

Military Police (CMF 31) Career Progression Plan

Chapter 1. Duties

a. *Purpose.* The Military Police Corps enhances maneuver during large-scale combat, multidomain operations, and leverages unique authorities to conduct persistent police and law enforcement operations throughout the spectrum of conflict. MP detects, disrupts, denies, and interdicts regular and irregular threats with specially equipped and highly trained forces in the deep operational area, the strategic support area (SSA), and in the operational support area to sustain tempo, maximize reach of US, allied and partner combat and sustainment forces. MP conducts law enforcement operations, police intelligence operations, and corrections and detention operations globally in support of all forces. As a significant force provider of protection capabilities in the human and physical dimensions, MP supports the Combatant Commanders in competition, crisis, and conflict. MP synchronizes protection activities with the US, host nation, partner, and allied military, police, and security forces to preserve the combat power of the force, protect key nodes, defend critical assets, protect logistics, and secure ground lines of communication. MP are empowered to conduct one or more of its five critical competencies which are unique from the foundational skills of all Soldiers: Protecting the Force, Policing, Investigations, Corrections, and Detention Operations.

b. *Military Police Proponent Office contact information:* Official mail can be sent to MP PPO, 14030 MSCOE LOOP, Suite 1058, Fort Leonard Wood, MO, 65473-8926. Telephone contact information is DSN 676-7152/7963 or commercial (573) 563-7152/7963. Visit the MP PPO homepage at <https://home.army.mil/wood/index.php/units-tenants/USAMPS/MPOrganizations/proponency-initiatives-and-integration>.

Chapter 2. Transformation

a. Military Police are Soldiering, policing, investigations, and corrections professionals who enable the Army's decisive action in Large Scale Combat Operations and Multidomain Operations (MDO) 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. *Protecting the Force:* MP secure ground lines of communication throughout their area of responsibility, and throughout the depth of a Joint Area of Operation from fort (home station) to port (of embarkation), from port (of debarkation) through reception, staging, and onward movement (RSO) to the Close Area. This is synchronized with the US, host nation, partner, and allied police, military, and security forces anywhere US ground forces operate to enable the rapid employment of ground or joint combat capabilities. These enable employment when and where they are needed, including but not limited to, geo-strategic critical infrastructure, ballistic missile defense, and continuity of government.

c. *Policing:* MP protect critical nodes and resources from disruption in close coordination with host nation police forces. During competition, crisis, and conflict, MP provide police intelligence to identify and neutralize criminal or defeat irregular forces along critical nodes. MP also

manage dislocated civilians to enable freedom of maneuver. MP forces advise and assist commanders with crime prevention and investigative capabilities necessary to preserve the force, safeguard families, and secure camps, posts, and stations around the world. MP operate within the human dimension to detect, deter, degrade, and enforce the Uniformed Code of Military Justice against criminal activity that erodes force readiness, mission effectiveness, and operational success. Because of this unique competency as Federal Law Enforcement Officers, MP are trained to conduct policing in both developed and austere areas and, if necessary, with other state, federal, joint, or host nation law enforcement organizations.

d. Investigations: MP provide criminal investigation expertise to the Army to reduce fear, crime, disorder and help commanders maintain good order and discipline, and readiness. The expertise is employed in many forms, from traffic accidents, domestic violence, and misdemeanor investigations common to our installations. MP also respond to, initiate, investigate, and transfer criminal investigations that rise to the felony level to the Department of the Army Criminal Investigations Division (DACID).

e. Corrections: In the continental United States (CONUS) and around the world, MP conduct expert corrections in support of commanders to assist them with the enforcement of good order and discipline, secure, and rehabilitate those US prisoners confined within the US Army Corrections System (ACS). The ACS maintains and certifies US Army correctional facilities and administers the confinement of military prisoners for deterrence, incapacitation, and rehabilitation, in accordance with DoD policy.

f. Detention Operations: MP conduct expeditionary detention to support deployed commanders to conduct detainee operations to sustain the tempo of maneuver forces and reduce delays to sustainment forces, and to provide the care, custody, and control of those detained under the Law of Armed Conflict and Rules of Engagement. Detention operations include capture, initial detention, screening, transportation, treatment, protection, housing, transfer, and release of the wide range of persons who could be categorized as detainees. Detention Operations include (ADP 3-37):

- (1) Interning US military prisoners in forward locations.
- (2) Interning privileged belligerents and enemy prisoners of war, unprivileged belligerents, retained personnel, and civilian internees.
- (3) Supporting host nation corrections and detention reform.

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 on 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) 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/>.

Military Police Soldiers should make every effort to utilize the available opportunities for civilian and military education. Although, college is NOT a requirement, it DOES set Soldiers apart from their peers. 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 the Basic Skills Education Program (BSEP). Completing additional Civilian education courses such as English Composition and Basic Mathematics, well not mandatory, will prepare Soldiers for the Armed Forces Classification Test (AFCT) and could 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 on 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 or technical certifications are critical pieces of the self-development program and Military Police should plan their college program or certifications through the Servicemember Opportunity College- Army Degrees (SOCAD) website. Soldiers may also enroll in ArmyIgnitED, which is an Army program that provides 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, Best Warrior Competition, and special achievements such as the Expert Soldier Badge (ESB) and German Armed Forces Proficiency Badge (GAFPB), 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 Online (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 provides Soldiers and leaders the necessary information and guidance needed to maximize career progression opportunities for Military Police throughout all stages of their career. Soldiers should maximize efforts to attend schools such as Air Assault, Airborne, and Pathfinder Courses given the opportunity.

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 to effectively train and lead Soldiers. The Sergeant's career progression relies upon a strong drive to excel in duty performance in addition to the attainment of additional knowledge, skills, and experience related to leadership and MOS competency. Sergeants should study the following military publications:

- (1) TC 7-22.7 The Noncommissioned Officer Guide
- (2) AR 600-20 Army Command Policy
- (3) ATP 6-22.1 Providing Feedback: Counseling-Coaching-Mentoring
- (4) TC 3-21.5, Drill and Ceremonies
- (5) FM 7-22, Holistic Health and Fitness

- (6) AR 25-50, Preparing and Managing Correspondence
 - (7) FM 3-39, Military Police Operations
 - (8) STP 21-24, Soldier's Manual of Common Tasks Skill Levels 1, 2, 3, and 4
 - (9) ADP 1, The Army
 - (10) ADP 3-0, Operations
 - (11) ADP 3-37, Protection
 - (12) ADP 6-22, Army Leadership and the Profession
 - (13) ADP 7-0, Training
 - (14) ATP 3-21.18, Foot Marches
 - (15) All -10 level maintenance manuals associated with their equipment
 - (16) Battle drills associated with their current assignment.
- Military publications can be accessed through the Army Publishing Directorate (APD) at <https://armypubs.army.mil/>.

NCOs should make every effort to utilize the available opportunities in pursuit of a college education or technical certifications. The ACCP also provides excellent advancements in continued education, leadership, and technical proficiency. Information about 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 Drill Sergeant/Instructor/NCO of the Quarter/Year and induction into the Sergeant Audie Murphy/Sergeant Morales Clubs; and special achievements such as the Expert Soldier Badge and German Armed Forces Proficiency Badge 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, with the necessary information and guidance needed to maximize career progression opportunities for Military Police throughout all stages of their career. NCOs should maximize efforts to attend schools such as Air Assault, Airborne, and Pathfinder Courses given the opportunity.

c. **Staff Sergeant.** Staff Sergeants must remain committed to achieving excellence while developing subordinate leaders and Soldiers proficient in their duties as 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. A college degree is not required for promotion but can be a deciding factor when it comes to identifying the most qualified Staff Sergeant. Staff Sergeants should study the following military publications:

- (1) TC 7-22.7 The Noncommissioned Officer Guide
- (2) AR 600-20 Army Command Policy
- (3) ATP 6-22.1 Providing Feedback: Counseling-Coaching-Mentoring
- (4) FM 3-39, Military Police Operations
- (5) TRADOC Pamphlet 525-3-1, The U.S. Army in Multi-Domain Operations 2028
- (6) STP 21-24, Soldier's Manual of Common Tasks Skill Levels 1, 2, 3, and 4
- (7) ADP 1, The Army
- (8) ADP 3-0, Operations
- (9) ADP 3-37, Protection
- (10) ADP 6-22, Army Leadership and the Profession
- (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/>.

NCOs should 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 the information provided on the SOCAD website. The ACCP also provides excellent advancements in continued education, leadership, and technical proficiency. Information about 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 Drill Sergeant/Instructor/NCO of the Quarter/Year and induction into the Sergeant Audie Murphy/Sergeant Morales Clubs; and special achievements such as the Expert Soldier Badge and German Armed Forces Proficiency Badge significantly broaden the knowledge base, instill discipline and improve the NCO's ability to communicate verbally. Staff Sergeants should consider entering 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. NCOs should maximize efforts to attend schools such as Air Assault, Airborne, and Pathfinder Courses given the opportunity.

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 the following military publications:

- (1) TC 7-22.7 The Noncommissioned Officer Guide
- (2) AR 600-20 Army Command Policy
- (3) ATP 6-22.1 Providing Feedback: Counseling-Coaching-Mentoring
- (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
- (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/>.

The self-development process should now shift to advanced skills. Ideally, if a Soldier used tuition assistance to the max extent, a Sergeant First Class could have completed an

associate's degree or an 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 Drill Sergeant/Instructor/NCO of the Quarter/Year and induction into the Sergeant Audie Murphy/Sergeant Morales Clubs; and special achievements such as the Expert Soldier Badge and German Armed Forces Proficiency Badge significantly broaden the knowledge base, instill discipline and improve the NCO's ability to communicate verbally. Sergeants First Class should consider entering 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. NCOs should maximize efforts to attend schools such as Air Assault, Airborne, and Pathfinder Courses given the opportunity.

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 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 the following military publications:

- (1) TC 7-22.7 The Noncommissioned Officer Guide
- (2) AR 600-20 Army Command Policy
- (3) ATP 6-22.1 Providing Feedback: Counseling-Coaching-Mentoring
- (4) FM 3-39, Military Police Operations
- (5) 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 to influence and

improve the Army's systems and contribute to the success of the organization. Master Sergeants/First Sergeants should pursue opportunities to be published enhancing their written communication skills. Master Sergeants/First Sergeants should consider entering 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. NCOs should maximize efforts to attend schools such as Air Assault, Airborne, and Pathfinder Courses given the opportunity.

f. **Sergeant Major/Command Sergeant Major.** Sergeants Major/Command Sergeants Major that used tuition assistance to the maximum extent, could possess an undergraduate degree and work towards a master's degree in their chosen discipline. A college degree is not required for further advancement but can be a deciding factor when it comes to identifying the most qualified Sergeant Major/Command Sergeant Major. 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 enable maneuver, protect the force, and shape the security environment by conducting police operations, detention, and security and mobility support across the full range of military operations to enable protection and promote the rule of law. While at home station, Military Police support garrison law enforcement policing operations to safeguard communities, reduce crime, and preserve good order and discipline.

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), and 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 Fitness Test (AFT) 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.

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

(a) *Institutional Training.* 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 initiative, and leadership skills in team leading.

(c) *Self-Development.* Skill level I Soldiers, although not mandatory, should develop and seek every opportunity to complete core undergraduate college courses. 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.* Military Police Investigator (MPI), Traffic Management and Collision Investigator (TMCI), Special Reaction Team (SRT), Protective Service Training (PST), Combatives LV 1, Combatives LV 2, Domestic Violence Intervention Training (DVIT), and Child Abuse Prevention Investigative Techniques (CAPIT).

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

(f) *Broadening Opportunities.* Drug Suppression Investigator, MP Investigator, Traffic Management and Collision Investigator, and PSD Specialist. Although generating force assignments is 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.* BLC and EJPME I.

(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 Team Leader.** 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. Drill Sergeant may fulfill the NCO's requirement for a key leadership position if the NCO has not had an opportunity to serve in the capacity of Team Leader in the operating force. 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 2166-9-1 will count toward key leadership time as a Squad Leader. NCOs should continuously seek opportunities that apply their experience and leadership skills.

(c) *Self-Development.* Sergeants should be working toward an associate'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 para 3.

(d) *Military Training.* Military Police Investigation (MPI), Traffic Management and Collision Investigator (TMCI), Special Reaction Team (SRT), Protective Service Training (PST) Combatives LV 1, Combatives LV 2, Domestic Violence Intervention Training (DVIT), Child Abuse Prevention Investigative Techniques (CAPIT), Common Faculty Development - Instructor Course (CFD-IC), Non-Lethal Weapons Instructor, and Crime & Criminal Intelligence Analyst.

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

(f) *Broadening Opportunities.* A significant portion of 31B Military Police Sergeants serve in nominative positions that require a vigorous selection process such as Drill Sergeant and Recruiter. These NCOs are selected based on their above-average performance records, aptitude scores, and demonstrated high legal, moral, and ethical standards. Those who continue to perform at an exceptional level in these assignments should be looked upon favorably for promotion potential. Additional Broadening Opportunities are MPI Investigator and PSD NCO.

(3) **Staff Sergeant.**

(a) *Institutional Training.* ALC and EJPME I.

(b) *Operational assignments.* The focus during this phase of their career must be on the continued development and refinement of their leadership skills and broadening their tactical and technical knowledge while serving in operational and law enforcement assignments. **The Key Leadership Position for a Staff Sergeant is Squad Leader in an Operational Organization. The Key Leadership Positions for a Staff Sergeant in a Law Enforcement Activity Organization are Police Off (Det), Supv Detective, Supv Police Off (Det), Pol Off (Desk Clerk), Pol Off (Desk SGT), Police Officer, Supv Pol Off Watch Cdr, Lead Pol Off (Traffic), Pol Off (Traffic), Police Off (Traffic Inv), and Supv Pol Off (Traffic).**

These positions should be considered equivalent to each other as they both require technical knowledge and leadership roles and duties. Staff Sergeants should attempt to balance Law Enforcement and Combat Support assignments to increase MOS proficiency and experience. The importance of diversity between Law Enforcement and Combat Support assignments provides a well-rounded Military Police Professional to Geographic Combatant Commanders. Staff Sergeants who do not display diversity should be looked upon unfavorably for promotion potential.

Individual performance and demonstrated potential in a Key Leadership Position 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. Drill Sergeant may fulfill the requirement for a key leadership position if the NCO has not had an opportunity to fulfill this requirement before a centralized board. 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 and that time has been documented by a DA Form 2166-9-2 will count toward key leadership position time as a Sergeant First Class. Without a successful tour of key leadership time, 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.* Staff Sergeants are encouraged to work toward an associate's degree. A college degree is not required for promotion but can be a deciding factor when it comes to identifying the most qualified Staff Sergeant. 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.* Military Police Investigator (MPI), Special Reaction Team (SRT), Conventional Physical Security/Crime Prevention, Protective Service Training (PST), Anti-Terrorism Officer (Basic), Combatives LV 1, Combatives LV 2, Combatives Master Trainer, Domestic Violence Intervention Training (DVIT), and Child Abuse Prevention Investigative Techniques (CAPIT), Common Faculty Development -Instructor Course (CFD-IC), Non-Lethal Weapons Instructor, and Crime & Criminal Intelligence Analyst, and Master Driver.

(e) *Critical Development.* Staff Sergeants should strive to complete an aggregate of 24 months in Critical Development assignments, and post key leadership positions before they consider assignments not directly related to CMF 31. Critical Development positions include Operations Sergeant, PSD NCO, MP Investigator NCO, and Desk Sergeant.

(f) *Broadening Opportunities.* A significant portion of 31B Military Police Staff Sergeants serve in nominative positions that require a vigorous selection process such as Drill Sergeant and Recruiter. These NCOs are selected based on their above-average performance records, aptitude scores, and demonstrated high legal, moral, and ethical standards. Those who continue to perform at an exceptional level in these assignments should be looked upon favorably for promotion potential. Drill Sergeant Leaders are selected from the very best to serve in positions vital to the Army. Those who complete Drill Sergeant Leader duty are highly qualified and should be looked upon favorably for promotion. 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.* 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 in an Operational Organization is Platoon Sergeant or Detachment Sergeant. The Key Leadership Positions for a Sergeant First Class in a Law Enforcement Activity Organization are LEA DET SGT, LEA Detach Sergeant, Detective (0083/MIL), Supv Detective, Supv Police Off (Det), LD Pol Off (Desk SGT), Pol Off (Desk Clerk), Pol Off (Desk SGT), Police Officer, Pol Off Watch Cdr, Spv or Supv Pol Off Watch Cdr, and Supv Pol Off (Traffic).**

These positions should be considered equivalent to each other as they both require technical knowledge and leadership roles and duties. Sergeants First Class should attempt to balance Law Enforcement and Combat Support assignments to increase MOS proficiency and experience. The importance of diversity between Law Enforcement and Combat Support assignments provides a well-rounded Military Police Professional to Geographic Combatant Commanders. Sergeants First Class who do not display diversity should be looked upon unfavorably for promotion potential.

Individual performance and demonstrated potential in a Key Leadership Position 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. Senior Drill Sergeant may fulfill the requirement for a key leadership position if the NCO has not had an opportunity to fulfill this requirement before a centralized board. Without a successful tour of key leadership position time, a Sergeant First Class will not be competitive for promotion to Master Sergeant. 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 2166-9-2 will count toward key leadership time as a Master Sergeant. NCOs should continuously seek opportunities that apply their experience and leadership skills.

(c) Self-Development. Sergeants First Class that used tuition assistance to the max extent, could possess an associate's degree and be working toward 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 Sergeant First Class. 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. MP Investigator, Battle Staff NCO, Protective Service Training, Conventional Physical Security/Crime Prevention, Anti-Terrorism Officer (Basic), Protection Integration Course, Law Enforcement Senior Leaders Course, Combatives LV 1, Combatives LV 2, Combatives Master Trainer, Domestic Violence Intervention Training (DVIT), Child Abuse Prevention Investigative Techniques (CAPIT), Common Faculty Development -Instructor Course (CFD-IC), Non-Lethal Weapons Instructor, and Crime & Criminal Intelligence Analyst, and Master Driver.

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

(f) Broadening Opportunities. A portion of 31B Military Police Sergeants First Class serve as Senior Drill Sergeants, a position that requires a rigorous selection process. These NCOs are selected based on their above-average performance records, aptitude scores, and demonstrated high legal, moral, and ethical standards. Those who continue to perform at an exceptional level in these assignments should be looked upon favorably for promotion potential. Drill Sergeant Leaders are selected from the very best to serve in positions vital to the Army. Those who complete Drill Sergeant Leader duty are highly qualified and should be looked upon

favorably for promotion. Recruiter, Instructor/Writer, Small Group Leader, BOLC Instructor, Military Science Instructor, Observer Coach/ Trainer, Capabilities Division NCO (Futures Command), Talent Mgmt NCO, Career MGMT NCO, Tactical NCO (BOLC/CCC), 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.* 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 of key leadership time as a First Sergeant, a Master Sergeant will not be competitive for promotion to Sergeant Major. 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 2166-9-2 will count toward key leadership time as an Operations Sergeant Major or Command Sergeant Major. NCOs should continuously seek opportunities that develop and refine their experience and leadership skills.

(c) *Self-Development.* 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. 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.* Battle Staff NCO, Protection Integration Course, Combatives Master Trainer, Common Faculty Development -Instructor Course (CFD-IC), Non-Lethal Weapons Instructor, and Crime & Criminal Intelligence Analyst, Master Driver, and Law Enforcement Senior Leaders Course.

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

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

Chapter 5. MOS 31B Professional Development Model

The purpose of the Military Police Professional Development Model is to advise Soldiers and

NCOs on career opportunities to pursue professional and personal goals while meeting the needs of the Army. 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>.

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.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 Forensic 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.* 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 promotion to the next higher rank and that time has been documented by a DA Form 2166-9-1 will count toward key leadership time as a Special Agent. NCOs should continuously seek opportunities that apply 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. CID 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. **The Key Leadership Position for a Staff Sergeant is Special Agent.** 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 and that time has been 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 applies 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 of 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 and that time has been 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 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. 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 they consider 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.

Chapter 6. MOS 31E Corrections/Detention (C/D) Specialist

a. *Major Duties.* The Correction/Detention (C/D) Specialist in CONUS operations provides exemplarily custody and control of U.S. military inmates located at the two Regional Correctional Facilities and the United States Disciplinary Barracks; OCONUS, C/D Specialists deliver humane, legal, and thorough detainee operations at an unparalleled level of expertise to all overseas contingency operations. To develop C/D Specialists into professional NCOs, their assignments must focus on a progression of leadership responsibilities within the Corrections / Detention structure. 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.

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 Fitness Test (AFT) 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.* 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 the American Corrections Association Certified Corrections Officer Course. 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.* MP Investigator, Special Reaction Team, Combatives LV 1, and Combatives LV 2.

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

(f) *Broadening Opportunities.* MP Investigator.

(2) **Sergeant.**

(a) *Institutional Training.* BLC and EJPME I.

(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 corrections assignments. **The Key Leadership Position for a Sergeant is Team Leader.** 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 promotion to the next higher rank and that time has been documented by a DA Form 2166-9- 1 will count toward key leadership time as a Squad Leader. NCOs should continuously seek opportunities that apply their experience and leadership skills.

(c) *Self-Development.* American Corrections Association Certified Corrections Officer Course. Sergeants are encouraged to work toward an associate'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.* MP Investigator, Special Reaction Team, Combatives LV 1, Combatives LV 2, Common Faculty Development-Instructor Course (CFD-IC), and Non-Lethal Weapons Instructor.

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

(f) *Broadening Opportunities.* MP Investigator, and Housing Unit NCO. Drill Sergeant may fulfill the NCO's requirement for a 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.* ALC and EJPME I.

(b) *Operational assignments.* The focus during this phase of their career must be on the continued development and refinement of their leadership skills and broadening their tactical and technical knowledge while serving in operational and corrections assignments. **The Key Leadership Position for a Staff Sergeant is Squad Leader.** Individual performance and demonstrated potential as a Squad leader 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. Drill Sergeant may fulfill the NCO's requirement for a key leadership position if the NCO has not had an opportunity to serve in the capacity of Squad Leader in the operating force. 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 and that time has been documented by a DA Form 2166-9-2 will count toward key leadership time as a Platoon Sergeant. Without a successful tour of key leadership time as a Squad Leader, 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.* American Corrections Association Certified Corrections Officer and Supervisor Course. Staff Sergeants should be working toward an associate's degree. A college degree is not required for promotion but can be a deciding factor when it comes to identifying the most qualified Staff Sergeant. 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.* Anti-Terrorism Officer (Basic), Conventional Physical Security/Crime Prevention, Combatives LV 1, Combatives LV 2, Combatives Master Trainer, Common Faculty Development -Instructor Course (CFD-IC), Non-Lethal Weapons Instructor, and Master Driver.

(e) *Critical Development.* Operations NCO, Special Housing Unit Shift Leader, and Watch Commander.

(f) *Broadening Opportunities.* A significant portion of 31E Corrections/Detention Staff Sergeants serve in nominative positions that require a vigorous selection process such as Drill Sergeant. These NCOs are selected based on their above-average performance records, aptitude scores, and demonstrated high legal, moral, and ethical standards. Those who continue to perform at an exceptional level in these assignments should be looked upon favorably for promotion potential. Drill Sergeant Leaders are selected from the very best to serve in positions vital to the Army. Those who complete Drill Sergeant Leader duty are highly qualified and should be looked upon favorably for promotion. Instructor, Small Group Leader, Observer Coach/Trainer, Corrections Supervisor, Corrections Liaison, MP Investigator Supervisor, Housing Unit NCOIC, ACA Plans and Policy NCO, and Project Supervisor.

(4) **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 corrections assignments. **The 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 their current rank or position, even if it is nonconsecutive with promotion to the next higher rank as long as that time has been documented by a DA Form 2166-9-2 will count toward key leadership time as a First Sergeant. NCOs should continuously seek opportunities that develop and refine their experience and leadership skills.

(c) *Self-Development.* American Corrections Association Certified Corrections Manager Course. Sergeants First Class that used tuition assistance to the max extent, could possess an associate's degree and be working toward 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 Sergeant First Class. 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.* Battle Staff NCO, Conventional Physical Security/Crime Prevention, Anti-terrorism Officer (Advanced), Combatives Master Trainer, Common Faculty Development - Instructor Course (CFD-IC), Non-Lethal Weapons Instructor, and Master Driver.

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

(f) *Broadening Opportunities.* A portion of 31E Corrections/Detention Specialist Sergeants First Class serve as Senior Drill Sergeants, a position that requires a rigorous selection process. These NCOs are selected based on their above-average performance records, aptitude scores, and demonstrated high legal, moral, and ethical standards. Those who continue to perform at an exceptional level in these assignments should be looked upon favorably for promotion potential. Those who complete Drill Sergeant Leader duty are highly qualified and should be looked upon favorably for promotion. Instructor, Small Group Leader, Observer Coach/Trainer, Talent Management NCO, Training Developer, System Development NCO, Prisoner Services/Admin NCO, Corrections Supervisor and Plans NCO.

(5) **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 corrections 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.** 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. NCOs should continuously seek opportunities that develop and refine their experience and leadership skills.

(c) Self-Development. American Corrections Association Certified Corrections Manager Course. Master Sergeants that used tuition assistance to the max extent, could possess an associate's degree and be working toward a bachelor's or graduate 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. 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 refer to chapter 3.

(d) Military Training. Law Enforcement Senior Leaders Course, Battle Staff NCO, Protection Integration Course, Combatives Master Trainer, Common Faculty Development - Instructor Course (CFD-IC), Non-Lethal Weapons Instructor, and Master Driver.

(e) Critical 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 Critical 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

The purpose of the Corrections / Detention Specialist Professional Development Model is to advise Soldiers and NCOs on career opportunities to pursue professional and personal goals while meeting the needs of the Army. The 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, contribute 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) and Patrol Explosive Detector Dog (PEDD) 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 the principles of training and handling 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 using its senses during odor detection. MWD Handlers should develop a thorough understanding of MWD capabilities and limitations along with interpersonal communication skills 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. Formal training (completion of MOS 31K course conducted under the auspices of the USAMPS) is mandatory.

(b) Operational Assignments. The 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. 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. Hazardous Materials Courses (Driving and Handling) and Combatives LV 1, Combatives LV 2, Domestic Violence Intervention Training (DVIT), and Child Abuse Prevention Investigative Techniques (CAPIT).

(e) Critical 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.* BLC and EJPME I.

(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 operation and law enforcement assignments. **The Key Leadership Position for a Sergeant is Team Leader.** 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 promotion to the next higher rank and that time has been documented by a DA Form 2166-9-1 will count toward key leadership time as a Squad Leader. NCOs should continuously seek opportunities that develop and refine their experience and leadership skills.

(c) *Self-Development.* Sergeants are encouraged to work toward an associate'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.* Technical Transportation of HAZMAT, Basic Instructors Course (USAF), Combatives LV 1, Combatives LV 2, Combatives Master Trainer, Domestic Violence Intervention Training (DVIT), and Child Abuse Prevention Investigative Techniques (CAPIT), Common Faculty Development -Instructor Course (CFD-IC), and Non-Lethal Weapons Instructor.

(e) *Critical 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 should not be assigned to D/701st more than one time at this rank.

(3) **Staff Sergeant.**

(a) *Institutional Training.* ALC and EJPME I.

(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 operation and law enforcement assignments. **The Key Leadership Position for a Sergeant is Squad Leader.** 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 and that time has been documented by a DA Form 2166-9-2 will count toward key leadership time as a Kennel Master. NCOs should continuously seek opportunities that develop and refine their experience and leadership skills. Without a successful tour of key leadership time as a Squad Leader, 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.* Staff Sergeants should be working towards an associate's degree. A college degree is not required for promotion but can be a deciding factor when it comes to identifying the most qualified Staff Sergeant. 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.* Military Working Dog Trainer/Kennel Master Course, Anti-Terrorism Officer (Basic), Conventional Physical Security/Crime Prevention, Combatives LV 2, Combatives Master Trainer, Common Faculty Development -Instructor Course (CFD-IC), Non-Lethal Weapons Instructor, and Master Driver.

(e) *Critical 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 a key leadership position if the NCO has not had an opportunity to serve in the capacity of Squad Leader in the operating force. Instructor, Small Group Leader, MWD Handler O/C, and MWD Trainer. Soldiers should not be assigned to C/701st or D/701st more than one time at this rank.

(4) **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 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 time 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 2166-9-2 will count toward key leadership time as a First Sergeant or MWD Program Manager. NCOs should continuously seek opportunities that apply their experience and leadership skills.

(c) *Self-Development.* Sergeants First Class that used tuition assistance to the max extent, could possess an associate's degree and be working toward 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 Sergeant First Class. 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.* Military Working Dog Trainer/Kennel Master Course, Conventional Physical Security/Crime Prevention, Anti-Terrorism Officer (Basic), and Battle Staff NCO, Protection Integration Course, Law Enforcement Senior Leaders Course, Combatives Master Trainer, Common Faculty Development -Instructor Course (CFD-IC), Non-Lethal Weapons Instructor, and Master Driver.

(e) *Critical Development.* Operations NCO and BDE MWD Operations NCO.

(f) *Broadening Opportunities.* Drill Sergeant may fulfill the NCO's requirement for a key leadership position if the NCO has not had an opportunity to serve in the capacity of Kennel Master in the operating force. 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.* MLC, SMC, and EJPME II.

(b) *Operational Assignments* At this level, Master Sergeants are required to demonstrate tactical and technical mastery of the required knowledge, skill, and behaviors in both operational and law enforcement assignments. **The 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. NCOs should continuously seek opportunities that apply their experience and leadership skills.

(c) *Self-Development.* 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, Capabilities Development Course, Battle Staff NCO, and Protection Integration Course.

(e) *Critical 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

The purpose of the Military Working Dog Handler Professional Development Model is to advise Soldiers and NCOs on career opportunities to pursue professional and personal goals while meeting the needs of the Army. The 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 principal 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 valuable enablers for commanders to shape the security environment both at 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 Sergeant Major (CSM) is the Senior Noncommissioned Officer of a Military Police Battalion, Brigade, Group, Garrison, Academy, or higher levels of command. They are the primary advisor to the commander and their staff on all matters pertaining to enlisted personnel, individual training, and advanced skills training. They provide vast experience and knowledge to the commander and staff regarding 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 EJPME II. 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 that used tuition assistance to the max extent, could hold a bachelor's degree and be working towards a master's degree. A college degree is not required for further advancement but can be a deciding factor when it comes to identifying the most qualified Sergeant Major/Command Sergeant Major. 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 who 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 (LESLC), Military Police Pre-Command Course (MPCC), Senior Leaders Seminar, and Keystone Course, Force Management Orientation Course, How the Army Runs 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

The purpose of the Senior Military Police Sergeant Professional Development Model is to advise Soldiers and NCOs on career opportunities to pursue professional and personal goals while meeting the needs of the Army. The 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; 6U Post Battalion Level Sergeant Major (SGM) Broadening Experience; 6X Post Brigade Level Sergeant Major (SGM) Broadening 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; 7X Post Primary level Sergeant Major (SGM) Broadening 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; 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.