



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

12 October 2016

MEMORANDUM FOR Commandant, U.S. Army Armor School, Fort Benning, GA 31905-4500

SUBJECT: Information Paper – Results of FY 16 Sergeants First Class Selection Board

1. Purpose. To provide information to the Chief of Armor on the results of the FY 16 selection list to Sergeant First Class (SFC).
2. Summary. The SFC Board convened on 1 June 2016 at Fort Knox, KY. The eligibility criteria for promotion consideration to SFC were: “ALL ADVANCED LEADER COURSE AND SSD LEVEL 3 QUALIFIED SSGS WITH A DATE OF RANK (DOR) OF 2 JUN 14 AND EARLIER AND WITH A BASIC ACTIVE SERVICE DATE (BASD) BETWEEN 2 DEC 97 AND 2 JUN 10 (BOTH DATES INCLUSIVE). The reference is MILPER Message 16-050.
 - a. Primary Zone. DOR is 2 JUN 12 and earlier.
 - b. Secondary Zone. DOR is 3 JUN 12 thru 2 JUN 14.
3. SFC Selection Information. The following is a profile of Staff Sergeants selected for promotion to Sergeant First Class:
 - a. All calculations through this document are based on the official release date of 29 September 2016.
 - b. The total number of Armor Staff Sergeants considered for promotion was 1,301; number selected for promotion was 399. Armor selection rate was 30.7%; the total Army selection rate was 30.8%. 19K had a selection rate of 40.14% (226 out of 563) and 19D had a selection rate 23.44% (173 out of 738).
 - c. The average age of those selected for promotion within CMF 19 was 33.59 years. The oldest was 54.15 years and the youngest was 26.52 years. The average age for 19D was 32.82 years; average age for 19K was 34.17 years.
 - d. The average Time in Service (TIS) for those selected for promotion was 12.63 years. The highest TIS was 18.50 years and the lowest was 7.56 years.
 - e. The average Time in Grade (TIG) for those selected for promotion was 5.67 years. The highest was 13.33 years and the lowest 2.33 years.

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f. All but one of the NCOs selected for promotion were high school graduates or equivalent. Of the 399 Armor NCOs selected for SFC, 79.19% had some college. The following is the level of education for SFC selectees:

- (1) No college: 20.30% had no college.
- (2) More than none, but less than one year of college: 16.29%.
- (3) One year of college: 30.32% had at least the equivalent of one year of college.
- (4) Two years of college: 20.30% had the equivalent of two years of college.
- (5) Three years of college: 6.51% had the equivalent of three years of college.
- (6) Four years or more of college: 5.76% had the equivalent of four years or more of college.

g. Of the NCOs selected, 19.04% had an advanced degree.

- (1) Associates degree: 15.54% had an Associates Degree.
- (2) Bachelors Degree: 3.50% attained a Baccalauriete Degree.
- (3) Masters Degree: 0% attained a Masters Degree.

h. The average GT score for those selected for promotion was 110.42. The highest GT score was 142; the lowest GT score was 84. There were a total of 49 NCOs who had a GT score below 100 (12.28%).

i. The average number of combat deployments was 2.48 with 87.21% serving multiple tours.

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

(1) Broadening assignments:

	Master Gunner	Drill	Recruiter	Instructor	OC/T	NCOA	AC/RC
19D	16	50	32	49	16	10	5
19K	60	46	73	51	26	19	22
Total	76	96	105	100	42	29	27
Percentage	19.05%	24.96%	26.32%	25.06%	10.53%	7.27%	6.76%

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(2) Common professionally developing courses:

	Battle Staff	EO	SHARP	MFT
19D	10	49	43	18
19K	23	89	62	16
Total	33	138	105	34
Percentage	8.27%	34.59%	26.32%	8.52%

(3) Common functional courses:

	Sniper	Airborne	Air Assault	Pathfinder	Ranger	Jumpmaster
19D	11	51	48	13	7	14
19K	3	17	23	0	1	1
Total	14	68	71	13	8	15
Percentage	3.51%	17.04%	17.79%	3.26%	2.01%	3.76%

(4) Career functional courses:

	CLC	ARC	RSLC
19D	5	35	2
19K	0	0	0
Total	5	35	2
Percentage	1.25%	8.77%	.50%

(5) SLC: 45.86% of the selectees had completed Senior Leaders Course.

(6) The average time spent as a Section/Squad Leader and/or Tank Commander was 38.06 months, with the highest being 107 months and the lowest being 0 months. There were 34 NCOs (8.52%) with less than 24 months critical leadership time.

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 published in DA PAM 600-25.

b. There were 49 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 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

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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 Gunner.

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, Recruiters, Instructors, and in many other important assignments. Additionally, 40.35% of those selected for promotion, had served in positions as PSGs, with 16.79% serving over 12 months successfully. Those serving successfully in positions as PSGs were looked favorably upon by the board. There were 34 NCOs (8.52%) that did not have the critical leadership time (24 months as described in DA PAM 600-25) 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.

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

(1) The majority of NCOs considered most capable had extensive combat experience with most serving in leadership positions in various types of units (ABCT, IBCT, SBCT). Many had been decorated for valorous acts and demonstrated their ability to operate in complex environments. The most competitive NCOs excelled in both key developmental positions as well as broadening assignments. NCOs who were selected to serve in positions of higher responsibility (Platoon Sergeant, Battalion/Squadron Master Gunner) were viewed favorably by the board. Other considerations that strengthened candidates' board files included strong performance at Non-Commissioned Officer Education System (NCOES), completion of highly competitive military schools (Ranger, Army Reconnaissance Course, Master Gunner, Jumpmaster, etc.), high levels of physical fitness and health, and clear military bearing and appearance.

(2) NCOs with derogatory documents in their records were less competitive. The documents included substandard NCOES evaluations (marginal or failed), "Marginal" or "Needs Improvement" comments/bullets on Non-Commissioned Officer Evaluation Reports (NCOER), and administrative/punitive documents (General Officer Memorandum of Reprimand (GOMOR), Article 15). The board panel discovered a surprisingly high number of NCOs who did not have a Department of the Army (DA) Photo in their Army Military Human Resource Records (AMHRR). Similarly, a large percentage of considered NCOs failed to adhere to the standards in AR 670-1; proper wear of medals and decorations was a significant issue. NCOs who served back-to-back Table of Distribution and Allowances (TDA) assignments or who served in multiple staff positions for prolonged periods, with less than superior results, were viewed as less competitive. Senior raters who failed to enumerate their best NCOs in their senior rater comments made it difficult for the board members to distinguish them from their peers.

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Additionally, inconsistent rater and senior rater comments sent a mixed message to the board members.

(3) The most competitive NCOs demonstrated a high manner of performance in both operational and broadening assignments. The board members placed a high emphasis on the performance in key development jobs (Tank/Mobile Gun System (MGS) commander, Section Sergeant, Squad Leader). NCOs who served and performed well in diverse assignments (Drill Sergeants, Armor Center School Instructors and Recruiters) were regarded favorably by the board. Diversity in operational assignments was considered a strength. For example, NCOs who had served as both M1A2 and MGS crewman were views positively. Armor

Crewmen (19K) were more likely to have diversity in their assignments. Cavalry Scouts (190), particularly those serving in light or airborne units, tended to remain in those units. CMF 19 NCOs who were school trained Master Gunners and served as Company/Troop or Battalion/Squadron Master Gunners generally had strong files indicating a high level of technical competence. Selection to serve as a platoon sergeant in an operational unit was considered an indicator of leadership competence. NCOs who had excessive continuous service (4-5 continuous years) in TOA assignments or positions outside of their Primary Military Occupational Specialty (PMOS) struggled when re-assigned to operational units. Some candidates who served or were serving in broadening assignments lacked experience in key developmental jobs.

5. POC for this memorandum is SFC Edward Rosendale, 19K Career Manager, Office of the Chief of Armor, (706) 545-0577 or Edward.j.rosendale.mil@mail.mil.



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