

(UNCLASSIFIED)

EXECUTIVE SUMMARY

18 May 09

SUBJECT: FY10 Lieutenant Colonel Command Army Competitive Category Centralized Selection List Command and Key Billet. (U) (ATZK-AR) The LTC Maneuver, Fires, and Effects Command Selection Board convened on 3 Sep 08 and recessed on 18 Sep 08. A pre-positioned copy of the list was received by Office Chief of Armor (OCA) 14 May 09 with a release time and date of 0730, 19 May 09. Armor Branch had 39 officers selected for battalion-level commands as follows:

Armor/Infantry Operations (03A)	23
Combat Arms Operations (TT)(02A)	3
Branch Immaterial Operations (BSTB)(01A)	4
Combat Arms Strategic Support (AETF)	1
Armor Training	4
Branch Immaterial Training (Recruiting)	3
Branch Immaterial Installation	1

There were 25 officers selected on the FY09 CSL list. All the Armor officers selected are resident CSC graduates and eight are SAMS graduates. All the officers selected had completed their Key Development assignment in a TOE unit at the battalion/squadron/brigade level except one officer who did all his KD time at Fort Knox. Armor branch had 8 (21%) minority officers selected. Our detailed analysis is attached.

ATZK-AR/4-1272

Tasking Control # NA

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MEMORANDUM THRU CHIEF OF STAFF, USAARMC

FOR CG, USAARMC

SUBJECT: Information Paper – FY10 Lieutenant Colonel Centralized Selection List (CSL)
Command and Key Billet Analysis

1. Purpose. To provide the CG with an analysis of the 39 Armor officers selected for command.
2. Summary. The results of the FY10 Combat Arms LTC Command Selection and Key Billet Board were pre-positioned 14 May 09 with a release date of 0730, 19 May 09. A list by category of those selected is at Tab A. Our detailed analysis of the 39 Armor officers selected for command is at Tab B. A comparison of Armor and Infantry selections is at Tab C. Names, addresses, and Army Knowledge Online (AKO) email addresses were provided to the headquarters under separate cover.
3. Information.
 - a. General observations:
 - (1) All Armor officers (100%) selected attended resident CGSC. Eight (21%) are also SAMS graduates.
 - (2) All of the selectees this year had a deployment as a Major and 27 (69%) have 2 or more deployments in their career.
 - (3) All of the selectees had TOE company commands. Four of the selectees served in TDA commands in addition to their TOE commands; 2 at USAARMC, one at Fort Leavenworth and one in USAREC. Over the last 8 LTC command boards, 3 officers with only TDA company command were selected for battalion command.
 - (4) All of the selectees, except one, served S3/XO time in TOE units; 26 of the selectees served 2 or more key and developmental assignments, and 10 served in 3 assignments. One officer completed all his key and developmental assignment in a TDA unit and one officer served in KD assignments in both TOE and TDA units. Over the past 8 years, 8 of 160 (4%) were selected with S3/XO time as Major in only TDA units.
 - (5) The average age of Armor officers selected was 39 years of age, the same as last year. The youngest was 36 and the oldest was 46.

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(6) Four of the officers selected for command served on Transition Teams as a major, with 3 of them serving as team chiefs. One selectee was activated from the FY09 LTC CSL alternate list to serve as a Transition Team Chief.

(6) A look at below the zone selectees is shown in the following:

(a) Below the zone to Major, 5 of 39 (13%). FY 09 was 3 out of 25 (12%) and FY08 was 6 of 26 (23%).

(b) Below the zone to LTC, 5 of 39 (13%). FY09 was 4 out of 25 (16%) and FY08 was 4 of 26 (15%).

(c) Below the zone to both MAJ and LTC, 9 of 39 (23%). FY09 was 4 out of 25 (16%) and FY08 was 2 of 26 (8%).

(7) Civilian education achievement remains high. All officers selected, except one, 38 of 39 (97%) have at least one masters degree and 10 (26%) have 2 masters degrees.

b. Armor Branch will be provided a copy of our analysis.

4. POC for this action is the undersigned, 4-5155.

4 Encls

Director, Office of the
Chief of Armor

NOTED _____
SEE ME _____

FY09 LTC CENTRALIZED SELECTION LIST
COMMAND AND KEY BILLET ANALYSIS

ARMOR PRINCIPALS BY CATEGORY;

COMBAT ARMS (MANEUVER)-STRATEGIC SUPPORT (O3A)

2 CAB, 5 BDE (AETF) (FT BLISS)

BRANCH IMMATERIAL OPNS (O1A)

BSTB, 3BCT, 1AD (FT BLISS)

BSTB, 5BCT, 3ID (FT STEWART)
BSTB, 4BCT, 1AD (FT BLISS)

DIV STB, 1CD (FT HOOD)

BRANCH IMMATERIAL TRAINING (O1A)

NASHVILLE RECRUITING BN
SYRACUSE RECRUITING BN
SAN ANTONIO RECRUITING BN

BRANCH IMMATERIAL INSTALLATION (O1A)

USAG BAMBERG

FY09 LTC CENTRALIZED SELECTION LIST
COMMAND AND KEY BILLET ANALYSIS

1. **Number of officers selected:** 39

2. **Source of Commission:**

USMA	9 (23%)
ROTC-D	18 (46%)
ROTC	7 (18%)
OCS	5 (13%)

3. **Type of Initial Commission:**

RA	11 (28%)
USAR	28 (72%)

4. **Age:**

Youngest	36
Average	39
Oldest	46

5. **Command and Staff College:** All selectees were resident graduates with eight attending SAMS

6. **Civilian Education (Highest Degree):**

MMAS	14 (36%) (7 officers have an MMAS plus another masters)
MA/MS	16 (41%)
MBA/MPA	8 (21%)
BA/BS	1 (3%)

NOTE: 10 (26%) officers have 2 masters degrees.

7. **Year Groups Selected:**

YG 87	1 (3%)
YG 89	1 (3%)
YG 91	2 (5%)
YG 92	14 (36%)
YG 93	13 (33%)
YG 94	8 (21%)

8. **Combat Experience:** SWA 39 (100%)

FY09 LTC CENTRALIZED SELECTION LIST
COMMAND AND KEY BILLET ANALYSIS

9. **Combat Awards:** 36 (92%)

PH and BSM	1 (3%)
BSM and BSM-V (2 BSMs)	13 (33%)
BSM	22 (56%)

10. **Company/Troop Command:**

TYPE	NUMBER	AVERAGE MONTHS TOTAL K&D TIME
TOE x 1 =	9	19.1
TOE x 2 =	25	22.3
TOE x 1 + TDA x 1 =	3	40.5
TOE x 2 + TDA x 1 =	2	43.5

NOTE: All of the officers selected had served at least one TOE company command. One had only TDA company command.

11. **Served as Bn and/or Bde S3/X0 as a Major:**

TYPE	NUMBER	AVERAGE MONTHS TOTAL K&D TIME
TOE Bn S3 x 1=	1	26.0
TOE BN XO x 1 =	1	23.0
TOE Bn S3 + TOE Bn XO =	16	26.5
TOE Bn S3 + TOE Bde S3 or XO =	4	30.0
TOE Bn XO + TOE Bde S3 or XO =	5	31.8
TOE Bn S3 + TOE Bn XO + TOE Bde S3 or XO =	10	33.7
TOE Bn S3 + TDA Bn XO =	1	29.0
TDA S3 and TDA Bde S3 =	1	25.0

12. **Other assignments:**

a. 5 (13%) of these officers have completed tours in USMA assignments.

b. 11 (26%) of these officers either have completed tours or are currently serving at the CMTC, NTC, or JRTC.

FY09 LTC CENTRALIZED SELECTION LIST
COMMAND AND KEY BILLET ANALYSIS

c. 8 (21%) served or are currently serving as an aide de camp.

c. 12 (31%) of these officers have completed assignments or are currently serving in HRC, DA and ACOM staff assignments.

d. 6 (15%) are serving or have completed tours on Corps or Division Staff.

e. 5 officers served on transition teams and 1 officer was activated off the FY09 CSL alternative list to serve as a “CSL” transition team chief.

f. 12 of the selectees served all their time as a major in operational units.

g. 11 of the selectees were SGIs at Fort Knox.

13. **Joint Assignments:** 5 (20%) of these officers have completed tours or are currently in joint assignments. The Armor Branch goal is 50%.

14. **Most recent troop experience:**

Currently Serving	16 (41%)
1 – 12 months	13 (33%)
13 – 24 months	8 (21%)
25 – 36 months	2 (5%)

15. **Minorities:**

Hispanic	2 (5%)
Black	5 (13%)
Other	1 (3%)
TOTAL:	8 (21%)

FY09 LTC CENTRALIZED SELECTION LIST
COMMAND AND KEY BILLET ANALYSIS

COMPARISON BY CATEGORY OF ARMOR AND INFANTRY SELECTIONS;

	ARMOR	INFANTRY
Armor/Infantry Operations	23	19
Combat Arms Operations(TT) (O2A)	3	8
Branch Immaterial Operations (BSTB) (O1A)	4	1
Combat Arms Strategic Support (AETF) (O2A)	1	1
Armor Training or Infantry Training	4	13
Branch Immaterial Training (Recruiting)	3	2
Branch/Combat Arms Immaterial Installation (O1A/O2A)	1	2
TOTAL	39	61

NOTE: For comparison, the ratio of Armor to Infantry field grade officers is 1:2

TAB C