Average In Grade PRO/CON to JEPES Command Input Conversion

- Effects current LCpls and Cpls with avg-in-grade PRO/CON marks.
- Necessary for clean transition from PRO/CON to JEPES on 1 Feb 2021.
  - Allows Marines to receive PES scores with a legacy PRO/CON avg-in grade.
  - Ensures legacy PRO/CON evaluations impact Marines at current grade.
- Based off of total distribution of PRO/CON marks for Lance Corporals and Corporals across all MOSs.
- BLUF:
  - High PRO/CON performers convert into “Above Expectations/Exceptional” (3.1-5.0)
  - Middle PRO/CON performers convert into “Meeting Expectations/Above Expectations” (2.0-4.0)
  - Low PRO/CON performers convert into “Below Expectations/Working Towards” (0.1-1.9)

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- How the Conversion Works:
  1. Find avg-in-grade Proficiency Marks on appropriate table and associated Command Input (CI) value.
  2. Find avg-in-grade Conduct Marks on appropriate table and associated CI value.
  3. Add the CI values together and divide by two = Converted CI Marks for Char/MOS&MSN/Ldr

  NOTE: One-time conversion will occur within MCTFS, tables provided for transparency

Lance Corporal Table			
PRO Mark	CI Value	CON Mark	CI Value
0.0-2.9	**0.6**	0.0-2.9	**0.6**
3.0-3.8	**0.7**	3.0-3.7	**0.7**
3.9	**0.8**	3.8-3.9	**0.8**
4.0	**1.0**	4.0	**1.1**
4.1	**1.3**	4.1	**1.4**
4.2	**1.8**	4.2	**1.9**
4.3	**2.8**	4.3	**2.8**
4.4	**3.8**	4.4	**3.8**
4.5	**4.6**	4.5	**4.6**
4.6	**4.9**	4.6	**4.9**
4.7-5.0	**5.0**	4.7-5.0	**5.0**

Corporal Table			
PRO Mark	CI Value	CON Mark	CI Value
0.0-3.4	**0.6**	0.0-3.4	**0.6**
3.5-3.9	**0.8**	3.5-3.8	**0.8**
4.0	**1.0**	3.9	**0.9**
4.1	**1.2**	4.0	**1.0**
4.2	**1.6**	4.1	**1.2**
4.3	**2.3**	4.2	**1.6**
4.4	**3.2**	4.3	**2.3**
4.5	**4.1**	4.4	**3.2**
4.6	**4.6**	4.5	**4.1**
4.7	**4.9**	4.6	**4.7**
4.8-5.0	**5.0**	4.7-5.0	**5.0**

Example #1
LCpl 4.2 PRO / 4.3 CON
4.2 PRO = 1.8
4.3 CON = 2.8
(1.8 + 2.8) / 2 = 2.3

Char/MOS&MSN/Ldr = 2.3/2.3/2.3

Example #2
Cpl 4.6 PRO / 4.7 CON
4.6 PRO = 4.6
4.7 CON = 5.0
(4.6 + 5.0) / 2 = 4.8

Char/MOS&MSN/Ldr = 4.8/4.8/4.8

Example #3
LCpl 4.0 PRO / 4.1 CON
4.0 PRO = 1.0
4.1 CON = 1.4
(1.0 + 1.4) / 2 = 1.2

Char/MOS&MSN/Ldr = 1.2/1.2/1.2