



WEASEL NOTAM – 35FW-16-26

Senior Enlisted Stratification Process

29 Aug 23



PURPOSE: To implement 35th Fighter Wing enlisted stratification policy with respect to promotion eligible MSgts and SMSgts.

COMMANDER'S INTENT: The 35th Fighter Wing Commander's intent is to appropriately review all promotion eligible MSgts and SMSgts in a timely manner and to stratify those deemed as most deserving.

BACKGROUND: IAW DAFI 36-2406, *Officer and Enlisted Evaluation Systems*, paragraph 4.11.2, the Senior rater High Level Reviewers may stratify up to 25% of SNCOs. The top 20% of SMSgts and top 10% of MSgts will receive a numerator and denominator stratification (#X of X (respective grade). An additional 5% of SMSgts and 15% of MSgts will receive a stratification statement of "Top 25% of (respective grade).

IMPLEMENTATION:

1. Effective upon signature of this NOTAM, the 35th Fighter Wing Command Chief will facilitate the Wing's stratification process. The Command Chief will coordinate with Group and Wing Staff Agency Commanders and their respective senior enlisted advisors to compile, review and present recommendations to the Wing Commander for stratification consideration.

NOTE: Each evaluation will be reviewed on its own merit to determine appropriate endorsement level. Neither the Wing nor any lower level unit will create or develop a policy restricting endorsement to a lower level.

2. The Wing will use the following timeline:

MSgt	SMSgt	Step
Mid-Aug	Mid-Jun	Each Groups' 1-n list and applicable recommendation packages due to Wing
Early-Sept	Early-Jul	Command Chief completes review with Groups
Mid-Sept	Mid-Jul	Wing Commander reviews recommendations with Command Chief
Late-Sept	Late-Jul	Groups notified of Wing Commander decision; make EPR adjustments
30 Sept	31 Jul	Static Closeout Dats (SCOD)
1 Oct	1 Aug	Route EPRs for signatures
30 Oct	31 Aug	Signed EPRs due to MPF
29 Nov	30 Sept	Signed EPRs due to AFPC

3. Leadership at every level will focus its review on historical promotion board parameters including, but not limited to, the following factors:

- Duty Performance
- Leadership
- Breadth of experience
- Key education and professional development
- Specific achievements
- Demonstrated potential to serve at the next rank
- Current Passing PT score

4. Squadron and Wing Staff Agency leadership will conduct a review of all promotion eligible SNCOs within their respective unit and build a 1-n list at least 60 days prior to the applicable Static Closeout Date. Those promotion eligible SNCOs deemed worthy of stratification consideration will be submitted for applicable group review, with each individual having a recommendation package as follows:

- a. Draft EPR plus last 4 performance reports (most recent first)
- b. Enlisted SURF
- c. All Decorations

5. Group leadership will review their respective units' recommendations, create a group-level 1-n list, and make a consolidated recommendation to the Command Chief, to include applicable nomination packages.

NOTE: For those members assigned to out-of-hide positions, i.e. IG, for more than six months as of time of nominations, the agency for whom they work will work the member's recommendation package through WSA channels to the Wing for consideration. All others will work through their respective groups. Regardless, please ensure to coordinate Career Brief input between the owning unit and out-of-hide workcenter.

6. The Command Chief will review group recommendations with the Group Senior Enlisted Leaders and submit a consolidated recommendation for the Wing Commander's consideration.

- a. The Wing Commander will review recommendations with the Command Chief and finalize the official stratification list.
- b. List length will be determined by the number of promotion eligible in the given rank, as determined by AFPC, with an additional three to five alternates.
- c. The List will be published in an official memorandum for record from the Wing Commander.
- d. Once the official memorandum is signed, affected groups will be notified to facilitate applicable EPR updates and appropriate signature routing.

7. Following stratification list publication, Group Senior Enlisted Leaders will brief their respective promotion eligible members on the process and results. In addition, they will conduct individual feedback sessions with affected personnel as requested, or as necessary.

POC: Contact the 35th Fighter Wing Command Chief at 226-3509 for specific questions about this NOTAM.

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