

# WHOLE SOLDIER

## PROMOTIONS

### Decentralized Promotions (E-2 - E-4)

Managed by the unit Commander. Commanders are authorized to advance Soldiers to the grade of Specialist (E4) and below.

E-4 and below promotions are completed utilizing the Junior Enlisted Automated Promotion System (JEAPS)

### Junior NCO Promotions (E-5 and E-6)

Are done in two parts -

- Calculation of administration points
- Centralized Promotion Board utilizing NGABS

Once both processes are completed the points are added to determine promotion list standing.

### Senior NCO Promotions (E-7, E-8 and E-9)

Centralized Promotion Board utilizing NGABS. Soldiers are considered for promotion using the "Total Soldier" concept, whereby the Soldier's qualification for promotion is based on his or her entire record.

The promotion board analysis of the Soldier's file will include an evaluation of:

- Job performance and potential
- Scope and variety of assignments history
- Overall experience
- Awards, decoration, and commendation
- General physical condition
- Education (military and civilian)
- Judgment, maturity, integrity, and character

## SOLDIER RESPONSIBILITY

*"Soldiers are their best personnel clerk"*

Review iPERMS for the Following:

- NCOER/Evaluations
- Awards
- Military Education – 40hrs or more
- Civilian Education - accredited schools only

Review Enlisted Record Brief (ERB) for the following:

- Awards
- Military Education
- Civilian Education
- Assignment History

Ensure the Following are Completed:

- 4100 is completed and turned into OPR
- Enough time on enlistment and tour orders
- Current APFT
- Current Weapons Qualification
- Updates to SIDPERS
- Updates to iPERMS
- Ensure no gaps in NCOERs
- Ensure Security Clearance current
- Ensure DA Photo is current and that awards match ERB

Letter to the Board:

**IAW AR 600-8-19, Para 7-32**, Soldiers may write to the president of the promotion board and is encouraged only when something is not provided or if the Soldier feels will effect the board deliberation.

People to See:

- NCOIC / OIC /1SG
- Assignment NCO / HRO (T32 / T10 only)

## OFFICE OF PRIMARY RESPONSIBILITY (OPR)

State (G1):

The OPR will prepare, coordinate, and obtain approval from the appropriate Approval Authority for:

- Board Dates
- Board Announcement Memorandum of Instruction (BAMOI)
- Board Member Memorandum of Instruction (BMMOI)
- Release the Board Results

The EPS Section will:

- Manage lists/packets of Soldiers being considered for promotion
- Ensure Soldiers meet the criteria for advancement
- Ensure that every Soldier has a 4100
- Identify Soldiers to be board/panel members
- Ensure that training is given to board/panel members on how to evaluate Soldiers being considered for promotion
- Identify and assign a board recorder
- Ensure that training is given to the board recorder to perform the duties as a board recorder



## BOARDS

**IAW AR 600-8-19, Para 7-35**, Board members will evaluate Soldier performance and potential using the whole Soldier concept. The sum of each Soldier's qualities and qualifications, matters of record, past performance with the heaviest weight given to the recent past, and the Soldier's potential to serve in positions of greater responsibility will be considered objectively. The board will consider all Soldiers equally and fairly according to the board MOI. The board will evaluate and then rate each Soldier using the whole Soldier concept.

### Board Members will Review the Following:

- Memorandum of Instruction (MOI)
- Documents listed below pulled from iPERMS:

NCOERs
Awards
Military Education
Civilian Education
Assignment History
DA Photo
NGB 4100/4101

- Non-iPERMS Documents:

ERB
Letters to the Board
Weapons Qualification
APFT & HT/WT

### Board Recorders will be Assigned

Board recorder will:

- Provide administrative support to board/panel
- Ensure compliance with laws, regulations & MOI
- Monitor board/panel standards and daily output
- Ensure that all notes, information, and discussions stay within the board

## REFERENCES

AR 600-8-19  
NGR 600-200  
STATE MOI  
BOARD ANNOUNCEMENT

There are time-in-grade, time-in-service and military education requirements to be eligible for promotion:

WLC = Warrior Leader Course  
ALC = Advanced Leader Course  
SLC = Senior Leader Course

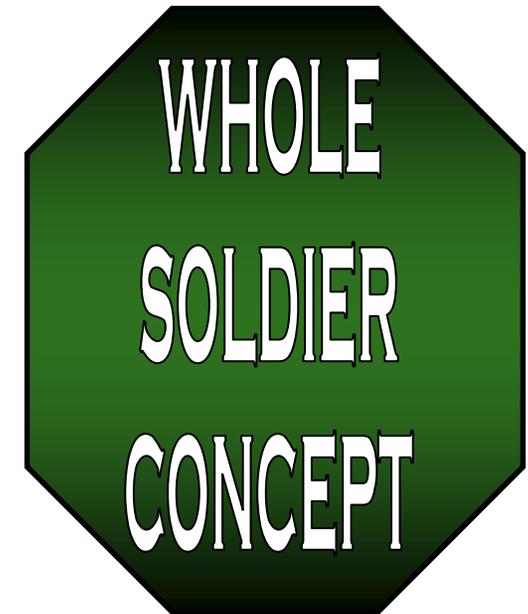
	TIG	TIS	CES	NCOES	SSD
<b>to SGT</b>	<b>12 Months</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>SSD 1</b>
<b>to SSG</b>	<b>18 Months</b>	<b>NA</b>	<b>NA</b>	<b>WLC</b>	<b>SSD 2</b>
<b>to SFC</b>	<b>24 Months</b>	<b>9 Years</b>	<b>6 Years</b>	<b>ALC</b>	<b>SSD 3</b>
<b>to MSG</b>	<b>24 Months</b>	<b>13 Years</b>	<b>8 Years</b>	<b>SLC</b>	<b>SSD 4</b>
<b>to SGM</b>	<b>24 Months</b>	<b>16 Years</b>	<b>10 Years</b>	<b>USASMA Enroll</b>	

Note: CES (Cumulative Enlisted Service) AR 600-8-19, 7-7.

Currently, MIARNG uses boards conducted utilizing the Whole Soldier Concept electronically. This electronic process allows immediate access to the Soldiers' records and will decrease the time required to conduct a board.



# Enlisted Promotion System



**CPMOS Job Performance  
Leadership  
Potential  
Dedication/Attitude  
APFT HT/WT Photo  
Experience/Assignment History  
Professional Development &  
Military/Civilian Education  
Awards/Honors/Disciplinary**