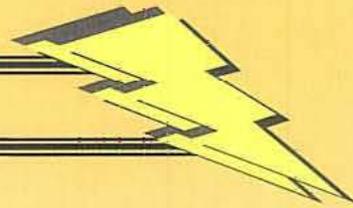
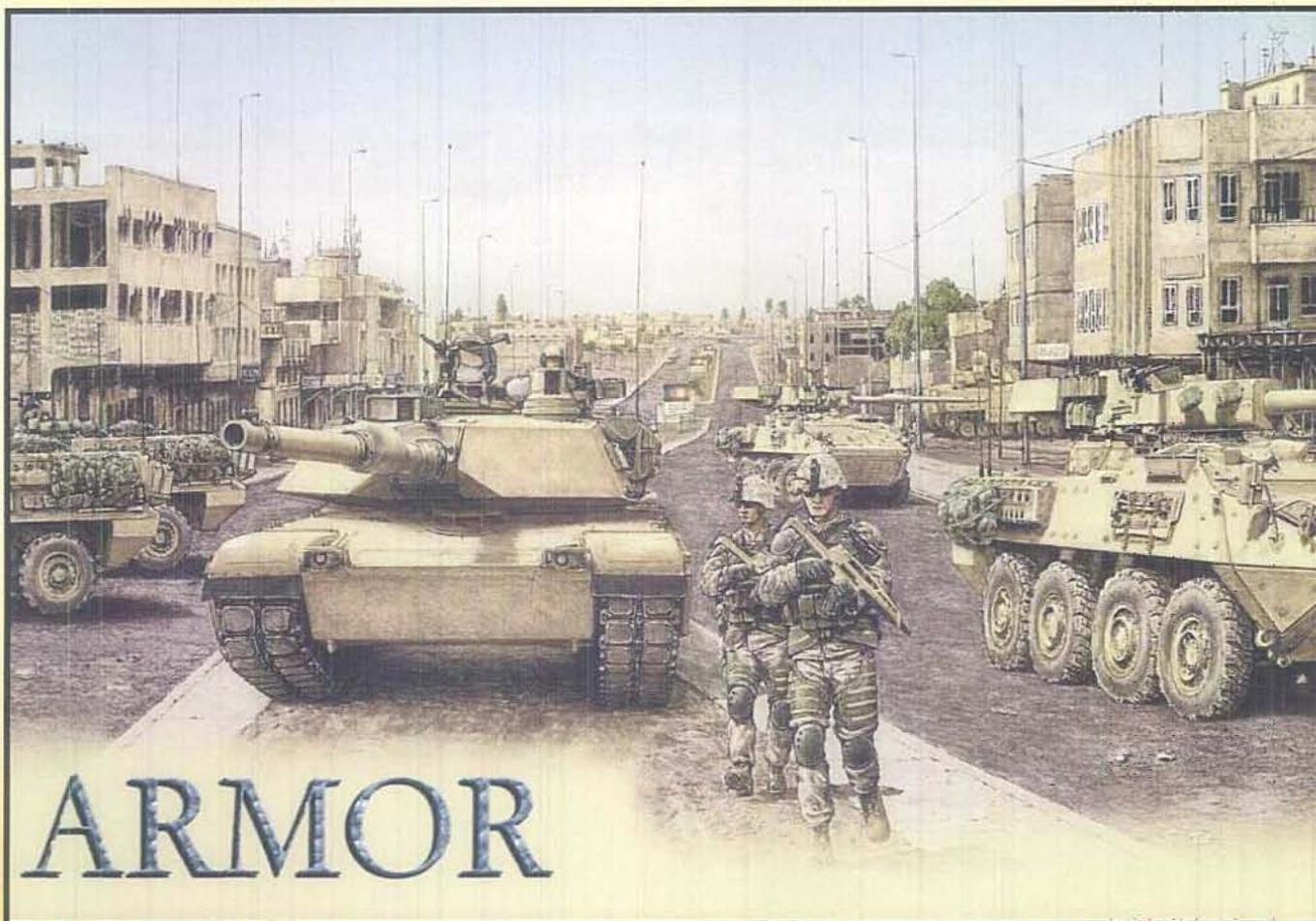




*FORGE THE THUNDERBOLT!*



**FY 09**  
**CMF 19**  
**CSM/SGM USASMA**  
**Select-Train-Promote**



**Analysis**



DEPARTMENT OF THE ARMY  
HEADQUARTERS, U.S. ARMY ARMOR CENTER AND FORT KNOX  
193 6<sup>th</sup> AVENUE STE 101  
FORT KNOX, KENTUCKY 40121-5000

REPLY TO  
ATTENTION OF:

ATZK-AR (600-8-19b)

10 Aug 2009

MEMORANDUM THRU CHIEF OF STAFF, US ARMY ARMOR CENTER

FOR COMMANDER, US ARMY ARMOR CENTER

SUBJECT: Information Paper – Results of FY 08 Selection List to CSM/SGM/USASMC

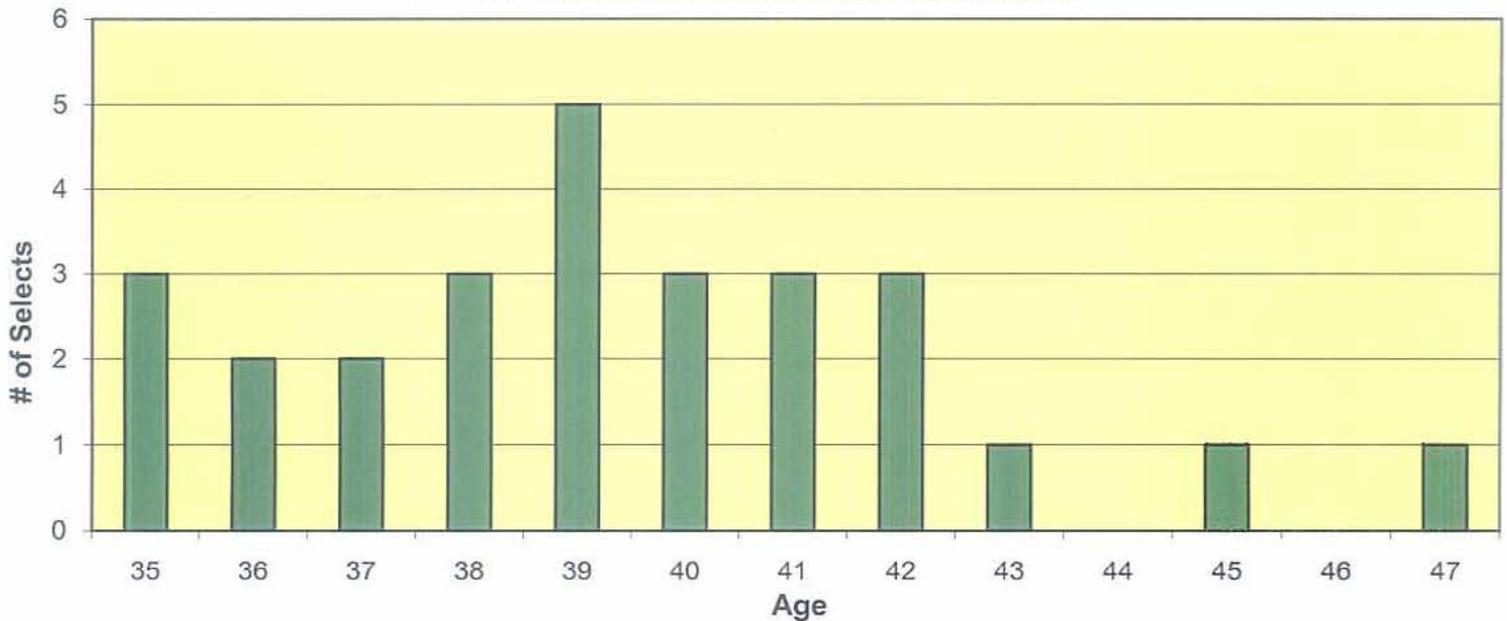
1. Purpose. To provide information to the Commanding General on the results of the FY09 CSM/SGM/USASMA Select-Train-Promote selection list. This analysis covers FY09 selection for attendance to SMC class 61, selection for promotion to SGM, and selection to CSM for CMF 19.
2. Summary. The Select-Train-Promote Board convened on 09 June 2009. The selection consideration for promotion to SGM was, First Sergeants and Master Sergeants with a Date of Rank (DOR) of 10 June 2007 and earlier, with a Basic Active Service Date (BASD) between 10 June 1981 and 10 June 1999 (both dates inclusive), and with a Date of Birth not earlier than 10 December 1950. The selection consideration to CSM included all SGM's, and 1SG/MSG(P)'s (selected by either the current or a previous SGM selection board) with a BASD not earlier than 10 December 1980 and a DOB not earlier than 10 December 1950. The selection consideration for attendance to SMC mirrored the criteria for selection to SGM.
  - a. There was one NCO selected for promotion to SGM.
  - b. There were 27 NCOs selected for attendance to Class 61 SMC. Upon successful completion of Class 61, these NCOs will be considered promotable and receive a promotion sequence number.
  - c. There were zero SGM's selected as CSM designees.
  - d. There were 30 SGM's/MSG(P) selected as CSM alternates.
3. SGM Selection Information. The one MSG selected for promotion to SGM is a graduate from SMC class 59.
4. CSM Designee Information. There were no Armor selections for CSM designee during the FY09 selection board. There were only two selected as CSM designees Army wide.
5. Sergeants Major Course Training selection list information. There were 27 NCO's selected to attend Class 61 SMC (2010). Upon successful graduation, these 27 MSG's will be frocked to the rank of SGM and be issued a sequence number for promotion to the grade of SGM. Their promotions will continue throughout the following 12 months. The following is a profile of the First Sergeants/Master Sergeants in the Select-Train-Promote category.

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SUBJECT: Information Paper – Results of FY09 Selection List to CSM/SGM/USASMC

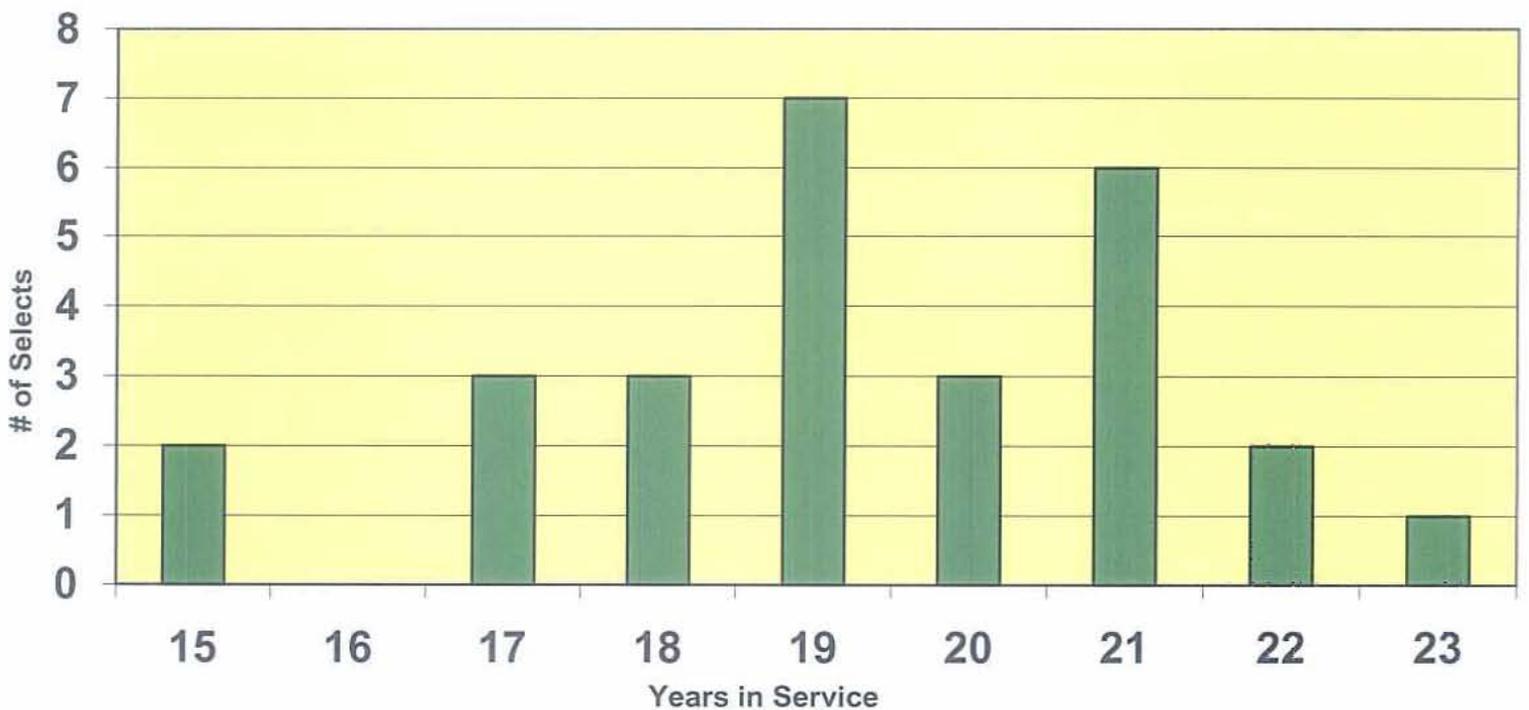
a. The average age for those selected on the Class 61 Training list was 39.7 years of age. The oldest was 47.5 years and the youngest was 35 years old:

### AGE FOR SMC CLASS 61 SELECTS



b. The average Time in Service was 19.68 years. The longest was 23.92 years and the least was only 15.25 years:

### TIS FOR SMC CLASS 61 SELECTS

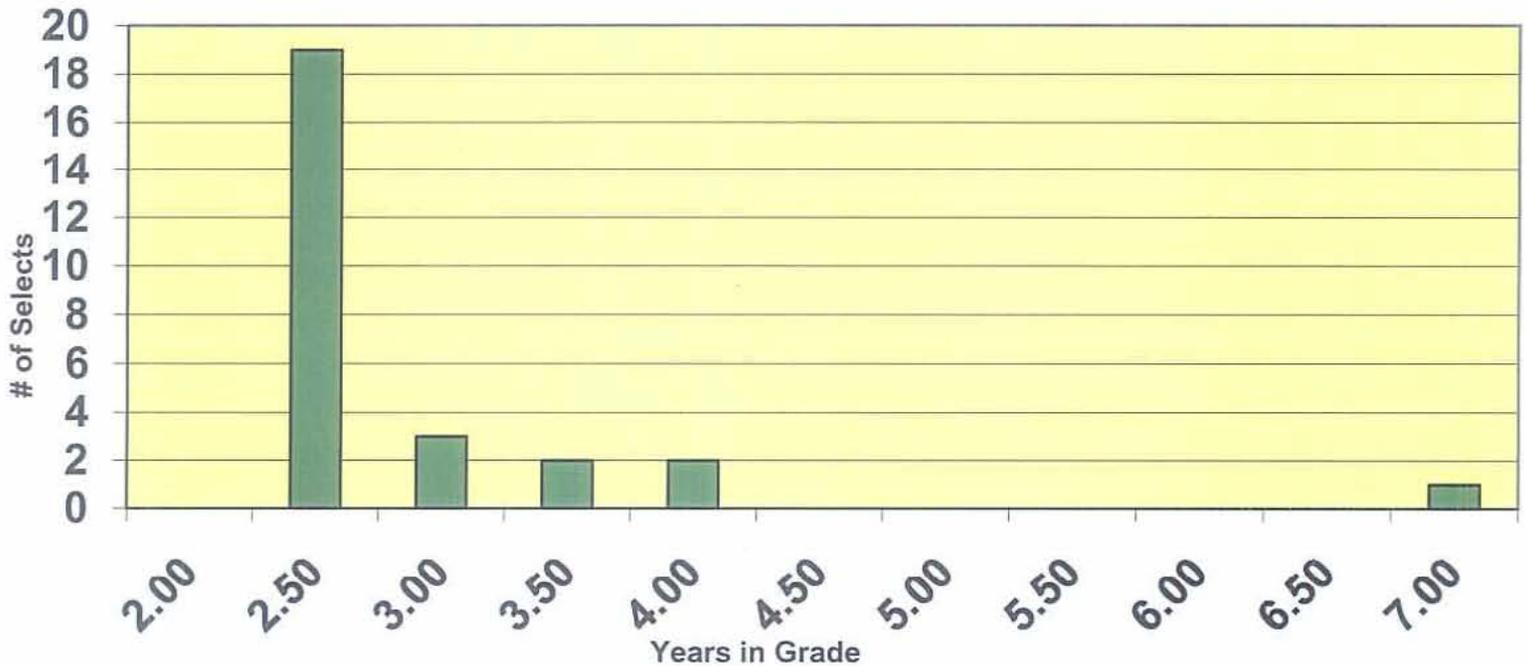


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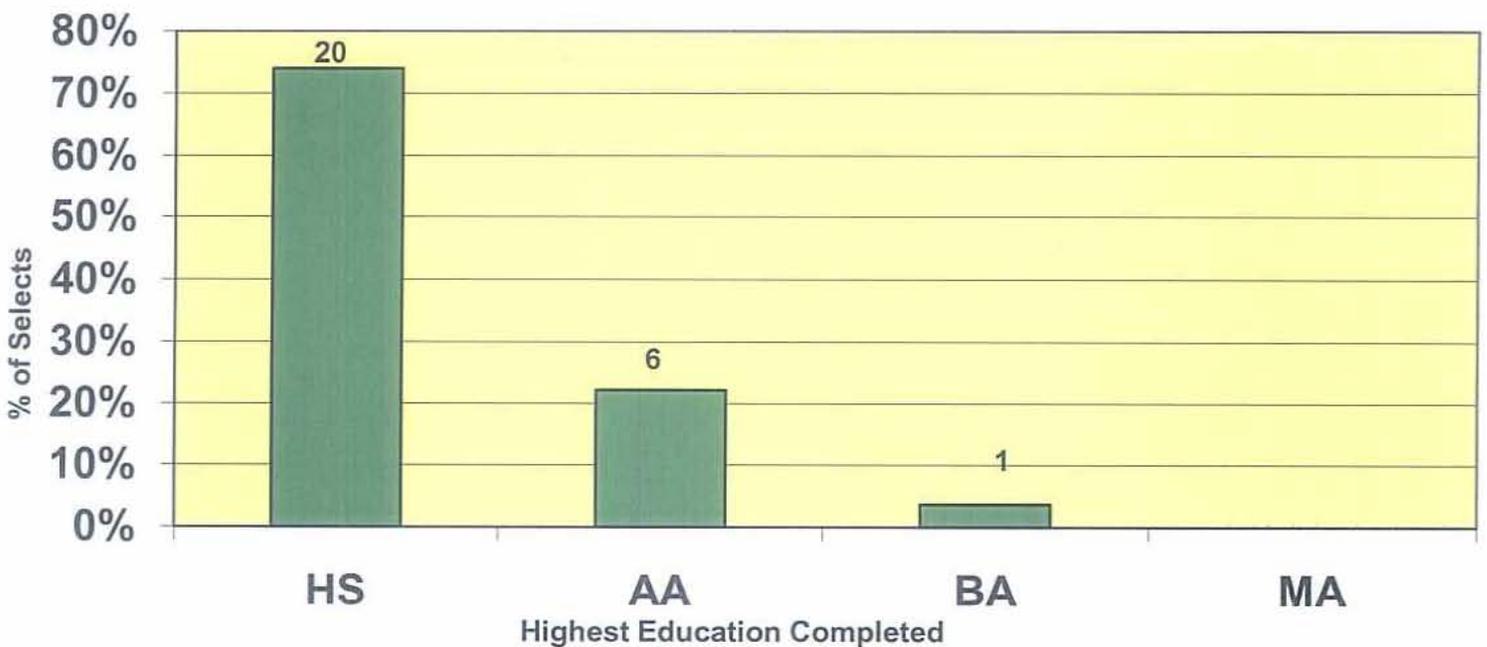
c. The average Time in Grade was 3.03 years. The highest was 7.17 years and the least was 2.50 years:

**TIG FOR SMC CLASS 61 SELECTS**



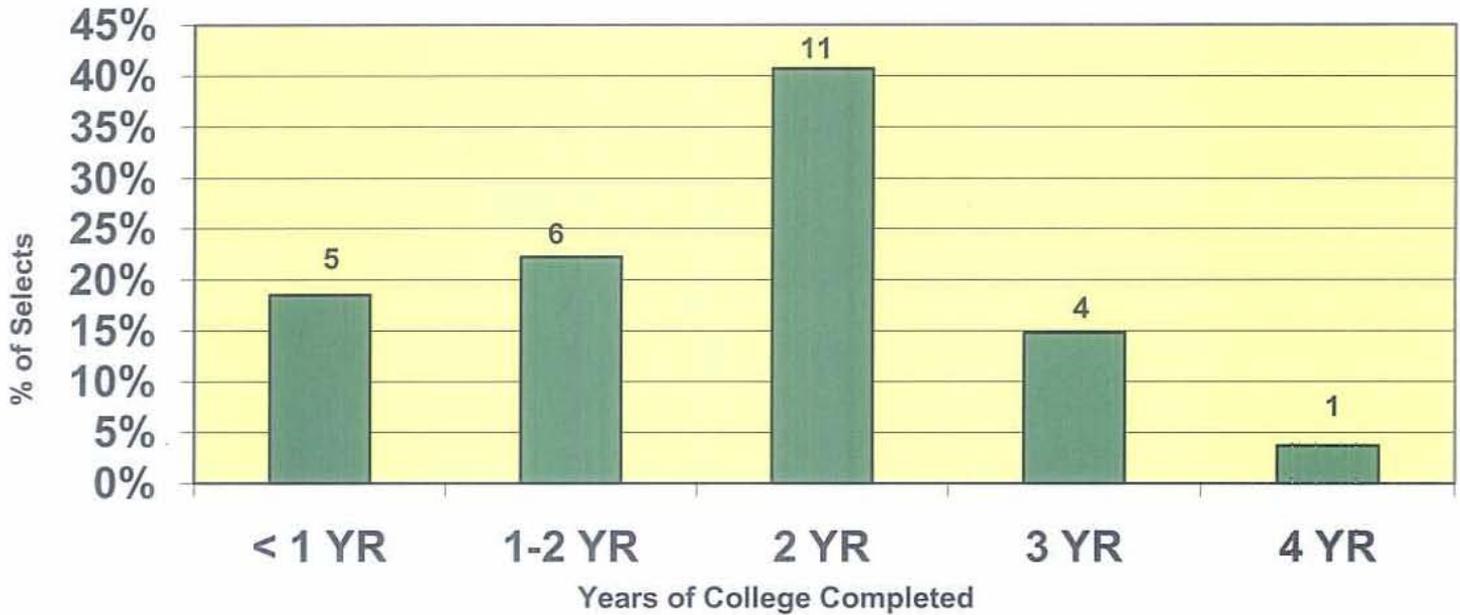
d. The level of civilian education completed of those selected for Class 61:

**EDUCATION COMPLETED FOR SMC CLASS 61 SELECTS**



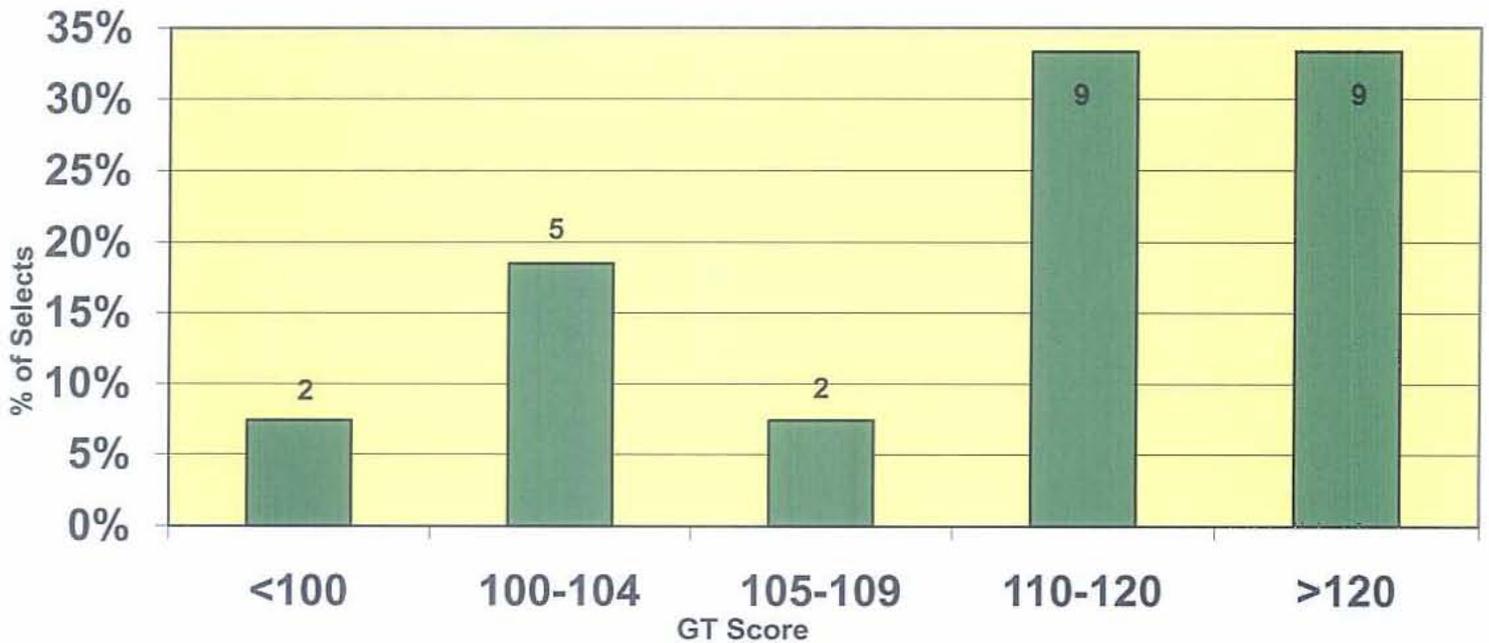
e. The years of college completed for those selected for Class 61:

**COLLEGE COMPLETED FOR SMC CLASS 61 SELECTS**



f. There were two NCO's selected for attendance to Class 61 that had GT scores less than 100:

**GT SCORE FOR SMC CLASS 61 SELECTS**

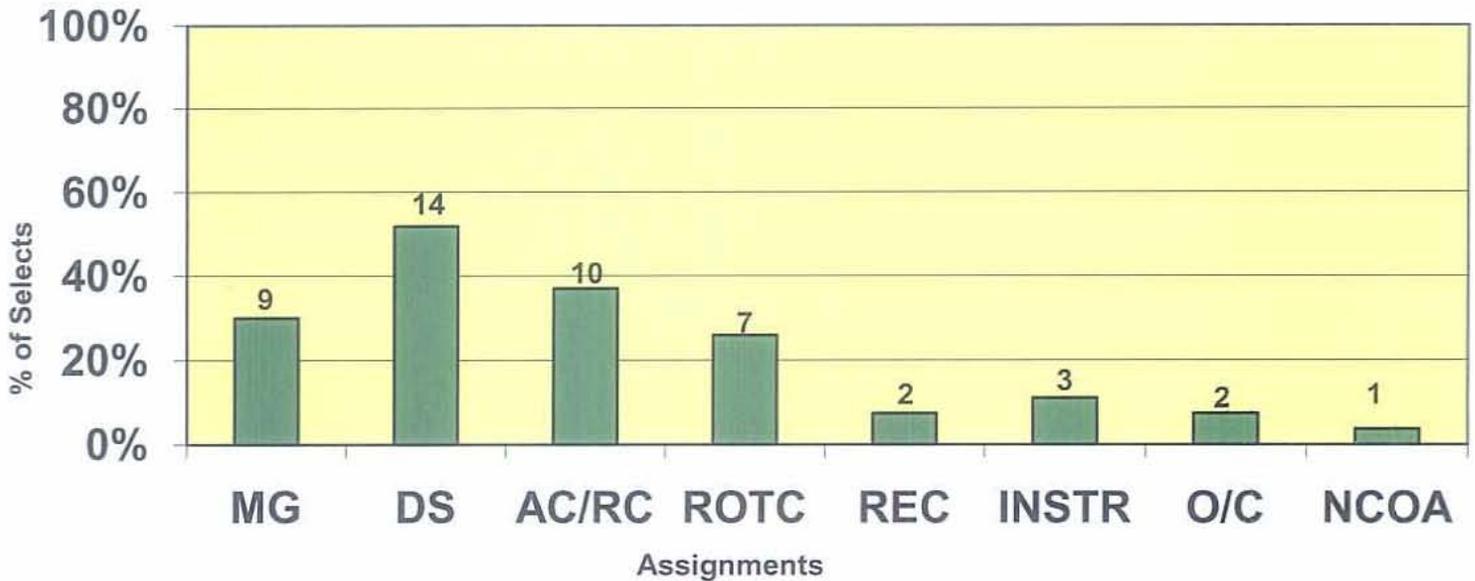


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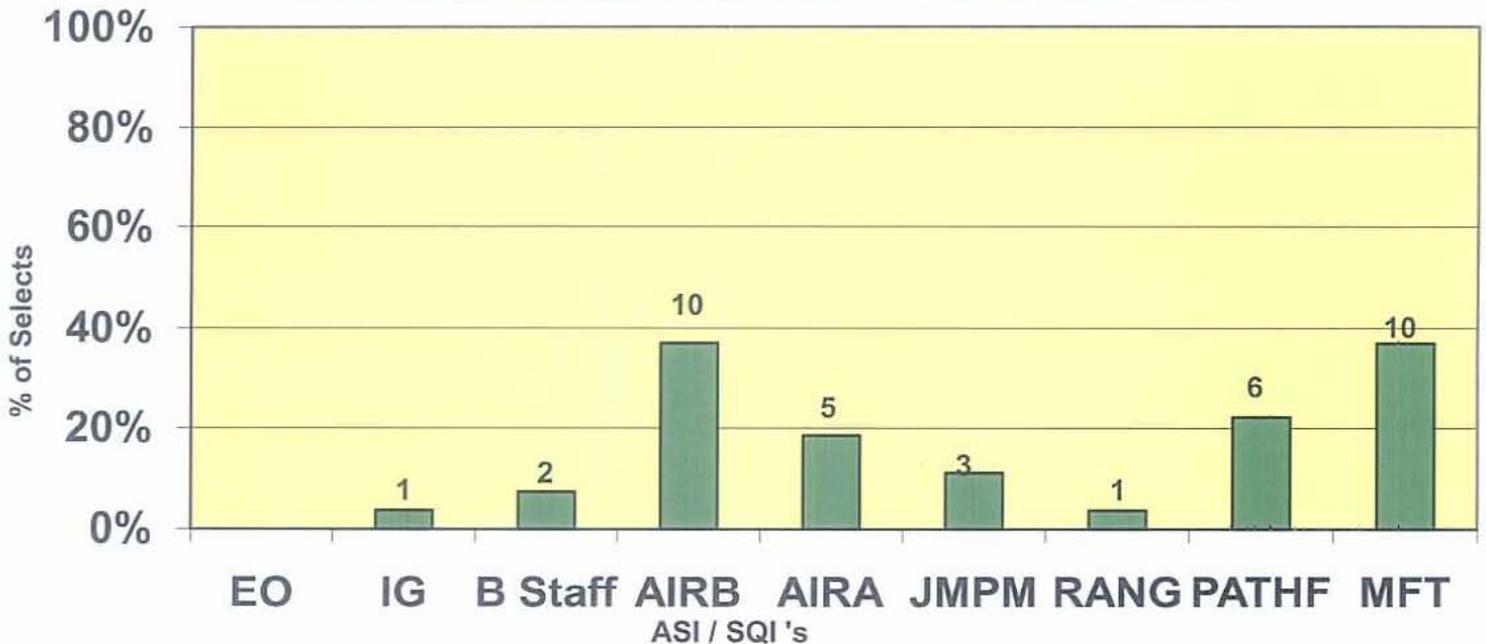
g. The following chart shows the most common professionally developing assignments available and the percentage of those selected to attend Class 61 who have performed one or more of these assignments. Note that the number of assignments exceeds the number of selectees as individual NCOs have had multiple professional developing assignments.

**ASSIGNMENT HISTORY FOR SMC CLASS 61 SELECTS**



h. The following chart shows the most common ASI's / SQI's available to Armor NCO's:

**ASI / SQI HISTORY FOR SMC CLASS 61 SELECTS**



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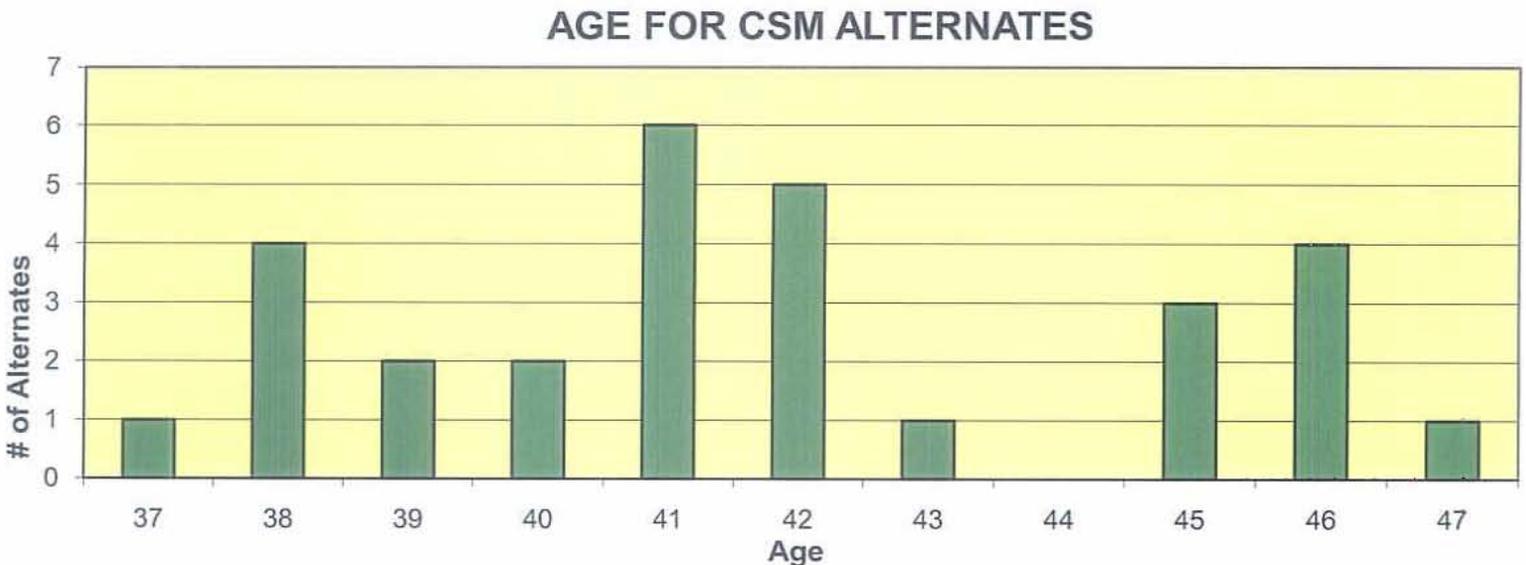
SUBJECT: Information Paper – Results of FY09 Selection List to CSM/SGM/USASMC

i. The following chart shows the amount of “critical leadership” time as a First Sergeant. No selectee had less than 18 months of 1SG time.



6. CSM alternate selection Information. This year the selection board selected 30 Sergeants Major or Master Sergeant (Promotable) as CSM alternates. The following is a profile of the Sergeants Major/Master Sergeants/First Sergeants selected as alternates for appointment to Command Sergeants Major. All of the alternate selectees off the previous year’s list were activated.

a. The average age for the CSM alternates was 42.51 years. The oldest was 49.08 years and the youngest was 37.25 years old:

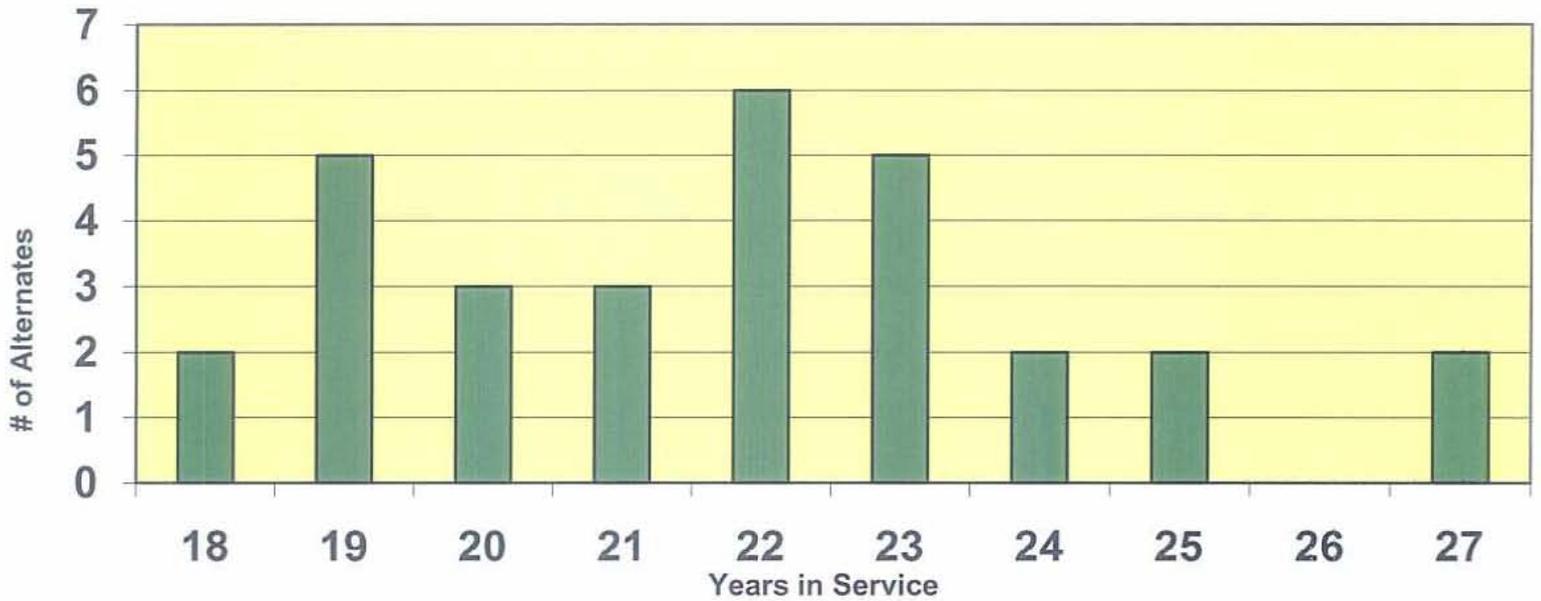


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SUBJECT: Information Paper – Results of FY09 Selection List to CSM/SGM/USASMC

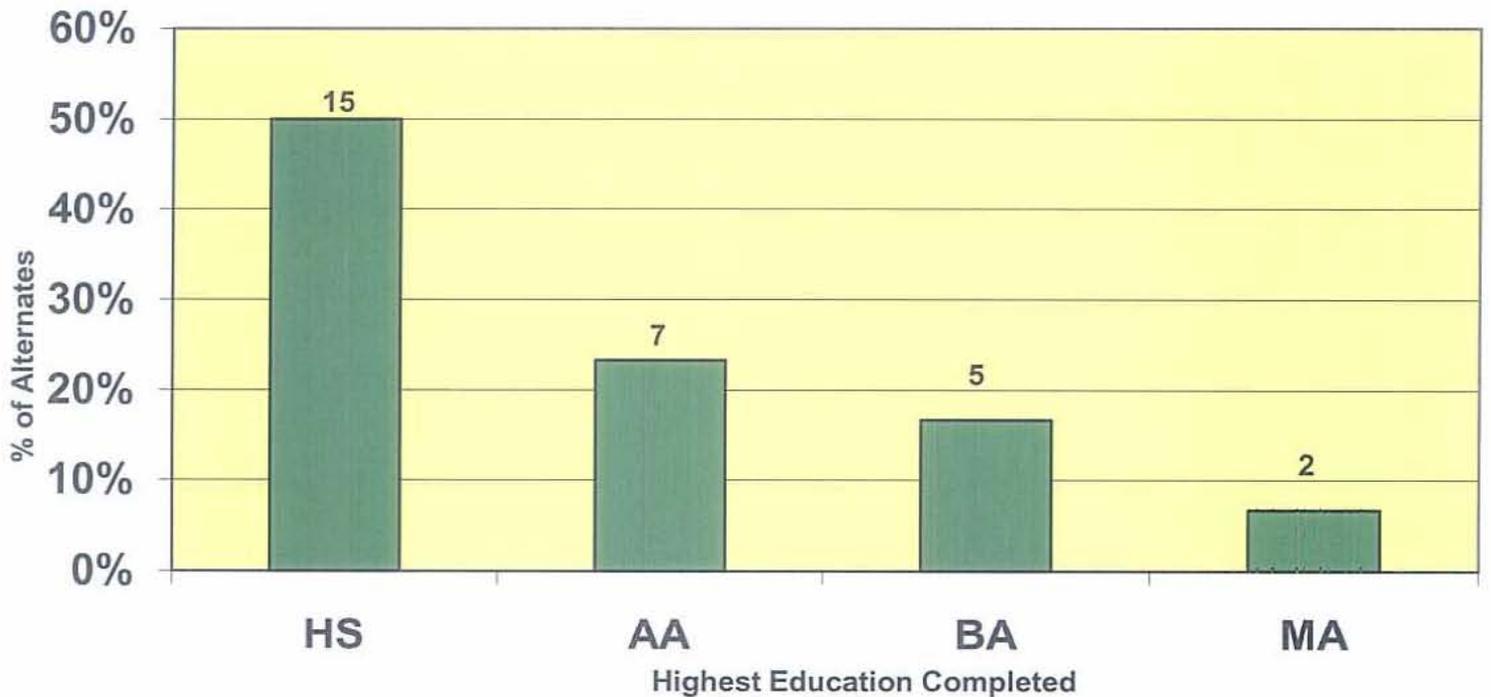
b. The average Time in Service for the CSM alternates was 22.00 years. The longest was 27.92 years and the least was 18.42:

**TIS FOR CSM ALTERNATES**



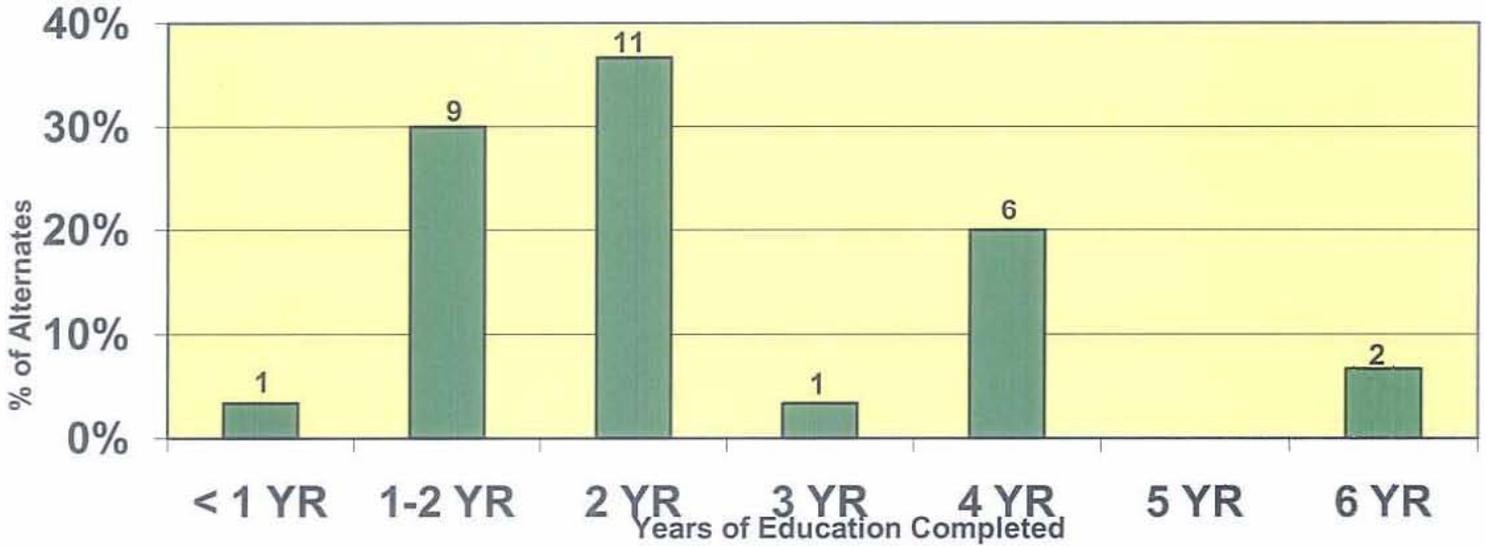
c. The level of civilian education completed of those CSM alternates:

**EDUCATION COMPLETED FOR CSM ALTERNATES**



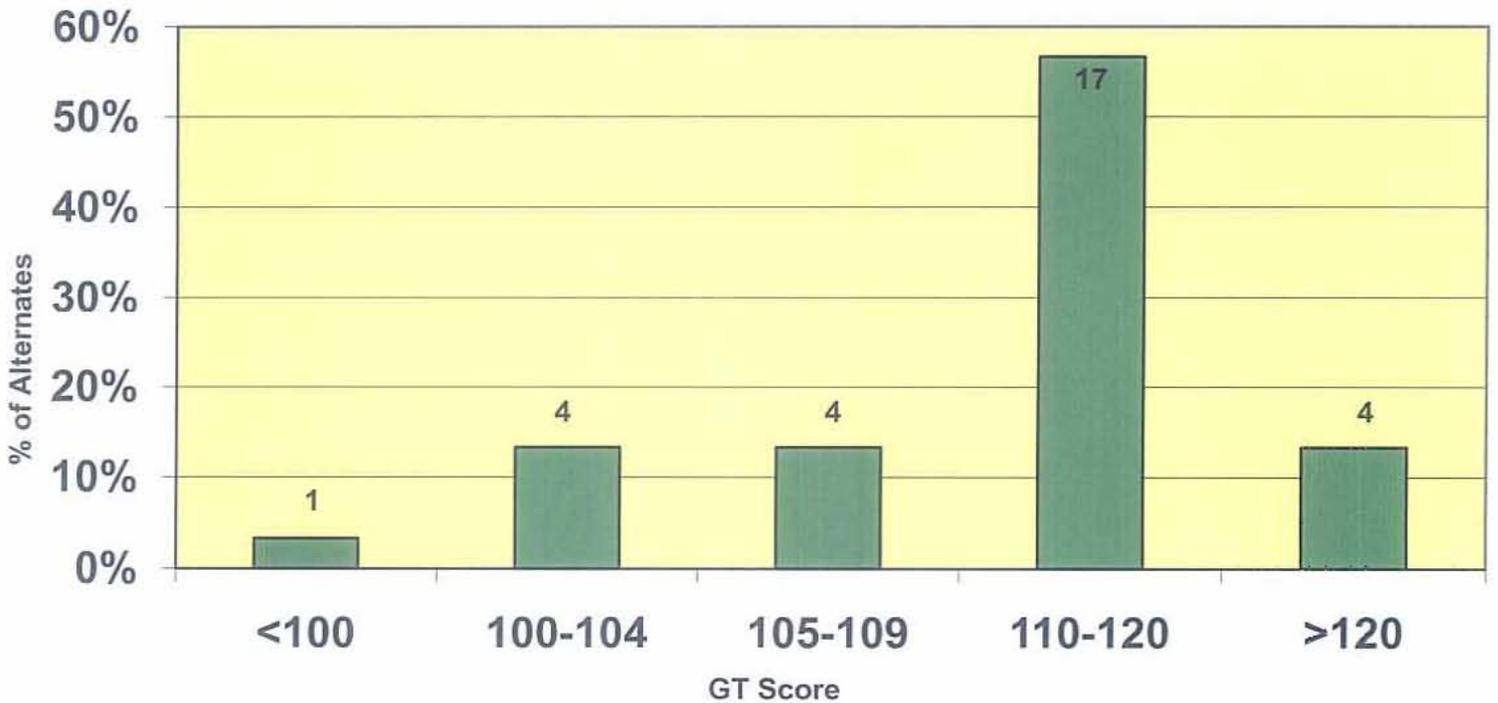
d. The years of college completed for those selected as CSM alternates:

**COLLEGE COMPLETED FOR CSM ALTERNATES**



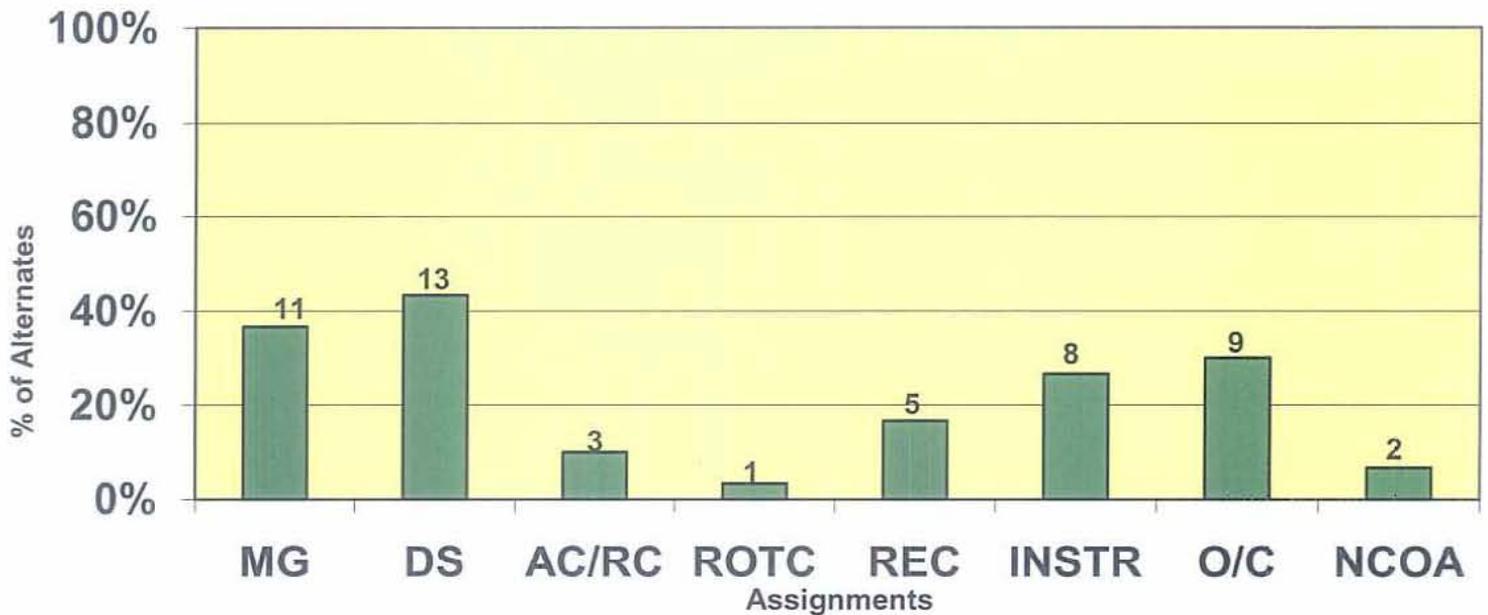
e. All CSM alternates had a GT score over 100:

**GT SCORE FOR CSM ALTERNATES**



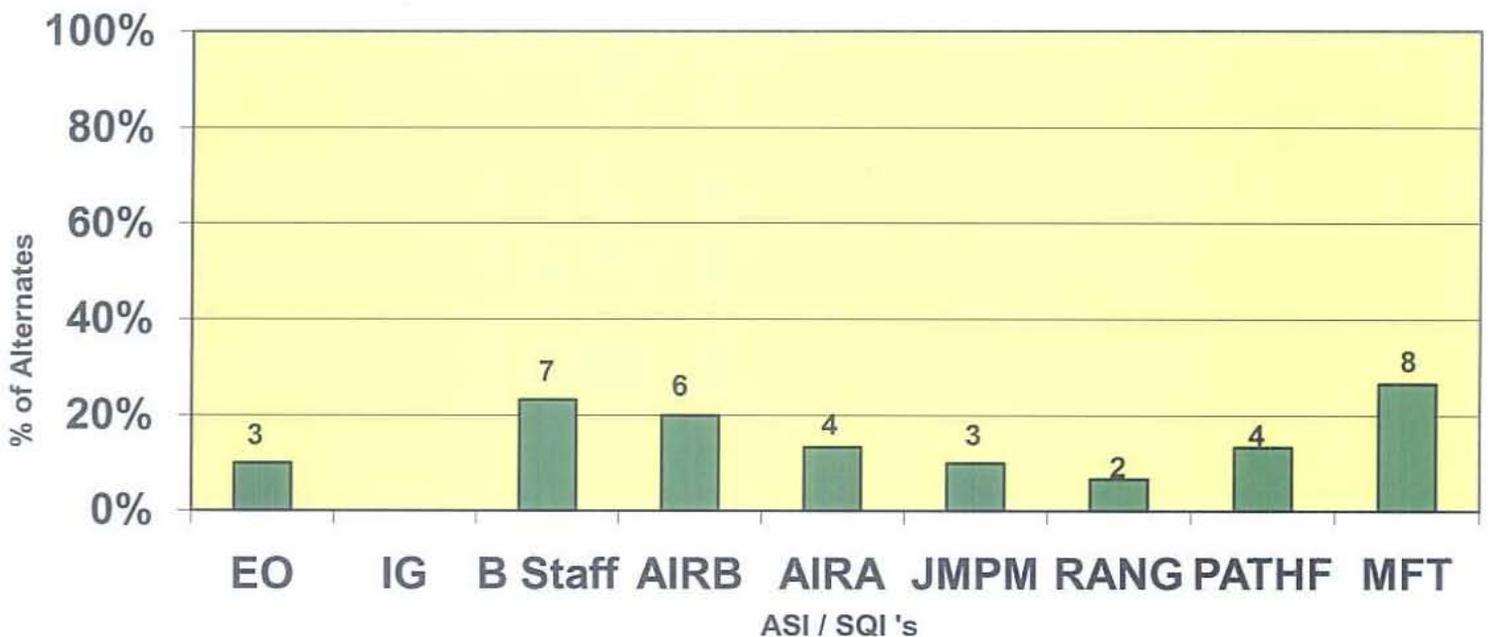
f. The following chart shows the most common professionally developing assignments available and the percentage of CSM alternates who have performed one or more of these assignments:

**ASSIGNMENT HISTORY FOR CSM ALTERNATES**

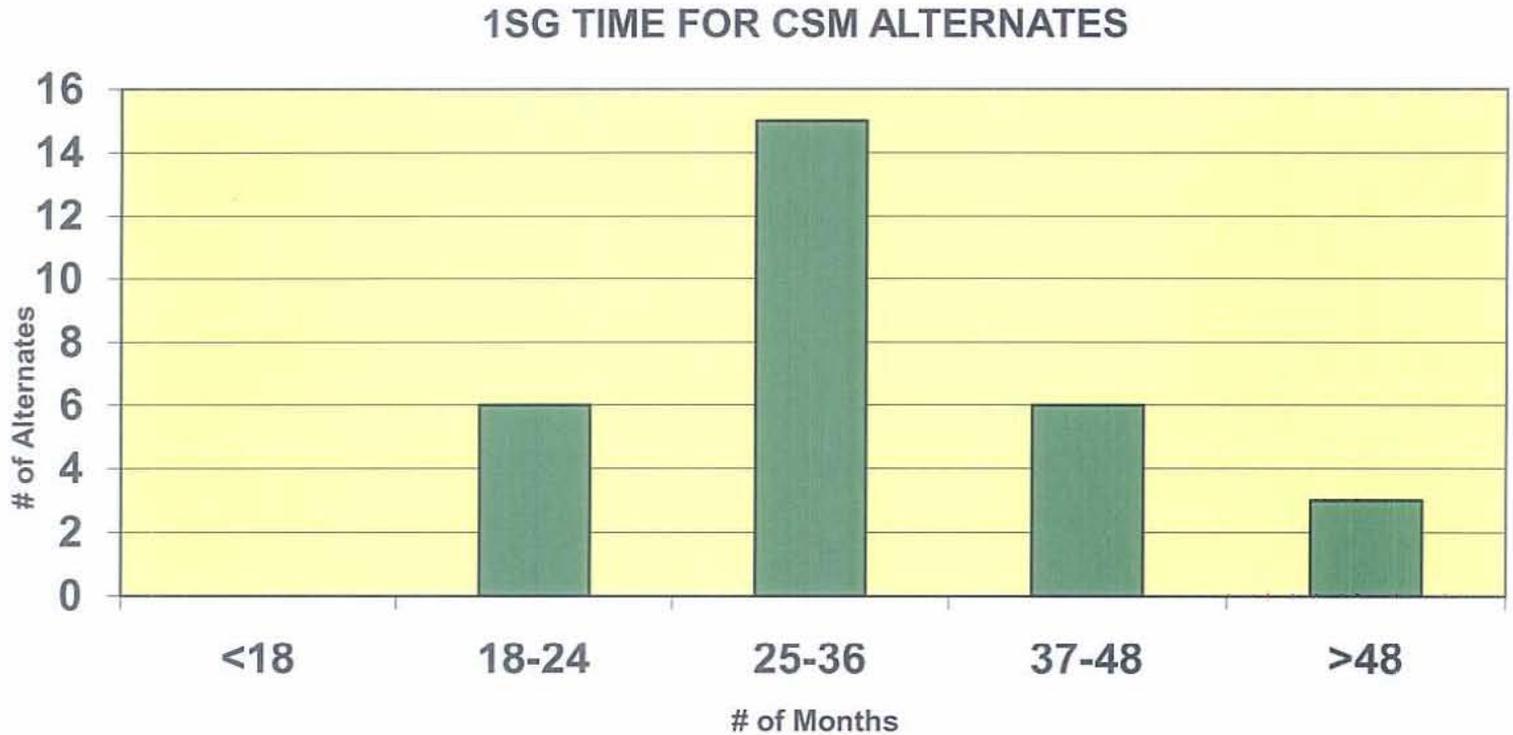


g. The following chart depicts the most common ASI/SQI for the Armor NCO:

**ASI / SQI HISTORY FOR CSM ALTERNATES**



h. The following chart shows the amount of “critical leadership” time as a First Sergeant:



7. General observations.

a. OCOA believes the selection board voted our best Senior Armor Leaders for promotion and schooling. Our opinion is that the promotion board followed the guidance in our information paper to the selection panel.

b. CMF 19 had 27 NCO’s selected for attendance to SMC (Class 61) out of a total of 193 eligible for an overall CMF selection rate of 14%. The Armor selection rate was significantly higher than the Army average of 6% (268 out of 4558). Infantry (CMF 11) had a 2% selection rate (10 out of 509). Class 61 graduates will be considered promotable and frocked to SGM upon graduation of SMC in the spring of 2011. These NCOs will return to the field and fill anticipated shortages within the Armor community. There was also one MSG, a previous graduate of the SMC selected for promotion to SGM. OCOA believes the higher percentage for CMF 19 is a direct reflection of last years significantly lower selection rate compared to the Army selection rate.

c. There were no Armor (0) CSM Designees selected during the board. There were only two selected as CSM Designees throughout the Army. There were 30 Armor SGMs or MSG (Promotables) selected as CSM Alternates this year. These 30 alternates will be available immediately for appointment to CSM throughout the force. CMF 11 had 29 SGMs selected for CSM alternate and no (0) NCOs selected on the designee list.

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SUBJECT: Information Paper – Results of FY09 Selection List to CSM/SGM/USASMC

d. All the NCOs selected for attendance to class 61 as well as those selected as CSM alternates exceeded the Branch Development Standard of 18 months as a First Sergeant. The majority (82%) of those selected to attend Class 61 are serving or have served as 1SG's in multiple units and different levels.

e. The NCOs selected did the tough demanding assignments. They had numerous professionally developing assignments throughout their careers. They served the Armor Force well as First Sergeants, Drill Sergeants, Master Gunners, Observer/Controllers, Instructors, and in many other important assignments. An interesting statistic is that 67% of those selected for attendance to Class 61 and 70% of those selected as CSM alternates are enrolled in the Excellence In Armor (EIA) program. This shows an indication that the EIA program is working by selecting the right Soldiers early in their career. An additional note within our CMF was that there was one selected for promotion to SGM and three selected for attendance to Class 61 that had not deployed ISO OIF/OEF.



Director, Office of the  
Chief of Armor