



ENLISTED ENGINEER DEVELOPMENTAL CAREER TIME LINE



0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25+



KEY DEVELOPMENTAL ASSIGNMENTS	0-1	2-3	4-6	7-11	12-16	17-20	21-25+
KEY DEVELOPMENTAL ASSIGNMENTS	Team Mbr	Team Leader	Squad Leader MiTT/PRT (18-24 months)	PSG MiTT/PRT (18-24 months)	1SG MiTT/PRT (24-30 months)	CORP CSM (USACE) REGT CSM BDE CSM BN CSM	
ADDITIONAL ASSIGNMENTS	OPS Asst CPL Rctg	OPS SGT Drill SGT Recruiter	BN/BDE STAFF Drill SGT, Recruiter, AC/RC, CTC Observer/Controller, Instructor	BN/BDE STAFF AIT PSG ROTC	S3/S2 NCOIC DIV/BDE EN ROTC AC/RC CTC O/C EOA IG	Proponency SGM OPS SGM School SGM Dir SGM (USAES)	
SCHOOLS	W L C	B N C O C		A N C O C	F S C	S M C	
<div style="border: 1px dashed black; padding: 5px; margin: 5px 0;">Sapper Leader Course</div> <div style="border: 1px dashed black; padding: 5px; margin: 5px 0;">Ranger, Airborne, Air Assault</div>							1



MINIMUM TIME-IN-GRADE AND TIME-IN-SERVICE REQUIREMENTS



	Automatic promotion at 6 mos TIS; minimum 4 mos TIS w/waiver.
	Automatic promotion at 12 mos TIS/4 mos TIG; minimum 6 mos TIS/2 mos TIG w/waiver.
	Automatic promotion at 24 mos TIS/6 mos TIG; minimum 18 mos TIS/3 mos TIG w/waiver.
	Recommendation/Promotion requirement for Primary Zone – Board appearance is 34 mos TIS/6 mos TIG. Promotion is 36 mos TIS/8 mos TIG. Req't for secondary zone – Board appearance is 16 mos TIS/4 mos TIG. Promotion is 18 mos TIS/6 mos TIG.
	Recommendation/Promotion requirement for Primary Zone – Board appearance is 82 mos TIS/8 mos TIG. Promotion is 84 mos TIS/10 mos TIG. Req't for secondary zone – Board Appearance is 46 mos TIS/5 mos TIG. Promotion is 48 mos TIS/7 mos TIG.
	6 year minimum TIS requirement for promotion. Primary Zone consideration averages 35+ mos. Secondary Zone consideration varies based on the needs of the Army, but usually requires a minimum 23 mos TIG.
	8year minimum TIS requirement for promotion. Primary Zone consideration averages 41+ mos. Secondary Zone consideration varies based on the needs of the Army, but usually requires a minimum 30 mos TIG.
	10 year minimum TIS requirement for promotion. Primary Zone consideration averages 34+ mos. Soldiers competing for SFC, MSG, SGM cannot be within one year of RCP. Secondary Zone consideration varies based on the needs of the Army, but usually requires a minimum 24 mos TIG.



Sergeant and Staff Sergeant Enlisted Army Promotion System



1. **Purpose:** To provide information concerning the SGT/SSG Enlisted Promotion System.
2. **Facts:**
 - a. Both field commanders and Department of the Army have a hand in promotions to SGT and SSG. The process begins with a recommendation by the Soldier's unit commander which is submitted through channels to the promotion authority who conducts the local promotion board. The unit commander's recommendation states that the Soldier meets the promotion criteria established for promotion to the specific grade for which the Soldier is competing. To recommend or not recommend a Soldier for promotion is the responsibility of the unit commander.
 - b. The time-in-service requirement for attaining eligibility for promotion to **SGT** is **36 months** Active Federal Service for the primary zone and **18 months** for the secondary zone. The time-in-grade requirement for attaining eligibility for promotion to SGT is **8 months as a CPL/SPC**, waivable to four months for those recommended in the secondary zone. Soldiers in the secondary zone may be boarded with 16 months time-in-service and four months time-in-grade as of the first day of the board month.
 - c. The time-in-service requirement for attaining eligibility for promotion to **SSG** is **84 months Active Federal Service** for the primary zone and **48 months** for the secondary zone. The time-in-grade requirement for attaining eligibility for promotion to SSG is **10 months as a SGT**, waivable to five months for those recommended in the secondary zone. Soldiers in the secondary zone may be boarded with 46 months time-in-service and five months time-in-grade as of the first day of the board month.
 - d. A Soldier may only compete for promotion in his CPMOS, as outlined in DA PAM 611-21.
 - e. The service remaining requirement is 12 months for promotion to SSG (none for promotion to SGT).
 - f. Soldiers competing for promotion to SSG must be graduates of the Warrior Leaders Course (WLC) prior to being recommended for promotion.



Senior (Centralized) Enlisted Army Promotion System



1. **Purpose:** To provide an overview of the Senior Enlisted Promotion System.
2. **Facts:**
 - a. Promotions to SGM, MSG and SFC through the centralized promotion system, affords promotion opportunities on a fair and equitable basis Army-wide.
 - b. Basic Concept. The basic concept of the centralized system is to promote those individuals to SFC, MSG, and SGM who compete equally with their contemporaries and are found to be best qualified. Promotion is not intended to be a reward for long honorable service in the present rank, but instead, is based on demonstrated performance in present and lower ranks and potential ability at the higher rank. Personnel not selected for promotion are not precluded from consideration by future boards, provided they meet the eligibility criteria established for consideration.
 - c. Board Action. Historically, centralized boards convene annually to select a specified number of Soldiers for promotion to the senior ranks. The Soldier is considered for promotion using the "whole Soldier" concept whereby his/her qualifications for promotion are judged by his/her entire record. No one item of information by itself is considered overriding in determining the best qualified for promotion.
 - d. Board Analysis. Boards consider the Soldier's performance record in the official file and a copy of the personnel qualification record. The board's analysis of the file includes a careful evaluation of many factors.
 - (1) Scope and variety of assignments;
 - (2) Estimate of potential (as reflected on evaluation) expected of an NCO at the next higher grade;
 - (3) Trends in efficiency;
 - (4) Length of service and maturity;
 - (5) Awards, decorations and commendations.
 - (6) education - both military and civilian;
 - (7) Moral standards;
 - (8) Integrity and character; and
 - (9) General physical condition.
 - e. Soldiers competing for promotion to SFC must be graduates of the Basic Noncommissioned Officer Course (BNCOC) prior to being recommended for promotion
 - f. **Squad Leaders** are suggested to have **18-24 months** rated time to be fully competitive with their peers. This can be divided between the Operational and Institutional Army; however, recommended to have most Squad Leader time completed in the Operational Army.
 - g. **Platoon Sergeants** are suggested to have **18-24 months** rated time to be fully competitive with their peers. This can be divided between the Operational and Institutional Army; however, recommended to have most Platoon Sergeant time completed in the Operational Army.
 - h. **First Sergeants** are suggested to have **24-30 months** rated time to be fully competitive with their peers. This can be divided between the Operational and Institutional Army; however, recommended to have most First Sergeant time completed in the Operational Army.



Enlisted Army Promotion Board Schedule - Centralized



Purpose: To provide a tentative board schedule for future enlisted promotion boards.

Facts:

The following schedule is provided along with targeted release dates. The approved board dates along with the zones of consideration will be announced via MILPER message NLT 120 days prior to convening date of that board.

BOARD	CONVENE/RECESS DATE	TARGET RELEASE	ZONE MESSAGE
<u>FY08 SFC</u>	29 JAN - 22 FEB 08	MID APR 2008 <i>(Released 20 Mar 08)</i>	<u>07-283</u>
FY08 CSM/SGM/SMC	03 JUN - 24 JUN 08	MID AUG 2008	<u>08-048</u>
FY09 MSG	05 AUG - 28 AUG 08 <i>(MSG Board dates changed due to DIMHRS fielding in Oct 08.)</i>	MID OCT 2008	<u>08-024 / 08-104</u>

(MSG Board dates changed due to DIMHRS fielding in Oct 08.) **MID OCT 2008** 08-024 / 08-104 **Visit Soldier Records Data Center (SRDC) for information about preparing for selection boards.**



Command Sergeant Major Post Board Screen



1. **Purpose:** To provide information on the Command Sergeant Major Post Board Screen Process
2. **Facts:**
 - a. The purpose of the Command Sergeant Major (CSM) post board screen is ensure that all Sergeants' Major selected for CSM are mentally, physically, morally and professionally qualified to perform those command duties .
 - b. In 2000, the Assistant Chief of Staff, G1 approved a post bard screening process for all CSM selects. This process was established to ensure that only noncommissioned officers of the highest standards are selected and appointed for command at the CSM level.
 - c. Immediately after the CSM/SGM promotion selection board recesses, the Soldier Records Data Center (SRDC) forwards the CSM select results to HRC's Promotions Branch. The Promotion Branch sends a request for derogatory information files from the Criminal Investigation Command (CRC), the Department of the Army Inspector General (DAIG) and the Central Clearance Facility (CCF).
 - d. All information received from the agency checks is forwarded to the Director of Military Personnel Policy, for a Command Sergeant Major Review Board (CSMRB). The CSMRB reviews all alleged derogatory information and determines if the information warrants referral to an Enlisted Standby Advisory Board (STAB).
 - e. Those noncommissioned officers referred to a STAB are notified of their status. They are provided a copy of the alleged derogatory information and given 30 days upon receipt of the notification letter to submit any information on their behalf, attesting as to why they should be retained on the CSM selection list. Rebuttals are submitted to Commander, HRC, ATTN: AHRC-MSP-E, 200 Stovall Street, Alexandria, VA 22332-0043. They are informed that until a final determination is made, they will be deferred from appointment to CSM (this does not stop the promotion to SGM). The noncommissioned officer's rebuttal, along with his/her enlisted record brief (ERB), and DA Form 2-1, is forwarded to a STAB. The STAB will recommend to the Chief of Staff Army removal from the selection list or retention on the selection list.
 - f. Approved results of the STAB are then forwarded to the noncommissioned officer concerned.