



DEPARTMENT OF THE ARMY  
OFFICE OF THE CHIEF OF ARMOR  
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FORT BENNING, GEORGIA 31905-5000

REPLY TO  
ATTENTION OF:

ATZK-AR

28 August 2014

MEMORANDUM FOR CHIEF OF ARMOR, US ARMY ARMOR SCHOOL

SUBJECT: Information Paper – Results of FY14 Active Component SGM Training and Selection List

1. Purpose. To provide information the results of the FY14 Selection List for attendance to USASMC Class 66 and promotion to SGM.
2. Summary. The Department of the Army selection board convened on 3 June 2014 to consider eligible Soldiers for selection to attend the United States Army Sergeants Major Academy (USASMA Class 66) for the purpose of promotion to SGM. Eligibility for consideration was IAW MILPER MESSAGE 14-056: *All SSD-IV qualified MSG/ISG with a DOR of 4 JUN 12 and earlier, and a PEBD 04 JUN 04 and earlier, a BASD 04 JUN 88 or later, and a DOB of 04 June 58 or later. Primary Zone was 05 JUN 11 and earlier. The Secondary Zone was 06 JUN 11 thru 04 JUN 12.*
3. Sergeants Major Course Training selection list information: Eighteen 19Zs were selected to attend USASMC Class 66. The FY 14 Armor selection rate for selection to USASMC for the purpose of promotion to SGM was 8.5% (18/212). Primary Zone selection rate for Armor was 6.5% (7/108); the Secondary Zone selection rate was 10.6% (11/104). The Army selection rate was 11.4% (461/4029). The Primary Zone selection rate was 11.8% (302/2567); Secondary Zone selection rate was 10.9% (159/1462). Upon graduation, these MSGs 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-Promote category:
  - a. The average age for those selected for USASMC Class 66 list was 38.58 years of age. The oldest was 46.75 years; the youngest was 33.33 years old.
  - b. The average Time in Service was 18.15 years. The longest was 20.92 years and the least was 13.83 years.
  - c. The average Time in Grade was 3.55 years. The highest was 5.83 years and the least was 2.42 years.
  - d. The highest level of civilian education *completed* for those selected for USASMC Class 66:

High School	AS/AA Degree	BA/BS	Masters Degree
7	6	4	1
38.9%	33.3%	22.2%	5.6%

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e. The years of college completed for those selected for USASMC Class 66:

< 1YR	1 YR	2YRS	3YRS	4 YRS	>5YRS
1	5	5	1	5	1
5.6%	27.8%	27.8%	5.6%	27.8%	5.6%

f. The following chart shows the most common professionally developing assignments available and the percentage of those selected to attend Class 66 who have performed at least one of these assignments:

MG	AC/RC	ROTC	NCOA	INSTR	OC
0	3	9	2	7	5
0%	16.7%	50%	11.1%	38.9%	27.8%

g. The following chart shows the most common ASI/SQIs available to Armor NCOs:

EO	IG	BTL ST	AIRB	AIRA	JMPM	RNG	PATH
6	0	5	9	9	3	2	4
33.3%	0%	27.8%	50%	50%	16.7%	11.1%	22.2%

h. The average critical leadership time as a First Sergeant was 35.17 months. Several of the selectees are currently serving in a First Sergeant position. The following chart depicts months served at the time of selection:

<18	18-24	25-36	37-48	>48
0	1	12	2	3
0%	5.6%	66.7%	11.1%	16.7%

i. The average months of combat deployment to OEF/OIF was 28.8 months. The following chart depicts months served in combat deployments (excluding Desert Storm):

12 or less	13-18	19-24	25-36	>36
0	0	7	7	4
0%	0%	38.9%	38.9%	22.2%

4. CMF 19 General observations.

a. OCOA believes that the selection board followed the regulatory guidance and recognized our very best senior Armor Leaders for schooling and subsequent promotion.

b. Of the Armor selectees, 7 were of a 19K background; 12 were of a 19D background.

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c. At the time of their selection, not all of the selectees had completed the recommended 24 months as a First Sergeant; however, the selectee was moved to fill an OPS SGM position. Four of the selectees had more than 36 months in a First Sergeant position. OCOA recommends broadening assignments after 24-36 months as a First Sergeant. Eight of the selectees had served in bona fide SGM/CSM positions.

d. Nearly half of the selectees (8 of 18; 44.4%) have served outside the confines of the ABCT. Five served as first sergeants in an IBCT, with two others serving as first sergeants in multiple formations, showing both versatility and diversity in assignments.

e. Over half of the selectees (10 of 18) were enrolled in the Excellence in Armor Program, further validating that units are identifying young Soldiers and NCOs with great potential. Throughout their careers, the selectees served in the tough, demanding operational assignments with numerous professionally developing assignments. They served the Armor Force and the Nation well as First Sergeants, Drill Sergeants, Master Gunners, Observer/Controllers, Instructors, and in many other important capacities.

#### 5. Board Field After Action Report Comments Summary.

a. Too many overweight Soldiers in the zones of consideration. Height and weight on ERBs and DA Form 1059 are often quite different from the measurements on NCOERs. Raters and Senior Raters need to be held accountable and correctly annotate the Soldiers' data.

b. Vague use of "Excellence" in Physical Fitness. The "Excellence" block is often not backed with substantive bullets. Far too many NCOs are given credit for increasing the scores of their formations rather than achieving excellence on their own merit. The approved Army standard for measuring physical fitness is the APFT; scores of 270 and above (with 90 points in each event) justify an "excellence" in physical fitness.

c. DA photo/Soldier appearance. Many records had missing or outdated photos. Many MSG/1SG were not wearing the correct rank. This was common for those with little time in grade who apparently thought that their chances for selection were slim. Many had great board files that might have been considered "best qualified" if they had updated their photos. Others had misplaced tabs/badges or reversed lapel brass. This was detrimental to the overall file.

d. Senior Rater (S/R) bullets. S/R bullets are viewed closely by the board; therefore, it is imperative that the NCO's SGM/CSM review the evaluation prior to submission to ensure proper wording and clarity within the report. Identical S/R comments used repeatedly on subsequent reports render the bullets meaningless. S/Rs must take the time to individualize the report and make the hard call when enumerating NCOs with the information up front and not buried in the comments.

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e. SHARP Bullets. Many reports either lacked SHARP bullets or placed them in the wrong section of the NCOER. The proper location for SHARP comments is Section D (Leadership) on the DA Form 2166-8.

f. ERB updates. The ERB is a summary of the NCO's career and needs to accurately reflect what will be found in the Soldier's record. It is the NCO's responsibility to prepare for the board and ensure all documents in their file are current and correct. When exceeding the course standard in NCOES, have this annotated next to the school in the ERB.

(1) Many ERBs still showed duty titles of Known Losses or Incoming Personnel.

(2) Soldiers failed to add college degrees or credits to their ERBs.

(3) Some NCOs had multiple ERB entries for their current Duty Title based on the number of NCOERs they received (i.e. a First Sergeant with multiple ERB entries for Change of Rater NCOERs at the same unit and duty location).

6. POC is SGM Gregory Proft, Office of the Chief of Armor, 545-7725.



George DeSario  
Director, Office of the Chief of Armor