By Order of the Surgeon General of the U.S. Public Health Service:

Jerome M. Adams, MD, MPH

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 CCI 331.01, “Permanent Promotions,” and CCI 332.01, “Temporary Promotions.” This Personnel Operations Memorandum (POM) establishes the 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 2018 annual promotion boards that review officers eligible for promotion (PY) 1 July 2018 to 30 June 2019 (PY2018).

4. Although the Response Readiness precept continues to carry no weight with regard to numerical score for promotion, beginning in PY2018 promotion boards will review the readiness history of officers for each quarter as follows:
   a. For PY2018, the promotion boards will review the readiness history for the previous year (i.e., 1 January 2017 through 31 December 2017).
b. For PY2019, the promotion boards will review the readiness history for the previous 2 years (i.e., 1 January 2017 through 31 December 2018).

c. For PY2020, the promotion boards will review the readiness history for the previous 3 years (i.e., 1 January 2017 through 31 December 2019).

d. For PY2021 the promotion boards will review the readiness history for the previous 4 years (i.e., 1 January 2017 through 31 December 2020).

e. For PY2022 and subsequent years, the promotion boards will review the readiness history for the previous 5 years (i.e., 1 January 2017 through 31 December 2021 for PY2022, 1 January 2018 through 31 December 2023, for PY2023, etc.).

f. The boards may use this information as a factor in the score for professional contributions and services to the Corps and career progression and potential, as well as the overall recommendation for promotion.

5. Basic readiness remains one of the several administrative checks for promotion. Officers in a “not ready” status at the 31 December readiness status report prior to the promotion year will have their records reviewed by the next Retention Review Board. In addition, officers in a “not ready” status at the subsequent 31 March 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.

6. This POM will remain in effect until rescinded.

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Jerome M. Adams, MD, MPH
VADM, USPHS
Surgeon General