

CHANGE

No. 1

**HEADQUARTERS
DEPARTMENT OF THE ARMY
WASHINGTON, D.C., 29 July 1964**

**PROFICIENCY PAY FOR ENLISTED PERSONNEL
PERSONNEL SELECTION AND CLASSIFICATION**

AR 611-208, 5 February 1964, is changed as follows:

3. Policies. a. General.

(5) Individuals receiving Proficiency Pay (Specialty) or Proficiency Pay (Superior Performance) will be assigned and utilized in primary MOS for which receiving the pay.

✓(a) (Added) Individuals receiving proficiency pay will be given assignment precedence over other enlisted personnel with the same MOS who are not receiving proficiency pay.

✓(b) (Added) Proficiency pay recipients will be assigned and utilized in authorized positions commensurate with grade or in a higher grade position. However, proficiency pay recipients will not displace individuals of a higher pay grade who are not receiving proficiency pay, but who are otherwise properly assigned and utilized.

✓(c) (Added) Noncommissioned officers will not be assigned to duty positions established for specialist skill levels. However, specialists may be utilized in noncommissioned officer positions.

✓(d) (Added) When personnel receiving proficiency pay and personnel not receiving proficiency pay are assigned in numbers excessive to manning table authorizations, those not receiving proficiency pay will be reported surplus prior to reporting proficiency pay recipients.

✓(e) (Added) Individuals receiving proficiency pay who can be properly assigned and utilized in local commands within 90 days after becoming surplus

will not be reported under the provisions of paragraph 7c(7).

4. Eligibility.

✓c. Proficiency Pay (Superior Performance).

✓(2) Be selected for the award by the unit commander. This selection may occur at any time subsequent to receipt of the Headquarters, Department of the Army Superior Performance Qualification Score announcement, and prior to the first day of the next scheduled MOS evaluation period for the individual's primary MOS under AR 611-205. Individuals may continue to receive proficiency pay, provided otherwise eligible, until receipt of results of the next regular MOS evaluation in their primary MOS, but not for more than 12 months without requalification and selection for a subsequent award.

✓7. Maintenance and termination. a. Proficiency Pay (Specialty).

✓(1) Continued receipt of Proficiency Pay (Specialty) is subject to the individual—

✓(b) (Superseded) Performing the duties of the primary MOS satisfactorily as determined by the unit commander.

✓(2) Proficiency Pay (Specialty) status will be retained under any of the following conditions:

✓(e) (Superseded) When a MOS is phased out of Proficiency Pay (Specialty) status, an individual will, so long as he holds this MOS as primary, continue to receive the same rate of proficiency pay until the end of current

✓This change supersedes DA message 28098, 10 February 1964, and DA message 970987, 28 May 1964.

enlistment or for 2 calendar years, whichever occurs first. When an individual, whose primary MOS is phased out of Proficiency Pay (Specialty) status is afforded the opportunity to retrain into another MOS authorized Proficiency Pay (Specialty), the rate of proficiency pay to which the individual is entitled during retraining is the rate formerly authorized for his PMOS (being received), or the rate authorized for the MOS in which retraining is being accomplished, whichever is the lesser.

(h) (Added) When action taken under the provisions of sections VI and VII, AR 611-203, results in retention of primary MOS.

(3) Proficiency Pay (Specialty) will be terminated under any of the following conditions:

(a) (Superseded) When action taken under the provisions of sections VI and VII, AR 611-203, results in redesignation of primary MOS to an MOS not authorized Proficiency Pay (Specialty). The provisions of a (2) (a) above,

apply to those instances where the redesignated primary MOS is authorized Proficiency Pay (Specialty).

(4) (Added) The provisions of sections VI and VII, AR 611-203, apply when an individual fails to qualify or requalify for a verified primary MOS, or to perform satisfactorily the duties of his primary MOS.

c. *Special considerations.*

(7) *Surplus reports of personnel in proficiency pay status.* Personnel who cannot * * * instructions as follows:

(a) (Superseded) Personnel in CONUS will be reported in accordance with AR 611-203, AR 614-210, and AR 614-245.

(b) (Superseded) Personnel in oversea commands will be reported in accordance with AR 611-203, AR 614-210, and AR 614-245. Individuals who have been reported for reassignment under provisions of AR 614-210 and AR 614-245 need not be further reported.

APPENDIX I

MOS DESIGNATED FOR PROFICIENCY PAY (Superseded)

Section I—Proficiency Pay (Specialty)

1. The following MOS are authorized P-3 Proficiency Pay (Specialty) at the rate of \$100 per month:

MOS	Title
201	Calibration Specialist
252	Acq Rdr Rpmn (Nike)
253	Track Rdr Rpmn (Nike)
255	Acq Rdr Rpmn (Hawk)
256	Search Rdr Rpmn (Hawk)
257	Internal Guidance Rpmn (Hawk)
363	Rdr Display Equip Rpmn
373	Ballistic Msl Inertial Guidance and Con Rpmn (Sgt)
375	Ballistic Msl Test Sta Rpmn (Sgt)
377	Ballistic Msl Guidance and Con Rpmn (Pershing)
378	Ballistic Msl Test Equip Rpmn (Pershing)
379	Ballistic Msl Digital Cmpt Rpmn (Pershing)
988	Voice Intep

2. The following MOS are authorized P-2 Proficiency Pay (Specialty) at the rate of \$75.00 per month:

MOS	Title
208	Med Equip Rpmn
211	Gnd Rdr Mech
221	AD Msl Con Wave Rdr Mech (Hawk)
226	AD Msl Fire Con Mech (Here)
227	AD Msl Mech (Hawk)
228	AD Msl Fire Con Mech (Hawk)
251	Lehr Con Rpmn (Nike)
254	Internal Guid Rpmn (Nike)
282	Radar Rpmn
283	Elet Warfare Equip Rpmn
284	Avn Elet Equip Rpmn
287	Rad Wave Propagation Sp
292	Microbarograph Equip Rpmn
294	Fld Carr Equip Rpmn
296	Fld Radio Rpmn
302	EAM and ADPS Aux Equip Rpmn
303	ADPS Rpmn
304	Nuclear Wpn Maint Sp
342	Gen Crypto Rpmn
343	Fixed Ciphony Rpmn
345	Fixed Crypto Rpmn
358	Nuclear Powerman
361	Auto Data Link Rpmn
362	Rdr Data Proc Equip Rpmn
364	Mobile AD Comd Post Monitor Rpmn
365	Op Cen and Coder-Decoder GP Rpmn
369	Fire Dist Sys Maint Chief
374	BM Rkt Mtr and Struc Rpmn (Sgt)
376	BM Rkt Mtr and Struc Rpmn (Pershing)
745	ADPS Prog Sp
965	Tltr-Intpr
966	Interrogator

MOS	Title
989	Image Intpr
981	Crypto Sp
982	Traffic Analyst
983	Analytic Equip Op
984	Comm Scty Analyst
986	Dir Finding Eval
987	Tmis Ident Analyst
989	Signal Analyst
052	Comm Intel and Scty Op NCO
054	Sp Ident Tech Supv
055	Comm Monitor
056	DF Op
057	Tmis Ident Op
058	Morse Intep
059	Teletype Intep

3. The following MOS are authorized P-1 Proficiency Pay (Specialty) at the rate of \$50.00 per month:

MOS	Title
205	Ballistic Met Equip Mech
206	Analytic Equip Mech
225	AD Msl Elet Mech (Here)
229	Def Acq Rdr Mech
235	Fire Con Cmpt Rpmn
271	Fxd Sta Revr Rpmn
272	Fxd Sta Tmit Rpmn
273	Fxd Sta Fac Con
274	Fxd Plant Carr Rpmn
279	Fxd Sta Chief
281	Microwave Rad Rpmn
286	Intercept Equip Rpmn
295	Elet Inst Rpmn
311	Inf Comm Sp
312	Armor Comm Sp
313	Arty Comm Sp
327	Manual Cen Ofc Rpmn
328	Dial Cen Ofc Rpmn
341	Teletype Rpmn
351	Power Generator Sp
352	Engr Msl Equip Sp
356	Sp Elec Device Rpmn
401	Photo Equip Rpmn
403	Fire Con Inst Rpmn
404	Topo Inst Rpmn
413	Expl Ord Disp Sp
452	Dental Lab Sp
453	Optical Lab Sp
622	Engr Equip Rpmn
671	Single Eng Airplane Mech
672	Multi-Eng Airplane Mech
675	Single Roto Hel Mech
677	Multi-Eng Hel Mech

MOS	Title
678	Multi-Eng Tandem Roto Hel Mech
679	Acft Rep Supv-Insp
681	Acft Eng Rpmn
683	Acft Powertrain Rpmn
684	Rotor and Prop Rpmn
685	Acft Elec
687	Acft Hyd Rpmn
744	ADPS Console Op
823	Topo Computer
901	Air Traffic Controller

MOS	Title
902	Flt Simulator Sp
913	Operating Room Sp
914	Neurology Sp
931	Medical Lab Sp
932	Pharmacy Sp
935	X-Ray Sp
972	Area Intel Sp
992	Elct Ctms Sp
993	Ctms Search Sp
053	Rad Teletype Op

Section II—Proficiency Pay (Superior Performance)

The following MOS are authorized Proficiency Pay (Superior Performance) awards at the rate of \$30.00 per month:

MOS	Title
103	Ballistic Met Crmn
104	Fld Illumination Crmn
105	Drone Acft Crmn
111	Lt Wpns Inf
112	Hv Wpns Inf
118	Inf Op and Intel Sp
115	Inf Snr Sgt
120	Pioneer
121	Cbt Engr
122	Bridge Sp
123	Cbt Engr Op and Intel NCO
125	Atomic Dem Mun (ADM) Sp
131	Armor Crmn
133	Armor Intel Sp
140	Fld Arty Basic
141	Lt and Med FA Crmn
142	Hv and Very Hv FA Crmn
147	FA Rocket Crmn
151	AD Arty Op and Intel Asst
152	FA Op and Intel Asst
153	Arty Surveyor
154	Flash Ranging Crmn
155	Sound Ranging Crmn
156	FA Rdr Crmn
161	FA Msl Crmn (Sgt)
162	FA Msl Op and Intel Asst
163	FA Msl Crmn (Pershing)
164	FA Msl Crmn (Cpl)
165	FA Msl Fire Con Crmn (Cpl)
166	FA Msl Crmn (LX)
167	FA Msl Fire Con Crmn (LX)
168	FA Msl Crmn (Redstone)
169	FA Msl Mat Crmn (Redstone)
171	AD Msl Crmn (Nike-Ajax)
172	AD Msl Mat Mech (Nike-Ajax)
173	AD Msl Fire Con Crmn (Nike-Ajax)
174	AD Msl Crmn (Hawk)
176	AD Msl Fire Con Crmn (Hawk)
177	AD Msl Crmn (Herc)
178	AD Msl Mat Mech (Herc)
179	AD Fire Con Crmn (Herc)
181	Def Acq and Survl Rdr Crmn

MOS	Title
186	AD Fire Distr Sys Crmn
191	AD Arty Gun Crmn
192	AD Arty Auto Wpns Crmn
193	Hv AD Arty Fire Con Crmn
194	Lt AD Arty Fire Con Crmn
207	Abn Rdr Sp
209	Drone Acft Con Sys Mech
214	FA Msl Elct Mech (Cpl) (See note)
215	FA Msl Fire Con Mech (Cpl) (See note)
217	FA Msl Fire Con Mech (LX) (See note)
218	FA Msl Elct Mech (Redstone) (See note)
223	AD Msl Elct Mech (Nike-Ajax) (See note)
224	AD Msl Fire Con Mech (Nike-Ajax) (See note)
231	Lt Fire Con Equip Rpmn
232	Hv Fire Con Equip Rpmn
233	Lt AD Arty Fire Con Mech
234	Hv AD Arty Fire Con Mech
245	Gnd Guidance Rpmn (Cpl) (See note)
247	Internal Guidance Rpmn (LX) (See note)
248	External Guidance Rpmn (LX) (See note)
249	Msl Rpmn (Cpl) (See note)
285	TV Rpmn
293	Rad Relay and Carr Op
309	Elec Elct Engr Asst (S&E)
310	Fld Comm Crmn
321	Lineman
322	Cable Splicer
323	Tel Inst-Rpmn
324	Antennaman
353	High Voltage Elec
354	Power Sta Op
355	Electrician
371	Ballistic Msl Guidance and Con Rpmn (See note)
372	Ballistic Msl Propulsion and Structures Rpmn (See note)
405	Reprod Equip Rpmn
409	Mech Engr Asst (S&E)
411	Ammo Stor Sp
412	Ammo Renv Sp
414	GM Prop-Explo Sp
419	Ammo Fman
421	Small Arms Rpmn
422	FA Rpmn
423	AD Arty Rpmn
424	Turret Arty Rpmn
425	Arm Maint Fman

<i>MOS</i>	<i>Title</i>
420	Small Msl Sys Rpmn
427	Aircraft Armament Rpmn
433	Mach Rpmn (Nike)
434	Mech Rpmn (LX)
435	Mech Rpmn (Hawk)
436	Nuclear Wpns Asbl
437	Gnd Hdq Equip Rpmn (Cpl)
441	Metal Body Rpmn
442	Welder-Blacksmith
443	Machinist
444	Metalworking Fman
451	Ortho Sp
461	Tex Rpmn
462	Canvas and Lthr Rpmn
464	Prcht Rigger
465	Office Mach Rpmn
466	QM Lt Equip Rpmn
467	QM Hv Equip Rpmn
509	Civil Engr Asst (S&E)
511	Carpenter
512	Structures Sp
513	Mason
514	Camouflage Sp
515	Pipeline Sp
517	Terrain Analyst
518	Const Fman
521	Heating and Ventilating Sp
522	Plumber
523	Refrigeration Sp
524	Util Fman
525	Fire Fighter
526	Water Supply Sp
531	Decon Sp
532	Smoke Genr Sp
533	Cml Equip Rpmn
534	Cml Staff Sp
541	Ry Sec Fman
542	Dy Fman
543	Tire Rpmn
545	Sawyer
546	Ldry, Bath and Imprg Sp
547	Memorial Actv Sp
551	Gen Warehouseman
552	Petrl Stor Sp
553	Subs Stor Sp
555	Stevedore
562	Har Cft Boatswain
563	Marine Hull Rpmn
564	Diver
565	Marine Engr
571	Oxy-Acetylene Pdn Sp
572	Carbon Dioxide-Hydrogen Prod Sp
573	Liq Oxy-Nitrogen Pdn Sp
625	Asphalt and Concrete Equip Op
626	Const Mach Op
627	Craue-Shovel Op
628	Quarryman
631	Wheel Veh Mech
632	Track Veh Mech

<i>MOS</i>	<i>Title</i>
633	Recov Sp
634	Fuel and Elec Sys Rpmn
635	Auto Rpmn
639	Auto Maint Fman
642	Hv Veh Dvr
643	Truckmaster
651	Steam Loco Rpmn
652	Diesel-Elec Loco Rpmn
656	Ry Car Rpmn
661	Loco Op
662	Trainman
664	Railway Mov Sp
676	Tandem-Roto Hel Mech (See note)
686	Airframe Rpmn
688	Acft Inst Rpmn
701	Info Sp
703	Broadcast Sp
705	Attache Sp
709	Mathematics-Statistics Asst (S&E)
711	Clerk-Typist
712	Stenographer
713	Legal Clerk or Court Rept
714	Postal Clerk
715	Med Rec Clerk
716	Pers Sp
717	Admin Sp
718	Chaplain's Asst
719	Mov Sp
723	Comm Cen Sp
724	Swbd Op
725	Crypto Cen Sp
727	Area Comm Chief
731	Audit Sp
732	Disb Sp
733	Acct Sp
741	Card and Tape Writer
742	Pers Acct Sp
743	Mach Acct Sp
761	Cml Sup and Parts Sp
762	Engr Sup and Parts Sp
763	Ord Sup Sp
764	QM Sup Sp
765	Sig Sup and Parts Sp
766	Trans Sup and Parts Sp
767	Med Sup Sp
768	Gen Sup Sp
774	QM Parts Sp
811	Const Draftsman
812	Map Compiler
813	Cartog Draftsman
814	Illustrator
815	Model Maker
821	Const Surveyor
822	Topo Surveyor
831	Compositor
832	Ltr Pressman
833	Proc Photographer
834	Platemaker
835	Offset Pressman

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MOS	Title
836	Photolithography Supv
841	Photographer
842	Audio Sp
843	Photo Lab Sp
844	TV Cameraman
845	Film Library Sp
846	TV Pdn Sp
903	Petri Lab Sp
904	Cml Lab Sp
905	Met Observer
907	Flt Op Sp
908	Phys Sciences Asst (S&E)
909	Cml Engr Asst (S&E)
911	Med Sp
915	Clinical Psych Sp
916	Social Work Sp
917	Den Sp
921	Phys Therapy Sp
922	Phys Recond Sp
923	Occ Therapy Sp
933	Pvnt Med Sp
934	Food Insp Sp
939	Biological Sciences Asst (S&E)
941	Cook
942	Meat Cutter
943	Bread Baker
951	Mil Policeman
952	Cnf Supv
953	Asst Crim Inves
962	Intel Analyst
971	Mil Intel Sp
974	Mil Intel Coord
979	Mil Intel SMaj
991	Microbarograph Sp

[EPD]

MOS	Title
021	Cornet or Trumpet Player
022	Baritone-Euphonium Player
023	French Horn Player
024	Trombone Player
025	Tuba Player
026	Flute or Piccolo Player
027	Oboe Player
028	Clarinet Player
029	Bassoon Player
031	Saxophone Player
032	Percussion Player
033	Piano Player
034	Sp Bandsman
051	Intermediate Spd Rad Op
073	Recr Sp
074	Phys Actv Sp
075	Recruiter and Career Coun
076	Pers Psych Sp
082	Dog Trainer
084	Vet Sp

Note. The provisions of paragraph 7a(2)(e), AR 611-208, apply. The two-year retention period started 1 Jun 64. Pro-
ficiency Pay retained under cited provision is as follows:

MOS	PPD
214	P-2
215	P-2
217	P-2
218	P-2
223	P-1
224	P-2
245	P-3
247	P-3
248	P-3
249	P-3
371	P-2
372	P-2
676	P-1

By Order of the Secretary of the Army:

HAROLD K. JOHNSON,
General, United States Army,
Chief of Staff.

Official:

J. C. LAMBERT,
Major General, United States Army,
The Adjutant General.

Distribution:

Active Army: To be distributed in accordance with DA Form 12-9 requirements for Military
Personnel Procedures, Enlisted—A.

NG: None.

USAR: None.

PERSONNEL SELECTION AND CLASSIFICATION
PROFICIENCY PAY FOR ENLISTED PERSONNEL

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1. Purpose. This regulation establishes the policies, responsibilities, and operating procedures governing the Proficiency Pay Program for enlisted personnel, within the scope of 37, U.S.C. 307 and Department of Defense Directive 1340.2, 26 June 1963.

2. Definitions. The following definitions apply for the purpose of this regulation:

a. Career personnel.

- (1) Personnel on second or subsequent terms of active duty enlisted service; and
- (2) First term personnel who are serving in an enlistment, an enlistment as extended, or an extension of enlistment, which will total six or more years of active service.

b. Continuous active duty. Active Federal service in any of the Armed Services, exclusive of active duty for training purposes, without a break in service of more than 90 days.

c. Evaluation score. A score computed as a result of evaluation in primary Military Occupational Specialty (MOS) under the Enlisted Evaluation System (AR 611-205).

d. Superior performance qualification score (SPQS). The evaluation score established and

announced by Headquarters, Department of the Army, as a means for identifying personnel in a particular primary MOS and skill level who may be selected by the unit commander for award of Proficiency Pay (Superior Performance).

e. MOS qualification score. An evaluation score of 70 which denotes the minimum qualification considered necessary to perform duty satisfactorily in the primary MOS and skill level in which evaluated.

f. Verified primary military occupational specialty (VPMOS). The primary MOS and skill level in which the soldier has demonstrated military and technical competence to perform duties by attaining an evaluation score of 70 or higher from the most recent evaluation of the primary MOS and skill level under the Enlisted Evaluation System. The VPMOS is awarded in accordance with AR 611-203.

g. Proficiency pay. A monetary incentive (pay) awarded to individual soldiers under the Proficiency Pay Program which is in addition to any other pay, allowances, special or incentive pay, or other monetary benefits to which the individual is entitled.

✓ This regulation supersedes AR 611-208, 22 August 1960, including C 2, 16 February 1961; DA messages 562102, 23 June 1961; 563886, 7 July 1961; 568094, 9 August 1961; 547613, 10 March 1961; 573730, 21 September 1961; 25170, 10 October 1961; 32113, 16 November 1961; 594368, 19 March 1962; 49720, 30 September 1962; Paragraph 3c, DA message 28090, 21 January 1963; DA message 75900, 7 September 1963, as amended; DA messages 936371, 12 September 1963; 36721, 26 September 1963; 37545, 3 October 1963; and DA message 45129, 15 November 1963.

h. Proficiency pay designator. The symbols P-1, P-2, P-3, and P-1(SP) which denote the specific category and level of proficiency pay to which the individual is entitled.

3. Policies. *a. General.*

- (1) Two categories of proficiency pay are available: These are Proficiency Pay (Specialty) and Proficiency Pay (Superior Performance).
- (a) Proficiency Pay (Specialty) is designed to provide a differential pay incentive for retention in the military service of enlisted personnel with military specialties which require relatively long and costly training and in which, in the absence of this incentive, the supply of qualified career personnel has been and is projected to be inadequate to meet military service requirements.
- (b) Proficiency Pay (Superior Performance) is designed to provide an incentive for personnel not otherwise receiving proficiency pay to achieve superior performance on the job. This incentive is not intended to act as a substitute for the normal incentive of promotion opportunity, but provides recognition of those who have demonstrated superior performance in the specialty and grade in which they are serving.
- (2) Retired and Reserve Component personnel may be awarded proficiency pay while serving on extended active duty tours beyond obligated periods of active service, provided they are otherwise eligible.
- (3) Individuals receiving school training under provisions of AR 350-260 or AR 621-5 are eligible for award of proficiency pay applicable to their primary MOS provided such training enhances the skills of the primary MOS and the individuals are otherwise eligible.
- (4) Concurrent receipt of Proficiency Pay (Specialty) and Proficiency Pay (Superior Performance) for the same period of duty performance is prohibited.
- (5) Individuals receiving Proficiency Pay (Specialty) or Proficiency Pay (Superior Performance) will be assigned and

utilized in the primary MOS for which receiving the pay.

- (6) When an MOS is designated for a particular category or level of proficiency pay, all skill levels of that MOS, including those established on an interim basis by authority of Headquarters, Department of the Army, or those established on a permanent basis by implementation of changes to AR 611-201 or AR 611-202, as applicable, acquire the same proficiency pay status.

b. Proficiency Pay (Specialty).

- (1) No individual may receive more than one level of Proficiency Pay (Specialty) for the same period of duty performance.
- (2) All individuals eligible to receive Proficiency Pay (Specialty) will be paid the level of proficiency pay designated for the primary MOS in which qualified.

4. Eligibility. *a. General.* To be eligible for award of either category of proficiency pay, the individual soldier must—

- (1) Be on active duty, other than active duty for training as a member of a Reserve Component, and be entitled to basic pay.
- (2) Be in pay grade E-3 or higher.
- (3) Be properly classified in accordance with AR 611-203 in a primary MOS designated for proficiency pay.
- (4) Be in appointable status as defined in paragraph 6, AR 624-200.
- (5) Have completed at least 24 months of active service, other than active duty for training.
- (6) Have completed 6 months' continuous active duty immediately prior to date of award of proficiency pay.

b. Proficiency Pay (Specialty). In addition to the eligibility criteria in *a* above, to be awarded Proficiency Pay (Specialty), the individual must—

- (1) Be in career status.
- (2) Have attained a verified primary MOS based on MOS evaluation under the Enlisted Evaluation System (AR 611-205). (Those individuals who reenlist within 90 days and who held a verified primary MOS at the time of separation will be considered to have met the requirement of this paragraph.) Personnel who have

not as yet been evaluated in their primary MOS and skill level will be eligible for such award pending verification of primary MOS based on the next regular MOS evaluation.

- (3) Be qualified in a primary MOS designated for Proficiency Pay (Specialty) and assigned to duties requiring the skills of the primary MOS.
- (4) If in training status, successfully complete school training leading to reclassification into a primary MOS designated for Proficiency Pay (Specialty). The applicable level of Proficiency Pay (Specialty) will be awarded concurrent with award of the new primary MOS. Such individuals will retain Proficiency Pay (Specialty) pending verification of primary MOS based on the next regular MOS evaluation.

c. Proficiency Pay (Superior Performance). In addition to the eligibility criteria in *a* above, to be awarded Proficiency Pay (Superior Performance), the individual soldier must—

- (1) Have attained or exceeded the Superior Performance Qualification Score (SPQS) announced by Headquarters, Department of the Army, for the primary MOS and skill level in which evaluated under AR 611-205. Individuals, otherwise eligible, who are reclassified subsequent to evaluation from a primary MOS designated for Proficiency Pay (Superior Performance) into another primary MOS designated for Proficiency Pay (Superior Performance), are eligible to be selected for an award of Proficiency Pay (Superior Performance) based on results of evaluation in the former primary MOS. Soldiers may continue to receive proficiency pay if performing duties in a superior manner until receipt of results of evaluation in the new primary MOS or until expiration of current award period for former primary MOS, whichever occurs first.
- (2) Be selected for the award by the unit commander. This selection may occur at any time subsequent to the date estab-

lished in the Headquarters, Department of the Army Superior Performance Qualification Score announcement and prior to the first day of the next scheduled MOS evaluation period for the individual's primary MOS under AR 611-205. Individuals may continue to receive proficiency pay, provided otherwise eligible, until receipt of results of the next regular MOS evaluation in their primary MOS, but not for more than 12 months without requalification and selection for a subsequent award.

5. Responsibilities. *a.* Technical supervision and monitorship responsibility over the Proficiency Pay Program will be exercised by the Chief of Personnel Operations, Department of the Army.

b. Commanders at all echelons will exercise close surveillance over the Proficiency Pay Program to insure that the program is operated and administered in conformity with this regulation.

c. Major commanders will—

- (1) Administer the Proficiency Pay Program for all personnel under their respective command jurisdictions.
- (2) Establish and maintain a continuing program of orientation, training, and publicity in all aspects of the Proficiency Pay Program.
- (3) Expeditiously publicize and disseminate to subordinate echelons, including test control officers appointed under AR 611-205, all policy directives received from Headquarters, Department of the Army.
- (4) Evaluate proficiency pay actions or problems as they arise within their respective commands, and render final determinations, as appropriate, within this regulation. Matters with new policy implications will be forwarded for final determination to the Chief of Personnel Operations, ATTN: EPPMC, Department of the Army, Washington, D.C., 20310.

d. Installation commanders will provide assistance and support required by unit commanders and unit personnel officers in promoting the objectives and administration of the Proficiency Pay Program.

e. Unit commanders will—

- (1) Review MOS Evaluation Data Reports and select those soldiers within his command to be awarded Proficiency Pay (Superior Performance). Final selection of soldiers to receive Proficiency Pay (Superior Performance) is the prerogative of the unit commander.
- (2) Insure appropriate and timely award and termination of proficiency pay in accordance with this regulation.
- (3) Insure proper utilization of personnel receiving proficiency pay.
- (4) Render surplus reports on personnel receiving proficiency pay who cannot be properly utilized.
- (5) Insure accurate and prompt reporting of proficiency pay awards and terminations.

f. Commanders responsible for unit personnel sections maintaining custody of personnel records will—

- (1) Establish administrative controls and identify personnel eligible for award and receipt of proficiency pay.
- (2) Notify unit commanders of evaluation scores attained by members of his command, and the Superior Performance Qualification Score and MOS Qualification Score established for each MOS and skill level.
- (3) Obtain recommendations for award or non-award of Proficiency Pay (Superior Performance) from unit commander for soldiers reassigned subsequent to MOS evaluation and immediately forward MOS Evaluation Data Reports to gaining unit commanders as required by AR 611-205.
- (4) Advise and assist unit commanders in exercising their responsibilities under this regulation.
- (5) Issue or request issuance of required special orders.
- (6) Make entries on records and reports in accordance with this and other applicable regulations.

g. The individual soldier will—

- (1) Maintain proficiency in the primary MOS and skill level in which serving.
- (2) Take appropriate action to understand and comply with the concepts, objectives,

and procedures associated with the Proficiency Pay Program.

- (3) Take prompt action through normal command channels to clarify, correct, or request correction in any instance where an error or deficiency in administering the Proficiency Pay Program in his particular case appears to exist.

6. Designation of MOS for Proficiency Pay.

The MOS designated for each level of Proficiency Pay (Specialty) and for Proficiency Pay (Superior Performance) are listed in appendix I. Specific dollar values of each award are also shown in appendix I. Award or receipt of Proficiency Pay (Specialty) for MOS not listed in section I, appendix I, is prohibited unless it is a retained award under paragraph 7a(2)(e), or retention is specifically authorized in a subsequent Headquarters, Department of the Army directive.

7. Maintenance and termination. a. Proficiency Pay (Specialty).

- (1) Continued receipt of Proficiency Pay (Specialty) is subject to the individual—
 - (a) Continuing to qualify in the primary MOS in which receiving the pay as determined by periodic reevaluation in accordance with Headquarters, Department of the Army directives; and
 - (b) Performing the duties of the primary MOS satisfactorily as determined by the unit commander. Action under a(8)(a) below, will be taken in those cases where the unit commander determines that the individual's performance in his primary MOS is not satisfactory.
- (2) Proficiency Pay (Specialty) status will be retained under any of the following conditions:
 - (a) Reclassification into another primary MOS designated for Proficiency Pay (Specialty). The level of Proficiency Pay (Specialty) to which the individual is entitled upon reclassification is that of the new primary MOS.
 - (b) While performing additional duty assignments not materially interfering with performance of principal duties.
 - (c) While performing temporary or special duty unrelated to the primary MOS for a period not to exceed 90 days.

- (d) While attending a course of instruction or undergoing on-the-job training relating to an MOS authorized Proficiency Pay (Specialty). The level of Proficiency Pay (Specialty) to which the individual is entitled during retraining or instruction is the level of the current primary MOS, or the level of the MOS in which retraining is being accomplished, whichever is the lesser.
- (e) When a MOS is phased out of Proficiency Pay (Specialty) status, an individual will, so long as he holds this MOS as primary, continue to receive the rate of proficiency pay designated for that MOS until the end of current enlistment or for 2 calendar years, whichever occurs first. When an individual, whose primary MOS is phased out of Proficiency Pay (Specialty) status is afforded the opportunity to retrain into another MOS authorized Proficiency Pay (Specialty), the level of proficiency pay to which the individual is entitled during retraining is the level authorized the MOS in which retraining is being accomplished.
- (f) When a MOS is shifted from one level of Proficiency Pay (Specialty) to another, the level of proficiency pay to which the individual is entitled is the new rate.
- (g) While in transient, patient, or leave status, except that personnel in patient status, including convalescent leave, will retain Proficiency Pay (Specialty) for a period not to exceed 12 months from the date of entry into patient status.
- (h) Proficiency Pay (Specialty) will be terminated under any of the following conditions:
- (a) Failure of the individual to perform satisfactorily the duties of his primary MOS or to qualify or requalify for a verified primary MOS. The provisions of sections VI and VII, AR 611-203, apply. The provisions of a(2)(a) above, applies to those instances where the redesignated primary MOS is authorized Proficiency Pay (Specialty). Redesignation of primary MOS to a primary MOS not authorized Proficiency Pay (Specialty) requires concurrent termination of Proficiency Pay (Specialty) status.
- (b) The individual is in patient status, including convalescent leave, for a period in excess of 12 months from the date of entry into patient status. The effective date of termination is the first day of the 13th month from the date of entry into patient status.
- (c) Upon reduction below pay grade E-3 under provisions of paragraph 31 d or g, AR 624-200, or for misconduct under Article 15, UCMJ, and AR 22-15, or as the result of a court-martial sentence, except that when a reduction in grade under Article 15 is suspended at the time of imposition, or when a court-martial sentence of reduction or which would result in reduction (see paragraph 31h(2), AR 624-200) is suspended upon initial action by the convening authority, the Proficiency Pay (Specialty) status of the individual shall not be terminated except upon subsequent vacation of the suspension. Proficiency Pay (Specialty) will be terminated concurrently with the imposition of reduction or the vacation of a suspension of a punishment or sentence resulting in reduction.
- b. *Proficiency Pay (Superior Performance).*
- (1) Award of Proficiency Pay (Superior Performance) shall normally be for a period of not more than 12 months based on a single evaluation under AR 611-205. Entitlement commences on the first day of the month following the date the individual is selected for the award by his unit commander and terminates on the anniversary date of initial authorization of the award for the soldier's primary MOS, unless sooner terminated for cause. Additional awards of Proficiency Pay (Superior Performance) may be made

based on the individual's subsequent evaluation and qualification in his primary MOS.

- (2) Proficiency Pay (Superior Performance) will be terminated prior to expiration of normal termination date under any of the following conditions:

- (a) *Upon reduction below pay grade E-3.* The provisions of a(3)(c) above, apply.
- (b) *Upon redesignation of primary MOS to a MOS which is authorized Proficiency Pay (Specialty).* Effective date of termination of Proficiency Pay (Superior Performance) is the date of reclassification and concurrent award of Proficiency Pay (Specialty).
- (c) *Upon redesignation of primary MOS to another MOS which is authorized Proficiency Pay (Superior Performance).* Effective date of termination is the date of receipt of results of evaluation in the new PMOS or expiration of current award, whichever occurs first.
- (d) *When a MOS is shifted from Proficiency Pay (Superior Performance) category to Proficiency Pay (Specialty) category.* Effective date of termination of Proficiency Pay (Superior Performance) is the date prescribed in the Headquarters, Department of the Army directive accomplishing the action.
- (e) *Failure of the individual to perform the duties of the primary MOS satisfactorily, as determined by the unit commander.* The provisions of sections VI and VII, AR 611-203, apply. Reduction in grade for inefficiency or misconduct under AR 624-200 is prima facie evidence of failure to perform satisfactorily, and the provisions of a(3)(c) above, apply in these cases.

- (3) Proficiency Pay (Superior Performance) will not be terminated prior to normal termination date under conditions other than prescribed in (2) above.

a. Special considerations.

- (1) *Student status.* Officer candidates and students undergoing training under the Warrant Officer Flight Training Pro-

gram are not eligible to receive proficiency pay. Proficiency pay status held by individuals concerned at time of selection for OCS or warrant officer flight training will be terminated upon departure from current unit of assignment for entry into training. All other personnel in student status, including training under AR 350-260 and AR 621-5, will retain proficiency pay status, subject to the provisions of a and b above, as applicable.

- (2) *Rotation tours.* Assignment and utilization restrictions imposed elsewhere in this regulation may be waived by Headquarters, Department of the Army, for certain personnel while on rotation tours from overseas if there is an insufficient number of positions within CONUS to provide for utilization of such personnel in their primary MOS. Such waivers will be granted only for the minimum periods necessary for rotation assignments under applicable regulations. Requests for application of this waiver will be addressed to the Chief of Personnel Operations, ATTN: EPPMC, Department of the Army, Washington, D.C., 20310, and will contain as a minimum the justification for assigning the MOS to the waiver category, the maximum period personnel may be in a waived status by MOS, and procedures established to insure that personnel in a waiver status return to an assignment in their primary MOS.

- (3) *Effect of flagging action.* Soldiers receiving proficiency pay who are removed from appointable status by reason of flagging action (AR 600-31) will remain in proficiency pay status pending removal of the flagging action or termination of proficiency pay status under a specific provision prescribed in this regulation. Soldiers under investigation with security clearance suspended pending outcome of investigation are considered to be under flagging action within the purview of this paragraph. Award of proficiency pay to an individual under flagging action is prohibited.

- (4) *Waiver of proficiency pay status.* Waiver of proficiency pay status by the individual receiving the pay is not authorized.
- (5) *Reenlistment.* Individual receiving Proficiency Pay (Specialty) will retain Proficiency Pay (Specialty) status upon reenlistment provided they are otherwise eligible under this regulation. Individuals receiving Proficiency Pay (Superior Performance) will retain Proficiency Pay (Superior Performance) status upon reenlistment provided they are otherwise eligible under this regulation and reenlistment is accomplished for own vacancy (immediate reenlistment) or Regular Army Unassigned if in a training, transient, or patient status. Proficiency Pay (Superior Performance) recipients who fail to reenlist immediately will acquire eligibility for award of Proficiency Pay (Superior Performance) only after qualification therefor has been established based on a subsequent MOS evaluation under AR 611-205.
- (6) *Reinstatement of proficiency pay status.*
 - (a) *Reinstatement of proficiency pay status* is authorized in any case where it is clearly established by documentary evidence that termination of proficiency pay status was erroneous and the specific nature of the error is clearly identified.
 - (b) When an individual has been reduced under the provisions of Article 15, UCMJ, or as a result of a court-martial sentence, the proficiency pay status held by him prior to his reduction shall be reinstated in the event the reduction under Article 15 is mitigated to a forfeiture or detention of pay, suspended, or set aside, or in the event restoration action under Article 58a(b) is taken with respect to a court-martial sentence or a court-martial sentence of reduction is set aside. Also, when an individual who has been reduced under the provisions of paragraph 31 d or g, AR 624-200, is appointed to a higher grade under paragraph 34b(3), AR 624-200, following an appeal under the provisions

sions of paragraph 32b, AR 624-200, the proficiency pay status held by the individual prior to his reduction shall be reinstated.

- (7) *Surplus reports of personnel in proficiency pay status.* Personnel who cannot be properly utilized within the unit of assignment in conformity with this regulation will be reported for reassignment instructions as follows:

(a) Personnel in CONUS will be reported in accordance with AR 611-203 and AR 614-245.

(b) Personnel in overseas commands will be reported in accordance with AR 611-203 and AR 614-245. Data required by AR 614-220 will be included in reports to Headquarters, Department of the Army. Individuals who have been reported for reassignment under provisions of AR 614-245 need not be further reported.

(c) Personnel reported surplus under the foregoing will retain proficiency pay status pending receipt of instructions from Headquarters, Department of the Army.

8. Administration. a. *Announcement of Proficiency Pay (Superior Performance) Qualification Scores (SPQS).* Superior Performance Qualification Scores for a single MOS evaluation period conducted under AR 611-205 will be announced in 8 monthly increments according to the time schedule set forth in appendix II. Adjustments to or waivers of SPQS are not authorized.

b. *Procedures for effecting awards and termination of proficiency pay.* Award, reinstatement, and termination of proficiency pay status will be accomplished by issuance of special orders in accordance with AR 310-10.

c. *Use of Proficiency Pay Designators.* Proficiency pay designators will be used in all special orders, personnel actions, and correspondence relating to soldiers receiving proficiency pay (examples: orders effecting assignment, reassignment, separation, or reenlistment, will indicate the proficiency pay designator in the standard name line of the special orders). Proficiency pay status will be awarded by use of proficiency pay designators

as applicable. Proficiency pay designators are as follows:

Proficiency pay status	Value	Proficiency pay designator
Proficiency Pay (Specialty)-----	\$100	P-3
Proficiency Pay (Specialty)-----	75	P-2
Proficiency Pay (Specialty)-----	50	P-1
Proficiency Pay (Superior Performance)-----	30	P-1(SP)

d. Records and reports.

- (1) *Morning Report (DA Form 1).* Awards and terminations of proficiency pay will be reported on morning reports as prescribed in AR 335-60. Termination of one proficiency pay status (e.g., P-2) will be reported when a higher or lower proficiency pay status (e.g., P-3 or P-1 (SP)) is awarded. For morning report purposes only, awards and terminations of Proficiency Pay (Superior Performance) will be reported as proficiency pay designator code "SP". Caution will be exercised to preclude reporting awards and terminations prior to the earliest date authorized in this regulation and applicable Department of the Army directives.
- (2) *Enlisted Qualification Record (DA Form 20).* The proficiency pay designator will be entered on the individual's Enlisted Qualification Record in accordance with AR 640-203.
- (3) *Personnel availability reports.* Enlisted personnel receiving proficiency pay will be reported for reassignment in accordance with AR 614-202, AR 614-205, AR 614-208, AR 614-220 and AR 614-225.
- (4) *Pay records.* Identification of personnel receiving proficiency pay will be in accordance with the provisions of AR 37-104.

e. Effective dates and periods of entitlement.

- (1) *Awards.*
 - (a) *Proficiency Pay (Specialty).* The effective date for award of Proficiency Pay (Specialty) is the date of designation of a primary MOS authorized Proficiency Pay (Specialty).
 - (b) *Proficiency Pay (Superior Performance).* The effective date for award of Proficiency Pay (Superior Performance) is the first day of the month following the date the individual is selected for the award by his unit commander.

Establishment of an effective date prior to the earliest date authorized in the applicable Headquarters, Department of the Army SPQS announcement is prohibited. Establishment of an effective date which would pre-date actual selection by the unit commander is in violation of pay statutes and rulings of the Comptroller General of the United States.

- (2) *Terminations.* The effective date for termination of proficiency pay status is the date prescribed for such action in this regulation, subsequent Headquarters, Department of the Army directives, or SPQS announcements. Such effective dates for terminations will apply irrespective of the date termination orders are issued, since full authority for the termination action is established by Headquarters, Department of the Army. Confirmatory orders are authorized in any case where timely issuance of termination orders is administratively delayed.
- (3) *Reinstatement.* The effective date for reinstatement of proficiency pay status is the date dictated by the special circumstances involved as set forth in paragraph 7c(6).
- (4) Proficiency payments will be computed in accordance with section IV, chapter 3, AR 37-104. Partial month payments are authorized on a pro rata basis.
- (5) Exceptions to effective dates prescribed in this regulation cannot be granted for any reason due to Federal pay statutes and rulings by the Comptroller General of the United States. Soldiers who believe that establishment of an effective date as prescribed herein results in injustice to them, may apply for correction of the injustice under procedures established in AR 15-185, or seek remission or cancellation of indebtedness under procedures established in AR 37-104. Final determination by Headquarters, Department of the Army, on such applications will be based on individual merit. Commanders, will, therefore, insure that a copy of all pertinent correspondence and special orders, together with other data

or information bearing on the case, are forwarded with the application.

9. **Pay and allowances.** The entitlement portion of this regulation pertaining to pay and/or

allowances has been approved by the Department of Defense Military Pay and Allowance Committee in accordance with section III, DOD Directive 5154-13, dated 1 May 1958, and 37 U.S.C. 1001.

APPENDIX I. MOS Designated for Proficiency Pay

Section I—Proficiency Pay (Specialty)

1. The following MOS are authorized P-3 Proficiency Pay (Specialty) at the rate of \$100 per month:

MOS	Title
246	Gnd Guidance Rpmn (Cpl)
247	Internal Guidance Rpmn (LX)
248	External Guidance Rpmn (LX)
249	Msl Rpmn (Cpl)
252	Acq Rdr Rpmn (Nike)
253	Track Rdr Rpmn (Nike)
255	Acq Rdr Rpmn (Hawk)
256	Search Rdr Rpmn (Hawk)
257	Internal Guidance Rpmn (Hawk)
303	Rdr Display Equip Rpmn
373	Ballistic Msl Inertial Guidance & Con Rpmn (Sgt)
375	Ballistic Msl Test Sta Rpmn (Sgt)
377	Ballistic Msl Guidance & Con Rpmn (Pershing)
378	Ballistic Msl Test Equip Rpmn (Pershing)
379	Ballistic Msl Digital Cnpt Rpmn (Pershing)
988	Voice Intep

2. The following MOS are authorized P-2 Proficiency Pay (Specialty) at the rate of \$75.00 per month:

MOS	Title
208	Med Equip Rpmn
211	Gnd Rdr Mech
214	FA Msl Elct Mech (Cpl)
215	FA Msl Fire Con Mech (Cpl)
217	FA Msl Fire Con Mech (LX)
218	FA Msl Elct Mech (Redstone)
221	AD Msl Con Wave Rdr Mech (Hawk)
224	AD Msl Fire Con Mech (Nike-Ajax)
226	AD Msl Fire Con Mech (Herc)
227	AD Msl Mech (Hawk)
228	AD Msl Fire Con Mech (Hawk)
251	Lchr Con Rpmn (Nike)
254	Internal Guid Rpmn (Nike)
282	Radar Rpmn
283	Elct Warfare Equip Rpmn
284	Avn Elct Equip Rpmn
287	Rad Wave Propagation Sp
292	Microbarograph Equip Rpmn
294	Fld Carr Equip Rpmn
296	Fld Radio Rpmn
298	Fire Dist Sys Term Rpmn
299	Fire Dist Intgr Sys Rpmn
302	EAM & ADPS Aux Equip Rpmn
303	ADPS Rpmn
304	Nuclear Wpn Maint Sp
342	Gen Crypto Rpmn

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MOS	Title
343	Fixed Ciphony Rpmn
345	Fixed Crypto Rpmn
358	Nuclear Powerman
361	Auto Data Link Rpmn
362	Rdr Data Proc Equip Rpmn
364	Mobile AD Comd Post Monitor Rpmn
365	Op Cen & Coder-Decoder Gp Rpmn
369	Fire Dist Sys Maint Chief
371	Ballistic Msl Guidance & Con Rpmn
372	Ballistic Msl Propulsion & Structures Rpmn
374	BM Rkt Mtr & Struc Rpmn (Sgt)
376	BM Rkt Mtr & Struc Rpmn (Pershing)
745	ADPS Prog Sp
905	Tlfr-Intpr
906	Interrogator
907	Translator
909	Image Intpr
981	Crypto Sp
982	Traffic Analyst
983	Analytic Equip Op
984	Comm Scty Analyst
986	Dir Finding Eval
987	Tmis Ident Analyst
989	Signal Analyst
052	Comm Intel & Scty Op NCO
054	Sp Ident Tech Supv
055	Comm Monitor
056	DF Op
057	Tmis Ident Op
058	Morse Intep
059	Teletype Intep

3. The following MOS are authorized P-1 Proficiency Pay (Specialty) at the rate of \$50.00 per month:

MOS	Title
201	Calibration Specialist
205	Ballistic Net Equip Mech
206	Analytic Equip Mech
223	AD Msl Elct Mech (Nike-Ajax)
225	AD Msl Elct Mech (Herc)
229	Def Acq Rdr Mech
235	Fire Con Cnpt Rpmn
271	Fxd Sta Rcvr Rpmn
272	Fxd Sta Tmit Rpmn
273	Fxd Sta Fac Con
274	Fxd Plant Carr Rpmn
279	Fxd Sta Chief
281	Microwave Rad Rpmn
286	Intercept Equip Rpmn
295	Elct Inst Rpmn

MOS	Title
311	Inf Comm Sp
313	Arty Comm Sp
327	Manual Cen Ofc Rpmn
328	Dial Cen Ofc Rpmn
341	Teletype Rpmn
351	Power Generator Sp
352	Engr Msl Equip Sp
356	Sp Elec Device Rpmn
401	Photo Equip Rpmn
403	Fire Con Inst Rpmn
404	Topo Inst Rpmn
413	Expl Ord Disp Sp
452	Dental Lab Sp
453	Optical Lab Sp
622	Engr Equip Rpmn
671	Single Eng Airplane Mech
672	Multi-Eng Airplane Mech
676	Tandem Roto Hel Mech

MOS	Title
677	Multi-Eng Hel Mech
678	Multi-Eng Tandem Roto Hel Mech
679	Acft Rep Supv-Insp
681	Acft Eng Rpmn
683	Acft Powertrain Rpmn
684	Rotor & Prop Rpmn
685	Acft Elec
687	Acft Hyd Rpmn
744	ADPS Console Op
823	Topo Computer
902	Flt Simulator Sp
913	Operating Room Sp
914	Neuropsy Sp
935	X-Ray Sp
972	Area Intel Sp
992	Elct Ctms Sp
993	Ctms Search Sp
053	Rad Teletype Op

Section II—Proficiency Pay (Superior Performance)

The following MOS are authorized Proficiency Pay (Superior Performance) awards at the rate of \$30.00 per month:

MOS	Title
103	Ballistic Met Crmn
104	Fld Illumination Crmn
106	Drone Acft Crmn
111	Lt Wpns Inf
112	Hv Wpns Inf
113	Inf Op & Intel Sp
115	Inf Snr Sgt
120	Pioneer
121	Cbt Engr
122	Bridge Sp
123	Cbt Engr Op & Intel NCO
125	Atomic Dem Mun (ADM) Sp
131	Armor Crmn
133	Armor Intel Sp
140	Fld Arty Basic
141	Lt & Med FA Crmn
142	Hv & Very Hv FA Crmn
147	FA Rocket Crmn
151	AD Arty Op & Intel Asst
152	FA Op & Intel Asst
153	Arty Surveyor
154	Flash Ranging Crmn
155	Sound Ranging Crmn
156	FA Rdr Crmn
161	FA Msl Crmn (Sgt)
162	FA Msl Op & Intel Asst
163	FA Msl Crmn (Pershing)
164	FA Msl Crmn (Cpl)
165	FA Msl Fire Con Crmn (Cpl)
166	FA Msl Crmn (LX)
167	FA Msl Fire Con Crmn (IX)
168	FA Msl Crmn (Redstone)
169	FA Msl Mat Crmn (Redstone)
171	AD Msl Crmn (Nike-Ajax)
172	AD Msl Mat Mech (Nike-Ajax)

MOS	Title
173	AD Msl Fire Con Crmn (Nike-Ajax)
174	AD Msl Crmn (Hawk)
176	AD Msl Fire Con Crmn (Hawk)
177	AD Msl Crmn (Herc)
178	AD Msl Mat Mech (Herc)
179	AD Fire Con Crmn (Herc)
181	Def Acq & Survl Rdr Crmn
186	AD Fire Distr Sys Crmn
191	AD Arty Gun Crmn
192	AD Arty Auto Wpns Crmn
193	Hv AD Arty Fire Con Crmn
194	Lt AD Arty Fire Con Crmn
207	Abn Rdr Sp
209	Drone Acft Con Sys Mech
231	Lt Fire Con Equip Rpmn
232	Hv Fire Con Equip Rpmn
233	Lt AD Arty Fire Con Mech
234	Hv AD Arty Fire Con Mech
285	TV Rpmn
293	Rad Relay & Carr Op
309	Elct Elct Engr Asst (S&E)
310	Fld Comm Crmn
312	Armor Comm Sp
321	Lineman
322	Cable Splicer
323	Tel Inst-Rpmn
324	Antennaman
353	High Voltage Elec
354	Power Sta Op
355	Electrician
405	Reprod Equip Rpmn
409	Mech Engr Asst (S&E)
411	Ammo Stor Sp
412	Ammo Renv Sp
414	GM Prop-Explo Sp
419	Ammo Fman
421	Small Army Rpmn
422	FA Rpmn
423	AD Arty Rpmn

MOS	Title	MOS	Title
424	Turret Arty Rpmn	633	Recov Sp
425	Arm Maint Fman	634	Fuel & Elec Sys Rpmn
426	Small Msl Sys Rpmn	635	Auto Rpmn
433	Mech Rpmn (Nike)	639	Auto Maint Fman
434	Mech Rpmn (LX)	642	Hv Veh Dvr
435	Mech Rpmn (Hawk)	648	Truckmaster
436	Nuclear Wpns Asbl	651	Steam Loco Rpmn
437	Gnd Hdlg Equip Rpmn (Cpl)	652	Diesel-Elec Loco Rpmn
441	Metal Body Rpmn	656	Ry Car Rpmn
442	Welder-Blacksmith	661	Loco Op
443	Machinist	662	Trainman
444	Metalworking Fman	664	Railway Mov Sp
451	Ortho Sp	675	Single-Rotor Hel Mech
461	Tex Rpmn	682	Acft Carburetor Rpmn
462	Canvas & Lthr Rpmn	686	Airframe Rpmn
464	Prcht Rigger	688	Acft Inst Rpmn
465	Office Mach Rpmn	701	Info Sp
466	QM Lt Equip Rpmn	703	Broadcast Sp
467	QM Hv Equip Rpmn	705	Attache Sp
509	Civil Engr Asst (S&E)	709	Mathematics-Statistics Asst (S&E)
511	Carpenter	711	Clerk-Typlat
512	Structures Sp	712	Stenographer
513	Mason	713	Legal Clerk or Court Rept
514	Camouflage Sp	714	Postal Clerk
515	Pipeline Sp	715	Med Rec Clerk
517	Terrain Analyst	716	Pers Sp
518	Const Fman	717	Admin Sp
521	Heating & Ventilating Sp	718	Chaplain's Asst
522	Plumber	719	Mov Sp
523	Refrigeration Sp	723	Comm Cen Sp
524	Util Fman	724	Swbd Op
525	Fire Fighter	725	Crypto Cen Sp
526	Water Supply Sp	726	Cryptomaterial Sp
531	Decon Sp	727	Area Comm Chief
532	Smoke Genr Sp	731	Audit Sp
533	Cml Equip Rpmn	732	Dish Sp
534	Cml Staff Sp	733	Acct Sp
541	Ry Sec Fman	741	Card and Tape Writer
542	Dy Fman	742	Pers Acct Sp
543	Tire Rpmn	743	Mach Acct Sp
545	Sawyer	761	Cml Sup & Parts Sp
546	Ldry, Bath & Imprg Sp	762	Engr Sup & Parts Sp
547	Memorial Actv Sp	763	Ord Sup Sp
551	Gen Warehouseman	764	QM Sup Sp
552	Petrl Stor Sp	765	Sig Sup & Parts Sp
553	Subs Stor Sp	766	Trans Sup & Parts Sp
555	Stevedore	767	Med Sup Sp
562	Har Off Boatswain	768	Gen Sup Sp
563	Marine Hull Rpmn	774	QM Parts Sp
564	Diver	811	Const Draftsman
565	Marine Engr	812	Map Compiler
571	Oxy-Acetylene Pdn Sp	813	Cartog Draftsman
572	Carbon Dioxide-Hydrogen Prod Sp	814	Illustrator
573	Liq Oxy-Nitrogen Pdn Sp	815	Model Maker
625	Asphalt & Concrete Equip Op	821	Const Surveyor
626	Const Mach Op	822	Topo Surveyor
627	Crane-Shovel Op	831	Compositor
628	Quarryman	832	Ltr Pressman
631	Wheel Veh Mech	833	Proc Photographer
632	Track Veh Mech	834	Platemaker

MOS	Title
835	Offset Pressman
880	Photolithography Supv
841	Photographer
842	Audio Sp
843	Photo Lab Sp
844	TV Cameraman
845	Film Library Sp
846	TV Pdn Sp
901	Air Tfc Controller
903	Petri Lab Sp
904	Cml Lab Sp
905	Met Observer
907	Flt Op Sp
908	Phys Sciences Asst (S&E)
900	Cml Engr Asst (S&E)
911	Med Sp
915	Clinical Psych Sp
916	Social Work Sp
917	Den Sp
921	Phys Therapy Sp
922	Phys Recond Sp
923	Occ Therapy Sp
931	Med Lab Sp
932	Pharmacy Sp
933	Pvnt Med Sp
934	Food Insp Sp
939	Biological Sciences Asst (S&E)
941	Cook
942	Meat Cutter

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MOS	Title
943	Bread Baker
951	Mil Policeman
952	Cnf Supv
953	Asst Crim Inves
962	Intel Analyst
971	Mil Intel Sp
974	Mil Intel Coord
979	Mil Intel SMaj
991	Microbarograph Sp
021	Cornet or Trumpet Player
022	Baritone-Euphonium Player
023	French Horn Player
024	Trombone Player
025	Tuba Player
026	Flute or Piccolo Player
027	Oboe Player
028	Clarinet Player
029	Bassoon Player
031	Saxophone Player
032	Percussion Player
033	Piano Player
034	Sp Bandsman
051	Intermediate Spd Rad Op
073	Recr Sp
074	Phys Actv Sp
075	Recruiter and Career Coun
076	Pers Psych Sp
082	Dog Trainer
094	Vet Sp

APPENDIX II. Time Frame for Superior Performance Qualifications Score Announcements

Test period	1st Increment		2d Increment		3d Increment	
	Date of announcement ¹	Awards authorized	Date of announcement ¹	Awards authorized	Date of announcement ¹	Awards authorized
Feb.....	15 Apr	1 May	15 May	1 Jun	15 Jun	1 Jul
May.....	15 Jul	1 Aug	15 Aug	1 Sep	15 Sep	1 Oct
Aug.....	15 Oct	1 Nov	15 Nov	1 Dec	15 Dec	1 Jan
Nov.....	15 Jan	1 Feb	15 Feb	1 Mar	15 Mar	1 Apr

¹ Approximate date of Headquarters, Department of the Army announcement.

[EPD]

By Order of the Secretary of the Army:

Official:

J. C. LAMBERT,
Major General, United States Army,
The Adjutant General.

EARLE G. WHEELER,
General, United States Army,
Chief of Staff.

Distribution:

Active Army: To be distributed in accordance with DA Form 12-9 requirements for Military Personnel Procedures, Enlisted—A.

NG: None.

USAR: None.