied Trades Specialist	MODERATE
91F	Small Arms/Towed Artillery Repairer	MODERATE
91G	Fire Control Repairer	MODERATE
91H	Track Vehicle Repairer	MODERATE
91J	Quartermaster & Chemical Equipment Repairer	MODERATE
91L	Construction Equipment Repairer	MODERATE
91M	Bradley Fighting Vehicle System Maintainer	MODERATE
91P	Artillery Mechanic	MODERATE
91S	Stryker Systems Maintainer	MODERATE
91X	Maintenance Supervisor	MODERATE
91Z	Mechanical Maintenance Supervisor	MODERATE
92A	Automated Logistical Specialist	SIGNIFICANT
92F	Petroleum Supply Specialist	SIGNIFICANT
92G	Culinary Specialist	SIGNIFICANT
92L	Petroleum Laboratory Specialist	MODERATE
92M	Mortuary Affairs Specialist	HEAVY
92R	Parachute Rigger	SIGNIFICANT
92S	Shower & Laundry Specialist (S&L SPC)	SIGNIFICANT
92W	Water Treatment Specialist	SIGNIFICANT
92Y	Unit Supply Specialist	MODERATE
92Z	Senior Noncommissioned Logisticians	MODERATE

MOS	TITLE	PHYSICAL DEMANDS CATEGORY
94A	Land Combat Electronic Missile System Repairer	MODERATE
94D	Air Traffic Control Equipment Repairer	MODERATE
94E	Radio Equipment Repairer	MODERATE
94F	Computer Detection Systems Repairer	MODERATE
94H	Test, Measurement, & Diagnostic Equipment (TMDE) Maintenance Support Specialist	MODERATE
94M	Radar Repairer	MODERATE
94P	Multiple Launch Rocket System Repairer	MODERATE
94R	Avionic & Survivability Equipment Repairer	MODERATE
94S	Patriot System Repairer	MODERATE
94T	Short Range Air Defense System Repairer	MODERATE
94W	Electronic Maintenance Supervisor	MODERATE
94Y	Integrated Family of Test Equipment (IFTE) Operator & Maintainer	MODERATE
94Z	Senior Electronic Maintenance Supervisor	MODERATE

10-19D. MOS 19D--Cavalry Scout, CMF 19

a. *Major duties.* Cavalry Troopers combine the superior capabilities of their equipment with their ingenuity to find, fix, close with and destroy the enemies of this nation through combinations of mobility; precise, lethal, and overwhelming firepower and devastating shock effect. The Armor branch is a team of teams, ready to fight and win anytime, anywhere, and under any conditions of battle. Troopers must possess the physical ability to function and adapt to austere environments and accomplish all missions. Duties for MOS 19D at each level of skill are:

(1) *MOSC 19D10.* Functions as a scout, driver, or gunner in the conduct of reconnaissance and security missions. Soldier acquires the following critical tasks: performs land navigation; locates targets by grid location; establishes observation posts; conducts reconnaissance and security missions and reports from mounted and dismounted positions; collects information during reconnaissance; must be proficient in the following: operates and maintains assigned and crew served weapons and equipment to include optics, communications, vehicles, VBRN equipment, and sensors; operates the Long Range Advanced Scout Surveillance System (LRAS3); prepares a range card; engages targets with direct and indirect fires, and anti-tank missiles.

(2) *MOSC 19D20.* Performs duties as a Team Leader, leading Soldiers in a scout team or crew in the conduct of reconnaissance and security missions. Soldier acquires the following critical tasks: leads, trains, and supervises subordinate personnel on the execution of all previously listed skills; leads a scout team; performs land navigation; prepares reports; constructs a field expedient antenna; conduct vehicle resupply; directs vehicle movement; conducts team fires; conducts troop leading procedures; issues fire commands. May also serve as: Assistant Operations NCO or Operations Assistant at various echelons of command.

(3) *MOSC 19D30.* Performs duties as a Squad Leader leading five subordinate Soldiers in a scout squad of six scouts and one or two vehicles, either tracked or wheeled, in the conduct of reconnaissance and security missions, Performs duties shown in preceding level of skill and supervises subordinate personnel in performance of these duties. Operates as a MGS Commander, leading a three scout MGS crew in the conduct of precise long range direct fire support operations for Infantry and Cavalry units. Soldier acquires and becomes an expert in the following critical skills: leads, trains, and supervises subordinate personnel on the execution of all previously listed critical skills; conducts area, route and zone reconnaissance missions; conducts screen, guard and cover missions as part of a larger unit; prepares graphic overlays; prepares combat reports using analog and digital means; employs and calculates demolition; leads mounted and dismounted patrols; directs and controls squad maneuver and fires; conduct quartering party activities; conduct passage of lines and reconnaissance handover; manage recovery operations; conducts operations in a CBRN environment; may also serve as: Assistant Operations Sergeant as a member of staff at various echelons of command; Troop Master Gunner.

(4) *MOSC 19D40.* Perform primary duties as a Platoon Sergeant. Performs duties shown in preceding level of skill and supervises subordinate personnel in performance of these duties. Supervises and responsible for the training, discipline, and welfare of 23 to 34 personnel and readiness of six to eight platforms. Assists and advises the Platoon Leader (PL). Soldier acquires the following critical skills: supervises, trains, and leads personnel on the previously listed critical skills; supports emplacement of an obstacle by a platoon by a platoon; supervises implementation of air defense measures; develops an engagement area; supervises quartering party activities; prepare a platoon live plan; plans and executes a platoon casualty evacuation plan; plan resupply operations; conduct platoon actions on contact; conduct a relief in place; prepare an operations order; integrate attachments; directs emplacement and activation of early warning systems; plan tactical scout training exercises; conduct civil disturbance control measures; support civilian evacuation operations. Advises and makes recommendations on all promotions and reductions. Assignments, and discipline of NCOs and Soldiers in the platoon; maintains platoon readiness, consolidates, and forwards the platoon's casualty reports; receives and orients replacements; Coordinates the platoon's sustainment requirements and handles the personal needs of individual Soldiers. May also serve as: Operations Sergeant as a member of staff at various echelons of command; Master Gunner; Senior Intel NCO.

b. *Physical demands rating and qualifications for initial award of MOS.* Cavalry scouts must possess the following qualifications:

- (1) A physical demands rating of heavy (Black).
- (2) A physical profile of 111121.
- (3) Correctable vision of 20/20 in one eye and 20/100 in other eye.
- (4) Normal color vision.
- (5) Qualifying scores.

(a) A minimum score of 87 in aptitude area CO on ASVAB tests administered on and after 2 January 2002.

(b) A minimum OPAT score of Standing Long Jump (LJ)- 160cm, Seated Power Throw(PT)- 450cm, Strength Deadlift (SD)- 160 lbs., and Interval Aerobic Run (IR)- 43 shuttles in Physical Demand Category "Heavy" (Black).

(6) Formal training (completion of MOS 19D course conducted under the auspices of the U.S. Army Armor School) mandatory.

(7) Reclassification.

(a) Active Component. The highest grade an individual may be reclassified into MOS 19D is grade SGT. Soldiers reclassifying into MOS 19D must complete a mandatory MOS 19D course conducted under the auspices of the U.S. Army Armor School.

(b) Reserve Component (RC).

1. Skill level 1 and 2 Soldiers reclassifying into MOS 19D must complete the MOS 19D reclassification course (MOS-T), MOS 19D advanced individual training or an approved transition course conducted under the auspices of the U.S. Army Armor School.

2. Skill level 3 and 4 NCOs must complete both the skill level 1 reclassification requirement and complete one of the following; the skill level 3 or 4 TATSC NCOES technical phases, or a proponent approved NCOES transition course.

3. Skill level 3 and 4 Soldiers will be awarded the appropriate MOS with ASI Y2 upon completion of the MOS reclassification course. The Y2 identifier is removed upon completion of the appropriate NCOES resident technical phases or proponent approved NCOES transition course.

c. *Additional skill identifiers.* (Note: Refer to table 12-8 (Listing of universal ASI's associated with all enlisted MOS.))

(1) B9--Bradley Fighting Vehicle (BFV).

(2) C6--Cavalry Leader (Skill Level 4 only).

(3) D3--Bradley Fighting Vehicle System (BFVS) (Rescind 202210).

(4) F7--Pathfinder.

(5) J3--Bradley Infantry Fighting Vehicle (BFIV) System Master Gunner.

(6) R4--Stryker Armored Vehicle Operations/Maintenance.

(7) R7--Scout Leader (Skill level 3 and above personnel only) in CMF 11, 12 (except MOS 12K, 12R and 12W), CMF 13, 15, 35 and 74.

(8) R7--Scout Leader (Skill level 3 and 4 positions and personnel in MOS 19D only) (Effective 202310 SL 4 only).

(9) R8--STRYKER Master Gunner.

(10) 2C--Javelin Gunnery.

(11) 5C--Mission Command Digital Master Gunner (MCDMG) (Skill level 2 thru 6).

d. *Physical requirements and standards of grade.* Physical requirements and SG relating to each skill level are listed in the following tables:

(1) *Table 10-19D-1.* Physical requirements.

(2) *Table 10-19D-2.* Standards of grade TOE/MTOE.

(3) *Table 10-19D-3.* Standards of grade TDA.

10-31B. MOS 31B-Military Police, CMF 31

a. Military Police contribute to the combat power on the battlefield by conducting police operations, detention and security and mobility support across the full range of operations to enable protection and promote the rule of law. Military Police provide support to the peacetime Army community through professional policing, security of critical resources, crime prevention programs and preservation of law and order. Duties for MOS 31B at each skill level are:

(1) *MOSC 31B10*. Perform as a team member in support of police operations; detention and security and mobility support on the battlefield, security and installation law and order operations of Army resources and installations.

(2) *MOSC 31B20*. Leads military police teams in support of Police operations; detention and security and mobility support on the battlefield, and leads and supervises small sections in support of security and installation law and order operations.

(3) *MOSC 31B30*. Leads military police squads and sections, operates police desks, plans crime prevention measures, operates evidence room, and prepares operations plans and orders in military police detachments in support of both battlefield and installation law and order operations; detention, security and mobility support of security and law and order operations.

(4) *MOSC 31B40*. Leads military police platoons, large detachments and sections. Supervises and performs duties as Provost Sergeant and MP Operations NCO, prepares circulation or traffic control plans and operations orders in support of both battlefield and installation security and law and order operations, detention and security and mobility support of resources.

(5) *MOSC 31B50*. Performs 1SG duties and advises the commander on all enlisted matters. Provides staff supervision, prepare plans, procedures and operational orders as Provost Sergeant, Intelligence NCO and security NCO in support of both battlefield and installation law and order operations, detention and security and mobility support of resources.

(6) *MOSC 31B60*. Senior NCO responsible for supervising the training, equipping and combat readiness of a BN/BDE level of command; principle staff NCO in operations whom plans, coordinates and manages BN/BDE operations, training and taskings to provide Police Operations; detention and Security and Mobility Support. Provides for the health and welfare of Soldiers and their families across the command. Serves as the senior enlisted advisor to the Commander and Provost Marshal on policing, security of critical installation resources, and all enlisted matters; develops and implements law enforcement policies and procedures.

b. *Physical demands rating and qualifications for initial award of MOS*. (Qualifications in subparagraphs (5), (6), (7), (8), (9), (10), (11), (13) and (14) below are required for retention of MOS). Military police must possess the following qualifications:

(1) A physical demands rating of Significant (Gray).

(2) A physical profile of 222221.

(3) Red/green color discrimination.

(4) Qualifying scores.

(a) A minimum score of 95 in aptitude area ST in Armed Services Vocational aptitude Battery (ASVAB) tests administered prior to 2 January 2002.

(b) A minimum score of 92 in aptitude area ST on ASVAB tests administered on and after 2 January 2002 and prior to 1 July 2004.

(c) A minimum score of 91 in aptitude area ST on ASVAB tests administered on and after 1 Jul 2004.

(d) A minimum OPAT score of Standing Long Jump (LJ) -0140 cm, Seated Power Throw (PT) - 0400 cm, Strength Deadlift (SD) - 0140 lbs., and Interval Aerobic Run (IR) - 0040 shuttles in Physical Demands Category in "Significant" Grey.

(5) A security eligibility of SECRET is required for the initial award and to maintain the MOS.

(a) Requirements for a SECRET clearance eligibility is effective 01 August 2010 for all new accessions and reclassifications into MOS 31B.

(b) Requirement for a SECRET eligibility is effective 01 August 2013 for all Soldiers maintaining MOS 31B who entered service prior to 01 August 2010.

(6) The Soldier must be a U.S. citizen.

(a) Requirement to be a U.S. citizen is effective 01 August 2010 for all new accessions into MOS 31B.

(b) Requirement to be a U.S. citizen is effective 01 August 2013 for all Soldiers holding MOS 31B who entered service prior to 01 August 2010.

(7) Meets all requirements for Personnel Reliability Program (PRP) qualifications.

(8) Must possess a valid state motor vehicle operator license.

(9) No objection to performing security duties in the vicinity of nuclear or chemical munitions stored or staged for military use.

(10) No record of more than 15 days lost under section 972-10-USC.

(11) No information in Provost Marshal Office, Intelligence Office, Military Personnel Record Jacket (MPRJ) or medical records which would prevent the granting of a security clearance under AR 380-67.

(12) No record of pre-trial intervention or conviction by military or civil court of the following:

(a) Any offense involving force or violence.

(b) Any offense listed under AR 601-210, para 4-22 (misdemeanor), or similar offense not listed for which the maximum possible sentence exceeds 4 months of confinement.

(c) Two or more offenses within 5 years prior to the date of enlistment listed under AR 601-210, para 4-21 (minor non-traffic), or similar offense not listed for which the maximum possible sentence is less than 4 months confinement.

(d) Three or more minor traffic offenses as listed under AR 601-210, para 4-20 (minor traffic) during the 12 months period prior to entry on active duty (does not include traffic violations considered misdemeanor or felony by virtue of fine amount per AR 601-210.

(e) No pattern of behavior or actions that is reasonably indicative of a contemptuous attitude toward the law or other duly constituted authority.

(13) Minimum age of 18 at time of entrance on active duty.

(14) NPS applicants enlisting, into the ARNG or USAR for MOS 31B, may enlist at 17 years of age with the Split Training Option (STO) if otherwise qualified. All STO enlistees must have reached their 18th birthday prior to attending Advanced Individual Training (AIT).

(15) All prior MOS 31B Soldiers serving in another MOS for more than 36 months, reclassifying into MOS 31B must request proponent determination.

(16) No record of possession or use of any narcotic or non-narcotic drug as defined by Article 134, UCMJ and AR 600-50. (Personnel entering active duty may be granted waiver at Military Entrance Processing Station by the AHRC Security Interviewer DoD policy on cannabis use.)

(17) No record of conviction by special or general courts-martial or civilian courts of offenses listed in AR 27-10 (Military Justice), chapter 24 or otherwise required to register as a sexual offender under AR 27-10, chapter 24.

(18) Formal training (completion of MOS 31B course conducted under the auspices of the U.S. Army Military Police School) mandatory.

(19) All applicants for MOS 31B must be interviewed by AHRC Security Interviewer. Waivers will only be granted by DA G-1 (DAPE-MPA-RP). All Active Component service members reclassifying for MOS 31B must be interviewed by local Provost NCO (SFC or above) or Provost Marshal (CPT or above). PMO required to conduct local record check (NCIC or COPS (Centralized Operations Police Suite)) to ensure no disqualifying offenses as indicated above. All Reserve Component service members reclassifying for MOS 31B must be interviewed by a senior MP NCO (SFC or above) or MP Officer (CPT or above) in the gaining MP unit as well as a local records check. In either case, written endorsement must accompany re-enlistment contract.

c. Additional skill identifiers. (Note: Refer to table 12-8 (*Listing of universal ASIs associated with all enlisted MOS*)).

(1) D7—Protective Services Specialist (personnel only) (Rescind 202310)

(2) D7—Protective Services Specialist (Effective 202310).

(3) H3-Physical Security Operations (SGT through MSG).

(4) Q9-Traffic Management and Collision Investigator (SPC through MSG).

(5) V5-Military Police Investigation (SPC through SFC).

(6) 2A-Non-Lethal Capabilities Planner (SGT through MSG).

- (7) 2D-Police Intelligence Analyst (PIA) (SPC through SFC) (Personnel only).
- d. *Physical requirements and standards of grade.* Physical requirements and SG relating to each skill level are listed in the following tables:
- (1) *Table 10-31B-1.* Physical requirements.
 - (2) *Table 10-31B-2.* Standards of grade TOE/MTOE.
 - (3) *Table 10-31B-3.* Standards of grade TDA.

Table 12-1

Special Qualification Identifiers

a. Description of positions. Identifies positions associated with the analysis, design, development, testing, management, standardization, and evaluation of instructional systems and methods. Requires thorough familiarity with the Analysis, Design, Development, Implementation, and Evaluation (ADDIE) model, usage of the U.S. Army Training Development Capability (TDC) tool. Principal functions associated with training development positions include implementing the ADDIE model, and using TDC to manage the training development effort and standardize training programs and products (job/task analysis, lesson plan development, Training Support Packages (TSP), Training Requirements Analysis System (TRAS) documents to include Individual Training Plan (ITP), Course Administrative Data (CAD), and Programs of Instruction (POI)).

b. *Qualifications.* Must successfully complete the Common Faculty Development – Developer Course (CFD-DC) in training development. Additionally, Soldier must work in a designated training development job assignment: job/training analyst, designer, developer, evaluator, war-fighting development (capability developer and/or doctrine writer), training development manager, training development resource manager, or writer/instructor (but not all inclusive). The Soldier must also successfully complete a training project as determined and evaluated by their supervisor.

c. *Restrictions.*

(1) Positions. For use with any enlisted MOS by TRADOC, commandants of Army service schools, and other training facilities.

(2) Personnel. Individuals can have no record of conviction by special or general courts-martial or civilian courts of offenses listed in AR 27-10 (Military Justice), chapter 24 or otherwise be required to register as a sexual offender under AR 27-10, chapter 24. For use with any MOS.

Code: 3

Title: Combat Advisor

Proponent: U.S. Army Armor School

a. *Description of positions.* Identifies positions within Security Force Assistance Brigade (SFAB) units requiring Soldiers trained to maintain operational competency in defense of civil support and stability operations and promote the ability to generate, employ, and sustain local, host nation or regional security forces.

b. *Qualifications.* Must complete one of the following:

1. Must successfully complete the Combat Advisor Training Course (CATC) at the Military Advisory Training Academy (MATA) under the auspices of the U.S. Army Armor School at Fort Benning, Georgia.

2. Must have successfully completed Training and Transition (TT) Team training conducted under the auspices of the 1st Infantry Division Transition Team Cadre, Fort Riley, KS and completed a deployment to Iraq or Afghanistan.

3. Must have successfully completed Training and Transition (TT) Team training conducted under the auspices of the 162nd Infantry Division Transition Team Cadre, Fort Polk, LA and completed a deployment to Iraq or Afghanistan.

4. Must have successfully completed Training and Transition (TT) Team training conducted under the auspices of the Phoenix Academy, Multinational Forces Iraq and completed a deployment to Iraq or Afghanistan.

5. Must have successfully completed Training and Transition (TT) Team training conducted under the auspices of the 162nd Infantry Training Brigade, Fort Polk, LA, Mobile Training Team and completed a deployment to Iraq or Afghanistan.

6. Must have successfully completed a 1 year deployment to Afghanistan or Pakistan and served in Afghanistan-Pakistan Hands Program (APH) Joint Manning Document (JMD) billet utilizing APH skills and training and all the requirements for Afghanistan Pakistan Intermediate Language Skills and completed a deployment to Iraq or Afghanistan.

7. Request for waivers must be submitted to the Office of the Chief of Armor 1 Karker Street, Fort Benning, GA. for approval.

c. Restrictions.

1. For use positions and personnel in with any MOS in SFAB units.

2. For use with personnel only in any MOS who completed TT training and a deployment in Iraq or Afghanistan.

Code: 4

Title: Non-Career Recruiter

Proponent: U.S. Army Recruiting and Retention College

a. *Description of positions.* Identifies positions associated with recruiting duty other than career recruiters, MOS 79R, and 79T.

b. *Qualifications.* Must graduate from the Army Recruiter Course taught at the Recruiting and Retention College, Ft. Knox, KY. For ARNG Soldiers must graduate from the Army National Guard Recruiting and Retention School taught at the Strength Maintenance Training Center, Camp Robinson, AR.

c. Restrictions.

(1) Individuals can have no record of conviction by special or general courts-martial or civilian courts of offenses listed in AR 27-10 (Military Justice), chapter 24 or otherwise required to register as a sexual offender under AR 27-10, chapter 24.

(2) For use with any MOS except 79R and 79T.

Code: 6

Title: Mobilization and Demobilization AHRC Operations

Proponent: U.S. Army Transportation Center

a. *Description of positions.* Identifies positions in organizations from Office of Secretary of Defense (OSD) down to installation level involved in planning and executing mobilization and demobilization operations.

b. *Qualifications.* Must successfully complete the resident Mobilization and Deployment Planning Course (MDPC) at the Joint Strategic Deployment Training Center (JSDTC), U.S. Army Transportation School, Ft Eustis, VA.

c. Restrictions. For use with any MOS in grades SSG through SGM.

Code: 7

Title: Attaché

Proponent: USAAMD

- a. *Description of positions.* Identifies in TDA only positions requiring Soldiers qualified to perform administrative specific duties in support of Defense Army Attaché Offices in U.S. embassies.
- b. *Qualifications.* Must successfully complete the Attaché Staff Operations Course at DIAC, Bolling AFB, Washington, DC. Prior to attendance Soldier must be accepted by the Defense Intelligence Agency.
- c. *Restrictions.* For use in grades SPC through MSG only.

Code: 8

Title: Instructor

Proponent: Army University (ArmyU)

- a. Description of positions. Identifies positions that require enlisted Soldiers qualified to be fulltime formal instructors and/or doctrine writer subject matter experts in a military subject at an Army service school or other organized training activity.
- b. Qualifications. Must successfully complete one of the following:
 - (1) An ATSC (ATIC_ESS) ArmyU (ATZL-AUA) approved instructor course, either the Common Faculty Development – Instructor Course (CFD-IC), the Command and General Staff College – Instructor Course (CGSC-IC or another service instructor certification course: Navy Instructor Training Course, Navy Master Training Specialist Program, Marine Corps Basic Instructor Course, or Air Force Basic Instructor Course; successfully complete the instructor certification process; and be recommended by the chain of command.
 - (2) A U.S Army Training Center, Fort Jackson approved Active Component Drill Sergeant (SQI X) course on or after 19 July 2006 (Class 06-08 and later).
 - (3) A U.S Army Training Center, Fort Jackson approved Reserve Component Drill Sergeant (SQI X) course on or after 28 July 2007.
- c. Restrictions.

(1) Positions. Instructor positions will be classified in any appropriate MOS code consistent with the standards of grade provided in Table 11-1. SQI 8 will not be used to classify positions limited to assistant instructors or instructor aides, such as projection machine operators, demonstrators, test proctors, or positions teaching refresher courses or NBC semi-annual qualifications.

(2) Personnel. Individuals can have no record of conviction by special or general courts-martial or civilian courts of offenses listed in AR 27-10 (Military Justice), chapter 24 or otherwise be required to register as a sexual offender under AR 27-10, chapter 24.

Code: A

Title: Manual Morse

Proponent: U.S. Army Military Intelligence Center and School

- a. *Description of positions.* Identifies communications interceptor/locator positions and Soldiers qualified to perform and supervise detection, acquisition, identification, exploitation and location of foreign communications employing international Morse code (IMC) and radio-printer (non-Morse) using signals intelligence/electronic warfare (SIGINT/EW) collection and location equipment at strategic and national levels. Performs collection management.
- b. *Qualifications.* Must obtain qualifying score on the Audio Perception Test and complete the Manual Morse Course conducted under the auspices of the U.S. Army Intelligence Center School.
- c. *Restrictions.* None. For use with any MOS (all components).

Code: B

<p>Title: Inspector General Noncommissioned Officer Proponent: Office of the Inspector General</p>
<p>a. <i>Description of positions.</i> Identifies positions in grades SFC and above in Inspector General (IG) offices requiring Soldiers qualified as inspection NCOs, asst/investigation NCOs, or inspector general NCOs. b. <i>Qualifications.</i> Must successfully complete the Department of the Army Inspector General (DAIG) Course. c. <i>Restrictions.</i> (1) Individuals can have no record of conviction by special or general courts-martial or civilian courts of offenses listed in AR 27-10 (Military Justice), chapter 24 or otherwise required to register as a sexual offender under AR 27-10, chapter 24. (2) For use with positions graded SFC through SGM. Soldiers must be a SSG(P) or above. This SQI will not be removed or replaced by any other SQI while the individual is assigned to IG NCO duties. SQI B will not be used to classify positions that are limited to clerical, administrative, or supply support of IG organizations.</p>
<p>Code: E Title: Military Mountaineer Proponent: U.S. Army Infantry Center and School</p>
<p>a. <i>Description of positions.</i> Identifies positions that require Soldiers who are qualified in the specialized skills and tactical requirements of a small unit operating in mountainous terrain, under all climatic conditions, day and night. b. <i>Qualifications.</i> (1) On or After 1 January 2009, must successfully complete either the winter and summer phases of the military mountaineering courses taught under the auspices of the United States Army Infantry School. (2) Prior to 1 January 2009, must successfully complete both the winter and summer phases of the military mountaineering courses taught under the auspices of the United States Army Infantry School. c. <i>Restrictions.</i> None.</p>
<p>Code: F Title: Flying Status Proponent: U.S. Army Aviation Warfighting Center</p>
<p>a. <i>Description of positions.</i> Identifies positions that require Soldiers to perform frequent and repetitive aerial flight(s), to include CMF 15 door-gunner and MOS 68W positions. b. <i>Qualifications.</i> Must volunteer for flight duty and complete qualifying physical examination for flight status as prescribed in AR 40-501. c. <i>Restrictions.</i> Designated positions will not exceed flight authorizations per AR 600-106.</p>
<p>Code: G Title: Ranger Proponent: USAIS</p>
<p>a. <i>Description of positions.</i> Identifies positions requiring assignment of Soldiers who are Ranger qualified. b. <i>Qualifications.</i> Must successfully complete the appropriate training at the Infantry School and meet physical qualifications for Ranger training and assignment outlined in AR 40-501. c. <i>Restrictions.</i> None.</p>
<p>Code: I Title: Installer Proponent: USACYBERCoE</p>

a. *Description of positions.* Identifies positions that require assignment of Soldiers qualified to perform installation and or de-installation of electronic equipment (normally fixed station) systems or subsystems on a full-time basis.

b. *Qualifications.* Must successfully complete the USACYBERCoE, Signal School Basic Installer Course (BIC) taught at Ft Huachuca, AZ.

c. *Restrictions.* Installer positions will be classified in an appropriate MOS code consistent with the standards of grade in paragraph 11-9. SQI I will not be used to classify positions limited to setting up portable equipment or for positions limited to administrative, clerical, supply, or support of the installation function. Authorize use for MOSs 25B, 25L, 25M, 25P, 25R, 25S, 25Z, 94E and 94W only.

Code: L
Title: Linguist
Proponent: DCSINT

a. *Description of positions.*

(1) Identifies positions in TAADS that require proficiency in a designated foreign language. In position classification, this character will be used in conjunction with any MOS requiring language proficiency.

(2) The appropriate 2-digit language identification code contained in AR 11-6 will be used to identify the specific language in the 8th or 9th character of its MOS code. Similarly, language identification codes will be used to identify qualified linguists who have been awarded any SQI other than L.

b. *Qualifications.* Must meet Listening Comprehension and Reading Comprehension for foreign languages requirement outlined in AR 11-6.

c. *Restrictions.* Since linguist skills are rare, positions will be considered to require linguist qualified personnel only when such qualification is mandatory for efficient performance in the job. Language identification codes contained in AR 11-6 will be used in MTOE and TDA to identify language requirements of positions.

Code: M
Title: First Sergeant
Proponent: U.S. Army Sergeant's Major Academy

a. *Description of positions.* Identifies principal NCO (First Sergeant) positions in select detachments, company, battery, troop, or similar sized unit to:

(1) Assist the commander in planning, coordinating, and supervising all activities that support the unit mission.

(2) Advise the commander on enlisted soldier matters to include duty assignments, promotions and reductions, leave programs, military justice, privileges, awards, welfare and recreational activities, human relations, equal opportunity, and alcohol and drug abuse concerns.

(3) Coordinate and manage unit administration to include submission of required reports, maintenance and supply discipline programs, and personnel management.

(4) Provide counsel and guidance to subordinate personnel.

(5) Assist in or conduct inspections of unit activities and facilities, observe discrepancies and initiate corrective action.

(6) Assist the commander in performing the following training related tasks:

(a) Plan, conduct, evaluate, and assess unit training.

(b) Ensure that trainers train to standard.

(c) Assist the commander in integrating individual training into collective training, and collective training into multi-echelon training events.

(d) Plan and execute a NCO Development Program.

(e) Manage school attendance and prepare and maintain an order of merit list, ensuring Soldiers are qualified and prepared to attend functional and profession military education programs.

(f) Coordinate school quotas.

b. Qualifications.

(1) Successfully serve a minimum of 365 days in a first sergeant position and be approved for award of SQI M identifier by the Battalion Commander or equivalent level authority.

(2) Army National Guard (ARNG) Soldiers who successfully serve a minimum of 365 days in a first sergeant position and be approved for award of SQI M by the first General Officer in the Solder's chain of command. Once approved, orders awarding SQI M will be issued by the State MILPO.

c. Requests for Award. Request for permanent award of SQI M will be submitted for processing through Solders unit personnel office. Request should include DA 4187 (Personnel Action) with Other block (SQI M (First Sergeant)) checked, DA Form 4187-1 (Personnel Action Form Addendum) endorsement of LTC or above commander or equivalent and supporting documents (Enlisted Records Brief (ERB), Senior NCO Evaluation Reports (SNCOER), etc), showing successful periods of service as first sergeant.

d. Restrictions.

(1) For use with positions in any MOS identified as first sergeant in grades E7 or E8.

(2) For use with personnel in any MOS in grades E7 or E8.

Code: N

Title: Joint Planner

Proponent: USACAC

a. Description of positions. Identifies positions requiring personnel qualified in the Joint Operation Planning and Execution Program (JOPES), formerly the Joint Operation Planning System (JOPS) and Joint Deployment System (JDS).

b. Qualifications. Completion of the JOPES Support Personnel Course (JSPC) and the JOPES Action Officers Course (JAOC) conducted by the Joint Deployment Training Center.

c. Restrictions. None.

Code: O

Title: No Special Qualifications

Proponent: None

a. Description of positions. Identifies positions that do not require the assignment of Soldiers possessing special qualifications identified herein.

b. Qualifications. None.

c. Restrictions. None.

Code: P

Title: Parachutist

Proponent: USAIS

a. Description of positions. Identifies positions that require assignment of qualified parachutists.

b. Qualifications.

(1) Must meet physical requirements for airborne in AR 40-501.

(2) Must be capable of completing a five mile run within 44-45 minutes prior to start of airborne training.

(3) Must successfully complete the basic airborne training course.

c. Restrictions. Soldier must volunteer for airborne training and assignment as outlined in AR 614-200, chapter 6.

Code: Q

Title: Equal Opportunity Advisor (EOA)

Proponent: U.S. Army Adjutant General School

a. *Description of positions.* Identifies positions in TDA and/or Augmentation TDA in any MOS requiring assignment of Soldiers educated at Defense Equal Opportunity Management Institute (DEOMI), and Soldiers in any MOS who are graduates of DEOMI and qualified to occupy such positions. The following grading guidance per AR 600-20 applies:

(1) Brigades, regiments, groups, COSCOM/TAACOM or comparable units other than Warrior Transition Unit (WTU) Brigades will be staffed with one enlisted EOA position graded SFC. WTU Brigades will be staffed with one enlisted EOA position graded SSG.

(2) Small installations (less than 10,000 Soldiers), Base Support Battalions (BSB), service school headquarters and medical centers will be staffed one enlisted EOA position graded SFC.

(3) Large installations (10,000 or greater Soldiers) and Area Support Groups (ASG) will be staffed two enlisted EOA positions, one graded SFC and one graded MSG.

(4) Divisions will be staffed with three enlisted EOA positions, two in grade SFC and one in grade MSG.

(5) Corps/ASCC will be staffed with three enlisted EOA positions, one graded SGM, one graded MSG and one graded SFC.

(6) Major Army Command (MACOM): All MACOMS will be staffed with two enlisted EOA positions, one grade SGM and one graded MSG or SFC. Forces Command (FORSCOM), Training and Doctrine Command (TRADOC) and U.S. Army Europe (USAREUR) are authorized one additional SFC.

(7) Soldier Support Institute (SSI) will be staffed with two enlisted EOA positions, one graded SGM and one graded MSG.

(8) HQDA will be staffed with four enlisted EOA positions, one graded SGM and three graded SFC.

(9) U.S. Army Reserve (USAR).

(a) Brigade level or equivalent unit will be staffed with one enlisted EOA in grade SFC.

(b) Reserve Support Center (RSC)/General Officer Command (GOCOM) or division level or equivalent unit will be staffed with one enlisted EOA position graded MSG or above.

(10) Army National Guard (ARNG) staffing requirements are established by the Chief, NGB.

(11) Instructor positions for DEOMI will consist of one SGM and a grading pattern of one SFC, two MSGs for remaining positions (group of three).

(12) MSG and SGM are not authorized for instructors except at DEOMI.

b. *Qualifications.* Must successfully complete DEOMI EOA course.

c. *Restrictions.*

(1) Individuals can have no record of conviction by special or general courts-martial or civilian courts of offenses listed in AR 27-10 (Military Justice), chapter 24 or otherwise required to register as a sexual offender under AR 27-10, chapter 24.

(2) Substitutability EOA duty is MOS immaterial. Any individual awarded SQI Q may serve in any EOA position identified with SQI Q without regard to MOS.

Code: R

Title: Chemical, Biological, Radiological and Nuclear (CBRN) Responder

Proponent: U.S. Army Chemical, Biological, Radiological and Nuclear School (USACBRNS)

a. *Description of positions.* Identifies positions requiring Soldiers qualified in conducting CBRN Responder procedures in an Army National Guard Civil Support Team, Weapons of Mass Destruction, and authorization document.

b. *Qualifications.* Must successfully complete the CBRN Emergency Responder Training Course conducted under the auspices of the USACBRNS, Ft Leonard Wood, MO.

c. *Restrictions.* Use of this SQI with any other positions in authorization documents requires prior approval from Commandant, USACBRNS, ATTN: ATSN-CM-DP, 401 Manscen Loop, Ft Leonard Wood, MO 65473-8926.

Code: S

Title: Special Operations Support Personnel

Proponent: United States Army John F. Kennedy Special Warfare Center and School (USAJFKSWCS)

a. *Description of positions.* Identifies selected positions for special operations support personnel.

b. *Qualifications.*

(1) Must be Airborne qualified (except for CMF 15).

(2) Successfully complete OJT/OJE and serve 24 months in their primary MOS with a U.S. Army Special Operations Command subordinate unit.

c. *Restrictions.* For use with any MOS except MOS 11, 12, 13, 14, 18, 19, 37, and 38 series in SOF organizations.

d. *Exceptions:* As an exception for award.

(1) Awarded upon departure from USASOC organization.

(2) Soldier must be in good standing and display great potential for future USASOC assignments.

(3) Be recommended by the first ARSOF Colonel in the Soldier's chain of command.

(4) All requests for SQI S must be processed through the first ARSOF General Officer Command DCS G1.

Code: T

Title: USASOC Special Mission Unit (SMU) Operator

Proponent: United States Army John F. Kennedy Special Warfare Center and School (USAJFKSWCS)

a. *Description of positions.* There are no positions identified with the SQI.

b. *Qualifications.* Must successfully complete a USASOC SMU Assessment and Selection Course, Operator Training Course, and 18 months OJT in an operational element of a USASOC SMU (Parachutist) as outlined in AR 614-200.

c. *Restrictions.* For use with personnel only.

Code: U

Title: 75th Ranger Regiment Leader

Proponent: U.S. Army Infantry School

a. *Description of positions.* Identifies positions requiring specialized qualifications within the 75th Ranger Regiment.

b. *Qualifications (Minimum/Unclassified):*

(1) Possess SQI V as a prerequisite.

(2) Complete the Ranger Assessment and Selection Program (RASP) I or II.

(3) Complete the Small Unit Ranger Tactics Course (SURT).

(4) Complete unit specific training as directed by the Commander, 75th Ranger Regiment.

(5) Must complete a minimum of 12 months operational experience within the 75th Ranger Regiment.

(6) Be recommended by the first LTC in the Soldiers chain of command.

(7) All requests for SQI U must be processed through the Commander, 75th Ranger Regiment, and for Commander, US Army Maneuver Center of Excellence, ATTN: IMSE-BEN-HRM, 7194 Collins Loop, Fort Benning, GA 31905.

c. *Restrictions.* For use within the 75th Ranger Regiment in any MOS in the grade SGT through CSM.

Code: V

Title: Ranger Parachutist

Proponent: USAIS

- a. *Description of positions.* Identifies positions requiring assignment of Soldiers who are Ranger and parachutist qualified.
- b. *Qualifications.* Must successfully complete requirements for award of SQI G (Ranger) and P (parachutist) as outlined in AR 614-200.
- c. *Restrictions.* None.

Code: W

Title: Special Forces Advanced Reconnaissance, Target Analysis and Exploitation Techniques (SFARTAET)(Active Component only)

Proponent: USAJFKSWCS

- a. *Description of positions.* Identifies Active Component TDA/MTOE only positions requiring Soldiers qualified in Special Forces Advanced Reconnaissance, Target Analysis and Exploitation Techniques (SFARTAET) in support of Commander(s) in Chief(s) (CINCs) Extremes Forces.
- b. *Qualifications.* Must have successfully completed the 8 week Special Forces Advanced Reconnaissance, Target Analysis and Exploitation Techniques (SFARTAET) course conducted under the auspices of the Commander, U.S. Army John F. Kennedy Special Warfare Center and School (USAJFKSWCS), Ft Bragg, NC.
- c. *Restrictions.*
 - (1) Positions. For use with Active Component CMF 18 TDA/MTOE positions only.
 - (2) Personnel. For use with Active Component CMF 18 only.

Code: X

Title: Drill Sergeant (DS)

Proponent: U.S. Army Training Center, Fort Jackson

- a. *Description of positions.* Identifies drill sergeant positions requiring the assignment of noncommissioned officers in grades of SGT through MSG. These positions will be classified in the MOS most closely related to the training activity and graded per lines 1, 2, and 3 of the standards of grade contained in table 11-3, provided the MOS contains the appropriate pay grade and skill level.
- b. *Qualifications.*
 - (1) Active Component (AC) noncommissioned officers must successfully complete the Drill Sergeant Course (DSC) conducted at a U.S. Army Training Center.
 - (2) Reserve Component (RC) SPC/CPL thru MSG will attend the DSC of the division or brigade to which they are assigned or an AC DSC.
 - (3) U.S. Army Reserve Soldiers in the grades of SPC/CPL (Drill Sergeant) may be granted a waiver for enrollment in the USAR DS program per AR 614-200. Award of SQI X for these graduates will be to track their status through the SIDPERS-USAR data base only.
- c. *Restrictions.*
 - (1) Individuals can have no record of conviction by special or general courts-martial or civilian courts of offenses listed in AR 27-10 (Military Justice), chapter 24 or otherwise required to register as a sexual offender under AR 27-10, chapter 24.
 - (2) This SQI will not be removed or replaced by any other SQI while the individual is assigned to DS duties.
 - (3) Coding of positions in MOS 18 Series (Special Forces), 37F (Psychological Operations), 35T (Military Intelligence Systems Maintainer/Integrator) and 35 Series associated with Signals Intelligence/Electronic Warfare Operations functions restricted to positions at U.S. Army Infantry Center (CMF 18 and 37) and/or Proponent Training Center/School only.

(Note: Soldiers who successfully complete Drill Sergeant training on and after 19 July 2006 (Class 06-08 and later) or Drill Sergeant training on and after 28 July 2007 are also qualified for award of SQI 8 (Instructor)).

Code: Y

Title: Advanced Individual Training Platoon Sergeant (AIT PSG)

Proponent: TRADOC (Basic Combat Training Center of Excellence)

a. Description of Positions. Identifies AIT platoon sergeant positions requiring the assignment of noncommissioned officers in the ranks of SSG and SFC. The positions will be classified in the MOS most closely related to the training activity and grades in lines 1, 2 and 3 of the standards of grade contained in table 11-3 provided the MOS contains the appropriate pay grade and skill level.

b. Qualifications. Active Component (AC) NCOs must complete the Advanced Individual Training Platoon Sergeant Course (AITPSGC) conducted at one of the eight certified training locations listed below.

(1) Army Medical Department Center & School, Fort Sam Houston, TX (school code 081).

(2) Ordnance Mechanical Maintenance School, Aberdeen Proving Ground, MD (school code 091).

(3) Quartermaster School, Fort Lee, VA (school code 101).

(4) Signal Center and School, Fort Gordon, GA (school code 113).

(5) Intelligence Center of Excellence, Fort Huachuca, AZ (school code 301).

(6) Victory University, Fort Jackson, SC (school code 805).

(7) Maneuver Support Center, Fort Leonard Wood, MO (school code 807).

(8) U.S. Army Training Center/95th Division, Fort Sill, OK (school code 810)

c. Restrictions.

(1) For use with any MOS within the following guidelines:

(a) Individuals can have no have no court martial convictions and no record of disciplinary action in the last five years.

(b) The SQI will not be removed or replaced by any other SQI while the individual is assigned to AIT PSG duties.