

## Chapter 6. MOS 31D Department of the Army Criminal Investigation Division (CID) Special Agent (Active Component)

a. **Mission.** CID is an independent federal law enforcement agency that serves as the Army's Military Criminal Investigative Organization (MCIO) and Protection Providing Organization (PPO). CID is responsible for conducting felony criminal investigations and operations; war crimes and terrorism investigations; criminal intelligence collection and analysis; cybercrime investigations and operations; multidimensional forensic support; and protective service operations for high-risk personnel. CID supports the total Army force by enhancing operational readiness and ensuring the Army's ability to fight and win the nation's wars. Operating across all domains and throughout the spectrum of conflict, CID is the only organization within the Army uniquely organized, equipped, and trained to execute this mission.

b. **Structure.** CID is a Table of Distribution and Allowances (TDA) organization with an operational structure that mirrors a federal law enforcement agency, such as the FBI. The hierarchy is organized into Field Office/Directorate (equivalent to a Battalion level), Resident Agency (equivalent to a Company level), and Resident Unit (equivalent to a Platoon level). CID comprises several specialized sections, including the General Crimes Team, Special Victims Team, Economic Crimes Team, Drug Suppression Team, Digital Forensic Examiners, Evidence Response Team, Protective Services, and Investigations and Operations Directorate. CID Special Agents operate within cross functional groups and small, mission-focused teams.

c. **Major Duties.** CID Special Agents develop and sustain expertise through institutional training, operational assignments, and continuous self-development. CID Special Agents may deploy with their units or individually in support of joint, multinational, humanitarian and peace keeping missions. Recognized as federal agents (law enforcement officers) under 28 Code of Federal Regulation (CFR), Section 60.2 and 60.3, CID Special Agents are required to demonstrate proficiency in investigative techniques and protective operations. At a minimum, CID Special Agents must possess knowledge and skills in the following areas:

- (1) Investigate felony and other significant crimes under Uniform Code of Military Justice (UCMJ) and Federal law.
- (2) Planning, organizing, conducting, and/or supervising felony investigations.
- (3) Examining and processing crime scenes.
- (4) Collecting, preserving, and evaluating physical evidence for scientific analysis and judicial proceedings.
- (5) Obtaining and executing apprehension and search authorizations, including DoD Inspector General Subpoenas.
- (6) Planning and/or supervising raids and task force operations.
- (7) Interviewing victims and witnesses, interrogating suspects, and obtaining sworn statements.
- (8) Developing and managing the activities of sources (informants).
- (9) Representing the Army in joint investigations with federal, state, local, and foreign agencies.
- (10) Testifying before courts martial, federal courts, disciplinary boards, and other tribunals.
- (11) Writing, reviewing, and/or approving technical investigative reports.
- (12) Recommending crime prevention measures to commanders.
- (13) Conducting personal security vulnerability assessments.
- (14) Providing personal security for designated officials.
- (15) Supervising investigative case management and operations.
- (16) Offering technical guidance to subordinates.

- (17) Collecting, analyzing and disseminating criminal intelligence to support force protection.
- (18) Developing and conducting training in investigative methods and techniques.

Special Agents assigned to protective operations plan and execute worldwide protection missions for designated officials, including the Secretary and Deputy Secretary of Defense, Chairman and Vice Chairman of the Joint Chiefs of Staff, Secretary and Chief of Staff of the Army, and other designated High-Risk Personnel (HRP). These responsibilities extend to combatant commanders, HRP family members, former and retired DoD officials, and foreign dignitaries during U.S.-sponsored visits. CID manages the largest executive protection mission within the Department of Defense (DoD). In addition to their protective responsibilities, CID Agent's investigate complex cases involving drug-related crimes, sexual and domestic violence, and death investigations. These missions require advanced investigative techniques, critical thinking, and the ability to adapt to the unique circumstances at every threat or crime scene.

CID Agent's must demonstrate competence, confidence, and potential for greater responsibility in all protective and investigative duties. Army selection boards must assess this potential by reviewing performance in assigned duties, formal training, and certifications documented in an Agent's Army Military Human Resources Record (AMHRR). Unit-specific duties are not in FMSWeb (Force Management System web site) but enhance unit functionality and further develop technical and tactical skills to prepare Agents for positions of greater responsibilities. Developmental and unit-specific duties vary by assignment. **These duties compliment but do not replace the foundational role of investigating felony crimes and conducting protective missions.**

d. **Prerequisites.** See DA Pam 611-21 at <https://www.army.mil/g-1#org-g-1-publications> 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 Director, CID. The applicant must successfully complete the CID Special Agent Course followed by successful completion of the Field Training Agent Program (FTAP). CID is an in-service accession MOS. Agents hold accreditation and credentials as a Department of the Army Criminal Investigation Division Special Agent.

e. **Goals for Development.** Proficiency in CID disciplines: investigations and protection missions. CID Special Agents are encouraged to apply for and attend advanced training in specialized fields, such as digital forensics or forensic science. CID Special Agents may pursue technical certifications from organizations like the International Association for Identification (IAI), the American Board of Medico-Legal Death Investigators (ABMDI), and the American Academy of Forensics Science (AAFS). Advanced training opportunities include programs with the FBI National Academy, Federal Law Enforcement Training Centers, Canadian Police College, and Metropolitan Police Academy, among others. Exceeding Army Combat Fitness Test (ACFT) standards and basic marksman weapon standards, aggressive pursuit of further military and civilian education, and continued pursuit of duties with increased responsibilities directly related to the MOS are expected. CID Special Agents should seek opportunities to separate themselves from their peers by obtaining the Expert Soldier Badge. CID Special Agents serving as Instructors should strive to earn their Basic Army Instructor Badge (BAIB), Senior Army Instructor Badge (SAIB), and Master Army Instructor Badge (MAIB).

### **1. Sergeant.**

(a) **Operational Assignments:** During this phase of their career, Sergeants (SGT) focus on developing core investigative competencies and technical skills in both investigations and protective services. Newly assigned Agents should dedicate their first 24 to 36 months honing

these foundational skills. **All MOS 31D hold the duty title of CID Special Agent**, and CID does not assign differing duty titles based on rank, as seen in traditional army units (i.e., Team Leader). A SGT with 18-24 months of successful experience as a Special Agent may be viewed as highly qualified, while those with 30 months or more may viewed as most qualified. Sergeants serving in positions above their current rank or position, even if nonconsecutive, may have this time credited toward their qualifications as Staff Sergeant, provided it is documented on a DA Form 2166-9-1. SGTs should maintain their position as CID Special Agent for a minimum of 24 months before pursuing other assignments or advanced specialties, such as Digital Forensic Examiner (DFE) or Forensic Science Technician (FST).

While not officially documented as positions in FMSWeb, Special Agents are primarily responsible for conducting investigations and protection missions. SGTs performing unit-specific duties, such as Case Agent or Protective Services Agent, should be viewed favorably. The unit-specific duties assigned vary by location and assignment.

(1) **Case Agent:** Special Agents tasked with conducting criminal investigations. This is the primary role of Agents not assigned to protection missions.

(2) **Protective Services Agent:** Special Agents assigned to the protective mission for CID. These Agents plan and execute worldwide protection operations to ensure the safety of designated protectees. CID oversees the largest executive protection mission within the DoD, safeguarding: the Secretary and Deputy Secretary of Defense, Chairman and Vice Chairman of the Joint Chiefs of Staff, Secretary and Chief of Staff of the Army, additional High-Risk Personnel (HRP)--including combatant commanders, their family members, and former or retired DoD officials, visiting foreign ministers and chiefs of defense during U.S-sponsored visits.

(b) *Broadening Assignments:* Sergeants do not have 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.

(c) *Institutional Training.* Basic Leader Course (BLC). Completion of CID Special Agent Course (CIDSAC) conducted under the auspices of CID is mandatory.

(d) *Additional Training.* SGTs may be selected to attend one or more of the following courses to enhance their investigative competencies and technical skills: Protective Services Training; Child Abuse Prevention Investigative Techniques; Domestic Violence Intervention Training; Special Victim Capabilities Course; and Digital Media Collector. SGTs may also attend any number of installation or functional courses such as unit armorer, ammunition handler, and unit prevention leader (UPL).

(e) *Self-Development.* SGTs should possess an associate's degree and actively work toward a bachelor's degree. Continued pursuit of additional training and education in any discipline is highly encouraged and can contribute to personal and professional growth. Agents are also encouraged to take advantage of civilian credentialing opportunities, participate in educational programs, and attend professional development conferences to enhance their skills and career progression. Maintaining and improving physical fitness should remain a priority, as it is essential to the demands of their role. Agents should seek opportunities to separate themselves from their peers by obtaining the Expert Soldier Badge.

## **2. Staff Sergeant.**

(a) *Operational Assignments:* During this phase, Staff Sergeants (SSG) focus on the continued development and refinement of core investigative competencies and technical skills in both

investigations and protective services. **All MOS 31D hold the duty title of CID Special Agent**, and CID does not assign differing duty titles based on rank, as seen in traditional army units (i.e., Squad Leader). Individual performance and demonstrated potential as a Special Agent are key factors in identifying the most qualified. A SSG with 18-24 months of successful experience as a Special Agent in this grade may be viewed as highly qualified, while those with 30 months or more may be viewed as most qualified. SSGs serving in positions above their current rank or position, even if nonconsecutive, may have this time credited toward their qualifications as Sergeant First Class, provided it is documented on a DA Form 2166-9-2.

SSGs often serve in a variety of duties in addition to their primary roles of conducting investigations (Case Agent) and protection (Protective Services Agent). While these duties are not officially documented in FMSWeb, they enhance unit operations, develop technical and tactical skills, and demonstrate increased responsibility, setting the Agent apart from peers. Leaders must ensure that the duties and responsibilities are clearly articulated in the NCO's evaluations to provide clarity to evaluation boards. These roles are equivalent to a Squad Leader in traditional units. The unit-specific duties assigned vary by location and assignment. SSGs performing unit-specific duties, such as Firearms Instructor, Evidence Response Team, Primary/Alternate Evidence Custodian, or Crisis Negotiation Response Team Member, should be viewed favorably.

(1) **Firearms Instructor (FI):** Certified law enforcement firearms instructors oversee range operations within their Field office and subordinate units. They teach advanced firing techniques, identify and resolve shooting issues, and ensure all personnel meet stringent firearms proficiency standards through dynamic, stress-based live-fire courses.

(2) **Evidence Response Team (ERT):** Special Agents assigned to ERT provide critical support by recovering evidence and documenting scenes.

(3) **Primary/Alternate Evidence Custodian:** These Agents are responsible for securely storing, maintaining, and protecting the integrity of evidence until it is needed for trial.

(4) **Crisis Negotiation Response Team Member:** Crisis Negotiators are specially trained to handle volatile situations, such as barricaded subjects and hostage situations. Their role is to de-escalate threats of violence through communication and negotiation.

(b) *Broadening Assignments:* Instructor/Writer 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 Special Agents are also not authorized in non-nominative assignments such as ROTC Military Science Instructors.

(c) *Institutional Training.* Advanced Leader Course (ALC). As Special Agents advance in their careers, they are expected to handle more complex investigations, operate with less direct oversight, and continually hone their investigative and protection skills. ALC offers Special Agents selected for promotion an opportunity to develop these competencies further.

(d) *Additional Training.* In addition to the courses listed for SGT, MOS 31D SSGs may be selected to attend courses specifically designed to improve their technical skills or duty positions as prescribed by their leadership such as Advanced Crime Scene Investigative Techniques; Common Faculty Development-Instructor Course (CFD-IC), Holistic Health and Fitness Integrator.

(e) *Self-Development.* SSGs should possess an associate's degree and actively work toward completing a bachelor's degree. Continued pursuit of additional training and education in any discipline is highly encouraged and can contribute to personal and professional growth. Agents

are also encouraged to take advantage of civilian credentialing opportunities, participate in educational programs, and attend professional development conferences to enhance their skills and career progression. Maintaining and improving physical fitness should remain a priority, as it is essential to the demands of their role. Agents should seek opportunities to separate themselves from their peers by obtaining the Expert Soldier Badge. Agents serving as Instructors should strive to earn their Basic Army Instructor Badge (BAIB), Senior Army Instructor Badge (SAIB), and Master Army Instructor Badge (MAIB).

### **3. Sergeant First Class.**

(a) *Operational Assignments:* During this phase of their career, Sergeants First Class (SFC) are expected to maintain technical proficiency in their area of expertise while taking on increased levels of responsibility. **All MOS 31D hold the duty title of CID Special Agent**, and CID does not assign differing duty titles based on rank, as seen in traditional army units (i.e., Platoon Sergeant or Detachment Sergeant). Individual performance and demonstrated potential as a Special Agent are key factors in identifying the most qualified. A SFC with 18-24 months of successful experience as a Special Agent in this grade may be viewed as highly qualified, while those with 30 months or more may be viewed as most qualified. SFCs serving in positions above their current rank or position, even if nonconsecutive, may have this time credited toward their qualifications as Master Sergeant, provided it is documented on a DA Form 2166-9-2.

In addition to their primary roles of conducting investigations (Case Agent) and protection (Protective Services Agent), SFCs often take on unit-specific duties that enhance unit operations, develop technical and tactical skills, and demonstrate increased responsibility. Leaders must ensure that the duties and responsibilities are clearly articulated in the NCO's evaluations to provide clarity to evaluation boards. These roles are equivalent to Platoon Sergeant in traditional units and vary by location and assignment. SFCs performing unit-specific duties, such as Field Training Agent, Behavioral Threat Assessment Consultant, Forensic Science Technician, or Defensive Tactics Instructor, should be viewed favorably.

(1) **Field Training Agent (FTA):** Experienced Special Agents selected to train, mentor, evaluate, and certify new Special Agents on CID policy and investigative procedures. FTAs ensure new agents are prepared to function independently by the end of their training cycle. Senior FTAs are hand-selected based on their experience, expertise, and teaching ability, and have completed the FTA trainer program.

(2) **Behavioral Threat Assessment Consultant:** Special Agents specially trained to provide initial and ongoing threat assessment and threat management support to criminal investigations and acts of targeted violence.

(3) **Forensic Science Technician:** Special Agent responsible for analysis and oversight of the primary scene, and any secondary scenes. Duties include identifying, collecting, and processing evidence; documenting the scenes with appropriate photography, video and /or sketches; laboratory coordination; and requests for additional or advanced forensic support.

(4) **Defensive Tactics Instructor:** Special Agents certified through the FLETC Control Tactics Instructor course, or other CID approved instructor course programs to train CID personnel in proper defensive and control tactics. These techniques are applicable across a range of scenarios, from handling compliant subjects to responding to deadly threats.

(b) *Broadening Assignments:* Instructor/Writer, Small Group Leader, and Inspector General 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.

(c) *Institutional Training*. Senior Leader Course (SLC). As Special Agents advance in their careers, they are expected to handle more complex investigations, operate with less direct oversight, and continually hone their investigative and protection skills. SLC offers Special Agents selected for promotion an opportunity to develop these competencies further.

(d) *Additional Training*. In addition to the courses listed in the preceding levels of skill, SFC may be selected to attend courses specifically designed to improve their technical skills or duty positions as prescribed by their leadership such as Crime and Criminal Intelligence Analyst Course.

(e) *Self-Development*. SFC should possess a bachelor's degree or be actively pursuing credential/certification. Continued pursuit of additional training and education in any discipline is highly encouraged and can contribute to personal and professional growth. Agents are also encouraged to take advantage of civilian credentialing opportunities, participate in educational programs, and attend professional development conferences to enhance their skills and career progression. Maintaining and improving physical fitness should remain a priority, as it is essential to the demands of their role. Agents should seek opportunities to separate themselves from their peers by obtaining the Expert Soldier Badge. Agents serving as Instructors should strive to earn their Basic Army Instructor Badge (BAIB), Senior Army Instructor Badge (SAIB), and Master Army Instructor Badge (MAIB).

#### **4. Master Sergeant.**

(a) *Operational Assignments*: During this phase of their career, Master Sergeant (MSG) are expected to maintain superior investigative proficiency and protective service expertise. MSGs have demonstrated themselves as highly competent technical experts with the ability to engage and give counsel to senior leadership. **All MOS 31D hold the duty title of CID Special Agent**, and CID does not assign differing duty titles based on rank, as seen in traditional army units (i.e., Operations Sergeant or First Sergeant). Individual performance and demonstrated potential as a Special Agent are key factors in identifying the most qualified. A MSG with 18-24 months of successful experience as a Special Agent in this grade may be viewed as highly qualified, while those with 30 months or more may viewed as most qualified. MSGs serving in positions above their current rank or position, even if nonconsecutive, may have this time credited toward their qualifications as an Operations Sergeant Major or Command Sergeant Major, provided it is documented on a DA Form 2166-9-2.

In addition to their primary roles of conducting investigations (Case Agent) and protection (Protective Services Agent), MSGs often take on unit-specific duties that enhance unit operations, develop technical and tactical skills, and demonstrate increased responsibility. Leaders must ensure that the duties and responsibilities are clearly articulated in the NCO's evaluations to provide clarity to evaluation boards. These roles are equivalent to Operations Sergeant or First Sergeant in traditional units and vary by location and assignment. MSGs performing unit-specific duties, such as Investigation and Operations (IOD) Desk Officer, Field Training Lead, Evidence Response Team (ERT) Program Manager, Field Office Tactics Advisor (FOTA), or Supervisory Special Agent, should be viewed favorably.

(1) **Investigation and Operations (IOD) Desk Officer** (equivalent to an Operations Sergeant): Experienced Special Agents serve at CID headquarters, to monitor and provide insight into active investigations across CID offices worldwide. They act as direct liaisons between Field Offices and CID leadership.

(2) **Field Training Lead** (equivalent to an Operations Sergeant): Special Agents who supervise Field Training Agents within their Field Office area of responsibility (AOR). They

monitor the progress of agents-in-training during the 16-week training program and ensure readiness for independent operations.

(3) **Evidence Response Team (ERT) Program Manager** (equivalent to an Operations Sergeant): Experienced Agents are responsible for establishing local Evidence Response Team procedures, training, and support. They ensure ERT activities align with CID and federal law enforcement standards.

(4) **Field Office Tactics Advisor (FOTA)** (equivalent to an Operations Sergeant): Special Agents are responsible for all tactical training and operational planning within their Field Office. Duties include reviewing all operational plans, developing annual training guidance, scheduling training events, and ensuring all tactical training (i.e., firearms, defensive tactics, use of force, de-escalation) aligns with CID and federal law enforcement standards. FOTAs are certified in all above listed tactics and firearms instructor training and demonstrate instruction capability.

(5) **Supervisory Special Agent** (equivalent to a 1SG): Senior Special Agents are responsible for leading Resident Agencies, Resident Units, or multiple teams of Special Agents. They oversee team operations and ensure operations align with CID objectives and mission priorities.

(b) *Broadening Assignments*: Inspector General NCO, EO Advisor, and CID Enlisted 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.

(c) *Institutional Training*. Master Leader Course (MLC).

(d) *Additional Training*. Additional training required for MOS 31D MSGs will be dictated by the NCOs leadership.

(e) *Self-Development*. MSG should possess a bachelor's degree or be actively pursuing credential/certification. Continued pursuit of additional training and education in any discipline is highly encouraged and can contribute to personal and professional growth. Agents are also encouraged to take advantage of civilian credentialing opportunities, participate in educational programs, and attend professional development conferences to enhance their skills and career progression. Maintaining and improving physical fitness should remain a priority, as it is essential to the demands of their role. Agents should seek opportunities to separate themselves from their peers by obtaining the Expert Soldier Badge. Agents serving as Instructors should strive to earn their Basic Army Instructor Badge (BAIB), Senior Army Instructor Badge (SAIB), and Master Army Instructor Badge (MAIB).

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

The CMF 31D Career Maps can be accessed by visiting the Army Career Tracker (ACT) homepage: <https://actnow.army.mil>.

## **Chapter 8. MOS 31D Department of the Army Criminal Investigation Division (CID) (Reserve Component)**

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 supervise and/or conduct 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.army.mil/g-1#org-g-1-publications> 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 Director, CID. The applicant must successfully complete the CID Special Agent Course followed by successful completion of the Field Training Agent Program (FTAP). CID is an in-service accession MOS. Agents hold accreditation and credentials as a Department of the Army Criminal Investigation Division Special Agent.

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 pursuit of duties with increased responsibilities directly related to MOS is highly encouraged.

#### (1) Sergeant.

(a) Institutional Training. BLC and EJPME I. Completion of CID Special Agent Course (CIDSAC) conducted under the auspices of USAMPS is mandatory.

(b) Operational Assignments. The focus during this phase of their career should be on developing leadership skills and tactical and technical expertise and knowledge in both operational and law enforcement assignments. **The Key Leadership Position for a Sergeant is Special Agent.** A 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. Sergeants serving in a key leadership position higher than their current rank or position, even if it is nonconsecutive with a portion to the next higher rank with that time documented by a DA Form 2166-9-1 will count toward key leadership time as a Special Agent. NCOs should continuously seek opportunities that applies their experience and leadership skills. Sergeants should broaden technical, tactical, and leadership skills in support of 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 Science (FSE) Technician.

(c) Self-Development. Refer to the applicable chapters of the Soldier's Manual, MOS 31D, CID Special Agent SL2 for Sergeants' tasks. Sergeants should possess an associate's degree and be working toward a bachelor's degree. Soldiers should seek every opportunity to further develop their level of physical fitness. Soldiers should seek opportunities to separate themselves from their peers by obtaining the Expert Soldier Badge. For additional information on self-development, refer to chapter 3.

(d) Military Training. Common Faculty Development-Instructor Course (CFD-IC), Protective Services Training, Child Abuse Prevention Investigative Techniques, Domestic Violence Intervention Training, Special Victim Capability, and Advanced Crime Scene Investigative Techniques.

(e) Critical 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. Special Agents should continue to seek opportunities related to CMF 31 to enhance technical and tactical competences.

## (2) Staff Sergeant.

(a) Institutional Training. ALC and EJPME I.

(b) Operational Assignments. **Key Leadership Position for a Staff Sergeant is Special Agent.** The focus during this phase of their career must be on continued development and refinement of their leadership skills and while serving in operational assignments. Individual performance and demonstrated potential as a Special Agent may be the deciding factor when it comes to identifying the most qualified Staff Sergeant. A Staff 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. Staff 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 with that time documented by a DA Form 2166-9-2 will count toward key leadership time as a Detachment Sergeant. 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 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. Without a successful tour of key leadership time related to CMF 31 as a Special Agent, a Staff Sergeant will not be competitive for promotion to Sergeant First Class. NCOs should continuously seek opportunities that apply their experience and leadership skills.

(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. Soldiers should seek every opportunity to further develop their level of physical fitness. Soldiers should seek opportunities to separate themselves from their peers by obtaining the Expert Soldier Badge. Soldiers serving as Instructors should strive to earn their Basic Army Instructor Badge (BAIB), Senior Army Instructor Badge (SAIB), and Master Army Instructor Badge (MAIB). For additional information on self-development, refer to chapter 3.

(d) Military Training. Protective Services Training, Common Faculty Development-Instructor Course (CFD-IC) 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) Critical Development. Protective Service Agent and Criminal Intelligence NCO.

(f) Broadening Opportunities. Instructor/Writer 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 competencies.

### (3) Sergeant First Class.

(a) Institutional Training. SLC and EJPME II.

(b) Operational Assignments. At this point in their career, Sergeants First Class should strive for tactical and technical expertise in operational units and law enforcement assignments. **The 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 with that time documented by a DA Form 2166-9-2 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. Soldiers should seek every opportunity to further develop their level of physical fitness. Soldiers should seek opportunities to separate themselves from their peers by obtaining the Expert Soldier Badge. Soldiers serving as Instructors should strive to earn their Basic Army Instructor Badge (BAIB), Senior Army Instructor Badge (SAIB), and Master Army Instructor Badge (MAIB). 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) Critical Development. A Sergeant First Class should strive to complete an aggregate of 24 months in key development assignments. The following assignments are critical development assignments Operations NCO, Evidence Custodian, Criminal Intelligence NCO and Protective Service NCO, Evidence Custodian, Protective Service NCO, Operations NCO, and Criminal Intel NCO.

(f) Broadening Opportunities. Instructor/Writer, Small Group Leader, Training Developer NCO, Talent Management NCO (HRC), IG NCO, and System Development NCO, Talent Management NCO, Training Developer, System Development NCO, and Inspector General 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 competencies.

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

(a) Institutional Training. MLC, SMC, and EJPME II.

(b) Operational Assignments. At this level, Master Sergeants should demonstrate tactical and technical mastery of the required knowledge, skills and behaviors in both operational and law enforcement assignments. **The 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.** Without a successful tour as a First Sergeant, a Master Sergeant will not be competitive for promotion to Sergeant Major. 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 with that time documented by a DA Form 2166-9-2 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. Soldiers should seek every opportunity to further develop their level of physical fitness. Soldiers should seek opportunities to separate themselves from their peers by obtaining the Expert Soldier Badge. Soldiers serving as Instructors should strive to earn their Basic Army Instructor Badge (BAIB), Senior Army Instructor Badge (SAIB), and Master Army Instructor Badge (MAIB). 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) Critical Development. A Master Sergeant should strive to complete an aggregate of **24 months** in key development assignments before considering assignments not directly related to CMF 31. The following assignments are critical 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 competencies.