



LANG IG Monthly Bulletin

November 2024

Enlisted Promotions

FY25 (1 Oct 2024 – 30 Sep 2025) Guidance

Per the 2025 EPS MOI dated 1 July 2024, the Enlisted Promotion System (EPS) is a National Guard Bureau (NGB) directed program designed to provide a fair and equitable promotion process for enlisted personnel. Utilizing the Select, Train, Educate, and Promote (STEP) methodology, it identifies the most qualified Soldiers with demonstrated potential and places qualified Soldiers into verified vacancies to meet the needs of the organization and increase personnel readiness. Verified vacancies do not have over-grade or excess Soldiers are available for cross-leveling. The EPS process affects all Soldiers in the ranks of Specialist through Master Sergeant within the Louisiana Army National Guard.

Notable changes from previous EPS cycle:

- FY 2025 EPS Cycle will include the packet submission process as the previous cycle, however, will incorporate Soldiers' election of promotion consideration and Area of Consideration (AOC) through IPPS-A.
- Effective 7 June 2024, PPOM 24-014 Army National Guard (ARNG) Implementation Guidance for Suspension of Temporary Promotions and Select/Train/Educate/Promote (STEP) Policy, and the Reduction of the On-Line Training was implemented. PPOM 24-014 suspended requirement to complete the requisite PME to qualify for promotion to SGT-MSG and eliminated DLC/SSD.
- Effective 1 April 2024, the Army Combat Fitness Test (ACFT) was fully implemented as the Army's official physical fitness test.

Requirements for promotion pin-on to the next higher rank/grade:

- Must be on the EPS OML and selected for promotion assignment
- Must not be flagged for any reason
- Meet TIG, TIS, MOSQ and must complete the appropriate NCOPDS level for the higher grade position
- Must meet security clearance requirements for position and MOS
- Must agree to extend, if necessary, in order to meet the remaining service obligation for promotion
- Must have current passing height/weight recorded in DTMS
- Current passing ACFT recorded in DTMS

What Soldiers should know and do:

- Birth Month Record Review
- Area of Consideration (AOC) Elections
- Declination of Promotion Assignment
- Policy, Process, and Regulatory Requirements/Guidelines

Leader Considerations:

- Know how to communicate the enlisted promotion process to Soldiers
- Accurately evaluate Soldiers on Semi-Centralized Board Appraisals
- A leader's failure to complete NCOERs in a timely manner affects a Soldier's OML ranking for centralized boards
- Inform Soldiers and make sure they understand the impact of their AOC selections



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References

- Army Regulation 600-8-19 (Enlisted Promotions and Reductions), 21 June 2024
- 2025 Enlisted Promotion System (EPS) Memorandum of Instruction (MOI) dated 1 July 2024
- NGR 600-200 (Enlisted Personnel Management), 25 March 2021
- NGR 600-5 The Active Guard Reserve (AGR) Program Title 32, Full Time National Guard Duty (FTNGD) Management, 12 May 2023

Resources

<https://www.milsuite.mil/book/groups/personnel-policy-division-arng-hrh>

[Enlisted Promotions](#)