

HEADQUARTERS
HAWAII ARMY NATIONAL GUARD
91-1227 ENTERPRISE AVENUE
KAPOLEI, HAWAII 96707-2150

NGHI-PER (135-155d)

21 May 2025

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Hawaii Army National Guard (HIARNG) Fiscal Year 2026, Career Management Review Panel (CMRP) Memorandum of Instruction (MOI)

1. References:

- a. DA PAM 600-3 (Officer Professional Development and Career Management)
- b. ADP 6-22 (Army Leadership and the Profession)
- c. FM 6-22 (Leader Development)
- d. NGR 600-100 (Commissioned Officers- Federal Recognition and Related Personal Actions)

2. The HIARNG CMRP will consider each officer's potential for promotion based on their performance, leadership ability, and readiness to serve in a higher grade. The CMRP will produce a list of officers, which subsequent career management panels will use as a supporting document to determine future assignments and promotions.

3. The CMRP will not review officers who have approved retirements.

4. Panel.

- a. The HIARNG Commander will appoint a panel to review all Captains (CPT), Majors (MAJ), and Lieutenant Colonels (LTC).

- b. The CMRP consists of four panels.

- (1) The LTC Panel will evaluate all LTCs. Panel members consist of COLs.

- (2) The MAJ Panel will evaluate all MAJs. The panel president is a COL, and the members are LTCs.

- (3) The CPT Panel will evaluate all CPTs. Panel members consist of LTCs.

- (4) The Specialty Branch Panel will evaluate Chaplain, JAG, AMEDD LTC, MAJ, and CPT, except for 70 series and 67J officers. Panel members will be senior to the officers evaluated.

NGHI-PER (135-155d)

SUBJECT: Hawaii Army National Guard (HIARNG) Fiscal Year 2026, Career Management Review Panel (CMRP) Memorandum of Instruction (MOI)

c. Officers will be evaluated based on their rank as of 31 July 2025.

d. Officers will be evaluated and placed in one of four zones.

(1) Zone 1 (CMRP Raw Score between 15 and 18): Officers in this zone are managed for promotion and have the highest potential to serve in positions of greater responsibility. They have successfully performed in key developmental assignments, have strong potential reflected in their personnel files, and meet promotion eligibility (military education and time-in-grade within FY26).

(2) Zone 2 (CMRP Raw Score between 11 and 14): Officers in this zone are managed laterally or for promotion by exception. Officers in Zone 2 fall into one of three categories. They are (1) junior officers in their rank with strong performance and potential but have not completed key developmental assignments or met promotion eligibility requirements; (2) they are officers who have met all requirements for promotion but do not have the strength in performance and potential to merit selection to the next higher rank; or (3) a combination of the two.

(3) Zone 3 (CMRP Raw Score between 8 and 10): Officers in this zone should be managed for growth and are not ready for promotion within the FY. Officers in Zone 3 fall into one of two categories. They are (1) junior in rank and/or not ready for promotion due to lack of military education completion, or (2) they have limiting factors in their board file. Category (1) includes officers recently promoted. Limiting factors for officers in category (2) may include, but are not limited to, the General Officer Memorandum of Reprimand (GOMOR), referred OERs, poor performance, potential remarks, or a lack of evaluations of their current rank. Officers with a low CMRP score may find that future CMRP scores improve significantly after the limiting factor(s) change.

(4) Zone 4 (CMRP Raw Score): Officers in this zone fall into one of two categories. (1) Non-Negotiable Consideration is when an officer is pending approved separation; or (2) Negotiable Consideration, which entails DA Board Non-Select, Medical Readiness 4, No Security Clearance, SFPA (ACFT, Height and Weight, etc.).

e. Panel composition. Each panel consists of three to five voting members representing branches across the organization, including an out-of-state member, to ensure unbiased review.

f. The panel process is electronic, and officers will not appear in person.

g. The panel will evaluate each officer's record in four areas: assignment history, performance evaluations, promotion/leadership potential, and military/civilian education.

NGHI-PER (135-155d)

SUBJECT: Hawaii Army National Guard (HIARNG) Fiscal Year 2026, Career Management Review Panel (CMRP) Memorandum of Instruction (MOI)

h. Each board member will score an officer 0–6 in four categories. These four scores are averaged to produce that member's composite score for the officer. The composite scores from all panel members are then summed to a total raw score between 6-18.

i. The panel will use the Army Selection Board System (ASBS) (<https://mbf.hrc.army.mil>) to view records and score officers based on selection criteria. If the system is unavailable, it will use a similar board system.

5. Panel file preparation.

a. The CMRP panel file will be available for viewing on 1 June 2025. Officers are responsible for ensuring the content of their panel file is current and correct NLT 3 August 2025. Refer to enclosure 6 for steps to navigate through the system.

b. Officer Evaluation Reports (OER). The panel will review the five most recent reports for LTC, the four most recent for MAJ, and the three most recent for CPT. OERs with a thru date of 1 May 2024 to 30 April 2025 must be in iPERMS NLT 31 July 2025. Officers should address incomplete evaluations in a memorandum to the board that outlines the status, identifies the rater and senior rater, addresses whether a support form was complete, and any steps taken to ensure timely completion.

c. Army Combat Fitness Test (ACFT) / Army Fitness Test (AFT). M-Day officers must have a test between 1 August 2024 and 31 July 2025 in the Digital Training Management System (DTMS) and 1 February 2025 and 31 July 2025 for Active Guard Reserve (AGR) officers.

d. Body Composition. Officers must have a screening between 1 February 2025 to 31 July 2025 in DTMS.

e. Individual Medical Readiness. Officers must have a current PHA from 1 May 2024 to 31 July 2025 in MEDPROS.

f. Memorandums to the Board (if applicable). Officers will upload their memorandum to ASBS, which will be limited to one page.

(1) Letters to the board are used to explain issues, concerns, discrepancies, or delinquencies in the officer's files.

(2) Officers may submit an optional letter emphasizing civilian experience or other experience not readily apparent in their records.

NGHI-PER (135-155d)

SUBJECT: Hawaii Army National Guard (HIARNG) Fiscal Year 2026, Career Management Review Panel (CMRP) Memorandum of Instruction (MOI)

6. Officer Assignment Preference Sheet (OAPS). Each officer in HIARNG in the grade of O3-O5 will complete the preference sheet through Microsoft Forms, NLT 3 August 2025. The sheet is accessible at (<https://forms.office.com/r/LVJ6dfv9uW>) or through the enclosed QR Code—enclosure 2.

7. The HIARNG Commander will review and approve CMRP results.

8. Communication of results. Upon receipt of the approved CMRP results, the G1 will distribute a memorandum documenting the results to each officer. G1 will send a copy of the memorandum to the officer's branch mentor, S1, or the Separate Unit Representative.

9. Point of contact for this action is the G1 OPM, WO1 Ray Rosete, 808-672-1845, rayarchie.v.rosete.mil@army.mil.

7 Encls

1. CMRP Scoring Matrices
2. OAPS QR Code
3. HIARNG Officer Positions (O3-O6)
4. Branch Mentor List
5. Branch Mentee List
6. ASBS Board File Guide
7. Broadening Opportunities Program Announcement

PHOEBE P. INIGO
COL, GS, HIARNG
Military Personnel Officer

DISTRIBUTION:

HIARNG Commander (NGHI-CG)
Chief of Staff (NGHI-CS)
Executive Officer (NGHI-XO)
G1 (NGHI-PER)
G3 (NGHI-OPS)
G4 (NGHI-LOG)
G6 (NGHI-IM)
SAAO (NGHI-AVS)
Safety Officer (NGHI-S)
Inspector General (NGHI-IG)
Judge Advocate General (NGHI-JA)
USPFO (NGHI-PFO)
29th Infantry Brigade Combat Team (NGHI-BCT)
103d Troop Command (NGHI-TRP)
298th Regional Training Institute (NGHI-RTI)

NGHI-PER (135-155d)

SUBJECT: Hawaii Army National Guard (HIARNG) Fiscal Year 2026, Career
Management Review Panel (CMRP) Memorandum of Instruction (MOI)

Medical Command (NGHI-MED)

Recruiting and Retention Battalion (NGHI-RRB)

HHD, JFHQ (NGHI-HHD)

93rd Civil Support Detachment – WMD (NGHI-CST)