

**Naval Special Warfare (NSW) Alternative Final Multiple
Score (AFMS) Guide for Special Warfare Operator (SO) &
Special Warfare Boat Operator (SB) E-7 Candidates**

For the Cycle 266 E-7 Exam and FY26 E-7 Selection Board



15 October 2024

Applicability

This guide, and the NSW AFMS, apply to active duty SO1 and SB1 who are eligible or could become eligible for the Cycle 266 E-7 Exam and FY26 E-7 Selection Board. The NSW AFMS does not apply to USNR SO1 and SB1.

This guide is a living document that is reviewed and released annually but may be edited and updated at any time to reflect unforeseen changes in applicable information. It is prepared and maintained by the NSW Leadership Education and Development Command (NLEAD), Naval Base Coronado, CA. Errors, omissions, suggestions and comments should be directed to:

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Introduction

As a result of analysis of the advancement system from E-6 to E-7 for the SO and SB ratings, and in coordination with and approval from COMNAVSPECWARCOM, the Navy Education and Training Professional Development Center (NETPDC), and Chief of Naval Personnel (CNP), NLEAD developed an “alternative” Final Multiple Score (FMS), the NSW AFMS.

CNP Memorandum

CNP Memorandum dated 1 June 2010 directed the deployment of the NSW AFMS on 1 October 2010 using Navy Standard Integrated Personnel System (NSIPS) functionality.

AFMS Factors

The NSW AFMS uses these seven clearly defined and measurable factors to produce a Selection Board Eligible (SBE) list:

1. Leadership Duties (number of days in the position)
2. OCONUS Deployments (number of days forward deployed)
3. Qualifications/Certifications/Language/Education
4. Military Awards
5. Ethos (lose points for NJP/DUI/PFT Fail)
6. Reporting Senior’s Cumulative Average (RSCA) Performance Mark Average (PMA)
7. Exam Standard Score (SS)

These seven factors provide a comprehensive and objective measurement of a sailor’s performance. Points are credited for each factor using data in each candidate’s NSIPS Electronic Service Record (ESR). Time-in-Rate (TIR) candidates must pass the Advancement Exam (or receive an exam waiver) to be considered for Selection Board Eligibility.

Annual Review

Annually, the NLEAD Command Master Chief (CMC) coordinates recommended changes to this document with the NSW senior enlisted leadership.

The Force Master Chief (FORCM) reviews the recommended changes and provides concurrence. The final recommendations are then implemented for the next advancement cycle.

Synopsis of Cycle 266 Changes to AFMS Business Rules

This section is intended to annotate changes from the previous year that affect the AFMS scoring process. This section should be reviewed prior to performing any AFMS computations.

Due to ongoing changes on describing and enumerating LPO positions, there may be differences between LPO Long Title descriptions in the NSW Evaluation Writing Guide and the LPO descriptions in NSIPS. **ALWAYS enter Leadership positions into NSIPS with the NSIPS Code specified by the current NSW Evaluation Writing Guide.**

Changes to SO

Leadership

Action	Command	LPO Primary Duty (Short Title. Block 29)	AFMS Code	Notes
Move	SEAL Team	PLT LPO	OP05	Moved to SO Legacy Duties Replaced by SQUAD LPO
Move	SDV Team	PLT LPO	OP07	Moved to SO Legacy Duties Replaced by SQUAD LPO
Move	SRT Team	PLT LPO	OP05	Moved to SO Legacy Duties Replaced by SQUAD LPO
Add	SEAL Team	SQUAD LPO	OP16	Replaces PLT LPO
Add	SDV Team	SQUAD LPO	OP16	Replaces PLT LPO
Add	SRT Team	SQUAD LPO	OP16	Replaces PLT LPO
Add	NSWG-1	TRNG LPO	TLPO05	Refer to SO Career Path Document

Certifications/Qualifications

Action	SO Certifications/Qualifications	Points	AFMS Code	Notes
Add	NSW Senior Mountaineering	6	NSM	

Changes to SB

Leadership

Action	Command	LPO Primary Duty (Short Title. Block 29)	AFMS Code	Notes
Move	Special Boat Team	TRNG LPO	LPO03	Moved to SB Legacy Duties
Move	NSWDG	MOB TRP LPO	LPO03	Moved to SB Legacy Duties replaced by MOB TEAM LPO
Move	SRT	PLT LPO	LPO19	Moved to SB Legacy Duties

Action	Command	LPO Primary Duty (Short Title. Block 29)	AFMS Code	Notes
Move	NSWG 4 DET Stennis	TRNG LPO	OP11	Moved to SB Legacy Duties
Add	NSWDG	MOB TEAM LPO	LPO03	Replaced MOB TRP LPO
Add	SRT	SQUAD LPO	LPO19	Replaced PLT LPO

Certifications/Qualifications

Action	SO Certifications/Qualifications	Points	AFMS Code	Notes
Add	NSW Senior Mountaineering	6	NSM	

Chapter 1

E-7 Advancement Process Overview

The NSW AFMS replaces the Navy Final Multiple Score (FMS) in determining E-7 selection board eligibility for the SO1 and SB1 ratings; it does not change the selection board process or deliberations. All other advancement requirements remain the same.

1.1 Meet Eligibility Requirements

See Chapter 2 of BUPERSINST 1430.16 (Series) for detailed explanations.

1.1.1 CO Recommendation

The most recent evaluation is the sole source of recommendation for advancement.

1.1.2 Minimum Time in Rate (TIR) Requirement

For E-7, an E-6 has to have at least 36 months Time in Rate (TIR), computed to the Terminal Eligibility Date (TED) of the exam cycle. For example, E-7 Cycle 266's TED is 1 January 2026. Personnel with a TIR date of 1 January 2023 or earlier will be eligible for this cycle.

1.1.3 TIR Waiver for Early Promote Sailors

COs/OICs may waive up to 1 year of the required TIR for Sailors who received a promotion recommendation of "Early Promote" on their most recent observed periodic evaluation in their current paygrade. Personnel authorized a TIR waiver shall be identified as such when ordering examinations. Failure to identify candidates who have been granted TIR waiver will result in invalidation of the examination due to insufficient TIR. Letter extensions and not observed (NOB) evaluations do not affect this waiver. An Early Promote recommendation received on a special, detachment of individual (transfer), or detachment of reporting senior evaluation cannot be used for TIR waiver eligibility.

1.1.4 U.S. Citizenship and Security Clearance

Required for SO and SB ratings.

1.2 Pass the Professional Military Knowledge Eligibility Exam (PMK-EE)

NAVADMIN 201/20 provides the revised business rules for PMK-EE. Sailors must attain a passing score (80%) on PMK-EE. Sailors are required to successfully pass the PMK-EE only once per paygrade. For E-6 SO1/SB1 taking the E-7 Advancement Exam in Cycle 266, the PMK-EE must be passed **prior to 1 December 2024 (i.e., deadline 30 November 2024)**.

1.3 Complete the Enlisted Leader Development (ELD) Course

ELD course completion is a required prerequisite for taking a NWAE in line with NAVADMIN 237/23. E7 candidates must complete the Advanced Leader Development Course (ALDC) **prior to 1 January 2025**. The NSW LPO or NSWDC LPO courses satisfy the ALDC requirement.

1.4 Pass the E-7 Advancement Exam

The minimum passing score is set by NETPDC.

1.5 Selection Board Eligible

Not all candidates who pass the advancement exam are Selection Board Eligible (SBE). Each candidate's exam score and performance mark average is combined with the other 5 AFMS factors, and then the candidates are rank ordered by the total AFMS score.

***** Only the top 60% are Selection Board Eligible *****

1.6 Selection Board Recommendation

The selection board deliberates on the candidates that are SBE and submits a list of recommended selectees for advancement to CNP.

1.7 CNP Approval for Advancement

CNP reviews the list and is the final authority for advancement to E-7.

Chapter 2

AFMS Factor Descriptions

This chapter provides a brief explanation of each AFMS factor and how points are credited. Candidates should ensure their NSIPS ESR has been updated to reflect accomplishments associated with this chapter.

2.1. Leadership

For AFMS leadership credit between the evaluation reporting cycle end, 15 November 2024, and the exam date, 16 January 2025, enter the position into NSIPS using the future end date of the reporting period or the projected end date of the position, and leave unverified.

2.1.1 SO/SEAL

The leadership factor measures time documented in NSIPS in the following Leading Petty Officer (LPO) duties. For E-7 Cycle 266, points (pts) are credited based on the number of days served in each separate and documented LPO position between 16 November 2019 and 16 January 2025. Valid leadership duties with associated NSIPS codes are listed below.

SO LPO Duties			
Command	LPO Primary Duty (Short Title. Block 29)	NSIPS Codes	Points per Day
SEAL Team	SQUAD LPO	OP16	0.167
TACD&E SQDN (1)	TRP LPO	OP06	0.167
TACD&E SQDN (2,3,4,5)	SQDN LPO	LPO10	0.167
TACD&E SQDN (2,3,4,5)	TRP LPO	OP06	0.167
TACD&E SQDN (2,3,4,5)	OUTSTATION LPO	LPO10	0.167
TACD&E SQDN (2,3,4,5)	AIROPS DIV LPO	LPO10	0.167
TACD&E SQDN (2,3,4,5)	EXPL DIV LPO	LPO10	0.167
SDV Team	SQUAD LPO	OP16	0.167
SRT	SQUAD LPO	OP16	0.167
SRT	TRNG LPO	LPO18	0.067
SEAL TEAM 17 & 18	TRNG LPO	LPO18	0.067
ATC	SNIPER DIV LPO	TLPO02	0.067
ATC DET Coronado	AIROPS DIV LPO	TLPO03	0.067
ATC DET Ft. Story	AIROPS DIV LPO	TLPO03	0.067
ATC DET Ft. Story	EXPL DIV LPO	TLPO03	0.067
ATC DET Hawaii	SDV DIV LPO	TLPO03	0.067
ATC DET Stennis	SOTM DIV LPO	TLPO06	0.067
ATC DET Kodiak	DET LPO	TLPO01	0.067
BTC	NSWO DIV LPO	TLPO01	0.067
BTC	1 st PHASE LPO	TLPO01	0.067
BTC	2 nd PHASE LPO	TLPO01	0.067
BTC	3 rd PHASE LPO	TLPO01	0.067

SO LPO Duties (continued)			
Command	LPO Primary Duty (Short Title. Block 29)	NSIPS Codes	Points per Day
BTC	ASSLT DIV LPO	TLPO01	0.067
BTC	L/W DIV LPO	TLPO01	0.067
BTC	MAROPS DIV LPO	TLPO01	0.067
NAWDC	JTAC LPO	TLPO01	0.067
NSWAC	OUTREACH LPO	LPO16	0.033
NSWAC	ASSESSMENT LPO	LPO16	0.033
NSWAC Det EAST	DETACHMENT LPO	LPO16	0.033
NSWG-1	TRNG LPO	TLPO05	0.100
NSWG-1 TRADET	SOUC DIV LPO	TLPO05	0.100
NSWG-1 TRADET	LAND DIV LPO	TLPO05	0.100
NSWG-1 TRADET	MAR DIV LPO	TLPO05	0.100
NSWG-1 TRADET	RECCE DIV LPO	TLPO05	0.100
NSWG-1 TRADET	CQC DIV LPO	TLPO05	0.100
NSWG-1 TRADET	TGM DIV LPO	TLPO05	0.100
NSWG-2 TRADET	SOUC DIV LPO	TLPO05	0.100
NSWG-2 TRADET	LAND DIV LPO	TLPO05	0.100
NSWG-2 TRADET	MAR DIV LPO	TLPO05	0.100
NSWG-2 TRADET	RECCE DIV LPO	TLPO05	0.100
NSWG-2 TRADET	IOT DIV LPO	TLPO05	0.100
NSWG-8 TRADET (HI)	MAR DIV LPO	TLPO05	0.100
NSWG-8 TRADET (HI)	LAND DIV LPO	TLPO05	0.100
NSWG-8 TRADET (HI)	SDV DIV LPO	TLPO05	0.100
NSWG-8 TRADET (VB)	SRT DIV LPO	TLPO05	0.100
NSWG-8 TRADET (VB)	DCS LPO	TLPO05	0.100
NSWG-8 TRADET (VB)	ADV TRNG LPO	TLPO05	0.100
NSW UNIT or DET	UNIT or DET OPS LPO	LPO16	0.033

Legacy positions are those that are no longer recognized, but were in use previously. This table lists those positions and their valid dates.

SO Legacy LPO Duties				
Command	Primary Duty (Block 29)	NSIPS Code	Notes	Points per Day
NSWDG	S&T LPO	TLPO05	Valid until 11-15-2020	0.100
NSWG-3 TRADET	MAR DIV LPO	TLPO05	Valid prior to 11-16-2021	0.100
NSWG-3 TRADET	LAND DIV LPO	TLPO05	Valid prior to 11-16-2021	0.100
NSWG-3 TRADET	SDV DIV LPO	TLPO05	Valid prior to 11-16-2021	0.100
SEAL Team	PLT LPO	OP05	Valid until 11-15-2024	0.167
SDV Team	PLT LPO	OP07	Valid until 11-15-2024	0.167
SRT	PLT LPO	OP05	Valid until 11-15-2024	0.167

All entries will be Quality Assurance checked using the information in the Service Member's NSIPS ESR and BOL Official Military Personnel File (OMPF)

2.1.2 SB/SWCC

The leadership factor measures time documented in NSIPS in the following Leading Petty Officer (LPO) duties. For E-7 Cycle 266, points (pts) are credited based on the number of days served in each separate and documented LPO duty between 16 November 2019 and 16 January 2025. Valid leadership duties with associated NSIPS codes are listed below.

SB LPO Duties			
Command	LPO Primary Duty (Short Title. Block 29)	NSIPS Codes	Points per Day
Special Boat Team	DET LPO	OP01	0.5
NSWDG	MOB TEAM LPO	LPO03	0.5
NSWDG	MOB SQDN LPO	LPO03	0.5
NSWDG	MOB S&T LPO	LPO03	0.5
SRT	SQUAD LPO	LPO19	0.5
ATC DET Stennis	SOTM DIV LPO	TLPO06	0.5
BTC	PHASE LPO	LPO01	0.5
BTC	NSWO LPO	LPO01	0.5
NSWG4 DET Stennis	TRNG LPO	OP11	0.5
NAVSCIATTS	TRNG LPO	LPO05	0.5
NSWG-4 TRADET WEST	TRNG LPO	LPO03	0.5
NSWG-4 TRADET EAST	TRNG LPO	LPO03	0.5
NSWG-4 TRADET SOUTH	TRNG LPO	LPO03	0.5
NSWAC	OUTREACH LPO	LPO01	0.5
NSWAC	ASSESSMENT LPO	LPO01	0.5
NSWAC Det EAST	DETACHMENT LPO	LPO01	0.5

Legacy positions are those that are no longer recognized, but were in use previously. This table lists those positions and their valid dates.

SB Legacy LPO Duties				
Command	LPO Primary Duty (Short Title. Block 29)	NSIPS Codes	Notes	Points per Day
BTC	BCS LPO	LPO01	Valid until 11-15-2022	0.5
BTC	BCT LPO	LPO01	Valid until 11-15-2022	0.5
BTC	CQT LPO	LPO01	Valid until 11-15-2022	0.5
Special Boat Team	TRNG LPO	LPO03	Valid until 11-15-2024	0.5
NSWDG	MOB TRP LPO	LPO03	Valid until 11-15-2024	0.5
SRT	PLT LPO	LPO19	Valid until 11-15-2024	0.5
NSWG-4 DET Stennis	TRNG LPO	OP11	Valid until 11-15-2024	0.5

All entries will be Quality Assurance checked using the information in the Service Member's NSIPS ESR and BOL Official Military Personnel File (OMPF).

2.2 OCONUS Deployments

2.2.1 SO/SEAL

Measures documented time spent deployed OCONUS after candidate has qualified as a SEAL. For E-7 Cycle 266, 0.033 points are credited for each day deployed between 16 November 2019 and 16 January 2025.

2.2.2 SB/SWCC

Measures documented time spent deployed OCONUS after candidate has qualified as a SWCC. For E-7 Cycle 266, 0.1 points are credited for each day deployed between 16 November 2019 and 16 January 2025.

2.3 Certifications/Qualifications

Only the certifications and qualifications selected by NSW community leadership receive AFMS credit. Certs/Quals must reflect correctly in the service members' NSIPS ESR to receive credit. All qualifying elements listed are credited over entire career up to the Exam Date (16 January 2025). Specific certifications, qualifications, language proficiency and accredited college degrees earn AFMS credit as detailed below. Some may require additional documentation beyond course completion. The following letter codes are used as reference guidance:

D: indicates that a Letter of Designation from the command is required to be entered into NSIPS as an OQAL.

L: indicates that a license is required in addition to the course completion to be entered into NSIPS as an OLIC.

S: indicates that only course completion is required to be entered into NSIPS as an OQAL.

N: indicates that a Navy Enlisted Classification (NEC) has been awarded.

2.3.1 SO Certifications/Qualifications

See Notes 1 and 2 below regarding Education and Language points.

SO Certifications/Qualifications			
Certification/Qualification	Reference	Points	NSIPS Code
Associate's Degree		1	AA
Bachelor's Degree		2	BA
Foreign Language Listening Skill (Elementary = 1 to 1+)		3	LANL1
Foreign Language Listening Skill (Limited = 2 to 2+)		5	LANL2
Foreign Language Listening Skill (General = 3 to 3+)		7	LANL3
Foreign Language Listening Skill (Advanced = 4 to 5)		7	LANL4
Foreign Language Reading Skill (Elementary = 1 to 1+)		3	LANR1
Foreign Language Reading Skill (Limited = 2 to 2+)		5	LANR2
Foreign Language Reading Skill (General = 3 to 3+)		7	LANR3
Foreign Language Reading Skill (Advanced = 4 to 5)		7	LANR4
NSW Sniper	N	5	O19A
Advanced Special Operations Techniques (ASOT)	N	9	O22A
SRT LPO	N	20	O22L
Advanced Special Operations Techniques (ASOT) Manager	N	9	O22Q
SDV Operator	N	10	O23A
SDV Platoon LPO	N	20	O23L
SEAL Platoon LPO	N	20	O26L
DEVGRU LPO	N	20	O29L
NSW Special Operations Tactical Medic (SO-TM)	N	9	O91A
NSW Special Operations Combat Medic (SOCM)	N	9	O92A
Instructor	N	2	805A
Joint Terminal Attack Controller	N	8	822A
Joint Terminal Attack Controller (Instructor)	N	9	823A
Joint Terminal Attack Controller (Evaluator)	N	10	836A
Master Training Specialist	N	9	8MTS
Accelerated Freefall Instructor	S	5	AFFI
Advanced Special Operations II	S	6	ASO2
Close Quarters Combat RSO	D	10	CQRSO
Demolition Range RSO	D	8	DMRG
Dynamic Ground Mobility RSO	D	9	DYGM
Dynamic Range RSO	D	9	DYRG
Dynamic Waterborne RSO	D	10	DYWT
Drop Zone Safety Officer	D	4	DZSO
Explosive Breaching RSO	D	10	EXBR
HRST/C Master	D	3	HRCM
HRST/C Master Instructor	D	7	HRCMI
Indirect Fire RSO	D	8	INFR

SO Certifications/Qualifications			
Certification/Qualification	Reference	Points	NSIPS Code
LASER Range RSO	D	5	LRSO
Lead Combat Swimmer	S	6	LCS
Military Freefall Jumpmaster	D	9	MIFJ
NSW Air OPS Trainer	D	7	NAOT
NSW Air OPS Trainer Examiner	D	9	NAOTE
NSW Breacher	S	5	NBRC
NSW Communicator	S	5	NCM
NSW DCS Lock-In/Out Operator	D	6	DCS
NSW Diving Supervisor	D	6	NDSV
NSW Senior Mountaineering	S	6	NSM
Sub-Caliber Marking RSO	D	3	SCMR
SDV Diving Supervisor	D	10	SDSP
Static-Line Jumpmaster	D	6	SLJ
Small Arms RSO	D	5	SRSO
Stand-Off Weapons/Rockets RSO	D	6	STWP
Tandem/Bundle Master	D	5	TNBM
Tactical Surveillance Operations	S	5	TSO
UAV Operator (includes UAS)	S	2	UAVO

2.3.2 SB Certifications/Qualifications

See Notes 1 and 2 below regarding Education and Language points.

SB Certifications/Qualifications			
Certification/Qualification	Reference	Points	NSIPS Code
Associate's Degree		1	AA
Bachelor's Degree		2	BA
Foreign Language Listening Skill (Elementary = 1 to 1+)		3	LANL1
Foreign Language Listening Skill (Limited = 2 to 2+)		5	LANL2
Foreign Language Listening Skill (General = 3 to 3+)		7	LANL3
Foreign Language Listening Skill (Advanced = 4 to 5)		7	LANL4
Foreign Language Reading Skill (Elementary = 1 to 1+)		3	LANR1
Foreign Language Reading Skill (Limited = 2 to 2+)		5	LANR2
Foreign Language Reading Skill (General = 3 to 3+)		7	LANR3
Foreign Language Reading Skill (Advanced = 4 to 5)		7	LANR4
Advanced Special Operations Techniques (ASOT)	N	9	O22A
SRT LPO	N	17	O22L
Advanced Special Operations Techniques (ASOT) Manager	N	9	O22Q
DEVGRU LPO	N	17	O29L
SWCC LPO	N	17	O52L
NSW Special Operations Tactical Medic (SO-TM)	N	9	O91A
NSW Special Operations Combat Medic (SOCM)	N	9	O92A
Instructor	N	5	805A
Joint Terminal Attack Controller	N	8	822A
Joint Terminal Attack Controller (Instructor)	N	9	823A
Joint Terminal Attack Controller (Evaluator)	N	10	836A
Master Training Specialist	N	9	8MTS
USCG 50/100 Ton License	L	5	UTLC
Advanced Special Operations	S	3	ASO
Advanced Special Operations II	S	6	ASO2
Dynamic Range RSO	D	5	DYRG
Dynamic Waterborne RSO	D	5	DYWT
HRST/C Master	D	5	HRCM
HRST/C Master Instructor	D	7	HRCMI
LASER Range RSO	D	3	LRSO
Lead Combat Swimmer	S	6	LCS
MCADS Parachutist	D	2	MCADS
Maritime External Air Transport System Master	D	6	MEATS
Master Mariner Basic	D	3	MMAR
Master Mariner Intermediate	D	5	MMARI
Master Mariner Advanced	D	7	MMARA
Military Freefall Jumpmaster	D	6	MIFJ
NSW Air Ops Trainer	D	7	NAOT
NSW Air Ops Trainer Examiner	D	8	NAOTE

SB Certifications/Qualifications			
Certification/Qualification	Reference	Points	NSIPS Code
NSW Communicator	S	4	NCM
NSW Intelligence Course	S	2	NICR
NSW Senior Mountaineering	S	6	NSM
POIC/Boat Captain	D	10	PBC
Patrol Officer	D	15	PO
Range Safety Officer	D	2	RSO
Static-Line Jumpmaster	D	4	SLJ
Tandem/Bundle Master	D	5	TNBM
Tactical Surveillance Operations	S	5	TSO
UAV Operator (includes UAS)	S	4	UAVO

2.3.3 Notes for Education and Language Points

Note 1: Language points are credited only for documented completion of the Defense Language Proficiency Test (DLPT) or Oral Proficiency Interview (OPI). Documented proficiency in all languages counts. For example, a Listening 2-2+ in Spanish and a Listening 2-2+ in French (“Limited” Listening proficiency in each language) would total 10 points.

Note 2: Only accredited college degrees are accepted. If both a BA/BS and AA/AS have been credited, count only the BA/BS. Multiple degrees do not count extra. To receive credit, degree has to be entered by Navy Voluntary Education (VOLED).

2.4 Awards

2.4.1 Qualifying Awards

Qualifying awards and point values are listed in BUPERSINST 1430.16 (Series). Awards with a Combat V have been given 1 additional point for AFMS credit. For AFMS, Awards are credited from 1/1/1995 up to the Exam Date (16 January 2025). Only Personal Awards that are a Navy Achievement Medal and above count for AFMS credit. Credit is also given for the Combat Action Ribbon. The edited Table of Awards which count for AFMS credit is listed in Chapter 6.

Other Service awards for which candidates receive AFMS credit are:

Award	Points
Army Achievement Medal	2
Army Commendation Medal	3
Army Commendation Medal with Combat V	4
Air Force Achievement Medal	2
Air Force Commendation Medal	3
Air Force Commendation Medal with Combat V	4

2.5 Ethos

2.5.1 Ethos Components

All candidates start out with 100 Ethos points. Ethos is comprised of three elements considered adverse, and they must be documented in an official Navy source:

2.5.1.1 Driving Under the Influence/Driving While Intoxicated (DUI/DWI)

Civil or military conviction of DUI/DWI.

2.5.1.2 Non-Judicial Punishment (NJP)

Any NJP awarded under the Uniform Code of Military Justice.

2.5.1.3 Physical Readiness Test (PRT) Fail

Failure of either component of the Physical Fitness Assessment (PFA), which consists of the Physical Readiness Test and the Body Composition Assessment per OPNAVINST 6110.1 (Series).

2.5.2 Ethos Date Ranges and Point Deductions

For E-7 Cycle 266, all incidents occurring between 16 November 2019 and 16 January 2025 count, including multiple incidents in any one period. Ethos points will be deducted using the following time periods and graduated scale, with a maximum deduction of 100 total points:

From	To	Point Deduction
16 NOV 23	16 JAN 25	100
16 NOV 22	15 NOV 23	80
16 NOV 21	15 NOV 22	60
16 NOV 20	15 NOV 21	40
16 NOV 19	15 NOV 20	20

Note: By the fifth year, all Ethos points deducted for an adverse element will have been earned back, as long as there are no further violations.

Example 1: Service member received NJP in December 2021 and a PFA failure in March 2022. $60 \times 2 = 120$ points, but only the maximum of 100 points will be deducted.

Example 2: Service member received an NJP in June 2021 and another NJP in September 2023. $40 + 80 = 120$ points, but only the maximum of 100 points will be deducted.

2.6 Exam Standard Score (SS)

The Exam SS is calculated by NETPDC from the Navy-wide E-7 advancement exam.

2.7 Reporting Senior's Cumulative Average (RSCA) Performance Mark Average (PMA)

RSCA PMA is obtained from NETPDC. On the AFMS Profile sheet, RSCA PMA will be labeled as PMA.

Chapter 3

Significant Dates/Deadlines

3.1 October 2024

All Cycle 266 TIR-eligible SO1 and SB1 are identified and given permission to view their AFMS worksheet in NSIPS ESR. They should begin reviewing and updating or correcting AFMS data. Command Career Counselors (CCC), Education Service Officers (ESO), and command administrative personnel can assist to ensure accuracy and completeness of information.

3.2 30 November 2024

E-6 SO/SB PMK-EE successful completion deadline.

3.1 31 December 2024

ELD course completion deadline.

3.4 16 January 2025

Administration of the Cycle 266 Active Duty E-7 examination. AFMS worksheets must be reviewed and verified before taking the E-7 exam.

Correcting AFMS Worksheet discrepancies can be addressed through the Command Administrative Department up until the Selection Board Eligible (SBE) List is officially released.

3.5 March 2025

The month in which NETPDC generally publishes SBE lists.

3.6 16 June 2025

The date by which letters addressed to the President of the Board for Active Component (Active Duty) must be received at Navy Personnel Command (NPC) Customer Service Center. Sample Board packages are found on the NLEAD NIPR/SIPR Portal page. Refer to NAVADMIN for further guidance.

3.7 30 June 2025

Active Duty E-7 Selection Board convenes.

Chapter 4

Computing Reporting Senior's Cumulative Average (RSCA) Performance Mark Average (PMA)

4.1 RSCA PMA Confirmation

We strongly recommend that all candidates confirm their RSCA PMA, which is normally calculated by an Education Service Officer. Evaluations used to compute RSCA PMA must be inclusive of the period from 1 January 2022 - 31 December 2024. Only E-6 evaluations are to be used for RSCA PMA computation. If a service member does not have an evaluation during the period specified, prepare a special evaluation with a date of 31 December 2024 in Block 15.

References:

1. BUPERSINST 1430.16 (Series), Chapter 3, paragraph 308, PERFORMANCE MARK AVERAGE (PMA)
2. NAVADMIN 312/18, ADVANCEMENT POLICY UPDATE, paragraph 2a (PMA for E-6 and E-7 Candidates).

4.2 RSCA PMA Requirements

A RSCA PMA is required for each E-6 or E-7 candidate with the exception of those E-7 PEP candidates who have already achieved an NWAEE standard score of 50 or greater and have been identified as Selection Board Eligible. E-7 PEP candidates who have participated in a NWAEE, but did not attain a standard score of 50 or greater must have a RSCA PMA for subsequent advancement cycles until they achieve a standard score of 50 or greater.

4.2.1 RSCA PMA

Individual trait average (ITA) and RSCA will be used to determine RSCA PMA for Sailors competing for advancement for E-6 and E-7. This change is intended to reward our most talented Sailors who display sustained superior performance. The revised PMA computation process will be computed as follows:

4.2.2 RSCA PMA Computation

1. Convert the *promotion recommendation* of all NAVPERS 1616/26, Evaluation Report & Counseling Record (E1-E-6) (active/inactive) in the respective paygrade, including frocked, for the computation period announced in the respective advancement cycle NAVADMIN, to the value indicated in paragraph 308 of BUPERSINST 1430.16 (Series) ADVANCEMENT MANUAL FOR ENLISTED PERSONNEL OF THE U.S. NAVY AND U.S. NAVY RESERVE. Refer to BUPERSINST 1610.10 (Series) NAVY PERFORMANCE EVALUATION SYSTEM, for additional guidance on evaluations. Evaluation reports are also accessible through the Navy Standard Integrated Personnel System (NSIPS) electronic service record (ESR) of the Sailor, to arrive at the evaluation value (of 4.00, 3.80, 3.60, 3.40 or 2.00).

Block 45 Conversion	
Early Promote	4.0
Must Promote	3.8
Promotable	3.6
Progressing	3.4
Significant Problems	2.0

2. For each evaluation within the RSCA PMA computation period, subtract the RSCA value from the ITA value. If the difference is negative or 0.04 or less, no additional points are added to the evaluation value. If the difference is 0.05 or more above RSCA, the additional RSCA calculation points as indicated below will be added to the evaluation value to get a RSCA evaluation value. RSCA for evaluations from previous commands or reporting seniors can be found at NSIPS in the performance section under the FITREP/Evaluation link or at BUPERS Online (BOL) in the *ODC, OSR, PSR, ESR* section under the Evaluations Summary (1996 to present) link.

Points Above RSCA	Additional RSCA Calculation Points
0.05 to 0.19	0.20
0.20 to 0.34	0.40
0.35 to 0.49	0.60
0.50 to 0.64	0.80
0.65 to 0.79	1.00
0.80 to 0.94	1.20
0.95 to 1.09	1.40
1.10 to 1.24	1.60
1.25 or greater	1.80

3. Each of the RSCA evaluation values will be added together and divided by the number of evaluations to get the RSCA PMA (rounded to two decimal places).

Example:

Eval 1: EP (4.0); ITA = 4.71; RSCA = 3.77; Points above RSCA = 0.94

Eval 2: MP (3.8); ITA = 4.29; RSCA = 3.86; Points above RSCA = 0.43

Eval 3: P (3.6); ITA = 3.14; RSCA = 3.58; Points above RSCA = 0.00

$$\text{RSCA Eval 1} = 4.00 + 1.20 = 5.20$$

$$\text{RSCA Eval 2} = 3.80 + 0.60 = 4.40$$

$$\text{RSCA Eval 3} = 3.60 + 0.00 = 3.60$$

$$\text{RSCA PMA} = (5.20 + 4.40 + 3.60)/3 = 4.40$$

Note: The RSCA value for each evaluation will be a requirement for computing RSCA PMA. If the RSCA value is missing for any of the evaluations in the RSCA PMA of the advancement cycle computation period, then RSCA PMA will be equal to 0.00 and will be considered a discrepancy until resolved by the command.

4.2.3 Regular Evaluations not Available for Computing RSCA PMA

Prepare a special evaluation if a member's NSIPS ESR does not contain an evaluation report in the correct paygrade or with an ending date during the period specified in the current examination cycle NAVADMIN message. For special evaluations prepared as the single evaluation for computing RSCA PMA, or for special evaluations for students undergoing instructions who do not have a regular evaluation for the computation period, mark all trait blocks in which members can reasonably be evaluated, including block 45. Refer to paragraph 308 of BUPERSINST 1430.16 (Series) or additional instructions.

Note: It is the ESOs responsibility to ensure RSCA PMA computations are completed PRIOR to the first day of the month of the NWAE cycle. If RSCA PMA is not established prior to this date, the member is not eligible to participate in the NWAE. No waivers are authorized for this requirement.

4.2.4 Evaluations NOT to be used to Compute RSCA PMA

1. Evaluations prepared on or after the first day of the month of regularly scheduled examination administration.
2. Evaluations with an ending date that does not fall within the computation period of the applicable advancement cycle.
3. Evaluations in a lower paygrade.
4. AT/ADT evaluations for Navy Reservists.
5. Evaluations prepared for the sole purpose of raising the RSCA PMA (where an evaluation is available for computation).
6. Letter supplements submitted after the 1st day of the month in which an NWAE is scheduled to be administered. (See BUPERSINST 1610.10 (Series)).
7. "Not Observed" evaluations issued to cover the duration of time in the Career Intermission Program (CIP).

4.2.5 Concurrent Reports

Concurrent reports are submitted to NAVPERSCOM (PERS-32) and made part of member's official record. However, these types of reports are NOT to be included in the RSCA PMA computation unless marked INDIV AUG in Block 21 or the Regular Reporting Senior countersigned the evaluation and made the report a regular report (the day-to-day continuity must be considered prior to making the report a regular report). Refer to BUPERSINST 1610.10 (Series), Chapter 4 for concurrent reports procedures.

4.3 RSCA PMA Computation Formula

1. Use the following formula (from NAVADMIN 318/12, para. 3c) to compute RSCA PMA:

$$(\text{RSCA PMA} \times 30) - 54$$

2. This will give a maximum score of 120. In the example below, using the maximum RSCA PMA of 5.80:

$$(5.80 \times 30) = 174 - 54 = 120$$

Chapter 5

Calculating AFMS Total Points

The information in this chapter applies to both the SO and SB ratings. AFMS Factor points and Total points are calculated in exactly the same manner for both ratings. It is highly recommended to have your AFMS Profile Sheet available to make it easier to follow along.

5.1 Definitions

5.1.1 Element Points

The points assigned to an individual element in a factor.

Example:

Factor	Element	Points
SO Certifications/Qualifications	Indirect Fire RSO	8
	Accelerated Freefall Instructor	5
	Advanced Special Operations II	6
	Element Subtotal Points	19

5.1.2 Element Subtotal Points

The sum of all individual Element Points. For the above example, 19.

5.1.3 Cycle Maximum Points

Cycle Max Points will equal the highest amount of Element Subtotal Points accumulated by any single candidate for any given Factor in each advancement cycle. **Cycle Max points are available once the AFMS Profile Sheets are Published.**

For the above example, Element Subtotal Points = 19, and no other SO1 in this cycle has more than 19 Element Subtotal points in that Factor, so Cycle Max Points = 19.

5.1.4 Element Scaled Points

A number, between 0 and 1 (1 being the Cycle Max), that is determined by dividing Element Subtotal Points by Element Cycle Max Points.

$$\text{Element Scaled Points} = \frac{\text{Element Subtotal Points}}{\text{Element Cycle Max Points}}$$

Example 1: There are 19 Element Subtotal Points in a specific Factor. So, 19 will be divided by the Element Cycle Max of 19. This results in Element Scaled Points of 1.

$$\text{Element Scaled Points} = \frac{19}{19} = 1$$

Example 2: There are 14 Element Subtotal Points in a specific Factor. So, 14 will be divided by the Element Cycle Max of 19. This results in Element Scaled Points of 0.737.

$$\text{Element Scaled Points} = \frac{14}{19} = 0.737$$

5.1.5 Factor Multipliers

A number for each factor that is used to calculate Total Factor Points.

Factor Multipliers	
Factor	Multiplier
Leadership	15
OCONUS Deployments	10
Qualifications	10
Awards	10
Ethos	0.20
Exam Standard Score (SS)	0.08
RSCA PMA	0.27

5.1.6 Total Factor Points

For each Factor, Element Scaled Points are multiplied by the Factor Multiplier, resulting in the Total Factor Points.

5.1.7 AFMS Total Points

AFMS Total Points is the sum of all Total Factor Points.

5.1.8 Factor Weightings

Factor weightings are the portion of maximum possible points that each Factor can contribute to the final AFMS score.

Factor Weightings	
Factor	Weight
Leadership	14%
OCONUS Deployments	10%
Qualifications	10%
Awards	10%
Ethos	19%
Exam Standard Score (SS)	6%
RSCA PMA	31%

5.2 Calculating Factor Points

5.2.1 Leadership, OCONUS Deployments, Qualifications and Awards

It is highly recommended to use your AFMS Profile Sheet to follow along.

1. Add points for all Elements to determine Element Subtotal Points for each Factor.
2. Enter Cycle Max Points for that factor. NSIPS will automatically determine Cycle Max Points for each Factor.
3. Divide Element Subtotal Points by Cycle Max Points to determine Element Scaled Points (this number will be between 0 and 1).
4. Multiply Element Scaled Points by the Factor Multiplier shown on the AFMS Worksheet (Leadership: 15; OCONUS Deployments: 10; Qualifications: 10; Awards: 10). The product is the Total Factor Points for that factor.
5. Maximum Leadership Factor points: 15
6. Maximum OCONUS Deployments Factor points: 10
7. Maximum Qualifications Factor points: 10
8. Maximum Awards Factor points: 10

5.2.2 Calculating Factor Points for Ethos

1. Everyone starts with 100 points.
2. Subtract the Element Subtotal Points from 100 to determine Element Scaled Points. If the result is zero or less than zero, use 0. Multiply Element Scaled Points by the Factor Multiplier of 0.20 to determine Ethos Total Factor Points.
3. Maximum Ethos Total Factor Points: 20

5.2.3 Calculating Factor Points for Exam Standard Score (SS)

1. Multiply your Exam Standard Score (obtained from NETPDC) by the Factor Multiplier of 0.08 to determine Exam Total Factor Points.
2. Maximum Exam Standard Score is 80.
3. Maximum Exam Total Factor Points: 6.40

5.2.4 Calculating Factor Points for RSCA PMA

1. Multiply your RSCA PMA (obtained from NETPDC) by the Factor Multiplier of 0.27 to determine RSCA PMA Total Factor Points.
2. Maximum RSCA PMA: 120
3. Maximum RSCA PMA Factor Points: 32.40

Note: On the AFMS Profile sheet, RSCA PMA will be labeled as PMA.

5.3 Calculating AFMS Total Points

1. Add together all of your Factor Total Points to determine your AFMS Total Points.
2. Maximum AFMS Total Points: 103.80
3. Compare your AFMS Total Points to the Minimum AFMS Required to determine your Final Status. See example below.

Factor	Element Subtotal	Cycle Max	Scaled Element Points	Factor Multiplier	Factor Total
Leadership	182.50	250.00	0.730	15	10.95
Deployments	90.00	180.00	0.500	10	5.00
Qualifications	56.00	82.00	0.683	10	6.83
Awards	24.00	36.00	0.667	10	6.67
Exam Score	76.00	NA	NA	.08	6.08
RSCA PMA	110.00	NA	NA	.27	29.70
AFMS Total Points					60.23

Chapter 6

6.1 Award Point Values

Award	Number Points Award	Max Number Awards for Points	Notes
Medal of Honor	10		
Navy Cross	5		
Distinguished Flying Cross Distinguished Service Medal or Cross Legion of Merit Silver Star Medal	4		
Air Force Commendation Medal Air Medal (Strike/Flight) Army Commendation Medal Bronze Star Medal Defense Meritorious Service Medal Joint Service Commendation Medal Meritorious Service Medal Navy and Marine Corps Medal Navy and Marine Corps Commendation Medal Purple Heart	3	1	
Air Force Achievement Medal Army Achievement Medal Combat Action Ribbon Gold Life Saving Award Joint Service Achievement Medal Navy and Marine Corps Achievement Medal	2		

Excerpted from BUPERSINST 1430.16 (Series), Table 3-1. Edits were made to reflect that the AFMS pertains to E-7 and not to E-4, 5 and 6, and to count only Personal Awards that are a Combat Action Ribbon and above. Awards date range is from 1/1/1995 through the date of Examination (16 Jan 2025).

Awards with Combat V earn 1 extra point.

Awards with C or R device earn same points as basic award.

Chapter 7

7.1 Time in Rate and Exam Computation

If Your Effective Date for E-6 is Between: (YY MM DD)	Your TIR Date Is: (YY MM DD)	You must have 3 years *SIPG by the TED of: (YY MM DD)		To Participate in the E-7 Exam Given: (YY MM)	Cycle
220701 to 221231	220701	260101		2501	266
230101 to 230630	230101	260101		2501	266
		For EP TIR Waiver, you must have 2 years SIPG by the TED of: 260101			
230701 to 231231	230701	260101	EP	2501	266
240101 to 240630	240101	260101	EP	2501	266

*SIPG means "Service in Paygrade"

References

1. NAVY ADVANCEMENT CENTER PAGE ON MY NAVY PORTAL (MNP)
<https://mn3p.navy.mil/web/advancement-and-promotion/navy-advancement-center>

Log into MNP with your CAC, then click on the link for Career & Life Events/Advancement & Promotion/Visit MNP Navy Advancement Center.

2. BUPERS INSTRUCTION 1430.16G CH-1 dated 7 Feb 2022 - ADVANCEMENT MANUAL FOR ENLISTED PERSONNEL OF THE U.S. NAVY AND U.S. NAVY RESERVE
<https://www.mynavyhr.navy.mil/Portals/55/Reference/Instructions/BUPERS/BUPERSINST%201430.16.pdf>

Or log into MNP with your CAC, then click on the link for Career & Life Events/Advancement & Promotion/Visit MNP Navy Advancement Center. Select Advancement Manual (BUPERSINST 1430.16G CH-1) tile.

3. TIME IN RATE AND EXAM COMPUTATION TABLE
Log into MNP with your CAC, then click on the link for Career & Life Events/Advancement & Promotion/Visit MNP Navy Advancement Center. Select Continue on the Time Rate tile.

4. NAVADMIN 312/18, ADVANCEMENT POLICY UPDATE
<https://www.mynavyhr.navy.mil/Portals/55/Messages/NAVADMIN/NAV2018/NAV18312.txt>

5. BUPERSINST 1610.10 SERIES, NAVY PERFORMANCE EVALUATION SYSTEM
<https://www.mynavyhr.navy.mil/Portals/55/Reference/Instructions/BUPERS/BUPERSINST%201610.10F%20CH-1%20Signed.pdf>

6. NAVADMIN 201/20, PROFESSIONAL MILITARY KNOWLEDGE ELIGIBILITY EXAM REVISED BUSINESS RULES
<https://mynavyhr.navy.afpims.mil/Portals/55/Messages/NAVADMIN/NAV2020/NAV20201.txt>

7. NAVADMIN 237/23, UPDATES TO THE NAVY ENLISTED LEADER DEVELOPMENT PROGRAM
<https://mynavyhr.navy.mil/Portals/55/Messages/NAVADMIN/NAV2023/NAV23237.txt>