



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

IN REPLY REFER TO:  
1400

MMPB-11

APR 12 2024

From: Commandant of the Marine Corps (MM)  
To: Colonel Matthew T. McSorley 1100824813/8042 USMC  
  
Subj: PRECEPT CONVENING THE FY24 STAFF SERGEANT PROMOTION  
SELECTION BOARD  
  
Encl: (1) Supplemental Guidance for the FY24 Staff Sergeant  
Promotion Selection Board

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

Lieutenant Colonel Lisa S. Woo, USMC  
Major Bradley J. Mohr, USMC  
Major Edward T. Ross, USMC  
Chief Warrant Officer 3 Charles P. English IV, USMC  
Chief Warrant Officer 3 Victor M. Garcia, USMC  
Sergeant Major Emanuel A. Hudson, USMC  
Sergeant Major Shawn L. Campbell, USMC  
Sergeant Major Agustin Cruz Jr., USMC  
Master Gunnery Sergeant Dwayne A. Bryant, USMC  
Master Gunnery Sergeant Brian G. Kendrick, USMC  
Master Gunnery Sergeant Jamil P. Alkattan, USMC  
First Sergeant Lisa M. Black, USMC  
First Sergeant Steven E. Buckom, USMC  
First Sergeant Rodrigo Davalos, USMC  
First Sergeant Curtis A. Koshuta, USMC  
Master Sergeant JonDavid Corban, USMC  
Master Sergeant Andrea M. Davis, USMC  
Master Sergeant John M. Karkovice, USMC  
Master Sergeant Rey A. Pottin Jr., USMC  
Master Sergeant Helen T. Zacniewski, USMC

2. Captain Jacob R. Flores, USMC, will serve as the senior recorder. Master Sergeant Nancy G. Martinez, USMC, and Master Sergeant Abraham Lopez, USMC, will serve as assistant recorders. A recorder may be assigned as a voting member, if required. Recorders will be present during selection board briefings and deliberations.

3. The following administrative support personnel are hereby appointed:

Lieutenant General James F. Glynn, USMC  
Brigadier General Ryan S. Rideout, USMC

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Brigadier General David R. Everly, USMC  
Mr. Chad W. Schrecengost  
Colonel Barron S. Taylor, USMC  
Colonel Javier A. Garcia  
Lieutenant Colonel Jerry A. Godfrey, USMC  
Lieutenant Colonel Christopher J. Alfaro, USMC  
Mr. Craig M. Kilhenny  
Major Steven M. Ellington, USMC  
Major Randy E. Diggins, USMC  
Major Daniel A. Moore, USMC  
Mr. Michael D. Cheeseman  
Ms. Cynthia E. Guillory  
Ms. Hildur A. Linscott  
Mrs. Stephanie N. Martinez  
Mrs. Linda C. Knop  
Sergeant Major Jacob M. Reiff, USMC  
Sergeant Major Michael J. Exlos, USMC  
Sergeant Major Adam M. Gharati, USMC  
Master Gunnery Sergeant William L. Papple, USMC  
Master Sergeant Carolin Chavez, USMC  
Gunnery Sergeant Mathew J. Celmar, USMC  
Staff Sergeant Angelica Jaime, USMC  
Staff Sergeant Anthony D. Stevens, USMC  
Sergeant Seth D. Evans, USMC  
Corporal Brooklyn A. Hammons, USMC  
Corporal Jeremy S. Barthelemy, USMC  
Lance Corporal Cormeka A. Reed, USMC

4. Date and Location. The promotion selection board is ordered to convene at Harry Lee Hall, Marine Corps Base, Quantico, Virginia, on 16 April 2024, or as soon thereafter as 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. Selection Board Guidance. The promotion selection board will proceed in accordance with the following specific guidelines.

a. Selection Standard. The selection board shall recommend eligible Marines for promotion to the next higher grade. The Marines selected will be those 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; that is, 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 regardless of zone.

b. Eligible Population. The eligibility criteria for consideration for selection in each IMOS were promulgated by MARADMINs 090/24 and 147/24.

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c. Number of Primary Selections Authorized. The promotion selection board will limit the number of primary 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.

d. Number of Alternate Selections. The alternate selection list was created to minimize historical shortfalls across the force. The board will make every effort to maximize selection allocations within each IMOS while ensuring Marines selected are those whom are best and fully qualified for promotion.

e. Consideration of below zone eligible Marines

(1) There will be no overall limit to the number of eligible Marines considered from the below zone population. However, the board may not select more than ten percent or two selections, whichever is greater, from the below zone of each IMOS.

(2) The selection of a Marine from the below zone must be based on the best 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 as all other eligible Marines.

(3) The board president may request additional below zone selection allocations from the Director, Manpower Management, to mitigate shortfalls and meet the needs of the Marine Corps.

6. Career Patterns. The board evaluation of Marines whose careers may have been affected by assignment policies and practices made in the best interest of the Marine Corps must afford them fair and equitable consideration. You should be particularly vigilant in your evaluation to take care that no Marine is disadvantaged by Service utilization policies or practices. The overriding evaluation factor is the performance of assigned duties.

7. Diversity and Equal Opportunity

a. The Department of the Navy is dedicated to equality of treatment and opportunity for all personnel without regard to race, religion, color, sex (including pregnancy), gender identity, sexual orientation, or national origin. The Marine Corps strives to maintain a professional working environment in which a Marine's race, religion, color, sex (including pregnancy), gender identity, sexual orientation, or national origin will not impact his or her professional opportunities.



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b. Your evaluation of all Marines must afford them fair and equitable consideration. This guidance should not be interpreted as requiring or permitting preferential treatment of any group of Marines on the grounds of race, religion, color, sex (including pregnancy), gender identity, sexual orientation, or national origin.

8. Marital Status. The marital status of an eligible Marine, or the employment, education, race, religion, color, sex (including pregnancy), gender identity, sexual orientation, or national origin, or volunteer service of an eligible Marine's spouse will not be considered.

9. Outside Activities. The civilian employment, religion, or volunteer service of an eligible Marine will not be considered.

10. Additional Guidance. In addition to the guidance contained in this precept, the enclosure contains additional guidance for the board to consider in determining qualifications and selection potential. Administrative instructions and the oath for the members, recorders, and administrative support personnel are also included.

11. Confidentiality of Board Proceedings. Unless expressly authorized by me, neither you nor any member of the board, recorder, or administrative support personnel may disclose the proceedings, deliberations, or recommendations of the promotion selection board. All board members, recorders, and administrative support personnel must comply fully with these requirements, and I expect you to emphasize the need for strict confidentiality.

12. Board Recommendations. Upon completion of its proceedings, the promotion selection board will submit its report to me 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 and fully qualified.



R. S. RIDEOUT  
Director, Manpower  
Management Division