



**IDAHO ARMY NATIONAL GUARD**  
4040 WEST GUARD STREET, BLDG. 600  
BOISE, IDAHO 83705-5004



DCGAR

30 August 2007

MEMORANDUM FOR ALL IDAHO ARMY NATIONAL GUARD PERSONNEL

SUBJECT: Officer and NCO Promotions (PM-10)

1. It is the goal of the Idaho Army National Guard that all commissioned officers have the opportunity to achieve the rank of Lieutenant Colonel prior to retirements and that all noncommissioned officers (NCOs) have the opportunity to achieve the rank of Sergeant First Class.
2. Although each officer and NCO shall have the opportunity for promotion to these ranks, there is no guarantee that they will achieve that grade. Performance, education, potential, and the needs of the organization will all be factors in each individual's ability to attain that rank. Ultimately, it is the responsibility of each individual to take all required actions necessary to facilitate his/her eligibility for promotion, including, but not limited to, completing required professional and civilian education, duty choices, performance evaluations, demonstrating increased potential, physical fitness, updated official photographs, and a records review for accuracy and completeness.
3. Army regulations state, "Promotion criteria will be based on efficiency, time in grade, demonstrated command and staff ability, military and civilian education, and potential for service in the next higher grade." They further state, "Promotion will not be used solely as a reward for past performance."
4. Therefore, the measure for each promotion must be based not only on the benefit of the organization, but also the potential of continued benefit to the IDARNG.
5. This policy will not be incorporated into any other type of publication and will be updated as needed.

FOR THE COMMANDER:

//original signed//  
ALAN C. GAYHART  
Brigadier General  
Deputy Commanding General, Army