



DEPARTMENT OF THE ARMY  
HEADQUARTERS, U.S. ARMY ARMOR CENTER AND FORT KNOX  
193 6<sup>th</sup> AVENUE STE101  
FORT KNOX, KENTUCKY 40121-5720

REPLY TO  
ATTENTION OF:

ATZK-AR (600-8-19b)

18 January 2010

MEMORANDUM THRU CHIEF OF STAFF, US ARMY ARMOR CENTER

FOR COMMANDER, US ARMY ARMOR CENTER

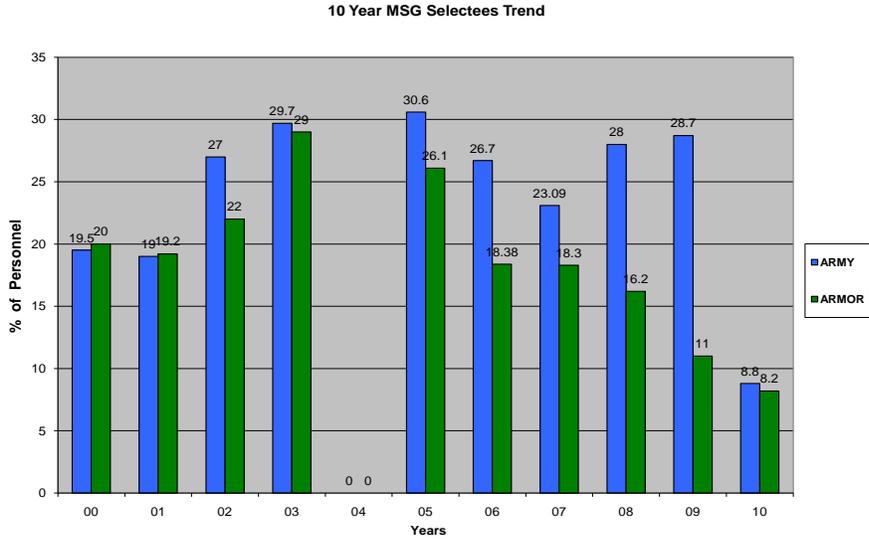
SUBJECT: Information Paper – Results of FY 10 Master Sergeant Selection Board

1. Purpose. To provide information to the Commanding General on the results of the FY 10 selection list to Master Sergeant (MSG).
2. Summary. The MSG Board convened on 14 October 2009. It considered all Advanced Noncommissioned Officer Course (ANCOC) qualified Sergeants First Class with a Date of Rank (DOR) of 14 October 2007 and earlier, with a Basic Active Service Date (BASD) between 15 October 1984 and 15 October 2001 (both dates inclusive).
  - a. Primary Zone. DOR is 8 October 2006 and earlier.
  - b. Secondary Zone. DOR is 9 October 2006 through 14 October 2007.
  - c. Selected Board members reviewed Command Sergeants Majors/Sergeants Majors records who were identified for potential Denial of Continued Service under the Qualitative Management Program (QMP).
3. MSG Selection Information. The following is a profile of the Sergeant's First Class selected for promotion to Master Sergeant:
  - a. All calculations through this document are based on the official release date of 12 January 2010.
  - b. The total number of Armor Sergeant's First Class considered for promotion was 952, and the number selected for promotion was 78. Armor selection rate was 8.19%; the total Army selection rate was 8.78%. 19K had a selection rate of 8.7% (43 out of 493) and 19D had a selection rate 7.6% (35 out of 459).

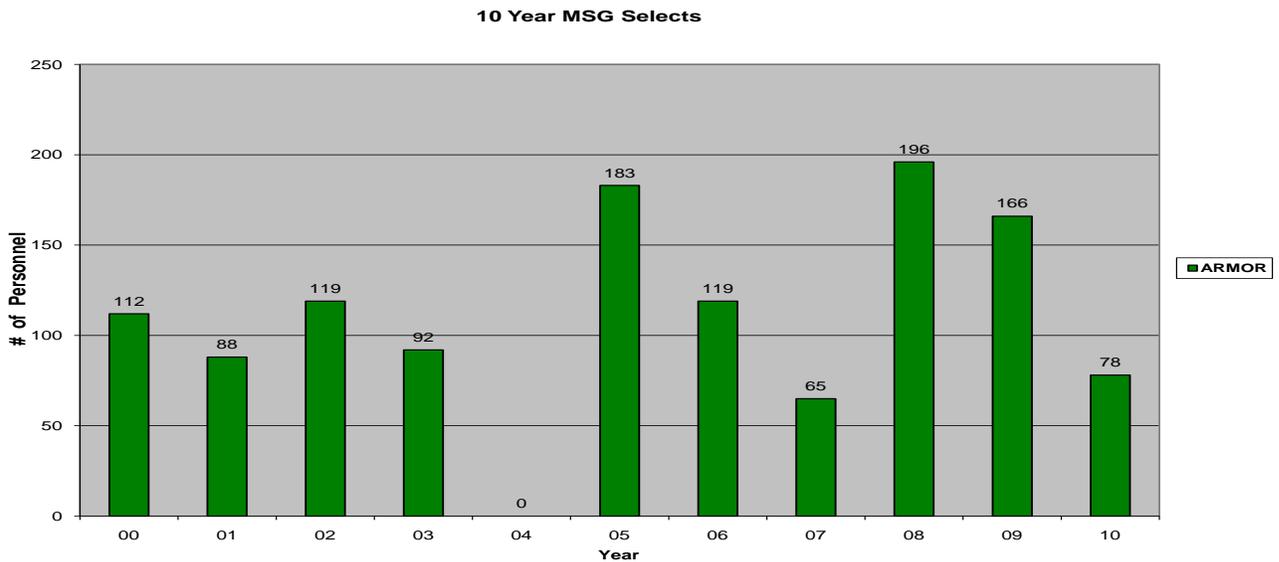
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c. The following chart compares the selection rates to Master Sergeant for Armor and the Army over the last 10 years.



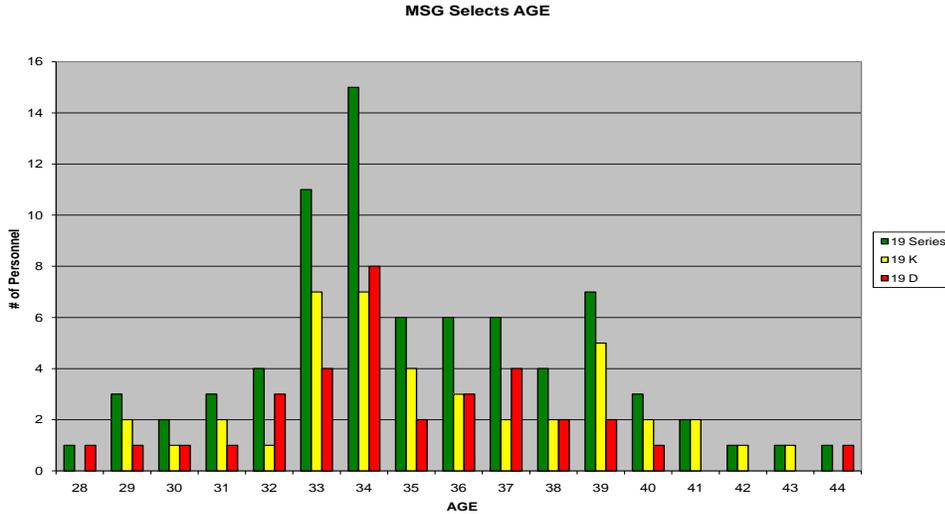
d. The following chart depicts the actual number of NCOs selected for promotion each calendar year over the past 10 years.



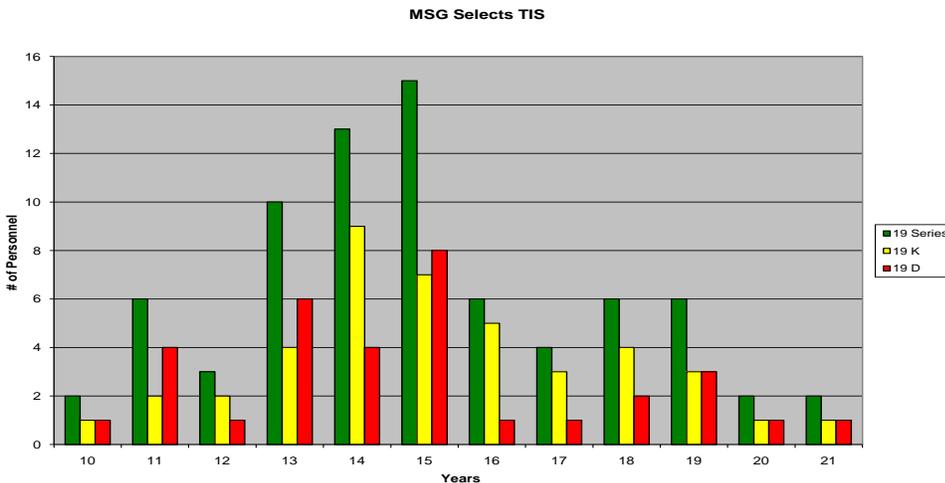
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e. The average age of those selected for promotion was 35 years 6 months. The oldest was 44 years 3 months and the youngest was 28 years 9 months. All calculations through this document are based on the official release date of 12 January 2010.



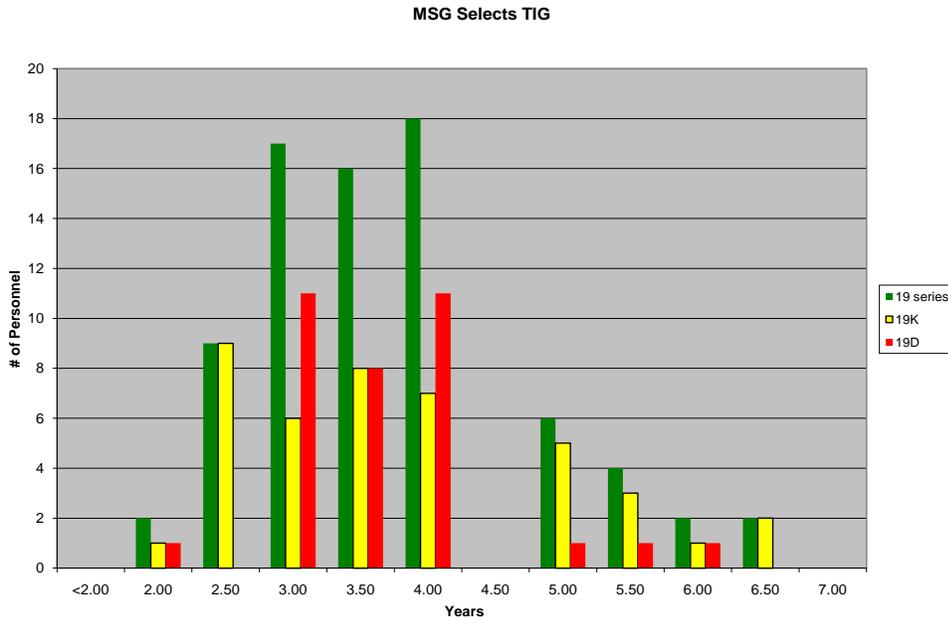
f. The average Time In Service (TIS) for those selected for promotion was 15.49 years. The highest was 21.14 years and the lowest was 10.42 years.



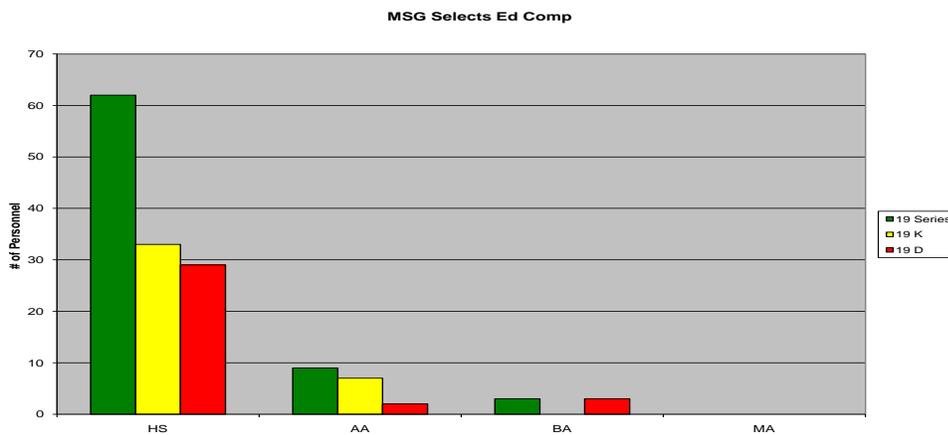
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g. The average Time in Grade (TIG) for those selected for promotion was 3.94 years. The highest was 6.63 years and the lowest 2.46 years.



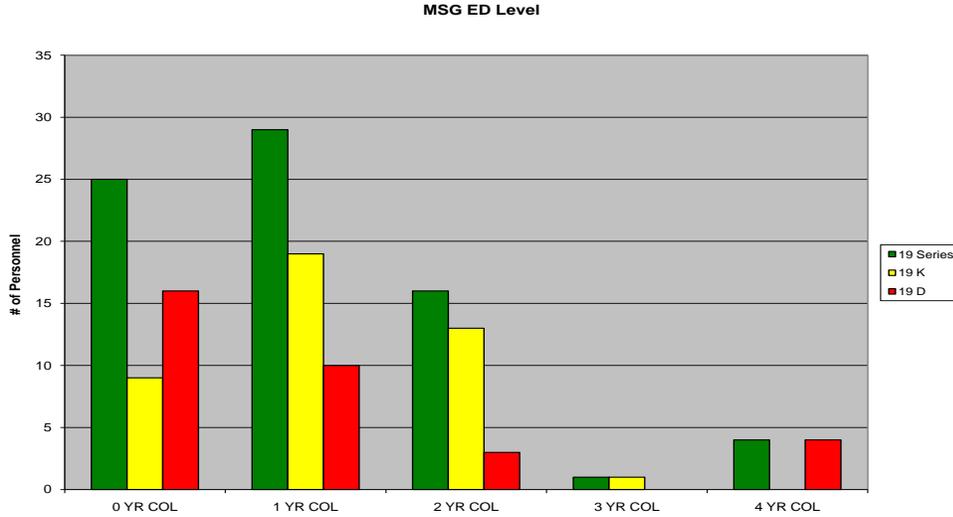
h. The following chart depicts the level of education completed by those selected for promotion.



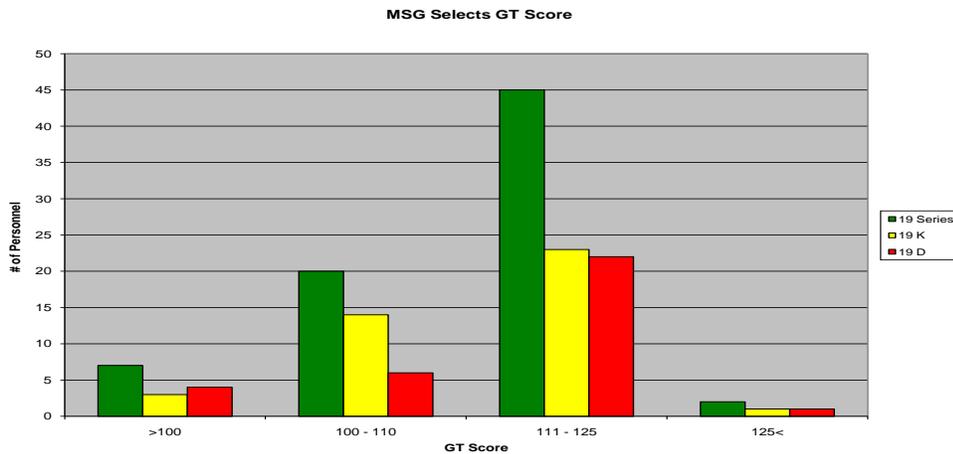
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i. The average level of college completed for those selected for promotion was 1.08 years. There were 25 NCOs with no college in their records.



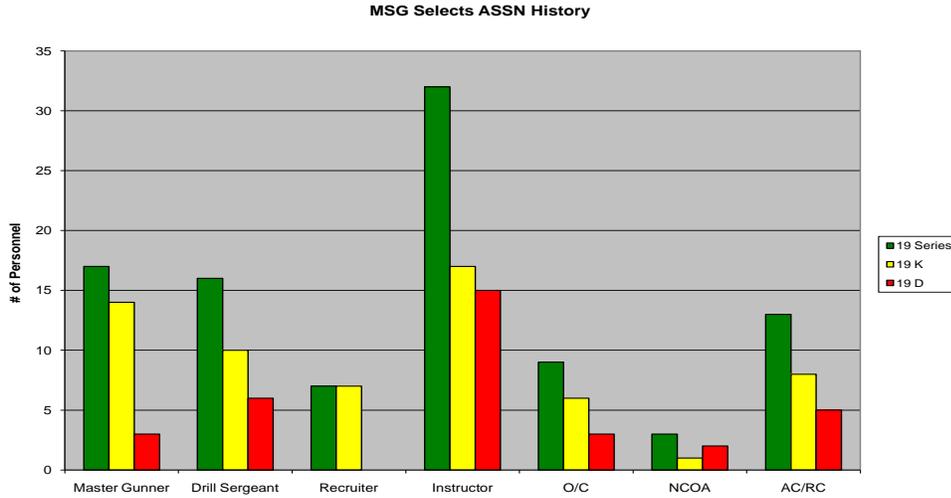
j. The average GT score for those selected for promotion was 110. The highest GT score was 130 while the lowest was 81. There were a total of 7 NCOs selected that had below a 100 GT score.



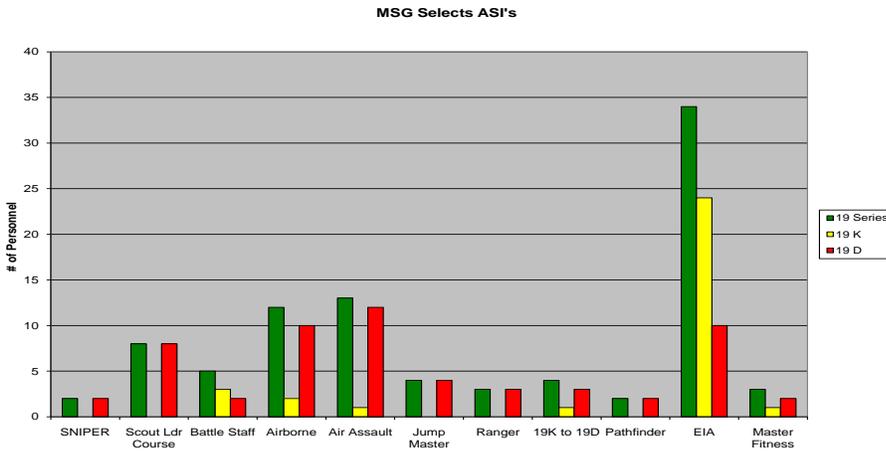
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k. The following chart shows the more common professionally developing assignments available and the number of those selected for promotion that have performed one or more of these assignments throughout their career.



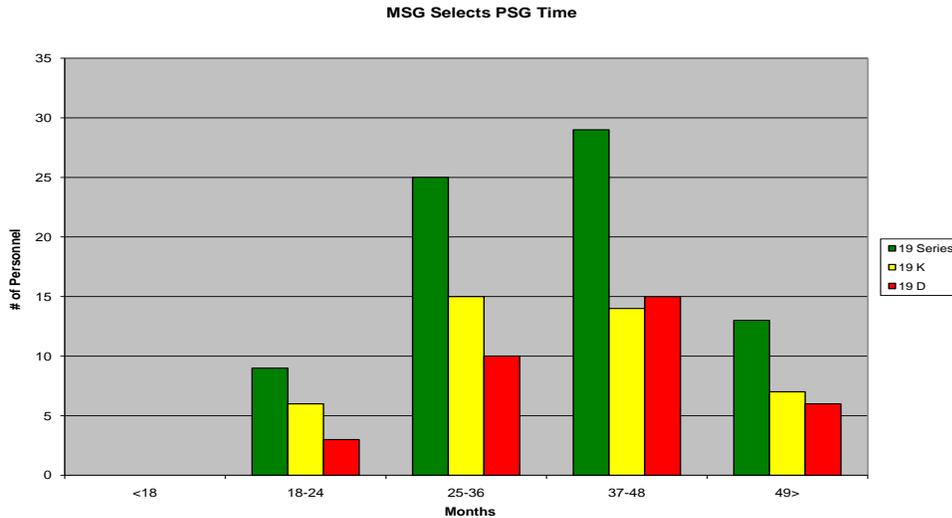
l. The following chart shows the most common professionally developing schools available for CMF 19. This chart also includes the number of selectees enrolled in the EIA program.



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m. The following chart outlines the amount of critical leadership time as a PSG each of the selectees held by the time the board convened. The average time spent as a PSG was 38.92 months with the highest being 71 months and the lowest being 18 months.



#### 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 our information paper to the selection panel.

b. There were seven SFCs 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, 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 (assignment history chart) numbers throughout the past four 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, Observer/Controllers, AC/RC and ROTC, Instructors, and in many other important assignments. Three of those selected had served on transition teams (MiTT, SpTT, or

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PRTs). Although service on a transition team alone does not meet branch development, these three NCOs also had well over 24 months critical leadership time spent as Platoon Sergeants. In addition, 17 of those selected for promotion had served in positions as 1SGs, with several serving over 12 months successfully. Those serving successfully in positions as 1SGs were looked favorably upon by the board.

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 relatively low promotion numbers were primarily due to impending force structure changes which will significantly impact CMF19, especially the projected 3ACR conversion to a Stryker Brigade Combat Team (SBCT).

f. 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 caused confusion when trying to determine exactly what duty position the NCO was filling or what duties the NCO was performing. The board found significant challenges for example; Platoon Sergeant/Master Gunner, Platoon Sergeant/Instructor Writer or Rear Detachment Deployable PSG. 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 and Disciplinary Action during the same period.

(a) The board observed a number of NCOs with missing NCOERs from the Warrior Transition Battalions(WTB), and also NCOs who had PCS’d and were still trying to acquire their NCOER from their last unit. If found to be valid, HRC should include a memorandum in the promotion file detailing the status of the NCOER.

(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.

(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”.

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(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. It is highly recommended that NCOs take the time to ensure the accuracy of these documents prior to validating them for the board.

5. POC is Office of the Chief of Armor, 4-1321.

2 Encls

Director, Office of the  
Chief of Armor

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