



DEPARTMENT OF THE ARMY  
OFFICE OF THE CHIEF OF ARMOR  
1 KARKER STREET; MCGINNIS-WICKHAM HALL  
SUITE 6600  
FORT BENNING, GEORGIA 31905-4500

REPLY TO  
ATTENTION OF:

ATZK-AR

22 June 2012

MEMORANDUM THRU DIRECTOR, OFFICE OF THE CHIEF OF ARMOR  
FOR COMMANDANT, US ARMY ARMOR SCHOOL

SUBJECT: Information Paper – Results of FY 12 Sergeants First Class Selection Board

1. Purpose. To provide information to the Chief of Armor on the results of the FY 12 selection list to Sergeant First Class (SFC).

2. Summary. The SFC Board convened on 24 January 2012 at Fort Knox, KY. The eligibility criteria for promotion consideration to SFC were: "ALL ADVANCED LEADERS COURSE (ALC) QUALIFIED SSG WITH A DOR OF 4 FEB 09 AND EARLIER AND WITH A BASD BETWEEN 25 JAN 87 AND 25 JAN 06 (BOTH DATES INCLUSIVE)." The reference is MILPER Message 11-291.

a. Primary Zone. DOR is 3 February 2008 and earlier.

b. Secondary Zone. DOR is 4 February 2008 through 4 February 2009.

3. SFC Selection Information. All calculations through this document are based on the official release date of 15 March 2012. The following is a profile of the Staff Sergeant's selected for promotion to Sergeant First Class:

a. The total number of Armor Staff Sergeants considered for promotion was 1636; number selected for promotion was 281. Armor selection rate was 17.2%; the total Army selection rate was 24.8%. 19D had a selection rate 15.9% (141 out of 887) and 19K had a selection rate of 18.69% (140 out of 749).

b. The average age of those selected for promotion within CMF 19 was 32.72 years. The oldest was 49.82 years and the youngest was 25.76 years. The average age for 19D selectees was 32.07 years; the average age for 19K selectees was 33.37 years;.

c. The average Time In Service (TIS) for those selected for promotion was 11.59 years. The highest TIS was 21.15 years and the lowest was 7.40 years.

d. The average Time in Grade (TIG) for those selected for promotion was 5.23 years. The highest was 11.68 years and the lowest 3.08 years.

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e. All but five of the NCOs selected for promotion were high school graduates or equivalent. Of the 281 Armor NCOs selected for SFC, 37.3% had some college. The following is the level of education for SFC selectees:

- (1) No college: 62% had no college (174 of 281).
- (2) One year of college: 19% had at least the equivalent of one year of college (52 of 281).
- (3) Two years of college: 12% had the equivalent of two years of college (35 of 281).
- (4) Three years of college: 4% had the equivalent of three years of college (10 of 281).
- (5) Four years of college: 3% had the equivalent of four years of college (8 of 281).

f. Only 10% of the NCOs selected had an advanced degree (28 of 281).

- (1) Associates degree: 7% had an Associates Degree (19 of 281).
- (2) Bachelors Degree: 3% attained a Baccalauriete Degree (9 of 281).

g. The average GT score for those selected for promotion was 110.16. The highest GT score was 130; the lowest GT score was 84. There were a total of 34 NCOs who had a GT score below 100.

h. Professionally developing assignments:

|                   | Master Gunner | Drill        | Recruiter    | Instructor   | O/C         | NCOA        | AC/RC       |
|-------------------|---------------|--------------|--------------|--------------|-------------|-------------|-------------|
| <b>19D</b>        | 13            | 48           | 32           | 69           | 3           | 8           | 2           |
| <b>19K</b>        | 31            | 39           | 59           | 67           | 7           | 7           | 5           |
| <b>Total</b>      | 44            | 87           | 91           | 136          | 10          | 15          | 7           |
| <b>Percentage</b> | <b>15.7%</b>  | <b>30.9%</b> | <b>32.4%</b> | <b>48.4%</b> | <b>3.5%</b> | <b>5.3%</b> | <b>2.5%</b> |

i. The following data depicts attendance at common professionally developing schools.

|                   | Sniper      | SLC/<br>ARC | Battle Staff<br>NCO | ABN          | Air<br>Assault | Pathfinder  | Ranger      |
|-------------------|-------------|-------------|---------------------|--------------|----------------|-------------|-------------|
| <b>19D</b>        | 10          | 14          | 4                   | 44           | 36             | 13          | 3           |
| <b>19K</b>        | 3           | 0           | 6                   | 6            | 6              | 2           | 2           |
| <b>Total</b>      | 13          | 14          | 10                  | 50           | 42             | 15          | 5           |
| <b>Percentage</b> | <b>4.6%</b> | <b>5.0%</b> | <b>3.6%</b>         | <b>17.8%</b> | <b>14.9%</b>   | <b>5.3%</b> | <b>1.7%</b> |

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j. EIA

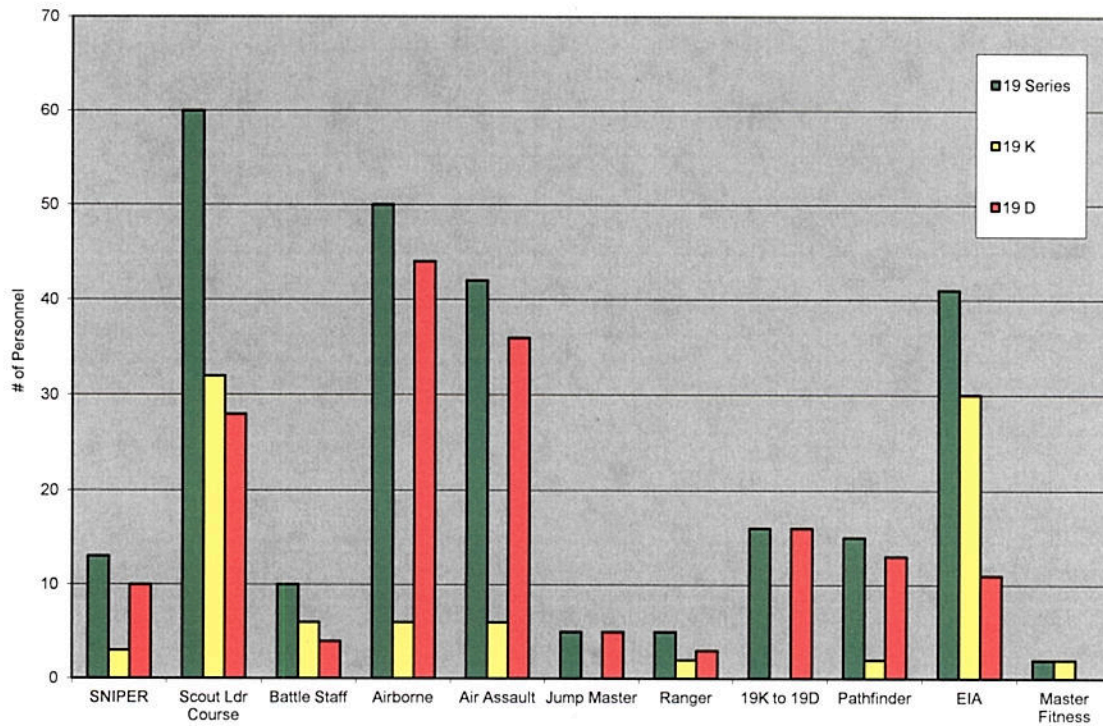
|                   |            |
|-------------------|------------|
|                   | <b>EIA</b> |
| <b>19D</b>        | 11         |
| <b>19K</b>        | 30         |
| <b>Total</b>      | 41         |
| <b>Percentage</b> | 14.5%      |

k. 19K to 19D conversion.

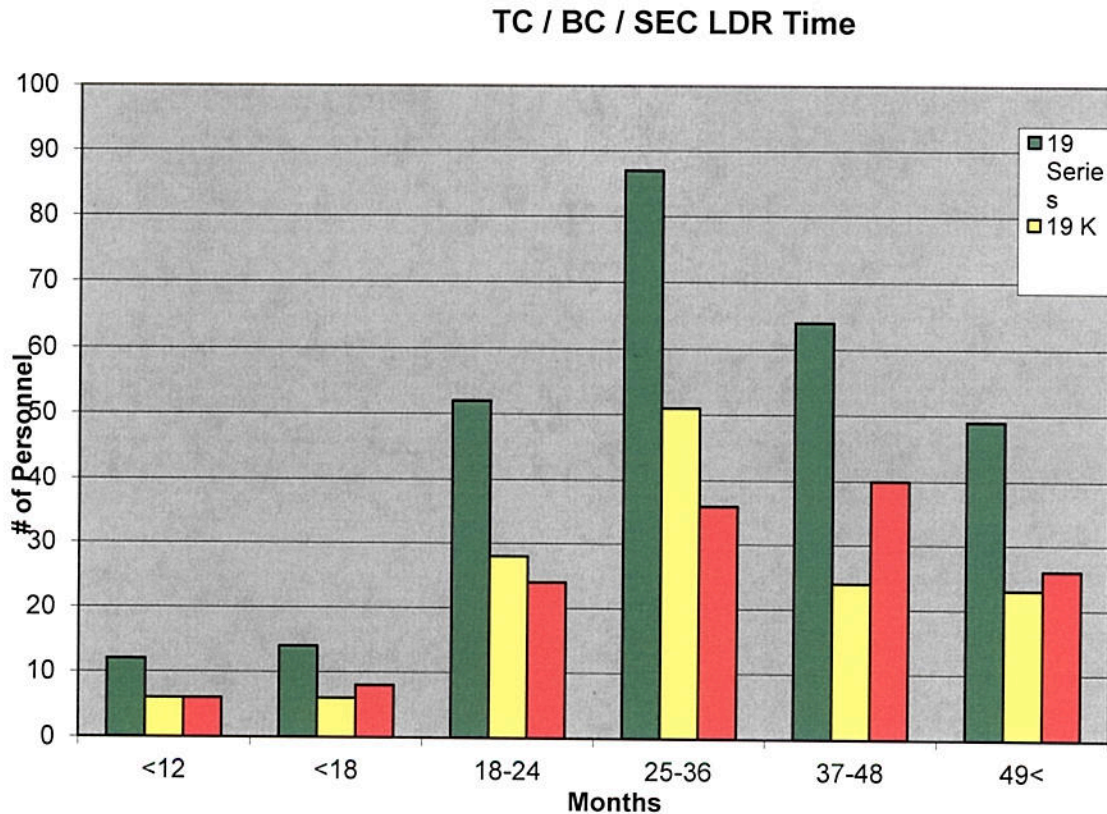
|                   |                   |
|-------------------|-------------------|
|                   | <b>19K TO 19D</b> |
| <b>Total</b>      | 16                |
| <b>Percentage</b> | 5.6%              |

l. The following chart shows the most common professionally developing schools available for CMF 19 and the number of selectees enrolled in the EIA program.

SFC Selects ASI's



m. The following chart outlines the amount of critical leadership time as a Section Sergeant each of the selectees held by the time the board convened. The average time spent as a Section Sergeant was 35.1 months with the highest being 114 months and the lowest being 0 months. There were 13 NCOs with less than 18 months branch development time.



4. General observations.

a. OCOA believes the selection board voted our best Staff Sergeants for promotion to Sergeants First Class. Our opinion is that the promotion board mostly followed the guidance in DA Pam 600-25.

b. There were 35 SSGs selected for promotion with GT scores below 100. Although a GT score below 100 may not have a significant impact on a SFC, MSG or SGM/CSM, it should be pointed out to the young NCOs and Soldiers within the CMF that it does limit the options available to them for certain specialty or professionally developing assignments later in their career. For example, having a GT score below 100 does not allow an NCO to be eligible to become the any of the following: Drill Sergeant, Recruiter, or Master Gunners. OCOA believes

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this may be a partial reason why there has been an increase in the instructor background  
(assignment history chart) numbers throughout the past four promotion boards.

c. The NCOs selected did the tough demanding assignments. They had numerous professionally developing assignments throughout their careers. They served the Armor Force well as Master Gunners, Drill Sergeants, Observer/Controllers, AC/RC and ROTC, Instructors, and in many other important assignments. Service on a transition team alone does not meet branch development. In addition, 101 of those selected for promotion had served in positions as PSGs, with 49 serving over 12 months successfully. Those serving successfully in positions as PSGs were looked favorably upon by the board. There were 13 NCOs that **DID NOT** have the branch development time needed reflected on their ERBs. OCOA believes that it is critical an NCO have 18-24 months of leadership time to be successful at the next level.

d. Armor NCOs across all brigade combat team formations compete equitably for promotion. The key for selection remains excellence in key leadership positions as evidenced by multiple NCOERs, supported by sustained performance in the generating force.

e. Relatively few of the selectees (14.5%) were enrolled in the Excellence in Armor Program. Leaders at all levels should identify top performing Soldiers and NCOs who demonstrate high levels of potential for enrollment in the Program and groom them for positions of greater responsibility. The criterion for enrollment is available on the OCOA website.

f. The Board AAR comments highlighted the following:

(1) There were cases of using “Homegrown” duty titles in both MTOE and TDA positions. These positions caused confusion when trying to determine exactly what duty position the NCO was filling or what duties the NCO was performing. The board found significant challenges, for example: Section Sergeant/Master Gunner, Section Sergeant/Instructor Writer, Rear Detachment Deployable PSG and Deployed Section Sergeant without the platform documented by MTOE. This also caused a mismatch between the NCOER and the ERB. Duty titles should be taken from the appropriate MTOE or TDA document. The positions on the ERB and NCOER must match in order to provide the board accurate information on the duty position and grade.

(2) The NCOER remains viable and is the most critical indicator of potential for promotion. Some of the things the board identified concerning NCOERs were Missing NCOERs, Administrative Errors, consecutive NCOERs having the same Senior Rater comments and NCOERs with “Among the Best” ratings during the same period.

(a) The board observed a number of NCOs with missing NCOERs. Many of these NCOs had conducted a PCS move and were still trying to acquire their NCOER from their last unit. If the status is found to be valid, HRC should include a memorandum in the promotion file detailing the status of the NCOER.

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(b) Administrative errors in NCOERs included the following: missing the number of rated months; missing the height/weight information; and, missing the Reviewer's check on the Concur/Non-concur block of the NCOER.

(c) Consecutive NCOERs with the same Senior Rater comments; Senior Raters need to give an honest assessment of the NCO after every rating period.

(d) NCOERs with "Among the Best" ratings and Disciplinary Action during the same period "discredits the NCOER for that period and creates concern by board members regarding the credibility of remaining evaluations from that organization."

(e) A large number of ERBs were incomplete or inaccurate. Particular attention should be given to section IX; duty title as well as the time in these positions. Numerous ERBs contained duty titles of "*incoming personnel*" for 24 months or more. It is highly recommended that NCOs take the time to ensure the accuracy of these documents prior to validating them for the board.

5. POC is SFC David J. Neuzil, Office of the Chief of Armor, (706) 545-0670.



GEORGE DeSARIO  
Director, Office of the  
Chief of Armor