



DEPARTMENT OF THE ARMY
OFFICE OF THE CHIEF OF ARMOR
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FORT BENNING, GEORGIA 31905-5000

REPLY TO
ATTENTION OF:

ATZK-AR

09 MAY 2014

MEMORANDUM FOR CHIEF OF ARMOR, US ARMY ARMOR SCHOOL

SUBJECT: Information Paper – Results of FY15 Battalion CSM Centralized Selection List

1. **PURPOSE:** To provide an analysis of the Fiscal Year (FY) 2015 results for the Maneuver, Fires and Effects (MFE) BATTALION CSM CSL list results.
2. **Overview.** Armor Master Sergeants (promotable), Sergeants Major and Command Sergeants Major competed for FY 15 Battalion CSL positions in the following categories with CMFs 11, 12, 13, 14 and 15. Armor had 104 NCOs eligible for consideration; 35 NCOs (34%) declined to compete leaving 69 NCOs competing for the BN CSL. A total of 28 (41%) were selected to serve as BN CSMs.

MFE MOS/CMF's BN Selection						
FY15 BN CSL	11	12	13	14	15	19
ELIGIBLE	371	89	112	49	114	104
ACCEPT	241	70	78	26	67	68
DECLINE (%)	126 (34%)	19 (21%)	32 (29%)	20 (41%)	40 (35%)	35 (34%)
DEFAULT IN	4	0	2	3	7	1
SELECTED (%)	63 (26%)	23 (33%)	26 (33%)	12 (41%)	33 (45%)	28 (41%)

3. Discussion:

- a. Armor Master Sergeants (promotable), Sergeants Major and Command Sergeants Major competed for FY 15 CSL positions in the following categories:
 - (1) **N03P: Infantry / Armor Operations (Open to 11Z and 19Z).** Category is open to Combined Arms Battalions (CAB) and Cavalry Squadrons in Armor Brigade Combat Teams (ABCT), Stryker Brigade Combat Teams (SBCT), Infantry Brigade Combat Teams (IBCT) and Reconnaissance and Surveillance Brigades. Sixteen Combined Arms Battalions/Squadrons were open for competition in FY 15 with the following results:

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CMF	CAB	CAV (IBCT)	R&S BDE	CAV (ABN/AASLT)	TOTAL
ARMOR	8	2	0	1	11
INFANTRY	0	2	1	2	5
Total	8	4	1	3	16

- Armor NCOs were selected to fill 11 of the 16 (68.75%) available battalions.
- Six of eleven (54.5%) selectees were 19K background.
- Two Armor SGMs were selected to serve in Cavalry IBCT billets.
- One Armor SGM was selected to fill a position in an Airborne/Air Assault Cavalry Squadron. He has a 19 K background with previous service in a like organization.
- Four of the selectees were MSG (P) with an average age was 42.5 years; TIS was 23 years; TIG 1.4 years.
- Two of the selectees had CSM experience with an average of seven months in position.
- Average combat deployment was 28.8 months.
- The average GT score was 114.5.
- All selectees had at least one year of college. Four CSMs had completed a Bachelor’s degree; one had earned his Master’s Degree.
- Nine Armor MSG/SGM/CSMs were selected as alternates in this category.

The selectees served across a broad spectrum of assignments and attained various additional skills during their careers.

Additional Skills:

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

Additional observations:

- Two of the selectees are currently attending the Sergeants Major Academy
- Two of the selectees are currently assigned in the Generating Force

(2) **N03G: Infantry / Armor Generating (Open to 11Z and 19Z).** Includes positions in basic training units, AC/RC units and Observer/Controller Teams.

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CMF	Total
Armor	3 (43%)
Infantry	4 (57%)
Total	7

- There were seven Battalion CSL positions in this category
- The Armor selectees were one 19D and two 19K background
- Selectees will fill assignments in TRADOC at Jackson and Leonard Wood
- Average age: 41; TIS: 20.8 years; TIG: 6 months
- Average combat deployment: 29 months
- Four Armor CSMs were selected as alternates
- One selectee is a MSG (P)
- One selectee has previous CSM experience

Additional skills:

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

(3) N19P: Armor Operations (Open to 19Z only). The category consists of Cavalry Squadrons in ABCTs and SBCTs.

MOS	ABCT	SBCT	TOTAL
19D	0	0	0
19K	1	4	5
Total	1	4	5

- Five NCOs were selected for Armor Operations; all five are 19K background
- Average age: 41.8 years; average TIS: 22.4 years; average TIG: one year
- Average combat deployment length: 30 months
- The average GT Score for the CSM selects is 110
- Three of the five selectees were EIA
- Twelve Armor MSG/SGM/CSMs were selected as alternates

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CSM CSL list results.

Additional skills:

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

- All selectees had previous assignments as an OPS SGM
- Two of the selectees had rated time as a CSM
- Average age 41.8 years; average TIS was 22.4; average TIG was 12 months.
- Average combat deployment was 29.6 months
- All selectees had at least one year of college: two had AA degrees; two had BS degrees.

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

- Nine Armor NCOs were selected in this category.
- Five of the selectees were 19D; four were 19K.
- Two CSMs will serve at the CTCs.
- Two of the selectees will serve within the MCOE.
- One was selected for O/C duty at the JMRC.

Additional skills:

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

Observations:

- Average age was 43.1 years; TIS was 24 years; and TIG was 36 months.
- Three selectees were EIA.
- Four of the selectees will move within the Generating Force
- Six were selected as alternates.

(5) **WFMG: MFE Immaterial Generating (CMF 11, 12, 13, 14, 15, 18, 19, 31, 37, 38, 46, 74).**

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- There were no 19Z selections in this category. CMF 31 had five selectees and CMF 74 had two selectees.
- No 19Zs were selected as alternates.

Summary:

- The Cavalry and Armor force had a total of 28 selectees from the FY 15 Battalion CSL list. Eleven were selected for IN / AR -- OPERATIONS assignments; five were selected for AR – OPERATIONS assignments; nine were selected for AR-GENERATING assignments; and three were selected for AR/IN GENERATING assignments.
- Eleven of the 28 (39.3%) selectees were 19D background; 17 of 28 (60.7%) were 19K background.
- All selectees had served as OPS SGTs or OPS SGMs.
- Twelve of 28 (42.9%) 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 for Armor was 14 out of 23 (60.9%).
- All selectees had at least one deployment in conjunction with the War on Terror with an average of 2.5 deployments.

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



George DeSario

Director, Office of the Chief of Armor