

## **Military Police (CMF 31) Career Progression Plan**

### **Chapter 1. Duties**

a. *Purpose.* The Military Police Corps mission is to provide professional policing, investigations, corrections and security support across the full range of military operations in order to enable protection and promote the rule of law. Military Police develop NCOs that are uniquely qualified to support Army and Joint Force Commanders by enabling the application of maximum combat power in support of decisive action. Military Police NCOs serve at every echelon and in every combined arms formation in the United States Army. They enable maneuver, protect the force, and shape the security environment by providing policing, investigations, corrections, and security and mobility support. Military Police NCOs are experts in Soldiering, policing, investigations, and corrections. In the operating and the generating force, while deployed or in support of garrison law enforcement operations, Military Police NCOs are valued as leaders and trainers. Military Police develop and perfect their competencies through realistic training, strict adherence to standards, professional military and civilian education, and service in the most demanding positions in the Military Police Corps and across the Army.

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### **Chapter 2. Transformation**

a. Military Police Soldiers are Soldiering, policing, investigations, and corrections professionals who enable the Army's decisive action in Unified Land Operations in concert with our partners to achieve tactical, operational, and strategic outcomes in unstable and complex worldwide environments. The Military Police Corps contains five Military Occupational Specialties (MOS): Military Police (MOS 31B), United States Army Criminal Investigation Command (USACIDC) Special Agent (MOS 31D), Corrections and Detention (C/D) Specialist (MOS 31E), Military Working Dog Handler (MOS 31K), and Senior Military Police Sergeant (MOS 31Z). Military Police Soldiers are agile and versatile in adapting to any mission or environment and will continue to do so in the future.

b. As Military Police, our Army and our Nation hold us to even higher standards of behavior as stewards of the public trust with the authority to apply force when lawfully justified. Every day, Military Police professionals decide and act against a range of threats, frequently with incomplete or inaccurate information, often in highly emotional and dynamic circumstances, and typically under pressure. The foundation upon which the Military Police force is built are four Military Police Corps competencies: Soldiering, policing, investigations, and corrections. These competencies serve as the foundation for the Military Police profession within the Army and represent the strengths and unique capabilities of the Military Police Corps. The Military Police competencies are developed through professional training, education, and experiential learning. Military Police are Soldiers first, and they are disciplined, physically, and mentally tough, trained, and proficient in Warrior Tasks and Battle Drills.

c. Military Police support commanders by policing, safeguarding communities, maintaining good order and discipline, reducing crime, protecting individual rights and liberties, and enabling the rule of law. Military Police investigations expertise is employed in many forms, from traffic

accidents and common investigations to investigations across the range of military operations. Corrections experience combined with core Soldiering and interpersonal communication skills provides Military Police with the technical ability to shelter, sustain, guard, protect, and account for populations (detainees or U.S. military prisoners). The Military Police Corps and our Army value a broadened leader with experience serving in both operating and generating force assignments. Military Police NCOs must be experts in policing, investigations, and corrections. As team builders, they are equally skilled in leading Soldiers and collaborating with leaders from other branches, services, and nations to enable mission success. Military Police NCOs solve complex problems by continually developing themselves through training, education, and experience in the operational, institutional, and self-developmental domains. This lifelong learning approach to our calling as Military Police ensures the Military Police Soldier remains a viable professional force. Military Police NCOs should create an individual development plan (IDP) in the ACT with the assistance of the first line leader to identify courses and training that complement and supplement institutional training and operational assignment experiences.

### **Chapter 3. Recommended Career Management Self-Development by Rank**

**a. Private-Specialist/Corporal.** The quality and success of a Soldier's career is in direct proportion to the Soldier's consistent commitment to excellence, regardless of the mission. Soldiers should focus their self-development in preparation for positions of greater responsibility. Leaders have a responsibility to mentor their Soldiers self-development to assist them in achieving their individual goals and meeting the Army's needs. Soldiers should study and become familiar with military publications related to equipment and duty skills associated with their current MOS and assignment such as:

- (1) ADP 1, The Army
- (2) FM 3-39, Military Police Operations
- (3) STP 21-1, Soldier's Manual of Common Tasks
- (4) TC 3-21.5, Drill and Ceremonies
- (5) TC 3-25.26, Map Reading and Land Navigation
- (6) FM 7-22, Holistic Health and Fitness
- (7) TC 4-02.1, First Aid
- (8) TC 3-21.75, The Warrior Ethos and Soldier Combat Skills
- (9) AR 670-1, Wear and Appearance of Army Uniforms and Insignia
- (10) TC 3-39.30, Military Police Leader's Handbook
- (11) All -10 level maintenance manuals associated with their equipment
- (12) Battle drills associated with their current assignment

Military publications can be accessed through the Army Publishing Directorate (APD) at <https://armypubs.army.mil/>.

Military Police Soldiers should make every effort to utilize the available opportunities for civilian and military education. Ample opportunities exist for Soldiers to participate in various correspondence courses to accomplish individual educational objectives. Soldiers with GT scores below 110 should seek to improve their scores through Functional Academic Skills Training (FAST). Completing additional Civilian education courses such as English Composition and Basic Mathematics will prepare Soldiers for the Armed Forces Classification Test (AFCT) and improve promotion potential. The Army Correspondence Course Program (ACCP) also provides excellent advancements in continued education, leadership, and technical proficiency. Education opportunities can be found at the Army Continuing Education System (ACES) website. The College Level Exam Program (CLEP) and the Defense Activity for Non-Traditional Education Support (DANTES) programs are resources for converting previously

acquired knowledge or training into college credit. College education is a critical piece of the self-development program and Military Police should plan their college program around a degree that relates to their MOS using information provided on the Servicemember Opportunity College- Army Degrees (SOCAD) website. Soldiers may also enroll in ArmyIgnitED, an Army program that gives Soldiers the opportunity to pursue a degree program completely online. For information on these education programs visit the Army Education Center on your installation.

Competitive boards such as Soldier of the Quarter/Year broaden the knowledge base, instill discipline and improve the Soldier's ability to communicate verbally. Soldiers may also earn promotion points for technical certification, a list of certifications can be found on the Credentialing Opportunities On-line (COOL) Website. Soldiers should be enrolled in and actively utilizing the Army Career Tracker (ACT) as a tool to monitor and guide career progression. The ACT in conjunction with DA Pam 600-25 will provide Soldiers and leaders the necessary information and guidance needed to maximize career progression opportunities for Military Police throughout all stages of their career.

**b. Sergeant.** Sergeants are critical leaders in Military Police formations. Sergeants must demonstrate a high degree of proficiency in MOS duties and competent performance in leadership roles commensurate with their rank in order to effectively train and lead Soldiers. The Sergeant's career progression relies upon a strong drive to excel in duty performance in addition to attainment of additional knowledge, skills, and experience related to leadership and MOS competency. Sergeants should study and master the following military publications:

- (1) TC 3-21.5, Drill and Ceremonies
- (2) FM 7-22, Holistic Health and Fitness
- (3) AR 25-50, Preparing and Managing Correspondence
- (4) FM 3-39, Military Police Operations
- (5) STP 21-24, Soldier's Manual of Common Tasks Skill Levels 1, 2, 3, and 4
- (6) ADP 1, The Army
- (7) ADP 3-0, Operations
- (8) ADP 3-37, Protection
- (9) ADP 6-22, Army Leadership and the Profession
- (10) ADP 7-0, Training
- (11) ATP 3-21.18, Foot Marches
- (12) all -10 level maintenance manuals associated with their equipment
- (13) Battle drills associated with their current assignment.

Military publications can be accessed through the Army Publishing Directorate (APD) at <https://armypubs.army.mil/>.

NCOs must make every effort to utilize the available opportunities in pursuit of a college education. Sergeants should plan their college program around a degree that relates to their MOS or leadership function using information provided on the SOCAD website. The ACCP also provides excellent advancements in continued education, leadership, and technical proficiency. Information pertaining to educational opportunities can be found on the ACES Web site. For information on these education programs, visit the Army Education Center on your installation.

Competitive boards such as NCO of the Quarter/Year and induction into the Sergeant Audie Murphy/Sergeant Morales Clubs significantly broaden the knowledge base, instill discipline, and improve the NCO's ability to communicate verbally. NCOs may also earn promotion points for Technical Certification, a list of certifications can be found on the COOL website. Sergeants should be enrolled in and actively utilizing the Army Career Tracker (ACT) as a tool to monitor and guide career progression. The ACT in conjunction with DA Pam 600-25 will provide

Soldiers and leaders the necessary information and guidance needed to maximize career progression opportunities for Military Police throughout all stages of their career.

**c. Staff Sergeant.** Staff Sergeants must remain committed to achieving excellence while developing subordinate leaders and Soldiers proficient in their duties as a Military Police. This is typically the first level of leadership at which the NCO is responsible for leading other leaders. Staff Sergeants should continue to hone leadership skills and maintain a high proficiency level in their Military Police skills. Staff Sergeants should strive to complete an associate degree or accumulate two years of college credits. Staff Sergeants should study and master the following military publications:

- (1) FM 3-39, Military Police Operations
- (2) TRADOC Pamphlet 525-3-1, The U.S. Army in Multi-Domain Operations 2028
- (3) STP 21-24, Soldier's Manual of Common Tasks Skill Levels 1, 2, 3, and 4
- (4) ADP 1, The Army
- (5) ADP 3-0, Operations
- (6) ADP 3-37, Protection
- (7) ADP 6-22, Army Leadership
- (8) ADP 7-0, Training
- (9) ATP 3-21.18, Foot Marches
- (10) all -10 level maintenance manuals associated with their equipment
- (11) Battle drills associated with their current assignment.

Military publications can be accessed through the Army Publishing Directorate (APD) at <https://armypubs.army.mil/>.

NCOs must make every effort to utilize the available opportunities in pursuit of a college education. Staff Sergeants should plan their college program around a degree that relates to their MOS or leadership function using information provided on the SOCAD website. The ACCP also provides excellent advancements in continued education, leadership and technical proficiency. Information pertaining to educational opportunities can be found on the ACES website. For information on these and other education programs, visit the Army Education Center on your installation.

Competitive boards such as NCO of the Quarter/Year and induction into the Sergeant Audie Murphy/Sergeant Morales Clubs significantly broaden the knowledge base, instill discipline and improve the NCO's ability to communicate verbally. Staff Sergeants should consider entering into a technical program to gain nationally recognized credentials in an appropriate technical discipline. A list of technical certifications can be found on the COOL website. Staff Sergeants should be enrolled in and actively utilizing the Army Career Tracker (ACT) as a tool to monitor and guide career progression. The ACT in conjunction with DA Pam 600-25 will provide Soldiers and leaders the necessary information and guidance needed to maximize career progression opportunities for Military Police throughout all stages of their career.

**d. Sergeant First Class.** As NCOs become more senior in rank, self-development becomes more important. Activities such as professional reading and college courses help senior NCOs develop and hone critical skills needed to effectively coach, teach, and mentor leaders and Soldiers. A college degree is not required for promotion, but can be a deciding factor when it comes to identifying the most qualified Sergeant First Class. These NCOs should study and master the following military publications:

- (1) FM 3-39, Military Police Operations
- (2) STP 21- 24, Soldier's Manual of Common Tasks Skill Levels 1, 2, 3, and 4
- (3) ADP 1, The Army

- (4) ADP 3-0, Operations
- (5) ADP 3-37, Protection
- (6) ADP 6-22, Army Leadership
- (7) ADP 7-0, Training
- (8) ATP 3-21.18, Foot Marches
- (9) all -10 level maintenance manuals associated with their equipment
- (10) Battle drills associated with their current assignment.

Military publications can be accessed through the Army Publishing Directorate (APD) at <https://armypubs.army.mil/>.

The self-development process should now shift to advanced skills. Ideally, a Sergeant First Class should have completed an associate's degree or equivalent number of semester hours at this point in their career and continue studies toward an undergraduate degree. Sergeants First Class must continue to remain competent in technical fields and tactical skills while focusing on broadening their leadership, management, and doctrinal knowledge. Subjects such as organizational behavior, personnel management, time management, operational and strategic level Army operations, and battle staff functions should be the focus of self-development.

Competitive boards such as NCO of the Quarter/Year and induction into the Sergeant Audie Murphy/Sergeant Morales Clubs significantly broaden the knowledge base, instill discipline and improve the NCO's ability to communicate verbally. Sergeants First Class should consider entering into a technical program to gain nationally recognized credentials in an appropriate technical discipline. A list of technical certifications can be found on the COOL website. For information on these and other education programs, visit the Army Education Center on your installation. Sergeants First Class should be enrolled in and actively utilizing the Army Career Tracker (ACT) as a tool to monitor and guide career progression. Army Career Tracker (ACT) in conjunction with DA Pam 600-25 will provide Soldiers and leaders the necessary information and guidance needed to maximize career progression opportunities for Military Police throughout all stages of their career.

**e. Master Sergeant/First Sergeant.** As senior NCOs, Master Sergeants and First Sergeants should recognize self-development as critical to their profession. Civilian education, credentials, and other educational and training certifications may be factors considered during selection for rank advancement due to limited authorizations and a competitive promotion criteria. Master Sergeants should be working towards a bachelor's degree. A college degree is not required for promotion, but can be a deciding factor when it comes to identifying the most qualified Master Sergeant. Master Sergeants/First Sergeants should study and master the following military publications:

- (1) FM 3-39, Military Police Operations
- (2) ADP 3-0, Operations
- (4) ADP 3-37, Protection
- (5) ADP 6-22, Army Leadership
- (6) AR 601-280, Army Retention Program
- (7) AR 600-20, Army Command Policy
- (8) DA PAM 611-21, Military Occupational Classification and Structure
- (9) AR 840-10, Flags, Guidons, Streamers, Tabards, and Automobile and Aircraft Plates
- (10) AR 220-1, Army Unit Status Reporting and Force Registration
- (11) ADP 7-0, Training
- (12) ATP 3-21.18, Foot Marches
- (13) all - 10 level maintenance manuals associated with their equipment
- (14) Battle drills associated with their current assignment. Military publications can be accessed

through the Army Publishing Directorate (APD) at <https://armypubs.army.mil/>.

Master Sergeants/First Sergeants should also continue to exploit other distributed learning programs and broaden their focus to include functional training. Senior NCOs should pursue functional courses that enhance their understanding of how the Army runs in order to influence and improve the Army's systems and contribute to the success of the organization. Master Sergeants/First Sergeants should consider entering into a technical program to gain nationally recognized credentials in an appropriate technical discipline. A list of technical certifications can be found on the COOL website. For information on these and other education programs, visit the Army Education Center on your installation. Master Sergeants/First Sergeants should be enrolled in and actively utilizing the Army Career Tracker (ACT) as a tool to monitor and guide career progression. The ACT in conjunction with DA Pam 600-25 will provide Soldiers and leaders the necessary information and guidance needed to maximize career progression opportunities for Military Police throughout all stages of their career.

**f. Sergeant Major/Command Sergeant Major.** Sergeants Major/Command Sergeants Major should possess an undergraduate degree and work towards a master's degree in their chosen discipline. Activities such as professional reading and advanced college courses assist senior NCOs' to develop and hone organizational and strategic leadership skills needed to coach, teach, and mentor leaders and Soldiers. Outstanding communications skills are required for Sergeants Major/Command Sergeants Major. Skills in community and public relations are also important since the Sergeant Major/Command Sergeant Major will often be representing the command and the Army at civic functions. Sergeants Major/Command Sergeants Major should read publications on their command team's professional reading list as well as new and draft doctrine. Army Career Tracker (ACT) in conjunction with DA Pam 600-25 will provide Soldiers and leaders the necessary information and guidance needed to maximize career progression opportunities for Military Police throughout all stages of their career. Sergeants Major/Command Sergeants Major should also reference guidance in the 31Z section of DA PAM 600-25 as well as Command Sergeants Major branch material.

## **Chapter 4. MOS 31B Military Police**

**a. Major duties.** Military Police support the maneuver commander by performing the three Military Police disciplines: policing, detention, and security and mobility support. These operations enable maneuver, protect and preserve the force, and shape the security environment. The purpose of the Military Police Professional Development Model is to advise Soldiers and NCOs on career opportunities in order to pursue professional and personal goals while meeting the needs of the Army.

**b. Prerequisites.** See DA Pam 611-21 at <https://www.milsuite.mil/book/groups/smartbookdapam611-21> for details. The waiver authority for MOS prerequisites is the Commandant, U.S. Army Military Police School (USAMPS).

**c. Goals for Development.** Proficiency in the three Military Police disciplines: Security and Mobility Support, Police Operations, and Detention Operations. Soldiers should continue developing interpersonal communication skills (IPC), pursue other specialized training within the Military Police field such as: Special Reaction Team (SRT) Training, Military Police Investigator (MPI), Traffic Management and Collision Investigator (TMCI), appearing before incentive boards, exceeding Army Combat Fitness Test (ACFT) standards and basic marksman weapon standards, aggressive pursuit of further military and civilian education, continued pursuit of duties with increased responsibilities directly related to the MOS.

### **(1) Private-Specialist/Corporal.**

(a) *Institutional Training.* BLC and DLC I. Formal training (completion of MOS 31B course conducted under the auspices of USAMPS) is mandatory.

(b) *Operational Assignments.* The focus during the early years of their career should be on building a strong base of technical expertise in equipment, basic MOS skills, and common Soldier tasks. Soldiers should seek responsibility and take advantage of opportunities to display their motivation, initiative, and leadership skills in team leading.

(c) *Self-Development.* Skill level I Soldiers should develop and seek every opportunity to complete core undergraduate college courses. For additional information on self-development, refer to para 3.

(d) *Military Training.* Military Police Investigator (MPI), Traffic Management and Collision Investigator (TMCI), Special Reaction Team (SRT), and Protective Service Training (PST).

(e) *Key Development.* N/A.

(f) *Broadening Opportunities.* Drug Suppression Investigator, MP Investigator, Traffic Management and Collision Investigator, and PSD Specialist. Although generating force assignments are not preferred for Soldiers immediately following completion of Initial Military Training, it is important that Skill Level I Soldiers maintain law enforcement expertise and experience.

### **(2) Sergeant.**

(a) *Institutional training.* ALC, DLC 2, and SEJPME I.

(b) *Operational assignments.* The focus during this phase of a career should be in tactical assignments developing Soldier leadership skills, honing technical expertise, and laying a foundation of tactical knowledge. **Key Leadership Position for a Sergeant is Team Leader.** Sergeants should maintain a Team Leader position a **minimum of 18 months**. At every opportunity NCOs should seek elevated positions that allow them to gain leadership experience.

(c) *Self-Development.* Sergeants should be working toward an associate's degree. For additional information on self-development, refer to para 3.

(d) *Military Training.* Military Police Investigation (MPI), Traffic Management and Collision Investigator (TMCI), Special Reaction Team (SRT), and Protective Service Training (PST).

(e) *Key Development.* Assistant Squad Leader, Plans NCO, Training Sergeant, and MMS NCO.

(f) *Broadening Opportunities.* MPI Investigator and PSD NCO. Drill Sergeant may fulfill the NCO's requirement for key leadership position if the NCO has not had an opportunity to serve in the capacity of Team Leader in the operating force.

### **(3) Staff Sergeant.**

(a) *Institutional Training.* SLC, DLC 3, and SEJPME I.

(b) *Operational assignments.* The focus during this phase of their career must be on continued development and refinement of their leadership skills, tactical and technical expertise. **Key Leadership Position for a Staff Sergeant is Squad Leader.** Staff Sergeants should maintain a Squad Leader position a **minimum of 18 months**. If possible, Staff Sergeants should continuously strive for diversity in their assignments. Diversity ensures NCOs maintain their MOS proficiency throughout continuous changes in modernization, structure, and doctrine.

(c) *Self-Development.* Staff Sergeants should be working toward an associate's degree. For additional information on self-development, refer to para 3.

(d) *Military Training.* Military Police Investigator (MPI), Special Reaction Team (SRT), Conventional Physical Security/Crime Prevention, Protective Service Training (PST), and Anti-Terrorism Officer (Basic).

(e) *Key Development.* A Staff Sergeant should strive to complete an aggregate of 24 months in Key Development assignments, post key leadership positions, before they consider assignments not directly related to CMF 31. Security Force Assistance Brigade (SFAB) Police Advisor, Operations Sergeant, PSD NCO, MP Investigator NCO, and Desk Sergeant.

(f) *Broadening Opportunities.* Drill Sergeant may fulfill the NCO's requirement for key leadership position if the NCO has not had an opportunity to serve in the capacity of Squad Leader in the operating force. Drill Sergeant, Recruiter, Instructor/Writer, Small Group Leader, Military Science Instructor, Observer Coach/Trainer, Capabilities Division NCO (Futures Command), Training NCO, System Development Manager; and Project NCO, while career enhancing, generally does not allow for the same level of leadership development and should not be considered appropriate alternatives to key leadership positions.

#### **(4) Sergeant First Class.**

(a) *Institutional training.* MLC, DLC 4, and SEJPME II.

(b) *Operational assignments.* At this level, **Key Leadership Position for a Sergeant First Class is Platoon Sergeant or Detachment Sergeant.** Individual Performance and demonstrated potential as a Platoon Sergeant or Detachment Sergeant may be the deciding factor when it comes to identifying the most qualified Sergeant First Class, a Sergeant First Class with **18 months of key leadership time may be viewed as qualified, 24 months of key leadership time may be viewed as highly qualified, and 30 months or more of key leadership time may be viewed as most qualified.** Without a successful tour of key leadership time, related to CMF 31, as a Platoon Sergeant or Detachment Sergeant, a Sergeant First Class will not be competitive for promotion to Master Sergeant. After serving as a Platoon Sergeant or Detachment Sergeant, Sergeants First Class should seek additional time as a Platoon Sergeant or Detachment Sergeant or in a broadening assignment. Sergeants First Class serving in a key leadership position higher than their current rank or position, even if it is nonconsecutive with promotion to the next higher rank and that time has been documented by a DA Form 2166-9-3 will count toward key leadership time as a First Sergeant.

(c) *Self-Development.* Sergeants First Class should possess an associate's degree and be working toward a bachelor's degree. For additional information on self-development, refer to chapter 3.

(d) *Military Training.* MP Investigator, Battle Staff NCO, Protective Service Training, Conventional Physical Security/Crime Prevention, and Anti-Terrorism Officer (Basic).

(e) *Key Development.* A Sergeant First Class should strive to complete an aggregate of 24 months in Key Development assignments, post key leadership positions, before they consider assignments not directly related to CMF 31. The following assignments are Key Development assignments. Operations NCO and PSD NCO.

(f) *Broadening Opportunities.* Senior Drill Sergeant may fulfill the NCO's requirement for key leadership position if the NCO has not had an opportunity to serve in the capacity of Platoon Sergeant in the operating force. Drill Sergeant, Recruiter, Instructor/Writer, Small Group Leader, Military Science Instructor, Observer Coach/ Trainer, Capabilities Division NCO (Futures Command), Talent Mgmt NCO, Career MGMT NCO, Tactical NCO, System Development NCO, Training Developer, Senior Training Management NCO, and Capability Developer; while career enhancing, generally does not allow for the same level of leadership development and should not be considered appropriate alternatives to key leadership positions.

#### **(5) Master Sergeant/ First Sergeant.**

(a) *Institutional training.* SMC, DLC 5, and SEJPME II.

(b) *Operational assignments.* At this level, **Key Leadership Position for a Master Sergeant is First Sergeant.** Individual Performance and demonstrated potential as a First Sergeant may be the deciding factor when it comes to identifying the most qualified Master Sergeant, a Master Sergeant with **18 months of key leadership time may be viewed as qualified, 24 months of key leadership time may be viewed as highly qualified, and 30 months or more of key leadership time may be viewed as most qualified.** After serving as a First Sergeant, Master Sergeants should seek additional First Sergeant time by serving as the First Sergeant of a Headquarters Company, non CMF 31 related company, or in a broadening assignment. Master Sergeants serving in a key leadership position higher than their current rank or position, even if it is nonconsecutive with promotion to the next higher rank and that time has been documented by a DA Form 2166-9-3 will count toward key leadership time as an Operations Sergeant Major or Command Sergeant Major.

(c) *Self-Development.* Master Sergeants should possess an associate's degree and be working toward a bachelor's degree. For additional information on self-development, refer to para 3.

(d) *Military Training.* Law Enforcement Senior Leaders Course (LESLC).

(e) *Key Development.* A Master Sergeant should strive to complete an aggregate of 24 months in Key Development assignments, post key leadership positions, before they consider assignments not directly related to CMF 31. The following assignments are Key Development assignments. SFAB Operations NCO, PM Operations NCO, Operations NCO, and Provost NCO.

(f) *Broadening Opportunities.* Inspector General NCO, EO Advisor, Senior PDNCO, White House Fellowship, and PSD NCO.

## **Chapter 5. MOS 31B Professional Development Model**

Access to CMF 31 Career Maps can be accessed by visiting the Army Career Tracker (ACT) homepage (<https://actnow.army.mil>) or the DA PAM 600-25 Smartbook at <https://www.milsuite.mil/book/groups/smartbook-da-pam-600-25>.

## **Chapter 6. MOS 31D United States Army Criminal Investigation Command (CID) Special Agent**

a. *Major Duties.* The CID Special Agent supervises or conducts investigations of incidents and offenses or allegations of criminality affecting DA or DoD personnel, property, facilities, or activities. CID Special Agents support the Army across the range of military operations and are capable of performing professional criminal investigations anywhere in the world and in any environment. In addition to the basic mission of conducting felony criminal investigations, CID provides support to field commanders at all levels and echelons with investigations of general crimes (committed against persons or property), economic crime, counter-drug operations, special victims crimes, cybercrime, logistics security, and criminal intelligence. CID Special Agents supervises and/or conducts personal security (protective services) for senior DoD and DA officials. CID performs Personal Security Vulnerability Assessments on senior DoD and DA personnel.

b. *Prerequisites.* See DA Pam 611-21 at <https://www.milsuite.mil/book/groups/smartbookdapam611-21> for details. All Soldiers entering MOS 31D must meet the requirements outlined in [AR 195-3](#) and receive a favorable decision for acceptance by the Commanding General, USACIDC. Furthermore, the applicant must successfully complete the CID Special Agent Course followed by a 12 month apprentice period. CID is an in-service accession MOS.

c. *Goals for Development.* CID Special Agents are proficient in criminal law and procedure, criminalistics, crime scene processing, testimonial evidence, investigations of crimes against persons and property, physical evidence, drug investigation, fraud and waste, investigative reports, special investigative techniques, criminal and police intelligence, and protective services. CID Special Agents may apply for and attend training to become qualified in advanced specialized fields, areas or skills such as digital forensic collectors/examiners or as forensic science technicians. CID Special Agents may possess technical certifications through the International Association for Identification (IAI), the American Board of Medico-Legal Death Investigators (ABMDI), or the American Academy of Forensics Science (AAFS). CID Special Agents may train at or with the FBI National Academy, Federal Law Enforcement Training Center, Canadian Police College, and Metropolitan Police Academy. Aggressive pursuit of further military and civilian education, continued pursue of duties with increased responsibilities directly related to MOS.

### **(1) Sergeant.**

(a) *Institutional Training.* ALC, DLC 2, and SEJPME I. Completion of CID Special Agent Course (CIDSAC) conducted under the auspices of USAMPS is mandatory.

(b) *Operational Assignments.* **Key Leadership Position for a Sergeant is Special Agent.** Sergeants should broaden technical, tactical, and leadership skills in support of the CID combat and peacetime missions by honing their investigative competencies and technical skills. Sergeants should maintain their position of CID Special Agent a **minimum of 24 months** before moving to other assignments or seeking to obtain specialized advanced skills such as Digital Forensic Examiner (DFE) or Forensic Science Technician (FSE).

(c) *Self-Development.* Refer to the applicable chapters of the Soldier's Manual, MOS 31D, CID Special Agent SL2 for Sergeants' tasks. Sergeants should be working toward an associate's degree. For additional information on self-development, refer to chapter 3.

(d) *Military Training.* Protective Services Training, Child Abuse Prevention Investigative Techniques, Domestic Violence Intervention Training, Special Victim Capability, and Advanced Crime Scene Investigative Techniques.

(e) *Key Development.* A Sergeant should strive to complete an aggregate of 24 to 36 months as a CID Case Agent to develop knowledge, skills, and attributes to prepare for future assignments.

(f) *Broadening Opportunities.* CID Special Agents are not authorized in nominative assignments such as DA Select Recruiter, Drill Sergeant, and Observer Coach/Trainer. CID Special Agents are also not authorized in non-nominative assignments such as ROTC Military Science Instructors. CID Agents should continue to seek opportunities related to CMF 31 to enhance technical and tactical competences.

(2) **Staff Sergeant.**

(a) *Institutional Training.* SLC, DLC 3, and SEJPME I.

(b) *Operational Assignments.* **Key Leadership Position for a Staff Sergeant is Special Agent.** CID Special Agent Staff Sergeants will continue to serve primarily as case agents conducting investigations. Staff Sergeant should maintain these positions for a **minimum of 18 months**. If at all possible, Staff Sergeant CID Special Agents will be assigned to positions where they will serve as Evidence Custodians, Criminal Intelligence NCO, Digital Forensic Examiner (DFE), Protective Service Agent or Forensic Science Technician (FST) when they do not already possess that experience.

(c) *Self-Development.* Refer to the applicable chapters of the Soldier's Manual, MOS 31D, CID Special Agent SL3 for Staff Sergeants' tasks. Staff Sergeants should continue the link between personal self-development activities and military career goals by using the professional development model. Staff Sergeants should possess an associate's degree and be working toward a bachelor's degree. For additional information on self-development, refer to chapter 3.

(d) *Military Training.* Protective Services Training, Child Abuse Prevention Investigative Techniques, Domestic Violence Intervention Training, Special Victim Capability, Advanced Crime Scene Investigative Techniques, and Crime and Criminal Intelligence Analyst Course.

(e) *Key Development.* *Protective Service Agent and Criminal Intelligence NCO.*

(f) *Broadening Opportunities.* Instructor and Small Group Leader. CID Special Agents are not authorized in nominative assignments such as DA Select Recruiter, Drill Sergeant, and Observer Coach/Trainer. CID Agents should continue to seek opportunities related to CMF 31 to enhance technical and tactical competences.

(3) **Sergeant First Class.**

(a) *Institutional Training.* MLC, DLC 4, and SEJPME II.

*(b) Operational Assignments.* At this level, **Key Leadership Position for a Sergeant First Class is Detachment Sergeant.** Individual Performance and demonstrated potential as a Detachment Sergeant may be the deciding factor when it comes to identifying the most qualified Sergeant First Class, a Sergeant First Class with **18 months of key leadership time may be viewed as qualified, 24 months of key leadership time may be viewed as highly qualified, and 30 months or more of key leadership time may be viewed as most qualified.** Without a successful tour as a Detachment Sergeant, a Sergeant First Class will not be competitive for promotion to Master Sergeant. After serving as a Detachment Sergeant, Sergeants First Class should seek additional time as a Detachment Sergeant or in a broadening assignment. Sergeants First Class serving in a key leadership position higher than their current rank or position, even if it is nonconsecutive with promotion to the next higher rank and that time has been documented by a DA Form 2166-9-3 will count toward key leadership time as a First Sergeant.

*(c) Self-Development.* Refer to the applicable chapters of the Soldier's Manual, MOS 31D, CID special agent SL4 for Sergeants First Class. Sergeants First Class should continue the link between personal self-development activities and military career goals by using the professional development model. Sergeants First Class should possess an associate's degree and be working toward a bachelor's degree. For additional information on self-development, refer to chapter 3.

*(d) Military Training.* Advanced Crime Scene Investigative Techniques and Crime and Criminal Intelligence Analyst Course.

*(e) Key Development.* A Sergeant First Class should strive to complete an aggregate of 24 months in Key Development assignments. The following assignments are Key Development assignments. Operations NCO, Evidence Custodian, Criminal Intelligence NCO and Protective Service NCO.

*(f) Broadening Opportunities.* Instructor/Writer, Small Group Leader, Training Developer NCO, Talent Management NCO (HRC), IG NCO, and System Development NCO. CID Special Agents are not authorized in nominative assignments such as DA Select Recruiter, Drill Sergeant, and Observer Coach/Trainer. CID Special Agents are also not authorized in non-nominative assignments such as ROTC Military Science Instructors. CID Agents should continue to seek opportunities related to CMF 31 to enhance technical and tactical competences.

(4) **Master Sergeant/First Sergeant.**

*(a) Institutional Training.* SMC, DLC 5, and SEJPME II.

*(b) Operational Assignments.* At this level, **Key Leadership Position for a Master Sergeant is First Sergeant.** Individual Performance and demonstrated potential as a First Sergeant may be the deciding factor when it comes to identifying the most qualified Master Sergeant, a Master Sergeant with **18 months of key leadership time may be viewed as qualified, 24 months of key leadership time may be viewed as highly qualified, and 30 months or more of key leadership time may be viewed as most qualified.** After serving as a First Sergeant, Master Sergeants should seek additional First Sergeant time by serving as the First Sergeant of a Headquarters Company or in a broadening assignment. Master Sergeants serving in a key leadership position higher than their current rank or position, even if it is nonconsecutive with

promotion to the next higher rank and that time has been documented by a DA Form 2166-9-3 will count toward key leadership time as an Operations Sergeant Major or Command Sergeant Major.

(c) *Self-Development.* In addition NCOs should continue to pursue individual professional development activities to include civilian education and the Career Development Model and reading program using the recommended reading lists for their appropriate SL and MOS. Master Sergeants should possess an associate's degree and be working toward a bachelor's degree. For additional information on self-development, refer to chapter 3.

(d) *Military Training.* Law Enforcement Senior Leaders Course and Military Police Pre-Command Course.

(e) *Key Development.* A Master Sergeant should strive to complete an aggregate of 24 months in Key Development assignments before they consider assignments not directly related to CMF 31. The following assignments are Key Development assignments. Detachment Sergeant and Operations NCO.

(f) *Broadening Opportunities.* Assistant Inspector General, EO Advisor, and CID Enlisted Development NCO. CID Agents should continue to seek opportunities related to CMF 31 to enhance technical and tactical competences.

## **Chapter 7. MOS 31D Professional Development Model**

Access to CMF 31 Career Maps can be accessed by visiting the Army Career Tracker (ACT) homepage (<https://actnow.army.mil>) or the DA PAM 600-25 Smartbook at <https://www.milsuite.mil/book/groups/smartbook-da-pam-600-25>.

## **Chapter 8. MOS 31E Corrections/Detention (C/D) Specialist**

a. *Major Duties.* The career progression model for the C/D Specialist is used to advise Soldiers and NCOs how their career pattern and professional development should unfold. To develop C/D Specialist into professional NCOs, their assignments must focus on a progression of leadership responsibilities within the Detention Company, Detention Battalion, Regional Correctional Facilities (RCF), and the United States Disciplinary Barracks (USDB). Soldiers should seek to balance traditional leadership positions with various C/D specific professional positions. NCOs should avoid consecutive non C/D assignments (such as going from Drill Sergeant to Recruiter duty, Instructor, or staff to similar positions). This reduces MOS proficiency due to continuous changes in modernization, structure, and doctrine. However, it is possible these situations will occur due to direct assignment from the DA G1. They should round out their careers with battalion/brigade operations experience.

b. *Prerequisites.* See DA Pam 611-21 at <https://www.milsuite.mil/book/groups/smartbookdapam611-21> for details. The waiver authority for MOS prerequisites is the USAMPS Commandant.

c. *Goals for Development.* Proficiency in C/D Operations include: reviewing and implementing emergency action plans that address minor/major prisoner disturbances, prisoner escapes, and mass casualty events associated with natural disasters, providing supervision of custody/control and accountability of US military prisoners or other detained persons (during time of war/conflict) population. Soldiers should continue developing IPC skills, pursuing other

specialized training in the C/D field, participating as a Special Reaction Team (SRT) member, appearing before incentive boards, exceeding Army Combat Fitness Test (ACFT) and basic marksmanship qualification standards, aggressive pursuit of further military and civilian education, and pursuit of duties with increased responsibilities directly related to MOS and American Correctional Association.

(1) **Private–Specialist/Corporal.**

(a) *Institutional Training.* BLC and DLC I. Formal training (completion of MOS 31E course conducted under the auspices of USAMPS) is mandatory.

(b) *Operational Assignments.* The focus during the early years of their career should be on building a strong base of technical expertise in equipment accountability, basic MOS skills and common Soldier tasks. Key development can be acquired by serving as a C/D Specialist and MP Investigator. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation.

(c) *Self-Development.* Skill level I Soldiers should develop and seek every opportunity to complete core undergraduate college courses and American Corrections Association Certified Corrections Officer Course. For additional information on self-development, refer to chapter 3.

(d) *Military Training.* MP Investigator and Special Reaction Team.

(e) *Key Development.* N/A.

(f) *Broadening Opportunities.* MP Investigator.

(2) **Sergeant.**

(a) *Institutional Training.* ALC, DLC 2, and SEJPME I.

(b) *Operational Assignments.* **Key Leadership Position for a Sergeant is a Team Leader.** Sergeants should be Team Leaders for a **minimum of 18 months.** At every opportunity Sergeants should seek the positions that allow them to gain leadership experience.

(c) *Self-Development.* American Corrections Association Certified Corrections Officer Course. Sergeants should be working toward an associate's degree. For additional information on self-development, refer to chapter 3.

(d) *Military Training.* MP Investigator and Special Reaction Team.

(e) *Key Development.* C/D NCO.

(f) *Broadening Opportunities.* MP Investigator, and Housing Unit NCO. Drill Sergeant may fulfill the NCO's requirement for key leadership position if the NCO has not had an opportunity to serve in the capacity of Team Leader in the operating force.

(3) **Staff Sergeant.**

(a) *Institutional Training.* SLC, DLC 3, and SEJPME I.

(b) *Operational assignments.* **Key Leadership Position for a Staff Sergeant is Squad Leader.** The focus during this phase of their career must be on tactical and technical assignments such as Squad Leader for a **minimum of 18 months** at C/D facilities that will increase the experience and develop the leadership level of the Staff Sergeant.

(c) *Self-Development.* American Corrections Association Certified Corrections Officer and Supervisor Course. Staff Sergeants should be working toward an associate's degree. For additional information on self-development, refer to chapter 3.

(d) *Military Training.* Anti-Terrorism Officer (Basic) and Conventional Physical Security/Crime Prevention.

(e) *Key Development.* Special Housing Unit Shift Leader, and MP Investigator Supervisor.

(f) *Broadening Opportunities.* Drill Sergeant may fulfill the NCO's requirement for key leadership position if the NCO has not had an opportunity to serve in the capacity of Squad Leader in the operating force. Drill Sergeant, Instructor, Small Group Leader, Observer Coach/Trainer, Corrections Supervisor, Corrections Liaison, MP Investigator Supervisor, Housing Unit NCO, ACA Plans and Policy NCO, and Project Supervisor; while career enhancing, generally does not allow for the same level of leadership development and should not be considered appropriate alternatives to key leadership positions.

(4) **Sergeant First Class.**

(a) *Institutional Training.* MLC, DLC 4, and SEJPME II.

(b) *Operational Assignments.* At this level, **Key Leadership Position for a Sergeant First Class is Platoon Sergeant.** Individual Performance and demonstrated potential as a Platoon Sergeant may be the deciding factor when it comes to identifying the most qualified Sergeant First Class, a Sergeant First Class with **18 months of key leadership time may be viewed as qualified, 24 months of key leadership time may be viewed as highly qualified, and 30 months or more of key leadership time may be viewed as most qualified.** Without a successful tour as a Platoon Sergeant, a Sergeant First Class will not be competitive for promotion to Master Sergeant. After serving as a Platoon Sergeant, Sergeants First Class should seek additional time as a Platoon Sergeant or in a broadening assignment. Sergeants First Class serving in a key leadership position higher than his/ her current rank or position, even if it is nonconsecutive with promotion to the next higher rank as long and that time has been documented by a DA Form 2166-9-3 will count toward key leadership time as a First Sergeant.

(c) *Self-Development.* American Corrections Association Certified Corrections Manager Course. Sergeants First Class should possess an associate's degree and be working toward a bachelor's degree. For additional information on self-development, refer to chapter 3.

(d) *Military Training.* Battle Staff NCO, Conventional Physical Security/Crime Prevention, and Anti-terrorism Officer (Advanced).

(e) *Key Development.* A Sergeant First Class should strive to complete an aggregate of 24 months in Key Development assignments before they consider assignments not directly related to CMF 31. The following assignments are Key Development assignments. Watch Commander, Operations NCO, and Special Housing Unit NCOIC.

(f) *Broadening Opportunities.* Senior Drill Sergeant may fulfill the NCO's requirement for key leadership position if the NCO has not had an opportunity to serve in the capacity of Platoon Sergeant in the operating force. Drill Sergeant, Instructor, Small Group Leader, Observer Coach/Trainer, Talent Management NCO, Training Developer, System Development NCO, Prisoner Services/Admin NCO, Plans NCO, and Corrections Supervisor; while career enhancing, generally does not allow for the same level of leadership development and should not be considered appropriate alternatives to key leadership positions.

(5) **Master Sergeant/First Sergeant.**

(a) *Institutional Training.* SMC, DLC 5, and SEJPME II.

(b) *Operational Assignments.* At this level, **Key Leadership Position for a Master Sergeant is First Sergeant.** Individual Performance and demonstrated potential as a First Sergeant may be the deciding factor when it comes to identifying the most qualified Master Sergeant, a Master Sergeant with **18 months of key leadership time may be viewed as qualified, 24 months of key leadership time may be viewed as highly qualified, and 30 months or more of key leadership time may be viewed as most qualified.** After serving as a First Sergeant, Master Sergeants should seek additional First Sergeant time by serving as the First Sergeant of a Headquarters Company or in a broadening assignment related to CMF 31. Master Sergeants serving in a key leadership position higher than their current rank or position, even if it is nonconsecutive with promotion to the next higher rank and that time has been documented by a DA Form 2166-9-3 will count toward key leadership time as an Operations Sergeant Major or Command Sergeant Major.

(c) *Self-Development.* American Corrections Association Certified Corrections Manager Course. Master Sergeants should possess an associate's degree and be working toward a bachelor's degree. For additional information refer to chapter 3.

(d) *Military Training.* Law Enforcement Senior Leaders Course.

(e) *Key Development.* A Master Sergeant should strive to complete an aggregate of 24 months in Key Development assignments before they consider assignments not directly related to CMF 31. The following assignments are Key Development assignments. Watch Commander, ACC Ops/Training NCO.

(f) *Broadening Opportunities.* Senior Career Management NCO, Inspector General NCO, Training with Industry, and Bn/Bde Operations.

## **Chapter 9. MOS 31E Professional Development Model**

Access to CMF 31 Career Maps can be accessed by visiting the Army Career Tracker (ACT) homepage (<https://actnow.army.mil>) or the DA PAM 600-25 Smartbook at <https://www.milsuite.mil/book/groups/smartbook-da-pam-600-25>.

## **Chapter 10. MOS 31K Military Working Dog Handler**

a. *Major Duties.* Military Working Dog (MWD) teams support joint forces in offensive, defensive, and stability tasks, contributes to the preservation of combat power, and enable the security environment on the battlefield and at post/camp/station. MWD teams accomplish their

mission by providing target odor detection (explosive/drug) and a less than lethal course of action that serves as a psychological deterrent. Patrol Drug Detector Dog (PDDD), Patrol Explosive Detector Dog (PEDD), and Patrol Explosive Detector Dog – Enhanced (PEDD-E) teams provide installation and maneuver commanders the ability to detect and locate hidden personnel, illicit drugs and paraphernalia, weapons, ammunition, explosive ordnance, and improvised explosive devices (IED).

*b. Prerequisites.* See DA Pam 611-21 at <https://www.milsuite.mil/book/groups/smartbookdapam611-21> for details. The waiver authority for MOS prerequisites is the Commandant, U.S. Army Military Police School (USAMPS). Formal training (completion of MOS 31K course, phase I and II, conducted under the auspices of the USAMPS) is mandatory.

*c. Goals for Development.* Soldiers should develop a thorough understanding of principles of training and handling of the Military Working Dogs, recognize the three types of learning in the training of Military Working Dogs (habituation, classical conditioning, and instrumental conditioning) and understand the primary and secondary drives in training. They must develop an understanding of how a MWD perceives its environment through the use of its senses during odor detection. MWD Handlers should develop a thorough understanding of MWD capabilities and limitations along with interpersonal communication skills in order to effectively brief senior leaders. Handlers should continue to develop decoying skills, military and civilian education, and duties with increased responsibilities directly related to MOS 31K.

#### **(1) Private-Specialist/Corporal.**

*(a) Institutional Training.* BLC and DLC I. Formal training (completion of MOS 31K course conducted under the auspices of the USAMPS) is mandatory.

*(b) Operational Assignments.* Key developmental assignment is in a MWD Detachment as a Military Working Dog Handler. Soldiers should develop and seek responsibility and take advantage of opportunities to display their motivation, initiative, and leadership skills in everyday kennel operations.

*(c) Self-Development.* Skill level I Soldiers should develop and seek every opportunity to complete core undergraduate college courses. For additional information on self-development, refer to chapter 3.

*(d) Military Training.* Hazardous Materials Courses (Driving and Handling) and PEDD-E

*(e) Key Development.* N/A

*(f) Broadening Opportunities.* Assignment as an Instructor (Military Working Dog Trainer) at the Military Working Dog Course at Joint Base San Antonio-Lackland. Soldiers graduating the MWD Handlers Course and directly assigned to D/701st should not exceed 24 months on station at Joint Base San Antonio-Lackland. Soldiers should not be assigned to D/701st more than one time at this rank.

#### **(2) Sergeant.**

*(a) Institutional Training.* ALC, DLC 2, and SEJPME I.

*(b) Operational Assignments.* **Key Leadership Position for a Sergeant is Team Leader.**

Sergeants should focus on developing tactical and technical leadership skills, serving as Team Leader in a Military Working Dog Detachment with the additional duty of handling a PDDD, PEDD, or PEDD-E. Sergeants should maintain a Team Leader position a **minimum of 18 months**. Sergeants should seek elevated levels of responsibility and take advantage of opportunities to display their motivation, initiative, and leadership skills in everyday kennel operations.

*(c) Self-Development.* Sergeants should be working toward an associate's degree. For additional information on self-development, refer to chapter 3.

*(d) Military Training.* Technical Transportation of HAZMAT, Basic Instructors Course (USAF), and Patrol Explosive Detection Dog Enhanced.

*(e) Key Development.* N/A.

*(f) Broadening Opportunities.* Drill Sergeant may fulfill the NCO's requirement for key leadership position if the NCO has not had an opportunity to serve in the capacity of Team Leader in the operating force. Assignment as an Instructor (Military Working Dog Trainer) at the Military Working Dog Course at Joint Base San Antonio-Lackland. Soldiers should not be assigned to D/701st more than one time at this rank.

*(3) Staff Sergeant.*

*(a) Institutional Training.* SLC, DLC 3, and SEJPME I.

*(b) Operational Assignments.* **Key Leadership Position for a Staff Sergeant is Squad Leader.** Staff Sergeants should serve a **minimum of 18 months, 24 months optimal**, as a Squad Leader within a Military Working Dog Detachment with the additional duty of handling a PEDD or PEDD-E. Staff Sergeants should focus on serving in an operational assignment before serving in broadening assignments.

*(c) Self-Development.* Staff Sergeants should be working towards an associate's degree. For additional information on self-development, refer to chapter 3.

*(d) Military Training.* Military Working Dog Trainer/Kennel Master Course, Anti-Terrorism Officer (Basic) and Conventional Physical Security/Crime Prevention.

*(e) Key Development.* MWD Plans NCO and Operations NCO. Consideration for promotion to Sergeant First Class is considerably weighed for those Staff Sergeants having served at least 12 months as a Military Working Dog Plans NCO post Key Leadership Position.

*(f) Broadening Opportunities.* Drill Sergeant may fulfill the NCO's requirement for key leadership position if the NCO has not had an opportunity to serve in the capacity of Squad Leader in the operating force. Drill Sergeant, Instructor, Small Group Leader, MWD Handler O/C, and MWD Trainer; while career enhancing, generally does not allow for the same level of leadership development and should not be considered appropriate alternatives to key leadership positions. Soldiers should not be assigned to D/701st more than one time at this rank.

*(4) Sergeant First Class.*

(a) *Institutional Training.* MLC, DLC 4, and SEJPME II.

(b) *Operational assignments.* At this level, **Key Leadership Position for a Sergeant First Class is Kennel Master.** Individual Performance and demonstrated potential as a **Kennel Master** may be the deciding factor when it comes to identifying the most qualified Sergeant First Class, a Sergeant First Class with **18 months of key leadership time may be viewed as qualified, 24 months of key leadership time may be viewed as highly qualified, and 30 months or more of key leadership time may be viewed as most qualified.** Without a successful tour as a Kennel Master, a Sergeant First Class will not be competitive for promotion to Master Sergeant. After serving as a Kennel Master, Sergeants First Class should seek additional times as a Kennel Master or in a broadening assignment. Sergeants First Class serving in a key leadership position higher than their current rank or position, even if it is nonconsecutive with promotion to the next higher rank and that time has been documented by a DA Form 2166-9-3 will count toward key leadership time as a First Sergeant or MWD Program Manager.

(c) *Self-Development.* Sergeants First Class should possess an associate's degree and be working toward a bachelor's degree. For additional information on self-development, refer to chapter 3.

(d) *Military Training.* Military Working Dog Trainer/Kennel Master Course, Conventional Physical Security/Crime Prevention, Anti-Terrorism Officer (Basic), and Battle Staff NCO.

(e) Key Development. Operations NCO and BDE MWD Operations NCO.

(f) *Broadening Opportunities.* Senior Drill Sergeant may fulfill the NCO's requirement for key leadership position if the NCO has not had an opportunity to serve in the capacity of Kennel Master in the operating force. Drill Sergeant, Small Group Leader, Instructor, MWD Trainer, Talent Management NCO (HRC), Multi-Purpose Canine Program Manager, and Senior Training Management NCO (MWD); while career enhancing, generally does not allow for the same level of leadership development and should not be considered appropriate alternatives to key leadership positions.

(5) **Master Sergeant/First Sergeant.**

(a) *Institutional Training.* SMC, DLC 5, and SEJPME II.

(b) *Operational Assignments* At this level, **Key Leadership Position for a Master Sergeant is First Sergeant or MWD Program Manager.** Individual Performance and demonstrated potential as a First Sergeant or MWD Program Manager may be the deciding factor when it comes to identifying the most qualified Master Sergeant, a Master Sergeant with **18 months of key leadership time may be viewed as qualified, 24 months of key leadership time may be viewed as highly qualified, and 30 months or more of key leadership time may be viewed as most qualified.** After serving as a First Sergeant or MWD Program manager, Master Sergeants should seek additional First Sergeant or MWD Program manager; or in a broadening assignment. Master Sergeants serving in a key leadership position higher than their current rank or position, even if it is nonconsecutive with promotion to the next higher rank and that time has been documented by a DA Form 2166-9-3 will count toward key leadership time as an Operations Sergeant Major or Command Sergeant Major.

(c) *Self-Development.* Master Sergeants should possess an associate's degree and be working toward a bachelor's degree. For additional information on self-development, refer to chapter 3.

(d) *Military Training.* Law Enforcement Senior Leaders Course and Capabilities Development Course.

(e) *Key Development.* A Master Sergeant should strive to complete an aggregate of 24 months in Key Development assignments before they consider assignments not directly related to CMF 31. The following assignments are Key Development assignments. MWD Course Manager

(f) *Broadening Opportunities.* MWD Career Management NCO, Senior Training Developer, and Training Development Systems NCO (MWD).

## **Chapter 11. MOS 31K Professional Development Model**

Access to CMF 31 Career Maps can be accessed by visiting the Army Career Tracker (ACT) homepage (<https://actnow.army.mil>) or the DA PAM 600-25 Smartbook at <https://www.milsuite.mil/book/groups/smartbook-da-pam-600-25>.

## **Chapter 12. MOS 31Z Senior Military Police Sergeant, Sergeant Major/ Command Sergeant Major**

a. *Major Duties.* The Senior Military Police Sergeant must be knowledgeable in the technical mission, responsibilities, and operations of the three Military Police Disciplines (Security and Mobility Support, Detention Operations, and Policing Operations) and the Military Police Functional Activities (Law and Order, Investigations Operations, Military Working Dog Operations, and Corrections/ Detentions operations) to support future Multi-Domain and Large Scale Combat Operations. The Senior Military Police Sergeant at the rank of Sergeant Major includes four CMF 31 MOSs (MOS 31B, 31D, 31E, 31K) and performs the leadership and supervisory duties of the former MOSs. The Senior Military Police Sergeant is the principle Noncommissioned Officer who supervises and performs related duties as the senior advisor and principal staff NCO to Commanders, Directors, Chiefs of Departments and staff agencies on security and mobility support, detention operations, and policing operations including criminal investigations and Military Working Dog Operations. They perform duties in multifunctional Military Police organizations formed in Operational and Generating units responsible for the multi-faceted policing and security capabilities that are a valuable enablers for commanders to shape the security environment both home and abroad.

(1) The Sergeant Major (SGM) is the senior Noncommissioned Officer or serves as an Operations Sergeant at the various levels of command from the battalion level through various senior level headquarters to manage the daily activities and operations for a headquarters. Additionally, a Sergeant Major can serve in a variety of key positions that require senior NCO experience to advise commanders on Military Police Disciplines and Functional Activities.

(2) The Command Sergeants Major (CSM) is the senior Noncommissioned Officer of a Military Police Battalion (O-5 level of command) or Brigade/ Group (O-6 level of command). They are the primary advisor to the commander and their staff on all matters pertaining to enlisted personnel, individual training, and advance skills training. They provide vast experience and knowledge to the commander and staff in regards to Soldier equipment and seasoned experience in Military Police Disciplines and Functional Activities. The Command Sergeant

Major enforces the implementation of established policies and standards on the performance, training, appearance, and conduct of enlisted personnel within the command.

*b. Prerequisites.* See DA Pam 611-21 at <https://www.milsuite.mil/book/groups/smartbookdapam611-21> for details.

*c. Goals for Development.* This is the culmination for all MOSs in CMF31. The career development plans preceding this MOS will assist Soldiers in arriving at this level. MOS 31Z, Senior NCOs will fill positions in both TOE and TDA organizations. Individual Performance and demonstrated potential at each level of the SGM/CSM Professional Development Proficiency Code table may be the deciding factor when it comes to identifying the most qualified Sergeant Major/Command Sergeant Major to be selected on the Battalion/Brigade Centralized Section List.

#### **(1) Sergeant Major/Command Sergeant Major**

*(a) Institutional Training.* All Sergeants Major must be graduates of the US Army Sergeants Major Academy (USASMA) and SEJPME II. Sergeants Major should strive to complete Distributed Leader Course (DLC) 6 in order to meet the prerequisites for selection to the Nominative level. Sergeants Major and Command Sergeants Major may attend a variety of training based on the requirements of their duty positions.

*(b) Operational Assignments.* **The Key Leadership position for Sergeant Major is Battalion or Brigade/Group Command Sergeant Major for a minimum of 24 months at each level.**

*(c) Self-Development.* Sergeants Major should hold a bachelor's degree and be working towards a master's degree. Sergeants Major should take advantage of civilian education opportunities and actively seek to acquire the skills required to perform at the highest level, Sergeants Major that fail to develop new and complex skills required to perform in Operational and Generating units may be considered less adaptive and agile than their peers. Experience and leadership skills gained through a variety of challenging and developmental duty assignments are paramount for progression and selection as a CSM or nominative position. For additional information on self-development, refer to chapter 3.

*(d) Military Training.* Law Enforcement Senior Leaders Course (LES LC), Military Police Pre-Command Course (MPCC), Senior Leaders Seminar, and Keystone Course.

*(e) Key Development.* Battalion/Brigade/Group Operations Sergeant Major, Facility SGM, Directorate of Emergency Services SGM, Chief Career Management NCO, G2/G3 Sergeant Major at CID Headquarters, Military District of Washington Provost SGM, and Provost NCO (TRADOC/FORSCOM/IMCOM/USAREUR-AF/USARPAC).

*(f) Broadening Opportunities.* Basic Military Police Training Division SGM, Directorate of Training SGM (USAMPS), Directorate of Plans and Operations SGM (USAMPS), NCOA Assistant Commandant (MSCOE), Enlisted MP Branch SGM, USASMA Small Group Leader, USASMA Fellowship, Military Working Dog Program Sergeant Major, and Observer-Coach Command Sergeant Major (2x Bn CSM).

### **Chapter 13. MOS 31Z Professional Development Model**

Access to CMF 31 Career Maps can be accessed by visiting the Army Career Tracker (ACT)

homepage (<https://actnow.army.mil>) or the DA PAM 600-25 Smartbook at <https://www.milsuite.mil/book/groups/smartbook-da-pam-600-25>.

## **Chapter 14. SGM/CSM Professional Development Proficiency Code Table**

a. *Numerical listing of skills.* 6S,6K,6C,6P,7S,7K,7C,7P,8S,8T,8U,8V,8A,8C,8D,8E,8F.

b. ASIs (Professional Development Proficiency Codes (PDPCs) associated with CMF 31 SGM/CSM: 6S Initial Level Sergeant Major (SGM) Experience; 6K Initial Level Sergeant Major, (SGM) Key Billet Experience; 6C Battalion Level Command Sergeant Major (CSM) Experience; 6P (6C for CMF 31) Post Battalion Level Command Sergeant Major (CSM) Experience; 7S Primary Level Sergeant Major (SGM) Experience; 7K Primary Level Sergeant Major (SGM) Key Billet Experience; 7C Brigade Level Command Sergeant Major (CSM) Experience; 7P (7C for CMF 31) Post Brigade Level Command Sergeant Major (CSM) Experience; 8S General Officer Level 1 Nominative Sergeant Major (SGM) Experience; 8T General Officer Level 2 Nominative Sergeant Major (SGM) Experience; 8U General Officer Level 3 Nominative Sergeant Major (SGM) Experience; 8V General Officer Level 4 Nominative Sergeant Major (SGM) Experience; 8A General Officer Level Sergeant Major (CSM/SGM) Experience; 8C General Officer Level 1 Nominative Command Sergeant Major (CSM) Experience; 8D General Officer Level 2 Nominative Command Sergeant Major (CSM) Experience; 8E General Officer Level 3 Nominative Command Sergeant Major (CSM) Experience; 8F General Officer Level 4 Nominative Command Sergeant Major (CSM) Experience.

## **Chapter 15. Reserve Component (RC)**

The integrated use of the RC is essential to the successful accomplishment of Military Police operations. The RC represents substantive elements of structure and capability in the Military Police force. The RC NCO must possess the same qualifications and capabilities as the Active Component NCO. Duty assignments, training, and self-development for career progression parallel that of the Active Component. Although geographical limitations will determine the types of units in which RC Soldiers may serve, the RC professional development NCOPDS satisfies both professional development and functional area requirements.