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OFFICE OF THE CHIEF OF ARMOR  
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REPLY TO  
ATTENTION OF:

ATZK-AR

23 June 2016

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

SUBJECT: Information Paper – Results of FY17 Active component (AC) Brigade Command Sergeants Major and Key Billet Sergeant Major Centralized Selection Board.

1. Purpose. To provide the Chief of Armor an analysis of the Fiscal Year (FY) 2017 results for the Maneuver, Fires and Effects (MFE) Brigade CSL list results.
2. Summary. The Selection Board Convened on 21 OCT 2016 to consider and select NCOs to serve as a Brigade CSM. Armor Sergeants Major and Command Sergeants Major's competed for 46<sup>1</sup> Brigade level MFE positions. MFE is comprised of Career Management Field (CMF) 11, 12,13,14,15, and 19 Series Soldiers. Armor CSMs were selected for 11 out of 46<sup>2</sup> (26%) available brigade or equivalent positions.
  - a. All CSM or SGM who have a professional development proficiency code of 6C or 7C with a basic active service date not earlier than 31 March 1988 and a date of birth no earlier than 31 March 1958.
  - b. The following FY 17 CMF 19 BDE CPD Statistics reflects the numbers considered; the number that declined consideration; the number who defaulted in; and the number selected.

FY16 BDE CSL	CMF19
Considered	57
Accept	28 (49%)
Decline (%)	11 (19%)
Default	18 (32%)
<b>Selected (%)</b>	<b>11 (19%)</b>

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- c. Brigade CSL Selection results by Career Management Field (CMF).

CMF	Selected
11	19
12	6
13	13
14	4
15	7
19	11
Total	60

<sup>1</sup> FY 17 CSM/SGM Key Billet Slate Briefing Report

<sup>2</sup> Ibid.

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d. K02P Combat Arms (Maneuver)-Operations CMF 11, 12,13,14,19; A total of 15 Brigade level positions in K02P Category.

<b>CMF</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>19</b>
<b>Selected</b>	5	2	1	0	7
<b>Percentage</b>	31%	12%	.06%	0	43%

(1) Armor CSMs were selected for 7 of 16 (43.75%) Positions in this category

e. KO2T- Combat Arms (Maneuver) - Training CMF 11, 12,13,14,19

(1) A total of five Brigade level positions in K02T Category

<b>CMF</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>19</b>
<b>Selected</b>	3	0	1	1	0
<b>Percentage</b>	60%	0	20%	20%	0

f. K03G-Infantry/Armor- Generating

(1) A total of two Brigade level Positions in K03G CMF 11, 19

<b>CMF</b>	<b>11</b>	<b>19</b>
<b>Selected</b>	2	0
<b>Percentage</b>	100%	0

g. K19G-Armor-Generating CMF 19 ONLY. Three Armor CSMs Selected.

h. VMFG-MFE Immaterial-Training CMFs 11, 12, 13,14,15,19, 31, 37, 38, 74

(1) A total of 19 Brigade level positons in VMFG Category (ARCENT, IMCOM, TRADOC, USARNORTH)

<b>CMF</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>19</b>	<b>31</b>	<b>37</b>	<b>38</b>	<b>74</b>
<b>Selected</b>	8	2	2	1	1	1	4	0	0	0
<b>Percentage</b>	42.11%	16.67%	15.38%	7.14%	6.67%	5.26%	12.90%	0.00%	0.00%	0.00%

i. VMFT-OPS Immaterial-Training

(1) Only one BDE level Position available position in VMFT Category

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<b>CMF</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>18</b>	<b>19</b>	<b>31</b>	<b>37</b>	<b>38</b>	<b>74</b>
<b>Select</b>	0	1	0	0	0	0	0	0	0	0	0
<b>Percent</b>	0	100%	0	0	0	0	0	0	0	0	0

3. BDE CSM Selection Information. The following is a profile of the CSM/SGM selected for BDE Command Selection List:

a. The total number of Armor CSM/SGM considered for CSL was 57; number selected for CSL was 11. Armor selection rate was 19%.

b. The average age of those selected for promotion within CMF 19 was 43.74 years. The oldest was 47.4 years and the youngest was 40.8 years of age.

c. The average Time in Service (TIS) for those selected for promotion was 23.92 years. The highest TIS was 27.8 years and the lowest was 20.8 years.

d. The average Time in Grade (TIG) for those selected for promotion was 48 months. The highest was 68 months years and the lowest 20 months.

e. All of the NCOs selected for promotion were high school graduates or equivalent. Of the 11 Armor NCOs selected for CSL, 86% had some college. The following is the level of education for SFC selectees:

- (1) No college: 36.3% had no college (04 of 11)
- (2) Associates Degree: 36.3% had the equivalent of a two year degree (04 of 11).
- (3) Bachelor's Degree: 27.2% had the equivalent of a four year degree (03 of 136).
- (4) Masters Degree: 0% attained a Masters Degree (0 of 11).

h. The average GT score for those selected for promotion was 119.83. The highest GT score was 128; the lowest GT score was 105.

i. Previous professionally developing assignments indicated in their records: The Key to unlocking the gate to BDE CSM is 6C or 7C Experience.

M (1SG)	6S (Initial Level SGM Experience)	<b>6C (BN Level CSM Experience)</b>
11	6	11
100.000%	54.545%	100.000%
7S (Primary level SGM Experience)	<b>7C (Brigade level CSM Experience)</b>	8S (Senior level 1 SGM Experience)
6	1	1
54.545%	9.091%	9.09%

j. Previous SQI ASI/PDSI indicated in their records.

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<b>SQI</b>			
<b>B (IG NCO)</b>	<b>L (Linguist)</b>	<b>P (Parachutist)</b>	<b>X (Drill Sergeant)</b>
1	1	3	3
9.09%	9.09%	27.27%	27.27%

<b>ASI</b>			
<b>J3 (MG BFV)</b>	<b>A8 (MG M1/M1A1)</b>	<b>K8 (MG M1A2)</b>	<b>R8 (MG MGS)</b>
1	1	1	0
9.091%	9.091%	9.091%	
<b>2S BS OPS</b>	<b>2B (ASSLT)</b>	<b>5W (Jump Master)</b>	<b>P5 (Master Fitness)</b>
11	1	2	2
100.000%	9.091%	18.182%	18.182%
<b>5U (TAO)</b>			
11			
1			
9.09%			

<b>PDSI</b>		
<b>P4G (ABN EXP)</b>	<b>E4J (EIA)</b>	<b>P4W (Project Warrior)</b>
2	6	0
18.18%	54.55%	0.00%

4. Critical Leadership Time. The following chart below outlines the amount of critical leadership time as a BN CSM/OPS SGM that each selectee completed upon selection to BDE CSM. The average time spent as a OPS SGM 26.2 months, with the highest being 68 months and the lowest being 0 months. The average time spent as a CSM/SGM was 54 months and the lowest 17 months.

<b>BN CSL</b>	<b>&lt; 24</b>	<b>24-36</b>	<b>37-48</b>	<b>&gt;49</b>
<b>19 Z TOTALS</b>	5	4	1	1
<b>Percentage</b>	45.4%	36.3%	.09%	.09%

a. The following chart is a depiction of previous SGM/CSM assignments:

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	ABCT	IBCT	SBCT	GEN Force/ Other
<b>BN OPS</b>	4	4	2	1
<b>BDE OPS</b>	2	3	2	0
<b>DIV OPS</b>		1		
<b>BN CSM</b>	5	3	2	1
<b>BDE CSM</b>				1

5. General observations and Input from OCOA and Armor HRC Branch.

a. OCOA believes the selection board voted our best CSMs/SGMs. It is our opinion that the promotion board did fully follow the Armor Branch guidance. FY17 CSL slating process and systems are sound and valid. Armor Branch received 11(11xBDE) principals from the selection board process and executed a deliberate process to slate NCO's to the right units IAW SMA Guidance and proponent input.

b. FY17 CSL slating process and systems are sound and valid. Armor Branch received 11 (11xBDE), principals from the selection board process and executed a deliberate process to slate NCO's to the right units IAW SMA Guidance and proponent input. (Note: 2 BDE level CSL selects were pulled from list to nominative positions prior to completion of slating –11 BDE CSMs slated)

c. Armor Branch slated NCO's within the sub-categories selected by the board. No cross-category re-slating was requested or required. IAW SMA Slating Guidance, Skills and Experience Match (SEM) was the essential criteria for slating principals to available units.

(1) SEM-1 = Soldier skills and experience in like organization at 1SG (E8) or above

(2) SEM-2 = Soldier skills and experience in like organization as PSG (E7)

(3) SEM-3 = No documented experience in like organization, but will succeed based on demonstrated leadership and potential

d. For CMF 19, NCO's were required to have cavalry unit experience to be a Skills and Experience Match (SEM-1) for a Cavalry Squadron. Taking SMA guidance and proponent input into account, AR enlisted branch achieved a 91% SEM-1 match for brigade principals and 83% SEM-1 match for battalion principals.

e. Armor Enlisted Branch (CMF-19) had 11 principals of 28 considered (39% Select Rate). 7 selected for Combat Arms Operating (BCTs) FY17-16x BCTs available. 3 selected for Armor Generating (Training, Cadet Command). 1 selected for Immaterial Generating (Garrison, other) FY17-19x BDEs available. Armor Branch had a 39% select rate for FY17—slightly higher than 32% select rate for FY16

f. Brigade Principal Statistics (based on 11 principals):

All with at least 1 BN CSM NCOER; 8 with very exclusive SR comments (#1/best in unit). 6 had CSM credit in 2 or more type units; 4 CSMs had only 1 CSM NCOER when board met. All SMA graduates; 10 resident course, 1 Non-resident course. Preference: 77% slated to one of their top 3 sub-category preference, 82% slated to one of their top 3 unit

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5. POC is the undersigned at [michael.s.quiban.mil@mail.mil](mailto:michael.s.quiban.mil@mail.mil) or (706) 545-7725.



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