

Headquarters Air Force Personnel Center

Integrity - Service - Excellence



Professional Enhancement Seminar

HQ AFPC/DPPPW



OVERVIEW

- **How we promote**
- **Weighted factors/board process**
- **Who does well?**
- **Supplemental Board**
- **WAPS Compromise**



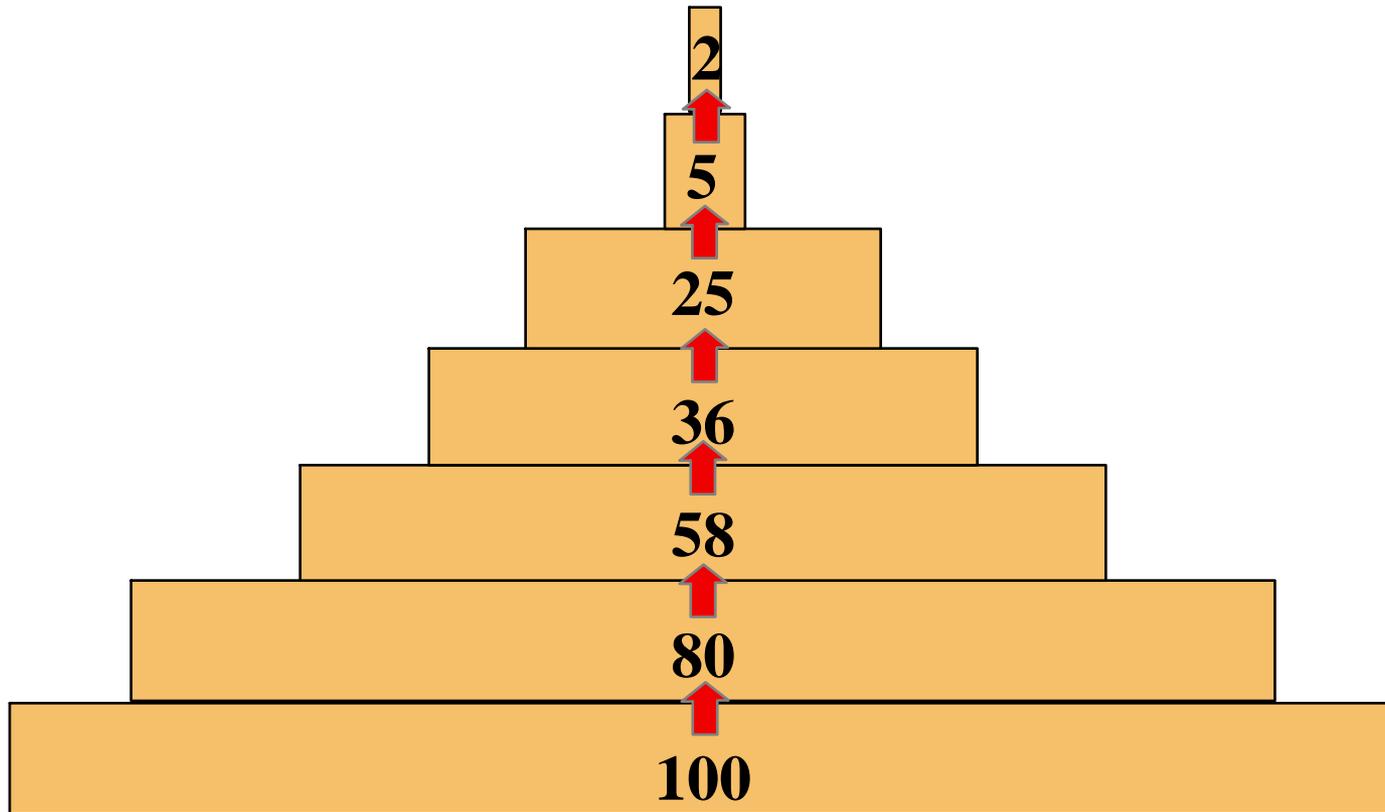
Enlisted Promotion Program

■ OBJECTIVES

- To fill needs of specific grades
- To advance those who show potential for greater responsibility
- To provide for fair and timely consideration



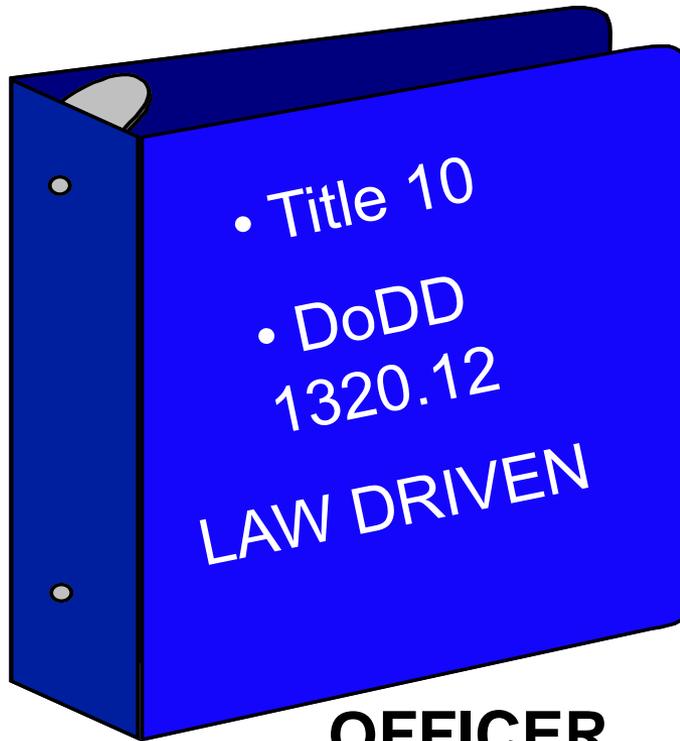
Enlisted Career Progression



For every 100 enlisted recruits who enter the Air Force, this shows how many will progress to the next higher grade. Reasons for not moving up are non-selection for promotion, separation or retirement.



What Drives Promotions



OFFICER



ENLISTED

- Enlisted Items governed by law are...
 - Grade ceiling for top two ranks
 - Pay and allowances



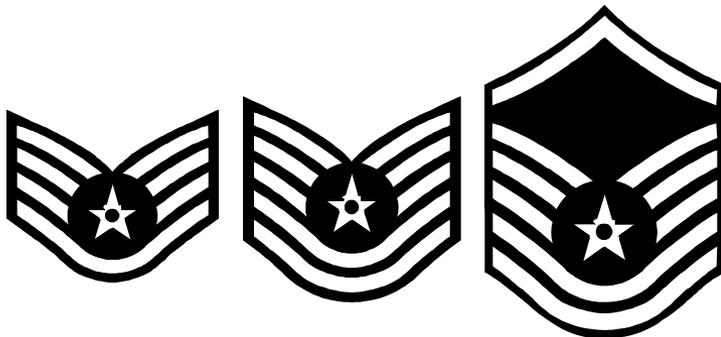
How We Promote Top "5" Grades

■ Grade Ceiling



- Fiscal constraints
- End strength constraints
 - CMSgt/SMSgt = 3%
 - SSgt/TSgt/MSgt = AF/OSD Guidance

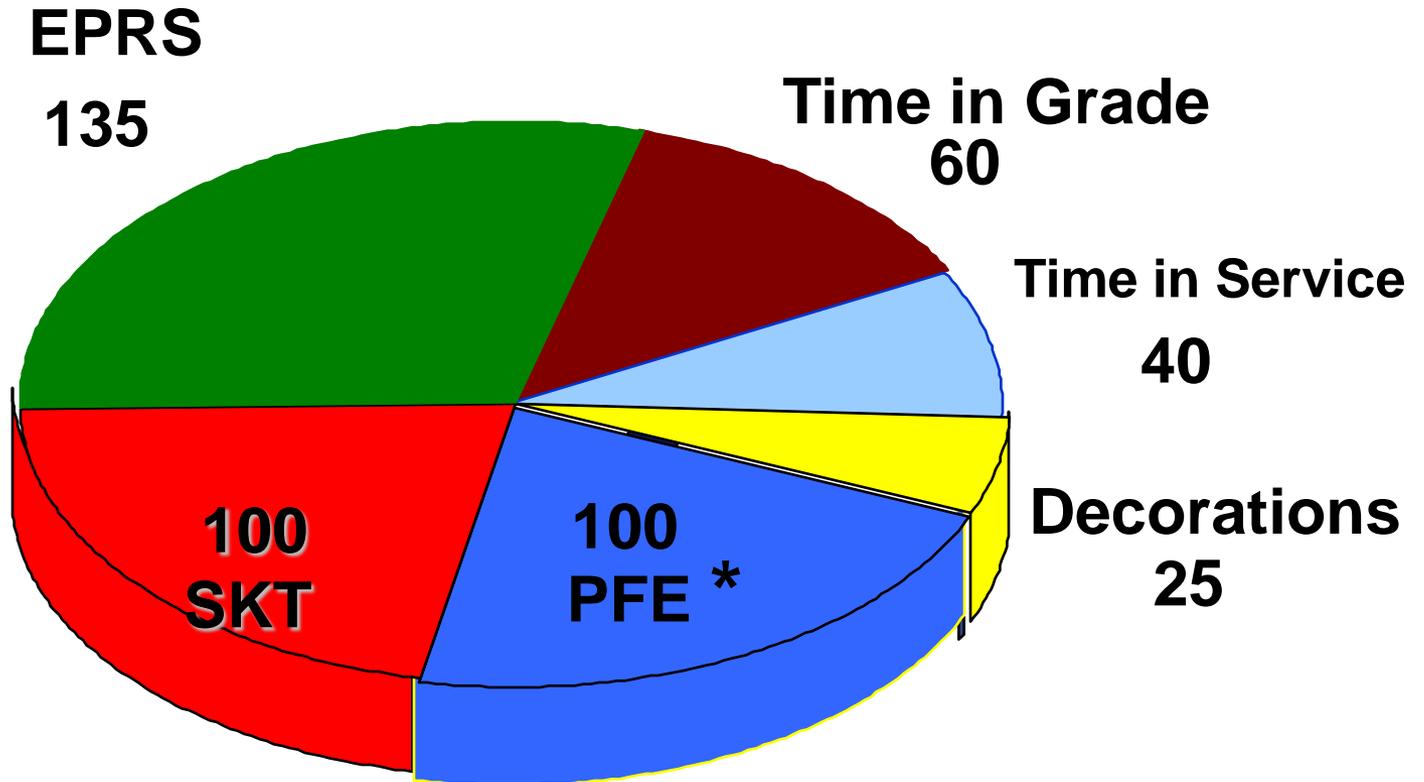
■ Promotion Quotas



- Grade vacancy
- Retirement, separation
- Equal selection opportunity
- Equally distributed by career field
- Chronic critical skills - increased promotion rate



Factors We Use to Promote SSgt/TSgt/MSgt

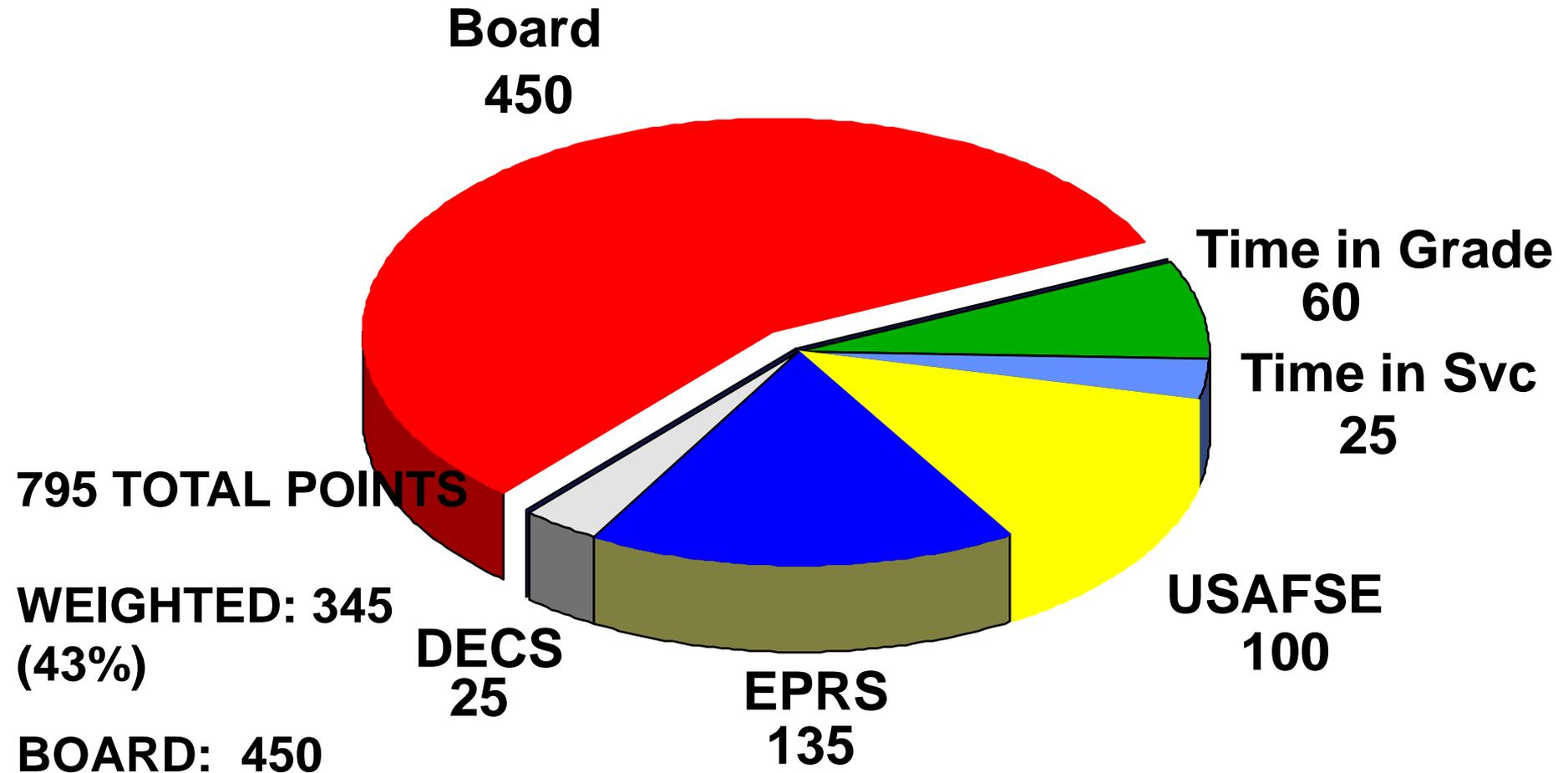


TOTAL POINTS: 460

***DOUBLED FOR SKT EXEMPT AFSCs**



Factors We Use to Promote SMSgt/CMSgt





Board Composition

3 - Member Panels

Board	President	Panel Chief	Panel Members
CMSgt			
SMSgt			



MSgt Records Meeting SMSgt Board



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SMSgt Central Evaluation Board



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Contents

LEFT SIDE

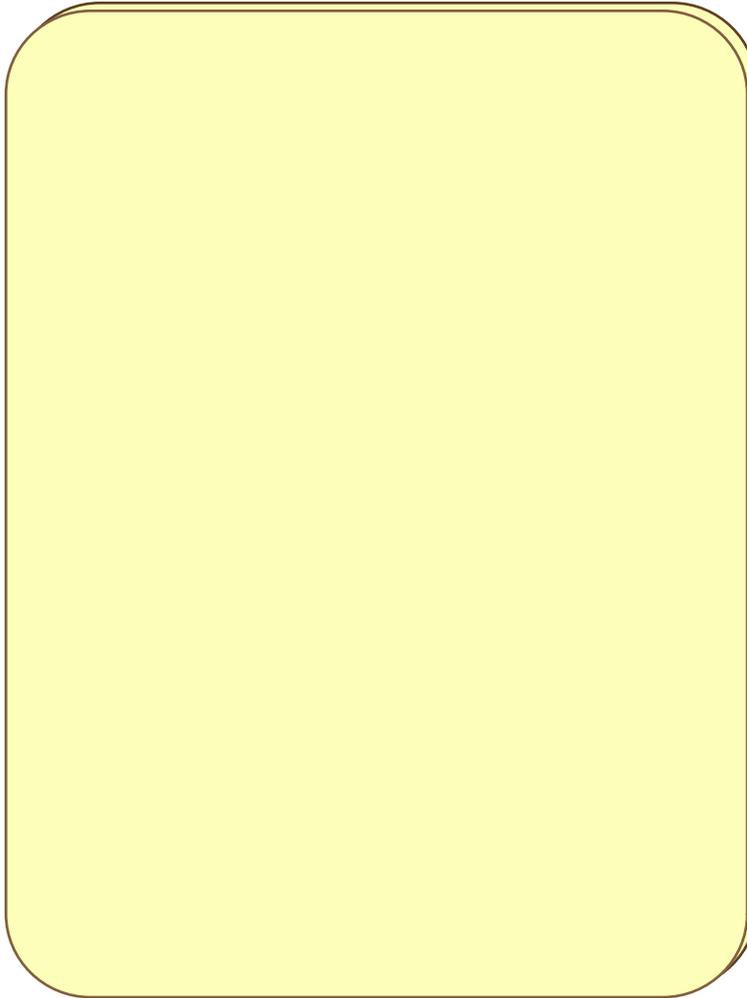
ARTICLE 15
COURT MARTIAL
ORDERS
CITATIONS FOR
DECORATIONS

|||||
Doe, John





Contents





Content

S

A diagram of a tablet or screen with a yellow background. The screen is divided into two main sections. The left section is a large, empty rounded rectangle. The right section contains two overlapping white rectangular boxes representing document thumbnails. The top box is labeled "MISSING DOCUMENT REQUEST" and the bottom box is labeled "SNCO EVALUATION BRIEF".

A horizontal bar representing a user profile. It includes a vertical bar chart, the name "Doe, John", a green square, and a row of six colored squares (orange, orange, green, orange, orange).



Evaluating for Senior Ranks

FACTOR

EVALUATES

Performance

Written Evaluations

Leadership

Supervisor

Breadth Of Experience

Where/what/when

Job Responsibility

Scope/exposure

Professional Competence

Expertise In Specialty

Specific Achievements

Awards

Education

Level/utilization

**INDIVIDUALS POTENTIAL TO SERVE IN THE NEXT
HIGHER RANK IS THE KEY**



How Boards Score

ABSOLUTELY SUPERIOR	10.0	
OUTSTANDING RECORD	9.5	OUTSTANDING
FEW COULD BE BETTER	9.0	
STRONG RECORD	8.5	ABOVE AVERAGE
SLIGHTLY HIGHER THAN AVERAGE	8.0	
AVERAGE	7.5	AVERAGE
SLIGHTLY BELOW AVERAGE	7.0	
WELL BELOW AVERAGE	6.5	BELOW AVERAGE
LOWEST IN POTENTIAL	6.0	

TRIAL RUN/SECRET BALLOT

SPLIT--MORE THAN ONE POINT

9.0 + 8.5 + 8.0 = 25.5 X 15 = 382.50 BOARD SCORE

1 BOARD POINT EQUALS 15 WAPS POINTS

NOT FULLY QUALIFIED FOR PROMOTION



Senior NCOs who did well...

- **Had accurate records**
- **Had clear duty descriptions**
- **Performed duties superbly—impact documented**
- **Left no perception of jobsteading**
- **Had clear indorsements**
- **Showed pattern of awards**
- **Off-duty education complemented job**
- **Were not perceived to be “professional students”**
- **Completed SNCO Academy**



WAPS Score Notice

Don't Compare Board Score Year to Year

- Board Membership Changes
 - New mindsets / Thought processes
- New pool of 1st time eligibles
- Nonselects from previous year have added achievements to records
- Others Retire / Separate

Do Compare Relative Standing Year to Year



Late EPRs Affect Promotions

- AFSC has 10 eligibles
- Only 6 are “weighable” other 4 have late EPRs
- Board will score only the 6 with current EPRs
- Career field gets 1 stripe
- Best among 6 gets promoted and establishes cut-off for supplemental promotions
- Problem: Best among 6 was inferior to 4 who weren’t considered
- Supplemental could promote all 4 and the AFSC end up with overages and a less qualified SMSgt



Promotions and Decorations



- Promotions announced

- Score notice received

- Missed MSgt by 1 point



- Decoration initiated and backdated to close out on PECD

XXXXXXXXXX



No after the fact decorations!



Supplemental Boards

- **MUST SHOW DUE DILIGENCE**
- **Supplemental reasons**
 - Member not originally considered
 - EPR voided or added
 - PME status error
 - Missing decoration (case by case)
 - Education level wrong (case by case)
 - Directed by BCMR
- **One supplemental board per year**
- **Same board composition**
- **Results announced within 3-4 weeks**
- **Score notice not provided**





WAPS Compromise

- Reinforce importance of self-study
- Read, understand, articulate AFI 36-2605, Chp 5
- 4 Court-martial convictions in past 6 months
- DO NOT underestimate impact of test compromise
 - WAPS integrity, enlisted confidence



What You Can Do

- Know when your troops are eligible
- Know troops promotion AFSCs
- Ensure they practice individual study
- Check your records
- Know the Senior Rater indorsement rules
- Know the EPR rules

Bottomline

**TAKE RESPONSIBILITY FOR YOUR
AND YOUR TROOPS PROMOTION!**

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