



DEPARTMENT OF THE ARMY  
OFFICE OF THE CHIEF OF ARMOR  
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FORT BENNING, GEORGIA 31905-4500

REPLY TO  
ATTENTION OF:

ATZK-AR

13 December 2015

MEMORANDUM THRU DIRECTOR, OFFICE OF THE CHIEF OF ARMOR

FOR CHIEF OF ARMOR, US ARMY ARMOR SCHOOL

SUBJECT: Information Paper – Results of FY 15 Active Component Sergeant Major Select, Train, Educate, Promote (STEP) List

1. Purpose. To provide information to the Chief of Armor on the results of the FY 15 selection list for attendance to USASMA Class 67 (AUG16) and Promotion to SGM.

2. Summary. The Department of the Army selection board convened on 09 September 15 to consider eligible Noncommissioned Officers for selection to attend the United States Sergeants Major Academy (USASMA Class 67) for the purpose of promotion to SGM. Eligibility for consideration was IAW MILPER MESSAGE 15-192<sup>1</sup>; All SSD 4 qualified 1SG/MSG with a DOR of 10 SEP and earlier, with BASD between 10 SEP 89 and 10 SEP 05 (both dates inclusive) and a DOB no earlier than 10 SEP 59.

3. Sergeants Major Course Training selection list information: 25 19Zs were selected to attend USAMA Class 68 (AUG16) The FY 15 Armor selection rate to USASMA or the purpose of promotion to SGM was 11.3% (25 of 221). Primary Zone selection rate for Armor was 11.9% (18 of 151), the secondary zone selection rate was 10% (7 of 70). The Army selection rate was 12.7% (577 of 4545)<sup>2</sup>. Upon graduation, these Master Sergeants will be frocked to the rank of SGM and issued a sequence number for promotion to the grade of SGM. The following is a profile of the First Sergeants /Master Sergeants in the Select-Train-Educate-Promote category.

a. The average age for those selected for the USAMC Class 67 list was 38.96 years of age. The oldest was 45 years; the youngest was 35 years of age. There is no significant age difference between selectees of class 66 (FY 14, 38.58) and class 67 (FY 15, 38.96).

b. The average Time in Service (TIS) was 19.4 Years of service. The selectee with minimum TIS was 17 years; while the selectee with the most had 23 years. There is no significant changes between the TIS between (FY 14, 18.5) and (FY 15, 19.4). According to the PDM Model for K/Ds CMF 19 is within tolerance for Years of Service (19 yrs. for Class 67 vs. PDM Model 22 yrs.) and Rank.

<sup>1</sup> <https://www.hrc.army.mil/milper/15-192>

<sup>2</sup> Select Statistics by PMOS Board 9643: FY15 AC SGM training and Selection

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c. The average Time in Grade (TIG) for selectees was 3.88 years. The minimum TIG was 2 years; the highest time in grade was 7 years. No significant changes between (FY14, 3.55yrs) and (FY 15, 3.88yrs)

d. The average Critical Leadership Position (CLP) as a First Sergeant was 36.28 Months. The least amount of time spent in CLP was 17 months (Soldier with the least amount of CLP) had 17 Months of Rated 1SG Time and 17 Months of BN CSM Time)<sup>3</sup> and the most CLP was 58 Months. The chart below shows where the selectees served as 1SG/MSGs.

Armor BCT (OP)	Infantry BCT (OP)	Stryker BCT (OP)	CAV (GEN)	AR (GEN)
4	14	3	2	2
16%	56%	12%	8%	8%

e. The Army Physical Fitness Test (APFT) of selectees had an average of 282.88. The highest scores recorded were 300, with the lowest being 207.

200-259	260-269	270-279	280-289	290-295	300
1	2	5	5	7	5
4%	8%	20%	20%	28%	20%

f. The average months of combat OEF/OIF (22.08mo/12.75mo).The average Operational deployments in support of global war on Terrorism was 7.85 months.

g. The highest level of civilian education completed for these selected for USASMA Class 67. *Limited authorizations and fiercely competitive* records indicate civilian education can be considered a major discriminator for selection to SGM.<sup>4</sup> Strive to complete a degree program or accumulate two years of college credit towards a degree. However, continuing civilian education (completion of associates or bachelor's) is encouraged.<sup>5</sup>

h. The average General Technical Score was 110.72. The highest was 126, and the lowest being 96.

No College	Some College	AS/AA Degree	BA/BS Degree	Master Degree	Doctoral Degree
1	5	13	6	0	0
4%	20%	52%	24%	0	0

<sup>3</sup> MSG who fails to meet the minimum 1SG requirements (24 Months), see DA PAM 600-25, p.150, CH 10-10, (1)(b)

<sup>4</sup> DA PAM 600-25 dated 11 September 2015 pg. 144, CH 10-3, para. (5)(a)(c)

<sup>5</sup> Ibid.

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i. The following charts show the least/most common broadening assignments available and the percentage of these selected to attend Class 67 who have performed duties in these assignments.

HRC Manager	Branch Manager	Operations BN or Higher	Intelligence NCOIC	MSI or TAC <sup>6</sup>	Inspector General NCOIC
0	0	11	3	9	1
0	0	44%	12%	36%	4%

EO	SFAT/TT/MTT	INSTR/WTR	OC/T CTC	Master Gunner BDE or Higher
0	4	3	2	2
0	16%	12%	8%	8%

j. The following charts show the most common ASI/SQI/PDSI available to Armor Senior Sergeants.

(J3) M3 Master Gunner	(R8) MGS Master Gunner	(K8) A2 Master Gunner	(A8) A1 Master Gunner	Battle Staff (2S)
5	0	1	3	5
20%	0	4%	12%	20%

(R7) Army reconnaissance Course	(C6) Cavalry Leaders Course
3	7
12%	28%

Airborne (P)	Jump Master (6B)	Air Assault (2B)	Pathfinder (F7)	Ranger (V/G)
9	1	5	1	2
28%	4%	20%	4%	8%

Excellence in Armor (E4J)	Project Warrior (P4W)
5	0
20%	0%

<sup>6</sup> MSI Military Science Instructor / ROTC Tactical NCOIC



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4. CMF 19 General observations.

a. OCOA believes the selection board recognized our very best Senior Armor Leaders for selection to USASMC and subsequent promotion. Our opinion is that the selection board followed guidance provided by USAARMS to the selection panel.


b. *Major Duties*, all of the NCOs selected for USASMA Class 67 attendance exceeded the Branch Development Standard<sup>7</sup> of 24 Months as a First Sergeant, or held a higher critical leadership position that was annotated on DA Form 2166-8 for evaluation. After the completion of critical leadership time the majority 44% of the selectees served as operations sergeants at the BN/BDE level. Secondly, 36% also served in key billets as Military Science Instructors (MSI) or Tactical NCOICs in ROTC. Over half of the selectees 76% (19 of 25) have served outside the confines of an A/I/S BCT showing both versatility and diversity of assignments.

c. *Goals for development*, all selectees completed their required PME. Professional Development, 56% of the selectees were Master Gunners, and 20% were Battle Staff qualified. Which contributed to the high success rate in serving in operations positions. Then the selection to attend the USASMC. *Self-Development*, 76% of Soldiers selected to attend the academy achieved a college degree, this is a steady increase from FY12 (1 AA/AS, 5 BA, BS) to FY 15 (13 AA/AS, 6 BA, BS). Soldiers selected for USASMC, 20% were enrolled into excellence in Armor. No selectees had any Technical or credentialing certifications.

d. *Additional Training*, 28% (7 of 25) of the selectees had attended the Cavalry Leaders Course (C6). 12% (3 of 25) the Army Reconnaissance course (R7). None of the Selectees had a PDSI of P4W (Project Warrior) annotated on their enlisted records review.

e. *Army Physical Fitness Test (APFT) score average, and Medical Readiness Code (MRC)*. The Average APFT Score was 282.88. Medical readiness, 80% of all selectees were in Medical Readiness Code (MRC) 1.

5. The point of contact from this memorandum is SGM Michael S Quiban at (706)545-7725 or [michael.s.quiban.mil@mail.mil](mailto:michael.s.quiban.mil@mail.mil)

  
SGM  
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<sup>7</sup> DA PAM 600-25, Dated 11 SEP 2015, “as long as that time has been documented on DA Form 2166-8, also known as NCOER—that time will count towards his critical leadership time.”