



DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
MANPOWER AND RESERVE AFFAIRS DEPARTMENT
MANPOWER MANAGEMENT PERFORMANCE BRANCH
2008 ELLIOT ROAD
QUANTICO, VIRGINIA 22134-5030

IN REPLY REFER TO:

1400

MMPB-11

JAN 10 2025

From: Commandant of the Marine Corps (MM)
To: Colonel Gregory A. Grayson 1239233402/8041 USMC

Subj: PRECEPT CONVENING THE FY25 GUNNERY SERGEANT PROMOTION
SELECTION BOARD

Encl: (1) Supplemental Guidance for the FY25 Gunnery Sergeant
Promotion Selection Board

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

Lieutenant Colonel Dana M. Darnell, USMC
Lieutenant Colonel Jeffrey C. Monroe, USMC
Major Eric T. Anderson, USMC
Major Alex B. Pecchenino, USMC
Chief Warrant Officer 3 Aaron A. Bennett, USMC
Chief Warrant Officer 3 Dustin. C. Hanson, USMC
Sergeant Major Fatima Audu, USMC
Sergeant Major Lucinda D. Bell, USMC
Sergeant Major Kevin W. Clark, USMC
Sergeant Major James E. Gorczynski, USMC
Sergeant Major Steven T. Kern, USMC
Sergeant Major Jaime Lerma, USMC
Sergeant Major Ryan M. Sweet, USMC
Master Gunnery Sergeant Pedro Cerda Jr., USMC
Master Gunnery Sergeant Rubin S. Ervin, USMC
Master Gunnery Sergeant Lance J. Heidemann, USMC
Master Gunnery Sergeant Michael O. Octavio, USMC
Master Gunnery Sergeant Guy A. Row, USMC
Master Gunnery Sergeant Ricardo S. Scales, USMC
Master Gunnery Sergeant Michelle E. Solomon, USMC

2. Captain John M. Roth, USMC, will serve as the senior recorder. Master Gunnery Sergeant Victor M. Jimenez, USMC and Master Sergeant Justin L. Santiago, 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:

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Lieutenant General Michael J. Borgschulte, USMC
Major General Ryan S. Rideout, USMC
Brigadier General David R. Everly, USMC
Mr. Chad W. Schrecengost
Colonel Javier A. Garcia, USMC
Colonel Jerry A. Godfrey, USMC
Lieutenant Colonel Christopher J. Alfaro, USMC
Lieutenant Colonel Sean P. Norton, USMC
Mr. Craig M. Kilhenny
Major Daniel A. Moore, USMC
Major Steven M. Ellington, USMC
Major Deborah L. Queen, USMC
Capt Ricardo J. RosarioHoover, USMC
Ms. Cynthia E. Guillory
Mr. Jose A. Bosquez
Mr. Seth D. Evans
Mrs. Linda C. Knop
Mrs. Stephanie N. Martinez
Sergeant Major Jacob M. Reiff, USMC
Sergeant Major Michael J. Exlos, USMC
Sergeant Major Adam M. Gharati, USMC
Sergeant Major Adan Moreno, USMC
Master Gunnery Sergeant William L. Papple, USMC
Master Sergeant Dathan T. Mills, USMC
Master Sergeant Marvin F. Slappy, USMC
Gunnery Sergeant Giovanni Ocampo, USMC
Gunnery Sergeant Tiana M. Roofner, USMC
Gunnery Sergeant Kenina M. Bonner, USMC
Gunnery Sergeant Owen E. Fernandezyanes, USMC
Gunnery Sergeant Mathew J. Celmar, USMC
Sergeant Brooklyn A. Lennon, USMC
Lance Corporal Arviso T. Nelson, USMC

4. Date and Location. The promotion selection board is ordered to convene at 2008 Elliot Road, Marine Corps Base, Quantico, Virginia, on 14 January 2025, or as soon thereafter as is 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 the members of the board consider best qualified for promotion to meet the needs of the Marine Corps based off their competitiveness after deliberations. 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

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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. Letters of Nonselection. Members on the boards will honor a Marine's request not to be selected by a SNCO promotion selection board and the Marine will incur a failure of selection. This request does not make a Marine ineligible for subsequent promotion selection boards.

c. Eligible Population. Eligibility criteria for consideration for selection in each IMOS were outlined in MARADMINs 549/24 and 599/24.

d. 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.

e. Number of Alternate Selections. The alternate selection list mitigates risk of historical shortfalls across the force. The board will maximize selection allocations within each IMOS and ensure Marines selected as alternates meet the standard described in paragraph 5.a.

f. 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. Equal Opportunity

a. The Department of the Navy is dedicated to equality of treatment and opportunity for all personnel without regard to race,

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religion, color, sex (including pregnancy), gender identity, sexual orientation, or national origin. The Marine Corps strives to maintain a professional working environment in which none of these factors will impact a Marine's professional opportunities. Accordingly, within this board's charter to select those Marines who are the best and fully qualified, you must ensure Marines are not disadvantaged because of any of the factors above. Your evaluation must afford all Marines fair and equitable consideration, and 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.

b. Promotion boards are prohibited from considering the marital status or civilian employment of a Marine. In addition, the board is prohibited from considering any information regarding a Marine's spouse, including, but not limited to, civilian or military employment, education, race, religion, color, sex (including pregnancy), gender, gender identity, sexual orientation, national origin, and volunteer service.

7. Additional Guidance. The enclosure contains additional guidance for the board to consider in determining qualifications and selection potential. Administrative instructions, the oath for the members, recorders, and administrative support personnel are also included.

8. 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.

9. 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 opinion of the board, the Marines recommended by the board are best qualified and fully qualified.



RYAN S. RIDEOUT
Director, Manpower
Management Division