

DEPARTMENT OF THE ARMY
Headquarters and Headquarters Detachment
417th Base Support Battalion
Unit 26124
APO AE 09031

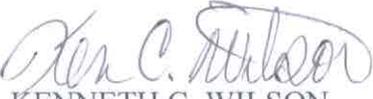
AETV-WG-WC

12 December 2003

MEMORANDUM FOR RECORD

SUBJECT: Policy Letter 9, Commander's Promotion Points for Junior Enlisted Soldiers.

1. I will award promotion points based on soldier's performance, on duty and off duty. The criteria that I will use for awarding promotion points are leadership potential, technical competence, morale / motivation, military bearing, accountability / responsibility, integrity, selfless service, loyalty, and teamwork. If some of these qualities sound familiar, then they probably are. The U.S. Army needs a compilation of the total package soldier, meaning that being good in one area and not so good in other areas does not necessitate being the consummate soldier. It does not mean that you have to be excellent in all areas because that is not realistic and impossible to keep up consistently. I look at all of these areas objectively when rewarding promotion points to prospective leaders.
2. Supervisors will recommend for promotion those soldiers who have demonstrated that they possess the skills and abilities necessary to perform their assigned duties, and are ready to assume responsibilities at the next highest grade. It is incumbent upon supervisors to recognize and recommend those soldiers who fall into the aforementioned category. We must identify them at the earliest stage in order to maximize the opportunity to benefit from their abilities.
3. I do not subscribe to establishing fixed standards for promotion points, because the individual soldier will focus more on achieving the fixed standard, rather than focusing on getting better in each of the attributes mentioned previously. If we only focus on abstract standards, then we will never fully realize what the epitome of a leader is supposed to be. So, supervisors encourage your soldiers to do their best at all times because I'm always watching. Supervisor recommendations and the soldier's record of duty performance are my primary tools for evaluation, but any and all contact that I have with each soldier at any given time is heavily considered as well.


KENNETH C. WILSON
CPT, AV
Commanding