

General Advancement Frequently Asked Questions

1. What is the purpose of the advancement examination?

An advancement exam provides an unbiased factor for the Final Multiple Score (FMS) algorithm and helps rank order qualified candidates for advancement consideration. All candidates who take the exam have met necessary eligibility requirements for advancement and have been recommended by their CO/OIC.

2. What enlisted exams are administered by the Navy Advancement Center?

Active Duty, Full-Time Support and Canvasser Recruiters take the Active Duty enlisted Navy-wide advancement examination. Navy Reserve personnel, to include all candidates serving on voluntary recall or mobilization, will take the SELRES enlisted Navy-wide advancement examination.

The exam administration schedules are:

E6 Active Duty exams - First Thursday in March and September
E5 Active Duty exams - Second Thursday in March and September
E4 Active Duty exams - Third Thursday in March and September
E7 Active Duty exams - Third Thursday in January
E4/5/6 SELRES Exams - February and August
E7 SELRES Exams - February

3. Am I eligible to take the next advancement exam?

Prior to taking an advancement exam, you must meet all eligibility requirements for the next higher paygrade. You must have met your Time-in-Rate requirement and have the promotion recommendation of your commanding officer (CO). Check box 45 on your Evaluation Report to see your CO's recommendation for promotion.

Check the TIR requirements below. The * denotes a 1-year Early Promote (EP) Time-in-Rate waiver for E6 and E7 candidates who have been recommended by their CO for early advancement on their last EVAL. Working hard and doing your job can help you earn the EP and advance ahead of schedule.

TIR Requirements:

E-1 to E-2 -- 9 months
E-2 to E-3 -- 9 months
E-3 to E-4 -- 6 months
E-4 to E-5 -- 12 months
E-5 to E-6 -- 36 months *
E-6 to E-7 -- 36 months *
E-7 to E-8 -- 36 months
E-8 to E-9 -- 36 months

Chapter 2 of BUPERSINST 1430.16 (series) has specific details on eligibility requirements for advancement. Also, it is critical that your security clearance is up-to-date (if required for your rating) prior to taking the exam; many exams are invalidated due to security clearances. Check with your division Chief Petty Officer (CPO), Command Career Counselor (CCC), or your

Educational Services Officer (ESO) to see if you need to meet any additional mandatory requirements prior to taking your exam.

4. What is an Advancement Worksheet?

Prior to participating in a Navy-Wide Advancement Examination (NWAE), ESOs are responsible for preparation of the Advancement in Rate or Change of Rating (Worksheet) NETPDC 1430/3 (Rev. 06-14) for each candidate participating in an examination advancement cycle (E4 through E7), including LDO Program candidates. The Worksheet lists advancement eligibility factors, as well as point values for elements of the Final Multiple Score (FMS). All Sailors must verify their advancement worksheet through their Educational Services Officer (ESO). DO NOT take this lightly. This is YOUR career and you should ensure that you know what you are signing since every point counts.

5. How is your PMA calculated?

Your Performance Mark Average (PMA) uses only the Promotion Recommendation block (Block 45) from evaluations in the current paygrade. Use only the evaluations that fall within the prescribed dates outlined in the applicable advancement cycle NAVADMIN. For E4, your Education Services Officer (ESO) uses evals from the past 8 to 9 months. For E5, the past 14 to 15 months are used. For E6 and E7, the past 36 months are used. Block 45 marks are added together, then divided by the number of evaluations used in the computation.

Promotion Recommendation Point Values:

Early Promote	= 4.00
Must Promote	= 3.80
Promotable	= 3.60
Progressing	= 3.40
Significant Problems	= 2.00

Example for PO2 (E5) Participating in PO1 (E6) Exam:

Evaluation Ending Block 45 Mark

16 March 15 EP	= 4.00
15 March 15 MP	= 3.80
14 March 15 MP	= 3.80

Add $4.00 + 3.80 + 3.80 = 11.6$, divide by 3 = 3.866
Round up to 3.87 = PMA

6. Your exam Standard Score (SS) - what does it really mean?

The standard score (SS) is a numeric representation of how well candidates do compared to candidate peers taking the same exam. The SS range is 20 to 80, with a score of 50 representing a candidate who fell in the middle of the raw score distribution. SS changes from exam to exam since the average computations are based on the peer group at the time the particular exam is given.

There are occurrences where the highest scoring candidate does not have a SS of 80 and the lowest scoring candidate does not have a SS of 20. These occurrences are totally dependent on the peer group taking the exam.

In general, an SS of 80 indicates a candidate scored higher than 99% of the candidates taking the exact same exam (i.e. 99th percentile). A SS of 70 indicates candidate scored higher than 98% of all candidates, 60 indicates 84%, 50 indicates 50%, 40 indicates 16%, 30 indicates 2%, and 20 indicates 1%. It is the SS, not the raw score (number of questions answered correctly) that is a component of the Final Multiple Score (FMS). Lastly – the FMS is used to rank order candidates, using the combination of all elements: exam SS, evaluations (PMA), awards, education, PNA points and service-in-paygrade. The FMS for E7 candidates is based on only two elements – SS and PMA.

7. How are my award points used in my Final Multiple Score?

Awards computed in the E4/5/6 Final Multiple Score (FMS) must be approved or earned prior to the day of the regularly scheduled examination. Awards with only a month/year date are presumed to have an ending date on the last day of the respective month. The maximum award points E4/5 candidates can earn is 10 points. There is a maximum of 12 points for E6 candidates. Candidates who have served greater than 90 consecutive days in the Congressionally Designated Combat Zones and Approved Contingency Operations Areas mentioned below are authorized a two point increase to maximum award points authorized. Always make sure your award points are correct on your exam worksheet AND your exam answer sheet.

Current list of awards and their values –

10 Points = Medal of Honor

5 Points = Navy Cross

4 Points = Distinguished Service Medal or Cross, Silver Star Medal, Legion of Merit, Distinguished Flying Cross

3 Points = Navy and Marine Corps Medal, Bronze Star Medal, Purple Heart, Defense Meritorious Service Medal, Meritorious Service Medal, Air Medal (Strike/Flight), Joint Service Commendation Medal, Navy and Marine Corps Commendation Medal

2 Points = Executive Letter of Commendation (max 1), Joint Service Achievement Medal, Navy and Marine Corps Achievement Medal, Combat Action Ribbon, Gold Life Saving Medal, Greater than 90 consecutive days of service In Iraq, Afghanistan or the Horn of Africa, (Kuwait, Guantanamo (GTMO), Joint Task Force, 515 (USPACOM) or the Joint Force Special Task Force-Philippines (USPACOM) (Service after 24 October 2001)) (max 1)

1 Point = Letter of Commendation (Flag/Senior Executive Service) (max 2)

8. Pass but Not Advance (PNA) points. I passed the exam but was not advanced. How are PNA points calculated?

PNA (Passed Not Advanced) Points are added to your FMS for the next advancement Cycle (E4/5/6 only) if you pass the test, demonstrate superior performance and/or superior rating knowledge, but are not advanced to the next-higher paygrade.

PNA Points come from two sources, your Exam Standard Score (SS) and your Performance Mark Average (PMA). You can receive up to 1.5 Points each for PMA and SS per advancement cycle for a maximum of 3.0 per cycle. Only the PNA points from the most recent five of the last

six consecutive advancement cycles in the same paygrade are used, so the maximum PNA point total can only reach 15.

PNA Points for PMA are based on how you rank among your peers. Your PMA must fall within the top 25% of ranked performance mark averages to garner points. Similarly, PNA Points for SS are based on all exam standard scores where your SS must fall in the top 25% in your paygrade/rating to earn points when not advanced.

PNA points will be retained for Career Intermission Program (CIP) candidates through the CIP period.

9. Education Points: How do I get credit for my degree toward advancement?

Sailors competing for advancement to paygrades E4 through E6 will be awarded two points for an accredited associate's degree, and four points for an accredited baccalaureate degree or above. Education points will be awarded for the highest degree held, and will increase the total overall Final Multiple Score (FMS) points.

To receive Education Points, your degree must be reflected in the Joint Services Transcript (JST) (formerly SMART). Degrees can only be entered into JST that are accredited by an accrediting agency recognized by the Department of Education.

First, verify if the college transcript is from a college/institution which is accredited by a regional or national accrediting agency by the U.S. Department of Education. Verification can be done online at: <http://www.ed.gov/admins/finaid/accred/index.html>

Next, Sailors must have OFFICIAL transcripts sent from institution directly to the JST:

COMMANDING OFFICER
NETC
JST Operations Center N643
6490 Saufley Field Road
Pensacola, FL 32509

JST can also accept secure transcripts sent electronically directly from the academic institute to jst@doded.mil.

Sailors must contact the JST Operations Center advising time that he/she is having an official transcript sent to JST directly from the academic institution for the purpose of adding the degree/certification to JST/SMART. Sailors provide JST with NAME, LAST FOUR of SSN, and E-mail address, the institution issuing degree and degree title to jst@doded.mil.

JST Operations Center will validate the transcript and enter education data into the Navy Campus Management Information System (NCMIS). NCMIS will update the JST and be used to calculate the E4 through E6 FMS. Do not include degree points in calculating award points.

To allow sufficient time for the JST Operations Center to process all documents, transcripts for Sailors competing for advancement to E4 through E6 MUST be received no later than the first day of the month in which their advancement exam occurs. (i.e. Active Duty Cycle = 1 Mar and 1 Sep, SELRES Cycle = 1 Feb and 1 Aug).

10. "Whole Person Concept" - it's not just your exam scores that get you advanced, it's your Final Multiple Score (FMS).

The Final Multiple Score (FMS) is a "Whole Person Concept" approach that considers your

exam score along with other factors to ensure the right Sailors are advanced. The other factors considered for E4/5/6 are Performance Mark Average (how well you perform in your job and as a Sailor), Service in Paygrade (experience in your job), Awards (your accomplishments in your job and as a Sailor), Education Points (self-improvement through education (accredited college degrees), and PNA points (credit for doing great on previous exam cycles but not enough quotas available).

For those who are CPO board eligible, the FMS is computed using Performance Mark Average and exam score only.

OPNAV N132 provides advancement quotas for the Active Duty cycles and BUPERS-32 provides advancement quotas for the SELRES cycles. Some ratings in a paygrade have limited quotas, so the Navy works hard to advance the most qualified Sailors using the Whole Person Concept.

11. The NAC rank-orders Sailors for advancement. What does that mean?

NAC uses the results from Navy-wide advancement examinations to assess knowledge at the next-higher paygrade and compute an individual Sailor's Final Multiple Score (FMS). The FMS is used to compare all Sailors in the same exam rate. NAC rank orders Sailors - the highest FMS score is the number one Sailor for advancement, second highest is number two, etc. - so the most qualified candidates are advanced given the number of vacancies (quotas) in a particular exam rate. The FMS is made up of different variables, but it's key to remember that sustained superior performance is a primary factor for advancement.

12. Your Profile Sheet - How did you do compared to your peers?

Profile Sheets provide candidates with information on Navy-Wide Advancement Examination (NWAE) performance as compared with other candidates who took the same NWAE.

For E4 through E6 candidates the profile sheets provide:

1. Final Multiple Score (FMS) factor breakdown
2. FMS
3. Minimum FMS Required for advancement
4. Average FMS factor breakdown of candidates (peers) who advanced
5. PNA (passed not advanced) points earned from past exam cycles—applied to the candidate's FMS for the current exam
6. PNA points earned from this exam, if listed - will apply to the candidate's FMS for next exam
7. Exam section breakdown of candidate's raw scores and relative standings compared to all other candidates who took this exam
8. Relative standing for the whole exam compared to all other candidates who took this exam
9. Examination cycle status

For E7 candidates the profile sheets provide:

1. FMS factor breakdown
2. Candidate's FMS
3. Minimum FMS required candidates who were selection board eligible (SBE)
4. Average FMS factor breakdown of candidates (peers) who were SBE
5. Exam section breakdown of candidate's raw scores and relative standings compared to all other candidates who took this exam
6. Relative standing for the whole exam compared to all other candidates who took this exam
7. Examination cycle status

NOTE: Some of the items above will not be shown on some Profile Sheets (e.g., for candidates who are in a fail status, have a discrepancy, or have been invalidated).

Additionally, E7/8/9 profile sheets report selection board or advancement status.

Once exam results are published, profile sheets can be accessed on the Navy Advancement Center's (NAC) link on NKO to view and print, or ESOs can access profile sheets on NEAS Web <<https://prod.neas.netc.navy.mil/NEASRpts/Individual.aspx>> (a CAC card log in is required at each site). Profile sheets are available on line for two years.

13.

14. Does the Profile Sheet tell me how many questions I got correct in each section?

Yes. The profile sheet tells you the number of questions in each examination section and the number of questions you answered correctly in each section. It also gives you a percentile which reflects how well you did in each examination section in relation to your peers who took the exact same examination.

For example: A percentile of 80% indicates that you scored higher than 80% of the candidates answering questions in the section. Percentile is not the same as percent. Percentile reflects relative standing in a peer group. Percent just gives what proportion of the items was answered correctly.

15. My Profile Sheet says DISC. What does this mean?

DISC means there is a Discrepancy with your advancement information and your Final Multiple Score cannot be calculated until this error is corrected through your ESO and the Navy Advancement Center (NAC) with supporting documentation. An uncleared discrepancy can keep an otherwise qualified Sailor from being advanced.

The most common discrepancies are –

Performance Mark Error - this means that your Performance Mark Average is missing from your exam answer sheet or is out of range. This is the number one discrepancy.

Insufficient Time-in-Rate - this means that your time-in-rate (TIR) is less than the required needed for the next paygrade or you have not been identified properly for Early Promote TIR waiver.

Unmatched Name/SSN - this means that your Name/SSN translated from the DOD ID Number does not match the Enlisted Master File (EMF) created from the Navy Enlisted System (NES) or the Inactive Manpower and Personnel Management Information System (IMAPMIS).

Wrong Path of Advancement - this means that you participated in an Navy-wide advancement examination outside your normal path of advancement.. (i.e. - a BM3 took a MA2 exam)

16. What is the most common exam discrepancy for Reservists?

The number one discrepancy for advancement eligible Reservists is a Performance Mark Average calculation error; your ESO should be able to correctly calculate for each exam cycle. Also, NAC sees DOD ID and name errors on exam sheets - this error falls directly on the member for correction when filling out the answer sheets.

Finally, some Reservists get a WPA error - Wrong Path of Advancement. Why is that? When a Reserve member is on Active Duty, information is often taken out of NSIPS/IMAPMIS. This can easily be corrected without any action required by the NAC, but commands must make the

NSIPS/IMAPMIS correction locally.

Check with your ESO to make sure your information is up to date!

17. E8/E9 Eligibility Profile Sheets.

All advancement-eligible Chiefs and Senior Chiefs should check their Profile Sheets on the Navy Advancement Center's (NAC) link on NKO or contact your ESO. After you verify your eligibility you should ensure your record is up to date by using the Web Enabled Record Review (WERR) on BOL. WERR allows you to view documents that have been submitted, reviewed and accepted as a part of your official military personnel file.

18. Why do I need a CAC to view my profile sheet?

Much of the information included on the NAC's NKO portal includes Personally Identifiable Information (PII). DoD policy clearly states CAC login is required when systems contain PII. Profile sheets are developed, maintained and linked to the Navy Enlisted Advancement System, and contain PII on individual Sailors.

19. I took a late exam, when will it be scored?

Once NAC receives your late Navy-wide advancement examination answer sheet from your command, it is immediately scanned and scored. A profile sheet with your results is created and posted on NEAS Web < <https://prod.neas.netc.navy.mil/NEASRpts/Individual.aspx>> for the command's view, and on the NAC link on NKO for the individual Sailor's view.

20. Does it hurt to know how you did on the last exam when you are planning your exam study?

Not a bit. Exam writers test the major subject matter of their ratings. Major subject matter (shown as sections on the profile forms) will reappear. But not the same questions! Use past profile information as just another piece of information to help you organize your study plan. But don't get trapped into thinking the profile form provides the questions or answers. It doesn't.

21. Why haven't the results come out yet?

After a Navy-wide Advancement Examinations (NWAEs) are received at the commands, there are seven primary steps that lead to NWAE results.

Below is a basic snapshot of the process from NWAE administration to release of results:

1. NWAEs are administered.
2. Fleet and shore commands mail NWAE answer sheets to NETPDC - historically, this process step takes six to seven weeks due to mailing locations.
3. When approximately 95% of the NWAE answer sheets have been returned and processed for an advancement cycle, including late exams, NAC scores exams and determines test passer counts.
4. NAC then sends a list of NWAE passer counts for each examination rate/competitive group to OPNAV N132 for the Active Duty cycles and BUPERS-32 for the SELRES cycles.
5. Enlisted Community Managers (ECMs) and manpower authorities determine vacancies and funding available.

6. Advancement quotas are approved by the Chief of Naval Personnel and forwarded to NAC.
7. Individual rating FMS cut lines are set in the Navy Enlisted Advancement System based on the approved quotas.
8. Results are published first on BUPERS Online for Triad notification, then the following day in the form of profile sheets posted on NEAS Web for the command view, and on the NAC link on NKO < <https://prod.neas.netc.navy.mil/NEASRpts/Individual.aspx>> for the individual Sailor's view.

21. How does the Navy figure out what records to send to E7 selection board for consideration?

Advancement to E7 requires selection board action. In order to qualify for selection board consideration, candidates must meet eligibility requirements in Chapter 2 of BUPERSINST 1430.16.

PO1s who are eligible to advance to Chief Petty Officer are rank-ordered against peers with only two Final Multiple Score (FMS) elements: 1) the candidate's performance mark average, and 2) their exam standard score (SS). Each candidate's FMS is rank ordered against all other E7 advancement-eligible candidates in the examination rate/competitive group. The advancement-eligible candidates who have an FMS that falls in the top 60 percent will be selection board eligible (SBE). The records of all candidates who have an FMS that falls in the bottom 40 percent (in each rating) will not be forwarded to the board for consideration.

Under the new FMS formula outlined in NAVADMIN 114/14, the performance metric (evaluations) are 60% of the E7 FMS, and the exam SS is 40%.

22. How can I track the advancement opportunity for my enlisted rate?

The Navy Advancement Center (NAC) posts the two years or more of advancement results for Active Duty and SELRES cycles on the Navy Advancement Center's (NAC) link on NKO under Exam Statistics By Rate.

For E4/5/6, the data is displayed with the following fields:

ERATE - Examination Rate

GRP - Competitive Group

TOTAL - Number of candidates in examination rate/competitive group

ADV - Number of candidates advanced

ADV % - Percentage of candidates advanced

PNA - Number of candidates that passed the exam, but did not advance

ADV PNA % - Percentage of candidates that passed the exam, but did not advance

FAIL - Number of candidates that failed the exam

FAIL % - Percentage of candidates that failed the exam

DISC - Number of discrepant candidates

DISC % - Percentage of discrepant candidates

ADV SS - The average exam standard score of candidates who advanced

23. Advancement Pay Determination - I just got advanced off the last exam, when am I getting paid?

For Active Duty cycles, OPNAV N132 provides monthly pay increment quotas. These quotas are loaded into the Navy Enlisted Advancement System (NEAS) monthly and spread across all examination rate/competitive groups by pay grade. For E4/5/6, selectees are advanced by Final Multiple Score, not exam Standard Score (SS). For E7/8/9, selectees are advanced by

Selection Board seniority ranking. For SELRES cycles, BUPERS-32 provides pay increment quotas. These quotas are loaded into NEAS and pay determination is established for all increments at the same time.

Monthly increments are generated by the first of the month. Once your pay date is determined, your Profile Sheet will be updated with the actual date of advancement.

The pay increments for each exam cycle are as follows –

JAN (Active Duty) and FEB (SELRES) E7 has 12 pay increments - Sep (current year) through Aug (following year)

FEB (SELRES) and MAR (Active Duty) E4/5/6 has 6 increments - Jul (current year) through Dec (current year)

AUG (SELRES) and SEP (Active Duty) E4/5/6 has 6 increments - Jan (following year) through Jun (following year)

NOV (Active and SELRES) E8/9 has 12 increments - Jul (current year) through Jun (following year)

Typically for Active Duty cycles, the majority of Sailors will advance in the final month of the advancement cycle. Typically for SELRES cycles, advancement is spread evenly for each increment.

At the top of the Profile Sheet page is an email sign up service that will notify you when the advancement month is set by the pay increment. Once you have signed up, you don't need to check through the NKO link every month to see when you advance.

[24. What is pay increment difference between E4-E6 and E7-E9?](#)

Since E4/5/6 Navy-wide advancement exams are administered twice a year, there are six monthly increments. Since E7/8/9 selection boards are held once a year, there are 12 monthly increments.

[25. Advancement Exams and IA Deployments - I was on an IA and missed an exam. What do I need to do?](#)

If you missed the Navy-wide advancement examination while you were in an IA (Congressionally Designated Combat Zones and Approved Contingency Operations Area) status, the first thing you need to do is contact your ESO and take the next available examination. When your ESO sends the examination answer sheet to be scored, they will also send in an Advancement-in-Rate or Change of Rating worksheet for the exam missed that includes what your PMA, awards and SIPG would have been if you had taken that exam. Your FMS from the exam taken is not used to compare with the Final Multiple required of the exam missed. To recalculate your FMS for the missed exam, the Navy Advancement Center (NAC) takes the standard score of the exam you took, the PMA, awards and SIPG from the missed examination worksheet and recalculates your FMS for the examination missed. If that FMS equals or exceeds the Final Multiple required for the examination missed, you will be advanced off that exam. If not, you may receive PNA points. A new profile sheet will be created for the examination missed for you to view and print at the Navy Advancement Center's (NAC) link on NKO.

Refer to BUPERSINST 1430.16 for further directions.

26. Selection Board Eligible (SBE) Criteria for candidates serving in Iraq, Afghanistan and HOA

NAVADMIN 336/07 establishes criteria for E7/LDO candidates in Iraq, Afghanistan and the Horn of Africa who may be waived from participation in the CPO advancement exam. Although Sailors may be waived from taking the CPO exam, they ARE NOT automatically Selection Board Eligible (SBE). SBE waiver validation must be completed by the eligible Sailor's permanent command using a validation answer sheet transmittal letter. Refer to NAVADMIN 336/07 and the Advancement Manual, Chapter 6 for additional information and specific requirements.

Sailors who do not have a valid profile sheet for the Active Duty or SELRES CPO selection board are not SBE. A candidate may verify their selection board eligibility on the Navy Advancement Center's (NAC) link on NKO. Failure to comply with established policy and procedures will result in a missed advancement opportunity.

27. What are the exam content and scoring differences between active duty and reserve personnel?

None, both Active Duty and SELRES have similar Navy-wide advancement examination content and are scored the same. Reserve personnel are required to have the same knowledge as their active duty counterparts. The only difference is the advancement opportunity or quota. OPNAV N132 provides quotas for Active Duty cycles and BUPERS-32 provides quotas for SELRES cycles.

28. What number of questions answered wrong will result in failing an exam?

A raw score cut value is applied to each Navy-wide Advancement Examination (NWAE) rate to determine whether a candidate passed or failed to pass the NWAE. If a candidate's raw score (the number of questions answered correctly) falls below the applicable cut value, then the candidate "fails" to pass the NWAE and is eliminated from competition for advancement.

Currently, the raw score cuts for a 175-item NWAE (without deletions) are 49 for E4, 55 for E5 and 61 for E6 and E7.

29. I am taking the advancement exam for the next higher paygrade. What should I do to improve my chances for advancement?

Your advancement opportunity is based on two primary factors; first is your individual Final Multiple Score (FMS) and next is number of vacancies which create quotas. Every examination rate/competitive group has different quotas and advancement opportunity.

Exam Stats by Cycle can be reviewed to determine and review how your examination rate/competitive group has performed historically. The Navy Advancement Center (NAC) uses the FMS to rank-order Sailors to fill available quotas in each rate.

The Navy-wide advancement examination is only one part of the FMS, but Sailors have the opportunity to increase their advancement opportunity by scoring higher than their peers taking the same exam (see note "What is the standard score? How is it determined?"). Mastery of the exam comes down to how well you know your job. Learn as much as you can about your rating from all sources. Study the references listed in your bibliography. Bibliographies are exam-specific, so be sure to download and review the material listed for the correct cycle.

Bottom line, the two primary things you can do to get advanced are to maintain stellar performance on the job and know your job well enough to score higher than your peers on advancement exams.

30. What will my advancement opportunity be next cycle?

Quotas are the total number of test-takers who will be advanced. Quotas, or vacancies, within each rating community and paygrade are determined by the Chief of Naval Personnel, Commander, Naval Reserve Force, and Enlisted Community Managers.

Advancement opportunity and career progression are directly linked to a rating's manning level. Personnel in undermanned ratings have greater opportunities for advancement than those in over-manned ratings.

31. If I have done all that and still get only PNA points, what is the problem?

Advancements fill vacancies. Advancements, especially in the higher paygrades, can seem very slow. You must remember that when there are few or no vacancies, there are few or no advancements. It is a vacancy driven system; advancement cut off scores are different from cycle to cycle.

32. When questions are deleted from an exam, how does this affect my score?

Deleted questions do not enhance or detract from anyone's advancement opportunity. Raw to standard score conversions are based on the raw scores of the peer group, so everyone is treated equally.