

Promotion Process

Qualified candidates for promotion are reviewed by a board of officers using the following criteria: Time-In-Service (TIS), Time-In-Grade (TIG), Last Efficiency Rating / Fitness Report (ER/FR) DMs, Civilian Education DMs, Military Training DMs, Awards/Decorations/Skill Badge DMs, Skill DMs, Command Assignments, Special Assignments, Security Clearance and Political Influence Points (PIPs). Positive or negative Promotion Points (PPs) are accumulated and if they're equal to a roll of 10+ (using 2d6) the PC receives promotion to the next higher rank. While promotion is a complex process there are exceptional cases of PCs being promoted without meeting these requirements, such as those placed on the fast track via political connections, extraordinary heroism and battlefield promotions.

Time-In-Service & Time-In-Grade

Pay Grade*	TIS	TIG	Comments
E-02	1 Year	1 Year	Automatic
E-03	2 Years	1 Year	Automatic
E-04	3 Years	1 Year	Automatic
E-05	4 Years	1 Year	Promotion Board
E-06	8 Years	4 Years	Promotion Board
E-07	12 Years	4 Years	Promotion Board
E-08	16 Years	4 Years	Promotion Board
E-09	20 Years	4 Years	Political Appointment
E-10	24 Years	4 Years	Political Appointment
O-02	2 Years	1 Year	Automatic
O-03	4 Years	2 Years	Automatic
O-04	6 Years	4 Years	Automatic
O-05	8 Years	4 Years	Promotion Board
O-06	12 Years	4 Years	Promotion Board
O-07	16 Years	4 Years	Promotion Board
O-08	20 Years	4 Years	Promotion Board
O-09	24 Years	4 Years	Promotion Board
O-10	28 Years	4 Years	Political Appointment
O-11	32 Years	4 Years	Political Appointment
O-12	36 Years	4 Years	Political Appointment

* Since each military service has different rank titles, pay grades are used for simplification purposes.

Passed Over — If an officer is passed over for promotion three times for the same rank they're given a choice of an immediate honorable discharge, retirement (if they have obtained twenty or more years in the service at the time), or they may be allowed to remain in service as a non-commissioned officer or petty officer until they're eligible for retirement. (They retire at the highest rank held while on active duty).

Types of Promotion

Standard Promotion – A PC is promoted using the administrative evaluation system above.

Meritorious Promotion – A PC can be promoted either to the next higher rank as a result of a specific heroic action during a critical mission or unique achievement. The elevation is only one rank increase. This form of promotion can only be awarded by a flag officer (general or admiral).

Battlefield Promotion – Wartime promotions are often awarded to qualified PCs when a unit loses an commanding officer due to combat actions. The premise is, there is not enough time to train and fully orient a new leader, therefore a general or admiral (O-08+) may instantly promote a qualified and experienced Sergeant or Petty Officer to officer status but only as a Second Lieutenant (Army & Marines) or Ensign (Navy).

Efficiency Rating /Fitness Report DMs (Written by the PCs Last Commanding Officer)

Poor Rating	-3
Below Average Rating	-1
Average Rating	0
Above Average Rating	+1
Excellent Rating	+3

Education DMs

Education is a requirement for higher promotion.

Bachelor Degree	+1
Masters Degree	+2
Doctorate Degree	+3
Fellows Degree	+4

Exceptions: Doctorate of Jurisprudence (JD) degree is required for Military Lawyers and Doctorate of Medicine degree (MD) is required for Physicians regardless of Rank. There's a standard practice of automatic appointment of lawyers (having passed their bar exam) and physicians (having passed their medical boards) to enter the service at O-03, and for lawyers or physicians with four or more years of practice to enter at O-04.

Military School DMs

Not all military schools receive promotion points. Basic training and Advanced Individual Training (AIT) or Officer Candidate Schools do not. Graduates from the following military schools do:

Non-Commissioned Officers Academy or Petty Officers Academy	+1
Sergeant Majors or Senior Master Chief Petty Officers Academy	+2
Officers Branch Advanced Course	+2
Imperial Command & Staff School	+3
Imperial War College	+4

Skill Badges, Commendations & Reprimands DMs
(for each Award)

Letters of Commendation	+1
Letters of Reprimand	-1
Non-Judicial Punishments (Article 15 or Captain's Mast)	-2
Summary Court Marshals (upon conviction only)	-3
Special Court Marshals (upon conviction only)	-4
General Court Marshal (upon conviction only)	-5
Command Star (PC commanded a unit or ship)	+1
Combat Campaign Ribbon (PC participated in a combat action)	+1
Military or Naval Attaché Assignment	+2
Military or Naval Aide-de-Camp Assignment	+2
Emperor's Attaché Assignment	+3
Pilot Wings / Command Pilot Wings	+2 / +3
Military or Naval Academy Instructor	+1
Military or Naval Academy Professor	+2
Military or Naval Academy Commandant	+3
Civilian Institution Honors Graduate (Magna Cum Laude)	+1
Military Academy Distinguished Graduate Badge	+2

Awards & Decoration DMs
(for each Award)

Service Commendation Medal	+1
Meritorious Service Medal	+2
Prisoner of War Medal	+1
Purple Heart Medal	+2
Bronze Star Medal / Legion of Merit (Third Order)	+3
Silver Star Medal / Legion of Merit (Second Order)	+4
Distinguished Service Cross / Legion of Merit (First Order)	+5
Medal of Honor	+6

Skill DMs

Leadership	+1
Persuasion	+1
Liaison	+1
Cultural	+1
Diplomacy	+1
Grand Tactics	+1
Fleet Tactics	+1

Source of Commission DMs

Voluntary Enlistment (Enlisted or NCO Only)	+1
Imperial Service Academy Commission	+3
Direct Commission (Reserve Officer)	0
ROTC Commission (Reserve Officer)	0
Battlefield Commission (Regular Officer)	+1

Security Clearance DMs

No Clearance	-5
Confidential Clearance	+1
Secret Clearance	+3
Most Secret Clearance	+5