TO: All Officers on Extended Active Duty

SUBJECT: Promotion Precept Weights

1. Annual promotion boards score the records of promotion eligible officers based on five precepts in accordance with CC23.4.1 “Permanent Promotions” and CC23.4.2 “Temporary Promotions”. This Personnel Operations Memorandum (POM) establishes revised relative weights for the promotion precepts.

2. The five promotion precepts are listed below with their associated relative weights.
   a. Performance Rating and Reviewing Official’s Statement 40%
   b. Education, training, and professional development 20%
   c. Career progression and potential 25%
   d. Professional contributions and services to the Corps 15%
   e. Response Readiness 0%

3. These relative weights for the promotion precepts are effective on the date of this POM, beginning with the 2012 annual promotion boards that review officers eligible for promotion 1 July 2012 to 30 June 2013.

4. Although the Readiness precept no longer carries weight with regard to numerical score for promotion, basic readiness remains one of the several administrative checks for promotion. Officers in a "not ready" status at the 31 December OFRD readiness status report prior to the promotion year will receive an automatic Board Not Recommend in the temporary grade. In addition, officers in a "not ready" status at the subsequent 31 March OFRD status report, who were otherwise successful, will
be removed from both the temporary and/or permanent grade successful list. Officers are required to maintain basic readiness at all times.

5. This POM will remain in effect until rescinded.

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