

Factors	Pay grade	Computation	Max FMS Points and Percentage		
			E-5	E-6	E-7
Performance Mark Average (PMA) ¹	E-5	(PMA x 80) – 256	64 (38%)		
Reporting Senior's Cumulative Average (RSCA) PMA ²	E-6	(RSCA PMA x 30) - 60		114 (51%)	
	E-7	(RSCA PMA x 30) - 54			120 (60%)
Standard Score (SS) ³	E-5/6/7	Exam Score	80 (47%)	80 (36%)	80 (40%)
Awards (AWD) ⁴	E-5	Values in Advancement Manual	10 (6%)		
	E-6			12 (6%)	
Pass Not Advanced (PNA) ⁵	E-5	Top 25% SS and PMA get PNA Pts for last three advancement cycles	9 (6%)		
	E-6			9 (4%)	
Service in Pay Grade (SIPG) ⁶	E-5	SIPG/5	2 (1%)		
	E-6			3 (1%)	
Education (ED) ⁷	E-5	2 Pts. for AA/AS and 4 Pts for BA/BS or above	4 (2%)		
	E-6			4 (2%)	
Maximum FMS Possible(100%)			169	222	200

Table 1-1 FMS Computation