



MISSOURI NATIONAL GUARD
JOINT FORCE HEADQUARTERS
IKE SKELTON TRAINING SITE
2302 MILITIA DRIVE
JEFFERSON CITY, MO 65101-1203

NGMO-PER-AB (AB-100-2)

29 August 2024

MEMORANDUM FOR DISTRIBUTION

SUBJECT: Change 1 to the Memorandum of Instruction (MOI) for the 2025 Enlisted Promotion System (EPS), dated 6 June 2024

1. The following changes to the 2025 EPS MOI, dated 6 June 2024 are effective immediately:

a. Paragraph 6b, change to read: "Soldiers that are being considered for SGT will be ranked utilizing administrative points only (maximum of 800 points) IAW enclosure 5."

b. Paragraph 6c, change to read: "Soldiers that are being considered for SSG will be ranked utilizing administrative points (maximum of 800 points) IAW enclosure 5 and leadership points (maximum of 250 points) IAW enclosure 6."

c. Enclosure 4, paragraph 6c, change to read: "A maximum of 800 administrative points and 250 leadership points may be awarded. Administrative points are earned IAW enclosure 5. Leadership points are earned IAW enclosure 6."

d. Enclosure 4, paragraph 7b, change to read: "A maximum of 800 administrative points may be awarded. Administrative points are earned IAW enclosure 5."

e. Enclosure 5, paragraph 1, change to read: "Consideration to SGT – Maximum Points – Military Education – 390".

f. Enclosure 5, paragraph 1, change to read: "Consideration to SGT – Maximum Points – Resident Training – 260".

g. Enclosure 5, paragraph 1, change to read: "Consideration to SSG – Maximum Points – Military Education – 395".

h. Enclosure 5, paragraph 1, change to read: "Consideration to SSG – Maximum Points – Resident Training – 265".

i. Enclosure 5, Table 1 and Table 2 updated to reflect promotion point updates IAW chapter 3–15 of reference 1a.

j. Enclosure 5, Table 4 updated to add the "Army Recruiting Ribbon" as an award authorized for promotion points.

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k. Enclosure 5, paragraph 4, change to read: "Military education. Maximum points: 390 for promotion to SGT and 395 for promotion to SSG."

l. Enclosure 5, paragraph 4a(1), change to read: "Soldiers competing for selection to SGT/SSG will not receive promotion points for completion of DLC 1 or 2 (DLC 1//DLC 2 completion is no longer a requirement in order to be recommended to SGT/ SSG)."

m. Enclosure 5, paragraph 4b, change to read: "Resident military training. Maximum points: 260 for promotion to SGT and 265 for promotion to SSG."

n. Enclosure 5, paragraph 4b(2), change to read: "Noncommissioned Officer Professional Development System. Promotion points are not authorized for NCOPDS Courses (except as indicated in para 4a and 4b(4)), MOS-producing courses, all badge-producing courses, BCT, advanced individual training, new equipment training, USMAPS/U.S. Military Academy, language training, OCS, and Warrant Officer Candidate Course. No promotion points are granted for on-the-job training and on-the-job experience, including Sergeant's Time Training. Military courses (in ATRRS) completed while serving in other Armed Forces that were required to hold qualification in or be awarded an MOS and/or rate are not authorized promotion points. Federal Emergency Management Agency (FEMA) courses and course completions recorded on a DA Form 87 are not authorized promotion points."

o. Enclosure 5 adds paragraph 4b(4), which includes the following: "Soldiers will receive an additional 150 promotion points (added to the Soldier's existing total promotion point score) for completion of BLC when competing for promotion to SGT and for completion of ALC when competing for promotion to SSG. This exception to policy is IAW National Guard Bureau (NGB) ARNG-HRZ PPOM 24-014."

p. Enclosure 5, paragraph 5e, change to read: "Technical certifications. Ten promotion points are granted for each TRADOC-approved technical, industry, and/or professional certification earned, not to exceed award for five certifications or 50 promotion points. Recertification will not result in duplicate award of promotion points. Technical certifications will remain on Soldiers promotion point worksheet until the certification expires even if it is no longer listed on the TRADOC-approved list if it previously awarded points."

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2. The point of contact is SSG Hunter Gladbach, Enlisted Promotion Manager, at (573) 638-9500 extension 37065 or hunter.a.gladbach.mil@army.mil.

Encls

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SUBJECT: Memorandum of Instruction (MOI) for the 2025 Enlisted Promotion System (EPS)

1. References:

- a. Army Regulation (AR) 600-8-19 (Enlisted Promotions and Reductions)
- b. Annex C, Enlisted Promotion System Standard Operating Procedures (SOP), Missouri Army National Guard (MOARNG) Pamphlet 600-8

2. Purpose. To provide guidance and establish the annual promotion consideration criteria for the Missouri Army National Guard (MOARNG) during fiscal year (FY) 2025.

3. Background. The MOARNG promotion selection process establishes the means to:

- a. Consider all eligible Soldiers.
- b. Evaluate each Soldier's potential.
- c. Rank the best qualified Soldiers for promotion.
- d. Select Soldiers in sequential order.
- e. Promote those who have completed the required level of professional military education (PME).

4. Effective dates. This MOI for the FY25 EPS is effective immediately.

- a. The FY24 EPS lists will expire IAW the timelines outlined in enclosures 1 and 2.
- b. The FY25 EPS suspense dates, board dates and consideration cutoff dates are outlined in enclosures 1 and 2.
- c. The FY25 EPS lists are effective the dates in which the lists are approved by the Military Personnel Management Office (MPMO) in accordance with (IAW) reference 1a.

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5. Consideration Criteria:

a. Soldiers must elect to be considered for the next grade and meet the minimum criteria outlined in enclosure 3 to be considered for evaluation during FY25.

b. Soldiers who do not meet the criteria outlined in enclosure 3 or are in a non-promotable status IAW chapter 3–3 of reference 1b, will not be considered for the next grade during FY25.

c. Soldiers who meet the criteria within the FY25 EPS cycle and are on a valid EPS list but are not eligible for selection due to time in grade (TIG), time in service (TIS) and cumulative enlisted service (CES) will be included in the “expanded zone” of consideration.

d. Soldiers who fall into the “special considerations” category IAW chapter 3–4 of reference 1b can be considered for the next grade, however, they must meet the criteria within the FY25 EPS cycle. If on a valid EPS list, these Soldiers will be included in the “expanded zone” of consideration.

6. Scoring Criteria and Board Procedures. Soldiers must meet the minimum scoring criteria outlined in enclosure 4 to make the FY25 EPS list.

a. The FY25 EPS Voting Rubrics for consideration to SSG, SFC, MSG and SGM are in enclosures 6 and 7. These rubrics will be utilized by voting board members to evaluate and rate each Soldier using the whole Soldier concept for hard score values and soft score values.

b. Soldiers that are being considered for SGT will be ranked utilizing administrative points only (maximum of ~~800~~ ~~950~~ points) IAW enclosure 5.

(1) Soldiers will be ranked accordingly by the total sum of administrative points within their Career Progression MOS (CPMOS).

(2) Soldiers that request 00F assignment consideration will be ranked accordingly by the total sum of administrative points.

c. Soldiers that are being considered for SSG will be ranked utilizing administrative points (maximum of ~~800~~ ~~950~~ points) IAW enclosure 5 and leadership points (maximum of 250 points) IAW enclosure 6.

(1) Soldiers that meet the minimum scoring criteria by each voting board member (five votes) will earn leadership points on a scale that is determined by total

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hard score values and soft score values. For example, 55 total hard points and 0 total soft points (minimum scoring criteria from five votes) will earn 1 leadership point. Leadership points will be awarded on a slope of 0.252 up to the maximum number of points being awarded at 100 total hard points and 20 total soft points.

(2) Soldiers will be ranked accordingly by the total sum of administrative and leadership points within their CPMOS.

(3) Soldiers that request 00F assignment consideration will be ranked accordingly by the total sum of administrative and leadership points.

d. Soldiers that are being considered for SFC, MSG or SGM will be ranked utilizing board points only IAW enclosure 7.

(1) Soldiers that meet the minimum scoring criteria by each voting board member (five votes) will be ranked accordingly by total hard score values within their CPMOS. Soft score values will be utilized when there is a tie-breaker situation that occurs between two or more Soldier's with the same total hard score value.

(2) Soldiers that request 00F assignment consideration will be ranked accordingly by total hard score values. Soft score values will be utilized when there is a tie-breaker situation that occurs between two or more Soldier's with the same total hard score value.

e. Soldiers that are being considered for 1SG, BN CSM and BDE CSM will be listed in alphabetical order if identified as "best qualified" IAW enclosure 8.

7. Standby Advisory Board (STAB). The STAB is used when a Soldier meets the conditions IAW paragraph 6-48 of reference 1a.

a. STAB dates are outlined in enclosures 1 and 2. Additional STAB requests may be considered on a case-by-case basis by the MPMO.

b. Soldiers who did not meet or could not have met the consideration criteria by the eligibility cutoff date will not be considered.

c. When a Soldier is referred to a STAB, justification and supporting documentation must be included with the documents.

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8. Additional Guidance:

a. Regulatory and policy guidance will take precedence over this MOI and reference 1b when conflicts exist.

b. Exceptions to this MOI that meet regulatory and policy guidance will be considered on a case-by-case basis by the MPMO.

9. The point of contact is SSG Hunter Gladbach, Enlisted Promotion Manager, at (573) 638-9500 extension 37065 or hunter.a.gladbach.mil@army.mil.

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FY25 EPS Timeline
(Consideration to MSG, SGM, 1SG and CSM)

- 1 July 2024: J1 Requests EES Data from HRC
- 21 July 2024: 90-Day Soldier Loss/Gain Packet Rule
- 19 August 2024: EPS Voting Board Member Nominations Due to Actions Branch Office
- 1 September 2024: CPMOS Change Requests Due to Actions Branch Office
- 23 September 2024:
 - Consideration Board Packets & Rosters Due to Actions Branch Office
 - Denial of Consideration Elections Due in IPPS-A
- 20 October 2024:
 - Soldier's Elections Due in IPPS-A
 - Expiration of FY24 EPS Lists to MSG, SGM, 1SG and CSM
 - Submittal Deadline for FY24 EPS Actions to MSG, SGM, 1SG and CSM
- 21-25 October 2024: MSG, SGM, 1SG and CSM Centralized Boards Convene
- (NLT) 6 December 2024: FY25 EPS Lists to MSG, SGM, 1SG and CSM Publish
- 3 February 2025: STAB Requests & Packets Due to Actions Branch Office
- 17-21 February 2025: Centralized STAB Convene
- 19 October 2025: TIG/TIS/CES Expanded Zone of Consideration Cutoff Date

FY25 EPS Timeline
(Consideration to SGT, SSG and SFC)

- 1 November 2024: J1 Requests EES Data from HRC
- 4 November 2024: EPS Voting Board Member Nominations Due to Actions Branch Office
- 6 November 2024: 90-Day Soldier Loss/Gain Packet Rule
- 1 December 2024: CPMOS Change Requests Due to Actions Branch Office
- 1 January 2025: Administrative Point Values Cutoff Date (SGT & SSG Consideration)
- 6 January 2025:
 - Consideration Board Packets & Rosters Due to Actions Branch Office
 - Denial of Consideration Elections Due in IPPS-A
- 2 February 2025:
 - Soldier's Elections Due in IPPS-A
 - Expiration of FY24 EPS Lists to SGT, SSG and SFC
 - Submittal Deadline for FY24 EPS Actions to SGT, SSG and SFC
- 3-7 February 2025: SSG & SFC Centralized Boards Convene
- (NLT) 14 March 2025: FY25 EPS Lists to SGT, SSG and SFC Publish
- 14 April 2025: STAB Requests & Packets Due to Actions Branch Office
- 5-9 May 2025: Centralized STAB Convene
- 1 February 2026: TIG/TIS/CES Expanded Zone of Consideration Cutoff Date

FY25 EPS Consideration Criteria

1. CSM Criteria:

a. Currently serving CSM at the convening date of the board (21 October 2024) will be included on the FY25 EPS List to CSM. These Soldiers may be considered for lateral transfer to other CSM vacancies at their assigned command-level (Battalion or Brigade) for the duration of the FY25 EPS cycle.

b. Must be eligible to attend and complete the U.S. Army Sergeants Major Course (USASMC). Soldiers that are not eligible for the USASMC will not be considered. If eligibility is lost during the FY25 EPS cycle the Soldier will be removed from the FY25 EPS List to CSM.

c. Service remaining obligation (SRO):

(1) MSG/1SG who reach the age of 57 prior to 6 December 2024 are not eligible.

(2) SGM who reach the age of 59 prior to 6 December 2024 are not eligible.

(3) The SRO for promotion to SGM is 36 months and the SRO for lateral appointment to CSM is 12 months. If a Soldier incurs more than one SRO, set the later date, do not combine them.

(4) Soldiers are exempt from this requirement if they meet the requirements IAW paragraph 6–8c of reference 1a.

d. Battalion CSM:

(1) MSG/1SG who request consideration and meet the scoring criteria for SGM are eligible.

(2) SGM who request consideration are eligible.

(3) Active Guard Reserve (AGR) MSG/1SG who hold 79T as a primary, secondary, or additional MOS may be considered and interview for vacancies that have been designated as AGR in the MOS of 79T.

(4) AGR MSG/1SG who do not hold 79T as a primary, secondary, or additional Military Occupational Specialty (MOS) may be considered but are not eligible to interview for Battalion CSM vacancies unless promoted to SGM within the FY25 EPS cycle.

(5) AGR and Title 32 (T32) Technician assigned as a Battalion CSM fall under the Command, Leadership, and Staff Assignment Policy (CLASP). CLASP assignments may not exceed three years and must be approved by the Human Resources Office (HRO). T32 Technician CLASP must not result in a grade inversion within their technician hierarchy. AGR must be assigned to a full-time position at the JFHQ, TDA unit, or higher headquarters to the CLASP assignment.

e. **Brigade CSM:**

(1) SGM or currently serving Battalion CSM who have successfully served as a Battalion CSM for a minimum of 12 months are eligible.

(2) SGM who have successfully served with commensurate level experience as a Battalion CSM for a minimum of 12 months are eligible. This experience must be explained and detailed by the Soldier within their Letter to the President of the Board (LPB).

(3) AGR and Title 32 (T32) Technician assigned as a Brigade CSM fall under the Command, Leadership, and Staff Assignment Policy (CLASP). CLASP assignments may not exceed three years and must be approved by the Human Resources Office (HRO). T32 Technician CLASP must not result in a grade inversion within their technician hierarchy. AGR must be assigned to a full-time position at the JFHQ, TDA unit, or higher headquarters to the CLASP assignment.

2. **1SG Criteria:**

a. Currently serving 1SG at the convening date of the board (21 October 2024) will be included on the FY25 EPS List to 1SG. These Soldiers may be considered for lateral transfer to other 1SG vacancies for the duration of the FY25 EPS cycle.

b. MSG who requests consideration are eligible. Soldiers that do not meet the consideration criteria for SGM can still request consideration for 1SG.

c. Traditional (M-Day) and T32 Technician SFC who request consideration and meet the scoring criteria for MSG are eligible.

d. AGR SFC Soldiers:

(1) AGR SFC who hold a CMF of 11, 13 or 74D as a primary, secondary, or additional MOS may be considered for vacancies that have been designated as AGR in the CMF of 11, 13 or 74D. Soldiers that fall under this category are not eligible to interview for vacancies that are not designated as AGR unless promoted to MSG within the FY25 EPS cycle.

(2) AGR SFC who do not hold a Career Management Field (CMF) of 11, 13 or 74D as a primary, secondary, or additional MOS may be considered but are not eligible to interview for 1SG vacancies unless promoted to MSG within the FY25 EPS cycle.

e. AGR and Title 32 (T32) Technician assigned as a 1SG fall under the Command, Leadership, and Staff Assignment Policy (CLASP). CLASP assignments may not exceed three years and must be approved by the Human Resources Office (HRO). T32 Technician CLASP must not result in a grade inversion within their technician hierarchy. AGR must be assigned to a full-time position at the JFHQ, TDA unit, or higher headquarters to the CLASP assignment.

3. **SGM Criteria:**

a. Must meet TIG / TIS / CES requirements by 19 October 2025 (36 months TIG / 16 years TIS / 10 years CES):

(1) TIG: Grade Entry Date (GED) to MSG must be on or prior to 19 October 2022.

(2) TIS: Pay Entry Base Date (PEBD) must be on or prior to 19 October 2009.

(3) CES: Cumulative Enlisted Service (CES) of 10 years must be met on or prior to 19 October 2025.

b. Must complete PME requirements (see (1) – (2) below) on or prior to 20 October 2024.

(1) For those promoted to MSG prior to 1 January 2019, Master Leader Course (MLC) is not required.

(2) For those promoted to MSG after 1 Jan 2019, must have graduated MLC.

c. MSG/1SG who reach the age of 57 before 6 December 2024 that are not currently enrolled in or have not completed the USASMC are not eligible.

d. Must be eligible to attend and complete the USASMC. Soldiers that are not eligible for the USASMC will not be considered. If eligibility is lost during the FY25 EPS cycle the Soldier will be removed from the FY25 EPS List to SGM.

4. **MSG Criteria:**

a. Must meet TIG / TIS / CES requirements by 19 October 2025 (36 months TIG / 12 years TIS / 8 years CES):

(1) TIG: Grade Entry Date (GED) to SFC must be on or prior to 19 October 2022.

(2) TIS: Pay Entry Base Date (PEBD) must be on or prior to 19 October 2013.

(3) CES: Cumulative Enlisted Service (CES) of 8 years must be met on or prior to 19 October 2025.

b. Must have graduated Advanced NCO Course (ANCOC) or Senior Leader Course (SLC).

5. **SFC Criteria:**

a. Must meet TIG / TIS / CES requirements by 1 February 2026 (36 months TIG / 8 years TIS / 6 years CES):

(1) TIG: Grade Entry Date (GED) to SSG must be on or prior to 1 February 2023.

(2) TIS: Pay Entry Base Date (PEBD) must be on or prior to 1 February 2018.

(3) CES: Cumulative Enlisted Service (CES) of 6 years must be met on or prior to 1 February 2026.

b. Must have graduated Basic NCO Course (BNCOC) or Advanced Leader Course (ALC).

6. **SSG Criteria:**

a. Must meet TIG requirement by 1 February 2026 (18 months TIG). Grade Entry Date (GED) to SGT must be on or prior to 1 August 2024.

b. Must have graduated Primary Leadership Development Course (PLDC), Warrior Leader Course (WLC) or Basic Leader Course (BLC).

7. **SGT Criteria:**

a. Grade Entry Date (GED) to SPC must be on or prior to 2 February 2025. The TIG requirement to SGT is 12 months.

b. There is no PME requirement for promotion board eligibility or pin-on.

FY25 EPS Scoring Criteria

1. **CSM** Criteria:

a. **Battalion CSM**:

(1) Must score a “Yes” in each evaluation category IAW enclosure 8 by each voting board member (five votes). If a Soldier does not meet the listed criteria for scoring a “Yes”, they will default to scoring a “No”. Scoring a “No” in any evaluation category will result in the Soldier not meeting the minimum scoring criteria.

(2) Failure to address and provide justification for material discrepancies within the Soldier’s record could result in the evaluation category score being changed to “No”.

b. **Brigade CSM**:

(1) Must score a “Yes” in each evaluation category IAW enclosure 8 by each voting board member (five votes). If a Soldier does not meet the listed criteria for scoring a “Yes”, they will default to scoring a “No”. Scoring a “No” in any evaluation category will result in the Soldier not meeting the minimum scoring criteria.

(2) Failure to address and provide justification for material discrepancies within the Soldier’s record could result in the evaluation category score being changed to “No”.

2. **1SG** Criteria:

(1) Must score a “Yes” in each evaluation category IAW enclosure 8 by each voting board member (five votes). If a Soldier does not meet the listed criteria for scoring a “Yes”, they will default to scoring a “No”. Scoring a “No” in any evaluation category will result in the Soldier not meeting the minimum scoring criteria.

(2) Failure to address and provide justification for material discrepancies within the Soldier’s record could result in the evaluation category score being changed to “No”.

3. **SGM** Criteria:

a. Must score a minimum of “12” total hard points IAW enclosure 7 by each voting board member (five votes). Scoring a “0” in any hard score evaluation category will result in the Soldier not meeting the minimum scoring criteria.

b. Failure to address and provide justification for material discrepancies within the Soldier’s record could result in the hard score evaluation category rating being reduce by “1” point.

4. **MSG** Criteria:

a. Must score a minimum of “12” total hard points IAW enclosure 7 by each voting board member (five votes). Scoring a “0” in any hard score evaluation category will result in the Soldier not meeting the minimum scoring criteria.

b. Failure to address and provide justification for material discrepancies within the Soldier’s record could result in the hard score evaluation category rating being reduce by “1” point.

5. **SFC** Criteria:

a. Must score a minimum of “12” total hard points IAW enclosure 7 by each voting board member (five votes). Scoring a “0” in any hard score evaluation category will result in the Soldier not meeting the minimum scoring criteria.

b. Failure to address and provide justification for material discrepancies within the Soldier’s record could result in the hard score evaluation category rating being reduce by “1” point.

6. **SSG** Criteria:

a. Must score a minimum of “11” total hard points IAW enclosure 6 by each voting board member (five votes). Scoring a “0” in any hard score evaluation category will result in the Soldier not meeting the minimum scoring criteria.

b. Failure to address and provide justification for material discrepancies within the Soldier’s record could result in the hard score evaluation category rating being reduce by “1” point.

c. A maximum of ~~800~~ 950 administrative points and 250 leadership points may be awarded. Administrative points are earned IAW enclosure 5. Leadership points are earned IAW enclosure 6.

7. **SGT** Criteria:

a. There is no minimum score required to make the FY25 EPS List to SGT.

b. A maximum of ~~800~~ 950 administrative points may be awarded. Administrative points are earned IAW enclosure 5.

FY25 Administrative Point Values (Consideration to SGT and SSG)

1. Overview of FY25 administrative point values for promotion consideration to SGT and SSG:

CATEGORY	Consideration to SGT		Consideration to SSG	
	Maximum Points	Reference	Maximum Points	Reference
Military Training	280		230	
Weapons	160	Table 1	110	Table 2
Physical Fitness	120	Table 3	120	Table 3
Awards	145	Tables 4 & 5	165	Tables 4 & 5
Military Education	390 240		395 245	
PME	40	Paragraph 4a	40	Paragraph 4a
Resident Training	260 140	Paragraph 4b	265 115	Paragraph 4b
Correspondence Courses	90	Paragraph 4c	90	Paragraph 4c
Civilian Education	135	Paragraph 5	160	Paragraph 5
Total Maximum Points	800		800	

2. Military Training. Maximum points: 280 for promotion to SGT and 230 for promotion to SSG.

a. Weapons qualification. Maximum points: 160 for promotion to SGT and 110 for promotion to SSG.

(1) Promotion points are awarded based on the most recent qualification score with the Soldier's primary weapon (per TC 3–20.40).

(2) The Soldier's most recent qualification scorecard (with their primary weapon) will be the basis to determine promotion points. Qualification scores exceeding 24 months will not be awarded promotion points.

(3) Soldiers assigned to an organization without an assigned primary weapon will use their latest qualification as an exception to the 24-month requirement. Soldiers are required to have a primary weapon assigned to them in DTMS in order to receive promotion points for the latest qualification.

(4) Per AR 350–1, weapons qualification scorecards are maintained in DTMS which is the official source of data concerning primary weapon qualifications and will be used to transfer data to the HR system of record for use in awarding promotion points.

(a) Within DTMS, a primary weapon must be assigned/associated to the individual Soldier a minimum of one day prior to the qualification date for the system to capture the qualification and transfer it to the HR system of record.

(b) Failure to properly designate a primary weapon default to zero promotion points awarded.

(5) Promotion points awarded for levels of proficiency with a Soldier's primary weapon are in table 1 for promotion to SGT and table 2 for promotion to SSG.

(6) Soldiers assigned to the Integrated Disability Evaluation System (IDES) or who are serving with a physical profile resulting from pregnancy or periods of postpartum (unable to qualify with a weapon due to their physical limitation) will use their last weapon qualification score until the Soldier is medically cleared to fire for qualification. The HR system of record will identify these Soldiers based on their status in Medical Operational Data System. In these instances, and prior to the current weapons qualification expiration date, a revised/updated qualification date must be entered into DTMS using the Soldier's last weapon qualification score.

(7) Soldiers assigned to an organization without weapons can use their latest qualification as an exception to the 24-month limit. However, once assigned to an organization with weapons, the Soldier will have 12 months to qualify with assigned weapon or will lose their most recent score.

b. Table 1 (Weapons qualification for promotion to SGT (weapons qualification (hits) = promotion points)) and table 2 (Weapons qualification for promotion to SSG (weapons qualification (hits) = promotion Points)) provides the hits and points granted for DA Form 7801 (Rifle, Carbine, and Automatic Rifle Marksmanship Scorecard), DA Form 7822 (Rifle and Carbine Validation Scorecard), DA Form 7814 (Pistol Scorecard), DA Form 7821 (Pistol Validation Scorecard), Practical Pistol, DA Form 7811 (Sniper Scorecard), and DA Form 7820 – 1 (Law Enforcement Day Pistol Qualification Scorecard) for each as-signed weapon.

Table 1 – Weapons qualification for promotion to SGT (weapons qualification (hits) = promotion points)

DA Form 7801/DA Form 7822 M16/M4/M249	DA Form 7814 M9/M17/M18	DA Form 7821 M9/M17/M18	Practical Pistol M9/M11/M17/M18 /M19	DA Form 7811 M107/M110/M201 0	DA Form 7820 – 1
Hits/Points	Hits/Points	Hits/Points	Hits/Points	Hits/Points	Hits/Points
40/160	30/160	40/160	60/160	200/160	50/160
39/153	29/146	39/152	59/153	198 – 199/153	49/152
38/145	28/132	38/144	58/146	196 – 197/146	48/144
37/138	27/118	37/136	57/139	193 – 195/139	47/135
36/130	26/104	36/128	56/132	190 – 192/132	46/127
35/123	25/90	35/120	55/125	187 – 189/125	45/119
34/115	24/76	34/112	54/118	184 – 186/119	44/110
33/108	23/62	33/104	53/111	181 – 183/112	43/102
32/100	22/48	32/96	52/104	178 – 180/105	42/94
31/93	21/33	31/88	51/97	175 – 177/98	41/85
30/85	X	30/80	50/90	172 – 174/91	40/77
29/78	X	29/72	49/83	169 – 171/85	39/69
28/70	X	28/64	48/76	165 – 168/78	38/60

DA Form 7801/DA Form 7822 M16/M4/M249	DA Form 7814 M9/M17/M18	DA Form 7821 M9/M17/M18	Practical Pistol M9/M11/M17/M18 /M19	DA Form 7811 M107/M110/M201 0	DA Form 7820 – 1
Hits/Points	Hits/Points	Hits/Points	Hits/Points	Hits/Points	Hits/Points
27/63	X	27/56	47/69	161 – 164/71	37/52
26/55	X	26/48	46/62	157 – 160/64	36/43
25/48	X	25/40	45/55	153 – 156/57	35/33
24/40	X	24/33	44/48	149 – 152/50	X
23/33	X	X	43/41	145 – 148/44	X
X	X	X	42/33	141 – 144/38	X
X	X	X	X	139 – 140/33	X

Table 2 – Weapons qualification for promotion to SSG (weapons qualification (hits) = promotion points)

DA Form 7801/DA Form 7822 M16/M4/M249	DA Form 7814 M9/M17/M18	DA Form 7821 M9/M17/M18	Practical Pistol M9/M11/M17/M18 /M19	DA Form 7811 M107/M110/M201 0	DA Form 7820 – 1
Hits/Points	Hits/Points	Hits/Points	Hits/Points	Hits/Points	Hits/Points
40/110	30/110	40/110	60/110	200/110	50/110
39/107	29/101	39/104	59/105	198 – 199/107	49/105
38/104	28/92	38/99	58/100	196 – 197/102	48/100
37/101	27/83	37/93	57/95	193 – 195/97	47/95
36/98	26/74	36/88	56/90	190 – 192/92	46/88
35/91	25/65	35/82	55/85	187 – 189/87	45/83
34/84	24/56	34/77	54/80	184 – 186/82	44/76
33/77	23/47	33/71	53/75	181 – 183/77	43/71
32/70	22/38	32/65	52/70	178 – 180/72	42/64
31/63	21/28	31/60	51/65	175 – 177/67	41/59
30/56	X	30/55	50/60	172 – 174/62	40/52
29/52	X	29/50	49/56	169 – 171/58	39/48
28/48	X	28/46	48/52	165 – 168/54	38/42
27/44	X	27/41	47/48	161 – 164/50	37/38
26/40	X	26/37	46/44	157 – 160/46	36/32
25/36	X	25/32	45/40	153 – 156/42	35/28
24/32	X	24/28	44/36	149 – 152/38	X
23/28	X	X	43/32	145 – 148/34	X
X	X	X	42/28	141 – 144/30	X
X	X	X	X	139 – 140/28	X

b. Physical Fitness Test. Maximum points: 120 for promotion to SGT and SSG. A record physical fitness test must be performed according to applicable Army training regulations and field manuals. To qualify for promotion points, a Soldier must attain a minimum passing score in each required event taken. Soldiers must use the last record physical fitness test score administered, even if it is lower than a previous score that is within the previous 12-month period. Promotion points for Soldiers with waived events are outlined below:

(1) Permanent profiles. Soldiers with permanent physical profiles must take and pass a record physical fitness test in accordance with applicable Army training regulations and field manuals within the limits of their profile. Soldiers will be awarded 60 points for each fitness test event waived or for passing an alternate event and will use their actual score for each fitness test event performed. These modified fitness test scores will be applied towards award of promotion points.

(2) Temporary profiles.

(a) Because Soldiers with temporary profiles are prohibited from taking a record physical fitness test, they will use their most current record physical fitness test score to determine promotion points provided it is not more than 1 year old.

(b) If the Soldier was afforded an opportunity to take a record physical fitness test and failed, or through his or her own negligence (as determined by the unit CDR) failed to take a record test, the Soldier will be removed from the recommended list.

(c) Soldiers with a temporary physical profile resulting from pregnancy, or when enrolled into the Army Pregnancy Postpartum Physical Training Program who are prohibited from taking one or more events of a record physical fitness test, will use their current (last) record physical fitness test score provided it is not more than 2 years old at the time of the promotion point computation. If the record physical fitness test exceeds one year, the unit CDR must sign a memorandum to extend their current physical fitness test prior to the expiration date to prevent the Soldier from being removed from the PER. Units will update the record physical fitness test date and/or score prior to the current physical fitness test expiration date in DTMS. The effective date for the physical fitness test score is the date specified on the memorandum.

(3) The promotion point chart for use in determining promotion points for a record physical fitness test (for both promotion to SGT and SSG) is at table 3.

Table 3 – ACFT Promotion Point Scores (aggregate score = promotion points)

Table 3 ACFT PROMOTION POINT SCORES							
ACFT SCORE	POINTS	ACFT SCORE	POINTS	ACFT SCORE	POINTS	ACFT SCORE	POINTS
600	120	544-540	96	484-480	72	424-420	48
599-595	118	539-535	94	479-475	70	419-415	46
594-590	116	534-530	92	474-470	68	414-410	44
589-585	114	529-525	90	469-465	66	409-405	42
584-580	112	524-520	88	464-460	64	404-400	40
579-575	110	519-515	86	459-455	62	399-395	38
574-570	108	514-510	84	454-450	60	394-390	36
569-565	106	509-505	82	449-445	58	389-385	34
564-560	104	504-500	80	444-440	56	384-380	32
559-555	102	499-495	78	439-435	54	379-375	30

ACFT SCORE	POINTS	ACFT SCORE	POINTS	ACFT SCORE	POINTS	ACFT SCORE	POINTS
554-550	100	494-490	76	434-430	52	374-370	28
549-545	98	489-485	74	429-425	50	369-365	26
						364-360	24

3. Awards, decorations, and achievements (permanent awards). Maximum points: 145 for promotion to SGT and 165 for promotion to SSG.

a. Awards and decorations (table 4). Multiply the number of points authorized by the number of awards received. Only awards and badges listed below qualify for award of promotion points (not all inclusive). Awards and decorations earned from DoD, Joint, or other U.S. Uniformed Services receive the same points as corresponding and/or equivalent Army awards.

Table 4 – Awards and Decorations

Award or decoration	Promotion points
Soldier's Medal or higher award and/or decoration	35
Bronze Star Medal with "V" device	35
Bronze Star Medal	30
Purple Heart	30
Defense Meritorious Service Medal	25
Meritorious Service Medal	25
Air Medal with "V" device	25
Army Commendation Medal with "V" device	25
Missouri Meritorious Service Medal	25
Missouri Conspicuous Service Medal	20
Air Medal	20
Joint Service Commendation Medal	20
Army Commendation Medal	20
Missouri Commendation Ribbon	20
Joint Service Achievement Medal	10
Army Achievement Medal	10
Good Conduct Medal	10
Army Reserve Components Achievement Medal	10
Armed Forces Reserve Medal (with or without "M" device)	10
Military Outstanding Volunteer Service Medal	10
Army Recruiting Ribbon (may receive up to 40 maximum points for four awards of the Army Recruiting Ribbon)	10

b. Badges (table 5). Award of a higher-level badge increases a promotion score only by the difference established between the badges as provided for in table 5; they are not cumulative. For example, a Soldier who earns the Master Recruiter Badge receives a total of 20 promotion points and not 35 (Basic Recruiter Badge (15) + Master Recruiter Badge (20) = 35 points). This

provision applies to the following badges: Parachute, Explosive Ordnance Disposal, Recruiter, Diver, Aviation, Free Fall Parachutist, and Special Operations Diver.

Table 5 – Badges

Badge	Promotion points
Expert Infantryman Badge	60
Expert Field Medical Badge	60
Expert Soldier Badge	60
Combat Infantryman Badge	30
Combat Medical Badge	30
Combat Action Badge	30
Master Parachute Badge	20
Master Explosive Ordnance Disposal Badge	20
Master Recruiter Badge	20
Master Gunner Badge	20
Gold Recruiter Badge	20
Divers Badge (First Class)	20
Aviation Badge (Master)	20
Master Army Instructor Badge	20
Basic Army Instructor Badge	15
Senior Army Instructor Badge	15
Senior Parachute Badge	15
Senior Explosive Ordnance Disposal Badge	15
Presidential Service Badge	15
Vice President Service Badge	15
Drill Sergeant Badge	15
Basic U.S. Army Recruiter Badge	15
Divers Badge (Salvage)	15
Parachute Combat Badge with bronze service star (Senior)	15
Aviation Badge (Senior)	15
Military Free Fall Parachutist Badge (Master)	15
Special Operations Diver Badge (Supervisor)	15
Senior Space Badge	15
Parachute Badge	10
Parachute Combat Badge with bronze service star (Basic)	10
Parachute Rigger Badge	10
Divers badge (Second-Class)	10
Divers Badge (Scuba)	10
Basic Explosive Ordnance Disposal Badge	10
Pathfinder Badge	10
Air Assault Badge	10
Aviation Badge (Basic)	10
Secretary of Defense Service Badge	10

Badge	Promotion points
Joint Chiefs of Staff Identification Badge	10
Army Staff Identification Badge	10
Space Badge	10
Military Free Fall Parachutist Badge (Basic)	10
Special Operations Diver Badge (Basic)	10
Tomb Guard Identification Badge	10
Military Horseman Identification Badge	10
Driver and Mechanic Badge	10

c. Tabs. See paragraph 4b(3).

d. DA Form 2442 (Certificate of Achievement (COA). This is awarded by CDRs and/or deputy CDRs serving in positions authorized the rank of LTC or higher or any general officer (or equivalent civilian counterpart (general schedule (GS)–13 or above)). CSMs at the BDE level may award certificates of achievement. In accordance with AR 600-8-22, COA of local design is authorized. 5 points each award (maximum 20 points).

4. Military education. Maximum points: ~~390~~ ~~240~~ for promotion to SGT and ~~395~~ ~~245~~ for promotion to SSG.

a. Professional military education (Noncommissioned Officer Professional Development System). Maximum points: 40 for promotion to SGT and SSG.

(1) Soldiers competing for selection to SGT/SSG will not receive promotion points for completion of DLC 1 or 2 (DLC 1/DLC 2 completion is ~~no longer~~ a requirement in order to be recommended to SGT/SSG).

(2) Soldiers receive 20 promotion points when recognized as having achieved commandant's list status for completion of BLC (verified on DA Form 1059) when competing for promotion to SGT.

(3) Soldiers receive 20 promotion points when recognized as having achieved commandant's list status for completion of ALC (verified on DA Form 1059) when competing for promotion to SSG.

(4) Soldiers receive 40 promotion points when recognized as having achieved Distinguished Honor Graduate status or as the Distinguished Leadership Graduate for completion of BLC (verified on DA Form 1059) when competing for promotion to SGT.

(5) Soldiers receive 40 promotion points when recognized as having achieved Distinguished Honor Graduate status or as the Distinguished Leadership Graduate for completion of ALC (verified on DA Form 1059) when competing for promotion to SSG.

b. Resident military training. Maximum points: ~~260~~ ~~110~~ for promotion to SGT and ~~265~~ ~~115~~ for promotion to SSG.

(1) Army Training Requirements and Resources System. Courses formally listed in ATRRS are authorized promotion points (exceptions follow) at the rate of four promotion points per week (defined as 40 training hours) of military training. Soldiers receive these points without regard to mandatory training requirements for award of the Soldier's MOS. If a resident course is missing from a Soldier's ATRRS transcript, Soldiers must contact the school that administered the course and request an update to their ATRRS records (DA Form 87 (Certificate of Training) will not be used as a source document when updating military resident training within the HR system of record). School contact information is in the ATRRS course catalog at <https://www.atrrs.army.mil/atrrscc/>.

(2) Noncommissioned Officer Professional Development System. Promotion points are not authorized for NCOPDS Courses (except as indicated in para 4a and 4b(4)), MOS-producing courses, all badge-producing courses, BCT, advanced individual training, new equipment training, USMAPS/U.S. Military Academy, language training, OCS, and Warrant Officer Candidate Course. No promotion points are granted for on-the-job training and on-the-job experience, including Sergeant's Time Training. Military courses (in ATRRS) completed while serving in other Armed Forces that were required to hold qualification in or be awarded an MOS and/or rate are not authorized promotion points. Federal Emergency Management Agency (FEMA) courses and course completions recorded on a DA Form 87 are not authorized promotion points.

(3) Ranger, Special Forces, and Sapper qualification courses. Soldiers will be awarded 40 promotion points for completion of these courses. All phases of the courses must be completed prior to awarding promotion points.

(4) Soldiers will receive an additional 150 promotion points (added to the Soldier's existing total promotion point score) for completion of BLC when competing for promotion to SGT and for completion of ALC when competing for promotion to SSG. This exception to policy is IAW National Guard Bureau (NGB) ARNG-HRZ PPOM 24-014.

c. Computer-based training (nonresident training). Maximum points: 90 for promotion to SGT and SSG.

(1) Military correspondence courses and computer-based training provided through ATRRS Self-development or Army e-Learning (<https://www.atrrs.army.mil>). Soldiers will be granted promotion points based on one (1) point per 5 hours of completed Army Correspondence Course Program (ACCP) training - restricted to courses completed in their entirety. The Soldier must have record of full course completion and the total credit hours for the entire course will be divided by five to determine promotion points. No points will be awarded for sub-course completion. The goal is to finish, in its entirety, a formal course of instruction, at which time the Soldier will be granted promotion points.

(2) Promotion points are not granted for duplicate military correspondence or military education courses.

5. Civilian education. Maximum points: 135 for promotion to SGT and 160 for promotion to SSG.

a. Civilian education (valid for promotion points). The total number of credits an accredited institution grants towards a degree will be the basis for granting promotion points. Promotion points are authorized for civilian education conducted at institutions recognized nationally, or

regionally accredited, by the U.S. Department of Education. Recognized educational institutions are those institutions listed on the U.S. Department of Education Web site at <http://ope.ed.gov/accreditation>. Transcripts will be used to award promotion points for colleges or universities. Soldiers currently enrolled in a college or university are required to provide a single transcript from their current college and/or university consolidating all past civilian education. Soldiers that have multiple transcripts who are not currently enrolled in a college and/or university may take these transcripts and grade slips to the local education center for assistance. The local education center will provide only an assessment of the total number of non-duplicated post-secondary credits for submission to the unit as the source document to update the HR system of record and/or personnel records with the total number of credit hours. Continuing education units are not authorized promotion points. The total semester hours earned must be updated in the HR system of record and/or personnel records and reflected on the Soldier's enlisted record brief (ERB)/Soldier record brief (SRB). Soldiers will receive two (2) promotion points for each semester hour completed. All quarter, contact, and/or clock hours will be converted to semester hours. For conversion of semester hours see DODI 1322.25.

b. Foreign transcripts. Soldiers with college credits from foreign colleges or universities (except those countries listed in AR 601 – 210) must have those credits evaluated by any organization who is a member of the National Association for Credential Evaluation Services (<http://www.naces.org/>). The Defense Activity for Non-traditional Education Support (DANTES) Web site has a listing of transcript evaluation services. The foreign transcript evaluation is required to establish the commensurate U.S. level of education and institutional legitimacy.

c. Degree completion. Twenty promotion points will be granted to any Soldier who completes a degree while on active duty. If recommended for promotion to SSG, the Soldier must have completed the degree while in the rank of SGT to receive these points. If recommended for SGT, the degree must have been awarded after enlistment in the Army, USAR, or ARNG prior to being promoted to the rank of SGT.

d. College Level Examination Program and Defense Activity for Non-traditional Education Support courses. For Soldiers who have not completed any post-secondary courses and chose to test-out through these programs or who have not had the College Level Examination Program (CLEP) and/or DANTES credit recommendations consolidated on one college transcript, may receive two promotion point per credit hour for CLEP general and subject examinations, DANTES Subject Standardized Tests, and American College Test proficiency examinations. Points will not be awarded for credit recommendations that duplicate already earned credit in that subject area or discipline. Education center personnel may assist with the review or assessment of credit awards for possible credit duplication. Foreign language CLEP examinations will be awarded promotion points based on the Soldier's total score. The score is then converted to semester hours of credit based on the conversion table listed in the "Explanation of Asterisks" section of the CLEP and/or DANTES report.

e. Technical certifications. Ten promotion points are granted for each TRADOC-approved technical, industry, and/or professional certification earned, not to exceed award for five certifications or 50 promotion points. Recertification will not result in duplicate award of promotion points. Technical certifications will remain on Soldiers promotion point worksheet until the certification expires even if it is no longer listed on the TRADOC-approved list if it previously awarded points.

f. Defense Language Proficiency Test. Twenty-five promotion points are granted to Soldiers who achieve a minimum limited working proficiency rating of 1/1 (listening, reading, or speaking) on the Defense Language Proficiency Test. Promotion points remain valid provided the Defense Language Proficiency Test proficiency standards do not exceed 1 year (year/month) as of the point compilation month.

**EPS Voting Rubric
(Consideration to SSG)**

Evaluation Categories	Hard Points*					Score
	0**	1	2	3	4	
<u>Performance</u> (NCOERs – Last 24 Months)	"Did Not Meet Standard" in any block of Part IV contained in any NCOER	No NCOER in record	"Met Standard" in all blocks of Part IV on each NCOER	"Met Standard" in all blocks of Part IV with comments that support exceeding the standard on each NCOER	"Met Standard" in all blocks of Part IV with comments supporting performance at a higher grade on each NCOER	
<u>Potential</u> (NCOERs – Last 24 Months)	"Not Qualified" in senior rater overall potential contained in any NCOER	No NCOER in record	"Qualified" in senior rater overall potential on each NCOER	"Highly Qualified" in senior rater overall potential on each NCOER	"Most Qualified" in senior rater overall potential on each NCOER <u>OR</u> "Highly Qualified" with verbiage that would support "promoting immediately" on each NCOER	
<u>Character</u> (NCOERs & iPERMS – Last 24 Months)	Derogatory information <u>OR</u> "Did Not Meet Standard" in any NCOER character block of Part IV				No derogatory information and "Met Standard" in character block of Part IV on each NCOER	
<u>Standards</u> (DTMS Individual Training Record – Most Recent)	Current Failing Height & Weight <u>AND/OR</u> Current Failing Record ACFT				Current Passing Height & Weight and Passing Record ACFT	
<u>Experience</u> (NCOERs & SRB – Entire Record)		< 12 cumulative months in CPMOS	12-18 cumulative months in CPMOS	18-24 cumulative months in CPMOS	24(+) cumulative months in CPMOS	
						/20

Evaluation Categories	Soft Points			Score
	0	1	2	
<u>Leadership</u> (NCOERs & SRB – Most Recent)	No leadership or broadening assignments; or not recommended for leadership in successive assignments	Documented satisfactory performance in leadership or broadening assignment within current grade	Documented service in leadership or broadening assignments of a higher graded position	
<u>Additional Duties</u> (NCOERs – Most Recent)	No listed additional duties	One listed additional duty	Two or more listed additional duties	
				/4

*Failure to address and provide justification for material discrepancies within the Soldier's record could result in the hard score evaluation category rating being reduced by 1 point.

**The minimum score to make the Enlisted Promotion List for SSG is "11" total hard points by each voting board member (five total votes). Scoring a "0" in any hard score evaluation category will result in the Soldier not meeting the minimum scoring criteria and the Soldier will not make the Enlisted Promotion List.

**EPS Voting Rubric
(Consideration to SFC, MSG and SGM)**

Evaluation Categories	Hard Points*					Score
	0**	1	2	3	4	
Performance (NCOERs – Last 36 Months)	"Did Not Meet Standard" in rater overall performance block contained in any NCOER	"Met Standard" in rater overall performance block on each NCOER	One "Exceeded Standard" in Part IV on each NCOER <u>OR</u> "Exceeded Standard" in rater overall performance block on each NCOER	Multiple "Exceeded Standard" in Part IV and "Exceeded Standard" in rater overall performance block on each NCOER	Multiple "Far Exceeded Standard" in Part IV and "Far Exceeded Standard" in rater overall performance block on each NCOER	
Potential (NCOERs – Last 36 Months)	"Not Qualified" in senior rater overall potential contained in any NCOER	"Qualified" in senior rater overall potential on each NCOER	"Highly Qualified" with verbiage that would support "promoting with peers" in senior rater overall potential on each NCOER <u>OR</u> "Qualified" with verbiage that would support "promoting ahead of peers" on each NCOER	"Highly Qualified" with verbiage that would support "promoting ahead of peers" in senior rater overall potential on each NCOER	"Most Qualified" in senior rater overall potential on each NCOER <u>OR</u> "Highly Qualified" with verbiage that would support "promoting immediately" on each NCOER	
Character (NCOERs & iPERMS – Last 36 Months)	Derogatory information <u>OR</u> "Did Not Meet Standard" in any NCOER character block of Part IV				No derogatory information and "Met Standard" in character block of Part IV on each NCOER	
Standards (DTMS Individual Training Record – Most Recent)	Current Failing Height & Weight <u>AND/OR</u> Current Failing Record ACFT				Current Passing Height & Weight and Passing Record ACFT	
Military Education (DA Form 1059 & AER-R – Most Recent)		"Failed to Achieve Course Standards" from most recent PME in Part III	"Achieved Course Standards" from most recent PME in Part III	"Superior Academic Achievement" from most recent PME (top 21-40%) in Part III	Completed PME for the next higher grade <u>OR</u> Commandant's List from most recent PME (top 20%) in Part II <u>OR</u> 3(+) "Far Exceeded Standards" in Part III	
Experience (NCOERs & SRB – Entire Record)		< 3 cumulative years in CPMOS	3(+) cumulative years in CPMOS	4(+) cumulative years in CPMOS	5(+) cumulative years in CPMOS	
						/24

Evaluation Categories	Soft Points			Score
	0	1	2	
Civilian Education (iPERMS – Entire Record)	No college semester hours or professional/trade certification	Some college (< 60 college semester hours) <u>OR</u> Working towards professional/trade certification	Associate degree or higher <u>OR</u> 60+ college semester hours <u>OR</u> Professional/trade certification	
Leadership (NCOERs & SRB – Last 36 Months)	No leadership or broadening assignments; or not recommended for leadership in successive assignments; or involuntarily removed from leadership assignment	Recommended for leadership roles (i.e., SQD LDR, PSG, 1SG, CSM); or recommended for broadening assignments in positions of trust (i.e., IG, EO, CMD GRP, Recruiter, Retention NCO, etc.)	Currently serving or served in leadership role (i.e., SQD LDR, PSG, 1SG, CSM); and/or broadening assignment in positions of trust (i.e., IG, EO, CMD GRP, Recruiter, Retention NCO, etc.)	
ACFT (DTMS Individual Training Record – Most Recent)	479 or below on current record ACFT	480 – 539 on current record ACFT	540 or higher on current record ACFT	
Weapons Qualification (DTMS Individual Training Record – Most Recent)	Marksman or failed to meet standard in current weapon qualification	Sharpshooter in current weapon qualification	Expert in current weapon qualification	
Awards (iPERMS & SRB – Last 36 Months)	Not recognized within the last 36 months	Recognized within the last 36 months (AAM/MOCOM)	Recognized within the last 36 months (ARCOM or higher)	
				/10

*Failure to address and provide justification for material discrepancies within the Soldier's record could result in the hard score evaluation category rating being reduced by 1 point.

**The minimum score to make the Enlisted Promotion List for SFC, MSG and SGM is "12" total hard points by each voting board member (five total votes). Scoring a "0" in any hard score evaluation category will result in the Soldier not meeting the minimum scoring criteria and the Soldier will not make the Enlisted Promotion List.

**EPS Voting Rubric
(Consideration to 1SG, BN CSM and BDE CSM)**

1SG Voting Rubric			
Evaluation Categories:	No	Yes	Yes/No
Performance (NCOERs – Last 36 Months)	"Did Not Meet Standard" in any block of Part IV contained in any NCOER	Minimum of 1 "Exceeds Standard" or Higher <u>AND</u> Minimum of 2 "Far Exceeded Standard" and 4 "Exceeded Standard" in Part IV	
Potential (NCOERs – Last 36 Months)	"Not Qualified" in senior rater overall potential contained in any NCOER	Verbiage that would support "promoting ahead of peers" or recommended for leadership positions	
Character (NCOERs & iPERMS – Last 60 Months)	Derogatory information <u>OR</u> "Did Not Meet Standard" in any NCOER character block of Part IV	No Derogatory information <u>AND</u> "Met Standard" in character block of Part IV on each NCOER	
Standards (DTMS Individual Training Record)	Current Failing Height & Weight <u>AND/OR</u> Current Failing Record ACFT	Met Height/Weight and ACFT standards for last 24 months	

BN CSM Voting Rubric				
Evaluation Categories:	No	Yes		Yes/No
Performance (NCOERs – Last 36 Months)	"Did Not Meet Standard" in any block of Part IV contained in any NCOER	E8 Evaluations: Minimum of 2 "Exceeded Standard" in rater overall performance <u>AND</u> Minimum of 4 "Far Exceeded Standard" and 5 "Exceeded Standard" in Part IV	E9 Evaluations: Minimum of 2 "Exceeded Standard" in rater overall performance	
Potential (NCOERs – Last 36 Months)	"Not Qualified" in senior rater overall potential contained in any NCOER	E8 Evaluations: Minimum of 2 "Highly Qualified" or higher in senior rater overall potential <u>AND</u> Verbiage that would support "promoting ahead of peers" or recommended for leadership positions	E9 Evaluations: Minimum of 2 "Highly Qualified" or higher in senior rater overall potential <u>AND</u> Verbiage that demonstrates success in a leadership position or recommended for leadership positions	
Character (NCOERs & iPERMS – Last 60 Months)	Derogatory information <u>OR</u> "Did Not Meet Standard" in any NCOER character block of Part IV	No derogatory information <u>AND</u> "Met Standard" in character block of Part IV on each NCOER		
Standards (DTMS Individual Training Record)	Current Failing Height & Weight <u>AND/OR</u> Current Failing Record ACFT	Met Height/Weight and ACFT standards for last 24 months		
Experience (NCOERs & SRB – Entire Record)	< 1 year in CPMOS	Demonstrated success in E8 or E9 leadership position		

BDE CSM Voting Rubric			
Evaluation Categories:	No	Yes	Yes/No
General	Did not meet requirements of BN CSM rubric	Met requirements of BN CSM rubric	
Experience (NCOERs & SRB – Entire Record)	< 12 months successfully serving as a BN CSM <u>OR</u> < 12 months of commensurate level experience as a BN CSM	≥ 12 months successfully serving as a BN CSM or documented commensurate experience	

Additional Criteria / Information:

Failure to address or provide justification for material discrepancies within the Soldier's record could result in the evaluation category score being changed to a "No".

Soldiers not meeting the above criteria for scoring a "Yes", will have their score automatically defaulted to a "No". Scoring a "No" in any evaluation category will result in the Soldier not meeting the minimum scoring criteria for inclusion to the respective EPS list.