

1. PURPOSE: To provide the Chief of Armor an analysis of the Fiscal Year (FY) 2012 results for the Maneuver, Fires and Effects (MFE) BATTALION CSM CSL list results.

2. Discussion:

- a. Armor Master Sergeants (promotable), Sergeants Major and Command Sergeants Major competed for CSL positions in the following categories:

(1) N03P: Infantry / Armor Operations.

- Thirty-five Battalions were open for competition in FY 12 with the following results.

CMF	CAB-AR	CAB-IN	CAV	RSTA	TOTAL
ARMOR	3	5	2	1	11 (31%)
INFANTRY	7	4	12	1	34 (69%)
Total	10	9	14	2	35

- Armor was select to fill eleven (31%) of the available allocations.
- Two Armor CSMs were selected to fill “light” Cavalry Squadrons; one was a 19D with a light background; one was a 19K.
- Average combat deployment was two tours.
- Six of the eleven (55%) selectees were 19D background.
- Nine of eleven (81%) had prior CSM experience. The average age was 43.8 years; TIS was 24.5 years; TIG 2.68 years.
- Infantry had two CSMs selected to fill 11th ACR SQNs.
- BN level CSM experience ranged from 0 to 39 months, with an average of 16.6 months in position.
- The average GT score was 117.
- Five CSMs had completed a degree: one Associates Degree and four Bachelor’s degrees.
- Eighteen Armor CSMs were selected as alternates.
- Generating Force Assignments

MOS Background	Drill Sergeant	Recruiter	O/C	Instructor	AC/RC
19D	5		3	2	
19K	5	1	1	3	1
Total	10	1	4	5	1

- Additional Skills

MOS	AIRBORNE	JMPMSTR	AASLT	PTHFNDR	RNGR	MG	EIA
19D	4	4	3	4	1	2	6
19K	1	0	0	0		3	3
TOTAL	5	4	3	4	1	5	9

Additional observations:

- Five selectees were Master Gunners: three Bradley, two Tank.
- Two of the selectees are currently attending the Sergeants Major Academy.
- Nine of eleven selectees were Excellence in Armor members

(2) N03T: Infantry / Armor Training.

- There were seven Battalion CSL positions in this category

CMF	Total
Armor	1 (14%)
Infantry	6 (86%)
Total	7

- The selectee will fill an assignment at Fort Jackson and was a 19D with 32 months as a CSM.
- Two Armor CSMs were selected as alternates.

(3) N19P: Armor Operations.

MOS	CAB-AR	CAB-IN	CAV	ACR	TOTAL
19D	1	1	5	2	9
19K			7	3	10
Total	1	1	12	5	19

- There were 19 selectees for Armor Operations.
- Three of the selectees are MSGs. Two of the selectees are currently attending the Sergeants Major Academy.
- The average GT Score for the CSM selects is 116.
- Twenty nine Armor MSG/SGM/CSMs were selected as alternates.

- Generating Force Experience

MOS Background	Drill Sergeant	Recruiter	O/C	Instructor	AC/RC
19D	5	2	5	4	5
19K	4	2	6	3	2
Total	9	4	11	7	7

- Additional skills.

MOS	AIRBORNE	JMPMSTR	AASLT	PTHFNDR	RNGR	MG	EIA
19D	6	3	6	5	1	4	4
19K	1	0	0	0	0	6	7
TOTAL	7	3	6	5	0	10	11

Observations:

- Ten selectees were Master Gunners: four Bradley, six Tank.
- Fifteen of 19 selectees had been rated as a CSM prior to the CSL. The average time served was 26 months. The range was five to 79 months.
- Eleven of 19 (58%) selectees were Excellence in Armor members.
- Average age 44.26 years; average TIS was 25.94; average TIG was 36 months.

(4) N19R: Armor Strategic Support.

- No primary selections for CSM in this category; seven alternate selections.

(5) N19T: Armor – Training.

- Seven Battalion CSMs were selected in this category. Four CSMs will assume responsibility for battalions at the MCoE.
- Three were selected for O/C duty at the MTCs; two at NTC, one at JRTC.
- Average age was 43.5 years; TIS was 24.44 years; and TIG was 3.36 years.
- One selectee is a MSG currently in the Sergeants Major Academy.
- Two of the selectees were 19 D background; five were 19K background.
- Seventeen were selected as alternates.

Summary:

- The Cavalry and Armor force had a total of 38 selectees from the FY 12 Battalion CSL list. Eleven were selected for IN / AR -- OPERATIONS assignments; one was selected for IN / AR TRAINING; 19 were selected for AR – OPERATIONS assignments; and seven were selected for AR – TRAINING assignments.
- Twenty of the 38 selectees (53%) were 19K background. Thirty-two of 38 had served as OPS SGTs.
- Thirty six of 38 had rated time in a CSM position.
- In the two areas where Armor competed with Infantry, the selection rate was 12 out of 42 (28.57%).
- All selectees had at least one deployment in conjunction with the War on Terror.

(6) MEMBERSHIP OF THE FY12 ACTIVE COMPONENT (AC) BRIGADE CSM CSL BOARDS

MANEUVER, FIRES & EFFECTS

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Additional notes from Board AAR.

- Of the 423 principal battalion selects, 9% have served or are currently serving as brigade CSM, 61% have served or are currently serving as a battalion CSM, 31% have no CSM experience (24 principal selects come from USASMA Class 61).
- CPD results showed that, overall, 48% of the eligible population competed for CSL positions and gave preferences, 43% “opted out”, while 9% took no action in the CPD. Overall, 57% (48% “yes” plus 9% “no action”) of the eligible Soldiers competed for brigade and battalion positions.