IPPS-A
Promotion Process

IPPS·A — INTEGRATED PERSONNEL AND PAY SYSTEM - ARMY

☐ NEW CHANGES

EVENTS

2 MAY 2024

- ❑ Army announced suspension of Temporary Promotions and STEP Program (Select, Train, Educate and Promote)

15 MAY 2024

- ❑ ALARACT 030/2024 is published providing notice to suspension of TEMP PROM, modifies the requirement to complete PME and elimination of DL-P

10 JUNE 2024

- ❑ NGB will publish a PPOM incorporating the policy changes and providing guidance on how the ARNG will move forward with the policy

KEY TAKEAWAYS:

➢ **TEMPORARY PROMOTIONS**
- ▪ TMP Prom to SERGEANT through MASTER SERGEANT is suspended until further notice.
- ▪ Soldiers who currently have a temporary promotion will keep their rank permanently
- ▪ DMD temporary promotions are unchanged.
- ▪ Pregnancy/Postpartum are unchanged.

➢ **ELIMINATION OF DISTRIBUTED LEADER COURSE (DLC).**
- ▪ NO DLC Required to be considered (placed on list)

➢ **PIN-ON PROMOTION**
- ▪ Requisite PME for pin-on has been suspended to qualify for promotion

Failure to complete the required level of PME as outlined in AR 350-1 for the grade in which you are promoted disqualifies you from future promotion eligibility until that level of PME is completed.

BRIEF SUMMARY OF PROMOTION CYCLE

1. **PRE-BOARD (JUNE-SEPT)**
   - Identify eligible Soldiers for the next cycle
   - Soldier fulfill requirements/responsibilities

2. **BOARD (NOV)**
   - Board members will vote following the Baseline established by State and BDE CSMs
   - iPERMS performance files, SRB, NCOERs, DTMS

3. **EPS PUBLISH (FEB)**
   - Order of Merit list (OML)
   - Standby Board (STAB)

4. **EPS VACANCY FILL/SNAB (QUARTERLY)**
   - Soldier must be eligible to be selected
   - 3 – 4 times a year

1 Meet eligibility to for **CONSIDERATION**

2 Meet eligibility to be **SELECTED**

3 Meet eligibility to be **PROMOTED**

Identify eligibility for CY25 PROMOTION CONSIDERATION

- Soldiers must be Military Occupational Specialty Qualified (MOSQ)

- Recommended by their commander for consideration

- NCOES requirements must be met by 1OCT2024.

- Meet the below rank specific requirements.

Requirements for EPS List Consideration (on the EPS List)							
Board	**DOR**		**PEBD**		**CES**		**PME**
E8 – E9	31 Dec 2022	3y	31 Dec 2009	16y	31 Dec 2015	10y	N/A
E7 – E8	31 Dec 2022	3y	31 Dec 2013	12y	31 Dec 2017	8y	**SLC**
E6 – E7	31 Dec 2022	3y	31 Dec 2017	8y	31 Dec 2019	6y	**ALC**
E5 – E6	1 Apr 2024	18m	N/A		N/A		**BLC**
E4 – E5	N/A		N/A		N/A		N/A

☐ Soldier Responsibilities

❑ Soldiers eligible for consideration will have until **31 July 2024** to select their preferences in IPPS-A .

❑ E4s and E5s will have until **31 July 2024** to validate their promotion points.

Board Preference USAR/ARNG	Promotion Points (E4 and E5 only)
Board Preferences USAR/ARNG	Promotion Points

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Soldier Responsibilities

- ❑ If Soldier wishes to update/change their CPMOS, they must submit a DA Form 4187 through their chain of command – S1s must submit a CRM ticket for G1 approval.

- ❑ Soldiers who wish to Not be considered for promotion must submit a CRM ticket through IPPS-A stating their request under the description line:
"I do not wish to be considered for promotion for CY25 EPS".

- ❑ If applicable, complete CSM/1SG Lateral leadership addendum for eligible E8s and E9s digitally via teams at CSM/1SG Lateral Leadership Addendum.

- ❑ Temporary Deployment Promotion (TDP) elections: Soldiers on a temporary deployment promotion must still compete for promotion at their prior rank.

☐ You are responsible for your own career!

- It is your sole responsibility to ensure your records are up to date in the systems. Request your SRB from your Readiness NCO and review what is currently showing in your records.

- Log-in to iPERMS and ensure all your documents are present. Board Members review the documents in iPERMS Performance Folder during the annual semi-centralized/centralized boards and rate you base on your records and performance.

When reviewing your records, ensure following:

- ☐ **NCOERs** contain no gaps in rating periods and submitted to HRC
- ☐ **AWARDS** are in iPERMS and reflected on SRB
- ☐ **MILITARY / CIVILIAN EDUCATION** documents are in iPERMS and reflected on SRB
- ☐ **ACFT / AWQ** are valid and reflected in your SRB and documents are in iPERMS
- ☐ **PROMOTION POINTS (E4 and E5)** is accurate in IPPS-A (corrections needed on the EPS forum PPW)
- ☐ **SECURITY CLEARANCE** is current, if applicable
- ☐ **Letter to the President of the Board** (optional) – you may submit a memo to the board members to justify any corrections that are not reflected during the annual EPS board
- ☐ **CPMOS Change** must be made on a DA 4187 for G1 Approval

Note: Updates to records can be continuous until the final administrative cut-off date of 30 September 2024.
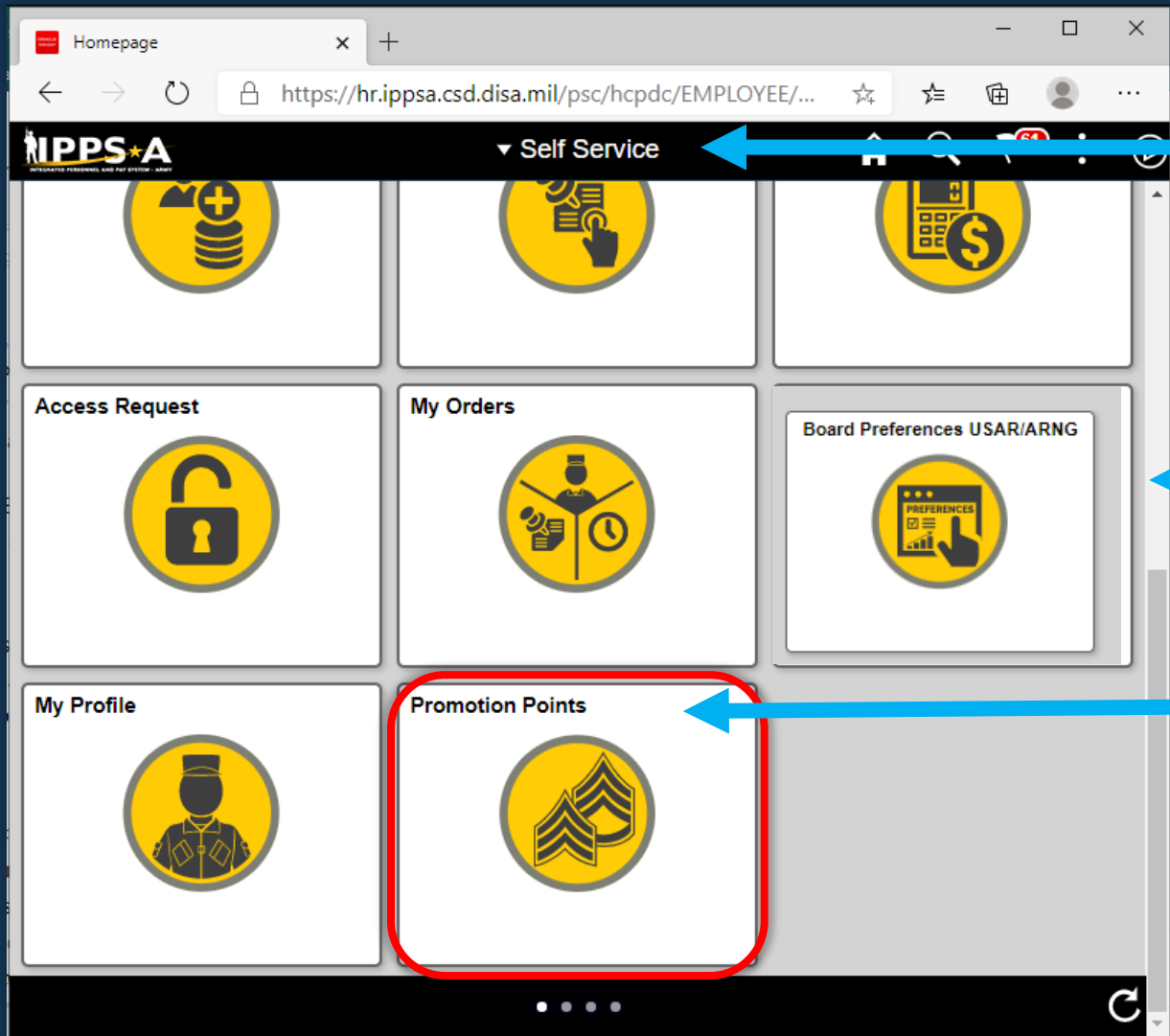
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☐ How to access **Promotion Points** tile in Self Service:

Promotion Points

1. Click the home to return to **Self Service** after adding the **Promotion Points** tile

2. Scroll down until you see desired tile

3. Click **Promotion Points** tile

▼ Promotion Points

☐ Verify **Promotion Points** (E4 and E5 only)

Award Points

Promotion points displayed below is the real time allocation based on transactional data. If you are currently being considered for a promotion board, then this may not be the actual point allocation reflected.

Summary

Total Award Points	20
Weapons Qualification	
APFT Points	18
Other Residential Courses	
Self Development Courses	
Post-Secondary Courses	
Total Points	38

E4 and E5 will be able to look at their promotion points and verify their information is correct. If any discrepancies are found, unit can make corrections prior to the Admin cutoff date on the PPW GAARNG G1 EPS Forums Page

Awards

ARCAM AR COMP ACHVMT MDL	10
AAM USA ACHIEVMNT MDL	10

TEAMS LINK: https://armyeitaas.sharepoint-mil.us/:f:/r/teams/GAARNGG1EPSForum/Shared%20Documents/General?csf=1&web=1&e=x4IPYi

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- To correct discrepancies, you will have to submit supporting documents to your unit Readiness NCO or Training NCO. These documents must be uploaded in iPERMS and updated in systems of records such as IPPS-A and or DTMS

| GAARNG Semi-Centralized Promotion (SGT/SSG) Administrative Points			
Military Training (Max SGT 280 Points | SSG 230 Points)			
CATEGORY	SPC to SGT Board	SGT to SSG Board	REMARKS
Weapons Qualification	Max 160	Max 110	Updated in DTMS/Points verified in IPPS-A
Army Combat Fitness Test	Max 120	Max 120	Updated in DTMS/Points verified in IPPS-A
Awards, decorations, and achievements (Permanent Awards)			
Awards	Max 145	Max 165	Updated/verified in IPPS-A
Military Education (Max SGT 390 Points | Max SSG 395 Points)			
Primary Education (PME)	Max *190	Max *190	20 Points Commandant's List 40 Points for Distinguished Honor Graduate 150 for BLC – E4 only 150 for ALC – E5 only
Resident Training	Max 110	Max 115	N/A
Computer Training	Max 90	Max 90	N/A
Civilian Education			
Civilian Education	Max 135	Max 160	N/A
Leadership Points (Promotion to SSG Only)			
Boarded (Current and Potential Leadership)	N/A	Max 250	Sergeants will be boarded and scored accordingly.
Total Points			
Total Points	950	1200	Points between SGT and SSG boards differ to account for the differences in performance and achievements between the grades.

BOARD PREFERENCES USAR/ARNG

E4 – E8

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How to access **Board Preferences USAR/ARNG** tile in Self Service:
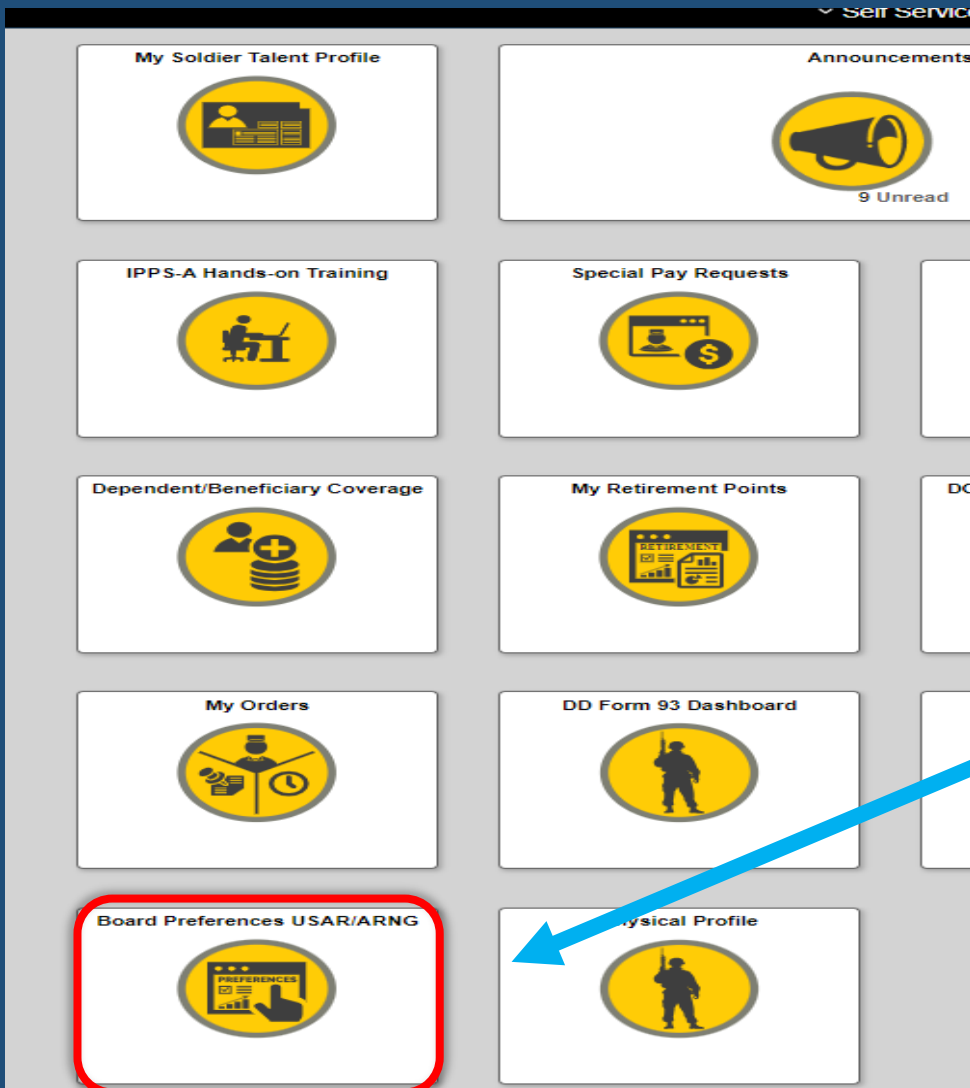
1. Click the home to return to **Self Service**

2. Scroll down until you see desired tile

3. Click **Promotion Board Preferences** tile

Board Preferences USAR/ARNG – is where SM can make elections for consideration and desired preferences such as the following:

How to elect board preference on IPPS-A:

Board Preferences

Board Details

Board ID 3923

Board Name NEW GA_CY25 E6-E7

Board Year 2025

Convene Date 01/01/2025

Board Preferences

Validate Preferences [Yes]

Date Preferences Validated 06/11/2024

☐ **Consider for Military Education and Board**
- YES – to be considered for promotion
- NO – NOT to be considered for promotion (E4-E5)

- Centralized Board Soldiers (E6-E9) whom wish to not be considered for promotion must submit a Admin records correction (other) CRM through IPPS-A stating their request "Do not wish to be considered for promotion for CY25 EPS Cycle".

☐ **Validate Preferences**
- Scroll down to view and elect preferences
- Must click YES after completion

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☐ How to elect board preference on IPPS-A:

Preference 1

Airborne: (Select Yes/No) I want to be considered for positions that require Airborne training.

Yes ▾

Preference 2

Flight: (Select Yes/No) I want to be considered for positions that require Flight training.

Yes ▾

Preference 11

Instructor Position: (Select Yes/No) I want to be considered for an Instructor Position.

Yes ▾

Preference 12

Security Forces Assistance Brigade (SFAB): (Select Yes/No) I want to be considered for a SFAB position.

Yes ▾

Preference 13

Technician Job: (Select Yes/No) I want to decline assignments that are not compatible with my Technician Job.

Yes ▾

Military Training – SM can make elections to be considered for positions requiring military training. If a Soldier selects NO then they will not be able to be promoted in a slot that requires that and can be bypassed.

Military Training

☐ Airborne	Yes / No
☐ Flight	Yes / No
☐ Instructor	Yes / No
☐ SFAB	Yes / No

Technician Jobs – Soldiers in Technician status can opt to decline assignments that are not compatible with current technician job.

*** SFAB** - 1/54th SFAB is a premier unit in the GA Army National Guard. 1/54th SFAB is a highly demanding, all volunteer organization. The Battalion has a high OPTEMPO with Teams continuously deployed around the globe. Understand as a member of this organization the SM will be expected to deploy somewhere within the next 18-24 months, maybe sooner. Due to the nature of training, 1/54th SFAB conducts quarterly drills.*

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☐ How to elect board preference on IPPS-A:

Geographical Location 1: Select Yes/No
[Yes ▾]

Geographical Location 2: Select Yes/No
[Yes ▾]

Geographical Location 3: Select Yes/No
[Yes ▾]

Geographical Location 4: Select Yes/No
[Yes ▾]

Geographical Location 5: Select Yes/No
[Yes ▾]

Geographical Location 6: Select Yes/No
[Yes ▾]

Geographical Location 7: Select Yes/No
[Yes ▾]

Geographical Location 8: Select Yes/No
[Yes ▾]

Geographical Locations (GL) – Soldiers MUST elect at least one geographical locations. **AGRs will default to STATEWIDE** regardless of election. Ensure Soldiers are selecting a region that has their MOS in that region.

AREA OF CONSIDERATION (See slide 17)

☐ Geographical Location 1	Yes / No
☐ Geographical Location 2	Yes / No
☐ Geographical Location 3	Yes / No
☐ Geographical Location 4	Yes / No
☐ Geographical Location 5	Yes / No
☐ Geographical Location 6	Yes / No
☐ Geographical Location 7	Yes / No
☐ Geographical Location 8	Yes / No

Default Selections

- Selecting all Geographical Locations will be considered STATEWIDE

- Not electing Geographical Locations will default to STATEWIDE

- In event of partial selection, the only Geographical Location(s) that will be considered are those with YES as preference. Blank Geographical Location(s) will default to NO.

*Slide 21/22 will explain which MOS is in what MOS by Rank and Geographical Location

AREA OF CONSIDERATION

GL 1
CALHOUN
CANTON
CEDARTOWN
DALTON
DOUGLASVILLE
ROME

GL 2
COVINGTON
CUMMING
GAINESVILLE
LAWRENCEVILLE
MILLEDGEVILLE
MONROE
WINDER
DAHLONEGA

GL 3
ELBERTON
HARTWELL
TOCCOA
WASHINGTON

GL 4
AUGUSTA
DUBLIN
FT GORDON
METTER
SWAINSBORO
THOMSON
WAYNESBORO

GL 5
ATLANTA   GRIFFIN
DECATUR   JACKSON
DOBBINS ARB   KENNESAW
ELLENWOOD   MARIETTA
FOREST PARK   NEWNAN

GL 6
COLUMBUS
FORSYTH
FT BENNING
LAGRANGE
MACON

GL 7
ALBANY
CORDELLE
TIFTON
THOMASVILLE
VALDOSTA

GL 8
BRUNSWICK
DOUGLAS
FT STEWART
GGTC
GLENNVILLE
HINESVILLE
SAVANNAH
SPRINGFIELD
STATESBORO
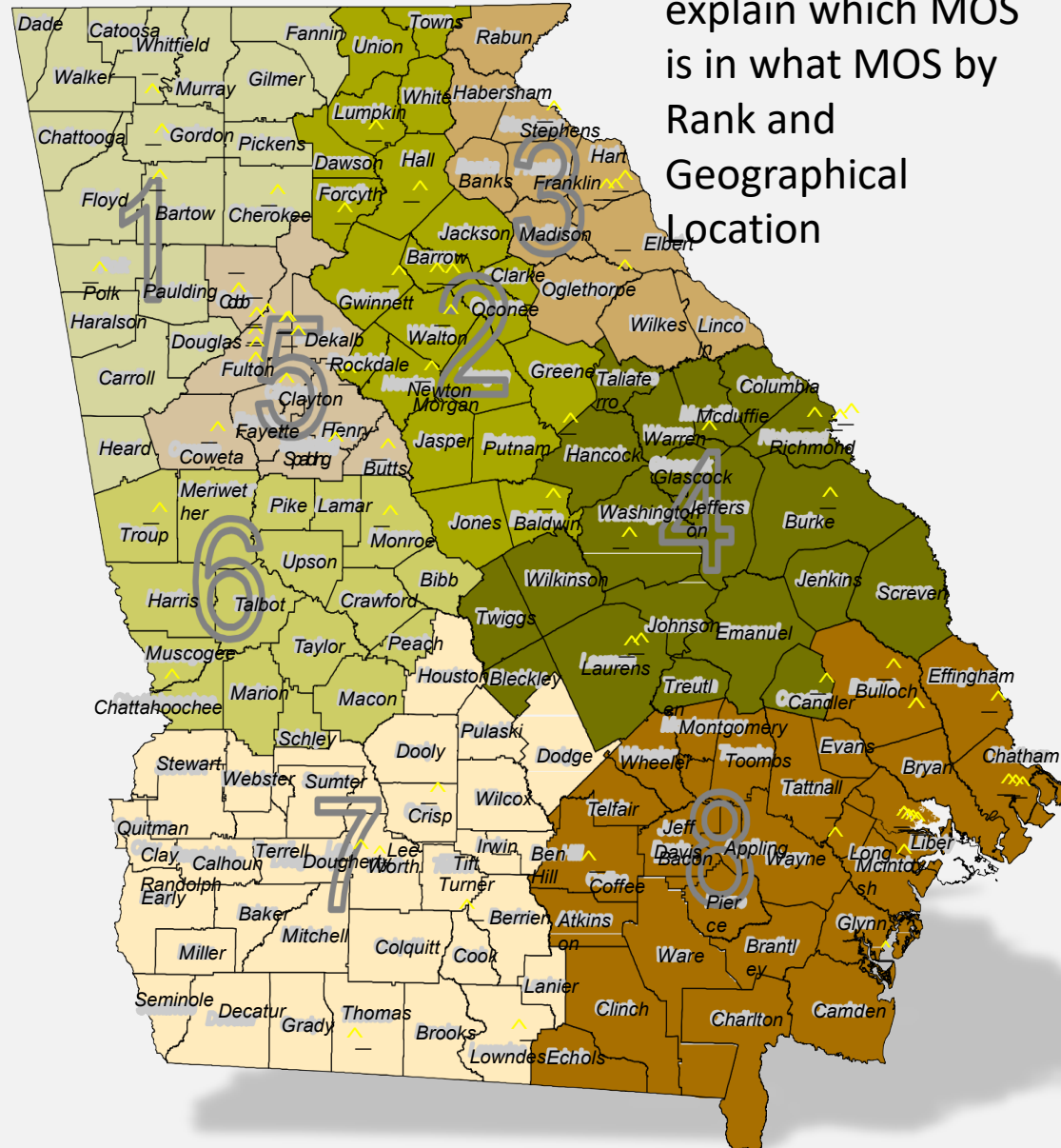
POSC	E5	E6	E7	E8	E9
00D			5	5	
00F	5,8	5,8	1,2,5,6,7,8	5,8	5,8
00K					6
00L					5,6,7
00T					6
00Z					5
11B	1,2,5,6,7,8	1,2,5,6,7	1,2,5,6,7,8		
11C	1,2,5,6,7	1,2,5,6,7	1,2,6		
11Z				1,2,5,6,7,8	1,2,6
12A					4,8
12B	1,4,6,8	1,4,5,8	1,4,5,6,8		
12C			6		
12H		1,3,4,5,6,8	3,4,5,6,8		
12K	3,4,5,6,8				
12N	3,4,5,6,8	3,4,5,6,8	4,5,6,8		
12R	3,4,5,6,8				
12T	4,8	4,5,6	4,6		
12W	3,4,5,6,8				
12X				4,5,6,8	
12Y	6	6,8	6		
12Z				1,4,6,8	
13B	3,4,5,8	3,4,5,8	3,4,5,8		
13F	1,2,5,6,8	1,2,5,6	1,2,3,5,6,8		
13J	3,4,5,8	3,4,5,8	3,8		
13R	8	8	8		
13Z				3,4,5,6,8	3,5,8
14G	5,6,8	8	5		
15B	5,8	8			
15D	5,8	5,8			
15E	8	8	8		

POSC	E5	E6	E7	E8	E9
15F	8	2,5,8			
15G	5,8	5,8			
15H	5				
15K			5		
15L			5		
15N	2,5,8	5			
15P	2,5,8	5,6,8	5		
15Q	5	5,6	6		
15T	2,5,8	2,5,8	2,5,8		
15U	8	5,8	8		
15W	8	8	8		
15Z				2,5	5
17C		5	5	5	
17E	1,2,3,5,6,7	5,6	5,6	6	
19D	1	1,5,6	1		
19K	8		5		
19Z				1,6	1,8
25B	5,6,7,8	5,6,8	5,6,8	5	5
25D		5,6	5,6	5	
25E		1,2,5,6	6		
25L	6				
25N	2,5,6	6			
25Q	1,2,6,8	6			
25S	2,6	6			
25U	1,2,3,4,5,6,7,8	1,2,3,5,6,8	1,2,3,4,5,6,7,8	5,6	
25W			2,6	2,5	
27D	2,6,8	5,6,8	5,6		
31B	2,8	2,5,6,8	2,5,6,8	2,5,6,8	
31E	2,6,8	5			
31Z					5

*Find MOS in your NEXT rank and determine which regions have your MOS.

POSC	E5	E6	E7	E8	E9
35F	1,2,3,5,6,7,8	1,2,4,5,6,8	4,5,6,8		
35G	5,8	5,8	5		
35L	5	5,6	5		
35M	5	5	5		
35N	5,8	5	5		
35P	5	5			
35S	5				
35T	5	5	5		
35Z				5,6	5
36B	5	5,8	5,6	5	5
37F			6		
38B			6		
42A	1,2,3,4,5,6,7,8	3,4,5,6,8	1,2,3,4,5,6,7,8	5,6	
42R	5	5	5	5	
46S	4,5,6,8	5,6			
46Z			5,6,8	5	
56M	1,2,4,5,6,8	5,6	5	5	
68A	6				
68E	8	5,8	5		
68F	6				
68G	5,6	5	8		
68J	6	5,6			
68K	5,6				
68P	5,6				
68Q	6				
68S	6	5			
68W	1,2,3,4,5,6,8	1,2,3,4,5,6,8	1,2,5,6,8	5,6	
68X	6	5			
74D	1,2,3,4,5,6,7,8	1,2,3,5,6,7,8	4,5,6,8	5,6	5
79T			2,4,5	5	5
88M	1,2,3,4,5,6,7,8	1,2,3,4,5,6,7,8	1,2,3,4,6,7,8		
88N	5,6,7,8	5,6,7,8	5,6		
88Z				1,4,6,7	

POSC	E5	E6	E7	E8	E9
89A	4				
89B	3,4	4,5,6,7	6,7		
89D	5,6	5,6	5,6	5,6	
91A	8	8			
91B	1,2,3,4,5,6,7,8	1,2,3,4,5,6,7,8			
91C	1,2,4,5,6,7,8	5,8			
91D	1,3,4,5,6,8	4,5,8			
91E	3,4,5,6,8	5,8			
91F	1,2,3,4,5,7,8	5,8			
91H	3,4,8	4			
91J	5,8				
91L	4,5,6,8	4,5,6,8			
91M	8	8			
91P	3,8	3,8	3		
91S	5,8				
91X			1,2,3,4,5,6,7,8		
91Z				1,2,3,4,5,6,7,8	5
92A	1,2,3,4,5,6,7,8	4,5,6,7,8	4,5,6,7,8	4,5,6,7,8	
92F	1,2,3,4,5,6,7,8	2,4,5,6,8	4,5,7	6,7	
92G	1,2,3,4,5,6,7,8	1,2,3,4,5,6,7,8	1,2,3,4,5,6,7,8	5,6	
92M	6	6			
92R	5	5	5	5	
92S			5		
92W	4,6	4	7		
92Y	3,4,5,6,7,8	1,2,3,4,5,6,7,8	1,2,3,4,5,6,7,8	5,6	
92Z					5
94A	5,8				
94E	5,8	5			
94F	5,8	5,8			
94M	8				
94W			5,8		
94Y	5				

*Find MOS in your NEXT rank and determine which regions have your MOS.

Leadership Consideration – E7 and above must elect whether to be considered for Leadership Positions.

- ❑ **E7 and E8** will have preference for **First Sergeant** position
- • YES – to be considered for Leadership Position
- • NO – to NOT be considered for Leadership Position
- • BLANK – will default to NO

Leadership: (Select Yes/No) I want to be considered for First Sergeant assignment.

- ❑ **E8** will have preference for **Command Sergeant Major** position
- • YES – to be considered for Leadership Position
- • NO – to NOT be considered for Leadership Position
- • BLANK – will default to NO

Leadership: (Select Yes/No) I want to be considered for Commande Sergeants Major assignment.

** E8/E9 ONLY **

- • Soldiers in the grade of E8 and E9 will need to sign the digital copy of the Leadership Addendum to be considered for Leadership Positions.

☐ **Remember to save!!!**

****SAVE****

After completing your election of preferences, scroll back up and click SAVE!!!

➢ **QUESTIONS??**