



REPLY TO
ATTENTION OF:

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

ATZK-AR

23 November 2015

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

SUBJECT: Information Paper – Results of FY 15 Sergeants First Class Selection Board

1. Purpose. To provide information to the Chief of Armor on the results of the FY 15 selection list to Sergeant First Class (SFC).

2. Summary. The SFC Board convened on 2 June 2015 at Fort Knox, KY. The eligibility criteria for promotion consideration to SFC were: "ALL ADVANCED LEADERS COURSE AND SSD-III QUALIFIED SSG'S WITH A DOR OF 3 JUN 12 AND EARLIER AND WITH A BASD BETWEEN 3 JUN 96 AND 3 JUN 08 (BOTH DATES INCLUSIVE)." The reference is MILPER Message 15-053.

a. Primary Zone. DOR is 5 FEB 11 and earlier.

b. Secondary Zone. DOR is 6 FEB 11 thru 3 JUN 12.

3. SFC Selection Information. The following is a profile of the Staff Sergeants selected for promotion to Sergeant First Class:

a. All calculations through this document are based on the official release date of 01 June 2015. These calculations provide a 95% confidence level and a 3% confidence interval by utilizing a sample size of 82 from the total population size of selectees.

b. The total number of Armor Staff Sergeants considered for promotion was 1,323; number selected for promotion was 273. Armor selection rate was 20.6%; the total Army selection rate was 25.1%. 19K had a selection rate of 0.0% (0 out of 442) and 19D had a selection rate 30.9% (273 out of 881).

c. The average age of those selected for promotion within CMF 19 was 32.67 years. The oldest was 46.1 years and the youngest was 27.4 years.

d. The average Time in Service (TIS) for those selected for promotion was 11.96 years. The highest TIS was 16.73 years and the lowest was 7.87 years.

e. The average Time in Grade (TIG) for those selected for promotion was 6.0 years. The highest was 9.92 years and the lowest 3.0 years.

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f. All of the NCOs, within the sample population, selected for promotion were high school graduates or equivalent. Of the 82 Armor NCOs within the sample population selected for SFC, 73.17% had some college. The following is the level of education for SFC selectees:

- (1) No college: 26.8% had no college.
- (2) One year of college: 11.0% had at least the equivalent of one year of college.
- (3) Two years of college: 29.3% had the equivalent of two years of college.
- (4) Three years of college: 25.6% had the equivalent of three years of college.
- (5) Four years or more of college: 4.9% had the equivalent of four years or more of college.

college.

g. Of the NCOs selected within the sample population, 14.6% had an advanced degree.

- (1) Associates degree: 12.2% had an Associates Degree.
- (2) Bachelors Degree: 2.4% attained a Baccalauriete Degree.
- (3) Masters Degree: 0% attained a Masters Degree.

h. The average GT score for those selected for promotion was 110.8. The highest GT score was 139; the lowest GT score was 85. Percentage of NCOs with a GT score below 100 was 14.6%.

i. The average number of combat deployments was 2.74 with 98% serving multiple tours. 47.6% of the NCOs had at least one combat award.

j. The following lists the different assignments, courses, and formations held by the selectees:

(1) Broadening assignments:

	Master Gunner	Drill	Recruiter	Instructor	OC/T	NCOA	AC/RC
19D	9	28	12	52	8	6	1
Percentage	11%	34.1%	14.6%	63.4%	9.8%	7.3%	1.2%

(2) Common professionally developing courses:

	Battle Staff	EO	SHARP	MFT
19D	9	29	14	5
Percentage	11%	35.4%	17.1%	6.1%

(3) Common functional courses:

	Sniper	Airborne	Air Assault	Pathfinder	Ranger	Jumpmaster
19D	4	33	34	7	7	6
Percentage	4.9%	40.2%	41.5%	8.5%	8.5%	7.3%

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(4) Career functional courses:

	CLC	ARC	RSLC
19D	1	24	9
Percentage	1.2%	29.3%	11%

(5) Brigade Combat Teams:

	ABCT	IBCT	SBCT
19D	14	15	5
Percentage	17%	18.3%	6.1%

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 followed the guidance in our information paper to the selection panel.

b. There were 12 SSGs selected for promotion, within the sample population, 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 selecting a specialty or professionally developing assignment later in their career. For example, having a GT score below 100 does not allow an NCO to be eligible to become 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 numbers throughout the past five 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 Controller/Trainers, Instructors, and in many other important assignments. Additionally, 27 of those selected for promotion, within the sample population, had served in positions as PSGs, with 15 serving over 12 months successfully. Those serving successfully in positions as PSGs were looked favorably upon by the board. There were 4 NCOs that did not have the branch development time (18 months as described in DA PAM 600-25, 11 AUG 2011) needed. OCOA believes that time is needed 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.

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e. The Armor School highlights the following from the board AAR comments:

(1) The planned implementation of the new NCOER may alleviate friction points related to enumeration. However, the new report will not solve the challenge of poor writing skills by Raters/Senior Raters, lack of counseling and administrative mistakes. Commanders and Senior Enlisted Leaders of these Raters/Senior Raters must take an active role in the NCO evaluation process in order to accurately reflect strong performance and clearly identify those with the best potential. The authorship and proper management of NCOERs should be viewed as an indicator of the performance and potential of those who write them.

(2) Many ERBs had not been reviewed nor updated by NCOs. It was evident when an NCO had not taken the time to review their files, when duty descriptions throughout a career were “surplus Soldier” and “incoming personnel”. Assignment history should be updated and match the evaluation periods and duty titles on the NCOER. Awards, schools, and special recognition (i.e. Commandant’s List) should also be updated. NCO’s need to carefully review their promotion file in the MY BOARD FILE process and do so with sufficient lead time in order to correct discrepancies.

(3) While the priority is to ensure the NCO is serving in key 30-level operational assignments to be competitive, files where NCOs were also given the opportunity to serve in 40-level operational assignments and served successfully were looked at more favorably regarding demonstrated promotion potential.

5. POC for this memorandum is SFC James Chavers, 19D Career Manager, Office of the Chief of Armor, (706) 545-067 or james.c.chavers.mil@mail.mil.


GEORGE DeSARIO
Director, Office of the
Chief of Armor