



DEPARTMENT OF THE ARMY
OFFICE OF THE CHIEF OF ARMOR
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REPLY TO
ATTENTION OF:

ATZK-AR

12 AUG 2013

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

SUBJECT: Information Paper – Results of FY 13 Sergeants First Class Selection Board

1. Purpose. To provide information to the Chief of Armor on the results of the FY13 selection list to Sergeant First Class (SFC).

2. Summary. The SFC Board convened on 24 February 2013 at Fort Knox, KY to consider Staff Sergeants for promotion to SFC. The eligibility criteria were delineated in MILPER Message 12-345: ALL ADVANCED LEADERS COURSE (ALC) QUALIFIED SSG WITH A DOR OF 5 FEB 10 AND EARLIER AND WITH A BASD BETWEEN 05 FEB 94 AND 07 FEB 07 (BOTH DATES INCLUSIVE).

a. Primary Zone. DOR of 04 February 2009 and earlier.

b. Secondary Zone. DOR of 05 February 2009 through 05 February 2010.

3. SFC Selection Information. All calculations through this document are based on the official release date of 04 APR 13. The following is a profile of the Staff Sergeants selected for promotion to Sergeant First Class:

a. The total number of Armor Staff Sergeants considered for promotion was 1566; the number selected for promotion was 110. Three of those NCOs Armor selection rate was 7.0%; the total Army selection rate was 22.2%. 19D had a selection rate 8.7% (77 out of 884) and 19K had a selection rate of 4.8% (33 out of 682).

b. The average age of those selected for promotion within CMF 19 was 32.78 years. The oldest was 47.66 years and the youngest was 26.22 years. The average age for 19D selectees was 32.45 years; the average age for 19K selectees was 33.87 years.

c. The average Time In Service (TIS) for those selected for promotion was 11.71 years. The highest TIS was 19.85 years and the lowest was 7.40 years. For 19D the average was 11.38 years; for 19K it was 12.51.

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d. The average Time in Grade (TIG) for those selected for promotion was 6.85 years. The highest was 11.18 years and the lowest 3.17 years. The 19D average was 5.52 years; 19K average TIS was 12.51.

e. Successful leadership time while working *within the CMF* is of paramount importance in the professional development of our NCOs; it is vital to success in subsequent assignments. The following chart outlines the amount of critical leadership time held as a vehicle commander or section sergeant at the time the board results were released. The average time spent as a vehicle commander/section sergeant was 32.59 months.

	< 18 Months	18-24 Months	25-36 Months	37-48 Months	>49 Months
19D	11	15	25	15	11
19K	4	6	11	6	5
TOTAL	15	21	36	21	16

Although 15 of the selectees had less than 18 months of vehicle commander/section sergeant time, eight had served or were currently serving as platoon sergeants. Armor Branch will continue to recommend 24 months as the minimum acceptable leadership time for consideration to then next higher rank.

f. All of the NCOs selected for promotion were high school graduates or equivalent. Of the 110 Armor NCOs selected for SFC, 67.3% had some college. The following is the level of education for SFC selectees:

- (1) No college: 32.7% had not attended college classes (36/110).
- (2) One year of college: 30% had at least the equivalent of one year of college (33/110).
- (3) Two years of college: 22.7% had the equivalent of two years of college (25/110).
- (4) Three years of college: 9.1% had the equivalent of three years of college (10/110).
- (5) Four years of college: 3.6% four or more years of college (4/ 110).

g. Twenty percent of the NCOs selected had an advanced degree (22/110).

- (1) Associates degree: 15.45% had an Associates Degree (17/110).
- (2) Bachelors Degree: 4.5% attained a Baccalauriete Degree (5/110).

h. The average GT score for those selected for promotion was 111.92. The highest GT score was 131; the lowest GT score was 91. There were a total of eight NCOs who had a GT score below 100. A GT score of less than 110 may be a discriminator in the opportunity to attend professional schools.

	<100	100-105	106-109	110-120	>121
19D	7	13	7	33	16
19K	1	5	5	15	9
TOTAL	8	18	12	48	25

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i. Professionally developing assignments:

	Master Gunner	Drill	Recruiter	Instructor	O/C	NCOA	AC/RC
19D	26	18	5	44	3	1	5
19K	20	9	3	25	0	0	0
Total	46	27	8	69	3	1	5
Percent	41.8%	24.5%	7.3%	62.7%	2.7%	0.9%	4.5%

j. The following data depicts attendance at common professionally developing schools:

	Sniper	SLC/ ARC	Battle Staff NCO	ABN	Air Assault	Pathfinder	Ranger
19D	2	26	4	27	13	10	4
19K	0	0	3	1	3	0	0
Total	2	26	7	28	16	10	4
Percent	1.8%	23.6%	6.4%	25.4%	14.5%	9.1%	3.6%

k. Excellence in Armor (EIA). Only 12 of the selectees (10.9%) were EIA enrollees; six 19D and six 19K.

l. 19K to 19D conversion. Nine of the 77 (11.7%) 19D selectees had transitioned from MOS 19K to 19D. Of those selected within CMF 19, 13 of the 110 (11.8%) selectees previously held an MOS outside of Armor.

4. General observations.

a. OCOA believes the selection board voted our best Staff Sergeants for promotion to Sergeants First Class. Seven NCOs were selected for promotion who did not meet the minimum guidance of 18-24 months as a vehicle commander/squad leader. Although some of them served in 19D/K4O positions, the positions (Assistant Operations Sergeant, Mission NCO, etc.) do not allow for development as a Scout or Tanker. Our opinion is that the promotion board mostly followed the guidance in DA Pam 600-25.

b. There were eight 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 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 any of the following: Drill Sergeant, Recruiter, or Master Gunners. OCOA believes this may be a partial reason why there has been an increase in the instructor background (assignment history chart) numbers throughout the past five promotion boards.

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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.

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 (10.9%) 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) Performance and potential. The CMF 19 has a logical and well structured path for career development. The majority of NCOs are moved in and out of key leadership assignments at appropriately spaced intervals. The CMF 19 Series NCOs performed well in the areas of physical fitness, military education and specialty assignments. *The Senior Rater comments for performance and potential on an NCO's NCOER played a key role in the board members' final determination of an NCO's potential for future service.*

(2) Utilization and assignments. NCOs who performed the duties of Squad Leader, Section Sergeant, Truck/Tank/Bradley Gunner/ Commander in addition to some Platoon Sergeant time that was successfully annotated on their NCOERs received favorable ratings from the board members. NCOs performed jobs outside of their MOS for extended periods of time did not fare as well. Duty as Drill Sergeants and Recruiters were well documented and positively added to the overall potential for future service of the NCO.

(3) Training and education. **Civilian education was an area in which CMF 19 did not excel.** There was a distinct lack of degree completion or semester hours attempted across the NCOs being considered for promotion. NCOs should take advantage of the educational opportunities available as part of their self-development.

(4) Physical Fitness. Overall, the majority of CMF 19 NCOs are meeting current fitness standards. NCOs who achieved consistently high APFT scores showed a commitment to the total Soldier concept and were looked upon more favorably by the board members.

(5) Overall career management. The purpose of career management is to develop young leaders to successfully execute the Armor mission. Senior NCOs should carefully manage

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



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