



**DEPARTMENT OF THE ARMY**  
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL  
300 ARMY PENTAGON  
WASHINGTON, DC 20310-0300

DAPE-MPA

APR 9 2015

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Implementation of the Tier 1 Performance Screen (TOPS), Change 4

1. References:

- a. Memorandum, DAPE-MPA, 17 March 2005, subject: Implementation of the Tier 2 Attrition Screen.
- b. Memorandum, DAPE-MPA, 12 September 2005, subject: Implementation of the Tier 2 Attrition Screen (TTAS) Education Plus.
- c. Memorandum, DAPE-MPA, 27 January 2009, subject: Change 1 to the Implementation of the Tier 2 Attrition Screen (TTAS) Pilot Program, TTAS Education Plus Program and Army Prep School Pilot Program.
- d. Memorandum, DAPE-MPA, 03 April 2009, subject: Implementation of the Tier 1 Performance Screen (TOPS).
- e. Memorandum, DAPE-MPA, 11 February 2011, subject: Implementation of the Tier 1 Performance Screen (TOPS), Change 1.
- f. Memorandum, DAPE-MPA, 10 February 2014, subject: Implementation of the Tier 1 Performance Screen (TOPS), Change 2.
- g. Memorandum, DAPE-MPA, 4 August 2014, subject: Implementation of the Tier 1 Performance Screen (TOPS), Change 3.
- h. Memorandum, SAMR, 8 April 2015, subject: Tailored Adaptive Personality Assessment System (TAPAS).

2. The purpose of this guidance is to modify the screening criteria for the Tailored Adaptive Personality Assessment System (TAPAS).

3. Effective the date of this memorandum, the TOPS program for non-cognitive screening through use of the Tailored Adaptive Personality Assessment System (TAPAS) test is revised as cited below.

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a. Tier 1, Test Score Category (TSC) III-B testers are no longer required to achieve a passing score on TAPAS. These testers will no longer be screened out via use of TAPAS. Tier 1, TSC III-B testers who were previously screened out via TAPAS are now eligible to process for enlistment, provided they are otherwise qualified.

b. TAPAS will be administered to all non-prior service applicants who process for enlistment at a Military Entrance Processing Station (MEPS), regardless of education Tier or TSC. No applicant is exempt from taking TAPAS, unless the location in which they are processing is not resourced to administer TAPAS. TAPAS will continue to be administered to prior service personnel according to the guidance reflected in 1g above.

c. All other criteria reflected in reference 1f and 1g above remains firm.

4. Point of Contact for this office is Mr. Paul Aswell, (703) 695-7693 or DSN 225-7693.

FOR THE DEPUTY CHIEF OF STAFF, G1:



THOMAS C. SEAMANDS  
Major General, GS  
Director of Military Personnel  
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MEMORANDUM FOR SEE DISTRIBUTION

04 AUG 2014

SUBJECT: Implementation of the Tier 1 Performance Screen (TOPS), Change 3

1. References:

a. Memorandum, DAPE-MPA, 17 March 2005, subject: Implementation of the Tier 2 Attrition Screen.

b. Memorandum, DAPE-MPA, 12 September 2005, subject: Implementation of the Tier 2 Attrition Screen (TTAS) Education Plus.

c. Memorandum, DAPE-MPA, 27 January 2009, subject: Change 1 to the Implementation of the Tier 2 Attrition Screen (TTAS) Pilot Program, TTAS Education Plus Program and Army Prep School Pilot Program.

d. Memorandum, DAPE-MPA, 03 April 2009, subject: Implementation of the Tier 1 Performance Screen (TOPS).

e. Memorandum, DAPE-MPA, 11 February 2011, subject: Implementation of the Tier 1 Performance Screen (TOPS) - Change 1.

f. Memorandum, DAPE-MPA, 10 February 2014, subject: Implementation of the Tier 1 Performance Screen (TOPS) - Change 2.

2. The purpose of this guidance is to modify the screening criteria for the Tailored Adaptive Personality Assessment System (TAPAS).

3. Effective 1 August 2014, the TOPS pilot program for non-cognitive screening through use of the Tailored Adaptive Personality Assessment System (TAPAS) test is revised as cited below.

a. The minimum passing scores for Tier 1 Test Score Category (TSC) III-B & IV testers are 74 Will Do (WD)/74 Adaptability (AD).

b. The Can Do (CD) score will not be considered during this screening.

c. TAPAS will also be administered to all prior service personnel whose separation was for misconduct or other adverse reasons. Prior service personnel who are required

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to take TAPAS must meet education Tier 1 or Tier 2 screening requirements. The tier level will be determined by the individual's current education credential.

d. Disenrolled cadets ordered to active duty from the United States Military Academy at West Point or the Senior Reserve Officer Training Corp are exempt from TAPAS screening.

e. All other criteria reflected in reference 1f above remains firm.

4. Point of Contact for this office is Mr. Paul Aswell, (703) 695-7693 or DSN 225-7693.

FOR THE DEPUTY CHIEF OF STAFF, G1:



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10 FEB 2014

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Implementation of the Tier 1 Performance Screen (TOPS), Change 2

1. References:

a. Memorandum, DAPE-MPA, 17 March 2005, subject: Implementation of the Tier 2 Attrition Screen.

b. Memorandum, DAPE-MPA, 12 September 2005, subject: Implementation of the Tier 2 Attrition Screen (TTAS) Education Plus.

c. Memorandum, DAPE-MPA, 27 January 2009, subject: Change 1 to the Implementation of the Tier 2 Attrition Screen (TTAS) Pilot Program, TTAS Education Plus Program and Army Prep School Pilot Program.

d. Memorandum, DAPE-MPA, 03 April 2009, subject: Implementation of the Tier 1 Performance Screen (TOPS).

e. Memorandum, DAPE-MPA, 11 February 2011, subject: Implementation of the Tier 1 Performance Screen (TOPS) - Change 1.

2. Effective 3 March 2014, the TOPS pilot program for non-cognitive screening through use the Tailored Adaptive Personality Assessment System (TAPAS) test is revised as cited below. In addition, the Tier 2 Attrition Screen (TTAS) is suspended and will no longer be used during the enlistment process.

a. TAPAS Testing.

(1) All applicants will take the TAPAS at the Military Entrance Processing Station (MEPS) during the enlistment process. As an exception, Tier 1, Test Score Category I-III A applicants having a valid Armed Service Vocational Aptitude Battery (ASVAB) score from the Student ASVAB test or Military Entrance Test (MET) are not required to take the TAPAS during their enlistment process. Applicants testing and enlisting outside the continental United States (OCONUS), with the exception of Alaska, Hawaii, and Puerto Rico, are not required to take the TAPAS. Armed Forces Qualification Test (AFQT) Category IV applicants enlisting as English as a Second Language (09C and 09E) and interpreter/Translator (09L) are eligible to enlist regardless of their TAPAS score.

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(2) TAPAS minimum passing scores for testers are currently set as follows:  
Tier 1 (74 Will Do/74 Can Do); Tier 2 (90 Will Do only).

(3) The following applicants are not eligible for enlistment, if they fail TAPAS:  
Tier 1 Test Score Category (TSC) III-B & IV and all Tier 2s.

b. TAPAS Retesting. Applicants who do not receive a passing score on TAPAS must wait 30 days before they are eligible for a retest. Subsequent retests will be conducted according to ASVAB retesting policy reflected in AR 601-210, chapter 5. Applicants who do not receive an initial complete score on TAPAS are eligible for a one-time immediate retest.

3. Point of Contact for this office is Mr. Paul Aswell, (703) 695-7693 or DSN 225-7693.

FOR THE DEPUTY CHIEF OF STAFF, G1:



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11 FEB 2011

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MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Implementation of the Tier 1 Performance Screen (TOPS) - Change 1

1. Reference memorandum, DAPE-MPA, 3 April 2009, subject: Implementation of the Tier 1 Performance Screen (TOPS).
2. Effective 14 Feb 11, the TOPS pilot program is expanded to include non-cognitive screening of Tier 1 Armed Forces Qualification Test (AFQT) Category (CAT) III-B and Tier 2 CAT I-IIIa applicants. Thus, the Tailored Adaptive Personality Assessment System (TAPAS) testing in IOT&E is revised as follows:

a. TAPAS Testing.

(1) All AFQT CAT III-B applicants will take the TAPAS test in the Military Entrance Processing Station (MEPS) regardless of where they were administered the Armed Service Vocational Aptitude Battery (ASVAB). As an exception, AFQT CAT III-Bs who test in OCONUS locations are not required to take the TAPAS.

(2) All Tier 2 credentialed applicants in CONUS will take the TAPAS and Assessment of Individual Motivation (AIM) regardless of ASVAB testing location. Testing will continue thru FY11 and FY12 until the Army has accessed the following number of Tier 2 AFQT CAT I-IIIa credential holders: 3,500 Regular Army; 970 Army Reserve; and 2,394 Army National Guard.

b. TAPAS Screening Criteria. The screening of AFQT CAT III-B applicants will begin on 1 July 2011. Beginning on that date, AFQT CAT III-B applicants who score below the 10th percentile on TAPAS will not be eligible for enlistment, as currently is the case for CAT IV applicants. Tier 2 applicants must also receive a passing score on the Tier 2 Attrition Screen (TTAS) to be eligible for enlistment. All other TAPAS criteria reflected in the initial implementation remain the same.

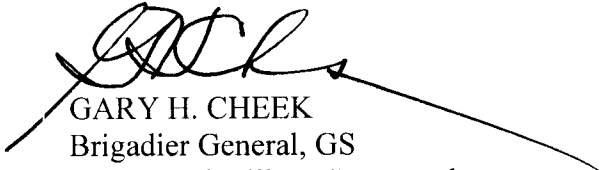
c. At no time will the Regular Army or Army Reserve access below 94.3% (90% for Army National Guard) of Tier 1s in any month. This pilot will also maintain quality by operating within the DoD quality benchmark for Tier 2 accessions. No TAPAS or TTAS set-aside has been authorized by OSD.

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SUBJECT: Implementation of the Tier 1 Performance Screen (TOPS) - Change 1

3. Point of Contact for this office is Ms. Denise Mills, (703) 695-9262 or DSN 225-9262.

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DAPE-MPA

APR 03 2009

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SUBJECT: Implementation of the Tier 1 Performance Screen (TOPS)

1. Background. The Army has developed a Tier 1 Performance Screen (TOPS) pilot program. This program is a non-cognitive measure designed to screen Regular Army (RA), United States Army Reserve (USAR) and Army National Guard (ARNG) Soldiers with Tier 1 credentials. Authority for this pilot program runs through 3QFY12 with semi-annual progress reports due to the Deputy Chief of Staff, G1.

2. Implementation. All RA, USAR and ARNG nonprior Service Tier 1 applicants will be required to take the Tailored Adaptive Personality Assessment System (TAPAS) test at the Military Entrance Processing Station (MEPS).

a. TAPAS Testing.

(1) TAPAS testing will begin on 4 May 09, at the following MEPS: Indianapolis, IN; Jackson, MS; Kansas City, MO; Salt Lake City, UT; Pittsburgh, PA; and Omaha, NE.

(2) The remaining MEPS will begin TAPAS testing on 8 Jun 09.

(3) As an exception to paragraph 2 above, nonprior Service Tier 1 Armed Forces Qualification Test (AFQT) Category I-III B applicants having a valid Armed Service Vocational Aptitude Battery (ASVAB) score from the Student ASVAB test or Military Entrance Test (MET) are not required to take the TAPAS.

(4) Nonprior Service Tier 1 AFQT Category IV applicants having a valid ASVAB score from the Student ASVAB test or MET are required to take the TAPAS at the MEPS.

(5) AFQT Category IV applicants testing and enlisting outside the continental United States (OCONUS), with the exception of Alaska, Hawaii, and Puerto Rico, are not required to take the TAPAS.

(6) Beginning 1 Oct 09, Tier 2 credential applicants will take the TAPAS in addition to the Assessment of Individual Motivation (AIM) and will continue until 7,500 applicants have taken both tests.

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b. TAPAS Screening Criteria.

(1) A passing TAPAS score is not required for enlistment of AFQT Category I-IIIIB applicants. There is no minimum TAPAS score required for AFQT Category I-IIIIB applicants regardless of where the ASVAB testing was done.

(2) AFQT Category IV applicants that do not pass TAPAS are not eligible for enlistment.

(3) AFQT Category IV applicants enlisting as English as a Second Language (09C) or Interpreter/Translator (09L) are eligible to enlist regardless of their TAPAS score.

c. TAPAS Retesting.

(1) Applicants who do not receive a passing score on the TAPAS or receive an incomplete result at the first test administration are authorized to retest immediately.

(2) Applicants who do not receive a passing score on the TAPAS or receive an incomplete result on the retest must wait one (1) year from the retest date before they are eligible for a second retest.

3. General coordinating instructions. The U.S. Army Accession Command (USAAC) will serve as the Army's POC for the TOPS operational test and evaluation during 3QFY09-3QFY12. During this time, USAAC will coordinate and receive test data from MEPCOM and ARI. USAAC will also coordinate and receive accession data from ARNG and USAREC (for RA and USAR input). USAAC, with supporting analyses from U.S. Army Research Institute for Behavioral and Social Sciences (ARI), will provide TOPS progress reports due to the G1 as stated above in paragraph 1.

4. Point of Contact for this office is Ms. Denise Mills, (703) 695-9262 or DSN 225-9262.

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