



SECRETARY OF THE ARMY  
WASHINGTON

12 SEP 2019

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army Directive 2019-27 (Direct Appointment of Officers Up to the Grade of Colonel (Other Than Special Branches))

1. References. A list of references is in enclosure 1.
2. Purpose. This directive establishes policy for the direct appointment of officers up to the grade of colonel. This directive supersedes relevant provisions in Army directives; Army regulations; and Deputy Chief of Staff, G-1 entry grade credit guidance that control direct appointments for officers.
3. Applicability
  - a. This directive applies to the Regular Army, Army National Guard/Army National Guard of the United States, and U.S. Army Reserve.
  - b. This directive does not apply to inter-Service or inter-component transfers pursuant to Department of Defense (DoD) Instruction 1300.04 (Inter-Service and Inter-Component Transfers of Service Members).
4. Responsibilities. Details are in enclosure 2.
5. Entry Grade Credit
  - a. A person's entry grade, date of rank, and service in grade for promotion eligibility will be determined by the amount of entry grade credit awarded upon original appointment. The amount of entry grade credit will equal the sum of the prior commissioned service credit and the constructive service credit granted.
  - b. Credit will be awarded pursuant to Title 10, U.S. Code, sections 533 and 12207 (10 U.S.C. §§ 533 and 12207) and DoD Instruction 1312.03 (Entry Grade Credit for Commissioned Officers and Warrant Officers).
  - c. A period of time will be counted only once when calculating entry grade credit.
  - d. Qualifying periods of less than 1 full year will be proportionally credited to the nearest day.
  - e. Prior commissioned service credit will be calculated before constructive service credit.

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## 6. Entry Grade and Promotion Phase Points

a. A person granted entry grade credit in accordance with this directive and placed on the active duty list or reserve active status list will have an entry grade determined by comparing entry grade credit with the appropriate promotion phase-in points of the competitive category concerned.

b. Credit awarded that exceeds the amount used to establish the entry grade will be used to adjust the date of rank.

7. Prior Commissioned Service Credit. Credit for prior service as a commissioned officer (except as a commissioned warrant officer) will be awarded for previous commissioned service performed in any Military Service, the National Oceanic and Atmospheric Administration, or the U.S. Public Health Service.

a. For regular appointments, credit will be awarded on a day-for-day basis for any active commissioned service in an active status in the field or specialty in which the person is being appointed.

b. For reserve appointments, credit will be awarded on a day-for-day basis for any commissioned service as a regular officer or as a reserve officer in an active status in the field or specialty in which the person is being appointed.

c. No less than half-day credit for each day of such service credit will be awarded for prior commissioned service in a field other than the field or specialty for which the person is currently being appointed.

8. Constructive Service Credit. Constructive service credit is awarded when commissioned service begins after the additional education, training, or experience required for appointment, designation, or assignment in a professional specialty or a specifically designated field is obtained. Constructive service credit provides a person the grade and date of rank comparable to a contemporary who began commissioned service immediately after obtaining a bachelor's degree. Constructive service credit will be granted pursuant to guidance in DoD Instruction 1312.03, paragraph 3.4.

## 9. Grade Above Major Board

a. No person may be appointed as a commissioned officer above the grade of major as a Regular Army or reserve component officer unless recommended for appointment by a board of officers convened on my behalf pursuant to my instructions.

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b. Appointments to the grades of lieutenant colonel and colonel are reserved for the most experienced, critical, and meritorious applicants to fill operational needs.

10. Age and Age in Grade. Age and age in grade requirements, established in Army Regulation 135-100 (Appointment of Commissioned and Warrant Officers of the Army) and Army Regulation 601-100 (Appointment of Commissioned and Warrant Officers in the Regular Army) remain unchanged. Waivers continue to be authorized.

#### 11. Service Availability

a. Regular Army applicants are no longer required to complete 20 years of active commissioned service before their 62d birthday for an original appointment as a commissioned officer.

b. Applicants for appointment in the Regular Army must be able to complete 10 years of active commissioned service by the date they have completed 20 years of active Federal service.

#### 12. Mandatory Removal Date

a. Mandatory removal dates for Regular Army officers as prescribed by 10 U.S.C. §§ 631–637a and 1251 remain unchanged.

b. Reserve component officers in grades above first lieutenant may be selectively continued on active duty in designated specialties up to the first day of the month after the month in which the officer completes 40 years of active service.

#### 13. Initial Military Training

a. All applicants without prior commissioned service will be required to attend officer initial military training consisting of Basic Officer Leader Course (BOLC) phases A and B.

b. All applicants with prior commissioned service in the U.S. Army who completed BOLC A and B with more than a 3-year break in service will attend BOLC A.


c. Prior service personnel from the U.S. Navy, U.S. Air Force, and U.S. Coast Guard appointed pursuant to this directive will attend BOLC A, Direct Commission Course regardless of the length of their break in service.

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14. Proponent. The Deputy Chief of Staff, G-1 is the proponent for this policy. Under the policy oversight of the Assistant Secretary of the Army (Manpower and Reserve Affairs), the Deputy Chief of Staff, G-1 will coordinate the revision of applicable Army regulations to incorporate the provisions of this directive within 2 years from the date of this directive.

15. Duration. This directive is rescinded upon publication of all the revised regulations.

Encls

  
Ryan D. McCarthy  
Acting

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Principal Officials of Headquarters, Department of the Army  
Commander

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Director of Business Transformation  
Commander, Eighth Army

## REFERENCES

- a. Title 10, United States Code, sections 531–533 (10 U.S.C. §§ 531–533) (Original appointments of commissioned officers), as amended August 13, 2018.
- b. 10 U.S.C. § 637a (Continuation of active duty: officers in certain military specialties and career tracks), as amended August 13, 2018.
- c. 10 U.S.C. § 1251 (Age 62: regular commissioned officers in grades below general and flag officer grades, exceptions), as amended January 7, 2011.
- d. 10 U.S.C. § 12201 (Reserve officers: qualifications for appointment), as amended January 7, 2011.
- e. 10 U.S.C. § 12203 (Commissioned officers: appointment, how made, term), as amended January 7, 2011.
- f. 10 U.S.C. § 12204 (Commissioned officers: original appointment; limitation), as amended January 6, 2006.
- g. 10 U.S.C. § 12207 (Commissioned officers: service credit upon original appointment).
- h. 10 U.S.C. § 14509 (Separation at 62: reserve officers in grades below brigadier general or rear admiral (lower half)), as amended October 17, 2006.
- i. Department of Defense Instruction (DoDI) 1300.04 (Inter-Service and Inter-Component Transfers of Service Members), July 25, 2017.
- j. DoDI 1304.25 (Fulfilling the Military Service Obligation (MSO)), October 31, 2013.
- k. DoDI 1304.26 (Qualification Standards for Enlistment, Appointment, and Induction), March 23, 2015; Incorporating Change 3, October 26, 2018.
- l. DoDI 1310.02 (Original Appointment of Officers), March 26, 2015.
- m. DoDI 1312.03 (Entry Grade Credit for Commissioned Officers and Warrant Officers), December 28, 2018.
- n. DoDI 6000.13 (Accession and Retention Policies, Programs, and Incentives for Military Health Professions Officers (HPOs)); December 30, 2015; Incorporating Change 1, Effective May 3, 2016.

o. Army Directive 2017-26 (Pilot Program for Direct Commission to Cyber Positions), 27 Oct 2017 (hereby superseded).

p. Army Regulation 135-100 (Appointment of Commissioned and Warrant Officers of the Army), 1 September 1994.

q. Army Regulation 601-100 (Appointment of Commissioned and Warrant Officers in the Regular Army), 21 November 2006.

## RESPONSIBILITIES

1. The Assistant Secretary of the Army (Manpower and Reserve Affairs) ASA (M&RA) has the authority to approve exceptions or waivers to the policy in this directive, other than the requirement for a Grade Above Major Board, that are consistent with controlling law and regulations. This authority may be further delegated no lower than a division chief within the Directorate Military Personnel Management. The ASA (M&RA) will:

a. serves as the proponent for functional area (FA) 58.

b. identify and report, in writing, needed qualifications, experience, training, and education for FA 58.

2. The Deputy Chief of Staff (DCS), G-1 will issue implementing guidance governing selection and constructive credit boards considering direct appointment applicants for other than special branches.

3. The Chief, National Guard Bureau will:

a. identify technical requirements and skills for direct commission Army promotion list officers in the Army National Guard.

b. identify the personnel requirements for direct commission Army promotion list officers in the Army National Guard.

c. develop order of merit lists based on identified prospective direct commission Army promotion list officers.

d. tender approved offers of appointment to selected applicants.

4. The Chief of Army Reserve will:

a. identify technical requirements and skills for direct commission Army promotion list officers in the U.S. Army Reserve.

b. identify the personnel requirements for direct commission Army promotion list officers in the Army Reserve.

c. develop order of merit lists based on identified prospective direct commission Army promotion list officers.

d. tender approved offers of appointment to selected applicants.



5. The Commander, U.S. Army Training and Doctrine Command (TRADOC) will:
  - a. identify and report, in writing, needed qualifications, experience, training, and education in other than special branches and FAs to the DCS, G-1 for use in the recruitment, selection, and management of direct commission officers.
  - b. identify and report, in writing, to the DCS, G-1 any skill gaps in the operational force for future development of FAs and branches, as necessary.
  - c. manage the recruitment of all prospective officers who apply for direct commissioning with assistance from U.S. Army Recruiting Command (USAREC).
  - d. provide subject matter experts to participate in the applicant interview process.
  - e. recommend applicants for appointment to Army components and constructive service credit based on the individual experience, training, and education of the applicants.
  - f. base recommendations for appointment and constructive service credit on the recommendation of a board. Pursuant to Secretary of the Army instructions, appoint board members and refer applicants to a Grade Above Major Board, when applicable.
  - g. submit appointment and constructive service credit recommendations with accompanying board results to U.S. Army Human Resources Command, Officer Readiness Directorate for processing.
  - h. tender approved appointments to qualified applicants.
  - i. complete and maintain written work plans before the appointed officer's arrival at his or her first unit of assignment.
  - j. identify which established initial military training/Direct Commission Course direct commission applicants will attend.
  - k. coordinate with the DCS, G-3/5/7 to establish appropriate Basic Officer Leader Course (BOLC) B for all FAs.
  - l. direct the Commander, USAREC to:
    - (a) develop a marketing plan and distribute information about Army Competitive Category and Army Promotion List direct appointment up to colonel to all recruiting stations. Ensure that recruiters can effectively communicate information about the program to interested citizens and the private sector.

(b) facilitate LiveScan and Military Entrance Processing Station processing for identified prospects.

(c) facilitate administration of the Occupational Physical Assessment Test to prospects to determine suitability for Army service.

m. direct the Training Operations Management Activity to ensure available training seats for the Direct Commission Course for all other than special branches and FAs.

6. The Commander, U.S. Army Futures Command will:

a. identify and report, in writing, to TRADOC and the DCS, G-1 emerging skills for direct commission officers not inherent to already established branches and FAs.

b. operate as the commissioning source for direct commission Army Futures Command officers into newly established branches and FAs for emerging skills identified in paragraph 4a.

7. The Commander, U.S. Army Space and Missile Defense Command/Army Strategic Command will:

a. identify and report, in writing, needed qualifications, experience, training, and education in FA 40 (Space Operations) to the DCS, G-1 for use in the recruitment, selection, and management of direct commission officers.

b. identify and report, in writing, to TRADOC and the DCS, G-1 any skill gaps in the operational force for future development of FAs and branches, as necessary.

c. manage the recruitment of all prospective officers who apply for direct commission in FA 40 with assistance from USAREC.

d. provide subject matter experts in FA 40 to participate in the applicant interview process.

e. recommend applicants for appointment to Army components and constructive service credit based on the individual experience, training, and education of the applicants for service in FA 40.

f. base recommendations for appointment and constructive service credit on the recommendation of a board. Pursuant to Secretary of the Army instructions, appoint board members and refer applicants to a Grade Above Major Board, when applicable.

g. submit appointment and constructive service credit recommendations with accompanying board results to Human Resources Command, Officer Readiness Directorate for processing.

h. tender approved appointments to qualified applicants.

i. complete and maintain written work plans for FA 40 before the appointed officer's arrival at his or her first unit of assignment.

j. coordinate with TRADOC, through the Director, Directorate of Training and Doctrine, to establish appropriate programs of instruction (POIs) for FA 40 BOLC B.

8. The Commander, U.S. Army Special Operations Command will:

a. identify and report, in writing, needed qualifications, experience, training, and education for Special Forces, Civil Affairs, and Psychological Operations to the DCS G-1 for use in the recruitment, selection, and management of direct commission officers.

b. manage the recruitment of all prospective officers who apply for direct commissioning with assistance from USAREC.

c. recommend applicants for appointment to Army components and constructive service credit based on the individual experience, training, and education of the applicants.

d. base recommendations for appointment and constructive service credit on the recommendation of a board. Pursuant to Secretary of the Army instructions, appoint board members and refer applicants to a Grade Above Major Board, when applicable.

e. submit appointment and constructive service credit recommendations with accompanying board results to Human Resources Command, Officer Readiness Directorate for processing.

f. tender approved appointments to qualified applicants.

g. complete and maintain written work plans before the appointed officer's arrival at his or her first unit of assignment.

h. direct subordinate commanders to identify emerging skills for direct commission officers not inherent to already established branches and FAs to fill critical gaps in the operational force.

9. The ASA (Acquisition, Logistics and Technology) will:

a. identify and report, in writing, needed qualifications, experience, training, and education in FA 51 (Research, Development and Acquisition) to the DCS, G-1 for use in the recruitment, selection, and management of direct commission officers.

b. identify and report, in writing, to TRADOC and the DCS, G-1 any skill gaps in the operational force for future development of FAs and branches, as necessary.

c. provide subject matter experts in FA 51 to participate in the applicant interview process.

d. recommend applicants for appointment to Army components and constructive service credit based on the individual experience, training, and education of the applicants for service in FA 51.

e. base recommendations for appointment and constructive service credit on the recommendation of a board. Pursuant to Secretary of the Army instructions, appoint board members and refer applicants to a Grade Above Major Board, when applicable.

f. submit appointment and constructive service credit recommendations with accompanying board results to Human Resources Command, Officer Readiness Directorate for processing.

g. tender approved appointments to qualified applicants.

h. complete and maintain written work plans for FA 51 before the appointed officer's arrival at his or her first unit of assignment.

i. coordinate with TRADOC to establish appropriate POIs for FA 51 BOLC B.

10. The DCS, G-3/5/7 will:

a. identify and report, in writing, needed qualifications, experience, training, and education in FAs 48 (Foreign Area Officer), 52 (Nuclear and Counter Proliferation), and 59 (Strategist) to the DCS, G-1 for use in the recruitment, selection, and management of direct commission officers.

b. identify and report, in writing, to TRADOC and the DCS, G-1 any skill gaps in the operational force for future development of FAs and branches, as necessary.

c. manage the recruitment of all prospective officers who apply for direct commission in FAs 48, 52, and 59 with assistance from USAREC.

d. provide subject matter experts to participate in the applicant interview process.

e. recommend applicants for appointment to Army components and constructive service credit based on the individual experience, training, and education of the applicants.

f. base recommendations for appointment and constructive service credit on the recommendation of a board. Pursuant to Secretary of the Army instructions, appoint board members and refer applicants to a Grade Above Major Board, when applicable.

g. submit appointment and constructive service credit recommendations with accompanying board results to Human Resources Command, Officer Readiness Directorate for processing.

h. tender approved appointments to qualified applicants.

i. complete and maintain written work plans for FAs 48, 52, and 59 before the appointed officer's arrival at his or her first unit of assignment.

j. coordinate with TRADOC to establish appropriate POIs for FAs 48, 52, and 59 BOLC B.

11. The DCS, G-8 will:

a. identify and report, in writing, needed qualifications, experience, training, and education in FAs 49 (Operations Research/Systems Analysis), 50 (Force Management) and 57 (Simulations Operations) to the DCS, G-1 for use in the recruitment, selection, and management of direct commission officers.

b. identify and report, in writing, to TRADOC and the DCS, G-1 any skill gaps in the operational force for future development of FAs and branches, as necessary.

c. manage the recruitment of all prospective officers who apply for direct commission in FAs 49, 50, and 57 with assistance from USAREC.

d. provide subject matter experts in FAs 49, 50, and 57 to participate in the applicant interview process.

e. recommend applicants for appointment to Army components and constructive service credit based on the individual experience, training, and education of the applicants for service in FAs 49, 50, and 57.

f. base recommendations for appointment and constructive service credit on the recommendation of a board. Pursuant to Secretary of the Army instructions, appoint board members and refer applicants to a Grade Above Major Board, when applicable.

g. submit appointment and constructive service credit recommendations with accompanying board results to Human Resources Command, Officer Readiness Directorate for processing.

h. tender approved appointments to qualified applicants.

i. complete and maintain written work plans for service in FAs 49, 50, and 57 before the appointed officer's arrival at his or her first unit of assignment.

j. coordinate with TRADOC to establish appropriate POIs for FAs 49, 50, and 57 BOLC B.

12. The Chief of Public Affairs will:

a. identify and report, in writing, needed qualifications, experience, training, and education in FA 46 (Public Affairs) to the DCS, G-1 for use in the recruitment, selection, and management of direct commission officers.

b. identify and report, in writing, to TRADOC and the DCS, G-1 any skill gaps in the operational force for future development of FAs and branches, as necessary.