



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

ATZK-AR

7 May 2014

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

SUBJECT: Information Paper – Results of FY 14 Sergeants First Class Selection Board

1. Purpose. To provide information to the Chief of Armor on the results of the FY 14 selection list to Sergeant First Class (SFC).

2. Summary. The SFC Board convened on 04 February 2014 at Fort Knox, KY. The eligibility criteria for promotion consideration to SFC were: “ALL SSD-III AND ALC QUALIFIED SSG’S WITH A DOR OF 05 FEB 11 AND EARLIER AND WITH A BASD BETWEEN 05 FEB 95 AND 05 FEB 08 (BOTH DATES INCLUSIVE).” The reference is MILPER Message 13-277.

a. Primary Zone. DOR IS 05 FEB 10 AND EARLIER.

b. Secondary Zone. DOR is 06 FEB 10 THRU 05 FEB 11.

3. SFC Selection Information. All calculations through this document are based on the official release date of 10 April 2014. The following is a profile of the Staff Sergeants selected for promotion to Sergeant First Class:

a. The total number of Armor Staff Sergeants considered for promotion was 1151; the number selected for promotion was 149. Armor selection rate was 12.9%; the total Army selection rate was 24.4%. 19K had a selection rate of 38.8% (149 out of 384). No 19Ds were selected out of 767 eligible.

b. The average age of those selected for promotion within CMF 19 was 33.73 years. The oldest was 47.26 years and the youngest was 27.70 years.

c. The average Time In Service (TIS) for those selected for promotion was 12.81 years. The highest TIS was 19.76 years and the lowest was 7.21 years.

d. The average Time in Grade (TIG) for those selected for promotion was 6.09 years. The highest was 13.11 years and the lowest 3.19 years.

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e. All of the selectees had a high school diploma or equivalent with three taking the nontraditional route. Of the 149 Armor NCOs selected for SFC, 33.7% had some college. The following is the level of education for SFC selectees:

- (1) No college: 57.04% had no or less than one year of college (85 of 149).
- (2) One year of college: 16.11% had at least the equivalent of one year of college (24 of 149).
- (3) Two years of college: 18.79% had the equivalent of two years of college (28 of 149).
- (4) Three years of college: 4.03% had the equivalent of three years of college (6 of 149).
- (5) Four years or more of college: 4.03% had the equivalent of four years or more of college (6 of 149).

f. Only 10.74% of the NCOs selected had an advanced degree (16 of 149).

- (1) Associates degree: 7.38% had an Associates Degree (11 of 149).
- (2) Bachelors Degree: 2% attained a Baccalauriete Degree (3 of 149).
- (3) Masters Degree: 1.34% attained a Masters Degree (2 of 149).

g. The average GT score for those selected for promotion was 110.77. The highest GT score was 134; the lowest GT score was 80. There were a total of 24 NCOs who had a GT score below 100.

h. Professionally developing assignments:

	Master Gunner	Drill	Recruiter	Instructor	NCOA	AC/RC
19K	44	22	29	65	15	17
Total	44	22	29	65	15	17
Percentage	29.5%	14.7%	19.4%	43.6%	10%	11.4%

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

	Sniper	SLC (NCOES)	Battle Staff NCO	Airborne	Air Assault	Pathfinder	Ranger	EIA
19K	1	60	7	14	23	0	0	21
Total	1	60	7	14	23	0	0	21
Percentage	0.7%	40.3%	4.7%	9.4%	15.4%	0%	0%	14.1%

4. General observations.

a. The selection board mostly selected the best Staff Sergeants for promotion to Sergeants First Class, but OCOA believes that the promotion board **did not** entirely follow the

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guidance in DA Pamphlet 600-25. While the overwhelming majority of the NCOs selected served in the tough demanding assignments and met the requisite qualifications, the board recommended 12 NCOs that **DID NOT** have the 24 months of branch development time Armor branch considers necessary for a Staff Sergeant. One NCO had never served as a tank commander and has been working outside of his MOS for over 36 months.

Those selected for promotion had numerous professionally developing assignments throughout their careers. They served the Armor Force well as Master Gunners, Drill Sergeants, Observer/Controllers, Instructors, and in many other important assignments. In addition, 69 of those selected for promotion had served in positions as PSGs, with 39 serving over 12 months successfully. Those serving successfully in positions as PSGs were looked favorably upon by the board.

b. Twenty-four SSGs selected for promotion had 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 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. 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 board AAR comments highlight the following:

(1) There were cases of using “homegrown” duty titles in both MTOE and TDA positions. These positions confused the board as it tried to determine exactly what duty position the NCO was filling or what duties the NCO was performing. For example: Section Sergeant/Master Gunner, Section Sergeant/Instructor Writer, Rear Detachment Deployable PSG and Deployed Section Sergeant without the platform that is documented by MTOE. This also caused a mismatch between the NCOER and the ERB. These two documents must match in order to provide the board accurate information on the duty position and grade.

(2) The NCOER remains viable and is the most critical indicator of potential for promotion. Some of the things the board identified concerning NCOERs were Missing NCOERs, Administrative Errors, consecutive NCOERs having the same Senior Rater comments and NCOERs with “Among the Best” ratings during the same period.

(a) The board observed a number of NCOs with missing NCOERs as well as NCOs who had PCS'd and were still trying to acquire their NCOER from their last unit.

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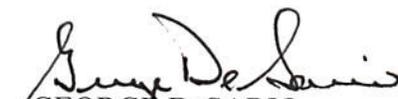
(b) Administrative errors in NCOERs included the following; missing the number of rated months, missing the height/weight information, and missing the reviewers check on the front side of the NCOER.

(c) Consecutive NCOERs with the same Senior Rater comments. Senior Raters need to give an honest assessment of the NCO after every rating period and avoid “recycling” bullet comments.

(d) NCOERs with “Among the Best” ratings and Disciplinary Action during the same period “discredits the NCOER for that period and creates concern by board members regarding the credibility of remaining evaluations from that organization”.

(3) A large number of ERBs were incomplete or inaccurate. Particular attention should be given to section IX (Duty Title) as well as the time in these positions. Numerous ERBs contained duty titles of incoming personnel for 24 months or more. NCOs must take the time to ensure the accuracy of these documents prior to validating them for the board.

5. POC is SFC Jason Hansford, Office of the Chief of Armor, (706) 545-0577.


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