



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

ATZK-AR

30 January 2013

MEMORANDUM THRU DIRECTOR, OFFICE OF THE CHIEF OF ARMOR
FOR COMMADANT, US ARMY ARMOR SCHOOL

SUBJECT: Information Paper – Results of FY 13 Master Sergeant Selection Board

1. Purpose. To provide information to the Chief of Armor on the results of the FY 13 selection list to Master Sergeant (MSG).

2. Summary. The Department of the Army promotion selection board convened on 15 October 2012 and recessed on 2 November 2012 at Fort Knox, KY, to consider eligible Soldiers for promotion to Master Sergeant. The recommendations were approved by the Director of Military Personnel Management on 29 November 2012. The eligibility criterion for promotion consideration to MSG was: **“ALL SLC-QUALIFIED SFC WITH A DOR OF 17 OCT 09 AND EARLIER AND WITH A BASD BETWEEN 16 OCT 87 AND 16 OCT 04 (BOTH DATES INCLUSIVE). PRIMARY ZONE DOR IS 27 OCT 08 AND EARLIER. SECONDARY ZONE IS 28 OCT 08 THRU 16 OCT 09”**. The reference is MILPER Message 12-200.

a. Primary Zone. DOR is 27 October 2008 and earlier.

b. Secondary Zone. DOR is 28 October 2008 through 16 October 2009.

3. MSG Selection Information. The following is a profile of the Sergeants First Class selected for promotion to Master Sergeant:

a. All calculations through this document are based on the official release date of 10 January 2013.

b. The total number of Armor Sergeants First Class considered for promotion was 803; the number selected for promotion was eight. Armor selection rate was .99%; the total Army selection rate was 8.6%. 19K had a selection rate of .97% (4 out of 412) and 19D had a selection rate .5% (2 out of 391).

c. The average age of those selected for promotion within CMF 19 was 37.22 years. The oldest was 40.70 years and the youngest was 34.50 years. The average age for 19D selectees was 38.55 years; average age for 19K selectees was 36.78 years.

ATZK-AR

SUBJECT: Information Paper – Results of FY13 Selection List to Master Sergeant

d. The average Time in Service (TIS) for those selected for promotion was 17.3 years. The highest TIS was 19.11 years and the lowest was 13.5 years.

e. The average Time in Grade (TIG) for those selected for promotion was 5.5 years. The highest was 9 years and the lowest 3.10 years.

f. The average time spent as a PSG was 36.50 months with the highest being 61 months and the lowest being 24 months.

g. All of the NCOs selected for promotion were high school graduates or equivalent. Of the eight Armor NCOs selected for MSG, 75% had some college. The following is the level of education for MSG selectees:

- (1) No college: 25% had no college (2 of 8).
- (2) One year of college: 25% had at least the equivalent of one year of college (2 of 8).
- (3) Two years of college: 37.5% had the equivalent of two years of college (3 of 8).
- (4) Three years of college: 12.5% had the equivalent of three years of college (1 of 8).
- (5) Four years of college: Zero had the equivalent of four years of college (0 of 8).
- (6) 37.5% of the NCOs selected completed an advanced degree (3 of 8).
- (7) Associates degree: 37.5% had an Associates Degree (3 of 8).
- (8) Bachelors Degree: None of the selected NCOS attained a Baccalauriete Degree.

h. The average GT score for those selected for promotion was 110.37. The highest GT score was 116; the lowest GT score was 105.

i. Professionally developing assignments:

	Master Gunner	Drill	Recruiter	Instructor	O/C	NCOA	AC/RC
19D	0	1	0	2	0	0	0
19K	1	3	1	4	1	2	0
Total	1	4	1	6	1	2	0
Percentage	12.50%	50%	12.5%	75%	12.5%	25%	0%

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

	Sniper	SLC/ARC	Battle Staff NCO	Airborne	Air Assault	Pathfinder	Ranger
19D	0	0	0	1	1	1	1
19K	0	0	2	2	2	0	0
Total	0	0	2	3	3	1	1
Percentage	0%	0%	25%	37.50%	37.50%	12.50%	12.50%

ATZK-AR

SUBJECT: Information Paper – Results of FY13 Selection List to Master Sergeant

k. Four of the eight selectees (50%) were members of the Excellence in Armor Program; all of the EIA members were 19K.

l. None of the selectees had converted from 19K to 19D conversion.

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 Chapter 9, DA PAM 600-25.

b. There were not any Sergeants First Class 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, NCOs and Soldiers within the CMF must understand 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 numbers throughout the past five promotion boards.

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, Instructors, and in many other important assignments in conjunction with the meeting requisite service as platoon sergeants. Four of those selected for promotion had served in positions as 1SGs, with several serving 12 months successfully. Those serving successfully in positions as 1SGs were looked favorably upon by the board. In addition, the Selection Board recognized that service on a transition team alone does not meet the branch development requirements.

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 Selection Board AAR comments highlight the following:

(1) The best qualified NCOs continue to meet the career path gates as articulated in the Branch Professional Development Model. Exceptional board files contained strongly written NCOERs, recently updated ERBs, current DA Photos with updated awards and decorations, a high level of physical fitness, and civilian and military education. (Note-All of the selectees had taken a DA Photo within several months of the board convening.)

ATZK-AR


SUBJECT: Information Paper – Results of FY13 Selection List to Master Sergeant

(2) The NCOER is the most critical indicator of potential for promotion. Senior raters should focus on the NCO's performance while quantifying the NCO with respect to his peers. The performance and potential ratings need to be "commensurate with senior rater comments."

(3) Raters need to clearly articulate the NCO's job title, duty description and comments of the level of responsibility. The use of "homegrown" duty titles in both MTOE and TDA positions caused confusion when trying to determine exactly what duty position the NCO was filling or what duties the NCO was performing. The duty position should coincide with the MTOE documented position on both the NCOER and the ERB to provide the board accurate information on the duty position and grade.

(4) NCOs who completed 18 successful months in a leadership positions prior to moving into special assignments had stronger chances for selection when compared with those who had not. Those with 24 months in a leadership position coupled, with broadening experiences and diversification, had a stronger chance at selection.

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



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