

## Frequently Asked Questions about Opting Into a Promotion Board

Instead of considering all officers 1 year junior to the Primary Zone for promotion by default, the Army is now requiring those officers meet eligibility conditions and request consideration for promotion.

This may mean you could be considered earlier than your “normal” BZ consideration.

### **Q: What does this mean for officers?**

**A:** First and foremost, it means “automatic” Below the Zone (BZ) consideration will no longer be standard. Any officer “below” the Primary Zone must request consideration for promotion and may need to meet certain eligibility conditions. Second, it means officers even younger than the normal BZ cohort may additionally be considered for promotion, though this will vary from board to board.

### **Q: Why is the Army doing this?**

**A:** This represents the next step we are taking toward more flexible and individualized career paths for Army officers. For years the Army has relied on a time-based promotion system to provide the ready force it needs for service to the nation. With early consideration, the Army may select officers for promotion based on achievements and milestones rather than time specifically and could potentially provide the Army more agility and flexibility in managing talent development by promoting some officers earlier in their careers based upon requirements.

### **Q: What does this mean for officers in the zones of consideration?**

**A:** For any given board, officers in the current Above and Primary Zones remain in the board and do not need to take any action. For officers below the Primary Zone of Consideration, you must meet eligibility and request consideration to be considered by the board. If you take no action, you will **not** be considered for promotion.

### **Q: Will Opting-In to this board early affect when I am considered in the Primary Zone?**

**A:** No, you will be considered for the Primary Zone based on your date of rank unless selected for promotion during early consideration.

### **Q: How will Opting Into the board affect an officer’s career progression?**

**A:** Opting into consideration and being selected for promotion ahead of traditional timelines accelerates an officer’s progression to the next higher grade. You should absolutely discuss the effect of that acceleration on your personal development and goals.

### **Q: Who is the approval authority for opting into a Promotion Board?**

**A:** The CG, HRC is the approval authority. Since the CG, HRC has previously delegated this authority to the Director, OPMD, now that HRC has reorganized we anticipate authority being delegated to the Director, Force Shaping Directorate.

**Q: What is the process for Opting In?**

**A:** You will request to opt into a board via a Personnel Action Request (PAR) in AIM2.0. If you are in the proper Permanent Date of Rank range, the PAR will be available in the My Requests menu (left-hand pane). Be mindful of the deadline, it is generally ~120 days prior to the board. In the future we will migrate this action into IPPS-A.

**Q: Are there any potential career risks associated with Opting Into a promotion board?**

**A:** The primary risk of moving too quickly is that an officer misses professional development associated with broadening assignments between tactical-level leadership positions, resulting in potential challenges at senior staff or enterprise-level leadership positions. Each officer should seek counseling from his or her chain of command and career manager prior to Opting-In to understand other specific risks.

**Q: Is there a long-term record of my opting into this board?**

**A:** No. No documentation of your opting in will be placed in iPERMS.

**Q: If selected, will my Cohort Year Group Change?**

**A:** Yes, you will move into the Cohort Year Group of the Primary Zone of Consideration.

**Q: If I meet all the criteria can I still be denied early consideration?**

**A:** No. All officers that meet the criteria as described in the MILPER message will be approved for early consideration.

**Q: If I opt in, may I submit a Complete the Record OER for this board?**

**A:** No. Per AR 623-3, Evaluation Reporting System, Complete the Record OER's are not allowed for promotion consideration below the Primary Zone.

**Q: If selected [for Major], how will this affect my selection for and attendance to Intermediate Level Education (ILE)?**

**A:** The ILE Selection Board considers all officers selected for major. Therefore, if selected you will be considered for ILE attendance. If you are selected for ILE attendance, you are expected to attend, either in residence, at a satellite venue, or via distance learning, in the next year.

**Q: I expect to PCS in the near-future. If I opt in and am selected, will that affect my PCS?**

**A:** In general, it should not affect your move, but it may impact the length of time you stay there. As an example, you could be expected to attend ILE in the next year. However, each situation is unique; your HRC career manager is your best resource to discuss those implications.

**Q: May an officer Opt into the promotion board if he/she is KD complete in their current grade and none of that KD time is on a “Most Qualified/Top Block” OER?**

**A:** Yes, if the officer meets the criteria identified in the MILPER they are eligible to Opt-In. The OER block check is not part of the eligibility criteria. However, officers should consider their strength of file before choosing to Opt-In.

**Q: Is an officer who opts into the promotion board stabilized in their current position / command / installation?**

**A:** Each officer is different, but Opting-Into a board does not by itself stabilize an officer. The HRC Career Manager is the best resource to help inform an officer's decision.

**Q: Is an officer who recently transferred from an original, basic branch into a functional area (or other branch) eligible to request to opt into the board?**

**A:** You must refer to the specific criteria for your branch or functional area, described in the MILPER Message for your board.

**Q: If I request to opt into this board, may I also request to branch transfer?**

**A:** Yes, but if you are approved to transfer to another branch or functional area prior to the promotion board convene date, you will be removed from early consideration for promotion.

**Q: Since the ILE Selection Board follows the Major Promotion Board, when and how do I submit my preferences for ILE venue?**

**A:** When HRC opens the preference site for ILE, it will include officers who have opted into the MAJ PSB.

**Q: I just started Advanced Civil Schooling (ACS). Does that impact my ability to opt into the board?**

**A:** No, but you should be very aware of your individual career timeline. You have a limited number of years to finish your civilian schooling, complete the utilization tour that follows ACS, attend any Professional Military Education and complete all further developmental positions before consideration for your next grade.

**Q: Will promotion board members know if I opt into the board?**

**A:** The board members will be informed by the Memorandum of Instruction that there is an Opt-In population for that particular board. The DA Secretariat will know who specifically was approved as an Opt-In candidate. If questions arise during the board, the DA Secretariat Board Recorders will research and provide an answer. However, there is nothing in your Officer Record Brief saying that you have opted in.

**Q: If I opt in, am I eligible for merit-based promotion?**

**A:** Yes, if selected it is possible you could be included in the merit-based population.

**As of 12 June 2023**

**Q: I have elected to opt into the board. Do I have a record of my choice? How do I know HRC received my request?**

**A:** You should communicate early and often with your Career Manager at HRC. He or she should be able to confirm your request. You should also absolutely expect to receive all automated board notifications, the first being your My Board File opening, which occurs approximately 2 months prior to the board's convene date.

**Q: What parts of my official file will the board review if approved for early consideration?**

**A:** Refer to the PSB MILPER Message for a complete answer, but in general the board will see your entire record, which may include derogatory information.