

INFORMATION PAPER
2012 CMF 11 Master Sergeant Selection Board

ATSH-IP
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1. Purpose: To provide information on the results of the FY12 Career Management Field 11 selection list to Master Sergeant.

2. Overview: The Master Sergeant (MSG) Board convened on 18 October 2011. Eligibility criteria for promotion to MSG: All Senior Leader Course (SLC) qualified Sergeants First Class (SFC) with a Date of Rank (DOR) of 27 OCT 08 and earlier and with a Basic Active Service Date (BASD) between 19 OCT 86 and 19 OCT 03.

a. Primary Zone: DOR 19 October 2007 and earlier.

b. Secondary Zone: DOR 20 October 2007 through 27 October 2008.

c. In addition, this board considered Soldiers identified by US Army Human Resources Command (AHRC) for possible Department of the Army denial of continued active duty service and subsequent separation under the Qualitative Management Program (QMP).

3. MSG Selection Information: The following is a profile of the Sergeants First Class selected for promotion to Master Sergeant. All calculations are based on data pulled from eMILPO and Web EDAS on 8 December 2011. The total number of Infantry Sergeants First Class considered for promotion was 2054. The number selected for promotion was 368. Of those 2054 considered seven were retired when the list was released. This data is now based off of 2047 Sergeants First Class considered for promotion.

a. The Infantry selection rate was 18%.

b. The total Army selection rate was 16%.

c. 11C had a selection rate of 21.1% (39 out of 185).

d. 11B had a selection rate of 17.7% (329 out of 1862).

e. 234 were selected in the Primary zone and 134 in the Secondary.

f. The average Time in Grade for each SFC selected was 4.6 years and the average Time in Service was 15.7 years.

g. The average number of Combat deployment months increased to 27.5 months from 25.2 months in FY11.

h. Table 1 illustrates the comparison between the Army, the Infantry, and the other Maneuver, Fires and Effects Branch (MF&E). Those highlighted in green are Career Management Fields (CMF) that were above the Army average for promotion, yellow shows the

CMF came within 2% of meeting the Army average, while those highlighted in red show that their CMF average was 2% or more below the Army average for promotion. These colors and their representations remain the same throughout this document.

130403 FORCE SEGMENT	ELIGIBLE	SELECTED	RATE
ARMY	18368	2996	16%
PSYOP	96	59	61%
CIVIL AFFAIRS	70	40	57%
PUBLIC AFFAIRS	53	20	38%
AIR DEFENSE	382	95	25%
INFANTRY	2047	368	18%
ARMOR	826	146	18%
ARTILLERY	1186	202	17%
SPECIAL FORCES	1214	179	15%
AVIATION	302	34	11%

TABLE 1

i. Table 2 illustrates the selection of Infantry Sergeants First Class assigned to the Generating Force versus those selected from the Operating Force.

FORCE SEGMENT	ELIGIBLE	SELECTED	RATE
CMF 11 OPERATING FORCE	1315	249	18.9%
CMF 11 GENERATING FORCE	732	119	16.3%
CMF 11 TOTAL	2047	368	12.2%

TABLE 2

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j. Table 3 illustrates the Operating Force selection rates by unit type. Soldiers assigned to HBCTs were selected at a significantly lower rate when compared to those selected from IBCTs but were selected at rates comparable to those in SBCTs. The selection rate of those in IBCTs versus SBCTs was also insignificant.

CMF 11 OPERATING FORCE BY TYPE OF UNIT			
UNIT	ELIGIBLE	SELECTED	RATE
BFSB	2	2	100.0%
75TH RANGER	39	26	66.7%
USASOC	10	3	30.0%
TOG	11	3	27.3%
IBCT (ABN)	139	34	24.5%
IBCT	402	77	19.2%
SBCT	163	29	17.8%
HBCT	259	32	12.4%
MFAB	11	1	9.1%
TOTAL	1037	207	20.0%

TABLE 3

k. Table 4 illustrates Operating Force selection rates by unit designation. Soldiers in the Generating Force (minus those assigned as Ranger Instructors) were selected at a significantly lower rate than their peers in the Operational Force.

CMF 11 OPERATING FORCE BY DIVISION / BRIGADE			
UNIT	ELIGIBLE	SELECTED	RATE
75TH RANGER	39	26	66.7%
173RD ABN	28	10	35.7%
TOG	11	3	27.3%
25TH ID	56	14	25.0%
101ST AASLT	121	26	21.5%
10TH MTN	106	22	20.8%
3RD ACR	15	3	20.0%
82ND ABN	93	19	20.4%
2 ACR	22	4	18.2%
1ST ID (-)	81	14	17.3%
4TH ID	68	11	16.2%
2ND ID	87	13	14.9%
1ST CD	68	10	14.7%
1ST AD	84	9	10.7%
3RD ID	75	6	8.0%
TOTAL	954	190	19.9%

TABLE 4

l. Table 5 illustrates the Generating Force by duty assignment.

CMF 11 GENERATING FORCE BY DUTY ASSIGNMENT			
DUTY TITLE	ELIGIBLE	SELECTED	RATE
WEST POINT TAC	8	4	50.0%
RANGER INSTRUCTOR	75	28	37.3%
O/C-T JRTC	30	10	33.3%
OPFOR JMTC	3	1	33.3%
ROTC	120	30	25.0%
AIRBORNE INSTRUCTORS	18	4	22.2%
INSTRUCTOR FORSCOM	11	2	18.2%
INSTRUCTOR TRADOC	158	25	15.8%
O/C-T NTC	22	3	13.6%
USAIS OTHER	23	3	13.0%
OPFOR NTC	9	1	11.1%
DRILL SERGEANT	23	2	8.7%
AC/RC	196	11	5.6%
RECRUITER	32	2	6.3%
WHINSEC	5	0	0.0%
OPFOR JRTC	5	0	0.0%
AETF	11	0	0.0%
TOTAL	749	126	16.8%

Table 5

m. Table 6 illustrates the Generating Force by Installation.

CMF 11 GENERATING FORCE BY INSTALLATION			
UNIT	ELIGIBLE	SELECTED	RATE
FT KNOX	3	1	33.3%
FT LEONARD WOOD	7	2	28.6%
FT BENNING -(RTB)	153	21	13.7%
FT SILL	15	2	13.3%
FT JACKSON	32	3	9.4%
FT RUCKER	2	0	0.0%
TOTAL	212	29	13.7%

Table 6

n. Table 7 illustrates Fort Benning broken down by BDE and or Unit

CMF11 FORT BENNING BY UNIT			
UNIT	ELIGIBLE	SELECTED	RATE
RANGER TRAINING BDE	75	28	37.3%
194TH AR BDE	3	1	33.3%
199TH IN BDE	44	10	22.7%
198TH IN BDE	14	2	14.3%
197TH IN BDE	32	4	12.5%
192ND IN BDE	1	0	0.0%
TOTAL	307	76	24.8%

Table 7

4. General observations: The Office of the Chief of Infantry (OCOI) is confident the selection board selected our most qualified Sergeants First Class for promotion to Master Sergeant. Additional observations include:

a. This year we saw a decrease in the average number of months spent as a Platoon Sergeant. This year's average fell from 36 months in FY11 to 33.8 months. Over 88% of those selected met the minimum requirement of 24 months rated Platoon Sergeant Time.

b. Sergeants First Class with rated First Sergeant time were looked at favorably by the board members. Of the 368 NCO's selected for MSG 19% had been rated as a First Sergeant.

c. Sergeants First Class who had served as Instructors at some point in their careers made up 31% of the selected list the same percentage as FY11.

d. Sergeants First Class who had served as Drill Sergeants made up 30% of the selected list.

e. Former Recruiters increased from 8% in FY11 to 15% in FY12.

f. College education proved to be a factor for selection as 77% of those selected had some college with an average of 44 college credits.

g. A total of 13% of the Sergeants First Class selected for promotion had an Associate Degree, 4% had a Bachelors Degree, and 1% had a Masters Degree.

h. A total of 47% of those selected for promotion had experience in multiple Brigade Combat Team (BCT) formations.

i. A total of 97% of the selected Sergeants First Class had earned their Expert Infantry Badge (EIB).

j. This year 99% of those selected had been awarded the Combat Infantrymen's Badge.

k. Of those selected, 29% were Ranger Parachutist (V), 7% were 75th Ranger Regiment Leader (U), and 2% were Ranger (G). Ranger qualified NCOS continue to be selected at a higher rate than those that are not graduates of the Ranger Course.

l. A total of 44% had multiple Additional Skill Identifiers (ASI), of those, 44% were Air Assault (2B), 32% were Jumpmaster (5W), 32% Pathfinder (F7), and 5% were Master Gunner (J3) qualified.

m. Master Gunner qualified Infantry NCOS who have less than 24 months PSG time continue to show a reduced selection rate. Master Gunners who completed 24 months or more PSG time in Operational units were selected at a rate comparable to their non-MG peers.

5. Summary: The average selectee has served in both the Operating Force and the Generating Force. The majority of those selected exceeded the minimum requirement for rated Platoon Sergeant time of 24 months, and averaged 33.8 rated months. The average time in grade was 4.6 years while the average time in service of those selected was 15.7 years. Favorably considered were Sergeants First Class who had multiple SQI's or ASI's and had attended an average of 8 military schools. Of the 368 selected, 139 were Ranger qualified. The promotion board favorably considered those with at least 30 semester hours of college 71% had more than 30 credit hours. The average APFT score of those selected was 294 points, and 97% had earned their EIB.

The following characteristics were common among the non-select records reviewed:

1. Height and Weight exceeding AR 600-9 Standards
2. Low APFT Scores or missing APFT data
3. No or little PSG Time
4. Limited Number of Functional or Combat Skills Courses
5. Greater number of Soldiers with Permanent Profiles
6. No GWOT Deployment
7. No EIB or CIB
8. Incomplete or erroneous ERBs

AUTHENTICATED
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