

- Local file (2-1, 2A, or ERB)
- Maintenance (billets, clothing, common areas, equipment, motorpool, TA-50, vehicle, quarters)
- Military bearing
- Military schools attended (BCT, AIT, OSUT, NCOES, local)
- Oral/written communication skills
- Permanent records/microfiche (OMPF)
- Physical fitness scores (APFT)
- Previous assignments
- Security clearance
- Self-confidence
- Self-improvement
- Sergeant Morales/Murphy club member
- Soldier/NCO of the Month/Quarter/Year
- Soldier's initiative
- Time in current unit
- Time in grade
- Time in service
- Uniform/appearance
- Weapons qualification

Secondary zone/waivers provide incentives to soldiers who strive for excellence and whose accomplishments, demonstrated capability for leadership, and marked potential warrant promotion **ahead of peers.**

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PROMOTIONS



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Headquarters, Department of the Army

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When can I expect to be promoted or boarded?

| | Decentralized Advancements | | | Semicentralized Promotions | |
|-----------------------------------|-----------------------------------|------------------------------------|-------------------------------------|--|--|
| | PV2 | PFC | SPC | SGT | SSG |
| Time in service | 6 months; 4 months with waiver | 12 months; 6 months with waiver | 26 months; 18 months with waiver | 34 months; 16 months with waiver to appear before board | 82 months; 46 months with waiver to appear before board |
| Commander's recommendation | Required | Required | Required | Required | Required |
| Time in grade | None | 4 months; 2 months with waiver | 6 months; 3 months with waiver | 8 months; 4 months with waiver | 10 months; 5 months with waiver |
| Security clearance | Not applicable | Not applicable | Job specific | Job specific | Job specific |
| Physically qualified | Not applicable | Not applicable | Not applicable | For promotion MOS | For promotion MOS |
| Civilian education | Not applicable | Not applicable | Not applicable | High school diploma or GED | High school diploma or GED |
| Military education | Not applicable | Not applicable | Not applicable | PLDC | BNCOC |
| Promotion points | Not applicable | Not applicable | Not applicable | 350 minimum and meet cutoff score | 450 minimum and meet cutoff score |
| Board recommendation | Not applicable | Not applicable | Not applicable | Required | Required |
| Service remaining | Not applicable | Not applicable | Not applicable | 6 months | 12 months |

What can I do to get promoted or boarded?

The following are things that a commander will look at when selecting soldiers for promotions, schools, and assignments at all levels. Through hard work, soldiers can directly impact many of these areas, which will allow them to distinguish themselves from other soldiers and peers. This list is a guideline and is not all-inclusive.

- Additional duties performed
- Attitude
- Awards received (badges, certificates, medals, safety)
- Awareness of military programs
- Basic soldiering skills
- Care of soldiers and families and their ability to live up to the Army's values
- Civilian education completed
- Correspondence courses completed
- Counseling/NCOER (monthly, quarterly, annually)
- Crew/team/squad/platoon proficiency
- CTT and leader's evaluation
- Job performance within and outside soldier's MOS
- Knowledge of world affairs
- Leader's book
- Leadership and leadership positions