



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

ATZK-AR

21 February 2011

MEMORANDUM THRU DIRECTOR, OFFICE OF THE CHIEF OF ARMOR

FOR COMMANDANT, US ARMY ARMOR SCHOOL

SUBJECT: Information Paper – Results of FY 12 Master Sergeant Selection Board

1. Purpose. To provide information to the Chief of Armor on the results of the FY 12 selection list to Master Sergeant (MSG).
2. Summary. The MSG Board convened on 18 October 2011 at Fort Knox, KY. The eligibility criterion for promotion consideration to MSG was: "ALL SENIOR LEADER COURSE (SLC) QUALIFIED SFC WITH DOR OF 27 OCT 08 AND EARLIER AND WITH A BASD BETWEEN 19 OCT 86 AND 19 OCT 03 (BOTH DATES INCLUSIVE)." The reference is MILPER Message 11-187.
  - a. Primary Zone. DOR is 19 October 2007 and earlier.
  - b. Secondary Zone. DOR is 20 October 2007 through 27 October 2008.
3. MSG Selection Information. The following is a profile of the Sergeant's First Class selected for promotion to Master Sergeant:
  - a. All calculations through this document are based on the official release date of 21 December 2011.
  - b. The total number of Armor Sergeant's First Class considered for promotion was 826; the number selected for promotion was 147. Armor selection rate was 17.7%; the total Army selection rate was 16.2%. 19K had a selection rate of 16.87% (68 out of 403) and 19D had a selection rate 18.44% (78 out of 423).
  - c. The average age of those selected for promotion within CMF 19 was 36.95 years. The oldest was 47.12 years and the youngest was 30.01 years. The average age for 19D selectees was 36.55 years; average age for 19K selectees was 37.41 years.

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d. The average Time in Service (TIS) for those selected for promotion was 16.31 years. The highest TIS was 23.42 years and the lowest was 11.15 years.

e. The average Time in Grade (TIG) for those selected for promotion was 5.08 years. The highest was 8.56 years and the lowest 3.22 years.

f. All of the NCOs selected for promotion were high school graduates or equivalent. Of the 146 Armor NCOs selected for MSG, 59.18% had some college. The following is the level of education for MSG selectees:

- (1) No college: 40% had no college (58 of 146).
- (2) One year of college: 26% had at least the equivalent of one year of college (38 of 146).
- (3) Two years of college: 19% had the equivalent of two years of college (28 of 146).
- (4) Three years of college: 8% had the equivalent of three years of college (12 of 146).
- (5) Four years of college: 6% had the equivalent of four years of college (9 of 146).

g. Only 19% of the NCOs selected had an advanced degree (28 of 146).

- (1) Associates degree: 14% had an Associates Degree (21 of 146).
- (2) Bachelors Degree: 5% attained a Baccalauriete Degree (7 of 146).

h. The average GT score for those selected for promotion was 112.24. The highest GT score was 130; the lowest GT score was 88. There were a total of seven NCOs who had a GT score below 100.

i. Professionally developing assignments:

	<b>Master Gunner</b>	<b>Drill</b>	<b>Recruiter</b>	<b>Instructor</b>	<b>O/C</b>	<b>NCOA</b>	<b>AC/RC</b>
<b>19D</b>	15	22	7	29	22	1	2
<b>19K</b>	44	13	11	20	28	3	1
<b>Total</b>	59	35	18	49	50	4	3
<b>Percentage</b>	<b>40%</b>	<b>23.8%</b>	<b>12.2%</b>	<b>33.3%</b>	<b>34%</b>	<b>2.7%</b>	<b>2%</b>

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

	<b>Sniper</b>	<b>SLC/ARC</b>	<b>Battle Staff NCO</b>	<b>Airborne</b>	<b>Air Assault</b>	<b>Pathfinder</b>	<b>Ranger</b>
<b>19D</b>	1	14	6	26	20	15	2
<b>19K</b>	0	0	18	3	3	1	0
<b>Total</b>	1	14	24	29	23	16	2
<b>Percentage</b>	<b>0.68%</b>	<b>9.5%</b>	<b>16.3%</b>	<b>19.7%</b>	<b>15.6%</b>	<b>10.9%</b>	<b>1.3%</b>

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k. Excellence in Armor (EIA). Forty of the 146 (27%) selectees were enrolled in EIA.

l. 19K to 19D conversion. Three of the 78 (4%) 19D NCOs selected for MSG converted from 19K.

m. Critical Leadership time. The following chart outlines the amount of critical leadership time as a PSG each of the selectees held by the time the board convened. The average time spent as a PSG was 34.51 months with the highest being 74 months and the lowest being 0 months. There were three NCOs with less than 18 months branch development time.

<b>Platoon Sergeant Time</b>	<b>19D</b>	<b>19K</b>	<b>Total</b>
<18 months	2	1	3
18-24 months	13	8	21
25-36 months	38	30	68
37-48 months	27	15	42
>49 months	3	9	12

4. General observations.

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

b. There were 7 SFCs selected for promotion with GT scores below 100. Although a GT score below 100 may not have a significant impact on a 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 (assignment history chart) numbers throughout the past four promotion boards.

c. Fifty-eight NCOs selected for promotion had no college in their records. The Selection Board AAR cited the attendance of civilian education as an indicator of an NCO's "determination and willingness to improve themselves" and stated that two or more years of civilian education was looked upon favorably by the board.

d. Master Gunners, particularly 19Ks, did extremely well with an aggregate of 40% of the selectees having served as master gunners. Armor Branch needs to continue to stress the master gunner course for our best NCOs.

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e. The NCOs selected for promotion did the tough, demanding assignments. Many 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, 29 of those selected for promotion had served in positions as ISGs, with nine serving over 12 months successfully. Those serving successfully in positions as ISGs were looked favorably upon by the board. There was only one NCO that **DID NOT** have the documented branch development time needed. OCOA believes that time is needed to be successful at the next level.

f. 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. Generally speaking, 19D NCOs had a wider variety of assignments with 24 having served in two of the following formations: HBCT, IBCT, SBCT or ACR.

e. The Armor board AAR comments were exceptionally positive and highlighted the following:

(1) The NCOER remains viable and is the most critical indicator of potential for promotion. Senior Raters need to quantify the rated NCO against his peers with strong recommendations. NCS serving in key positions during deployments received evaluations with more clearly defined and measurable ratings. 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.

(2) Utilization and assignments (particularly in the PMOS).

(a) SFCs who held “non-standard” positions within the CMF (Rear-Detachment NCOIC or First Sergeant) were given consideration as documented on the NCOER. These positions are not supported by the unit MTOE, but are necessary for the unit’s success. In some cases, it was difficult to assess leadership potential of the rated NCO as key elements of the duty description, such as number of Soldiers supervised, were omitted. This made it difficult to assess the degree of difficulty and level of responsibility of the position.

(b) NCOs who had branch certification prior to special assignments were looked upon more favorably than those who lacked branch certification and were working outside of their PMOS.

(3) Physical Fitness.

(a) Excellence blocks should be quantified by a statement that the NCO earned the APFT Badge and/or scored 90 points or above in each event. Sustaining the APFT Badge was

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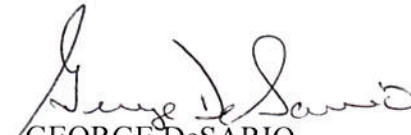
received very positively as was the impact of the rated NCO on his Soldiers. NCOS who significantly improved their unit's APFT average or decreased the number of Soldiers in the special populations were received positively.

(b) NCOs who showed continuous fluctuation in height and/or weight drew the increased attention of the board members and were not viewed favorably. In these circumstances, the board examined the NCOs most recent DA Form 1059 to set a baseline for the NCO in question.

(4) Overall career management.

Most of the CMF 19 NCOs' records indicated proper career management. They are spending the right amount of time in leadership positions as Platoon Sergeants before assignment in other career enhancing positions. NCOs who served multiple tours in non-deploying unites were not looked upon as favorably as those who were assigned to more challenging MTOE units. The board considered serving 36 months in a TDA assignment after completion of critical leadership time as normal career progression.

5. POC is SFC Frank Johnson, Office of the Chief of Armor, (706) 545-0670.



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