



DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
MANPOWER AND RESERVE AFFAIRS DEPARTMENT
HARRY LEE HALL, 17 LEJEUNE ROAD
QUANTICO, VIRGINIA 22134-5104

IN REPLY REFER TO:
1400
MMPR-2
28 Feb 02

From: Commandant of the Marine Corps
To: Lieutenant Colonel Steven G. Morgan

Subj: MODIFICATION TO THE PRECEPT CONVENING THE CY 2002
SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

Ref: CMC ltr 1400 MMPR-2 of 23 Jan 02

1. The following modifications to the reference are authorized.

a. 2ndLt Loch H. Alsgaard, USMCR will be added as administrative personnel support for the Sergeant Major through Master Sergeant Selection Board.

2. All other provisions and guidance in the reference remain the same.


R. W. YODER
By direction



DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
MANPOWER AND RESERVE AFFAIRS DEPARTMENT
HARRY LEE HALL, 17 LEJEUNE ROAD
QUANTICO, VIRGINIA 22134-5104

IN REPLY REFER TO.

1400
MMPR-2
6 Jan 03

From: Commandant of the Marine Corps
To: Colonel Ellen B. Healey [REDACTED] USMC
Subj: MODIFICATION TO THE PRECEPT CONVENING THE CY 2003 SERGEANT
MAJOR THROUGH MASTER SERGEANT SELECTION BOARD
Ref: (a) CMC ltr 1400 MMPR-2 of 27 Dec 02

1. The following modifications to reference (a) are authorized.
 - a. Sergeant Major Carlton P. Chin, USMC, replaced Sergeant Major Gregory Leal, USMC, as a selection board member.
 - b. Sergeant Major Patricia M. McCollough, USMC, replaced Sergeant Major Nancy L. Ainsworth, USMC, as a selection board member.
2. All other provisions and guidance in the reference remain the same.


R. W. YODER
By direction



DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
MANPOWER AND RESERVE AFFAIRS DEPARTMENT
HARRY LEE HALL, 17 LEJEUNE ROAD
QUANTICO, VIRGINIA 22134-5104

IN REPLY REFER TO

1400
MMPR-2

From: Commandant of the Marine Corps
To: Colonel Ellen B. Healey [REDACTED] USMC

Subj: MODIFICATION TO THE PRECEPT CONVENING THE CY 2003 SERGEANT
MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

Ref: (a) CMC ltr 1400 MMPR-2 of 27 Dec 02

1. The following modifications to reference (a) are authorized.

a. Captain Samuel A. Price, USMC, replaced Major Jeffrey C. Johnson, USMCR, as a recorder.

2. All other provisions and guidance in the reference remain the same.


R. W. YODER
By direction



DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
3280 RUSSELL ROAD
QUANTICO, VIRGINIA 22134-5103

IN REPLY REFER TO:

1400
MMPR-2
DEC 27 2002

From: Commandant of the Marine Corps
To: Colonel Ellen B. Healey, USMC

Subj: PRECEPT CONVENING THE CY 2003 SERGEANT MAJOR THROUGH
MASTER SERGEANT SELECTION BOARD

Encl: (1) Supplemental Guidance for the CY 2003 Sergeant Major
through Master Sergeant Selection Board

1. The selection board, consisting of yourself as the president and the following additional board members, to consider all eligible staff noncommissioned officers (SNCOs) for promotion to the next higher grade, is appointed:

Lieutenant Colonel Todd Coker, USMC
Lieutenant Colonel Philip R. Kovach, USMCR
Lieutenant Colonel Donald D. Tolbert Jr., USMC
Lieutenant Colonel Edward Yarnell, USMC
Major Robert W. Barry, Jr., USMC
Major Michael N. Castle, USMC
Major John P. Horvat Jr., USMC
Major Alonzo H. Mays, USMC
Sergeant Major Nancy L. Ainsworth, USMC
Sergeant Major William M. Bloom, USMC
Sergeant Major Chauncey A. Davidson, USMC
Sergeant Major Ethbin E. Hayes, USMC
Sergeant Major Gregory Leal, USMC
Sergeant Major Jimmy D. Mashburn, USMC
Master Gunnery Sergeant Scott B. Allen, USMC
Master Gunnery Sergeant Mitchell R. Brown, USMC
Master Gunnery Sergeant Sigfredo Camacho, USMC
Master Gunnery Sergeant Laurie L. Lenser, USMC
Master Gunnery Sergeant Anthony D. McKenzie, USMC
Master Gunnery Sergeant Mario G. Tanghal, USMC

2. Major Jeffrey C. Johnson, USMCR, will serve as the senior recorder. Major Michael F. Moss, USMCR and Captain William E. Grant, USMC will serve as assistant recorders. A recorder will be present during all selection board deliberations.

Subj: PRECEPT CONVENING THE CY 2003 SERGEANT MAJOR THROUGH
MASTER SERGEANT SELECTION BOARD

3. The following administrative support personnel are hereby appointed:

Col Richard W. Yoder, USMC
Mr. William Hicks
Maj James A. Popielec, USMC
Ms. Min Mei
GySgt Gary A. Richardson, USMC
Ms. Gladys Johnson
Ms. Cynthia Guillory
SSgt LaShaun L. Benjamin, USMC
SSgt James Bride, USMC
Sgt Athienna J. Calixto, USMC
Sgt Timothy Parquez, USMC
Cpl Timothy D. Donovan, USMC
LCpl Eleazar Castro, USMC
LCpl Jessica G. Elias, USMC
LCpl Jason C. Monin, USMC
PFC Daryl J. Charbonneau, USMC
PFC Megan L. Teague, USMC
PFC Marcus R. Vansickle, USMC
PFC Christopher S. Hamilton, USMC
PFC Joshua J. McDermott, USMC
PFC Chad R. Slusher, USMC

4. The selection board is ordered to convene at Harry Lee Hall, Marine Corps Base, Quantico, Virginia, on 6 January 2003, or as soon thereafter as is practicable. Enclosure (1) contains additional guidance for board members to consider in determining the promotion potential and professional qualifications of Marines eligible for consideration.

5. The function of the selection board is to recommend eligible SNCOs to the next higher grade. The Marines selected will be SNCOs whom a majority of the members of the board consider best qualified for promotion to meet the needs of the Marine Corps. In addition to the foregoing standard of best qualified, all Marines recommended for promotion must be fully qualified. Each Marine's qualifications and performance of duty must clearly demonstrate the Marine will be capable of performing the duties normally associated with the next higher grade. This standard applies to all eligible Marines, including those above zone and below zone.

Subj: PRECEPT CONVENING THE CY 2003 SERGEANT MAJOR THROUGH
MASTER SERGEANT SELECTION BOARD

6. The eligibility criteria for consideration for selection in each military occupational specialty (MOS) was promulgated by MARADMINs 603/02 and 644/02.

7. Consideration of below zone eligible Marines.

a. Not more than five percent, or one selection, whichever is greater, may be selected from the below zone of each MOS or OccFld. In addition, the total number of below zone selectees will not exceed five percent of the total allocation for all MOSS/OccFlds.

b. The selection of a Marine from the below zone must be based on the best qualified and fully qualified standard applicable to all eligible Marines. When considering the records of Marines equally well qualified for promotion, you may consider the fact that a selection from the below zone benefits the Marine Corps by creating an incentive for superior performance by Marines below the promotion zone. Accordingly, the selection board is directed to give Marines in the below zone the same careful consideration given other Marines in the above and promotion zones.

8. The selection board will limit the number of selections for promotion to the number of allocations. Changes to allocations, if any, will be published in the selection MARADMIN announcing the results of the board.

9. Upon completion of its proceedings, the selection board will submit its report to the Commandant of the Marine Corps or his authorized representative for approval and signature. The report of the board will be in writing, signed by each member of the board and the recorders. It shall contain the names of the Marines the board recommends for promotion. The report will certify the board complied with all instructions contained in this Precept and, as appropriate, other guidance or instruction provided by the Commandant of the Marine Corps. The report of the board shall certify the board has carefully considered the record of each Marine whose name was furnished to it and in the majority opinion of the board, the Marines recommended by the board are best qualified and fully qualified.



F. C. WILSON
By direction

SUPPLEMENTAL GUIDANCE FOR THE
CY 2003 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

Ref: (a) MCO P1400.32C (MARCORPROMMAN, VOL 2, ENLPROM)
(b) MCO P1200.7M (MOS MANUAL)
(c) MCO P1610.7E (PERFORMANCE EVALUATION SYSTEM)
(d) MCO P5300.12 (SUBSTANCE ABUSE)

1. References (a) and (b), as well as this Precept, state the policies and qualifications for selection to the staff noncommissioned officer (SNCO) grades. References (c) and (d) are germane. In the case of conflicting instructions, the guidelines in this Precept take precedence over those contained in references (a) through (d). The selection board will consider only the instructions and information provided by the Commandant of the Marine Corps or his authorized representative.

2. The following oath or affirmation shall be administered to the recorders by the president of the board:

"Do you solemnly swear (or affirm) that you will keep a true record of the proceedings of this board, and further, that you will not disclose the proceedings or recommendations thereof pertaining to the selection or nonselection of individual enlisted Marines except as authorized or required by the Commandant of the Marine Corps? So help you God."

The following oath or affirmation shall be administered to the members of the board by the senior recorder:

"Do you solemnly swear (or affirm) that you will perform your duties as a member of this board without prejudice or partiality, having in view the special fitness of staff noncommissioned officers and the efficiency of the Marine Corps, and further, that you will not disclose the proceedings or recommendations thereof pertaining to the selection or nonselection of individual enlisted Marines except as authorized or required by the Commandant of the Marine Corps? So help you God."

The following oath or affirmation shall be administered to the administrative support personnel by the senior recorder.

"Do you solemnly swear (or affirm) that you will not disclose the proceedings or recommendations of this board pertaining to the selection or nonselection of individual enlisted Marines except as authorized or required by the Commandant of the Marine Corps? So help you God."

SUPPLEMENTAL GUIDANCE FOR THE
CY 2003 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

3. The Director, Manpower Plans and Policy Division, will provide the selection board the names of all Marines eligible for selection consideration. The board will carefully consider the record of every eligible Marine whose name is furnished.

4. Marines who meet the eligibility criteria for promotion to the next higher grade must have completed the appropriate level Professional Military Education (PME). Marines who have not completed the appropriate PME requirements will be considered less than fully qualified for promotion. All PME requirements must be completed no later than 5 January 2002, the day prior to the selection board's convening. The PME requirements for selection for promotion are as follows:

a. Selection to First Sergeant. Completion of the SNCO Career Course (Resident or Nonresident (MCI Program 7100)), SNCO Advance Course (Resident and Nonresident (MCI Program 7200)), and Warfighting Skills Program (MCI Program 7400). Marines who have successfully completed Recruiters School, Drill Instructor School or Marine Security Guard School (at any time in their career since promotion to corporal) and have completed the SNCO Advanced Nonresident Program, may substitute one of the aforementioned schools for the SNCO Advanced Resident Program requirement.

b. Selection to Master Sergeant. Completion of the SNCO Advanced Nonresident Program (MCI Program 7200) and the Warfighting Skills Program (MCI Program 7400).

5. The selection board may request an extension of the promotion zone of an MOS, if a below zone exists for that MOS, and the board, after careful consideration of all records, decides that a sufficient number of qualified Marines cannot be found within the promotion zone and above zone. The board will coordinate with the Director, Manpower Plans and Policy Division (MP), via the Director, Personnel Management Division (MM) prior to effecting a zone change. Additionally, if the promotion opportunity decreases significantly, the board may request from the CMC (MP) via the CMC (MM) that the promotion zone be decreased to maintain promotion opportunity.

6. Marines who are selected for appointment to warrant officer or who are participating in the Marine Enlisted Commissioning Education Program are eligible for noncompetitive selection consideration. The selection of these Marines will not count against the competitive allocations. Reference (a) contains the

SUPPLEMENTAL GUIDANCE FOR THE
CY 2003 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

criteria for evaluating Marines in this category. PME requirements are waived for Marines considered noncompetitively.

7. The selection board will carefully consider each Marine's appearance. Official photographs are the best indicators; however, if a record does not contain a photograph, every effort will be made to evaluate a Marine's appearance from fitness report markings.

8. All Marines are assigned to commands at the discretion of competent command authority. Accordingly, billet assignments are widely diverse, with many Marines serving outside of their primary MOS in billets that could be considered less desirable, and/or in commands that may not be considered within the mainstream of the Marine Corps. Regardless of duty assignment, all Marines serve because there is a vital need to support the continued readiness of our Corps. Marines serving in billets outside their primary MOS are to be considered qualified for promotion based upon their performance in their assigned duties.

9. Particular effort must be applied to interpreting the markings of fitness reports before, during, and after assignment to recruiting or drill instructor duty. Because of the standards applied during these assignments, marks may be lower than marks reflected by an equal level of performance in other duty assignments. Additionally, the following should be carefully considered:

a. The recruiting of highly qualified men and women for the Marine Corps is one of the most difficult and demanding duties that any Marine can face today. Marines who undergo a rigorous screening process, successfully complete a difficult training program, and are presently serving in or have successfully completed a recruiting assignment, will be considered "highly qualified" for promotion, unless evidence to the contrary is presented. The board should be especially diligent in determining, to the best of its ability, whether performance of duty while on recruiting duty reflects a dedication to compliance with all guidance and procedures. If noncompetitive markings on fitness reports appear to be solely the result of a failure to meet a recruiting quota, even though all guidance and procedures were complied with, and the Marine's overall record shows characteristics that otherwise would suggest a high potential for effective performance at a higher grade, the board will use its judgment in weighing the significance of the lower marks.

SUPPLEMENTAL GUIDANCE FOR THE
CY 2003 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

b. Marines who passed a rigid screening process, underwent rigorous training requirements, and are successfully serving in or have successfully completed a demanding assignment as a drill instructor, will be considered "highly qualified" for promotion.

c. The records of some Marines will indicate that they have performed duty with the Marine Security Guard Battalion. The requirements for such assignments are stringent, and a successful tour of duty is indicative of superior leadership qualities. These Marines will be considered "highly qualified" for promotion.

d. The records of some Marines will indicate that they have performed duty with the Marine Corps Security Force. The requirements for such assignments are stringent, and a successful tour of duty is indicative of superior leadership qualities. These Marines will be considered "highly qualified" for promotion.

e. The records of some Marines will indicate they are serving in or have completed duty as Instructors with the Schools of Infantry and received a secondary MOS of 8513. This demanding duty literally brings to life the fundamental connection between the Marine and his/her rifle and the relationships between Marines that build trust and reliance on each other. Teaching our Marines their basic combat skills is the all-important second step in the "making of Marines." Marines who have passed a rigorous screening process, undergone rigorous training requirements, and are serving in or have successfully completed the demanding assignment as a School of Infantry Instructor will be considered "highly qualified" for promotion.

10. Marines with certain primary MOSs historically do not have an opportunity to serve in B-billetts due to extensive school training, career progression at a certain pay grade, perishable MOS skills, or insufficient overall strength of the MOS. Marines in these occupational specialties will not be denied the opportunity to serve in a B-billet if the MOS can afford the assignment; however, they will not routinely be assigned to such duties. Due to this limited opportunity to serve in a B-billet, Marines in the grades and MOSs listed below should be given equal consideration with their peers even though they may not have served in a B-billet:

<u>PMOS</u>	<u>PAY GRADE</u>	<u>REASON</u>
0241	E-7	Perishable skill
0291	E-8 to E-9	Critical MOS strength
0321	E-7 to E-9	Critical MOS strength

SUPPLEMENTAL GUIDANCE FOR THE
CY 2003 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

0681	E-7	Perishable skill
0689	E-7 to E-8	Perishable skill
2651	E-8 to E-9	Perishable skill
2671	E-7	Perishable skill
2673	E-7	Perishable skill
2823	E-7	Perishable skill
2834	E-7	Perishable skill
4429	E-7 to E-9	Perishable skill
5526	E-7	Perishable skill
5528	E-7	Perishable skill
5534	E-7	Perishable skill
5536	E-7	Perishable skill
5537	E-7	Perishable skill
5541	E-7	Perishable skill
5543	E-7	Perishable skill
5544	E-7	Perishable skill
5546	E-7	Perishable skill
5547	E-7	Perishable skill
5548	E-7	Perishable skill
5563	E-7	Perishable skill
5565	E-7	Perishable skill
5566	E-7	Perishable skill
6074	E-7	Perishable skill
6242	E-7 to E-9	Perishable skill
6842	E-7 to E-9	Perishable skill
7372	E-7 to E-9	Perishable skill
7382	E-7 to E-9	Perishable skill
9812	E-7 to E-9	Perishable skill
9999	E-8 to E-9	Perishable skill

11. Members of the selection board will familiarize themselves with Marine Corps policy on alcoholism and alcohol abuse as outlined in reference (d). The board will not deny selection opportunity to Marines diagnosed and successfully treated for alcoholism or alcohol abuse. However, the board will consider any misconduct or reduction in performance resulting from alcoholism or alcohol abuse when determining fitness for promotion.

12. Selection board members will familiarize themselves with Marine Corps policy concerning the distribution, possession, or use of illegal drugs. The detrimental effect of drug use in individual performance, leadership, and mission accomplishment is damaging not only to the Marine, but also to the Marine Corps as a whole. Disregard for disciplinary and organizational values will not be tolerated, and the board will consider such behavior when a

SUPPLEMENTAL GUIDANCE FOR THE
CY 2003 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

Marine's potential is evaluated.

13. The Department of the Navy is dedicated to equality of treatment and opportunity for all personnel without regard to race, creed, color, gender, or national origin. The Marine Corps goal is a professional working environment in which a Marine's race, creed, color, gender, or national origin will not impact their professional opportunities. Accordingly, within this board's charter to select those SNCOs who are best and fully qualified, you must ensure that SNCOs are not disadvantaged because of their race, creed, color, gender, or national origin.

a. In your evaluation of the records of minority and women Marines, as with all Marines, you must clearly afford them fair and equitable consideration. You should be particularly vigilant in your evaluation of these records to take care that no Marine's selection opportunity is disadvantaged by past attitudes or by service utilization policies or practices. You should evaluate each Marine's potential to assume the responsibilities of the next higher grade, the overriding factor being performance of assigned duties.

b. This guidance should not be interpreted as requiring or permitting preferential treatment of any Marine or group of Marines on the basis of race, creed, color, gender, or national origin.

14. The official military personnel records provided to the selection board may include medical documents relevant to a Marine's physical qualifications. If the board desires clarification of any such document, the board president will reduce the board's questions to writing and forward them to the Director, Personnel Management Division. The Director will provide such clarification as may be appropriate.

15. The enlisted promotion system does not have a medical prerequisite for promotion. The policy of the Commandant of the Marine Corps is that all enlisted Marines who are otherwise qualified will not lose their eligibility for promotion consideration if hospitalized or if on temporary limited duty due to medical reasons. However, enlisted Marines who have been approved for Permanent Limited Duty (PLD), who have less than 20 qualifying years of service for retirement, and are retained in a PLD category to complete 20 years of qualifying service for retirement, are not eligible for selection consideration.

SUPPLEMENTAL GUIDANCE FOR THE
CY 2003 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

16. All communications intended to express the views of the Commandant of the Marine Corps or other senior authority to the members of the selection board shall be in writing, furnished to each member, and made a part of the board record. The board shall consider only those official records, other information, and guidelines provided by the Commandant of the Marine Corps. No voting board member may communicate with an eligible Marine, reporting senior, or other person to solicit information, favorable or unfavorable, about an eligible Marine.

17. All documented incidents of misconduct and substandard performance that are included in a Marine's official record must be briefed to all voting board members. Members must carefully consider each such incident in connection with their deliberations. When discussing a member's personal knowledge of the professional qualifications of an eligible Marine, the board is reminded that if personal remarks, based on a member's personal knowledge, could be considered adverse, the member cannot discuss their personal knowledge or evaluation unless such adverse information is contained in the Marine's official record or other official material placed before the board for consideration. Should an eligible Marine's record reveal the removal of a fitness report by the Performance Evaluation Review Board or the Board for Correction of Naval Records, the member may not discuss their personal knowledge of the fitness report or the circumstances that resulted in the removal of the report from the Marine's official record.

18. Faced with many highly qualified Marines, there may be a tendency to simplify your task by summarily putting aside the folders of Marines whose past records are less than perfect. However, to do this is to fall short of your obligation. Your charge is to find the "best qualified" Marines. A judgment of the whole person and the whole record is required to determine whose future potential will best serve the Marine Corps. You may conclude that particular adverse information undermines a Marine's ability to serve successfully in a position of increased authority and responsibility, despite an otherwise outstanding record. On the other hand, you may find that a Marine's overall outstanding performance demonstrates such potential for future service that it outweighs any deficiency noted in the record. Some Marines will have learned from their mistakes in ways that make them stronger; others will have strengths that outweigh relatively small weaknesses in their records.

SUPPLEMENTAL GUIDANCE FOR THE
CY 2003 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

Please make the best, not simply the most obviously defensible choices. By doing this, you will not only fulfill your obligation, you will also better serve the Marine Corps.

19. In your consideration, please be sensitive to the fact that the needs of the Marine Corps have changed over the years and will continue to change. Be especially alert for Marines who have embraced change by conceiving and trying new solutions to our most challenging problems. The Marine Corps needs bold Marines who are willing to think creatively and take well-calculated risks. Give priority to promoting Marines who have shown initiative in finding and pursuing the most effective ways of accomplishing our mission. Also note, in this regard, that Marines with the greatest capacity for innovation may have served in billets different from the norm. In the context of a changing Marine Corps, the best-qualified Marines may reflect a variety of backgrounds.



DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
MANPOWER AND RESERVE AFFAIRS DEPARTMENT
HARRY LEE HALL, 17 LEJEUNE ROAD
QUANTICO, VIRGINIA 22134-5104

IN REPLY REFER TO:

1400
MMPR-2

From: Commandant of the Marine Corps
To: Lieutenant Colonel Steven G. Morgan

Subj: MODIFICATION TO PRECEPT CONVENING THE CY 2002 SERGEANT MAJOR
THROUGH MASTER SERGEANT SELECTION BOARD

Ref: CMC ltr 1400 MMPR-2 of 23 Jan 02

1. The following modification to the reference is authorized.

a. Colonel Michael E. Kampsen, USMC is relieved of his duties as President for the CY 2002 Sergeant Major through Master Sergeant Selection Board.

b. Effective 0700, 19 Feb 02 you will assume the duties of President for the CY 2002 Sergeant Major through Master Sergeant Selection Board.

2. All other provisions and guidance in the reference remain the same.

F. C. Wilson

F. C. WILSON

By direction



DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
MANPOWER AND RESERVE AFFAIRS DEPARTMENT
HARRY LEE HALL, 17 LEJEUNE ROAD
QUANTICO, VIRGINIA 22134-5104

IN REPLY REFER TO.

1400

MMPR-2

JAN 28 2002

From: Commandant of the Marine Corps
To: Colonel Michael E. Kampsen

Subj: MODIFICATION TO PRECEPT CONVENING THE CY 2002 SERGEANT MAJOR
THROUGH MASTER SERGEANT SELECTION BOARD

Ref: CMC ltr 1400 MMPR-2 of 23 Jan 02

1. The following modification to the reference is authorized.

a. Major Todd L. Lehfeldt, USMCR will be relieved of his duties as a senior recorder for the CY 2002 Sergeant Major through Master Sergeant Selection Board.

b. Major Dana I. Arenson, USMCR will assume the duties of senior recorder for the CY 2002 Sergeant Major through Master Sergeant Selection Board.

2. All other provisions and guidance in the reference remain the same.

F.C. Wilson

F. C. WILSON
By direction



DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
3280 RUSSELL ROAD
QUANTICO, VIRGINIA 22134-5103

IN REPLY REFER TO:
1400
MMPR-2
JAN 23 2002

From: Commandant of the Marine Corps
To: Colonel Michael E. Kampsen

Subj: PRECEPT CONVENING THE CY 2002 SERGEANT MAJOR THROUGH
MASTER SERGEANT SELECTION BOARD

Encl: (1) CY 2002 Sergeant Major through Master Sergeant
Board Allocations
(2) Supplemental Guidance for the CY 2002 Sergeant Major
through Master Sergeant Selection Board

1. The selection board, consisting of yourself as the president and the following additional board members, to consider all eligible staff noncommissioned officers (SNCOs) for promotion to the next higher grade, is appointed:

LtCol Daniel M. Fitzgerald, USMC
LtCol Steve G. Morgan, USMC
LtCol Ted A. Parks, USMC
LtCol Steve S. Simpson, USMC
Maj Grady A. Belyeu Jr., USMC
Maj Bradley C. Close, USMC
Maj Adrienne F. Evertson, USMC
Maj Ian L. Stone, USMC
SgtMaj Robert Colon, USMC
SgtMaj Curtis H. Davis, USMC
SgtMaj Jerome S. Goodman, USMC
SgtMaj Robert C. Hollings, USMC
SgtMaj Alexander Williams, USMC
SgtMaj Janet K. White, USMC
MGySgt Scott E. Brakhage, USMC
MGySgt Mark R. Cooper, USMC
MGySgt Eugene G. Gladden, USMC
MGySgt Armen Kullukian, USMC
MGySgt James Pulido, USMC
MGySgt Issac Rodriguez Jr., USMC

2. Major Todd L. Lehfeldt, USMCR, will serve as the senior recorder. Captain Jeffrey T. Murphy, USMCR, and Captain Alexander H. Snowden, USMC, will serve as assistant recorders. A recorder will be present during all selection board deliberations.

Subj: PRECEPT CONVENING THE CY 2002 SERGEANT MAJOR THROUGH
MASTER SERGEANT SELECTION BOARD

3. The following administrative support personnel are hereby appointed:

Col Richard W. Yoder, USMC
Mr. Joseph G. Dunn
Maj James A. Popielec, USMC
Ms. Min Mei
MSgt Charlotte Wheeler, USMC
GySgt Scott A. Sherrill, USMC
Ms. Gladys Johnson
SSgt Faye J. Casarez, USMC
Ms. Cynthia Guillory
Sgt LaShaun L. Benjamin, USMC
Cpl Athienna J. Calixto, USMC
Cpl Timothy D. Donovan, USMC
Cpl Jenny L. Smith, USMC
LCpl Eleazar Castro, USMC
PFC Jontae G. Barber, USMC
PFC Indra L. Cabellos, USMC
PFC Aaron J. Chudosky, USMC
PFC Christopher A. Koci, USMC
PFC Jarrett D. McCann, USMC
PFC Rafael D. Pena, USMC
PFC Demetrius D. Wilburn, USMC

4. The selection board is ordered to convene at Harry Lee Hall, Marine Corps Base, Quantico, Virginia, on 28 January 2002, or as soon thereafter as is practicable. Enclosure (1) contains the allocations by intended MOS (IMOS) and enclosure (2) contains additional guidance for board members to consider in determining the promotion potential and professional qualifications of Marines eligible for consideration.

5. The function of the selection board is to recommend eligible SNCOs to the next higher grade. The Marines selected will be SNCOs whom a majority of the members of the board consider best qualified for promotion to meet the needs of the Marine Corps. In addition to the foregoing standard of best qualified, all Marines recommended for promotion must be fully qualified. Each Marine's qualifications and performance of duty must clearly demonstrate that the Marine will be capable of performing the duties normally associated with the next higher grade. This standard applies to all eligible Marines, including those above zone and below zone.

Subj: PRECEPT CONVENING THE CY 2002 SERGEANT MAJOR THROUGH
MASTER SERGEANT SELECTION BOARD

6. The eligibility criteria for consideration for selection in each military occupational specialty (MOS) have been promulgated by MARADMINs 584/01 and 004/02.

7. Consideration of below zone eligible Marines.

a. Not more than five percent, or one selection, whichever is greater, may be selected from the below zone of each MOS or OccFld. In addition, the total number of below zone selectees will not exceed five percent of the total allocation for all MOSs/OccFlds.

b. The selection of a Marine from the below zone must be based on the best qualified and fully qualified standard applicable to all eligible Marines. When considering the records of Marines equally well qualified for promotion, you may consider the fact that a selection from the below zone benefits the Marine Corps by creating an incentive for superior performance by Marines below the promotion zone. Accordingly, the selection board is directed to give Marines in the below zone the same careful consideration given other Marines in the above and promotion zones.

8. The selection board will limit the number of selections for promotion to the allocations identified in enclosure (1). Changes to allocations, if any, will be published by select MARADMIN.

9. Upon completion of its proceedings, the selection board will submit its report to the Commandant of the Marine Corps or his authorized representative for approval and signature. The report of the board will be in writing, signed by each member of the board and the recorders. It shall contain the names of the Marines the board recommends for promotion. The report will certify that the board has complied with all instructions contained in this Precept and, as appropriate, other guidance or instruction provided by the Commandant of the Marine Corps. The report of the board shall certify that the board has carefully considered the record of each Marine whose name was furnished to it and that, in the majority opinion of the board, the Marines recommended by the board are best qualified and fully qualified.



F.C. WILSON

SERGEANT MAJOR/MASTER GUNNERY SERGEANT
ALLOCATIONS

<u>MOS</u>	<u>Allocation</u>	<u>MOS</u>	<u>Allocation</u>	<u>MOS</u>	<u>Allocation</u>
0161	0	0193	3	0291	2
0369	15	0411	2	0491	9
0511	3	0681	2	0689	0
0691	13	0811	1	0848	1
0861	1	1169	3	1349	0
1371	0	1391	2	1812	0
1833	1	2149	0	2181	0
2311	2	2336	4	2651	2
2691	5	2874	0	2891	7
3043	2	3044	0	3051	0
3052	0	3112	1	3381	2
3432	2	3441	1	3451	1
3529	5	3537	1	4099	0
4133	2	4341	1	4421	1
4429	0	4691	0	5519	0
5521	0	5523	1	5711	1
5811	1	5821	0	5831	1
5959	0	5993	2	6019	12
6042	1	6046	2	6242	1
6391	6	6591	6	6672	3
6694	1	6842	1	7011	1
7041	1	7051	3	7212	0
7236	0	7242	0	7291	0
7314	0	7372	0	7382	1
8412	6	8421	2	9812	0
9999	45				

TOTAL: 195

FIRST SERGEANT/MASTER SERGEANT ALLOCATIONS

<u>MOS</u>	<u>Allocation</u>	<u>MOS</u>	<u>Allocation</u>	<u>MOS</u>	<u>Allocation</u>
0161	0	0193	29	0211	3
0231	7	0241	4	0251	3
0261	0	0369	47	0411	10
0491	30	0511	3	0681	4
0689	5	0691	39	0811	7
0848	6	0861	5	1169	10
1349	12	1371	6	1391	6
1812	4	1833	6	2149	3
2181	3	2311	5	2336	12
2651	3	2691	8	2823	5
2874	0	2891	20	3043	19
3044	3	3051	6	3052	1
3112	6	3381	9	3432	4
3441	3	3451	3	3529	12
3537	16	4066	10	4067	0
4133	7	4341	4	4421	3
4429	1	4691	3	5519	0
5521	0	5523	2	5711	0
5811	12	5821	0	5831	4
5939	2	5948	1	5959	7
5974	2	5979	0	6019	45
6042	3	6046	4	6242	3
6391	20	6591	15	6672	9
6694	4	6842	5	7011	0
7041	5	7051	2	7212	4
7236	5	7242	2	7291	3
7314	1	7372	0	7382	2
8412	26	8421	6	9812	2
9999	137				

TOTAL: 748

SUPPLEMENTAL GUIDANCE FOR THE
CY 2002 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

Ref: (a) MCO P1400.32C (MARCORPROMMAN, VOL 2, ENLPROM)
(b) MCO P1200.7M (MOS MANUAL)
(c) MCO P1610.7E (PERFORMANCE EVALUATION SYSTEM)
(d) MCO P5300.12 (SUBSTANCE ABUSE)

1. References (a) and (b), as well as this Precept, state the policies and qualifications for selection to the staff noncommissioned officer (SNCO) grades. References (c) and (d) are germane. In the case of conflicting instructions, the guidelines in this Precept take precedence over those contained in references (a) through (d). The selection board will consider only the instructions and information provided by the Commandant of the Marine Corps or his authorized representative.

2. The following oath or affirmation shall be administered to the recorders by the president of the board:

"Do you solemnly swear (or affirm) that you will keep a true record of the proceedings of this board, and further, that you will not disclose the proceedings or recommendations thereof pertaining to the selection or nonselection of individual enlisted Marines except as authorized or required by the Commandant of the Marine Corps? So help you God."

The following oath or affirmation shall be administered to the members of the board by the senior recorder:

"Do you solemnly swear (or affirm) that you will perform your duties as a member of this board without prejudice or partiality, having in view the special fitness of staff noncommissioned officers and the efficiency of the Marine Corps, and further, that you will not disclose the proceedings or recommendations thereof pertaining to the selection or nonselection of individual enlisted Marines except as authorized or required by the Commandant of the Marine Corps? So help you God."

The following oath or affirmation shall be administered to the administrative support personnel by the senior recorder.

"Do you solemnly swear (or affirm) that you will not disclose the proceedings or recommendations of this board pertaining to the selection or nonselection of individual enlisted Marines except as authorized or required by the Commandant of the Marine Corps? So help you God."

SUPPLEMENTAL GUIDANCE FOR THE
CY 2002 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

3. The Director, Manpower Plans and Policy Division, will provide the selection board the names of all Marines eligible for selection consideration. The board will carefully consider the record of every eligible Marine whose name is furnished.

4. Marines who meet the eligibility criteria for promotion to the next higher grade must have completed the appropriate level Professional Military Education (PME). Marines who have not completed the appropriate PME requirements will be considered less than fully qualified for promotion. All PME requirements must be completed no later than 27 January 2002, the day prior to the selection board's convening. The PME requirements for selection for promotion are as follows:

a. Selection to First Sergeant. Completion of the SNCO Career Course (Resident or Nonresident (MCI Program 7100)), SNCO Advance Course (Resident and Nonresident (MCI Program 7200)), and Warfighting Skills Program (MCI Program 7400). Marines who have successfully completed Recruiters School, Drill Instructor School or Marine Security Guard School (at any time in their career since promotion to corporal) and have completed the SNCO Advanced Nonresident Program, may substitute one of the aforementioned schools for the SNCO Advanced Resident Program requirement.

b. Selection to Master Sergeant. Completion of the SNCO Advanced Nonresident Program (MCI Program 7200) and the Warfighting Skills Program (MCI Program 7400).

5. The selection board may request an extension of the promotion zone of an MOS, if a below zone exists for that MOS, and the board, after careful consideration of all records, decides that a sufficient number of qualified Marines cannot be found within the promotion zone and above zone. The board will coordinate with the Director, Manpower Plans and Policy Division (MP), via the Director, Personnel Management Division (MM) prior to effecting a zone change. Additionally, if the promotion opportunity decreases significantly, the board may request from CMC (MP) via the CMC (MM) that the promotion zone be decreased to maintain promotion opportunity.

6. Marines who are selected for appointment to warrant officer or who are participating in the Marine Enlisted Commissioning Education Program are eligible for noncompetitive selection consideration. The selection of these Marines will not count against the competitive allocations. Reference (a) contains the

SUPPLEMENTAL GUIDANCE FOR THE
CY 2002 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

criteria for evaluating Marines in this category. PME requirements are waived for Marines considered noncompetitively.

7. The selection board will carefully consider each Marine's appearance. Official photographs are the best indicators; however, if a record does not contain a photograph, every effort will be made to evaluate a Marine's appearance from fitness report markings.

8. All Marines are assigned to commands at the discretion of competent command authority. Accordingly, billet assignments are widely diverse, with many Marines serving outside of their primary MOS in billets that could be considered less desirable, and/or in commands that may not be considered within the mainstream of the Marine Corps. Regardless of duty assignment, all Marines serve because there is a vital need to support the continued readiness of our Corps. Marines serving in billets outside their primary MOS are to be considered qualified for promotion based upon their performance in their assigned duties.

9. Particular effort must be applied to interpreting the markings of fitness reports before, during, and after assignment to recruiting or drill instructor duty. Because of the standards applied during these assignments, marks may be lower than marks reflected by an equal level of performance in other duty assignments. Additionally, the following should be carefully considered:

a. The recruiting of highly qualified men and women for the Marine Corps is one of the most difficult and demanding duties that any Marine can face today. Marines who undergo a rigorous screening process, successfully complete a difficult training program, and are presently serving in or have successfully completed a recruiting assignment, will be considered "highly qualified" for promotion, unless evidence to the contrary is presented. The board should be especially diligent in determining, to the best of its ability, whether performance of duty while on recruiting duty reflects a dedication to compliance with all guidance and procedures. If noncompetitive markings on fitness reports appear to be solely the result of a failure to meet a recruiting quota, even though all guidance and procedures were complied with, and the Marine's overall record shows characteristics that otherwise would suggest a high potential for effective performance at a higher grade, the board will use its judgment in weighing the significance of the lower marks.

SUPPLEMENTAL GUIDANCE FOR THE
CY 2002 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

b. Marines who passed a rigid screening process, underwent rigorous training requirements, and are successfully serving in or have successfully completed a demanding assignment as a drill instructor, will be considered "highly qualified" for promotion.

c. The records of some Marines will indicate that they have performed duty with the Marine Security Guard Battalion. The requirements for such assignments are stringent, and a successful tour of duty is indicative of superior leadership qualities. These Marines will be considered "highly qualified" for promotion.

d. The records of some Marines will indicate that they have performed duty with the Marine Corps Security Force. The requirements for such assignments are stringent, and a successful tour of duty is indicative of superior leadership qualities. These Marines will be considered "highly qualified" for promotion.

e. The records of some Marines will indicate they are serving in or have completed duty as Instructors with the Schools of Infantry and received a secondary MOS of 8513. This demanding duty literally brings to life the fundamental connection between the Marine and his/her rifle and the relationships between Marines that build trust and reliance on each other. Teaching our Marines their basic combat skills is the all-important second step in the "making of Marines". Marines who have passed a rigorous screening process, underwent rigorous training requirements, and are serving in or have successfully completed the demanding assignment as a School of Infantry Instructor will be considered "highly qualified" for promotion.

10. Marines with certain primary MOSs historically do not have an opportunity to serve in B-billetts due to extensive school training, career progression at a certain pay grade, perishable MOS skills, or insufficient overall strength of the MOS. Marines in these occupational specialties will not be denied the opportunity to serve in a B-billet if the MOS can afford the assignment; however, they will not routinely be assigned to such duties. Due to this limited opportunity to serve in a B-billet, Marines in the grades and MOSs listed below should be given equal consideration with their peers even though they may not have served in a B-billet:

<u>PMOS</u>	<u>PAY GRADE</u>	<u>REASON</u>
0211	E-4 to E-8	Critical MOS strength
0241	E-5 to E-8	Critical MOS strength
0251	E-4 to E-8	Critical MOS strength

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2671	E-1 to E-7	Perishable skill
2673	E-1 to E-7	Perishable skill
2674	E-1 to E-7	Perishable skill
2675	E-1 to E-7	Perishable skill
2821	E-5 to E-7	Critical MOS strength
2823	E-5 to E-7	Critical MOS strength
2834	E-6 and E-7	Critical MOS strength
4429	E-4 to E-9	Perishable skill
6313	E-1 to E-7	Critical MOS strength
6314	E-1 to E-7	Critical MOS strength
6842	E-5 to E-9	Perishable skill
7257	E-1 to E-7	Critical MOS strength

11. Members of the selection board will familiarize themselves with Marine Corps policy on alcoholism and alcohol abuse as outlined in reference (d). The board will not deny selection opportunity to Marines diagnosed and successfully treated for alcoholism or alcohol abuse. However, the board will consider any misconduct or reduction in performance resulting from alcoholism or alcohol abuse when determining fitness for promotion.

12. Selection board members will familiarize themselves with Marine Corps policy concerning the distribution, possession, or use of illegal drugs. The detrimental effect of drug use in individual performance, leadership, and mission accomplishment is damaging not only to the Marine, but also to the Marine Corps as a whole. Disregard for disciplinary and organizational values will not be tolerated, and the board will consider such behavior when a Marine's potential is evaluated.

13. The Department of the Navy is dedicated to equality of treatment and opportunity for all personnel without regard to race, creed, color, gender, or national origin. The Marine Corps goal is a professional working environment in which a Marine's race, creed, color, gender, or national origin will not impact their professional opportunities. Accordingly, within this board's charter to select those SNCOs who are best and fully qualified, you must ensure that SNCOs are not disadvantaged because of their race, creed, color, gender, or national origin.

a. In your evaluation of the records of minority and women Marines, as with all Marines, you must clearly afford them fair and equitable consideration. You should be particularly vigilant in your evaluation of these records to take care that no Marine's selection opportunity is disadvantaged by past attitudes or by

SUPPLEMENTAL GUIDANCE FOR THE
CY 2002 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

service utilization policies or practices. You should evaluate each Marine's potential to assume the responsibilities of the next higher grade, the overriding factor being performance of assigned duties.

b. This guidance should not be interpreted as requiring or permitting preferential treatment of any Marine or group of Marines on the basis of race, creed, color, gender, or national origin.

14. The official military personnel records provided to the selection board may include medical documents relevant to a Marine's physical qualifications. If the board desires clarification of any such document, the board president will reduce the board's questions to writing and forward them to the Director, Personnel Management Division. The Director will provide such clarification as may be appropriate.

15. The enlisted promotion system does not have a medical prerequisite for promotion. The policy of the Commandant of the Marine Corps is that all enlisted Marines who are otherwise qualified will not lose their eligibility for promotion consideration if hospitalized or if on temporary limited duty due to medical reasons. However, enlisted Marines who have been approved for Permanent Limited Duty (PLD), who have less than 20 qualifying years of service for retirement, and are retained in a PLD category to complete 20 years of qualifying service for retirement, are not eligible for selection consideration.

16. All communications intended to express the views of the Commandant of the Marine Corps or other senior authority to the members of the selection board shall be in writing, furnished to each member, and made a part of the board record. The board shall consider only those official records, other information, and guidelines provided by the Commandant of the Marine Corps. No voting board member may communicate with an eligible Marine, reporting senior, or other person to solicit information, favorable or unfavorable, about an eligible Marine.

17. All documented incidents of misconduct and substandard performance that are included in a Marine's official record must be briefed to all voting board members. Members must carefully consider each such incident in connection with their deliberations. When discussing a member's personal knowledge of the professional qualifications of an eligible Marine, the board is reminded that if personal remarks, based on a member's personal knowledge, could be

SUPPLEMENTAL GUIDANCE FOR THE
CY 2002 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

considered adverse, the member cannot discuss their personal knowledge or evaluation unless such adverse information is contained in the Marine's official record or other official material placed before the board for consideration. Should an eligible Marine's record reveal the removal of a fitness report by the Performance Evaluation Review Board or the Board for Correction of Naval Records, the member may not discuss their personal knowledge of the fitness report or the circumstances that resulted in the removal of the report from the Marine's official record.

18. Faced with many highly qualified Marines, there may be a tendency to simplify your task by summarily putting aside the folders of Marines whose past records are less than perfect. However, to do this is to fall short of your obligation. Your charge is to find the "best qualified" Marines. A judgment of the whole person and the whole record is required to determine whose future potential will best serve the Marine Corps. You may conclude that particular adverse information undermines a Marine's ability to serve successfully in a position of increased authority and responsibility, despite an otherwise outstanding record. On the other hand, you may find that a Marine's overall outstanding performance demonstrates such potential for future service that it outweighs any deficiency noted in the record. Some Marines will have learned from their mistakes in ways that make them stronger; others will have strengths that outweigh relatively small weaknesses in their records. Please make the best, not simply the most obviously defensible choices. By doing this, you will not only fulfill your obligation, you will also better serve the Marine Corps.

19. In your consideration, please be sensitive to the fact that the needs of the Marine Corps have changed over the years and will continue to change. Be especially alert for Marines who have embraced change by conceiving and trying new solutions to our most challenging problems. The Marine Corps needs bold Marines who are willing to think creatively and take well-calculated risks. Give priority to promoting Marines who have shown initiative in finding and pursuing the most effective ways of accomplishing our mission. Also note, in this regard, that Marines with the greatest capacity for innovation may have served in billets different from the norm. In the context of a changing Marine Corps, the best-qualified Marines may reflect a variety of backgrounds.



DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
2 NAVY ANNEX
WASHINGTON, DC 20380-1775

IN REPLY REFER TO

1400
MMPR-2

From: Commandant of the Marine Corps
To: Colonel Michael K. Toellner, USMC

Subj: PRECEPT CONVENING THE FY 2004 SERGEANT MAJOR THROUGH
MASTER SERGEANT SELECTION BOARD

Encl: (1) Supplemental Guidance for the FY 2004 Sergeant Major
through Master Sergeant Selection Board

1. The selection board, consisting of yourself as the president and the following additional board members, to consider all eligible staff noncommissioned officers (SNCOs) for promotion to the next higher grade, is appointed:

Lieutenant Colonel Matthew J. Bonnot, USMC
Lieutenant Colonel David G. Gran, USMC
Lieutenant Colonel Charles A. Johnson, Jr., USMC
Lieutenant Colonel Robert M. Lottie, USMC
Lieutenant Colonel Franklin J. Rosa, USMC
Major Mary A. Augustitus, USMC
Major Anthony J. Banks, USMC
Major Joseph K. Hottendorf, USMC
Sergeant Major Nancy L. Ainsworth, USMC
Sergeant Major Bryan B. Battaglia, USMC
Sergeant Major Armando Escobedo, USMC
Sergeant Major Brian K. Jackson, USMC
Sergeant Major Darin D. Simmons, USMC
Sergeant Major Efrem A. Wilson, USMC
Master Gunnery Sergeant Warren Martin, USMC
Master Gunnery Sergeant Ronnie M. Mejia, USMC
Master Gunnery Sergeant Herbert H. Mumford, Jr., USMC
Master Gunnery Sergeant Dora M. Rodriguez, USMC
Master Gunnery Sergeant Alton G. Styron, USMC
Master Gunnery Sergeant Michael T. Tanner, USMC

2. Captain Alison J. Thompson, USMC, will serve as the senior recorder. Captain Shannon L. Day, USMCR, and Captain Mauricio Nieto, USMCR, will serve as assistant recorders. A recorder will be present during all selection board deliberations.

Subj: PRECEPT CONVENING THE FY 2004 SERGEANT MAJOR THROUGH
MASTER SERGEANT SELECTION BOARD

Subj: PRECEPT CONVENING THE FY 2004 SERGEANT MAJOR THROUGH
MASTER SERGEANT SELECTION BOARD

3. The following administrative support personnel are hereby appointed:

Col Lee W. Freund, USMC
Mr. William Hicks
Maj James A. Popielec, USMC
Ms. Min Mei
GySgt James B. Bride, USMC
GySgt Gary A. Richardson, USMC
Ms. Gladys Johnson
Ms. Dawn K. Murphy
Ms. Cynthia Guillory
SSgt Eric S. Green, USMC
Sgt Timothy L. Brown, USMC
Sgt Timothy D. Donovan, USMC
Cpl Eleazar Castro, USMC
LCpl Joseph E. Odell, USMC
LCpl Joshua D. Bainbridge, USMC
LCpl Jennifer L. Sinicki, USMC
LCpl Chad R. Slusher, USMC
PFC Salvador A. Arbujo, USMC
PFC Jason M. Koerbel, USMC
PFC Tiffany A. Lawyer, USMC
PFC Joshua P. Villegas, USMC
PFC Raul Rojas, USMC

4. The selection board is ordered to convene at Harry Lee Hall, Marine Corps Base, Quantico, Virginia, on 20 October 2003, or as soon thereafter as is practicable. Enclosure (1) contains additional guidance for board members to consider in determining the promotion potential and professional qualifications of Marines eligible for consideration.

5. The function of the selection board is to recommend eligible SNCOs to the next higher grade. The Marines selected will be SNCOs whom a majority of the members of the board consider best qualified for promotion to meet the needs of the Marine Corps. In addition to the foregoing standard of best qualified, all Marines recommended for promotion must be fully qualified. Each Marine's qualifications and performance of duty must clearly demonstrate the Marine will be capable of performing the duties normally associated with the next higher grade. This standard applies to all eligible Marines, including those above zone and below zone.

Subj: PRECEPT CONVENING THE FY 2004 SERGEANT MAJOR THROUGH
MASTER SERGEANT SELECTION BOARD

6. The eligibility criteria for consideration for selection in each military occupational specialty (MOS) was promulgated by MARADMINs 387/03 and 445/03.

7. Consideration of below zone eligible Marines.

a. Not more than five percent, or one selection, whichever is greater, may be selected from the below zone of each MOS or OccFld. In addition, the total number of below zone selectees will not exceed five percent of the total allocation for all MOSs/OccFlds.

b. The selection of a Marine from the below zone must be based on the best qualified and fully qualified standard applicable to all eligible Marines. When considering the records of Marines equally well qualified for promotion, you may consider the fact that a selection from the below zone benefits the Marine Corps by creating an incentive for superior performance by Marines below the promotion zone. Accordingly, the selection board is directed to give Marines in the below zone the same careful consideration given other Marines in the above and promotion zones.

8. The selection board will limit the number of selections for promotion to the number of allocations. Changes to allocations, if any, will be published in the selection MARADMIN announcing the results of the board.

9. Upon completion of its proceedings, the selection board will submit its report to the Commandant of the Marine Corps or his authorized representative for approval and signature. The report of the board will be in writing, signed by each member of the board and the recorders. It shall contain the names of the Marines the board recommends for promotion. The report will certify the board complied with all instructions contained in this Precept and, as appropriate, other guidance or instruction provided by the Commandant of the Marine Corps. The report of the board shall certify the board has carefully considered the record of each Marine whose name was furnished to it and in the majority opinion of the board, the Marines recommended by the board are best qualified and fully qualified.


C. V. MUGNO
Colonel
U.S. Marine Corps
Director, Personnel
Management Division
Acting

SUPPLEMENTAL GUIDANCE FOR THE
FY 2004 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

Ref: (a) MCO P1400.32C (MARCORPROMMAN, VOL 2, ENLPROM)
(b) MCO P1200.7M (MOS MANUAL)
(c) MCO P1610.7E (PERFORMANCE EVALUATION SYSTEM)
(d) MCO P5300.12 (SUBSTANCE ABUSE)

1. References (a) and (b), as well as this Precept, state the policies and qualifications for selection to the staff noncommissioned officer (SNCO) grades. References (c) and (d) are germane. In the case of conflicting instructions, the guidelines in this Precept take precedence over those contained in references (a) through (d). The selection board will consider only the instructions and information provided by the Commandant of the Marine Corps or his authorized representative.

2. The following oath or affirmation shall be administered to the recorders by the president of the board:

"Do you solemnly swear (or affirm) that you will keep a true record of the proceedings of this board, and further, that you will not disclose the proceedings or recommendations thereof pertaining to the selection or nonselection of individual enlisted Marines except as authorized or required by the Commandant of the Marine Corps? So help you God."

The following oath or affirmation shall be administered to the members of the board by the senior recorder:

"Do you solemnly swear (or affirm) that you will perform your duties as a member of this board without prejudice or partiality, having in view the special fitness of staff noncommissioned officers and the efficiency of the Marine Corps, and further, that you will not disclose the proceedings or recommendations thereof pertaining to the selection or nonselection of individual enlisted Marines except as authorized or required by the Commandant of the Marine Corps? So help you God."

The following oath or affirmation shall be administered to the administrative support personnel by the senior recorder.

"Do you solemnly swear (or affirm) that you will not disclose the proceedings or recommendations of this board pertaining to the selection or nonselection of individual enlisted Marines except as authorized or required by the Commandant of the Marine Corps? So help you God."

SUPPLEMENTAL GUIDANCE FOR THE
FY 2004 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

3. The Director, Manpower Plans and Policy Division, will provide the selection board the names of all Marines eligible for selection consideration. The board will carefully consider the record of every eligible Marine whose name is furnished.

4. Marines who meet the eligibility criteria for promotion to the next higher grade must have completed the appropriate level Professional Military Education (PME). Marines who have not completed the appropriate PME requirements will be considered less than fully qualified for promotion. All PME requirements must be completed no later than 19 October 2003, the day prior to the selection board's convening. There are no PME requirements for selection to sergeant major or master gunnery sergeant. The PME requirements for selection for promotion are as follows:

a. Selection to First Sergeant. Completion of The SNCO Career Nonresident Program/SNCO Career Distance Education Program (MCI Program 7100) or the SNCO Resident Course; and the SNCO Advanced Nonresident Program/SNCO Advanced Distance Education Program (MCI Program 7200); and the Warfighting Skills Program (MCI Program 7400) and The Staff Noncommissioned Officer Advanced Resident Course.

OR

Completion of the SNCO Career Nonresident Program/SNCO Career Distance Education Program (MCI Program 7100) or The SNCO Resident Course; and the SNCO Advanced Nonresident program/SNCO Advanced Distance Education Program (MCI Program 8200); and the Staff Noncommissioned Officer Advanced Resident Course.

b. Selection to Master Sergeant. Completion of the SNCO Advanced Nonresident Program (MCI Program 7200) and Warfighting Skills Program (MCI Program 7400) or SNCO Advance Distance Education Program (MCI Program 8200).

5. The selection board may request an extension of the promotion zone of an MOS, if a below zone exists for that MOS, and the board, after careful consideration of all records, decides that a sufficient number of qualified Marines cannot be found within the promotion zone and above zone. The board will coordinate with the Director, Manpower Plans and Policy Division (MP), via the Director, Personnel Management Division (MM) prior to effecting a zone change. Additionally, if the promotion opportunity decreases significantly, the board may request from the CMC (MP) via the CMC (MM) that the promotion zone be decreased to maintain promotion

SUPPLEMENTAL GUIDANCE FOR THE
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opportunity.

6. Marines who are selected for appointment to warrant officer or who are participating in the Marine Enlisted Commissioning Education Program are eligible for noncompetitive selection consideration. The selection of these Marines will not count against the competitive allocations. Reference (a) contains the criteria for evaluating Marines in this category. PME requirements are waived for Marines considered noncompetitively.

7. The selection board will carefully consider each Marine's appearance. Official photographs are the best indicators; however, if a record does not contain a photograph, every effort will be made to evaluate a Marine's appearance from fitness report markings.

8. All Marines are assigned to commands at the discretion of competent command authority. Accordingly, billet assignments are widely diverse, with many Marines serving outside of their primary MOS in billets that could be considered less desirable, and/or in commands that may not be considered within the mainstream of the Marine Corps. Regardless of duty assignment, all Marines serve because there is a vital need to support the continued readiness of our Corps. Marines serving in billets outside their primary MOS are to be considered qualified for promotion based upon their performance in their assigned duties.

9. Particular effort must be applied to interpreting the markings of fitness reports before, during, and after assignment to recruiting or drill instructor duty. Because of the standards applied during these assignments, marks may be lower than marks reflected by an equal level of performance in other duty assignments. Additionally, the following should be carefully considered:

a. The recruiting of highly qualified men and women for the Marine Corps is one of the most difficult and demanding duties that any Marine can face today. Marines who undergo a rigorous screening process, successfully complete a difficult training program, and are presently serving in or have successfully completed a recruiting assignment, will be considered "highly qualified" for promotion, unless evidence to the contrary is presented. The board should be especially diligent in determining, to the best of its ability, whether performance of duty while on recruiting duty reflects a dedication to compliance with all

SUPPLEMENTAL GUIDANCE FOR THE
FY 2004 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

guidance and procedures. If noncompetitive markings on fitness reports appear to be solely the result of a failure to meet a recruiting quota, even though all guidance and procedures were complied with, and the Marine's overall record shows characteristics that otherwise would suggest a high potential for effective performance at a higher grade, the board will use its judgment in weighing the significance of the lower marks.

b. Marines who passed a rigid screening process, underwent rigorous training requirements, and are successfully serving in or have successfully completed a demanding assignment as a drill instructor, will be considered "highly qualified" for promotion.

c. The records of some Marines will indicate that they have performed duty with the Marine Security Guard Battalion. The requirements for such assignments are stringent, and a successful tour of duty is indicative of superior leadership qualities. These Marines will be considered "highly qualified" for promotion.

d. The records of some Marines will indicate that they have performed duty with the Marine Corps Security Force. The requirements for such assignments are stringent, and a successful tour of duty is indicative of superior leadership qualities. These Marines will be considered "highly qualified" for promotion.

e. The records of some Marines will indicate they are serving in or have completed duty as Instructors with the Schools of Infantry and received a secondary MOS of 8513. This demanding duty literally brings to life the fundamental connection between the Marine and his/her rifle and the relationships between Marines that build trust and reliance on each other. Teaching our Marines their basic combat skills is the all-important second step in the "making of Marines." Marines who have passed a rigorous screening process, undergone rigorous training requirements, and are serving in or have successfully completed the demanding assignment as a School of Infantry Instructor will be considered "highly qualified" for promotion.

10. Marines with certain primary MOSs historically do not have an opportunity to serve in B-billetts due to extensive school training, career progression at a certain pay grade, perishable MOS skills, or insufficient overall strength of the MOS. Marines in these occupational specialties will not be denied the opportunity to serve in a B-billet if the MOS can afford the assignment; however, they will not routinely be assigned to such duties. Due to this

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FY 2004 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

limited opportunity to serve in a B-billet, Marines who fit this category should be given equal consideration with their peers even though they may not have served in a B-billet.

11. Members of the selection board will familiarize themselves with Marine Corps policy on alcoholism and alcohol abuse as outlined in reference (d). The board will not deny selection opportunity to Marines diagnosed and successfully treated for alcoholism or alcohol abuse. However, the board will consider any misconduct or reduction in performance resulting from alcoholism or alcohol abuse when determining fitness for promotion.

12. Selection board members will familiarize themselves with Marine Corps policy concerning the distribution, possession, or use of illegal drugs. The detrimental effect of drug use in individual performance, leadership, and mission accomplishment is damaging not only to the Marine, but also to the Marine Corps as a whole. Disregard for disciplinary and organizational values will not be tolerated, and the board will consider such behavior when a Marine's potential is evaluated.

13. The Department of the Navy is dedicated to equality of treatment and opportunity for all personnel without regard to race, creed, color, gender, or national origin. The Marine Corps strives to maintain a professional working environment in which a Marine's race, creed, color, gender, or national origin will not impact their professional opportunities. Accordingly, within this board's charter to select those SNCOs who are best and fully qualified, you must ensure that SNCOs are not disadvantaged because of their race, creed, color, gender, or national origin.

a. In your evaluation of the records of all Marines, you must clearly afford them fair and equitable consideration. You should be particularly vigilant in your evaluation of these records to take care that no Marine's selection opportunity is disadvantaged by past attitudes or by service utilization policies or practices. You should evaluate each Marine's potential to assume the responsibilities of the next higher grade, the overriding factor being performance of assigned duties.

b. This guidance should not be interpreted as requiring or permitting preferential treatment of any Marine or group of Marines on the basis of race, creed, color, gender, or national origin.

SUPPLEMENTAL GUIDANCE FOR THE
FY 2004 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

14. The official military personnel records provided to the selection board may include medical documents relevant to a Marine's physical qualifications. If the board desires clarification of any such document, the board president will reduce the board's questions to writing and forward them to the Director, Personnel Management Division. The Director will provide such clarification as may be appropriate.

15. The enlisted promotion system does not have a medical prerequisite for promotion. The policy of the Commandant of the Marine Corps is that all enlisted Marines who are otherwise qualified will not lose their eligibility for promotion consideration if hospitalized or if on temporary limited duty due to medical reasons. However, enlisted Marines who have been approved for Permanent Limited Duty (PLD), who have less than 20 qualifying years of service for retirement, and are retained in a PLD category to complete 20 years of qualifying service for retirement, are not eligible for selection consideration.

16. All communications intended to express the views of the Commandant of the Marine Corps or other senior authority to the members of the selection board shall be in writing, furnished to each member, and made a part of the board record. The board shall consider only those official records, other information, and guidelines provided by the Commandant of the Marine Corps. No voting board member may communicate with an eligible Marine, reporting senior, or other person to solicit information, favorable or unfavorable, about an eligible Marine.

17. All documented incidents of misconduct and substandard performance that are included in a Marine's official record must be briefed to all voting board members. Members must carefully consider each such incident in connection with their deliberations. When discussing a member's personal knowledge of the professional qualifications of an eligible Marine, the board is reminded that if personal remarks, based on a member's personal knowledge, could be considered adverse, the member cannot discuss their personal knowledge or evaluation unless such adverse information is contained in the Marine's official record or other official material placed before the board for consideration. Should an eligible Marine's record reveal the removal of a fitness report by the Performance Evaluation Review Board or the Board for Correction of Naval Records, the member may not discuss their personal knowledge of the fitness report or the circumstances that resulted in the removal of the report from the Marine's official record.

SUPPLEMENTAL GUIDANCE FOR THE
FY 2004 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

18. Faced with many highly qualified Marines, there may be a tendency to simplify your task by summarily putting aside the folders of Marines whose past records are less than perfect. However, to do this is to fall short of your obligation. Your charge is to find the "best qualified" Marines. A judgment of the whole person and the whole record is required to determine whose future potential will best serve the Marine Corps. You may conclude that particular adverse information undermines a Marine's ability to serve successfully in a position of increased authority and responsibility, despite an otherwise outstanding record. On the other hand, you may find that a Marine's overall outstanding performance demonstrates such potential for future service that it outweighs any deficiency noted in the record. Some Marines will have learned from their mistakes in ways that make them stronger; others will have strengths that outweigh relatively small weaknesses in their records. Please make the best, not simply the most obviously defensible choices. By doing this, you will not only fulfill your obligation, you will also better serve the Marine Corps.

19. In your consideration, please be sensitive to the fact that the needs of the Marine Corps have changed over the years and will continue to change. Be especially alert for Marines who have embraced change by conceiving and trying new solutions to our most challenging problems. The Marine Corps needs bold Marines who are willing to think creatively and take well-calculated risks. Give priority to promoting Marines who have shown initiative in finding and pursuing the most effective ways of accomplishing our mission. Also note, in this regard, that Marines with the greatest capacity for innovation may have served in billets different from the norm. In the context of a changing Marine Corps, the best-qualified Marines may reflect a variety of backgrounds.



DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
3280 RUSSELL ROAD
QUANTICO, VIRGINIA 22134-5103

IN REPLY REFER TO:

1400
MMPR-2

OCT 15 2004

From: Commandant of the Marine Corps
To: Colonel Vincent C. Giani, USMC

Subj: PRECEPT CONVENING THE FY 2005 SERGEANT MAJOR THROUGH
MASTER SERGEANT SELECTION BOARD

Encl: (1) Supplemental Guidance for the FY 2005 Sergeant Major
through Master Sergeant Selection Board

1. The selection board, consisting of yourself as the president and the following additional board members, to consider all eligible staff noncommissioned officers (SNCOs) for promotion to the next higher grade, is appointed:

Lieutenant Colonel Mark H. Bryant, USMC
Lieutenant Colonel Cullen L. Davidson III, USMC
Lieutenant Colonel Michael W. Johnson, USMC
Lieutenant Colonel James C. Stewart, USMC
Major Mary J. Bradford, USMC
Major Christopher H. Ellis, USMC
Major Chris A. Gibson, USMC
Major Michael D. Tencate, USMC
Sergeant Major Susan M. Bellis, USMC
Sergeant Major Scott B. Mearkle, USMC
Sergeant Major Juan F. Sandoval Jr., USMC
Sergeant Major Nathaniel L. Simms Jr., USMC
Sergeant Major Danny M. Wilson, USMC
Sergeant Major Terry D. Winters, USMC
Master Gunnery Sergeant Richard C. Buslovich, USMC
Master Gunnery Sergeant Gregory S. Robinson, USMC
Master Gunnery Sergeant Al Chapa, USMC
Master Gunnery Sergeant Sharon R. Garcia, USMC
Master Gunnery Sergeant Carson O. Morris, USMC
Master Gunnery Sergeant Joseph K. Vines, USMC

2. Captain Bryan E. Cornelius, USMCR, will serve as the senior recorder. First Lieutenant Nathan R. Packard, USMC and First Lieutenant Melissa Schroth will serve as assistant recorders. A recorder will be present during all selection board deliberations.

Subj: PRECEPT CONVENING THE FY 2005 SERGEANT MAJOR THROUGH
MASTER SERGEANT SELECTION BOARD

3. The following administrative support personnel are hereby appointed:

Col Lee W. Freund, USMC
Mr. William A. Hicks
Captain James A. McLaughlin, USMC
Mrs. Lesley A. Ecker
Ms. Min Mei
Ms. Gladys Johnson
Ms. Dawn K. Murphy
Ms. Cynthia Guillory
Mr. Ryan Sherwood
SSgt Eric S. Green, USMC
SSgt Laurie L. Rodriguez, USMC
Sgt Timothy L. Brown, USMC
LCpl Blaine D. Raine, USMC
LCpl Chad R. Slusher, USMC
LCpl Christopher M. Devos, USMC
PFC Joshua M. Rojas, USMC
PFC Derek M. Waxman, USMC
PFC Baltaza M. Campuzanovelazquez, USMC
PFC Brandon M. Durrah, USMC
PFC Angela Cassidy, USMC
PFC Edward M. Gilman, USMC
PFC Steven M. Karpinski, USMC

4. The selection board is ordered to convene at Harry Lee Hall, Marine Corps Base, Quantico, Virginia, on 19 October 2004, or as soon thereafter as is practicable. Enclosure (1) contains additional guidance for board members to consider in determining the promotion potential and professional qualifications of Marines eligible for consideration.

5. The function of the selection board is to recommend eligible SNCOs to the next higher grade. The Marines selected will be SNCOs whom a majority of the members of the board consider best qualified for promotion to meet the needs of the Marine Corps. In addition to the foregoing standard of best qualified, all Marines recommended for promotion must be fully qualified. Each Marine's qualifications and performance of duty must clearly demonstrate the Marine will be capable of performing the duties normally

Subj: PRECEPT CONVENING THE FY 2005 SERGEANT MAJOR THROUGH
MASTER SERGEANT SELECTION BOARD

associated with the next higher grade. This standard applies to all eligible Marines, including those above zone and below zone.

6. The eligibility criteria for consideration for selection in each military occupational specialty (MOS) was promulgated by MARADMIN 355/04, 406/04, and 427/04.

7. Consideration of below zone eligible Marines.

a. Not more than five percent, or one selection, whichever is greater, may be selected from the below zone of each MOS or OccFld. In addition, the total number of below zone selectees will not exceed five percent of the total allocation for all MOSs/OccFlds.

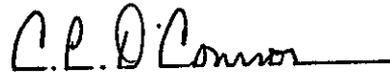
b. The selection of a Marine from the below zone must be based on the best qualified and fully qualified standard applicable to all eligible Marines. When considering the records of Marines equally well qualified for promotion, you may consider the fact that a selection from the below zone benefits the Marine Corps by creating an incentive for superior performance by Marines below the promotion zone. Accordingly, the selection board is directed to give Marines in the below zone the same careful consideration given other Marines in the above and promotion zones.

8. The selection board will limit the number of selections for promotion to the number of allocations. Changes to allocations, if any, will be published in the selection MARADMIN announcing the results of the board.

9. Upon completion of its proceedings, the selection board will submit its report to the Commandant of the Marine Corps or his authorized representative for approval and signature. The report of the board will be in writing, signed by each member of the board and the recorders. It will contain the names of the Marines the board recommends for promotion. The report will certify the board complied with all instructions contained in this Precept and, as appropriate, other guidance or instruction provided by the Commandant of the Marine Corps. The report of the board will further certify the board carefully considered the record of each Marine whose name was furnished to it and in the majority opinion

Subj: PRECEPT CONVENING THE FY 2005 SERGEANT MAJOR THROUGH
MASTER SERGEANT SELECTION BOARD

of the board, the Marines recommended by the board are best
qualified and fully qualified.

A handwritten signature in black ink, appearing to read "C. L. O'Connor", followed by a horizontal line extending to the right.

C. L. O'CONNOR
By direction

SUPPLEMENTAL GUIDANCE FOR THE
FY 2005 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

Ref: (a) MCO P1400.32C (MARCORPROMMAN, VOL 2, ENLPROM)
(b) MCO P1200.7M (MOS MANUAL)
(c) MCO P1610.7E (PERFORMANCE EVALUATION SYSTEM)
(d) MCO P5300.12 (SUBSTANCE ABUSE)

1. References (a) and (b), as well as this Precept, state the policies and qualifications for selection to the staff noncommissioned officer (SNCO) grades. References (c) and (d) are germane. In the case of conflicting instructions, the guidelines in this Precept take precedence over those contained in references (a) through (d). The selection board will consider only the instructions and information provided by the Commandant of the Marine Corps or his authorized representative.

2. The following oath or affirmation shall be administered to the recorders by the president of the board:

"Do you solemnly swear (or affirm) that you will keep a true record of the proceedings of this board, and further, that you will not disclose the proceedings or recommendations thereof pertaining to the selection or nonselection of individual enlisted Marines except as authorized or required by the Commandant of the Marine Corps? So help you God."

The following oath or affirmation shall be administered to the members of the board by the senior recorder:

"Do you solemnly swear (or affirm) that you will perform your duties as a member of this board without prejudice or partiality, having in view the special fitness of staff noncommissioned officers and the efficiency of the Marine Corps, and further, that you will not disclose the proceedings or recommendations thereof pertaining to the selection or nonselection of individual enlisted Marines except as authorized or required by the Commandant of the Marine Corps? So help you God."

The following oath or affirmation shall be administered to the administrative support personnel by the senior recorder.

"Do you solemnly swear (or affirm) that you will not disclose the proceedings or recommendations of this board pertaining to the selection or nonselection of individual enlisted Marines except as authorized or required by the Commandant of the Marine Corps? So help you God."

SUPPLEMENTAL GUIDANCE FOR THE
FY 2005 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

3. The Director, Manpower Plans and Policy Division, will provide the selection board the names of all Marines eligible for selection consideration. The board will carefully consider the record of every eligible Marine whose name is furnished.

4. Professional Military Education (PME).

a. PME is a valuable and important aspect of a Marine staff noncommissioned officer's (SNCO) professional development. A well-educated core of SNCOs is better able to contribute to the effectiveness and success of the Marine Corps. The successful completion of appropriate level PME demonstrates a Marine's commitment to self-improvement and represents a desire to prepare for positions of increased responsibility. Because of its importance, completion of appropriate PME by grade has become a requirement for selection for SNCO promotion boards.

b. However, it takes a commitment of time and availability to complete the required PME courses, both resident and nonresident, for promotion to the SNCO ranks. Due to the high deployment tempo of Marine units during this past year in support of Marine Corps operations around the world, there are many well-intentioned and hard working Marines who have not had the ability or the access to complete their required PME. It would be an injustice to exclude these deserving and talented Marines from an opportunity to be selected for promotion to first sergeant or master sergeant solely due to reasons beyond their control. Therefore, the promotion requirement for PME for this board for all Marines eligible for promotion to first sergeant or master sergeant is waived. While the selection board will still consider PME as one of the many factors in a Marine's record to determine the best qualified for promotion, completion of PME will not be a requirement for selection.

5. The selection board may request an extension of the promotion zone of an MOS, if a below zone exists for that MOS, and the board, after careful consideration of all records, decides that a sufficient number of qualified Marines cannot be found within the promotion zone and above zone. The board will coordinate with the Director, Manpower Plans and Policy Division (MP), via the Director, Personnel Management Division (MM) prior to effecting a zone change. Additionally, if the promotion opportunity decreases significantly, the board may request from the CMC (MP) via the CMC (MM) that the promotion zone be decreased to maintain promotion opportunity.

SUPPLEMENTAL GUIDANCE FOR THE
FY 2005 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

6. Marines who are selected for appointment to warrant officer or who are participating in the Marine Enlisted Commissioning Education Program are eligible for noncompetitive selection consideration. The selection of these Marines will not count against the competitive allocations. Reference (a) contains the criteria for evaluating Marines in this category. PME requirements are waived for Marines considered noncompetitively.

7. The selection board will carefully consider each Marine's appearance. Official photographs are the best indicators; however, if a record does not contain a photograph, every effort will be made to evaluate a Marine's appearance from fitness report markings.

8. All Marines are assigned to commands at the discretion of competent command authority. Accordingly, billet assignments are widely diverse, with many Marines serving outside of their primary MOS in billets that could be considered less desirable, and/or in commands that may not be considered within the mainstream of the Marine Corps. Regardless of duty assignment, all Marines serve because there is a vital need to support the continued readiness of our Corps. Marines serving in billets outside their primary MOS are to be considered qualified for promotion based upon their performance in their assigned duties.

9. Particular effort must be applied to interpreting the markings of fitness reports before, during, and after assignment to recruiting or drill instructor duty. Because of the standards applied during these assignments, marks may be lower than marks reflected by an equal level of performance in other duty assignments. Additionally, the following should be carefully considered:

a. The recruiting of highly qualified men and women for the Marine Corps is one of the most difficult and demanding duties that any Marine can face today. Marines who undergo a rigorous screening process, successfully complete a difficult training program, and are presently serving in or have successfully completed a recruiting assignment, will be considered "highly qualified" for promotion, unless evidence to the contrary is presented. The board should be especially diligent in determining, to the best of its ability, whether performance of duty while on recruiting duty reflects a dedication to compliance with all guidance and procedures. If noncompetitive markings on fitness reports appear to be solely the result of a failure to meet a

SUPPLEMENTAL GUIDANCE FOR THE
FY 2005 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

recruiting quota, even though all guidance and procedures were complied with, and the Marine's overall record shows characteristics that otherwise would suggest a high potential for effective performance at a higher grade, the board will use its judgment in weighing the significance of the lower marks.

b. Marines who passed a rigid screening process, underwent rigorous training requirements, and are successfully serving in or have successfully completed a demanding assignment as a drill instructor, will be considered "highly qualified" for promotion.

c. The records of some Marines will indicate that they have performed duty with the Marine Security Guard Battalion. The requirements for such assignments are stringent, and a successful tour of duty is indicative of superior leadership qualities. These Marines will be considered "highly qualified" for promotion.

d. The records of some Marines will indicate that they have performed duty with the Marine Corps Security Force. The requirements for such assignments are stringent, and a successful tour of duty is indicative of superior leadership qualities. These Marines will be considered "highly qualified" for promotion.

e. The records of some Marines will indicate they are serving in or have completed duty as Instructors with the Schools of Infantry and received a secondary MOS of 8513. This demanding duty literally brings to life the fundamental connection between the Marine and his/her rifle and the relationships between Marines that build trust and reliance on each other. Teaching our Marines their basic combat skills is the all-important second step in the "making of Marines." Marines who have passed a rigorous screening process, undergone rigorous training requirements, and are serving in or have successfully completed the demanding assignment as a School of Infantry Instructor will be considered "highly qualified" for promotion.

10. Marines with certain primary MOSs historically do not have an opportunity to serve in B-billetts due to extensive school training, career progression at a certain pay grade, perishable MOS skills, or insufficient overall strength of the MOS. Marines in these occupational specialties will not be denied the opportunity to serve in a B-billet if the MOS can afford the assignment; however, they will not routinely be assigned to such duties. Due to this limited opportunity to serve in a B-billet, Marines who fit this category should be given equal consideration with their peers even

SUPPLEMENTAL GUIDANCE FOR THE
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though they may not have served in a B-billet.

11. Members of the selection board will familiarize themselves with Marine Corps policy on alcoholism and alcohol abuse as outlined in reference (d). The board will not deny selection opportunity to Marines diagnosed and successfully treated for alcoholism or alcohol abuse. However, the board will consider any misconduct or reduction in performance resulting from alcoholism or alcohol abuse when determining fitness for promotion.

12. Selection board members will familiarize themselves with Marine Corps policy concerning the distribution, possession, or use of illegal drugs. The detrimental effect of drug use in individual performance, leadership, and mission accomplishment is damaging not only to the Marine, but also to the Marine Corps as a whole. Disregard for disciplinary and organizational values will not be tolerated, and the board will consider such behavior when a Marine's potential is evaluated.

13. The Department of the Navy is dedicated to equality of treatment and opportunity for all personnel without regard to race, creed, color, gender, or national origin. The Marine Corps strives to maintain a professional working environment in which a Marine's race, creed, color, gender, or national origin will not impact their professional opportunities. Accordingly, within this board's charter to select those SNCOs who are best and fully qualified, you must ensure that SNCOs are not disadvantaged because of their race, creed, color, gender, or national origin.

a. In your evaluation of the records of all Marines, you must clearly afford them fair and equitable consideration. You should be particularly vigilant in your evaluation of these records to take care that no Marine's selection opportunity is disadvantaged by past attitudes or by service utilization policies or practices. You should evaluate each Marine's potential to assume the responsibilities of the next higher grade, the overriding factor being performance of assigned duties.

b. This guidance should not be interpreted as requiring or permitting preferential treatment of any Marine or group of Marines on the basis of race, creed, color, gender, or national origin.

14. The official military personnel records provided to the selection board may include medical documents relevant to a Marine's physical qualifications. If the board desires

SUPPLEMENTAL GUIDANCE FOR THE
FY 2005 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

clarification of any such document, the board president will reduce the board's questions to writing and forward them to the Director, Personnel Management Division. The Director will provide such clarification as may be appropriate.

15. The enlisted promotion system does not have a medical prerequisite for promotion. The policy of the Commandant of the Marine Corps is that all enlisted Marines who are otherwise qualified will not lose their eligibility for promotion consideration if hospitalized or if on temporary limited duty due to medical reasons. However, enlisted Marines who have been approved for Permanent Limited Duty (PLD), who have less than 20 qualifying years of service for retirement, and are retained in a PLD category to complete 20 years of qualifying service for retirement, are not eligible for selection consideration.

16. All communications intended to express the views of the Commandant of the Marine Corps or other senior authority to the members of the selection board shall be in writing, furnished to each member, and made a part of the board record. The board shall consider only those official records, other information, and guidelines provided by the Commandant of the Marine Corps. No voting board member may communicate with an eligible Marine, reporting senior, or other person to solicit information, favorable or unfavorable, about an eligible Marine.

17. All documented incidents of misconduct and substandard performance that are included in a Marine's official record must be briefed to all voting board members. Members must carefully consider each such incident in connection with their deliberations. When discussing a member's personal knowledge of the professional qualifications of an eligible Marine, the board is reminded that if personal remarks, based on a member's personal knowledge, could be considered adverse, the member cannot discuss their personal knowledge or evaluation unless such adverse information is contained in the Marine's official record or other official material placed before the board for consideration. Should an eligible Marine's record reveal the removal of a fitness report by the Performance Evaluation Review Board or the Board for Correction of Naval Records, the member may not discuss their personal knowledge of the fitness report or the circumstances that resulted in the removal of the report from the Marine's official record.

18. Faced with many highly qualified Marines, there may be a tendency to simplify your task by summarily putting aside the

SUPPLEMENTAL GUIDANCE FOR THE
FY 2005 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

folders of Marines whose past records are less than perfect. However, to do this is to fall short of your obligation. Your charge is to find the "best qualified" Marines. A judgment of the whole person and the whole record is required to determine whose future potential will best serve the Marine Corps. You may conclude that particular adverse information undermines a Marine's ability to serve successfully in a position of increased authority and responsibility, despite an otherwise outstanding record. On the other hand, you may find that a Marine's overall outstanding performance demonstrates such potential for future service that it outweighs any deficiency noted in the record. Some Marines will have learned from their mistakes in ways that make them stronger; others will have strengths that outweigh relatively small weaknesses in their records. Please make the best, not simply the most obviously defensible choices. By doing this, you will not only fulfill your obligation, you will also better serve the Marine Corps.

19. In your consideration, please be sensitive to the fact that the needs of the Marine Corps have changed over the years and will continue to change. Be especially alert for Marines who have embraced change by conceiving and trying new solutions to our most challenging problems. The Marine Corps needs bold Marines who are willing to think creatively and take well-calculated risks. Give priority to promoting Marines who have shown initiative in finding and pursuing the most effective ways of accomplishing our mission. Also note, in this regard, that Marines with the greatest capacity for innovation may have served in billets different from the norm. In the context of a changing Marine Corps, the best-qualified Marines may reflect a variety of backgrounds.



DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
3280 RUSSELL ROAD
QUANTICO, VIRGINIA 22134-5103

IN REPLY REFER TO:

1400
MMPR-2
OCT 14 2005

From: Commandant of the Marine Corps
To: Colonel Chad W. Hocking, USMC

Subj: PRECEPT CONVENING THE FY 2006 SERGEANT MAJOR THROUGH
MASTER SERGEANT SELECTION BOARD

Encl: (1) Supplemental Guidance for the FY 2006 Sergeant Major
through Master Sergeant Selection Board

1. The selection board, consisting of yourself as the president and the following additional board members, to consider all eligible staff noncommissioned officers (SNCOs) for promotion to the next higher grade, is appointed:

Lieutenant Colonel Allen L. Bennett, USMC
Lieutenant Colonel Gerald F. Burke, USMC
Lieutenant Colonel James G. Horton, USMC
Lieutenant Colonel John W. Wasek, USMC
Major Stephen J. Foley, USMC
Major Christopher C. Thibodeaux, USMC
Major David W. Turner, USMC
Major Timothy B. Venable, USMC
Sergeant Major Melvin O. Chestnut, USMC
Sergeant Major Ethbin E. Hayes, USMC
Sergeant Major Frank L. Hoffman, USMC
Sergeant Major George L. Shine Jr., USMC
Master Gunnery Sergeant Charles M. Anderson Jr., USMC
Master Gunnery Sergeant Major Glenda M. Burley, USMC
Master Gunnery Sergeant William O. Nix, USMC
Master Gunnery Sergeant James A. Otero, USMC
Master Gunnery Sergeant Milton R. Pearson, USMC
Master Gunnery Sergeant James W. Quirk, USMC
Master Gunnery Sergeant Trina D. Snow, USMC
Master Gunnery Sergeant Timothy I. Watts, USMC

2. Captain Christopher P. McGuire, USMC will serve as the senior recorder. Captain Timothy J. Humphreys, USMCR, and First Lieutenant Nicole T. Hembrick, USMCR, will serve as assistant recorders. A recorder will be present during all selection board deliberations.

Subj: PRECEPT CONVENING THE FY 2006 SERGEANT MAJOR THROUGH
MASTER SERGEANT SELECTION BOARD

3. The following administrative support personnel are hereby appointed:

Col Lee W. Freund, USMC
Mr. William A. Hicks
Maj James A. McLaughlin, USMC
Mrs. Lesley A. Ecker
Ms. Min Mei
Ms. Gladys Johnson
Ms. Dawn K. Murphy
Ms. Cynthia Guillory
Mr. Ryan Sherwood
MSgt Gary A. Richardson, USMC
SSgt Laurie L. Rodriguez, USMC
SSgt James C. Silva, USMC
Sgt Timothy L. Brown, USMC
Cpl Blaine D. Raine, USMC
Cpl Chad R. Slusher, USMC
LCpl Blanca L. Almeida, USMC
LCpl Adam L. Hoggan, USMC
LCpl Staci R. Shultz, USMC
PFC John C. Burton, USMC
PFC Delphine A. Jonquet, USMC
PFC Luz E. Martinez, USMC
PFC Kristy l. Perry, USMC
PFC Alcedo R. Sanchez, USMC
PFC Nicholas L. Weber, USMC

4. The selection board is ordered to convene at Harry Lee Hall, Marine Corps Base, Quantico, Virginia, on 18 October 2005, or as soon thereafter as is practicable. Enclosure (1) contains additional guidance for board members to consider in determining the promotion potential and professional qualifications of Marines eligible for consideration.

5. The function of the selection board is to recommend eligible SNCOs to the next higher grade. The Marines selected will be SNCOs whom a majority of the members of the board consider best qualified for promotion to meet the needs of the Marine Corps. In addition to the foregoing standard of best qualified, all Marines recommended for promotion must be fully qualified. Each Marine's qualifications and performance of duty must clearly demonstrate the Marine will be capable of performing the duties normally

Subj: PRECEPT CONVENING THE FY 2006 SERGEANT MAJOR THROUGH
MASTER SERGEANT SELECTION BOARD

associated with the next higher grade. This standard applies to all eligible Marines, including those above zone and below zone.

6. The eligibility criteria for consideration for selection in each military occupational specialty (MOS) was promulgated by MARADMIN 378/05 AND 427/05.

7. Consideration of below zone eligible Marines.

a. Not more than five percent, or one selection, whichever is greater, may be selected from the below zone of each MOS or OccFld. In addition, the total number of below zone selectees will not exceed five percent of the total allocation for all MOSs/OccFlds.

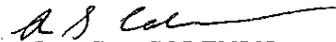
b. The selection of a Marine from the below zone must be based on the best qualified and fully qualified standard applicable to all eligible Marines. When considering the records of Marines equally well qualified for promotion, you may consider the fact that a selection from the below zone benefits the Marine Corps by creating an incentive for superior performance by Marines below the promotion zone. Accordingly, the selection board is directed to give Marines in the below zone the same careful consideration given other Marines in the above and promotion zones.

8. The selection board will limit the number of selections for promotion to the number of allocations. Changes to allocations, if any, will be published in the selection MARADMIN announcing the results of the board.

9. Upon completion of its proceedings, the selection board will submit its report to the Commandant of the Marine Corps or his authorized representative for approval and signature. The report of the board will be in writing, signed by each member of the board and the recorders. It will contain the names of the Marines the board recommends for promotion. The report will certify the board complied with all instructions contained in this Precept and, as appropriate, other guidance or instruction provided by the Commandant of the Marine Corps. The report of the board will further certify the board carefully considered the record of each Marine whose name was furnished to it and in the majority opinion

Subj: PRECEPT CONVENING THE FY 2006 SERGEANT MAJOR THROUGH
MASTER SERGEANT SELECTION BOARD

of the board, the Marines recommended by the board are best
qualified and fully qualified.



R. S. COLEMAN

Brigadier, General,

U.S. Marine Corps

Director

Personnel Management Division

SUPPLEMENTAL GUIDANCE FOR THE
FY 2006 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

Ref: (a) MCO P1400.32C (MARCORPROMMAN, VOL 2, ENLPROM)
(b) MCO P1200.7M (MOS MANUAL)
(c) MCO P1610.7E (PERFORMANCE EVALUATION SYSTEM)
(d) MCO P5300.12 (SUBSTANCE ABUSE)

1. References (a) and (b), as well as this Precept, state the policies and qualifications for selection to the staff noncommissioned officer (SNCO) grades. References (c) and (d) are germane. In the case of conflicting instructions, the guidelines in this Precept take precedence over those contained in references (a) through (d). The selection board will consider only the instructions and information provided by the Commandant of the Marine Corps or his authorized representative.

2. The following oath or affirmation shall be administered to the recorders by the president of the board:

"Do you solemnly swear (or affirm) that you will keep a true record of the proceedings of this board, and further, that you will not disclose the proceedings or recommendations thereof pertaining to the selection or nonselection of individual enlisted Marines except as authorized or required by the Commandant of the Marine Corps? So help you God."

The following oath or affirmation shall be administered to the members of the board by the senior recorder:

"Do you solemnly swear (or affirm) that you will perform your duties as a member of this board without prejudice or partiality, having in view the special fitness of staff noncommissioned officers and the efficiency of the Marine Corps, and further, that you will not disclose the proceedings or recommendations thereof pertaining to the selection or nonselection of individual enlisted Marines except as authorized or required by the Commandant of the Marine Corps? So help you God."

The following oath or affirmation shall be administered to the administrative support personnel by the senior recorder.

"Do you solemnly swear (or affirm) that you will not disclose the proceedings or recommendations of this board pertaining to the selection or nonselection of individual enlisted Marines except as authorized or required by the Commandant of the Marine Corps? So help you God."

SUPPLEMENTAL GUIDANCE FOR THE
FY 2006 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

3. The Director, Manpower Plans and Policy Division, will provide the selection board the names of all Marines eligible for selection consideration. The board will carefully consider the record of every eligible Marine whose name is furnished.

4. Professional Military Education (PME).

a. PME is a valuable and important aspect of a Marine staff noncommissioned officer's (SNCO) professional development. A well-educated core of SNCOs is better able to contribute to the effectiveness and success of the Marine Corps. The successful completion of appropriate level PME demonstrates a Marine's commitment to self-improvement and represents a desire to prepare for positions of increased responsibility. Because of its importance, completion of appropriate PME by grade has become a requirement for selection for SNCO promotion boards.

b. However, it takes a commitment of time and availability to complete the required PME courses, both resident and nonresident, for promotion to the SNCO ranks. Due to the high deployment tempo of Marine units during this past year in support of Marine Corps operations around the world, there are many well-intentioned and hard working Marines who have not had the ability or the access to complete their required PME. It would be an injustice to exclude these deserving and talented Marines from an opportunity to be selected for promotion to first sergeant or master sergeant solely due to reasons beyond their control. Therefore, the promotion requirement for PME for this board for all Marines eligible for promotion to first sergeant or master sergeant is waived. While the selection board will still consider PME as one of the many factors in a Marine's record to determine the best qualified for promotion, completion of PME will not be a requirement for selection.

5. The selection board may request an extension of the promotion zone of an MOS, if a below zone exists for that MOS, and the board, after careful consideration of all records, decides that a sufficient number of qualified Marines cannot be found within the promotion zone and above zone. The board will coordinate with the Director, Manpower Plans and Policy Division (MP), via the Director, Personnel Management Division (MM) prior to effecting a zone change. Additionally, if the promotion opportunity decreases significantly, the board may request from the CMC (MP) via the CMC (MM) that the promotion zone be decreased to maintain promotion opportunity.

SUPPLEMENTAL GUIDANCE FOR THE
FY 2006 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

6. Marines who are selected for appointment to warrant officer or who are participating in the Marine Enlisted Commissioning Education Program are eligible for noncompetitive selection consideration. The selection of these Marines will not count against the competitive allocations. Reference (a) contains the criteria for evaluating Marines in this category. PME requirements are waived for Marines considered noncompetitively.

7. The selection board will carefully consider each Marine's appearance. Official photographs are the best indicators; however, if a record does not contain a photograph, every effort will be made to evaluate a Marine's appearance from fitness report markings.

8. All Marines are assigned to commands at the discretion of competent command authority. Accordingly, billet assignments are widely diverse, with many Marines serving outside of their primary MOS in billets that could be considered less desirable, and/or in commands that may not be considered within the mainstream of the Marine Corps. Regardless of duty assignment, all Marines serve because there is a vital need to support the continued readiness of our Corps. Marines serving in billets outside their primary MOS are to be considered qualified for promotion based upon their performance in their assigned duties.

9. Particular effort must be applied to interpreting the markings of fitness reports before, during, and after assignment to recruiting or drill instructor duty. Because of the standards applied during these assignments, marks may be lower than marks reflected by an equal level of performance in other duty assignments. Additionally, the following should be carefully considered:

a. The recruiting of highly qualified men and women for the Marine Corps is one of the most difficult and demanding duties that any Marine can face today. Marines who undergo a rigorous screening process, successfully complete a difficult training program, and are presently serving in or have successfully completed a recruiting assignment, will be considered "highly qualified" for promotion, unless evidence to the contrary is presented. The board should be especially diligent in determining, to the best of its ability, whether performance of duty while on recruiting duty reflects a dedication to compliance with all guidance and procedures. If noncompetitive markings on fitness reports appear to be solely the result of a failure to meet a

SUPPLEMENTAL GUIDANCE FOR THE
FY 2006 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

recruiting quota, even though all guidance and procedures were complied with, and the Marine's overall record shows characteristics that otherwise would suggest a high potential for effective performance at a higher grade, the board will use its judgment in weighing the significance of the lower marks.

b. Marines who passed a rigid screening process, underwent rigorous training requirements, and are successfully serving in or have successfully completed a demanding assignment as a drill instructor, will be considered "highly qualified" for promotion.

c. The records of some Marines will indicate that they have performed duty with the Marine Security Guard Battalion. The requirements for such assignments are stringent, and a successful tour of duty is indicative of superior leadership qualities. These Marines will be considered "highly qualified" for promotion.

d. The records of some Marines will indicate that they have performed duty with the Marine Corps Security Force. The requirements for such assignments are stringent, and a successful tour of duty is indicative of superior leadership qualities. These Marines will be considered "highly qualified" for promotion.

e. The records of some Marines will indicate they are serving in or have completed duty as Instructors with the Schools of Infantry and received a secondary MOS of 8513. This demanding duty literally brings to life the fundamental connection between the Marine and his/her rifle and the relationships between Marines that build trust and reliance on each other. Teaching our Marines their basic combat skills is the all-important second step in the "making of Marines." Marines who have passed a rigorous screening process, undergone rigorous training requirements, and are serving in or have successfully completed the demanding assignment as a School of Infantry Instructor will be considered "highly qualified" for promotion.

10. Marines with certain primary MOSs historically do not have an opportunity to serve in B-billetts due to extensive school training, career progression at a certain pay grade, perishable MOS skills, or insufficient overall strength of the MOS. Marines in these occupational specialties will not be denied the opportunity to serve in a B-billet if the MOS can afford the assignment; however, they will not routinely be assigned to such duties. Due to this limited opportunity to serve in a B-billet, Marines who fit this category should be given equal consideration with their peers even

SUPPLEMENTAL GUIDANCE FOR THE
FY 2006 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

though they may not have served in a B-billet.

11. Members of the selection board will familiarize themselves with Marine Corps policy on alcoholism and alcohol abuse as outlined in reference (d). The board will not deny selection opportunity to Marines diagnosed and successfully treated for alcoholism or alcohol abuse. However, the board will consider any misconduct or reduction in performance resulting from alcoholism or alcohol abuse when determining fitness for promotion.

12. Selection board members will familiarize themselves with Marine Corps policy concerning the distribution, possession, or use of illegal drugs. The detrimental effect of drug use in individual performance, leadership, and mission accomplishment is damaging not only to the Marine, but also to the Marine Corps as a whole. Disregard for disciplinary and organizational values will not be tolerated, and the board will consider such behavior when a Marine's potential is evaluated.

13. The Department of the Navy is dedicated to equality of treatment and opportunity for all personnel without regard to race, creed, color, gender, or national origin. The Marine Corps strives to maintain a professional working environment in which a Marine's race, creed, color, gender, or national origin will not impact their professional opportunities. Accordingly, within this board's charter to select those SNCOs who are best and fully qualified, you must ensure that SNCOs are not disadvantaged because of their race, creed, color, gender, or national origin.

a. In your evaluation of the records of all Marines, you must clearly afford them fair and equitable consideration. You should be particularly vigilant in your evaluation of these records to take care that no Marine's selection opportunity is disadvantaged by past attitudes or by service utilization policies or practices. You should evaluate each Marine's potential to assume the responsibilities of the next higher grade, the overriding factor being performance of assigned duties.

b. This guidance should not be interpreted as requiring or permitting preferential treatment of any Marine or group of Marines on the basis of race, creed, color, gender, or national origin.

14. The official military personnel records provided to the selection board may include medical documents relevant to a Marine's physical qualifications. If the board desires

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FY 2006 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

clarification of any such document, the board president will reduce the board's questions to writing and forward them to the Director, Personnel Management Division. The Director will provide such clarification as may be appropriate.

15. The enlisted promotion system does not have a medical prerequisite for promotion. The policy of the Commandant of the Marine Corps is that all enlisted Marines who are otherwise qualified will not lose their eligibility for promotion consideration if hospitalized or if on temporary limited duty due to medical reasons. However, enlisted Marines who have been approved for Permanent Limited Duty (PLD), who have less than 20 qualifying years of service for retirement, and are retained in a PLD category to complete 20 years of qualifying service for retirement, are not eligible for selection consideration.

16. All communications intended to express the views of the Commandant of the Marine Corps or other senior authority to the members of the selection board shall be in writing, furnished to each member, and made a part of the board record. The board shall consider only those official records, other information, and guidelines provided by the Commandant of the Marine Corps. No voting board member may communicate with an eligible Marine, reporting senior, or other person to solicit information, favorable or unfavorable, about an eligible Marine.

17. All documented incidents of misconduct and substandard performance that are included in a Marine's official record must be briefed to all voting board members. Members must carefully consider each such incident in connection with their deliberations. When discussing a member's personal knowledge of the professional qualifications of an eligible Marine, the board is reminded that if personal remarks, based on a member's personal knowledge, could be considered adverse, the member cannot discuss their personal knowledge or evaluation unless such adverse information is contained in the Marine's official record or other official material placed before the board for consideration. Should an eligible Marine's record reveal the removal of a fitness report by the Performance Evaluation Review Board or the Board for Correction of Naval Records, the member may not discuss their personal knowledge of the fitness report or the circumstances that resulted in the removal of the report from the Marine's official record.

18. Faced with many highly qualified Marines, there may be a tendency to simplify your task by summarily putting aside the

SUPPLEMENTAL GUIDANCE FOR THE
FY 2006 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

folders of Marines whose past records are less than perfect. However, to do this is to fall short of your obligation. Your charge is to find the "best qualified" Marines. A judgment of the whole person and the whole record is required to determine whose future potential will best serve the Marine Corps. You may conclude that particular adverse information undermines a Marine's ability to serve successfully in a position of increased authority and responsibility, despite an otherwise outstanding record. On the other hand, you may find that a Marine's overall outstanding performance demonstrates such potential for future service that it outweighs any deficiency noted in the record. Some Marines will have learned from their mistakes in ways that make them stronger; others will have strengths that outweigh relatively small weaknesses in their records. Please make the best, not simply the most obviously defensible choices. By doing this, you will not only fulfill your obligation, you will also better serve the Marine Corps.

19. In your consideration, please be sensitive to the fact that the needs of the Marine Corps have changed over the years and will continue to change. Be especially alert for Marines who have embraced change by conceiving and trying new solutions to our most challenging problems. The Marine Corps needs bold Marines who are willing to think creatively and take well-calculated risks. Give priority to promoting Marines who have shown initiative in finding and pursuing the most effective ways of accomplishing our mission. Also note, in this regard, that Marines with the greatest capacity for innovation may have served in billets different from the norm. In the context of a changing Marine Corps, the best-qualified Marines may reflect a variety of backgrounds.

2006 USMC SERGEANT MAJOR SELECTION BOARD

CONVENING DATE: 2005/10/18

ADJOURNMENT DATE: 2005/11/03

AUTHORIZED TO SELECT: 102

OVERALL STATISTICS

	ABOVE ZONE	IN ZONE	BELOW ZONE
ELIGIBLE	49	133	137
SELECTED	22	78	2
% SELECTED	44.9	58.6	1.5
% ALLOCATION	21.6	76.5	2.0

PERCENT OF ELIGIBLE (AZ+IZ) MARINES SUBMITTING PHOTOS: 98.9

RACE/ETHNIC INFORMATION

MALE: 303

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	25	11	44.0	66	46	69.7	73	2	2.7
BLACK	14	6	42.9	40	20	50.0	36	0	0.0
HISPANIC	7	4	57.1	11	4	36.4	11	0	0.0
ASIAN/PAC	1	0	0.0	5	3	60.0	4	0	0.0
AMER IND	0	0	0.0	5	3	60.0	3	0	0.0
OTHER	0	0	0.0	1	0	0.0	1	0	0.0
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TOTAL	47	21	44.7	128	76	59.4	128	2	1.6

FEMALE: 16

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	1	0	0.0	2	0	0.0	3	0	0.0
BLACK	0	0	0.0	1	0	0.0	3	0	0.0
HISPANIC	1	1	100.0	2	2	100.0	2	0	0.0
ASIAN/PAC	0	0	0.0	0	0	0.0	1	0	0.0
AMER IND	0	0	0.0	0	0	0.0	0	0	0.0
OTHER	0	0	0.0	0	0	0.0	0	0	0.0
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TOTAL	2	1	50.0	5	2	40.0	9	0	0.0

TOTAL: 319

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	26	11	42.3	68	46	67.6	76	2	2.6
BLACK	14	6	42.9	41	20	48.8	39	0	0.0
HISPANIC	8	5	62.5	13	6	46.2	13	0	0.0
ASIAN/PAC	1	0	0.0	5	3	60.0	5	0	0.0
AMER IND	0	0	0.0	5	3	60.0	3	0	0.0
OTHER	0	0	0.0	1	0	0.0	1	0	0.0
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TOTAL	49	22	44.9	133	78	58.6	137	2	1.5

2006 USMC MASTER GUNNERY SERGANT SELECTION BOARD

CONVENING DATE: 2005/10/18

ADJOURNMENT DATE: 2005/11/03

AUTHORIZED TO SELECT: 259

OVERALL STATISTICS

	ABOVE ZONE	IN ZONE	BELOW ZONE
ELIGIBLE	127	413	347
SELECTED	40	210	9
% SELECTED	31.5	50.8	2.6
% ALLOCATION	15.4	81.1	3.5

PERCENT OF ELIGIBLE (AZ+IZ) MARINES SUBMITTING PHOTOS: 97.2

RACE/ETHNIC INFORMATION

MALE: 858

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	66	24	36.4	221	125	56.6	170	6	3.5
BLACK	42	13	31.0	114	50	43.9	108	1	0.9
HISPANIC	8	2	25.0	40	18	45.0	43	1	2.3
ASIAN/PAC	2	0	0.0	8	3	37.5	3	0	0.0
AMER IND	3	1	33.3	15	5	33.3	5	0	0.0
OTHER	0	0	0.0	4	2	50.0	6	0	0.0
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TOTAL	121	40	33.1	402	203	50.5	335	8	2.4

FEMALE: 29

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	2	0	0.0	5	2	40.0	3	0	0.0
BLACK	4	0	0.0	5	4	80.0	3	1	33.3
HISPANIC	0	0	0.0	1	1	100.0	3	0	0.0
ASIAN/PAC	0	0	0.0	0	0	0.0	1	0	0.0
AMER IND	0	0	0.0	0	0	0.0	1	0	0.0
OTHER	0	0	0.0	0	0	0.0	1	0	0.0
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TOTAL	6	0	0.0	11	7	63.6	12	1	8.3

TOTAL: 887

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	68	24	35.3	226	127	56.2	173	6	3.5
BLACK	46	13	28.3	119	54	45.4	111	2	1.8
HISPANIC	8	2	25.0	41	19	46.3	46	1	2.2
ASIAN/PAC	2	0	0.0	8	3	37.5	4	0	0.0
AMER IND	3	1	33.3	15	5	33.3	6	0	0.0
OTHER	0	0	0.0	4	2	50.0	7	0	0.0
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TOTAL	127	40	31.5	413	210	50.8	347	9	2.6

2006 USMC FIRST SERGEANT SELECTION BOARD

CONVENING DATE: 2005/10/18 ADJOURNMENT DATE: 2005/12/15

AUTHORIZED TO SELECT: 200

OVERALL STATISTICS

	ABOVE ZONE	IN ZONE	BELOW ZONE
ELIGIBLE	0	923	0
SELECTED	0	200	0
% SELECTED	0.0	21.7	0.0
% ALLOCATION	0.0	100.0	0.0

PERCENT OF ELIGIBLE (AZ+IZ) MARINES SUBMITTING PHOTOS: 94.6

RACE/ETHNIC INFORMATION

MALE: 868

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	0	0	0.0	440	104	23.6	0	0	0.0
BLACK	0	0	0.0	244	51	20.9	0	0	0.0
HISPANIC	0	0	0.0	120	22	18.3	0	0	0.0
ASIAN/PAC	0	0	0.0	21	2	9.5	0	0	0.0
AMER IND	0	0	0.0	29	7	24.1	0	0	0.0
OTHER	0	0	0.0	14	3	21.4	0	0	0.0
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TOTAL	0	0	0.0	868	189	21.8	0	0	0.0

FEMALE: 55

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	0	0	0.0	24	4	16.7	0	0	0.0
BLACK	0	0	0.0	15	6	40.0	0	0	0.0
HISPANIC	0	0	0.0	12	1	8.3	0	0	0.0
ASIAN/PAC	0	0	0.0	2	0	0.0	0	0	0.0
AMER IND	0	0	0.0	2	0	0.0	0	0	0.0
OTHER	0	0	0.0	0	0	0.0	0	0	0.0
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TOTAL	0	0	0.0	55	11	20.0	0	0	0.0

TOTAL: 923

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	0	0	0.0	464	108	23.3	0	0	0.0
BLACK	0	0	0.0	259	57	22.0	0	0	0.0
HISPANIC	0	0	0.0	132	23	17.4	0	0	0.0
ASIAN/PAC	0	0	0.0	23	2	8.7	0	0	0.0
AMER IND	0	0	0.0	31	7	22.6	0	0	0.0
OTHER	0	0	0.0	14	3	21.4	0	0	0.0
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TOTAL	0	0	0.0	923	200	21.7	0	0	0.0

2006 USMC MASTER SERGEANT SELECTION BOARD

CONVENING DATE: 2005/10/18

ADJOURNMENT DATE: 2005/12/15

AUTHORIZED TO SELECT: 909

OVERALL STATISTICS

	ABOVE ZONE	IN ZONE	BELOW ZONE
ELIGIBLE	328	1254	711
SELECTED	102	789	18
% SELECTED	31.1	62.9	2.5
% ALLOCATION	11.2	86.8	2.0

PERCENT OF ELIGIBLE (AZ+IZ) MARINES SUBMITTING PHOTOS: 90.8

RACE/ETHNIC INFORMATION

MALE: 2176

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	169	52	30.8	711	453	63.7	409	12	2.9
BLACK	91	30	33.0	264	174	65.9	156	5	3.2
HISPANIC	32	10	31.3	140	80	57.1	73	0	0.0
ASIAN/PAC	7	3	42.9	25	15	60.0	18	0	0.0
AMER IND	9	2	22.2	29	18	62.1	19	0	0.0
OTHER	4	1	25.0	11	7	63.6	9	0	0.0
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TOTAL	312	98	31.4	1180	747	63.3	684	17	2.5

FEMALE:

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	7	2	28.6	30	18	60.0	12	1	8.3
BLACK	2	0	0.0	33	20	60.6	10	0	0.0
HISPANIC	4	2	50.0	9	4	44.4	4	0	0.0
ASIAN/PAC	0	0	0.0	1	0	0.0	1	0	0.0
AMER IND	2	0	0.0	0	0	0.0	0	0	0.0
OTHER	1	0	0.0	1	0	0.0	0	0	0.0
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TOTAL	16	4	25.0	74	42	56.8	27	1	3.7

TOTAL:

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	176	54	30.7	741	471	63.6	421	13	3.1
BLACK	93	30	32.3	297	194	65.3	166	5	3.0
HISPANIC	36	12	33.3	149	84	56.4	77	0	0.0
ASIAN/PAC	7	3	42.9	26	15	57.7	19	0	0.0
AMER IND	11	2	18.2	29	18	62.1	19	0	0.0
OTHER	5	1	20.0	12	7	58.3	9	0	0.0
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TOTAL	328	102	31.1	1254	789	62.9	711	18	2.5



DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
3280 RUSSELL ROAD
QUANTICO, VIRGINIA 22134-5103

IN REPLY REFER TO:
1400
MMPR-2
16 OCT 2006

From: Commandant of the Marine Corps
To: Colonel Thomas F. Qualls Jr., USMC

Subj: PRECEPT CONVENING THE FY 2007 SERGEANT MAJOR THROUGH
MASTER SERGEANT SELECTION BOARD

Encl: (1) Supplemental Guidance for the FY 2007 Sergeant Major
through Master Sergeant Selection Board

1. The selection board, consisting of yourself as the president and the following additional board members, to consider all eligible staff noncommissioned officers (SNCOs) for promotion to the next higher grade, is appointed:

Lieutenant Colonel Vincent E. Clark, USMC
Lieutenant Colonel Barry L. Enstice, USMC
Lieutenant Colonel John P. O'Rourke, USMC
Lieutenant Colonel Andrew G. Shorter, USMC
Major Patrick E. Allen, USMC
Major Victor A. Frausto, USMC
Major Nicholas M. Nicholson, USMC
Major Edwin L. Scoggin, USMC
Sergeant Major Daniel R. Anderson, USMC
Sergeant Major Bruce H. Cole, USMC
Sergeant Major Terry L. Jessip, USMC
Sergeant Major Timothy S. Lesane, USMC
Sergeant Major Irene Z. O'Neal, USMC
Master Gunnery Sergeant Thomas T. Floyd, USMC
Master Gunnery Sergeant Henry Lanzziano, USMC
Master Gunnery Sergeant David R. Misfeldt, USMC
Master Gunnery Sergeant Carlos T. Rivera, USMC
Master Gunnery Sergeant Kimberly D. Walker, USMC
Master Gunnery Sergeant Tim L. Wagner, USMC
Master Gunnery Sergeant Steven M. Williams, USMC

2. Captain Peter A. Baker, USMC will serve as the senior recorder. Captain Jennifer C. Fleming, USMC, and Captain Christina M. Hennessey, USMC, will serve as assistant recorders. A recorder will be present during all selection board deliberations.

Subj: PRECEPT CONVENING THE FY 2007 SERGEANT MAJOR THROUGH
MASTER SERGEANT SELECTION BOARD

3. The following administrative support personnel are hereby appointed:

Col Richard W. Yoder, USMC
Mr. William A. Hicks
Maj James A. McLaughlin, USMC
Mrs. Lesley A. Ecker
Ms. Min Mei
Ms. Cynthia Guillory
Ms. Janet Ector
Ms. Gladys Johnson
Ms. Dawn K. Murphy
MSgt Gary A. Richardson, USMC
SSgt Laurie L. Rodriguez, USMC
SSgt James C. Silva, USMC
Cpl Blaine D. Raine, USMC
LCpl Andrew T. Gutierrez, USMC
LCpl Darren A. McLane, USMC
PFC Magen N. Brooks, USMC
PFC David E. Johnson Jr., USMC
PFC Thomas E. Lopez, USMC
PFC Jeremy S. Mayeux, USMC
PFC Pedro V. Roman, USMC
PFC Dominic N. Williams
PFC Ronald L. Wilson

4. The selection board is ordered to convene at Harry Lee Hall, Marine Corps Base, Quantico, Virginia, on 17 October 2006, or as soon thereafter as is practicable. Enclosure (1) contains additional guidance for board members to consider in determining the promotion potential and professional qualifications of Marines eligible for consideration.

5. The function of the selection board is to recommend eligible SNCOs to the next higher grade. The Marines selected will be SNCOs whom a majority of the members of the board consider best qualified for promotion to meet the needs of the Marine Corps. In addition to the foregoing standard of best qualified, all Marines recommended for promotion must be fully qualified. Each Marine's qualifications and performance of duty must clearly demonstrate the Marine will be capable of performing the duties normally associated with the next higher grade. This standard applies to all eligible Marines, including those above zone and below zone.

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6. The eligibility criteria for consideration for selection in each military occupational specialty (MOS) was promulgated by MARADMIN 393/06, 435/06 AND 446/06.

7. Consideration of below zone eligible Marines.

a. Not more than five percent, or one selection, whichever is greater, may be selected from the below zone of each MOS or OccFld. In addition, the total number of below zone selectees will not exceed five percent of the total allocation for all MOSs/OccFlds.

b. The selection of a Marine from the below zone must be based on the best qualified and fully qualified standard applicable to all eligible Marines. When considering the records of Marines equally well qualified for promotion, you may consider the fact that a selection from the below zone benefits the Marine Corps by creating an incentive for superior performance by Marines below the promotion zone. Accordingly, the selection board is directed to give Marines in the below zone the same careful consideration given other Marines in the above and promotion zones.

8. The selection board will limit the number of selections for promotion to the number of allocations. Changes to allocations, if any, will be published in the selection MARADMIN announcing the results of the board.

9. Upon completion of its proceedings, the selection board will submit its report to the Commandant of the Marine Corps or his authorized representative for approval and signature. The report of the board will be in writing, signed by each member of the board and the recorders. It will contain the names of the Marines the board recommends for promotion. The report will certify the board complied with all instructions contained in this Precept and, as appropriate, other guidance or instruction provided by the Commandant of the Marine Corps. The report of the board will further certify the board carefully considered the record of each Marine whose name was furnished to it and in the majority opinion

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of the board, the Marines recommended by the board are best
qualified and fully qualified.



S. M. FENSTERMACHER
Director,
Personnel Management Division
Acting

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Ref: (a) MCO P1400.32D (MARCORPROMMAN, VOL 2, ENLPROM)
(b) MCO P1200.7M (MOS MANUAL)
(c) MCO P1610.7F (PERFORMANCE EVALUATION SYSTEM)
(d) MCO P5300.12 (SUBSTANCE ABUSE)

1. References (a) and (b), as well as this Precept, state the policies and qualifications for selection to the staff noncommissioned officer (SNCO) grades. References (c) and (d) are germane. In the case of conflicting instructions, the guidelines in this Precept take precedence over those contained in references (a) through (d). The selection board will consider only the instructions and information provided by the Commandant of the Marine Corps or his authorized representative.

2. The following oath or affirmation shall be administered to the recorders by the president of the board:

"Do you solemnly swear (or affirm) that you will keep a true record of the proceedings of this board, and further, that you will not disclose the proceedings or recommendations thereof pertaining to the selection or nonselection of individual enlisted Marines except as authorized or required by the Commandant of the Marine Corps? So help you God."

The following oath or affirmation shall be administered to the members of the board by the senior recorder:

"Do you solemnly swear (or affirm) that you will perform your duties as a member of this board without prejudice or partiality, having in view the special fitness of staff noncommissioned officers and the efficiency of the Marine Corps, and further, that you will not disclose the proceedings or recommendations thereof pertaining to the selection or nonselection of individual enlisted Marines except as authorized or required by the Commandant of the Marine Corps? So help you God."

The following oath or affirmation shall be administered to the administrative support personnel by the senior recorder.

"Do you solemnly swear (or affirm) that you will not disclose the proceedings or recommendations of this board pertaining to the selection or nonselection of individual enlisted Marines except as authorized or required by the Commandant of the Marine Corps? So help you God."

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3. The Director, Manpower Plans and Policy Division, will provide the selection board the names of all Marines eligible for selection consideration. The board will carefully consider the record of every eligible Marine whose name is furnished.

4. Professional military education (PME) is a valuable and important aspect of a Marine staff noncommissioned officer's (SNCO) professional development. A well-educated core of SNCOs is better able to contribute to the effectiveness and success of the Marine Corps. The successful completion of appropriate level PME demonstrates a Marine's commitment to self-improvement and represents a desire to prepare for positions of increased responsibility. Because of its importance, completion of appropriate PME by grade has become a requirement for selection for SNCO promotion boards. However, it takes a commitment of time and availability to complete the required PME courses, both resident and nonresident, for promotion to the SNCO ranks. Due to the high deployment tempo of Marine units during this past year in support of Marine Corps operations around the world, there are many well-intentioned and hard working Marines who have not had the ability or the access to complete their required PME. It would be an injustice to exclude these deserving and talented Marines from an opportunity to be selected for promotion solely due to reasons beyond their control. Therefore, the promotion requirement for PME for this board for all eligible Marines is waived.

5. The selection board may request an extension of the promotion zone of an MOS, if a below zone exists for that MOS, and the board, after careful consideration of all records, decides that a sufficient number of qualified Marines cannot be found within the promotion zone and above zone. The board will coordinate with the Director, Manpower Plans and Policy Division (MP), via the Director, Personnel Management Division (MM) prior to effecting a zone change. Additionally, if the promotion opportunity decreases significantly, the board may request from CMC (MP) via the CMC (MM) that the promotion zone be decreased to maintain promotion opportunity.

6. Marines who are selected for appointment to warrant officer or who are participating in the Marine Enlisted Commissioning Education Program are eligible for noncompetitive selection consideration. The selection of these Marines will not count against the competitive allocations. Reference (a) contains the criteria for evaluating Marines in this category. PME requirements are waived for Marines considered noncompetitively.

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7. The selection board will carefully consider each Marine's appearance. Official photographs are the best indicators; however, if a record does not contain a photograph, every effort will be made to evaluate a Marine's appearance from fitness report markings.
8. Sergeants Major and First Sergeants are the principal enlisted advisors to their commanders. The primary and foremost requisite is outstanding leadership, combined with an exceptionally high degree of professional competence and the ability to act independently as the principal enlisted assistant to the commander in all administrative, technical, and tactical requirements of the organization.
9. Master Gunnery Sergeants and Master Sergeants are the technical experts in their fields. The primary prerequisite is outstanding proficiency in the assigned MOS/OccFld, combined with an exceptionally high degree of leadership and supervisory ability and the ability to act independently as enlisted assistants to the commander in all administrative, technical, and tactical requirements of their occupational specialty.
10. Selection boards are charged with selecting those Marines they consider "best and fully qualified" to hold each grade. Therefore, there will be no redesignation of those Marines selected for promotion to the grades of first sergeant or master sergeant from one grade to the other.
11. All Marines are assigned to commands at the discretion of competent command authority. Accordingly, billet assignments are widely diverse, with many Marines serving outside of their primary MOS in billets that could be considered less desirable, and/or in commands that may not be considered within the mainstream of the Marine Corps. Regardless of duty assignment, all Marines serve because there is a vital need to support the continued readiness of our Corps. Marines serving in billets outside their primary MOS are to be considered qualified for promotion based upon their performance in their assigned duties.
12. Particular effort must be applied to interpreting the markings of fitness reports before, during, and after assignment to recruiting or drill instructor duty. Because of the standards applied during these assignments, marks may be lower than marks reflected by an equal level of performance in other duty

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assignments. Additionally, the following should be carefully considered:

a. The recruiting of highly qualified men and women for the Marine Corps is one of the most difficult and demanding duties that any Marine can face today. Marines who undergo a rigorous screening process, successfully complete a difficult training program, and are presently serving in or have successfully completed a recruiting assignment, will be considered "highly qualified" for promotion, unless evidence to the contrary is presented. The board should be especially diligent in determining, to the best of its ability, whether performance of duty while on recruiting duty reflects a dedication to compliance with all guidance and procedures. If noncompetitive markings on fitness reports appear to be solely the result of a failure to meet a recruiting quota, even though all guidance and procedures were complied with, and the Marine's overall record shows characteristics that otherwise would suggest a high potential for effective performance at a higher grade, the board will use its judgment in weighing the significance of the lower marks.

b. Marines who passed a rigid screening process, underwent rigorous training requirements, and are successfully serving in or have successfully completed a demanding assignment as a drill instructor, will be considered "highly qualified" for promotion.

c. The records of some Marines will indicate that they have performed duty as a Marine Security Guard Detachment Commander. The requirements for such assignments are stringent, and a successful tour of duty is indicative of superior leadership qualities. These Marines will be considered "highly qualified" for promotion.

d. The records of some Marines will indicate that they have performed duty as an instructor or supervisor of cadre personnel with the Marine Corps Security Force. The requirements for such assignments are stringent, and a successful tour of duty is indicative of superior leadership qualities. These Marines will be considered "highly qualified" for promotion.

e. The records of some Marines will indicate they are serving in or have completed duty as Instructors with the Schools of Infantry and received a secondary MOS of 8513. This demanding duty literally brings to life the fundamental connection between the Marine and his/her rifle and the relationships between Marines that

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basic combat skills is the all-important second step in the "making of Marines." Marines who have passed a rigorous screening process, undergone rigorous training requirements, and are serving in or have successfully completed the demanding assignment as a School of Infantry Instructor will be considered "highly qualified" for promotion.

13. Marines with certain primary MOS's historically do not have an opportunity to serve in B-billetts due to extensive school training, career progression at a certain pay grade, perishable MOS skills, or insufficient overall strength of the MOS. Marines in these occupational specialties will not be denied the opportunity to serve in a B-billet if the MOS can afford the assignment; however, they will not routinely be assigned to such duties. Due to this limited opportunity to serve in a B-billet, Marines who fit this category should be given equal consideration with their peers even though they may not have served in a B-billet.

14. Members of the selection board will familiarize themselves with Marine Corps policy on alcoholism and alcohol abuse as outlined in reference (d). The board will not deny selection opportunity to Marines diagnosed and successfully treated for alcoholism or alcohol abuse. However, the board will consider any misconduct or reduction in performance resulting from alcoholism or alcohol abuse when determining fitness for promotion.

15. Selection board members will familiarize themselves with Marine Corps policy concerning the distribution, possession, or use of illegal drugs. The detrimental effect of drug use in individual performance, leadership, and mission accomplishment is damaging not only to the Marine, but also to the Marine Corps as a whole. Disregard for disciplinary and organizational values will not be tolerated, and the board will consider such behavior when a Marine's potential is evaluated.

16. The Department of the Navy is dedicated to equality of treatment and opportunity for all personnel without regard to race, creed, color, gender, or national origin. The Marine Corps goal is a professional working environment in which a Marine's race, creed, color, gender, or national origin will not impact their professional opportunities. Accordingly, within this board's charter to select those SNCO's who are best and fully qualified, you must ensure that SNCO's are not disadvantaged because of their race, creed, color, gender, or national origin.

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a. In your evaluation of the records of minority and women Marines, as with all Marines, you must clearly afford them fair and equitable consideration. You should be particularly vigilant in your evaluation of these records to take care that no Marine's selection opportunity is disadvantaged by past attitudes or by service utilization policies or practices. You should evaluate each Marine's potential to assume the responsibilities of the next higher grade, the overriding factor being performance of assigned duties.

b. This guidance should not be interpreted as requiring or permitting preferential treatment of any Marine or group of Marines on the basis of race, creed, color, gender, or national origin.

17. The official military personnel records provided to the selection board may include medical documents relevant to a Marine's physical qualifications. If the board desires clarification of any such document, the board president will reduce the board's questions to writing and forward them to the Director, Personnel Management Division. The Director will provide such clarification as may be appropriate.

18. The enlisted promotion system does not have a medical prerequisite for promotion. The policy of the Commandant of the Marine Corps is that all enlisted Marines who are otherwise qualified will not lose their eligibility for promotion consideration if hospitalized or if on temporary limited duty due to medical reasons. However, enlisted Marines who have been approved for Permanent Limited Duty (PLD), who have less than 20 qualifying years of service for retirement, and are retained in a PLD category to complete 20 years of qualifying service for retirement, are not eligible for selection consideration.

19. All communications intended to express the views of the Commandant of the Marine Corps or other senior authority to the members of the selection board shall be in writing, furnished to each member, and made a part of the board record. The board shall consider only those official records, other information, and guidelines provided by the Commandant of the Marine Corps. No voting board member may communicate with an eligible Marine, reporting senior, or other person to solicit information, favorable or unfavorable, about an eligible Marine.

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20. All documented incidents of misconduct and substandard performance that are included in a Marine's official record must be briefed to all voting board members. Members must carefully consider each such incident in connection with their deliberations. When discussing a member's personal knowledge of the professional qualifications of an eligible Marine, the board is reminded that if personal remarks, based on a member's personal knowledge, could be considered adverse, the member cannot discuss his/her personal knowledge or evaluation unless such adverse information is contained in the Marine's official record or other official material placed before the board for consideration. Should an eligible Marine's record reveal the removal of a fitness report by the Performance Evaluation Review Board or the Board for Correction of Naval Records, the member may not discuss his/her personal knowledge of the fitness report or the circumstances that resulted in the removal of the report from the Marine's official record.

21. Faced with many highly qualified Marines, there may be a tendency to simplify your task by summarily putting aside the folders of Marines whose past records are less than perfect. However, to do this is to fall short of your obligation. Your charge is to find the "best qualified" Marines. A judgment of the whole person and the whole record is required to determine whose future potential will best serve the Marine Corps. You may conclude that particular adverse information undermines a Marine's ability to serve successfully in a position of increased authority and responsibility, despite an otherwise outstanding record. On the other hand, you may find that a Marine's overall outstanding performance demonstrates such potential for future service that it outweighs any deficiency noted in the record. Some Marines will have learned from their mistakes in ways that make them stronger; others will have strengths that outweigh relatively small weaknesses in their records. Please make the best, not simply the most obviously defensible, choices. By doing this, you will not only fulfill your obligation, you will also better serve the Marine Corps.

22. In your consideration, please be sensitive to the fact that the needs of the Marine Corps have changed over the years and will continue to change. Be especially alert for Marines who have embraced change by conceiving and trying new solutions to our most challenging problems. The Marine Corps needs bold Marines who are willing to think creatively and take well-calculated risks. Give priority to promoting Marines who have shown initiative in finding and pursuing the most effective ways of accomplishing our mission.

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Also note, in this regard, that Marines with the greatest capacity for innovation may have served in billets different from the norm. In the context of a changing Marine Corps, the best-qualified Marines may reflect a variety of backgrounds.

2007 USMC SERGEANT MAJOR SELECTION BOARD

CONVENING DATE: 2006/10/17 ADJOURNMENT DATE: 2006/11/01

AUTHORIZED TO SELECT: 93

OVERALL STATISTICS

	ABOVE ZONE	IN ZONE	BELOW ZONE
ELIGIBLE	39	143	108
SELECTED	18	72	3
% SELECTED	46.2	50.3	2.8
% ALLOCATION	19.4	77.4	3.2

PERCENT OF ELIGIBLE (AZ+IZ) MARINES SUBMITTING PHOTOS: 97.8

RACE/ETHNIC INFORMATION

MALE: 274

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	10	5	50.0	74	40	54.1	51	1	2.0
BLACK	16	4	25.0	39	17	43.6	29	0	0.0
HISPANIC	7	4	57.1	13	5	38.5	14	1	7.1
ASIAN/PAC	2	2	100.0	3	2	66.7	7	1	14.3
AMER IND	0	0	0.0	4	3	75.0	0	0	0.0
OTHER	2	1	50.0	2	1	50.0	1	0	0.0
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TOTAL	37	16	43.2	135	68	50.4	102	3	2.9

FEMALE: 16

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	2	2	100.0	2	2	100.0	4	0	0.0
BLACK	0	0	0.0	3	0	0.0	1	0	0.0
HISPANIC	0	0	0.0	2	1	50.0	1	0	0.0
ASIAN/PAC	0	0	0.0	1	1	100.0	0	0	0.0
AMER IND	0	0	0.0	0	0	0.0	0	0	0.0
OTHER	0	0	0.0	0	0	0.0	0	0	0.0
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TOTAL	2	2	100.0	8	4	50.0	6	0	0.0

TOTAL: 290

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	12	7	58.3	76	42	55.3	55	1	1.8
BLACK	16	4	25.0	42	17	40.5	30	0	0.0
HISPANIC	7	4	57.1	15	6	40.0	15	1	6.7
ASIAN/PAC	2	2	100.0	4	3	75.0	7	1	14.3
AMER IND	0	0	0.0	4	3	75.0	0	0	0.0
OTHER	2	1	50.0	2	1	50.0	1	0	0.0
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TOTAL	39	18	46.2	143	72	50.3	108	3	2.8

2007 USMC MASTER GUNNERY SERGEANT SELECTION BOARD

CONVENING DATE: 2006/10/17 ADJOURNMENT DATE: 2006/11/01

AUTHORIZED TO SELECT: 230

OVERALL STATISTICS

	ABOVE ZONE	IN ZONE	BELOW ZONE
ELIGIBLE	144	392	281
SELECTED	36	188	6
% SELECTED	25.0	48.0	2.1
% ALLOCATION	15.7	81.7	2.6

PERCENT OF ELIGIBLE (AZ+IZ) MARINES SUBMITTING PHOTOS: 93.3

RACE/ETHNIC INFORMATION

MALE: 785

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	70	18	25.7	190	94	49.5	143	3	2.1
BLACK	37	10	27.0	119	52	43.7	90	0	0.0
HISPANIC	20	4	20.0	47	23	48.9	23	3	13.0
ASIAN/PAC	5	2	40.0	5	2	40.0	5	0	0.0
AMER IND	5	2	40.0	6	3	50.0	4	0	0.0
OTHER	4	0	0.0	9	6	66.7	3	0	0.0
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TOTAL	141	36	25.5	376	180	47.9	268	6	2.2

FEMALE: 32

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	2	0	0.0	6	2	33.3	4	0	0.0
BLACK	1	0	0.0	3	2	66.7	5	0	0.0
HISPANIC	0	0	0.0	5	3	60.0	2	0	0.0
ASIAN/PAC	0	0	0.0	1	0	0.0	1	0	0.0
AMER IND	0	0	0.0	0	0	0.0	0	0	0.0
OTHER	0	0	0.0	1	1	100.0	1	0	0.0
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TOTAL	3	0	0.0	16	8	50.0	13	0	0.0

TOTAL: 817

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	72	18	25.0	196	96	49.0	147	3	2.0
BLACK	38	10	26.3	122	54	44.3	95	0	0.0
HISPANIC	20	4	20.0	52	26	50.0	25	3	12.0
ASIAN/PAC	5	2	40.0	6	2	33.3	6	0	0.0
AMER IND	5	2	40.0	6	3	50.0	4	0	0.0
OTHER	4	0	0.0	10	7	70.0	4	0	0.0
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TOTAL	144	36	25.0	392	188	48.0	281	6	2.1

2007 USMC FSGT SERGEANT SELECTION BOARD

CONVENING DATE: 2006/10/17 ADJOURNMENT DATE: 2006/12/12

AUTHORIZED TO SELECT: 209

OVERALL STATISTICS

	ABOVE ZONE	IN ZONE	BELOW ZONE
ELIGIBLE	0	904	0
SELECTED	0	209	0
% SELECTED	0.0	23.1	0.0
% ALLOCATION	0.0	100.0	0.0

PERCENT OF ELIGIBLE (AZ+IZ) MARINES SUBMITTING PHOTOS: 97.9

RACE/ETHNIC INFORMATION

MALE: 849

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	0	0	0.0	444	117	26.4	0	0	0.0
BLACK	0	0	0.0	217	38	17.5	0	0	0.0
HISPANIC	0	0	0.0	124	28	22.6	0	0	0.0
ASIAN/PAC	0	0	0.0	27	6	22.2	0	0	0.0
AMER IND	0	0	0.0	19	3	15.8	0	0	0.0
OTHER	0	0	0.0	17	3	17.6	0	0	0.0
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TOTAL	0	0	0.0	849	195	23.0	0	0	0.0

FEMALE: 55

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	0	0	0.0	20	4	20.0	0	0	0.0
BLACK	0	0	0.0	22	7	31.8	0	0	0.0
HISPANIC	0	0	0.0	11	2	18.2	0	0	0.0
ASIAN/PAC	0	0	0.0	1	0	0.0	0	0	0.0
AMER IND	0	0	0.0	1	1	100.0	0	0	0.0
OTHER	0	0	0.0	0	0	0.0	0	0	0.0
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TOTAL	0	0	0.0	55	14	25.5	0	0	0.0

TOTAL: 904

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	0	0	0.0	464	121	26.1	0	0	0.0
BLACK	0	0	0.0	239	45	18.8	0	0	0.0
HISPANIC	0	0	0.0	135	30	22.2	0	0	0.0
ASIAN/PAC	0	0	0.0	28	6	21.4	0	0	0.0
AMER IND	0	0	0.0	20	4	20.0	0	0	0.0
OTHER	0	0	0.0	17	3	17.6	0	0	0.0
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TOTAL	0	0	0.0	904	209	23.1	0	0	0.0

2007 USMC MASTER SERGEANT SELECTION BOARD

CONVENING DATE: 2006/10/17 ADJOURNMENT DATE: 2006/12/12

AUTHORIZED TO SELECT: 807

OVERALL STATISTICS

	ABOVE ZONE	IN ZONE	BELOW ZONE
ELIGIBLE	422	1231	761
SELECTED	109	687	10
% SELECTED	25.8	55.8	1.3
% ALLOCATION	13.5	85.1	1.2

PERCENT OF ELIGIBLE (AZ+IZ) MARINES SUBMITTING PHOTOS: 95.3

RACE/ETHNIC INFORMATION

MALE: 2277

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	225	55	24.4	649	382	58.9	417	10	2.4
BLACK	85	20	23.5	291	133	45.7	162	0	0.0
HISPANIC	52	17	32.7	146	88	60.3	94	0	0.0
ASIAN/PAC	8	3	37.5	31	20	64.5	20	0	0.0
AMER IND	14	4	28.6	22	14	63.6	14	0	0.0
OTHER	9	2	22.2	26	14	53.8	12	0	0.0
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TOTAL	393	101	25.7	1165	651	55.9	719	10	1.4

FEMALE: 137

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	12	5	41.7	19	8	42.1	11	0	0.0
BLACK	9	2	22.2	32	21	65.6	20	0	0.0
HISPANIC	4	1	25.0	11	5	45.5	10	0	0.0
ASIAN/PAC	1	0	0.0	3	2	66.7	1	0	0.0
AMER IND	1	0	0.0	1	0	0.0	0	0	0.0
OTHER	2	0	0.0	0	0	0.0	0	0	0.0
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TOTAL	29	8	27.6	66	36	54.5	42	0	0.0

TOTAL: 2414

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	237	60	25.3	668	390	58.4	428	10	2.3
BLACK	94	22	23.4	323	154	47.7	182	0	0.0
HISPANIC	56	18	32.1	157	93	59.2	104	0	0.0
ASIAN/PAC	9	3	33.3	34	22	64.7	21	0	0.0
AMER IND	15	4	26.7	23	14	60.9	14	0	0.0
OTHER	11	2	18.2	26	14	53.8	12	0	0.0
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TOTAL	422	109	25.8	1231	687	55.8	761	10	1.



DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
3280 RUSSELL ROAD
QUANTICO, VIRGINIA 22134-5103

IN REPLY REFER TO:
1400
MMPR-2

OCT 11 2007

From: Commandant of the Marine Corps
To: Colonel Anthony J. Wendel III, USMC

Subj: PRECEPT CONVENING THE FY 2008 SERGEANT MAJOR THROUGH
MASTER SERGEANT SELECTION BOARD

Encl: (1) Supplemental Guidance for the FY 2008 Sergeant Major
through Master Sergeant Selection Board

1. The selection board, consisting of yourself as the president and the following additional board members, to consider all eligible staff noncommissioned officers (SNCOs) for promotion to the next higher grade, is appointed:

Lieutenant Colonel Ahmad Bandani, USMC
Lieutenant Colonel Michael J. Bergerud, USMC
Lieutenant Colonel Joel F. Jones, USMC
Major Gregory K. Butcher, USMC
Major Adrian K. Cleymans, USMC
Major Luis F. Lara, USMC
Major Richard E. Luehrs II, USMC
Major Jon G. Martin, USMC
Sergeant Major Kenneth D. Bush, USMC
Sergeant Major Randall D. Kennedy, USMC
Sergeant Major Jimmy D. Mashburn, USMC
Sergeant Major Samuel R. Schmidt, USMC
Sergeant Major Michael E. Sprague, USMC
Sergeant Major Darrell L. Stillings, USMC
Master Gunnery Sergeant Raymond C. Claiborne, USMC
Master Gunnery Sergeant Jay M. Cota, USMC
Master Gunnery Sergeant James R. Fields III, USMC
Master Gunnery Sergeant Stephen J. Henderson, USMC
Master Gunnery Sergeant Gail S. Horn, USMC
Master Gunnery Sergeant Meddie E. Knox, USMC

2. Captain Zachary Rogers, USMC will serve as the senior recorder. Captain William C. Cox, USMC, and Captain John P. Kearns, USMC, will serve as assistant recorders. A recorder will be present during all selection board deliberations.

Subj: PRECEPT CONVENING THE FY 2008 SERGEANT MAJOR THROUGH
MASTER SERGEANT SELECTION BOARD

3. The following administrative support personnel are hereby appointed:

Col Richard W. Yoder, USMC
Mr. William A. Hicks
Maj Ryan W. Reilly, USMC
Mrs. Lesley A. Ecker
Ms. Min Mei
Ms. Cynthia Guillory
Ms. Janet Ector
Ms. Gladys Johnson
Ms. Dawn K. Murphy
MSgt Anita G. Robertson, USMC
SSgt Sandra V. Aspiazu, USMC
SSgt James C. Silva, USMC
Sgt Blaine D. Raine, USMC
LCpl Nabeel Ashfaq, USMC
LCpl Andrew T. Gutierrez, USMC
LCpl James C. Newman, USMC
LCpl Mario S. PachecoPerez, USMC
PFC Ediesson ArnaudMateo, USMC
PFC Lawrence E. Blaushield, USMC
PFC Milton Cook, USMC
PFC Josef E. Gonzales, USMC
PFC AmandaMae O. Golding, USMC
PFC Derron D. Rose, USMC
PFC Timothy J. Webb, USMC

4. The selection board is ordered to convene at Harry Lee Hall, Marine Corps Base, Quantico, Virginia, on 16 October 2007, or as soon thereafter as is practicable. Enclosure (1) contains additional guidance for board members to consider in determining the promotion potential and professional qualifications of Marines eligible for consideration.

5. The function of the selection board is to recommend eligible SNCOs to the next higher grade. The Marines selected will be SNCOs whom a majority of the members of the board consider best qualified for promotion to meet the needs of the Marine Corps. In addition to the foregoing standard of best qualified, all Marines recommended for promotion must be fully qualified. Each Marine's qualifications and performance of duty must clearly demonstrate the Marine will be capable of performing the duties normally associated with the next higher grade. This standard applies to

Subj: PRECEPT CONVENING THE FY 2008 SERGEANT MAJOR THROUGH
MASTER SERGEANT SELECTION BOARD

all eligible Marines, including those above zone and below zone.

6. The eligibility criteria for consideration for selection in each military occupational specialty (MOS) was promulgated by MARADMIN 490/07, and 546/07.

7. Consideration of below zone eligible Marines.

a. Not more than five percent, or one selection, whichever is greater, may be selected from the below zone of each MOS or OccFld. In addition, the total number of below zone selectees will not exceed five percent of the total allocation for all MOSs/OccFlds.

b. The selection of a Marine from the below zone must be based on the best qualified and fully qualified standard applicable to all eligible Marines. When considering the records of Marines equally well qualified for promotion, you may consider the fact that a selection from the below zone benefits the Marine Corps by creating an incentive for superior performance by Marines below the promotion zone. Accordingly, the selection board is directed to give Marines in the below zone the same careful consideration given other Marines in the above and promotion zones.

8. The selection board will limit the number of selections for promotion to the number of allocations. Changes to allocations, if any, will be published in the selection MARADMIN announcing the results of the board.

9. Upon completion of its proceedings, the selection board will submit its report to the Commandant of the Marine Corps or his authorized representative for approval and signature. The report of the board will be in writing, signed by each member of the board and the recorders. It will contain the names of the Marines the board recommends for promotion. The report will certify the board complied with all instructions contained in this Precept and, as appropriate, other guidance or instruction provided by the Commandant of the Marine Corps. The report of the board will further certify the board carefully considered the record of each Marine whose name was furnished to it and in the majority opinion

Subj: PRECEPT CONVENING THE FY 2008 SERGEANT MAJOR THROUGH
MASTER SERGEANT SELECTION BOARD

of the board, the Marines recommended by the board are best
qualified and fully qualified.



S. M. FENSTERMACHER
Director,
Personnel Management Division
Acting

SUPPLEMENTAL GUIDANCE FOR THE
FY 2008 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

Ref: (a) MCO P1400.32D (MARCORPROMMAN, VOL 2, ENLPROM)
(b) MCO P1200.7M (MOS MANUAL)
(c) MCO P1610.7E (PERFORMANCE EVALUATION SYSTEM)
(d) MCO P5300.12 (SUBSTANCE ABUSE)

1. References (a) and (b), as well as this Precept, state the policies and qualifications for selection to the staff noncommissioned officer (SNCO) grades. References (c) and (d) are germane. In the case of conflicting instructions, the guidelines in this Precept take precedence over those contained in references (a) through (d). The selection board will consider only the instructions and information provided by the Commandant of the Marine Corps or his authorized representative.

2. The following oath or affirmation shall be administered to the recorders by the president of the board:

"Do you solemnly swear (or affirm) that you will keep a true record of the proceedings of this board, and further, that you will not disclose the proceedings or recommendations thereof pertaining to the selection or nonselection of individual enlisted Marines except as authorized or required by the Commandant of the Marine Corps? So help you God."

The following oath or affirmation shall be administered to the members of the board by the senior recorder:

"Do you solemnly swear (or affirm) that you will perform your duties as a member of this board without prejudice or partiality, having in view the special fitness of staff noncommissioned officers and the efficiency of the Marine Corps, and further, that you will not disclose the proceedings or recommendations thereof pertaining to the selection or nonselection of individual enlisted Marines except as authorized or required by the Commandant of the Marine Corps? So help you God."

The following oath or affirmation shall be administered to the administrative support personnel by the senior recorder.

"Do you solemnly swear (or affirm) that you will not disclose the proceedings or recommendations of this board pertaining to the selection or nonselection of individual enlisted Marines except as authorized or required by the Commandant of the Marine Corps? So help you God."

SUPPLEMENTAL GUIDANCE FOR THE
FY 2008 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

3. The Director, Manpower Plans and Policy Division, will provide the selection board the names of all Marines eligible for selection consideration. The board will carefully consider the record of every eligible Marine whose name is furnished.

4. Professional Military Education (PME) is a valuable and important aspect of a Marine staff noncommissioned officer's (SNCO) professional development. A well-educated core of SNCOs is better able to contribute to the effectiveness and success of the Marine Corps. The successful completion of appropriate level PME demonstrates a Marine's commitment to self-improvement and represents a desire to prepare for positions of increased responsibility. Marines who have not completed the appropriate PME requirements by the convening date of the board will be considered less than fully qualified for promotion. However, due to the high deployment tempo of Marine units during the last five years in support of Marine Corps operations around the world, there are many well-intentioned and hard working Marines who have not had the ability or the access to attend the SNCO Resident Course. It would be an injustice to exclude these deserving and talented Marines from an opportunity to be selected for promotion to first sergeant solely due to reasons beyond their control. Therefore, in accordance with ALMAR0 022/07, the requirement for gunnery sergeants to attend the SNCO Resident Course in order to be considered eligible for promotion to first sergeant is waived. There are no PME requirements for selection to sergeant major or master gunnery sergeant.

a. PME is a valuable and important aspect of a Marine staff noncommissioned officer's (SNCO) professional development. A well-educated core of SNCOs is better able to contribute to the effectiveness and success of the Marine Corps. The successful completion of appropriate level PME demonstrates a Marine's commitment to self-improvement and represents a desire to prepare for positions of increased responsibility. Because of its importance, completion of appropriate PME by grade has become a requirement for selection for SNCO promotion boards with the exception of the resident SNCO course which is required for promotion to first sergeant.

5. The selection board may request an extension of the promotion zone of an MOS, if a below zone exists for that MOS, and the board, after careful consideration of all records, decides that a sufficient number of qualified Marines cannot be found within the promotion zone and above zone. The board will coordinate with the

SUPPLEMENTAL GUIDANCE FOR THE
FY 2008 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

Director, Manpower Plans and Policy Division (MP), via the Director, Personnel Management Division (MM) prior to effecting a zone change. Additionally, if the promotion opportunity decreases significantly, the board may request from the CMC (MP) via the CMC (MM) that the promotion zone be decreased to maintain promotion opportunity.

6. Marines who are selected for appointment to warrant officer or who are participating in the Marine Enlisted Commissioning Education Program are eligible for noncompetitive selection consideration. The selection of these Marines will not count against the competitive allocations. Reference (a) contains the criteria for evaluating Marines in this category. PME requirements are waived for Marines considered noncompetitively.

7. The selection board will carefully consider each Marine's appearance. Official photographs are the best indicators; however, if a record does not contain a photograph, every effort will be made to evaluate a Marine's appearance from fitness report markings.

8. All Marines are assigned to commands at the discretion of competent command authority. Accordingly, billet assignments are widely diverse, with many Marines serving outside of their primary MOS in billets that could be considered less desirable, and/or in commands that may not be considered within the mainstream of the Marine Corps. Regardless of duty assignment, all Marines serve because there is a vital need to support the continued readiness of our Corps. Marines serving in billets outside their primary MOS are to be considered qualified for promotion based upon their performance in their assigned duties.

9. Particular effort must be applied to interpreting the markings of fitness reports before, during, and after assignment to recruiting or drill instructor duty. Because of the standards applied during these assignments, marks may be lower than marks reflected by an equal level of performance in other duty assignments. Additionally, the following should be carefully considered:

a. The recruiting of highly qualified men and women for the Marine Corps is one of the most difficult and demanding duties that any Marine can face today. Marines who undergo a rigorous screening process, successfully complete a difficult training program, and are presently serving in or have successfully

SUPPLEMENTAL GUIDANCE FOR THE
FY 2008 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

completed a recruiting assignment, will be considered "highly qualified" for promotion, unless evidence to the contrary is presented. The board should be especially diligent in determining, to the best of its ability, whether performance of duty while on recruiting duty reflects a dedication to compliance with all guidance and procedures. If noncompetitive markings on fitness reports appear to be solely the result of a failure to meet a recruiting quota, even though all guidance and procedures were complied with, and the Marine's overall record shows characteristics that otherwise would suggest a high potential for effective performance at a higher grade, the board will use its judgment in weighing the significance of the lower marks.

b. Marines who passed a rigid screening process, underwent rigorous training requirements, and are successfully serving in or have successfully completed a demanding assignment as a drill instructor, will be considered "highly qualified" for promotion.

c. The records of some Marines will indicate that they have performed duty with the Marine Security Guard Battalion. The requirements for such assignments are stringent, and a successful tour of duty is indicative of superior leadership qualities. These Marines will be considered "highly qualified" for promotion.

d. The records of some Marines will indicate that they have performed duty with the Marine Corps Security Force. The requirements for such assignments are stringent, and a successful tour of duty is indicative of superior leadership qualities. These Marines will be considered "highly qualified" for promotion.

e. The records of some Marines will indicate they are serving in or have completed duty as Instructors with the Schools of Infantry and received a secondary MOS of 8513. This demanding duty literally brings to life the fundamental connection between the Marine and his/her rifle and the relationships between Marines that build trust and reliance on each other. Teaching our Marines their basic combat skills is the all-important second step in the "making of Marines." Marines who have passed a rigorous screening process, undergone rigorous training requirements, and are serving in or have successfully completed the demanding assignment as a School of Infantry Instructor will be considered "highly qualified" for promotion.

10. Marines with certain primary MOSs historically do not have an opportunity to serve in B-billetts due to extensive school training,

SUPPLEMENTAL GUIDANCE FOR THE
FY 2008 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

career progression at a certain pay grade, perishable MOS skills, or insufficient overall strength of the MOS. Marines in these occupational specialties will not be denied the opportunity to serve in a B-billet if the MOS can afford the assignment; however, they will not routinely be assigned to such duties. Due to this limited opportunity to serve in a B-billet, Marines who fit this category should be given equal consideration with their peers even though they may not have served in a B-billet.

11. The War on Terrorism has seen the growth of billets traditionally not filled by Marine staff noncommissioned officers. Staff noncommissioned officers assigned to nation building and crisis operations billets are critical to the success of our Country's policies. The board should be especially diligent in weighing the qualifications of staff noncommissioned officers serving in Transition Teams (TT) and Joint Individual Augmentation (IA) Billets. Service in these critical billets should weigh equal to traditional Marine Corps staff noncommissioned officer billets in the operational forces supporting the Global War on Terrorism during board deliberations.

12. Members of the selection board will familiarize themselves with Marine Corps policy on alcoholism and alcohol abuse as outlined in reference (d). The board will not deny selection opportunity to Marines diagnosed and successfully treated for alcoholism or alcohol abuse. However, the board will consider any misconduct or reduction in performance resulting from alcoholism or alcohol abuse when determining fitness for promotion.

13. Selection board members will familiarize themselves with Marine Corps policy concerning the distribution, possession, or use of illegal drugs. The detrimental effect of drug use in individual performance, leadership, and mission accomplishment is damaging not only to the Marine, but also to the Marine Corps as a whole. Disregard for disciplinary and organizational values will not be tolerated, and the board will consider such behavior when a Marine's potential is evaluated.

14. The Department of the Navy is dedicated to equality of treatment and opportunity for all personnel without regard to race, creed, color, gender, or national origin. The Marine Corps strives to maintain a professional working environment in which a Marine's race, creed, color, gender, or national origin will not impact their professional opportunities. Accordingly, within this board's

SUPPLEMENTAL GUIDANCE FOR THE
FY 2008 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

charter to select those SNCOs who are best and fully qualified, you must ensure that SNCOs are not disadvantaged because of their race, creed, color, gender, or national origin.

a. In your evaluation of the records of all Marines, you must clearly afford them fair and equitable consideration. You should be particularly vigilant in your evaluation of these records to take care that no Marine's selection opportunity is disadvantaged by past attitudes or by service utilization policies or practices. You should evaluate each Marine's potential to assume the responsibilities of the next higher grade, the overriding factor being performance of assigned duties.

b. This guidance should not be interpreted as requiring or permitting preferential treatment of any Marine or group of Marines on the basis of race, creed, color, gender, or national origin.

15. The official military personnel records provided to the selection board may include medical documents relevant to a Marine's physical qualifications. If the board desires clarification of any such document, the board president will reduce the board's questions to writing and forward them to the Director, Personnel Management Division. The Director will provide such clarification as may be appropriate.

16. The enlisted promotion system does not have a medical prerequisite for promotion. The policy of the Commandant of the Marine Corps is that all enlisted Marines who are otherwise qualified will not lose their eligibility for promotion consideration if hospitalized or if on temporary limited duty due to medical reasons. However, enlisted Marines who have been approved for Permanent Limited Duty (PLD), who have less than 20 qualifying years of service for retirement, and are retained in a PLD category to complete 20 years of qualifying service for retirement, are not eligible for selection consideration.

17. All communications intended to express the views of the Commandant of the Marine Corps or other senior authority to the members of the selection board shall be in writing, furnished to each member, and made a part of the board record. The board shall consider only those official records, other information, and guidelines provided by the Commandant of the Marine Corps. No voting board member may communicate with an eligible Marine, reporting senior, or other person to solicit information, favorable or unfavorable, about an eligible Marine.

SUPPLEMENTAL GUIDANCE FOR THE
FY 2008 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

18. All documented incidents of misconduct and substandard performance that are included in a Marine's official record must be briefed to all voting board members. Members must carefully consider each such incident in connection with their deliberations. When discussing a member's personal knowledge of the professional qualifications of an eligible Marine, the board is reminded that if personal remarks, based on a member's personal knowledge, could be considered adverse, the member cannot discuss their personal knowledge or evaluation unless such adverse information is contained in the Marine's official record or other official material placed before the board for consideration. Should an eligible Marine's record reveal the removal of a fitness report by the Performance Evaluation Review Board or the Board for Correction of Naval Records, the member may not discuss their personal knowledge of the fitness report or the circumstances that resulted in the removal of the report from the Marine's official record.

19. Faced with many highly qualified Marines, there may be a tendency to simplify your task by summarily putting aside the folders of Marines whose past records are less than perfect. However, to do this is to fall short of your obligation. Your charge is to find the "best qualified" Marines. A judgment of the whole person and the whole record is required to determine whose future potential will best serve the Marine Corps. You may conclude that particular adverse information undermines a Marine's ability to serve successfully in a position of increased authority and responsibility, despite an otherwise outstanding record. On the other hand, you may find that a Marine's overall outstanding performance demonstrates such potential for future service that it outweighs any deficiency noted in the record. Some Marines will have learned from their mistakes in ways that make them stronger; others will have strengths that outweigh relatively small weaknesses in their records. Please make the best, not simply the most obviously defensible choices. By doing this, you will not only fulfill your obligation, you will also better serve the Marine Corps.

20. In your consideration, please be sensitive to the fact that the needs of the Marine Corps have changed over the years and will continue to change. Be especially alert for Marines who have embraced change by conceiving and trying new solutions to our most challenging problems. The Marine Corps needs bold Marines who are willing to think creatively and take well-calculated risks. Give priority to promoting Marines who have shown initiative in finding

SUPPLEMENTAL GUIDANCE FOR THE
FY 2008 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

and pursuing the most effective ways of accomplishing our mission. Also note, in this regard, that Marines with the greatest capacity for innovation may have served in billets different from the norm. In the context of a changing Marine Corps, the best-qualified Marines may reflect a variety of backgrounds.



DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
MANPOWER AND RESERVE AFFAIRS DEPARTMENT
HARRY LEE HALL, 17 LEJEUNE ROAD
QUANTICO, VIRGINIA 22134-5104

IN REPLY REFER TO:

1400
MMPR-2

OCT 16 2007

From: Commandant of the Marine Corps
To: Colonel Anthony J. Wendel III, USMC

Subj: MODIFICATION TO THE PRECEPT CONVENING THE FY 2008
SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

Ref: (a) CMC ltr 1400 MMPR-2 of 11 Oct 07

1. The following modification to reference (a) is authorized.

a. Administrative correction to name of board member:
Sergeant Major Kimberly L. Bush vice Sergeant Major Kenneth D.
Bush.

2. All other provisions and guidance in the reference remain the
same.


W. A. HICKS
By direction

2008 SERGEANT MAJOR SELECTION BOARD

CONVENING DATE: 2007/10/16 ADJOURNMENT DATE: 2007/10/31

AUTHORIZED TO SELECT: 96

OVERALL STATISTICS

	ABOVE ZONE	IN ZONE	BELOW ZONE
ELIGIBLE	57	127	122
SELECTED	26	70	0
% SELECTED	45.6	55.1	0.0
% ALLOCATION	27.1	72.9	0.0

PERCENT OF ELIGIBLE (AZ+IZ) MARINES SUBMITTING PHOTOS: 100.0

RACE/ETHNIC INFORMATION

MALE: 288

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	29	14	48.3	58	35	60.3	61	0	0.0
BLACK	18	9	50.0	33	17	51.5	33	0	0.0
HISPANIC	6	2	33.3	19	8	42.1	9	0	0.0
ASIAN/PAC	0	0	0.0	5	4	80.0	6	0	0.0
AMER IND	2	1	50.0	1	1	100.0	3	0	0.0
OTHER	0	0	0.0	1	1	100.0	4	0	0.0
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TOTAL	55	26	47.3	117	66	56.4	116	0	0.0

FEMALE: 18

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	1	0	0.0	6	2	33.3	2	0	0.0
BLACK	1	0	0.0	3	2	66.7	3	0	0.0
HISPANIC	0	0	0.0	1	0	0.0	1	0	0.0
ASIAN/PAC	0	0	0.0	0	0	0.0	0	0	0.0
AMER IND	0	0	0.0	0	0	0.0	0	0	0.0
OTHER	0	0	0.0	0	0	0.0	0	0	0.0
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TOTAL	2	0	0.0	10	4	40.0	6	0	0.0

TOTAL: 306

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	30	14	46.7	64	37	57.8	63	0	0.0
BLACK	19	9	47.4	36	19	52.8	36	0	0.0
HISPANIC	6	2	33.3	20	8	40.0	10	0	0.0
ASIAN/PAC	0	0	0.0	5	4	80.0	6	0	0.0
AMER IND	2	1	50.0	1	1	100.0	3	0	0.0
OTHER	0	0	0.0	1	1	100.0	4	0	0.0
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TOTAL	57	26	45.6	127	70	55.1	122	0	0.0

2008 MASTER GUNNERY SERGEANT SELECTION BOARD

CONVENING DATE: 2007/10/16 ADJOURNMENT DATE: 2007/10/31

AUTHORIZED TO SELECT: 242

OVERALL STATISTICS

	ABOVE ZONE	IN ZONE	BELOW ZONE
ELIGIBLE	156	391	312
SELECTED	48	193	1
% SELECTED	30.8	49.4	0.3
% ALLOCATION	19.8	79.8	0.4

PERCENT OF ELIGIBLE (AZ+IZ) MARINES SUBMITTING PHOTOS: 99.8

RACE/ETHNIC INFORMATION

MALE: 825

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	75	22	29.3	211	112	53.1	169	0	0.0
BLACK	46	15	32.6	121	56	46.3	82	0	0.0
HISPANIC	21	5	23.8	28	12	42.9	24	0	0.0
ASIAN/PAC	2	1	50.0	8	5	62.5	6	0	0.0
AMER IND	2	1	50.0	5	2	40.0	7	1	14.3
OTHER	3	1	33.3	6	5	83.3	9	0	0.0
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TOTAL	149	45	30.2	379	192	50.7	297	1	0.3

FEMALE: 34

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	3	1	33.3	3	0	0.0	8	0	0.0
BLACK	1	1	100.0	5	1	20.0	4	0	0.0
HISPANIC	2	1	50.0	2	0	0.0	2	0	0.0
ASIAN/PAC	1	0	0.0	1	0	0.0	1	0	0.0
AMER IND	0	0	0.0	1	0	0.0	0	0	0.0
OTHER	0	0	0.0	0	0	0.0	0	0	0.0
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TOTAL	7	3	42.9	12	1	8.3	15	0	0.0

TOTAL: 859

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	78	23	29.5	214	112	52.3	177	0	0.0
BLACK	47	16	34.0	126	57	45.2	86	0	0.0
HISPANIC	23	6	26.1	30	12	40.0	26	0	0.0
ASIAN/PAC	3	1	33.3	9	5	55.6	7	0	0.0
AMER IND	2	1	50.0	6	2	33.3	7	1	14.3
OTHER	3	1	33.3	6	5	83.3	9	0	0.0
	---	---	---	---	---	---	---	---	---
TOTAL	156	48	30.8	391	193	49.4	312	1	0.3

2008 FIRST SERGEANT SELECTION BOARD

CONVENING DATE: 2007/10/16 ADJOURNMENT DATE: 2007/12/14

AUTHORIZED TO SELECT: 210

OVERALL STATISTICS

	ABOVE ZONE	IN ZONE	BELOW ZONE
ELIGIBLE	0	826	0
SELECTED	0	210	0
% SELECTED	0.0	25.4	0.0
% ALLOCATION	0.0	100.0	0.0

PERCENT OF ELIGIBLE (AZ+IZ) MARINES SUBMITTING PHOTOS: 98.7

RACE/ETHNIC INFORMATION

MALE: 781

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	0	0	0.0	422	115	27.3	0	0	0.0
BLACK	0	0	0.0	196	40	20.4	0	0	0.0
HISPANIC	0	0	0.0	112	31	27.7	0	0	0.0
ASIAN/PAC	0	0	0.0	26	4	15.4	0	0	0.0
AMER IND	0	0	0.0	15	5	33.3	0	0	0.0
OTHER	0	0	0.0	10	0	0.0	0	0	0.0
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TOTAL	0	0	0.0	781	195	25.0	0	0	0.0

FEMALE: 45

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	0	0	0.0	20	6	30.0	0	0	0.0
BLACK	0	0	0.0	12	4	33.3	0	0	0.0
HISPANIC	0	0	0.0	11	4	36.4	0	0	0.0
ASIAN/PAC	0	0	0.0	1	0	0.0	0	0	0.0
AMER IND	0	0	0.0	0	0	0.0	0	0	0.0
OTHER	0	0	0.0	1	1	100.0	0	0	0.0
---	---	---	---	---	---	---	---	---	---
TOTAL	0	0	0.0	45	15	33.3	0	0	0.0

TOTAL: 826

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	0	0	0.0	442	121	27.4	0	0	0.0
BLACK	0	0	0.0	208	44	21.2	0	0	0.0
HISPANIC	0	0	0.0	123	35	28.5	0	0	0.0
ASIAN/PAC	0	0	0.0	27	4	14.8	0	0	0.0
AMER IND	0	0	0.0	15	5	33.3	0	0	0.0
OTHER	0	0	0.0	11	1	9.1	0	0	0.0
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TOTAL	0	0	0.0	826	210	25.4	0	0	0.0

2008 MASTER SERGEANT SELECTION BOARD

CONVENING DATE: 2007/10/16 ADJOURNMENT DATE: 2007/12/14

AUTHORIZED TO SELECT: 857

OVERALL STATISTICS

	ABOVE ZONE	IN ZONE	BELOW ZONE
ELIGIBLE	535	1216	531
SELECTED	149	704	4
% SELECTED	27.9	57.9	0.8
% ALLOCATION	17.4	82.1	0.5

PERCENT OF ELIGIBLE (AZ+IZ) MARINES SUBMITTING PHOTOS: 97.5

RACE/ETHNIC INFORMATION

MALE: 2178

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	275	82	29.8	683	416	60.9	321	3	0.9
BLACK	140	41	29.3	232	118	50.9	91	1	1.1
HISPANIC	59	8	13.6	155	84	54.2	68	0	0.0
ASIAN/PAC	10	2	20.0	39	21	53.8	12	0	0.0
AMER IND	8	1	12.5	17	13	76.5	18	0	0.0
OTHER	16	8	50.0	25	12	48.0	9	0	0.0
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TOTAL	508	142	28.0	1151	664	57.7	519	4	0.8

FEMALE: 104

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	9	2	22.2	19	11	57.9	6	0	0.0
BLACK	9	3	33.3	27	19	70.4	3	0	0.0
HISPANIC	5	1	20.0	16	8	50.0	1	0	0.0
ASIAN/PAC	2	0	0.0	1	0	0.0	0	0	0.0
AMER IND	1	1	100.0	1	1	100.0	1	0	0.0
OTHER	1	0	0.0	1	1	100.0	1	0	0.0
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TOTAL	27	7	25.9	65	40	61.5	12	0	0.0

TOTAL: 2282

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	284	84	29.6	702	427	60.8	327	3	0.9
BLACK	149	44	29.5	259	137	52.9	94	1	1.1
HISPANIC	64	9	14.1	171	92	53.8	69	0	0.0
ASIAN/PAC	12	2	16.7	40	21	52.5	12	0	0.0
AMER IND	9	2	22.2	18	14	77.8	19	0	0.0
OTHER	17	8	47.1	26	13	50.0	10	0	0.0
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TOTAL	535	149	27.9	1216	704	57.9	531	4	0.8



DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
3280 RUSSELL ROAD
QUANTICO, VA 22134-5103

IN REPLY REFER TO:

1400

MMPR-2

114 OCT 2008

From: Commandant of the Marine Corps
To: Colonel Philippe D. Rogers, USMC

Subj: PRECEPT CONVENING THE FY 2009 SERGEANT MAJOR THROUGH
MASTER SERGEANT SELECTION BOARD

Encl: (1) Supplemental Guidance for the FY 2009 Sergeant Major
through Master Sergeant Selection Board

1. The selection board, consisting of yourself as the president and the following additional board members, to consider all eligible staff noncommissioned officers (SNCOs) for promotion to the next higher grade, is appointed:

Lieutenant Colonel Jay M. Barger, USMC
Lieutenant Colonel Peterjohn H. Kerr, USMC
Lieutenant Colonel Jorge L. Medina, USMC
Major Darren S. Boyd, USMC
Major Ngaio I. Brown, USMC
Major Matthew P. Capodanno, USMC
Major Charles W. Hill, USMC
Major Jeffrey J. Stower, USMC
Sergeant Major Micheal P. Barrett, USMC
Sergeant Major Anthony C. Carter, USMC
Sergeant Major David B. Poynter, USMC
Sergeant Major Holly C. Prafke, USMC
Sergeant Major Rodney D. Robbins, USMC
Master Gunnery Sergeant John T. Allan, USMC
Master Gunnery Sergeant Arlene D. Hall, USMC
Master Gunnery Sergeant Ronald Louis Jr., USMC
Master Gunnery Sergeant Devina C. Ruiz, USMC
Master Gunnery Sergeant Joel D. Schultz, USMC
Master Gunnery Sergeant David W. Vanhorn, USMC
Master Gunnery Sergeant Mark A. Williams, USMC

2. Captain Khalilah M. Thomas, USMC will serve as the senior recorder. Captain Paul D. Jarr, USMC, and Captain Christopher A. Stephenson, USMC, will serve as assistant recorders. A recorder will be present during all selection board deliberations.

Subj: PRECEPT CONVENING THE FY 2009 SERGEANT MAJOR THROUGH
MASTER SERGEANT SELECTION BOARD

3. The following administrative support personnel are hereby appointed:

Col Grover C. Lewis III, USMC
Mr. William A. Hicks
Maj Ryan W. Reilly, USMC
Mrs. Lesley A. Ecker
Ms. Min Mei
MSgt Anita G. Robertson, USMC
Mrs. Janet Ector
Ms. Cynthia Guillory
Mrs. Dawn K. Murphy
Ms. Gladys Johnson
SSgt Sandra V. Aspiazu, USMC
SSgt Daniel Elizondo, USMC
Cpl Charles T. Flippin, USMC
Cpl Andrew T. Gutierrez, USMC
LCpl Ashley M. Arizmendi, USMC
LCpl Yvette Arroyo, USMC
LCpl Matthew R. Conant, USMC
LCpl James J. Forestieri, USMC
LCpl Shenetta L. Moye, USMC
LCpl Benjamin B. Yearick, USMC
PFC Somerton M. Cline, USMC
PFC Kristoffer C. Mahan, USMC
PFC Zachary B. Roth, USMC
PFC Robert F. Valenzuela, USMC

4. The selection board is ordered to convene at Harry Lee Hall, Marine Corps Base, Quantico, Virginia, on 14 October 2008, or as soon thereafter as is practicable. Enclosure (1) contains additional guidance for board members to consider in determining the promotion potential and professional qualifications of Marines eligible for consideration.

5. The function of the selection board is to recommend eligible SNCOs to the next higher grade. The Marines selected will be SNCOs whom a majority of the members of the board consider best qualified for promotion to meet the needs of the Marine Corps. In addition to the foregoing standard of best qualified, all Marines recommended for promotion must be fully qualified. Each Marine's qualifications and performance of duty must clearly demonstrate the Marine will be capable of performing the duties normally associated with the next higher grade. This standard applies to

Subj: PRECEPT CONVENING THE FY 2009 SERGEANT MAJOR THROUGH
MASTER SERGEANT SELECTION BOARD

all eligible Marines, including those above zone and below zone.

6. The eligibility criteria for consideration for selection in each military occupational specialty (MOS) was promulgated by MARADMIN 447/08, and 510/08.

7. Consideration of below zone eligible Marines.

a. Not more than five percent, or one selection, whichever is greater, may be selected from the below zone of each MOS or OccFld. In addition, the total number of below zone selectees will not exceed five percent of the total allocation for all MOSs/OccFlds.

b. The selection of a Marine from the below zone must be based on the best qualified and fully qualified standard applicable to all eligible Marines. When considering the records of Marines equally well qualified for promotion, you may consider the fact that a selection from the below zone benefits the Marine Corps by creating an incentive for superior performance by Marines below the promotion zone. Accordingly, the selection board is directed to give Marines in the below zone the same careful consideration given other Marines in the above and promotion zones.

8. The selection board will limit the number of selections for promotion to the number of allocations. Changes to allocations, if any, will be published in the selection MARADMIN announcing the results of the board.

9. Upon completion of its proceedings, the selection board will submit its report to the Commandant of the Marine Corps or his authorized representative for approval and signature. The report of the board will be in writing, signed by each member of the board and the recorders. It will contain the names of the Marines the board recommends for promotion. The report will certify the board complied with all instructions contained in this Precept and, as appropriate, other guidance or instruction provided by the Commandant of the Marine Corps. The report of the board will further certify the board carefully considered the record of each Marine whose name was furnished to it and in the majority opinion

Subj: PRECEPT CONVENING THE FY 2009 SERGEANT MAJOR THROUGH
MASTER SERGEANT SELECTION BOARD

of the board, the Marines recommended by the board are best
qualified and fully qualified.

A handwritten signature in black ink, appearing to read "C. F. Swain", with a long horizontal line extending to the right.

C. F. SWAIN
By direction

SUPPLEMENTAL GUIDANCE FOR THE
FY 2009 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

Ref: (a) MCO P1400.32D (MARCORPROMMAN, VOL 2, ENLPROM)
(b) MCO P1200.7M (MOS MANUAL)
(c) MCO P1610.7E (PERFORMANCE EVALUATION SYSTEM)
(d) MCO P5300.12 (SUBSTANCE ABUSE)

1. References (a) and (b), as well as this Precept, state the policies and qualifications for selection to the staff noncommissioned officer (SNCO) grades. References (c) and (d) are germane. In the case of conflicting instructions, the guidelines in this Precept take precedence over those contained in references (a) through (d). The selection board will consider only the instructions and information provided by the Commandant of the Marine Corps or his authorized representative.

2. The following oath or affirmation shall be administered to the recorders by the president of the board:

"Do you solemnly swear (or affirm) that you will keep a true record of the proceedings of this board, and further, that you will not disclose the proceedings or recommendations thereof pertaining to the selection or nonselection of individual enlisted Marines except as authorized or required by the Commandant of the Marine Corps? So help you God."

The following oath or affirmation shall be administered to the members of the board by the senior recorder:

"Do you solemnly swear (or affirm) that you will perform your duties as a member of this board without prejudice or partiality, having in view the special fitness of staff noncommissioned officers and the efficiency of the Marine Corps, and further, that you will not disclose the proceedings or recommendations thereof pertaining to the selection or nonselection of individual enlisted Marines except as authorized or required by the Commandant of the Marine Corps? So help you God."

The following oath or affirmation shall be administered to the administrative support personnel by the senior recorder.

"Do you solemnly swear (or affirm) that you will not disclose the proceedings or recommendations of this board pertaining to the selection or nonselection of individual enlisted Marines except as authorized or required by the Commandant of the Marine Corps? So help you God."

SUPPLEMENTAL GUIDANCE FOR THE
FY 2009 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

3. The Director, Manpower Plans and Policy Division, will provide the selection board the names of all Marines eligible for selection consideration. The board will carefully consider the record of every eligible Marine whose name is furnished.

4. Professional Military Education (PME) is a valuable and important aspect of a Marine staff noncommissioned officer's (SNCO) professional development. A well-educated core of SNCOs is better able to contribute to the effectiveness and success of the Marine Corps. The successful completion of appropriate level PME demonstrates a Marine's commitment to self-improvement and represents a desire to prepare for positions of increased responsibility. Marines who have not completed the appropriate PME requirements by the convening date of the board will be considered less than fully qualified for promotion. However, due to the high deployment tempo of Marine units during the last five years in support of Marine Corps operations around the world, there are many well-intentioned and hard working Marines who have not had the ability or the access to attend the SNCO Resident Course. It would be an injustice to exclude these deserving and talented Marines from an opportunity to be selected for promotion to first sergeant solely due to reasons beyond their control. Therefore, in accordance with CMC guidance, the requirement for gunnery sergeants to attend the SNCO Resident Course in order to be considered eligible for promotion to first sergeant is waived. There are no PME requirements for selection to sergeant major or master gunnery sergeant.

5. The selection board may request an extension of the promotion zone of an MOS, if a below zone exists for that MOS, and the board, after careful consideration of all records, decides that a sufficient number of qualified Marines cannot be found within the promotion zone and above zone. The board will coordinate with the Director, Manpower Plans and Policy Division (MP), via the Director, Personnel Management Division (MM) prior to effecting a zone change. Additionally, if the promotion opportunity decreases significantly, the board may request from the CMC (MP) via the CMC (MM) that the promotion zone be decreased to maintain promotion opportunity.

6. Marines who are selected for appointment to warrant officer or who are participating in the Marine Enlisted Commissioning Education Program are eligible for noncompetitive selection consideration. The selection of these Marines will not count against the competitive allocations. Reference (a) contains the

SUPPLEMENTAL GUIDANCE FOR THE
FY 2009 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

criteria for evaluating Marines in this category. PME requirements are waived for Marines considered noncompetitively.

7. The selection board will carefully consider each Marine's appearance. Official photographs are the best indicators; however, if a record does not contain a photograph, every effort will be made to evaluate a Marine's appearance from fitness report markings.

8. All Marines are assigned to commands at the discretion of competent command authority. Accordingly, billet assignments are widely diverse, with many Marines serving outside of their primary MOS in billets that could be considered less desirable, and/or in commands that may not be considered within the mainstream of the Marine Corps. Regardless of duty assignment, all Marines serve because there is a vital need to support the continued readiness of our Corps. Marines serving in billets outside their primary MOS are to be considered qualified for promotion based upon their performance in their assigned duties.

9. Particular effort must be applied to interpreting the markings of fitness reports before, during, and after assignment to recruiting or drill instructor duty. Because of the standards applied during these assignments, marks may be lower than marks reflected by an equal level of performance in other duty assignments. Additionally, the following should be carefully considered:

a. The recruiting of highly qualified men and women for the Marine Corps is one of the most difficult and demanding duties that any Marine can face today. Marines who undergo a rigorous screening process, successfully complete a difficult training program, and are presently serving in or have successfully completed a recruiting assignment, will be considered "highly qualified" for promotion, unless evidence to the contrary is presented. The board should be especially diligent in determining, to the best of its ability, whether performance of duty while on recruiting duty reflects a dedication to compliance with all guidance and procedures. If noncompetitive markings on fitness reports appear to be solely the result of a failure to meet a recruiting quota, even though all guidance and procedures were complied with, and the Marine's overall record shows characteristics that otherwise would suggest a high potential for effective performance at a higher grade, the board will use its judgment in weighing the significance of the lower marks.

SUPPLEMENTAL GUIDANCE FOR THE
FY 2009 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

b. Marines who passed a rigid screening process, underwent rigorous training requirements, and are successfully serving in or have successfully completed a demanding assignment as a drill instructor, will be considered "highly qualified" for promotion.

c. The records of some Marines will indicate that they have performed duty with the Marine Security Guard Battalion. The requirements for such assignments are stringent, and a successful tour of duty is indicative of superior leadership qualities. These Marines will be considered "highly qualified" for promotion.

d. The records of some Marines will indicate that they have performed duty with the Marine Corps Security Force. The requirements for such assignments are stringent, and a successful tour of duty is indicative of superior leadership qualities. These Marines will be considered "highly qualified" for promotion.

e. The records of some Marines will indicate they are serving in or have completed duty as Instructors with the Schools of Infantry and received a secondary MOS of 8513. This demanding duty literally brings to life the fundamental connection between the Marine and his/her rifle and the relationships between Marines that build trust and reliance on each other. Teaching our Marines their basic combat skills is the all-important second step in the "making of Marines." Marines who have passed a rigorous screening process, undergone rigorous training requirements, and are serving in or have successfully completed the demanding assignment as a School of Infantry Instructor will be considered "highly qualified" for promotion.

10. Marines with certain primary MOSs historically do not have an opportunity to serve in B-billetts due to extensive school training, career progression at a certain pay grade, perishable MOS skills, or insufficient overall strength of the MOS. Marines in these occupational specialties will not be denied the opportunity to serve in a B-billet if the MOS can afford the assignment; however, they will not routinely be assigned to such duties. Due to this limited opportunity to serve in a B-billet, Marines who fit this category should be given equal consideration with their peers even though they may not have served in a B-billet.

11. The War on Terrorism has seen the growth of billetts traditionally not filled by Marine staff noncommissioned officers. Staff noncommissioned officers assigned to nation building and crisis operations billetts are critical to the success of our

SUPPLEMENTAL GUIDANCE FOR THE
FY 2009 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

Country's policies. The board should be especially diligent in weighing the qualifications of staff noncommissioned officers serving in Transition Teams (TT) and Joint Individual Augmentation (IA) Billets. Service in these critical billets should weigh equal to traditional Marine Corps staff noncommissioned officer billets in the operational forces supporting the Global War on Terrorism during board deliberations.

12. Members of the selection board will familiarize themselves with Marine Corps policy on alcoholism and alcohol abuse as outlined in reference (d). The board will not deny selection opportunity to Marines diagnosed and successfully treated for alcoholism or alcohol abuse. However, the board will consider any misconduct or reduction in performance resulting from alcoholism or alcohol abuse when determining fitness for promotion.

13. Selection board members will familiarize themselves with Marine Corps policy concerning the distribution, possession, or use of illegal drugs. The detrimental effect of drug use in individual performance, leadership, and mission accomplishment is damaging not only to the Marine, but also to the Marine Corps as a whole. Disregard for disciplinary and organizational values will not be tolerated, and the board will consider such behavior when a Marine's potential is evaluated.

14. The Department of the Navy is dedicated to equality of treatment and opportunity for all personnel without regard to race, creed, color, gender, or national origin. The Marine Corps strives to maintain a professional working environment in which a Marine's race, creed, color, gender, or national origin will not impact their professional opportunities. Accordingly, within this board's charter to select those SNCOs who are best and fully qualified, you must ensure that SNCOs are not disadvantaged because of their race, creed, color, gender, or national origin.

a. In your evaluation of the records of all Marines, you must clearly afford them fair and equitable consideration. You should be particularly vigilant in your evaluation of these records to take care that no Marine's selection opportunity is disadvantaged by past attitudes or by service utilization policies or practices. You should evaluate each Marine's potential to assume the responsibilities of the next higher grade, the overriding factor being performance of assigned duties.

b. This guidance should not be interpreted as requiring or

SUPPLEMENTAL GUIDANCE FOR THE
FY 2009 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

permitting preferential treatment of any Marine or group of Marines on the basis of race, creed, color, gender, or national origin.

15. The official military personnel records provided to the selection board may include medical documents relevant to a Marine's physical qualifications. If the board desires clarification of any such document, the board president will reduce the board's questions to writing and forward them to the Director, Personnel Management Division. The Director will provide such clarification as may be appropriate.

16. The enlisted promotion system does not have a medical prerequisite for promotion. The policy of the Commandant of the Marine Corps is that all enlisted Marines who are otherwise qualified will not lose their eligibility for promotion consideration if hospitalized or if on temporary limited duty due to medical reasons. However, enlisted Marines who have been approved for Permanent Limited Duty (PLD), who have less than 20 qualifying years of service for retirement, and are retained in a PLD category to complete 20 years of qualifying service for retirement, are not eligible for selection consideration.

17. All communications intended to express the views of the Commandant of the Marine Corps or other senior authority to the members of the selection board shall be in writing, furnished to each member, and made a part of the board record. The board shall consider only those official records, other information, and guidelines provided by the Commandant of the Marine Corps. No voting board member may communicate with an eligible Marine, reporting senior, or other person to solicit information, favorable or unfavorable, about an eligible Marine.

18. All documented incidents of misconduct and substandard performance that are included in a Marine's official record must be briefed to all voting board members. Members must carefully consider each such incident in connection with their deliberations. When discussing a member's personal knowledge of the professional qualifications of an eligible Marine, the board is reminded that if personal remarks, based on a member's personal knowledge, could be considered adverse, the member cannot discuss their personal knowledge or evaluation unless such adverse information is contained in the Marine's official record or other official material placed before the board for consideration. Should an eligible Marine's record reveal the removal of a fitness report by the Performance Evaluation Review Board or the Board for Correction

SUPPLEMENTAL GUIDANCE FOR THE
FY 2009 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

of Naval Records, the member may not discuss their personal knowledge of the fitness report or the circumstances that resulted in the removal of the report from the Marine's official record.

19. Faced with many highly qualified Marines, there may be a tendency to simplify your task by summarily putting aside the folders of Marines whose past records are less than perfect. However, to do this is to fall short of your obligation. Your charge is to find the "best qualified" Marines. A judgment of the whole person and the whole record is required to determine whose future potential will best serve the Marine Corps. You may conclude that particular adverse information undermines a Marine's ability to serve successfully in a position of increased authority and responsibility, despite an otherwise outstanding record. On the other hand, you may find that a Marine's overall outstanding performance demonstrates such potential for future service that it outweighs any deficiency noted in the record. Some Marines will have learned from their mistakes in ways that make them stronger; others will have strengths that outweigh relatively small weaknesses in their records. Please make the best, not simply the most obviously defensible choices. By doing this, you will not only fulfill your obligation, you will also better serve the Marine Corps.

20. In your consideration, please be sensitive to the fact that the needs of the Marine Corps have changed over the years and will continue to change. Be especially alert for Marines who have embraced change by conceiving and trying new solutions to our most challenging problems. The Marine Corps needs bold Marines who are willing to think creatively and take well-calculated risks. Give priority to promoting Marines who have shown initiative in finding and pursuing the most effective ways of accomplishing our mission. Also note, in this regard, that Marines with the greatest capacity for innovation may have served in billets different from the norm. In the context of a changing Marine Corps, the best-qualified Marines may reflect a variety of backgrounds.



DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
MANPOWER AND RESERVE AFFAIRS DEPARTMENT
HARRY LEE HALL, 17 LEJEUNE ROAD
QUANTICO, VIRGINIA 22134-5104

IN REPLY REFER TO:

1400
MMPR-2

From: Commandant of the Marine Corps
To: Colonel Philippe D. Rogers, USMC

Subj: MODIFICATION TO THE PRECEPT CONVENING THE FY 2009
SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

Ref: (a) CMC ltr 1400 MMPR-2 of 14 Oct 08

1. The following modification to reference (a) is authorized.

a. Administrative correction to name of board member: Major Herbert C. Bollinger vice Major Matthew P. Capodanno.

2. All other provisions and guidance in the reference remain the same.


G. C. LEWIS, III
By direction

2009 SERGEANT MAJOR SELECTION BOARD

CONVENING DATE: 2008/10/14 ADJOURNMENT DATE: 2008/10/30

AUTHORIZED TO SELECT: 53

OVERALL STATISTICS

	ABOVE ZONE	IN ZONE	BELOW ZONE
ELIGIBLE	51	60	60
SELECTED	13	39	1
% SELECTED	25.5	65.0	1.7
% ALLOCATION	24.5	73.6	1.9
PERCENT OF ELIGIBLE (AZ+IZ) MARINES SUBMITTING PHOTOS:			100.0
PERCENT OF ELIGIBLE (AZ+IZ) MARINES WITH PME:			100.0

RACE/ETHNIC INFORMATION

MALE: 161

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	24	7	29.2	29	20	69.0	33	1	3.0
BLACK	13	2	15.4	16	7	43.8	14	0	0.0
HISPANIC	10	2	20.0	6	6	100.0	3	0	0.0
ASIAN/PAC	1	1	100.0	2	1	50.0	3	0	0.0
AMER IND	0	0	0.0	1	1	100.0	1	0	0.0
OTHER	0	0	0.0	3	2	66.7	2	0	0.0
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TOTAL	48	12	25.0	57	37	64.9	56	1	1.8

FEMALE: 10

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	2	1	50.0	0	0	0.0	2	0	0.0
BLACK	1	0	0.0	2	2	100.0	2	0	0.0
HISPANIC	0	0	0.0	1	0	0.0	0	0	0.0
ASIAN/PAC	0	0	0.0	0	0	0.0	0	0	0.0
AMER IND	0	0	0.0	0	0	0.0	0	0	0.0
OTHER	0	0	0.0	0	0	0.0	0	0	0.0
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TOTAL	3	1	33.3	3	2	66.7	4	0	0.0

TOTAL: 171

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	26	8	30.8	29	20	69.0	35	1	2.9
BLACK	14	2	14.3	18	9	50.0	16	0	0.0
HISPANIC	10	2	20.0	7	6	85.7	3	0	0.0
ASIAN/PAC	1	1	100.0	2	1	50.0	3	0	0.0
AMER IND	0	0	0.0	1	1	100.0	1	0	0.0
OTHER	0	0	0.0	3	2	66.7	2	0	0.0
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TOTAL	51	13	25.5	60	39	65.0	60	1	1.7

2009 MASTER GUNNERY SERGEANT SELECTION BOARD

CONVENING DATE: 2008/10/14 ADJOURNMENT DATE: 2008/10/30

AUTHORIZED TO SELECT: 216

OVERALL STATISTICS

	ABOVE ZONE	IN ZONE	BELOW ZONE
ELIGIBLE	175	344	282
SELECTED	47	163	6
% SELECTED	26.9	47.4	2.1
% ALLOCATION	21.8	75.5	2.8
PERCENT OF ELIGIBLE (AZ+IZ) MARINES SUBMITTING PHOTOS:			99.6
PERCENT OF ELIGIBLE (AZ+IZ) MARINES WITH PME:			100.0

RACE/ETHNIC INFORMATION

MALE: 768

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	90	29	32.2	192	100	52.1	143	4	2.8
BLACK	56	11	19.6	93	34	36.6	77	1	1.3
HISPANIC	13	6	46.2	25	14	56.0	31	1	3.2
ASIAN/PAC	4	1	25.0	8	3	37.5	7	0	0.0
AMER IND	3	0	0.0	4	2	50.0	5	0	0.0
OTHER	1	0	0.0	7	3	42.9	9	0	0.0
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TOTAL	167	47	28.1	329	156	47.4	272	6	2.2

FEMALE: 33

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	3	0	0.0	6	3	50.0	3	0	0.0
BLACK	2	0	0.0	7	3	42.9	7	0	0.0
HISPANIC	0	0	0.0	1	0	0.0	0	0	0.0
ASIAN/PAC	2	0	0.0	1	1	100.0	0	0	0.0
AMER IND	1	0	0.0	0	0	0.0	0	0	0.0
OTHER	0	0	0.0	0	0	0.0	0	0	0.0
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TOTAL	8	0	0.0	15	7	46.7	10	0	0.0

TOTAL: 801

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	93	29	31.2	198	103	52.0	146	4	2.7
BLACK	58	11	19.0	100	37	37.0	84	1	1.2
HISPANIC	13	6	46.2	26	14	53.8	31	1	3.2
ASIAN/PAC	6	1	16.7	9	4	44.4	7	0	0.0
AMER IND	4	0	0.0	4	2	50.0	5	0	0.0
OTHER	1	0	0.0	7	3	42.9	9	0	0.0
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TOTAL	175	47	26.9	344	163	47.4	282	6	2.1

2009 FIRST SERGEANT SELECTION BOARD

CONVENING DATE: 2008/10/14 ADJOURNMENT DATE: 2008/12/12

AUTHORIZED TO SELECT: 132

OVERALL STATISTICS

	ABOVE ZONE	IN ZONE	BELOW ZONE
ELIGIBLE	0	880	0
SELECTED	0	132	0
% SELECTED	0.0	15.0	0.0
% ALLOCATION	0.0	100.0	0.0
PERCENT OF ELIGIBLE (AZ+IZ) MARINES SUBMITTING PHOTOS:			99.7
PERCENT OF ELIGIBLE (AZ+IZ) MARINES WITH PME:			96.4

RACE/ETHNIC INFORMATION

MALE: 830

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	0	0	0.0	440	84	19.1	0	0	0.0
BLACK	0	0	0.0	197	18	9.1	0	0	0.0
HISPANIC	0	0	0.0	127	16	12.6	0	0	0.0
ASIAN/PAC	0	0	0.0	30	2	6.7	0	0	0.0
AMER IND	0	0	0.0	21	6	28.6	0	0	0.0
OTHER	0	0	0.0	15	1	6.7	0	0	0.0
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TOTAL	0	0	0.0	830	127	15.3	0	0	0.0

FEMALE: 50

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	0	0	0.0	27	4	14.8	0	0	0.0
BLACK	0	0	0.0	11	0	0.0	0	0	0.0
HISPANIC	0	0	0.0	11	1	9.1	0	0	0.0
ASIAN/PAC	0	0	0.0	1	0	0.0	0	0	0.0
AMER IND	0	0	0.0	0	0	0.0	0	0	0.0
OTHER	0	0	0.0	0	0	0.0	0	0	0.0
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TOTAL	0	0	0.0	50	5	10.0	0	0	0.0

TOTAL: 880

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	0	0	0.0	467	88	18.8	0	0	0.0
BLACK	0	0	0.0	208	18	8.7	0	0	0.0
HISPANIC	0	0	0.0	138	17	12.3	0	0	0.0
ASIAN/PAC	0	0	0.0	31	2	6.5	0	0	0.0
AMER IND	0	0	0.0	21	6	28.6	0	0	0.0
OTHER	0	0	0.0	15	1	6.7	0	0	0.0
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TOTAL	0	0	0.0	880	132	15.0	0	0	0.0

2009 MASTER SERGEANT SELECTION BOARD

CONVENING DATE: 2008/10/14 ADJOURNMENT DATE: 2008/12/12

AUTHORIZED TO SELECT: 737

OVERALL STATISTICS

	ABOVE ZONE	IN ZONE	BELOW ZONE
ELIGIBLE	630	983	581
SELECTED	158	573	3
% SELECTED	25.1	58.3	0.5
% ALLOCATION	21.4	77.7	0.4
PERCENT OF ELIGIBLE (AZ+IZ) MARINES SUBMITTING PHOTOS:			98.9
PERCENT OF ELIGIBLE (AZ+IZ) MARINES WITH PME:			96.7

RACE/ETHNIC INFORMATION

MALE: 2077

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	327	87	26.6	546	344	63.0	304	3	1.0
BLACK	145	42	29.0	185	89	48.1	112	0	0.0
HISPANIC	93	15	16.1	125	70	56.0	80	0	0.0
ASIAN/PAC	21	6	28.6	21	14	66.7	26	0	0.0
AMER IND	6	1	16.7	23	15	65.2	9	0	0.0
OTHER	13	3	23.1	30	16	53.3	11	0	0.0
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TOTAL	605	154	25.5	930	548	58.9	542	3	0.6

FEMALE: 117

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	8	0	0.0	21	11	52.4	17	0	0.0
BLACK	8	2	25.0	21	11	52.4	10	0	0.0
HISPANIC	8	2	25.0	7	1	14.3	8	0	0.0
ASIAN/PAC	1	0	0.0	2	0	0.0	2	0	0.0
AMER IND	0	0	0.0	1	1	100.0	1	0	0.0
OTHER	0	0	0.0	1	1	100.0	1	0	0.0
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TOTAL	25	4	16.0	53	25	47.2	39	0	0.0

TOTAL: 2194

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	335	87	26.0	567	355	62.6	321	3	0.9
BLACK	153	44	28.8	206	100	48.5	122	0	0.0
HISPANIC	101	17	16.8	132	71	53.8	88	0	0.0
ASIAN/PAC	22	6	27.3	23	14	60.9	28	0	0.0
AMER IND	6	1	16.7	24	16	66.7	10	0	0.0
OTHER	13	3	23.1	31	17	54.8	12	0	0.0
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TOTAL	630	158	25.1	983	573	58.3	581	3	0.5



DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
3280 RUSSELL ROAD
QUANTICO, VA 22134-5103

IN REPLY REFER TO:
1400
MMPR-2

06 OCT 2009

From: Commandant of the Marine Corps
To: Colonel Kenyon M. Gill III, USMC

Subj: PRECEPT CONVENING THE FY 2010 SERGEANT MAJOR THROUGH
MASTER SERGEANT SELECTION BOARD

Encl: (1) Supplemental Guidance for the FY 2010 Sergeant Major
through Master Sergeant Selection Board

1. The selection board, consisting of yourself as the president and the following additional board members, to consider all eligible staff noncommissioned officers (SNCOs) for promotion to the next higher grade, is appointed:

Lieutenant Colonel Scott A. Gondek, USMC
Lieutenant Colonel Ronald F. Jones, USMC
Lieutenant Colonel Brian E. Kuhn, USMC
Lieutenant Colonel Anthony A. Winicki, USMC
Major James R. Compton, USMC
Major Richard J. Harrington, USMC
Major John A. Moder, USMC
Major Jonathan D. Raymond, USMC
Sergeant Major William Burton, USMC
Sergeant Major James L. Dalgarn Jr., USMC
Sergeant Major Ricky D. James, USMC
Sergeant Major Kecia A. Jordan, USMC
Sergeant Major Irene Z. Oneal, USMC
Sergeant Major Steven D. Unik, USMC
Master Gunnery Sergeant Michael C. Burke, USMC
Master Gunnery Sergeant William J. Furness III, USMC
Master Gunnery Sergeant Alberto E. Gomez, USMC
Master Gunnery Sergeant John F. Marbury, USMC
Master Gunnery Sergeant Gregory F. Mims, USMC
Master Gunnery Sergeant Raymond M. Trott Jr., USMC

2. Captain Anthony T. Garofano, USMC will serve as the senior recorder. Captain Marc R. Daigler, USMC, and Captain Jonathon M. Brewer, USMC, will serve as assistant recorders. A recorder will be present during all selection board deliberations.

Subj: PRECEPT CONVENING THE FY 2010 SERGEANT MAJOR THROUGH
MASTER SERGEANT SELECTION BOARD

3. The following administrative support personnel are hereby appointed:

Col Terence P. Brennan, USMC
Mr. William A. Hicks
Maj Ryan W. Reilly, USMC
Mrs. Lesley A. Ecker
Ms. Min Mei
Ms. Kathryn Diaz
Mrs. Janet Ector
Ms. Cynthia Guillory
Ms. Gladys Johnson
Mrs. Dawn K. Murphy
GySgt Sandra V. Aspiazu, USMC
GySgt Meghan L. Nesbitt, USMC
SSgt Daniel Elizondo, USMC
Cpl Charles T. Flippin, USMC
Cpl Shenetta L. Moye, USMC
LCpl Dennis E. Bowers Jr., USMC
LCpl Ubaldo Gomez, USMC
LCpl Martin R. Guerrerodiaz, USMC
LCpl Michelle D. Lynch, USMC
LCpl Seth M. Renshaw, USMC
LCpl Randall E. Southwick Jr., USMC
LCpl Marvin R. Street, USMC
PFC Gordon C. Musel, USMC
PFC Darian L. Peavy, USMC
PFC Nathan R. Perry, USMC
PFC Rey A. Santiago, USMC

4. The selection board is ordered to convene at Harry Lee Hall, Marine Corps Base, Quantico, Virginia, on 13 October 2009, or as soon thereafter as is practicable. Enclosure (1) contains additional guidance for board members to consider in determining the promotion potential and professional qualifications of Marines eligible for consideration.

5. The function of the selection board is to recommend eligible SNCOs to the next higher grade. The Marines selected will be SNCOs whom a majority of the members of the board consider best qualified for promotion to meet the needs of the Marine Corps. In addition to the foregoing standard of best qualified, all Marines recommended for promotion must be fully qualified. Each Marine's qualifications and performance of duty must clearly demonstrate

Subj: PRECEPT CONVENING THE FY 2010 SERGEANT MAJOR THROUGH
MASTER SERGEANT SELECTION BOARD

the Marine will be capable of performing the duties normally associated with the next higher grade. This standard applies to all eligible Marines, including those above zone and below zone.

6. The eligibility criteria for consideration for selection in each military occupational specialty (MOS) was promulgated by MARADMIN 491/09, and 540/09.

7. Consideration of below zone eligible Marines.

a. Not more than five percent, or one selection, whichever is greater, may be selected from the below zone of each MOS or OccFld. In addition, the total number of below zone selectees will not exceed five percent of the total allocation for all MOSs/OccFlds.

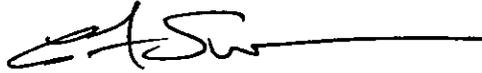
b. The selection of a Marine from the below zone must be based on the best qualified and fully qualified standard applicable to all eligible Marines. When considering the records of Marines equally well qualified for promotion, you may consider the fact that a selection from the below zone benefits the Marine Corps by creating an incentive for superior performance by Marines below the promotion zone. Accordingly, the selection board is directed to give Marines in the below zone the same careful consideration given other Marines in the above and promotion zones.

8. The selection board will limit the number of selections for promotion to the number of allocations. Changes to allocations, if any, will be published in the selection MARADMIN announcing the results of the board.

9. Upon completion of its proceedings, the selection board will submit its report to the Commandant of the Marine Corps or his authorized representative for approval and signature. The report of the board will be in writing, signed by each member of the board and the recorders. It will contain the names of the Marines the board recommends for promotion. The report will certify the board complied with all instructions contained in this Precept and, as appropriate, other guidance or instruction provided by the Commandant of the Marine Corps. The report of the board will further certify the board carefully considered the record of each Marine whose name was furnished to it and in the majority opinion

Subj: PRECEPT CONVENING THE FY 2010 SERGEANT MAJOR THROUGH
MASTER SERGEANT SELECTION BOARD

of the board, the Marines recommended by the board are best
qualified and fully qualified.

A handwritten signature in black ink, appearing to read 'C. F. Swain', with a long horizontal line extending to the right.

C. F. SWAIN
By direction

SUPPLEMENTAL GUIDANCE FOR THE
FY 2010 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

Ref: (a) MCO P1400.32D w/CH 1 (MARCORPROMMAN, VOL 2, ENLPROM)
(b) MCO P1200.7M (MOS MANUAL)
(c) MCO P1610.7F w/CH 1 (PERFORMANCE EVALUATION SYSTEM)
(d) MCO P5300.12 (SUBSTANCE ABUSE)

1. References (a) and (b), as well as this Precept, state the policies and qualifications for selection to the staff noncommissioned officer (SNCO) grades. References (c) and (d) are germane. In the case of conflicting instructions, the guidelines in this Precept take precedence over those contained in references (a) through (d). The selection board will consider only the instructions and information provided by the Commandant of the Marine Corps or his authorized representative.

2. The following oath or affirmation shall be administered to the recorders by the president of the board:

"Do you solemnly swear (or affirm) that you will keep a true record of the proceedings of this board, and further, that you will not disclose the proceedings or recommendations thereof pertaining to the selection or nonselection of individual enlisted Marines except as authorized or required by the Commandant of the Marine Corps? So help you God."

The following oath or affirmation shall be administered to the members of the board by the senior recorder:

"Do you solemnly swear (or affirm) that you will perform your duties as a member of this board without prejudice or partiality, having in view the special fitness of staff noncommissioned officers and the efficiency of the Marine Corps, and further, that you will not disclose the proceedings or recommendations thereof pertaining to the selection or nonselection of individual enlisted Marines except as authorized or required by the Commandant of the Marine Corps? So help you God."

The following oath or affirmation shall be administered to the administrative support personnel by the senior recorder.

"Do you solemnly swear (or affirm) that you will not disclose the proceedings or recommendations of this board pertaining to the selection or nonselection of individual enlisted Marines except as authorized or required by the Commandant of the Marine Corps? So help you God."

SUPPLEMENTAL GUIDANCE FOR THE
FY 2010 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

3. The Director, Manpower Plans and Policy Division, will provide the selection board the names of all Marines eligible for selection consideration. The board will carefully consider the record of every eligible Marine whose name is furnished.

4. Professional Military Education (PME) is a valuable and important aspect of a Marine staff noncommissioned officer's (SNCO) professional development. A well-educated core of SNCOs is better able to contribute to the effectiveness and success of the Marine Corps. The successful completion of appropriate level PME demonstrates a Marine's commitment to self-improvement and represents a desire to prepare for positions of increased responsibility. Marines who have not completed the appropriate PME requirements by the convening date of the board will be considered not fully qualified for promotion.

5. The selection board may request an extension of the promotion zone of an MOS, if a below zone exists for that MOS, and the board, after careful consideration of all records, decides that a sufficient number of qualified Marines cannot be found within the promotion zone and above zone. The board will coordinate with the Director, Manpower Plans and Policy Division (MP), via the Director, Manpower Management Division (MM) prior to effecting a zone change. Additionally, if the promotion opportunity decreases significantly, the board may request from the CMC (MP) via the CMC (MM) that the promotion zone be decreased to maintain promotion opportunity.

6. Marines who are selected for appointment to warrant officer or who are participating in the Marine Enlisted Commissioning Education Program are eligible for noncompetitive selection consideration. The selection of these Marines will not count against the competitive allocations. Reference (a) contains the criteria for evaluating Marines in this category. PME requirements are waived for Marines considered noncompetitively.

7. The selection board will carefully consider each Marine's appearance. Official photographs are the best indicators; however, if a record does not contain a photograph, every effort will be made to evaluate a Marine's appearance from fitness report markings.

8. All Marines are assigned to commands at the discretion of competent command authority. Accordingly, billet assignments are widely diverse, with many Marines serving outside of their primary

SUPPLEMENTAL GUIDANCE FOR THE
FY 2010 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

MOS in billets that could be considered less desirable, and/or in commands that may not be considered within the mainstream of the Marine Corps. Regardless of duty assignment, all Marines serve because there is a vital need to support the continued readiness of our Corps. Marines serving in billets outside their primary MOS are to be considered qualified for promotion based upon their performance in their assigned duties.

9. Particular effort must be applied to interpreting the markings of fitness reports before, during, and after assignment to recruiting or drill instructor duty. Because of the standards applied during these assignments, marks may be lower than marks reflected by an equal level of performance in other duty assignments. Additionally, the following should be carefully considered:

a. The recruiting of highly qualified men and women for the Marine Corps is one of the most difficult and demanding duties that any Marine can face today. Marines who undergo a rigorous screening process, successfully complete a difficult training program, and are presently serving in or have successfully completed a recruiting assignment, will be considered "highly qualified" for promotion, unless evidence to the contrary is presented. The board should be especially diligent in determining, to the best of its ability, whether performance of duty while on recruiting duty reflects a dedication to compliance with all guidance and procedures. If noncompetitive markings on fitness reports appear to be solely the result of a failure to meet a recruiting quota, even though all guidance and procedures were complied with, and the Marine's overall record shows characteristics that otherwise would suggest a high potential for effective performance at a higher grade, the board will use its judgment in weighing the significance of the lower marks.

b. Marines who passed a rigid screening process, underwent rigorous training requirements, and are successfully serving in or have successfully completed a demanding assignment as a drill instructor, will be considered "highly qualified" for promotion.

c. The records of some Marines will indicate that they have performed duty with the Marine Security Guard Battalion. The requirements for such assignments are stringent, and a successful tour of duty is indicative of superior leadership qualities. These Marines will be considered "highly qualified" for promotion.

SUPPLEMENTAL GUIDANCE FOR THE
FY 2010 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

d. The records of some Marines will indicate that they have performed duty with the Marine Corps Security Force. The requirements for such assignments are stringent, and a successful tour of duty is indicative of superior leadership qualities. These Marines will be considered "highly qualified" for promotion.

e. The records of some Marines will indicate they are serving in or have completed duty as Instructors with the Schools of Infantry and received a secondary MOS of 8513. This demanding duty literally brings to life the fundamental connection between the Marine and his/her rifle and the relationships between Marines that build trust and reliance on each other. Teaching our Marines their basic combat skills is the all-important second step in the "making of Marines." Marines who have passed a rigorous screening process, undergone rigorous training requirements, and are serving in or have successfully completed the demanding assignment as a School of Infantry Instructor will be considered "highly qualified" for promotion.

10. Marines with certain primary MOSs historically do not have an opportunity to serve in B-billets due to extensive school training, career progression at a certain pay grade, perishable MOS skills, or insufficient overall strength of the MOS. Marines in these occupational specialties will not be denied the opportunity to serve in a B-billet if the MOS can afford the assignment; however, they will not routinely be assigned to such duties. Due to this limited opportunity to serve in a B-billet, Marines who fit this category should be given equal consideration with their peers even though they may not have served in a B-billet.

11. The War on Terrorism has seen the growth of billets traditionally not filled by Marine staff noncommissioned officers. Staff noncommissioned officers assigned to nation building and crisis operations billets are critical to the success of our Country's policies. The board should be especially diligent in weighing the qualifications of staff noncommissioned officers serving in Transition Teams (TT) and Joint Individual Augmentation (IA) Billets. Service in these critical billets should weigh equal to traditional Marine Corps staff noncommissioned officer billets in the operational forces supporting the Global War on Terrorism during board deliberations.

12. Members of the selection board will familiarize themselves with Marine Corps policy on alcoholism and alcohol abuse as outlined in reference (d). The board will not deny selection

SUPPLEMENTAL GUIDANCE FOR THE
FY 2010 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

opportunity to Marines diagnosed and successfully treated for alcoholism or alcohol abuse. However, the board will consider any misconduct or reduction in performance resulting from alcoholism or alcohol abuse when determining fitness for promotion.

13. Selection board members will familiarize themselves with Marine Corps policy concerning the distribution, possession, or use of illegal drugs. The detrimental effect of drug use in individual performance, leadership, and mission accomplishment is damaging not only to the Marine, but also to the Marine Corps as a whole. Disregard for disciplinary and organizational values will not be tolerated, and the board will consider such behavior when a Marine's potential is evaluated.

14. The Department of the Navy is dedicated to equality of treatment and opportunity for all personnel without regard to race, creed, color, gender, or national origin. The Marine Corps strives to maintain a professional working environment in which a Marine's race, creed, color, gender, or national origin will not impact their professional opportunities. Accordingly, within this board's charter to select those SNCOs who are best and fully qualified, you must ensure that SNCOs are not disadvantaged because of their race, creed, color, gender, or national origin.

a. In your evaluation of the records of all Marines, you must clearly afford them fair and equitable consideration. You should be particularly vigilant in your evaluation of these records to take care that no Marine's selection opportunity is disadvantaged by past attitudes or by service utilization policies or practices. You should evaluate each Marine's potential to assume the responsibilities of the next higher grade, the overriding factor being performance of assigned duties.

b. This guidance should not be interpreted as requiring or permitting preferential treatment of any Marine or group of Marines on the basis of race, creed, color, gender, or national origin.

15. The official military personnel records provided to the selection board may include medical documents relevant to a Marine's physical qualifications. If the board desires clarification of any such document, the board president will reduce the board's questions to writing and forward them to the Director, Manpower Management Division. The Director will provide such clarification as may be appropriate.

SUPPLEMENTAL GUIDANCE FOR THE
FY 2010 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

16. The enlisted promotion system does not have a medical prerequisite for promotion. The policy of the Commandant of the Marine Corps is that all enlisted Marines who are otherwise qualified will not lose their eligibility for promotion consideration if hospitalized or if on temporary limited duty due to medical reasons. However, enlisted Marines who have been approved for Permanent Limited Duty (PLD), who have less than 20 qualifying years of service for retirement, and are retained in a PLD category to complete 20 years of qualifying service for retirement, are not eligible for selection consideration.

17. All communications intended to express the views of the Commandant of the Marine Corps or other senior authority to the members of the selection board shall be in writing, furnished to each member, and made a part of the board record. The board shall consider only those official records, other information, and guidelines provided by the Commandant of the Marine Corps. No voting board member may communicate with an eligible Marine, reporting senior, or other person to solicit information, favorable or unfavorable, about an eligible Marine.

18. All documented incidents of misconduct and substandard performance that are included in a Marine's official record must be briefed to all voting board members. Members must carefully consider each such incident in connection with their deliberations. When discussing a member's personal knowledge of the professional qualifications of an eligible Marine, the board is reminded that if personal remarks, based on a member's personal knowledge, could be considered adverse, the member cannot discuss their personal knowledge or evaluation unless such adverse information is contained in the Marine's official record or other official material placed before the board for consideration. Should an eligible Marine's record reveal the removal of a fitness report by the Performance Evaluation Review Board or the Board for Correction of Naval Records, the member may not discuss their personal knowledge of the fitness report or the circumstances that resulted in the removal of the report from the Marine's official record.

19. Faced with many highly qualified Marines, there may be a tendency to simplify your task by summarily putting aside the folders of Marines whose past records are less than perfect. However, to do this is to fall short of your obligation. Your charge is to find the "best qualified" Marines. A judgment of the whole person and the whole record is required to determine whose future potential will best serve the Marine Corps. You may

SUPPLEMENTAL GUIDANCE FOR THE
FY 2010 SERGEANT MAJOR THROUGH MASTER SERGEANT SELECTION BOARD

conclude that particular adverse information undermines a Marine's ability to serve successfully in a position of increased authority and responsibility, despite an otherwise outstanding record. On the other hand, you may find that a Marine's overall outstanding performance demonstrates such potential for future service that it outweighs any deficiency noted in the record. Some Marines will have learned from their mistakes in ways that make them stronger; others will have strengths that outweigh relatively small weaknesses in their records. Please make the best, not simply the most obviously defensible choices. By doing this, you will not only fulfill your obligation, you will also better serve the Marine Corps.

20. In your consideration, please be sensitive to the fact that the needs of the Marine Corps have changed over the years and will continue to change. Be especially alert for Marines who have embraced change by conceiving and trying new solutions to our most challenging problems. The Marine Corps needs bold Marines who are willing to think creatively and take well-calculated risks. Give priority to promoting Marines who have shown initiative in finding and pursuing the most effective ways of accomplishing our mission. Also note, in this regard, that Marines with the greatest capacity for innovation may have served in billets different from the norm. In the context of a changing Marine Corps, the best-qualified Marines may reflect a variety of backgrounds.

2010 USMC SERGEANT MAJOR SELECTION BOARD

CONVENING DATE: 2009/10/13 ADJOURNMENT DATE: 2009/10/26

AUTHORIZED TO SELECT: 106

OVERALL STATISTICS

	ABOVE ZONE	IN ZONE	BELOW ZONE
ELIGIBLE	39	139	140
SELECTED	12	89	5
% SELECTED	30.8	64.0	3.6
% ALLOCATION	11.3	84.0	4.7

PERCENT OF ELIGIBLE (AZ+IZ) MARINES SUBMITTING PHOTOS: 100.
PERCENT OF ELIGIBLE (AZ+IZ) MARINES WITH PME: 99.4

RACE/ETHNIC INFORMATION

MALE: 297

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	16	5	31.3	71	52	73.2	73	3	4.1
BLACK	15	4	26.7	40	21	52.5	24	2	8.3
HISPANIC	5	2	40.0	12	9	75.0	25	0	0.0
ASIAN/PAC	0	0	0.0	3	3	100.0	2	0	0.0
AMER IND	0	0	0.0	6	2	33.3	1	0	0.0
OTHER	1	0	0.0	0	0	0.0	3	0	0.0
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TOTAL	37	11	29.7	132	87	65.9	128	5	3.9

FEMALE: 21

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	0	0	0.0	3	1	33.3	5	0	0.0
BLACK	1	0	0.0	3	0	0.0	5	0	0.0
HISPANIC	1	1	100.0	1	1	100.0	1	0	0.0
ASIAN/PAC	0	0	0.0	0	0	0.0	0	0	0.0
AMER IND	0	0	0.0	0	0	0.0	1	0	0.0
OTHER	0	0	0.0	0	0	0.0	0	0	0.0
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TOTAL	2	1	50.0	7	2	28.6	12	0	0.0

TOTAL: 318

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	16	5	31.3	74	53	71.6	78	3	3.8
BLACK	16	4	25.0	43	21	48.8	29	2	6.9
HISPANIC	6	3	50.0	13	10	76.9	26	0	0.0
ASIAN/PAC	0	0	0.0	3	3	100.0	2	0	0.0
AMER IND	0	0	0.0	6	2	33.3	2	0	0.0
OTHER	1	0	0.0	0	0	0.0	3	0	0.0
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TOTAL	39	12	30.8	139	89	64.0	140	5	3.6

2010 USMC MASTER GUNNERY SERGEANT SELECTION BOARD

CONVENING DATE: 2009/10/13 ADJOURNMENT DATE: 2009/10/26

AUTHORIZED TO SELECT: 225

OVERALL STATISTICS

	ABOVE ZONE	IN ZONE	BELOW ZONE
ELIGIBLE	165	355	296
SELECTED	48	169	5
% SELECTED	29.1	47.6	1.7
% ALLOCATION	21.3	75.1	2.2

PERCENT OF ELIGIBLE (AZ+IZ) MARINES SUBMITTING PHOTOS: 100.
PERCENT OF ELIGIBLE (AZ+IZ) MARINES WITH PME: 89.6

RACE/ETHNIC INFORMATION

MALE: 776

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	79	21	26.6	167	95	56.9	173	4	2.3
BLACK	57	17	29.8	105	39	37.1	61	0	0.0
HISPANIC	12	4	33.3	41	16	39.0	31	1	3.2
ASIAN/PAC	2	1	50.0	12	9	75.0	4	0	0.0
AMER IND	1	1	100.0	8	4	50.0	5	0	0.0
OTHER	3	1	33.3	9	3	33.3	6	0	0.0
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TOTAL	154	45	29.2	342	166	48.5	280	5	1.8

FEMALE: 40

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	4	0	0.0	5	2	40.0	7	0	0.0
BLACK	6	3	50.0	8	1	12.5	8	0	0.0
HISPANIC	1	0	0.0	0	0	0.0	0	0	0.0
ASIAN/PAC	0	0	0.0	0	0	0.0	1	0	0.0
AMER IND	0	0	0.0	0	0	0.0	0	0	0.0
OTHER	0	0	0.0	0	0	0.0	0	0	0.0
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TOTAL	11	3	27.3	13	3	23.1	16	0	0.0

TOTAL: 816

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	83	21	25.3	172	97	56.4	180	4	2.2
BLACK	63	20	31.7	113	40	35.4	69	0	0.0
HISPANIC	13	4	30.8	41	16	39.0	31	1	3.2
ASIAN/PAC	2	1	50.0	12	9	75.0	5	0	0.0
AMER IND	1	1	100.0	8	4	50.0	5	0	0.0
OTHER	3	1	33.3	9	3	33.3	6	0	0.0
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TOTAL	165	48	29.1	355	169	47.6	296	5	1.7

2010 USMC FIRST SERGEANT SELECTION BOARD

CONVENING DATE: 2009/10/13 ADJOURNMENT DATE: 2009/12/08

AUTHORIZED TO SELECT: 173

OVERALL STATISTICS

	ABOVE ZONE	IN ZONE	BELOW ZONE
ELIGIBLE	0	914	0
SELECTED	0	173	0
% SELECTED	0.0	18.9	0.0
% ALLOCATION	0.0	100.0	0.0
PERCENT OF ELIGIBLE (AZ+IZ) MARINES SUBMITTING PHOTOS:			100.
PERCENT OF ELIGIBLE (AZ+IZ) MARINES WITH PME:			85.8

RACE/ETHNIC INFORMATION

MALE: 859

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	0	0	0.0	429	94	21.9	0	0	0.0
BLACK	0	0	0.0	196	29	14.8	0	0	0.0
HISPANIC	0	0	0.0	170	26	15.3	0	0	0.0
ASIAN/PAC	0	0	0.0	24	8	33.3	0	0	0.0
AMER IND	0	0	0.0	21	3	14.3	0	0	0.0
OTHER	0	0	0.0	19	3	15.8	0	0	0.0
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TOTAL	0	0	0.0	859	163	19.0	0	0	0.0

FEMALE: 55

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	0	0	0.0	25	4	16.0	0	0	0.0
BLACK	0	0	0.0	14	3	21.4	0	0	0.0
HISPANIC	0	0	0.0	11	1	9.1	0	0	0.0
ASIAN/PAC	0	0	0.0	3	0	0.0	0	0	0.0
AMER IND	0	0	0.0	0	0	0.0	0	0	0.0
OTHER	0	0	0.0	2	2	100.0	0	0	0.0
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TOTAL	0	0	0.0	55	10	18.2	0	0	0.0

TOTAL: 914

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	0	0	0.0	454	98	21.6	0	0	0.0
BLACK	0	0	0.0	210	32	15.2	0	0	0.0
HISPANIC	0	0	0.0	181	27	14.9	0	0	0.0
ASIAN/PAC	0	0	0.0	27	8	29.6	0	0	0.0
AMER IND	0	0	0.0	21	3	14.3	0	0	0.0
OTHER	0	0	0.0	21	5	23.8	0	0	0.0
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TOTAL	0	0	0.0	914	173	18.9	0	0	0.0

2010 USMC MASTER SERGEANT SELECTION BOARD

CONVENING DATE: 2009/10/13 ADJOURNMENT DATE: 2009/12/08

AUTHORIZED TO SELECT: 759

OVERALL STATISTICS

	ABOVE ZONE	IN ZONE	BELOW ZONE
ELIGIBLE	621	1050	642
SELECTED	178	546	28
% SELECTED	28.7	52.0	4.4
% ALLOCATION	23.5	71.9	3.7
PERCENT OF ELIGIBLE (AZ+IZ) MARINES SUBMITTING PHOTOS:			98.9
PERCENT OF ELIGIBLE (AZ+IZ) MARINES WITH PME:			72.4

RACE/ETHNIC INFORMATION

MALE: 2194

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	320	87	27.2	555	298	53.7	362	18	5.0
BLACK	132	42	31.8	206	104	50.5	125	5	4.0
HISPANIC	96	22	22.9	160	84	52.5	81	3	3.7
ASIAN/PAC	12	6	50.0	34	13	38.2	16	0	0.0
AMER IND	8	4	50.0	13	6	46.2	16	1	6.3
OTHER	17	4	23.5	24	12	50.0	17	1	5.9
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TOTAL	585	165	28.2	992	517	52.1	617	28	4.5

FEMALE: 119

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	13	6	46.2	25	13	52.0	12	0	0.0
BLACK	9	2	22.2	17	8	47.1	9	0	0.0
HISPANIC	11	4	36.4	12	4	33.3	4	0	0.0
ASIAN/PAC	3	1	33.3	2	2	100.0	0	0	0.0
AMER IND	0	0	0.0	1	1	100.0	0	0	0.0
OTHER	0	0	0.0	1	1	100.0	0	0	0.0
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TOTAL	36	13	36.1	58	29	50.0	25	0	0.0

TOTAL: 2313

	ABOVE ZONE			IN ZONE			BELOW ZONE		
	ELIG	SEL	%SEL	ELIG	SEL	%SEL	ELIG	SEL	%SEL
WHITE	333	93	27.9	580	311	53.6	374	18	4.8
BLACK	141	44	31.2	223	112	50.2	134	5	3.7
HISPANIC	107	26	24.3	172	88	51.2	85	3	3.5
ASIAN/PAC	15	7	46.7	36	15	41.7	16	0	0.0
AMER IND	8	4	50.0	14	7	50.0	16	1	6.3
OTHER	17	4	23.5	25	13	52.0	17	1	5.9
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TOTAL	621	178	28.7	1050	546	52.0	642	28	4.4