



UNITED STATES ARMY
THE CHIEF OF STAFF

24 JUL 2020

MEMORANDUM FOR Deputy Chief Of Staff, G-1

SUBJECT: Fiscal Year 2022 Centralized Selection List Command and Key Billet Slating Guidance

1. Selection to Centralized Selection List (CSL) command and key billets at any level, any location, and in any unit across the Army is an extraordinary privilege. The Army needs competent and innovative leaders of character who are committed to the Army profession. Our Soldiers deserve no less.
2. To best serve the Army, slate CSL principals within their designated subcategories using the following guidance:
 - a. It is imperative that officers slated for command lead by example and that they meet all requirements associated with effectively leading in their CSL positions. Officers competing for CSL positions certified their physical readiness and world-wide deployability without limitations as part of the selection process. Consider this information in your slating decisions.
 - b. Officers must be deployable worldwide without waiver or exception or they will not assume CSL positions. Officers must have passed their last standard three-event Army Physical Fitness Test (APFT), without alternate event, to assume CSL positions.
 - c. The principal slating consideration is whether officers possess the requisite skills and experience to perform the mission of their CSL positions. Consider officers' requisite skills proficiency and recency in slating. Recommend cross-category slating only when appropriate.
 - d. Do not slate officers out of joint duty unless they receive full tour credit. Consider deferring officers from CSL positions to serve in, and complete, joint tours.
 - e. Senior Service College (SSC), or its equivalent, must be complete for officers, if selected, before colonel principals assume CSL positions.
 - f. Make every effort to keep those enrolled in the Married Army Couples Program, as well as dual service couples, together without disadvantaging either spouse or putting an undue hardship on the Family.

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g. This year, officers selected for the FY22 COL and LTC CSL will participate in a Colonel Command Assessment Program (CCAP) for Colonels or Battalion Command Assessment Program (BCAP) for Lieutenant Colonels. The purpose of CCAP and BCAP is to expand the Army's understanding of each officer's talents, assess their fitness for command, and senior leadership potential. These additional assessments combine the Army's CSL board process with a new assessment and screening to ensure the Army makes the most informed choices for selection of officers into command and key billets.

h. All officers, to include previously deferred and unslated principals, must also complete the Pre-Command Course (PCC), meet Army height/weight requirements and have passed their last record APFT. For all FY22 Command selectees, the height/weight test will be administered at CCAP/BCAP. For all other selectees attending PCC, the height/weight test will be administered at PCC. Any officer who fails height/weight may be subject to dismissal from PCC or be rescheduled to attend a future class. The Commanding General, Combined Arms Center, will forward a recommendation to the Vice Chief of Staff of the Army, who is the decision authority. The ACFT may be administered at BCAP and PCC, starting in FY21, but ACFT scores or pass/fail status will not be used for any administrative purpose (including, but not limited to Order of Merit List adjustments, assessments, or dismissal from the PCC).

3. Slate officers to capitalize on the Army's diversity.


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