



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
OFFICE OF THE CHIEF OF ARMOR
1 KARKER STREET, SUITE 6600
FORT BENNING, GEORGIA 31905-5000

ATZK-AR

6 March 2012

1. PURPOSE: To provide the Chief of Armor an analysis of the Fiscal Year (FY) 2013 results for the Maneuver, Fires and Effects (MFE) BATTALION CSM CSL list results.

2. Discussion:

a. Armor Master Sergeants (promotable), Sergeants Major and Command Sergeants Major competed for CSL positions in the following categories:

(1) N03P: Infantry / Armor Operations. Category is open to Combined Arms Battalions (CAB) and Cavalry Squadrons in Armor Brigade Combat Teams (ABCT), Infantry Brigade Combat Teams (IBCT), Reconnaissance and Surveillance Brigades, Airborne and Air Assault Divisions.

- Twenty-one Battalions were open for competition in FY 13 with the following results:

CMF	CAB	CAV (IBCT)	R&S BDE	ABN/ AASLT	TOTAL
ARMOR	2	4	0	3	9
INFANTRY	7	2	2	1	12
Total	9	6	2	4	21

- Armor NCOs were selected to fill nine (42.8%) of the available battalions, an increase over the 31% selection for FY 12.
- Eight of the nine selectees were enrolled in Excellence in Armor.
- Three Armor CSMs were selected to fill positions in Airborne/Air Assault Cavalry Squadrons--two were 19K background; one was a 19D with a light and heavy background.
- Five of the nine (55%) selectees were 19K background.
- Nine of eleven (81%) had prior CSM experience. The average age was 44.7 years; TIS was 24.5 years; TIG 2.56 years.
- BN level CSM experience ranged from 0 to 36 months, with an average of 14.1 months in position.
- Average combat deployment was 2.6 tours.

- The average GT score was 116.
- Three CSMs had completed a Bachelor's degrees; all but one of the selectees had completed at least one year of college.
- Five Armor CSMs were selected as alternates.

Generating Force Assignments:

MOS Background	Drill Sergeant	Recruiter	Instructor	ROTC	O/C	AC/RC
19D	2	1	2	2	2	2
19K	3		2	0	2	
Total	5	1	4	2	4	2

Additional Skills:

MOS	AIRBORNE	JMPMSTR	AASLT	PTHFNDR	RNGR	MG	EIA
19D	1	1	2	1	0	0	5
19K	1	1	0	0		0	3
TOTAL	2	2	2	1	0	0	8

Additional observations:

- No Master Gunners were selected in Subcategory N03P.
- One of the selectees is currently attending the Sergeants Major Academy.
- Eight of nine selectees were Excellence in Armor members

(2) N03G: Infantry / Armor Generating. Includes positions in basic training units, AC/RC units and Observer/Controller Teams.

- There were eleven Battalion CSL positions in this category

CMF	Total
Armor	6 (54.5%)
Infantry	5 (45.5%)
Total	11

Generating Force Experience:

MOS Background	Drill Sergeant	Recruiter	O/C	ROTC	Instructor	AC/RC
19D	1	0	1	0	1	0
19K	1	2	1	2	1	0
Total	2	2	2	2	2	0

Additional skills:

MOS	AIRBORNE	JMPMSTR	AASLT	PTHFNDR	RNGR	MG	EIA
19D	1	0	1	1	0	0	1
19K	2	0	0	0	0	1	1
TOTAL	3	0	1	1	0	1	2

Observations.

- Selectees will fill assignments in TRADOC, FORSCOM and USAREUR.
- Four of the six have previous CSM experience.
- Average age: 44; TIS: 23.47 years; TIG: 15 months.
- Five of the selectees are 19K background.
- One of the selectees was a 19K Master Gunner.
- Four Armor CSMs were selected as alternates.
- Two of the selectees were EIA.

(3) N19P: Armor Operations. The category consists of Cavalry Squadrons in ABCTs and SBCTs.

MOS	CAV-ABCT	SBCT	TOTAL
19D	2	2	4
19K	2	3	5
Total	4	5	9

- There were 9 selectees for Armor Operations; five are 19K background.
- Two of the selectees are MSG (P).
- The average GT Score for the CSM selects is 116.
- Seventeen Armor MSG/SGM/CSMs were selected as alternates.
- Five selectees were EIA.

Generating Force Experience:

MOS Background	Drill Sergeant	Recruiter	O/C	Instructor	AC/RC
19D	2			1	1
19K	1	1	1		4
Total	3	4	1	1	5

Additional skills:

MOS	AIRBORNE	JMPMSTR	AASLT	PTHFNDR	RNGR	MG	EIA
19D	1	0	1	5	0	1	1
19K	1	1	1	0	0	3	4
TOTAL	2	1	2	5	0	4	5

Observations:

- Four of 9 selectees had been rated as a CSM prior to the CSL. The average time served was 18 months. The range was eight to 25 months.
- Five of the 9 (55.5%) selectees were Excellence in Armor members.
- Average age 43.15 years; average TIS was 23.8; average TIG was 21.78 months.
- All selectees had at least one year of college: two had AA degrees; two had BS degrees; one had earned his MA.

(4) N19G: Armor – Generating CMF 19. Includes positions in basic training units, AC/RC units and Observer/Controller Teams.

- Eight CSMs were selected in this category. Two CSMs will assume responsibility for battalions at the MCoE.
- Three of the selectees were 19D; five were 19K.
- One was selected for O/C duty at the JMRC.

Generating Force Experience:

MOS Background	Drill Sergeant	Recruiter	O/C	Instructor	AC/RC
19D	3	0	0		0
19K	2	3	0	1	3
Total	5	3	0	1	3

Additional skills:

MOS	AIRBORNE	JMPMSTR	AASLT	PTHFNDR	RNGR	MG	EIA
19D	2	1	2	2	0	1	2
19K	2	0	0	0	0	2	5
TOTAL	4	1	2	2	0	3	7

Observations:

- Average age was 43.2 years; TIS was 24.44 years; and TIG was 15.72 months.
- Seven of the eight selectees were EIA.
- This is the first CSM assignment for four of the eight selectees.
- Three of the selectees were 19 D background; five were 19K background.
- Fifteen were selected as alternates.

Summary:

- The Cavalry and Armor force had a total of 32 selectees from the FY 13 Battalion CSL list. Nine were selected for IN / AR -- OPERATIONS assignments; nine were selected for AR – OPERATIONS assignments; eight were selected for AR- GENERATING assignments; and six were selected for AR/IN GENERATING assignments.
- Twenty-one of the 32 (65.5%) selectees were 19K background; eleven of 32 (34.5%) were 19D background.
- Twenty-five of 32 had served as OPS SGTs.
- Twenty-two of 32 (68.5%) were members of the EIA Program.
- Twenty of 32 had rated time in a CSM position.
- In the two areas where Armor competed with Infantry (N03P-INFANTRY/ARMOR-OPERATIONS & N03G-INFANTRY/ARMOR – GENERATING) the selection rate was 15 out of 32 (46.9%).
- All selectees had at least one deployment in conjunction with the War on Terror with an average of 2.5 deployments.

(5) MEMBERSHIP OF THE FY13 ACTIVE COMPONENT (AC) BRIGADE CSM CSL BOARDS.

MANEUVER, FIRES & EFFECTS

President: Major General James C. Boozer, Sr., (FA)

Members: Colonel Chad B. McRee, MP

Command Sergeant Major William K. Allen, 12Z
Command Sergeant Major Billy R. Brauer, 19Z
Command Sergeant Major Julio Candelario, 13Z
Command Sergeant Major Kenneth M. Graham, 74D
Command Sergeant Major Neil C. Heupel, 00Z
Command Sergeant Major Carolyn B. Johnson, 15Z
Command Sergeant Major Lamarquis Knowles, 11Z
Command Sergeant Major Tedd J. Pritchard, 14Z

3. POC for this memorandum is SGM Gregory A. Proft, (706) 545-7725



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