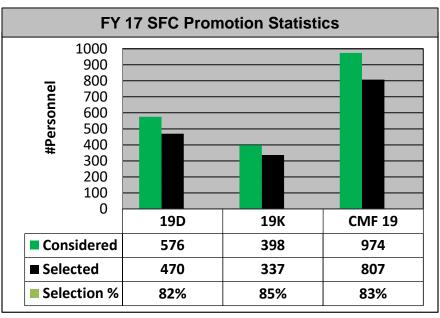


CMF 19 FY 17 SFC Promotion Board Analysis





INDICATORS

SQI/ASI Qualification

- M1A2 K8: 20 of 27 (74%)
- M3 J3: 33 of 38 (87%)
- MGS: not available
- ASI R7: 93 of 104 (89%)
- SQI G/V: 08 of 09 (89%)
- SQI P: 116 of 134 (86.5%)

Generating Assignments

- Recruiter: 233 of 257 (91%)
- Drill SGT: 78 of 90 (87%)
- 19K ROTC Instr: 02 of 02 (100%)

Average Time in Service

- Average: 13 yrs, 02 mos
- Highest: 18 yrs, 09 mos
- Lowest: 06 yrs, 07 mos

Average Time in Grade

- Average: 5 yrs, 07 mos
- Highest: 13 yrs, 06 mos
- Lowest: 02 yrs, 03 mos

APFT Data

- Average APFT Score: 251
- 270 & higher: 90 (36%)

Highest Level Civilian Ed

- HS Dip: 570 of 807 (71%)
- AA Deg: 65 of 807 (08%)
- BA Deg: 32 of 807 (04%)
- MA Deg: 03 of 807 (0.3%)

FY 16 SFC Promotion Statistics			
MOS/CMF	19D	19K	CMF 19
Considered	738	563	1301
Selected	173	226	399
Percentage	23%	40%	31%

SQI/ASI Qualification

- M1A2 K8: 51 of 70 (73%)
- M3 J3: 16 of 52 (31%)
- MGS: not available
- ASI R7: 34 of 110 (31%)
- SQI G/V: 07 of 13 (54%)
- SQI P: 68 of 190 (36%)

Generating Assignments

- Recruiter: 103 of 297 (35%)
- Drill SGT: 94 of 170 (55%)
- 19K ROTC Instr: 0 eligible

Average Time in Service

- Average: 12 yrs, 06 mos
- Highest: 18 yrs, 05 mos
- Lowest: 07 yrs, 06 mos

Average Time in Grade

- Average: 05 yrs, 06 mos
- Highest: 13 yrs, 03 mos
- Lowest: 02 yrs, 03 mos

Highest Level Civilian Ed

- HS Dip: 80 of 399 (20%)
- AA Deg: 62 of 399 (16%)
- BA Deg: 13 of 399 (04%)
- MA Deg: 00 of 399 (0%)

TAKE AWAYS:

- Outstanding performance in critical leadership positions matters most
- NCOERs with quantitative comments, SR enumeration and exclusive narrative comments will distinguish "best" from peers
- APFT and H/W inconsistencies creates doubt
- Continued Military and Civilian Education remains key
- There was a diversity of experience and range of operational and broadening assignments
- The higher than normal selection rate is due to FY 17 MSG selection pull-through, increase in SFC authorizations thru FY 19, and inclusion of STEP

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DEPARTMENT OF THE ARMY U.S. ARMY HUMAN RESOURCES COMMAND 1600 SPEARHEAD DIVISION AVENUE FORT KNOX, KY 40122-5300

AHRC-EPA-R 18 September 2017

MEMORANDUM FOR RECORD

SUBJECT: CMF 19 Analysis of the FY 17 SFC Centralized Promotion Selection Board

- 1. Purpose. To provide the Soldiers of the 19-series Military Occupational Specialty (MOS) statistics from the Fiscal Year 2017 (FY 17) Sergeant First Class (SFC) Centralized Promotion Board.
- 2. The information in the following tables is derived from data in the Enlisted Distribution Assignment System (EDAS), Electronic Military Personnel Office (eMILPO) and the Service Members individual Interactive Personnel Electronic Records Management System (iPERMS).
- 3. The following statistics were compiled for CMF 19 with percentages based on the population of 974 Staff Sergeants (SSG) eligible for consideration for promotion to SFC. The FY17 SFC Selection Board identified 807 out of 974 eligible SSGs for promotion to SFC resulting in an 82.9% selection rate. Each promotion board is independent, the data provided in this document only reflects the population of the last board. The information and statics are only a guide and demonstrate trends from those selected. An NCO should not view these as a formula to get promoted.

PROMOTION ZONE				
	Eligible Population Selected for SFC (974) (807)			
	SSGs	Percentage	SFCs	Percentage
Primary Zone	778	79.9%	634	81.5%
Secondary Zone	196	20.1%	173	88.3%

- 4. There are 2,389 Staff Sergeants (SSG) in CMF 19. Of those, 1,415 were ineligible to compete based on Basic Active Service Date (BASD)/Date of Rank (DOR) criteria. As per MILPER message 17-062, eligibility for the FY17 board DOR for Primary zone is 20140602 and Secondary Zone was 20140603-20150606. Must have a BASD of 19981202 to later and a date of birth (DOB) of 19961206 or later.
- 5. Comparison of previous year selection rate. For FY 17, there was an increase in the selection rate of 52.2% from the FY16 results. The selection percentage is determined by structure and requirements, as structure and future requirements change so will

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SUBJECT: Career Management Field 19 (CMF19) Analysis of the FY17 SFC Centralized Promotion Selection Board.

promotion rates. A higher or lower promotion rate from one year to another year does not indicate the quality of Soldiers in a given CMF for a given year.

PROMOTION ZONE (previous FY 16)				
	Total Population (2,203) Selected for SFC (XX)			
	SSGs	Percentage	SSGs	Percentage
Total Eligible Population	1301	59.1%	399	30.7%
Primary Zone	839	38.1%	260	31.0%
Secondary Zone	462	20.9%	139	30.1%

6. Average time in service for selected SSG: 13 years, 2 months.

a. Most time in service: 18 years, 09 months.

b. Least time in service: 06 years, 07 months.

7. Average time in grade for selected SSG: 05 years, 07 months.

a. Most time in grade: 13 years, 06 months.

b. Least time in grade: 02 years, 03 months.

8. Physical Fitness.

Physical Fitness				
Selected Not Selected				
Average APFT Score	251	245		
Percent of NCOs with a 270+	35.9%	28.7%		

9. Talent Management Positions including Operating, Generating, and Broadening assignments. Selection for special duty assignments and CMF specific experiences that contributes to the leader development process. (DA PAM 600-25).

Operating Positions		
	Selected	
ARC (ASI R7)	93 of 104 (89.4%)	
Ranger (SQI G or V)	8 of 9 (88.8%)	
Bradley Master Gunner (ASI J3)	33 of 38 (86.8%)	
Parachutist (SQI P)	116 of 134 (86.5%)	
Battle Staff (ASI 2S)	62 of 72 (86.1%)	
Tank Master Gunner (ASI K8)	20 of 27 (74.0%)	

SUBJECT: Career Management Field 19 (CMF19) Analysis of the FY17 SFC Centralized Promotion Selection Board.

a. Generating Positions.

Generating Positions		
Selected		
Recruiter (SQI 4)	233 of 257 (90.6%)	
Drill Sergeant (SQI X)	78 of 90 (86.6%)	
ROTC Instructor	02 of 02 (100%)	

b. Broadening Positions.

Broadening Positions		
Selected		
AC/RC	40 of 50 (80%)	
USA Drill Sergeant School (SQI X)	02 of 02 (100%)	
WTU Cadre	01 of 01 (100%)	

- c. There were 322 NCOs (39.9%) who did not have an ASI or they did not have an SQI and were selected for promotion.
- 10. Civilian Education. NCOs must embrace lifelong learning by attending both military and civilian educational courses throughout their career. A trend was identified in the fact that 12.4% of NCOs selected had some form of formal degree.

COLLEGE		
	Selected	
No College	570 of 807 (70.6%)	
1-60	68 of 807 (8.4%)	
61-90	62 of 807 (7.7%)	
91+	00 of 807 (0.0%)	
Associate's Degree	65 of 807 (8.1%)	
Bachelor's Degree	32 of 807 (3.9%)	
Master's Degree	03 of 807 (0.3%)	
Ph'D	00 of 807 (0.0%)	

11. Military Education.

Military Education		
	Selected	
Achieved Honor	113 of 807 (14%)	
Graduate/Commandant's List		
Exceeded Course Standards	155 of 807 (19.2%)	
Meet Course Standards	526 of 807 (65.2%)	
Failed to Meet Course Standards	02 of 807 (0.2%)	

SUBJECT: Career Management Field 19 (CMF19) Analysis of the FY17 SFC Centralized Promotion Selection Board.

12. Deployment History. Of those selected, 100% have deployed in support of overseas contingency operations (OCO).

Deployment Time			
Selected 0-36 Months 36 Months or Greater			
Deployed	807 of 807 (100%)	542 / 67.2%	259 / 32.1%
No Deployment	00 of 00 (0.0%)	N/A	N/A

13. DA Photo. Armor Branch looked at the photos for those considered and made an assessment of photo quality based on the photo date, uniform appearance and proper wear IAW AR 670-1. The DA Photo is a consistent issue and observation from promotion boards.

DA Photo		
	Selected	
Exceed Standards	22 of 807 (2.7%)	
Meet Standards	659 of 807 (81.7%)	
Below Standards	53 of 807 (6.6%)	
No Photo	54 of 807 (6.7%)	

14. Manner of performance was based on last 5 NCOERs. Armor Branch performed a review of the last 5 NCOERs within each NCO's file. Most files still contain a mixture of the old version and the new version of the DA Form 2166-8-1. Based off a combination of the last 5 NCOERs, NCO's were placed into the categories listed below. As files progress to all new versions of the NCOER, there will be less subjectivity.

Manner of Performance		
	Selected	
Extremely Strong	43 of 807 (5.3%)	
Very Strong	191 of 807 (23.7%)	
Strong	361 of 807 (44.7%)	
Average	181 of 807 (22.4%)	
Below Average	20 of 807 (2.5%)	

15. Key Take Aways/Conclusion: The FY17 SFC selection rate is much larger than years past. This increase is based on a number of factors. The larger than average Master Sergeant list created a demand for more SFCs to fill vacated positions. As the Army continues to grow there are a significant number of authorization increases thru FY19. This list will cover a longer time period for promotion, 17 months, and will incorporate mandatory STEP requirements before the NCO can be promoted. Armor Branch recommends leaders look at the promotion board AAR for feedback from the board members. Topics covered in the board AAR were: files outdated and missing information, NCOs failing to maintain Army Physical Fitness Test (APFT) and or Army

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Body Composition Program (ABCP), senior rater NCOER inconsistencies, DA Photo missing, outdated or not IAW with AR 670-1, disciplinary action not annotated on NCOERs, military and civilian education advancement and ambiguous letters to the president of the board. Full board AAR located at (CAC required): https://www.hrc.army.mil/content/FY17%20SFC%20AC%20Promotion%20List.

16. The points of contact for this memorandum are Mr. Lawrence Hayward, Branch Supervisor, Armor Enlisted Branch, at (502)-613-5934 or lawrence.w.hayward.civ@mail.mil and LTC Kenneth Braeger, Armor Enlisted Branch Chief, at (502)-613-5934 or kenneth.j.braeger.mil@mail.mil.

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