

INFORMATION PAPER
2014 CMF 11 Sergeant First Class Selection Board

ATSH-IP
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1. Purpose: To provide information on the results of the FY14 Career Management Field (CMF) 11 selection list to Sergeant First Class (SFC).

2. Overview: The FY14 SFC Promotion Selection Board convened at the DA Secretariat, Fort Knox, Kentucky on 04 February 2014, to select the best qualified noncommissioned officers for promotion to SFC.

a. Primary Zone: Date of Rank 05 February 2010 and earlier.

b. Secondary Zone: Date of Rank 06 February 2010 through 05 February 2011.

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). The board selected eligible candidates for involuntary separation from active duty in accordance with references AR 600-8-19 and DA PAM 600-25.

3. Summary of Selectee Characteristics: The Army selected 5363 Staff Sergeants to the rank of Sergeant First Class for a selection rate of 24%. The Infantry had 660 selected for promotion with a selection rate of 22%. The average time in grade was 5.6 years while the average time in service of those selected was 11.8 years.

4. Staff Sergeant Selection Information: The following is the profile of Staff Sergeants selected for promotion to Sergeant First Class. The total number of Infantry Staff Sergeants considered for promotion was 3005. The number selected for promotion was 660.

a. The total Army selection rate was 24.4%.

b. The Infantry selection rate was 22% (23% 11B and 15%11C)

c. There was a 8% difference in the selection rates between 11B and 11C NCOs.

(1) 11C had a selection rate of 15% (49 out of 321 eligible).

(2) 11B had a selection rate of 23% (611 out of 2684 eligible).

d. The information in tables 1 thru 7 is from the Enlisted Distribution and Assignment System (EDAS), Army Human Resource System Enterprise Datastore, and the US Army 2014 SFC Considered Select List. The comparative population is highlighted in blue on each table. Lines highlighted in green indicate those data elements where the selection rate was statistically higher than the comparative population. Lines highlighted in red indicate those data elements where the selection rate was statistically lower than the comparative population. Although the selection rates may be different in those that remain un-shaded, due to the considered/selected population sizes, they are statistically similar and do not represent a selection rate that would be unexpected when compared against the comparative population. For the purpose of this information paper the term "significant" means the difference in characteristics between comparative populations which reflects a pattern that is not merely the result of chance.

(i). Table 1 illustrates the selection rates between the Army, the Infantry, and the other Operation and Operation Support CMFs. Comparison between CMFs is impractical due to the different impacts of proposed force structure changes on requirements. Percentage Rate is figured out of each CMF's eligible population.

Force Segment	Eligible	Selected	Percentage
ARMY	22137	5363	24.2%
PSYOP 37	120	102	85.0%
SPECIAL FORCES 18	357	296	82.9%
PUBLIC AFFAIRS 46	83	48	57.8%
AIR DEFENSE 14	298	139	46.6%
AVIATION 15	1014	360	35.5%
ENGINEER 12	889	200	22.5%
INFANTRY 11	3005	660	22.0%
ARTILLERY 13	1260	228	18.1%
ARMOR 19	1300	149	11.5%

TABLE 1
Operation and Operation Support CMF Comparison

(ii). Table 2 illustrates that there were no significant differences in the selection rates of Soldiers serving in either the Operating and Generating Force.

Force Segment	Eligible	Selected	Percentage
CMF 11	3005	660	22%
Generating Force	1369	320	23%
Operational Force	1636	340	21%

TABLE 2
CMF 11 Generating Force versus Operating Force

(iii). Tables 3 and 4 illustrates the selection rates for the Operational Force within the Divisions and Brigade Combat Teams.

Division	Eligible	Selected	Percentage
Total CMF 11 assigned to Divisions	1338	239	18%
1ST INF DIV	118	23	19%
1ST ARMORED DIV	138	19	14%
1ST CAVALRY DIV	87	10	11%
*2ND INF DIV	40	3	8%
3RD INF DIV	125	20	16%
4TH INF DIV	100	20	20%
7TH INF DIV	97	16	16%
10TH MOUNTAIN DIV	156	29	19%
25TH INF DIV	196	38	19%
82D ABN DIV	151	30	20%
101ST ABN DIV	130	31	24%

*2ND INF DIV was calculated using only 1ST Brigade, the remaining BCTs were added to 7TH INF DIV totals.

TABLE 3
Operating Force selection rates by Division

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Type of Unit	Eligible	Selected	Percentage
Operational	1636	340	21%
IBCT (ABN)	224	53	24%
IBCT	495	91	18%
SBCT	385	69	18%
ABCT	349	60	17%
Ranger Regiment	36	30	83%
*Operational (OTHER)	147	37	25%

**Operational (OTHER) includes CTC OPFOR, BFSB, Combat aviation, The Old Guard and Echelons above Brigades.*

**TABLE 4
 CMF 11 OPERATING FORCE BY TYPE OF UNIT**

(iv). Table 5 illustrates Generating Force selection rates. The ARTB continues to reflect selection rates comparable to the 75th Ranger Regiment which is the only other unit with similar density of Ranger Qualified INF NCOs.

Generating Force / Segments	Eligible	Selected	Percentage
Generating Force	1369	320	23.37%
Fort Benning (Minus ARTB)	428	103	24.07%
Fort Jackson	161	32	19.88%
Fort Leonard Wood	20	11	55.00%
Fort Sill	59	8	13.56%
WTUs (CADRE & Soldiers)	103	12	11.65%
NCO Academy	74	17	22.97%
TTHS	51	18	35.29%
Recruiting	141	34	24.11%
AC/RC	76	8	10.53%
Transition Teams	52	8	15.38%
CTC OC/Ts	32	4	12.50%
ARTB	83	45	54.22%
*TRADOC OTHER	89	20	22.47%

**TRADOC Other includes units outside the 4 Centers of Excellence that do not conduct Basic Combat Training or Functional Courses that support Basic Training.*

**Table 5
 CMF 11 Generating Force by Segments**

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(v). Tables 6 and 7 illustrates selection rates for Soldiers with Additional Skill Identifiers (ASI) and with Special Qualification Identifiers (SQI). Data was collected from the Army Human Resource System Enterprise Data store system and included all Staff Sergeants eligible to participate for promotion by the outlined dates according to MILPER Message 13-277. Only 6% of Soldiers did not have at least one ASI and there were no Soldiers without an SQI.

ASI	Eligible with ASI	Selected	Percentage
CMF 11 TOTAL	3005	660	22.0%
B1 IMLC	240	24	10.0%
F7 PATHFINDER	126	49	38.9%
2B AIR ASSAULT	701	150	21.4%
5W JUMPMASTER	143	58	40.6%
2S BATTLE STAFF OPS NCO	105	19	18.1%
J3 BFV SYS MASTER GUNNER	89	22	24.7%
B4 SNIPER	102	22	21.6%

Table 6
ADDITIONAL SKILL IDENTIFIERS (ASI)

SQI	Eligible with ASI	Selected	Percentage
CMF 11 TOTAL	3005	660	22.0%
X DRILL SERGEANT	229	73	31.9%
V RANGER-PARACHUTIST	318	159	50.0%
G RANGER	346	169	48.9%
P PARACHUTIST	1030	231	22.4%
8 INSTRUCTOR	1862	387	20.8%
4 NON-CAREER RECRUITER	833	158	19.0%

Table 7
SPECIAL QUALIFICATION IDENTIFIERS (SQI)

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

a. This year we saw an increase in the average number of months spent as a Staff Sergeant from 60 months to 66 months. The amount of time rated as a Squad Leader increased from 31 to 37 months. Over 78% of those selected met the minimum requirement of 24 months rated Squad Leader time. Of the Staff Sergeants without a minimum of 24 months Squad Leader time, over 35% had been rated at the next higher grade.

b. Serving in positions of greater responsibility and higher grade continues to be a positive discriminator for promotion. The board members looked at Staff Sergeants with rated time as a Platoon Sergeant or rated in Sergeant First Class positions favorably. 35% of the selectees had been rated as Platoon Sergeants and another 10% were rated in Sergeant First Class positions.

c. Staff Sergeants with at least one Generating force assignment in their history made up 75% of the selected population.

d. Staff Sergeants who had served as Instructor Writers at some point in their careers made up 29% of the selected list, up 7% from FY13.

e. Staff Sergeants who had served as Drill Sergeants made up 25% of the selected list, a decrease of 9% from FY13.

f. Former Recruiters had a selection rate of 15% of the selected population.

g. 66% of those selected had some college with an average of 57 college credits.

h. 8% of the Staff Sergeants selected for promotion had an Associate Degree, 9% had a Bachelors Degree, and 1% had earned a Masters Degree.

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

j. A total of 71% of the selected Staff Sergeants had earned their Expert Infantryman Badge (EIB), and 95% had received the Combat Infantry Badge (CIB).

k. Of those selected, 21% are Ranger Parachutist (V), 2% are 75th Ranger Regiment Leader (U), and 1% are Ranger (G). Ranger qualified NCOS continue to have significantly higher selection rates than those that are not graduates of the Ranger Course.

l. A total of 74% had multiple Additional Skill Identifiers (ASI), of those, 35% are Air Assault (2B), 17% are Jumpmaster (5W), 21% Pathfinder (F7), and 7% are Master Gunner (J3) qualified. The average selectee attended an average of 9 or more Army Training Courses.

m. The average number of combat deployment months increased to 31.7 from 28.0 months in FY13.

n. The average APFT score was 275.

6. The following characteristics were common among the non-select records reviewed:
- a. Height and Weight exceeding AR 600-9 Standards
 - b. Low APFT Scores or missing APFT data
 - c. Less than 24 months Squad Leader Time
 - d. Limited Number of Functional or Combat Skills Courses
 - e. Permanent Profiles
 - f. No GWOT Deployment
 - g. No EIB
 - h. Incomplete or erroneous ERBs
 - i. Great amount of time spent out of Primary MOS
 - j. Missing or outdated DA Photo

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