

**FY10 CMF 19
SFC Promotion
Board Analysis**



DEPARTMENT OF THE ARMY
HEADQUARTERS, U.S. ARMY ARMOR CENTER AND FORT KNOX
193 6th AVENUE STE101
FORT KNOX, KENTUCKY 40121-5720

REPLY TO
ATTENTION OF:

ATZK-AR (600-8-19b)

21 April 2010

MEMORANDUM THRU CHIEF OF STAFF, US ARMY ARMOR CENTER
 FOR COMMANDER, US ARMY ARMOR CENTER

SUBJECT: Information Paper – Results of FY 10 Sergeant First Class Selection Board

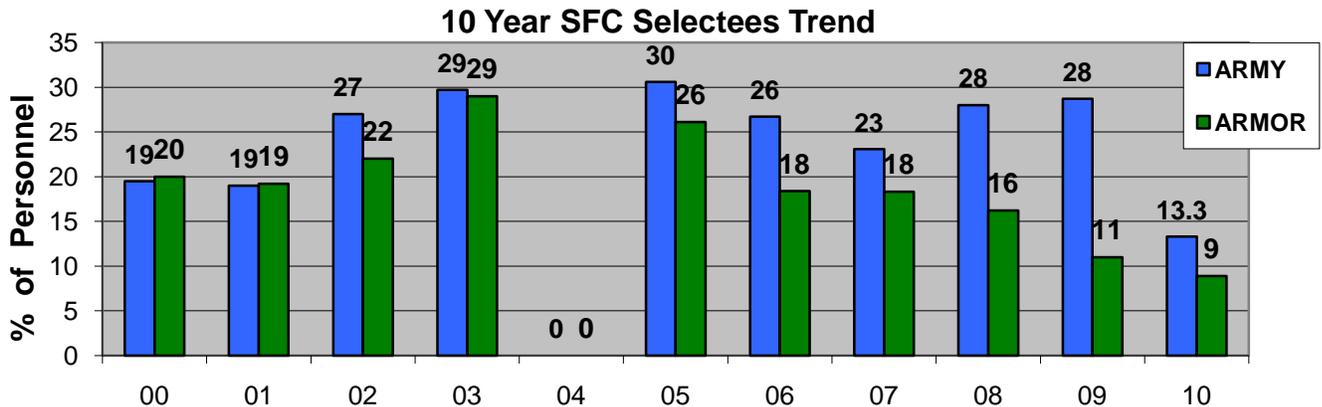
1. Purpose. To provide information to the Commanding General on the results of the FY 10 selection list to SFC.

2. Summary. The Sergeant First Class Selection Board convened on 2 February 2010. It considered all Basic Noncommissioned Officer Course (BNCOC) qualified Staff Sergeants with a Date of Rank (DOR) of 3 February 2008 and earlier, with a Basic Active Service Date (BASD) between 4 February 1988 and 3 February 2004 (both dates inclusive).

- a. Primary Zone. DOR is 4 February 2007 and earlier.
- b. Secondary Zone. DOR is 5 February 2007 through 3 February 2008.

3. SFC Selection Information. The following is a profile of the Staff Sergeant’s selected for promotion to Sergeant First Class:

a. The total number of Armor Staff Sergeant’s considered for selection was 2046, and the number selected for promotion was 183. Armor selection rate was 9% (183/2046); the total Army selection rate was 13.3% (4,224/31,794). 19K had a selection rate of 10% (79/807) and 19D had a selection rate 9% (104/1239). The following chart compares the selection rates for Armor and the Army to Sergeant First Class over the last 10 years.

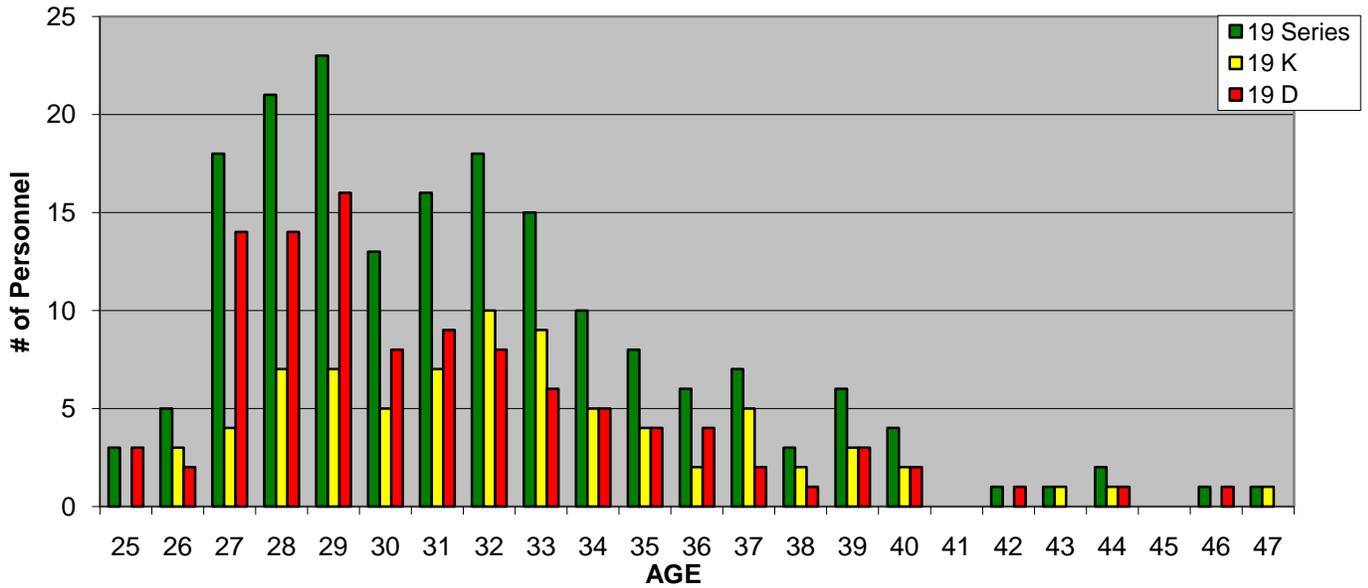


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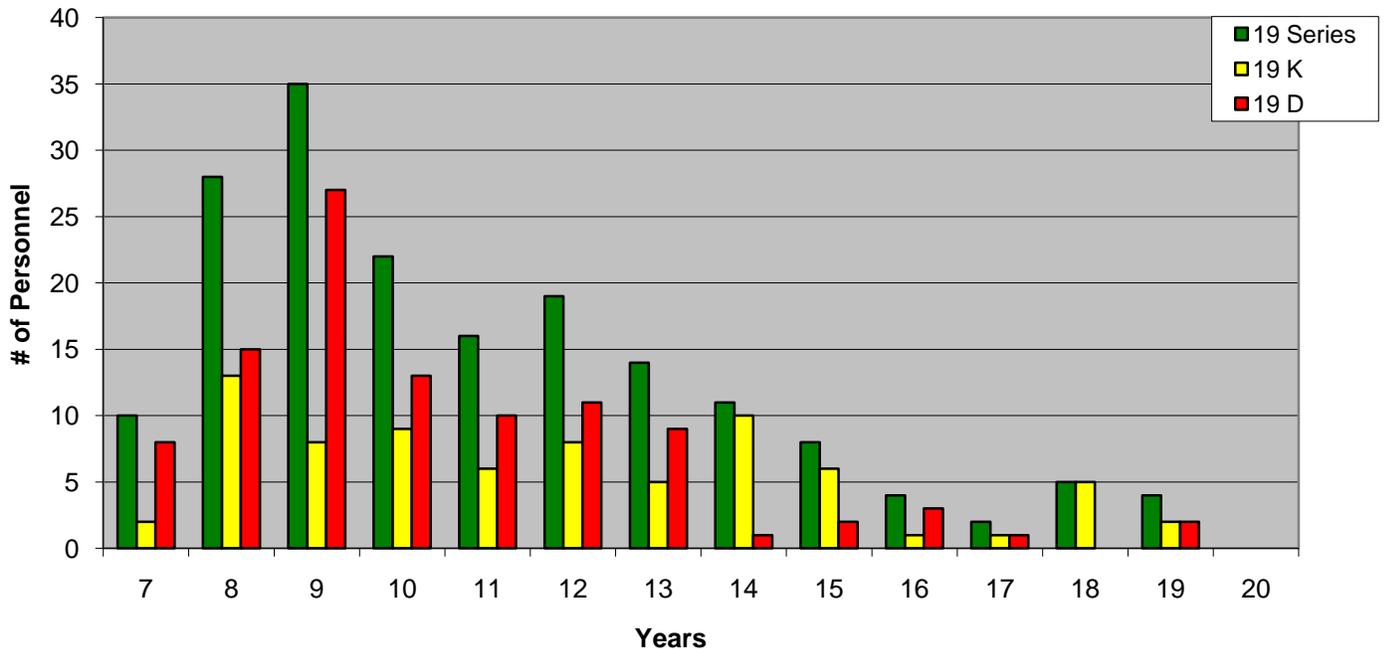
b. The average age of the Staff Sergeant selected for promotion was 32.24 years. The oldest was 47.32 and the youngest was 25.63. All calculations through this document are based on the board date of 3 February 2010. The following chart is the age range of those selected:

SFC Selects AGE



c. The average Time In Service (TIS) for the Staff Sergeants selected for promotion was 11.42 years. The highest was 21.71 and the lowest was 6.47.

SFC Selects TIS

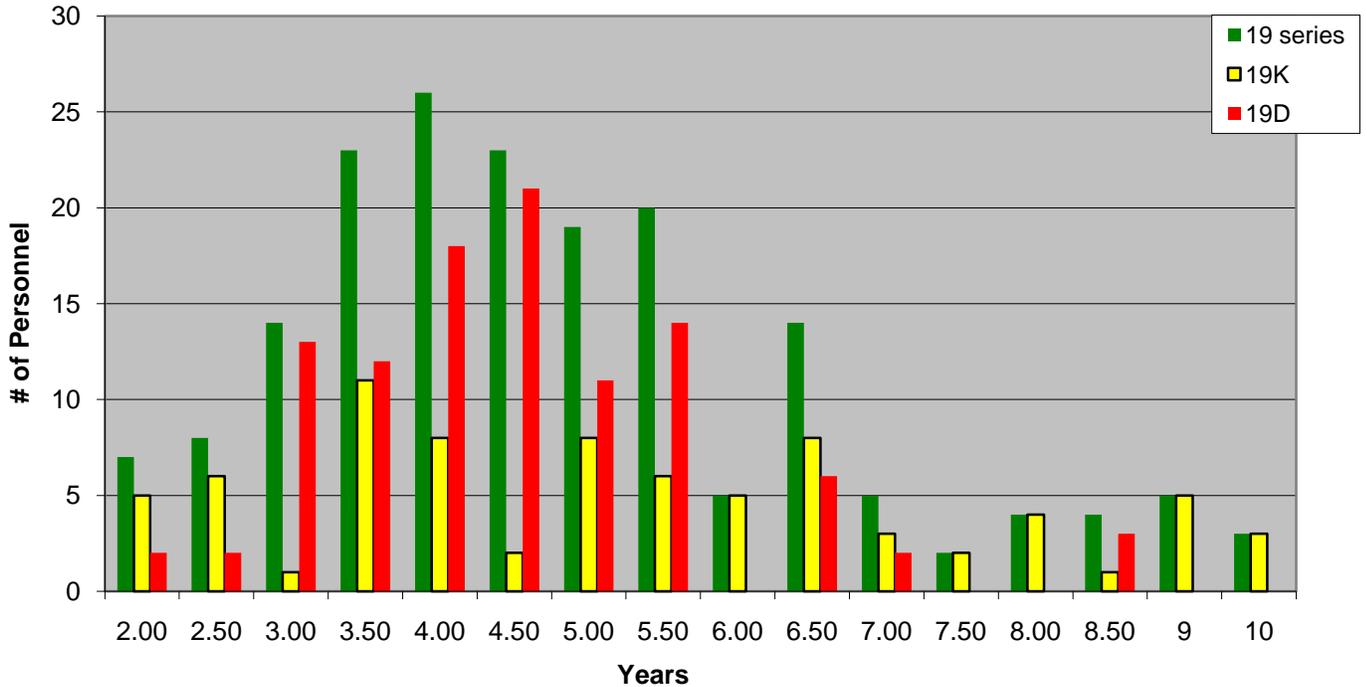


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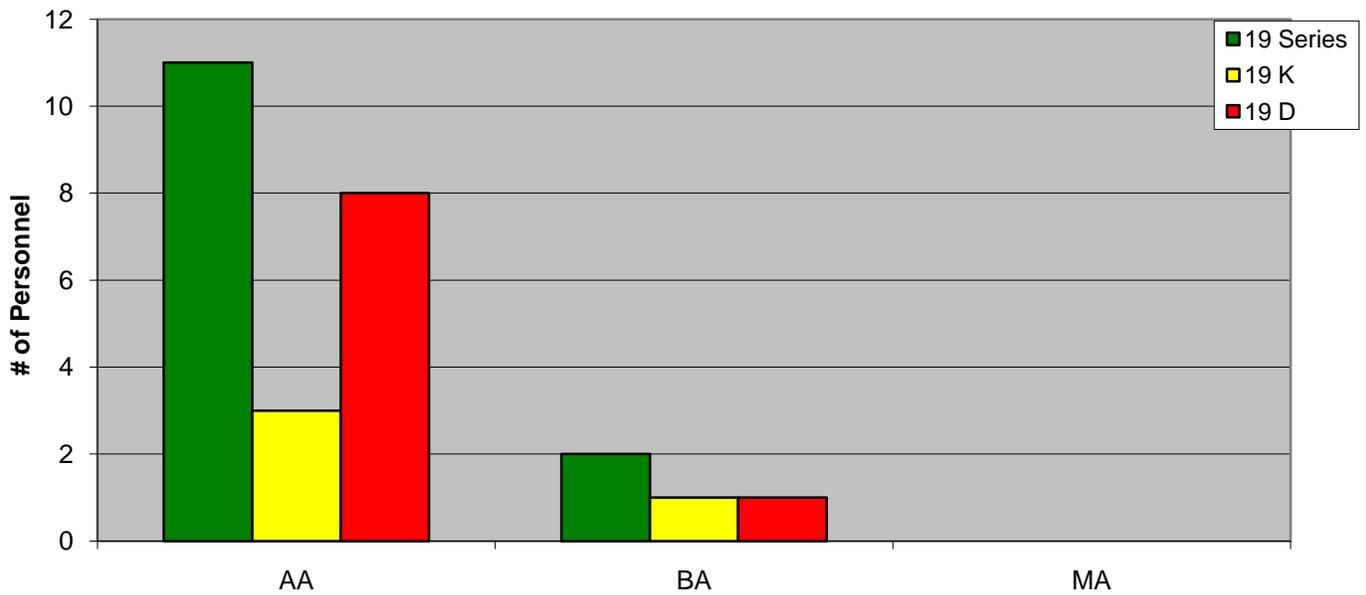
- d. The average Time in Grade (TIG) for the Staff Sergeants selected for promotion was 5.09 years. The highest was 10.86 years and the lowest 2.27 years.

SFC Selects TIG



- e. Degrees completed by the Staff Sergeants selected for promotion is:

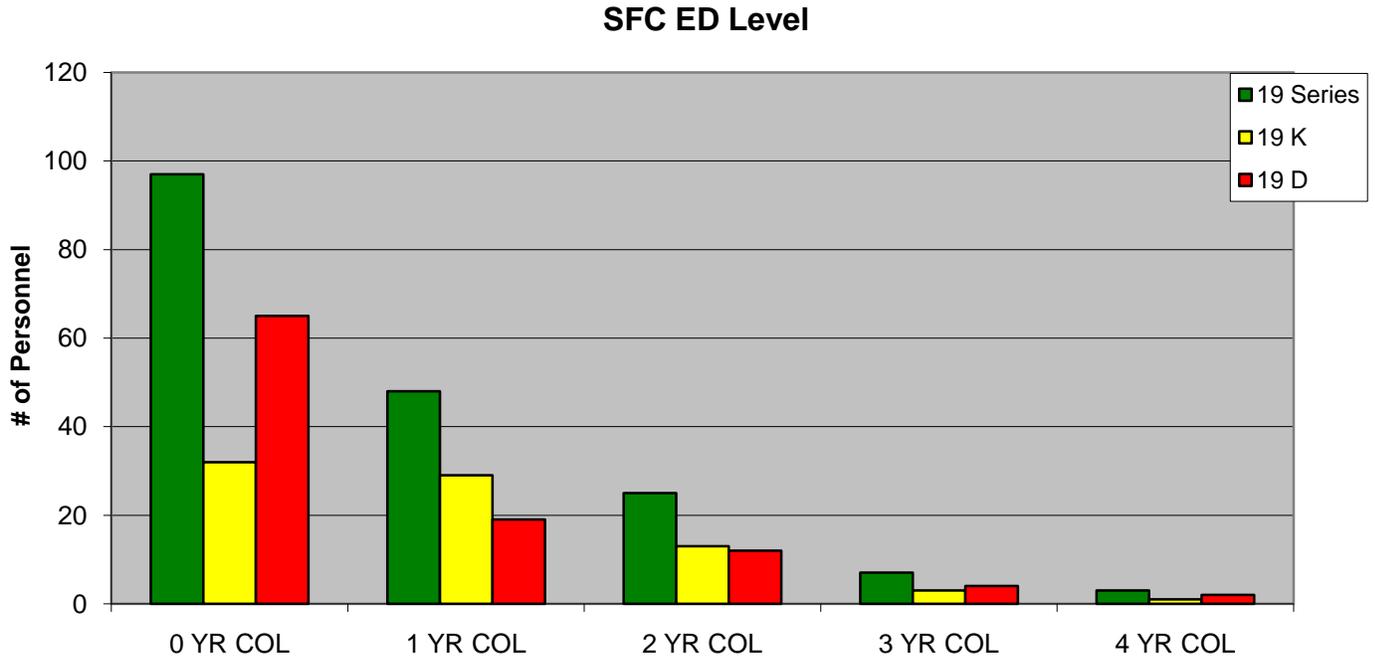
SFC Selects Ed Comp



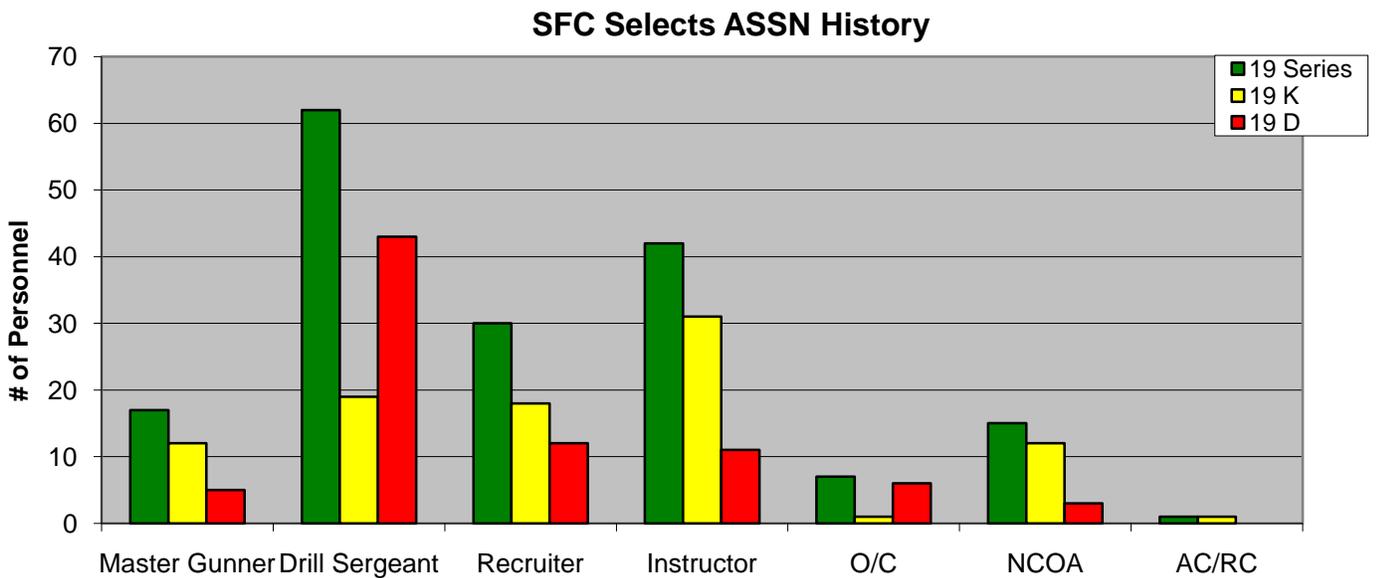
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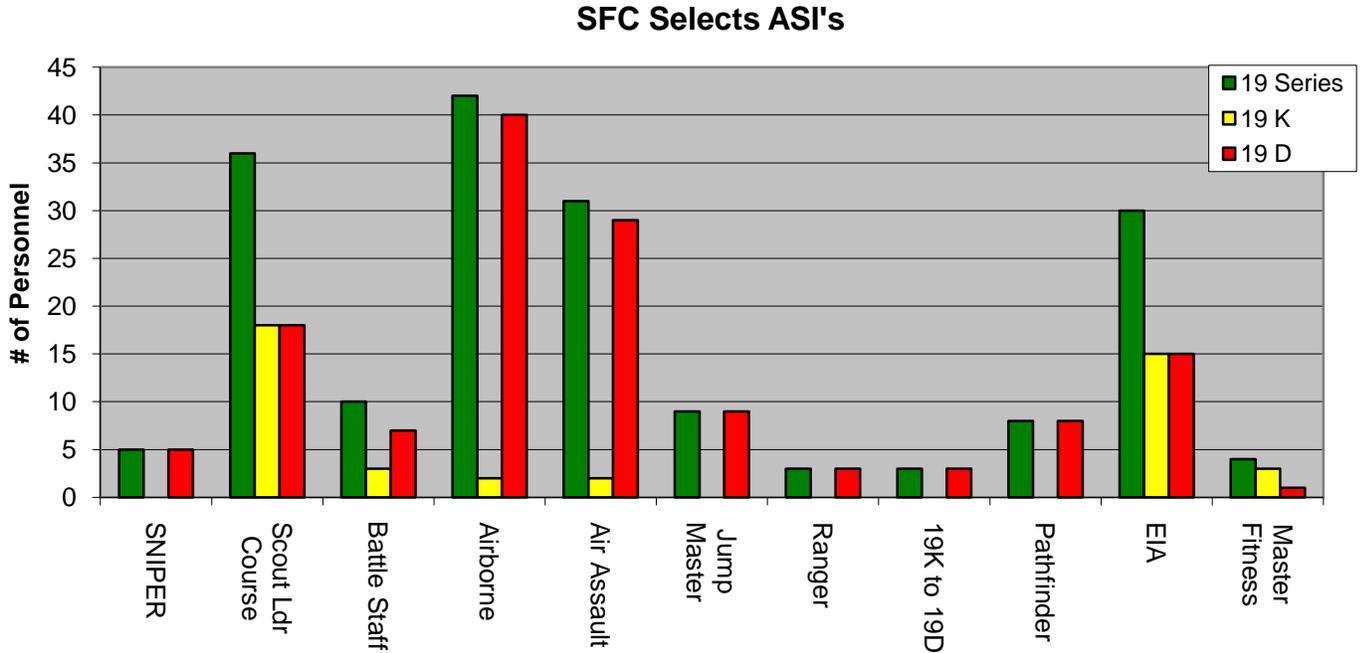
f. The average level of college completed was .75 years. There were 97 NCO’s with no college in their records. These stats confirm that, although continuing our college is indicative of time management skills, it does not replace critical leadership time in operational forces. The level of college completed by the Staff Sergeants selected for promotion is:



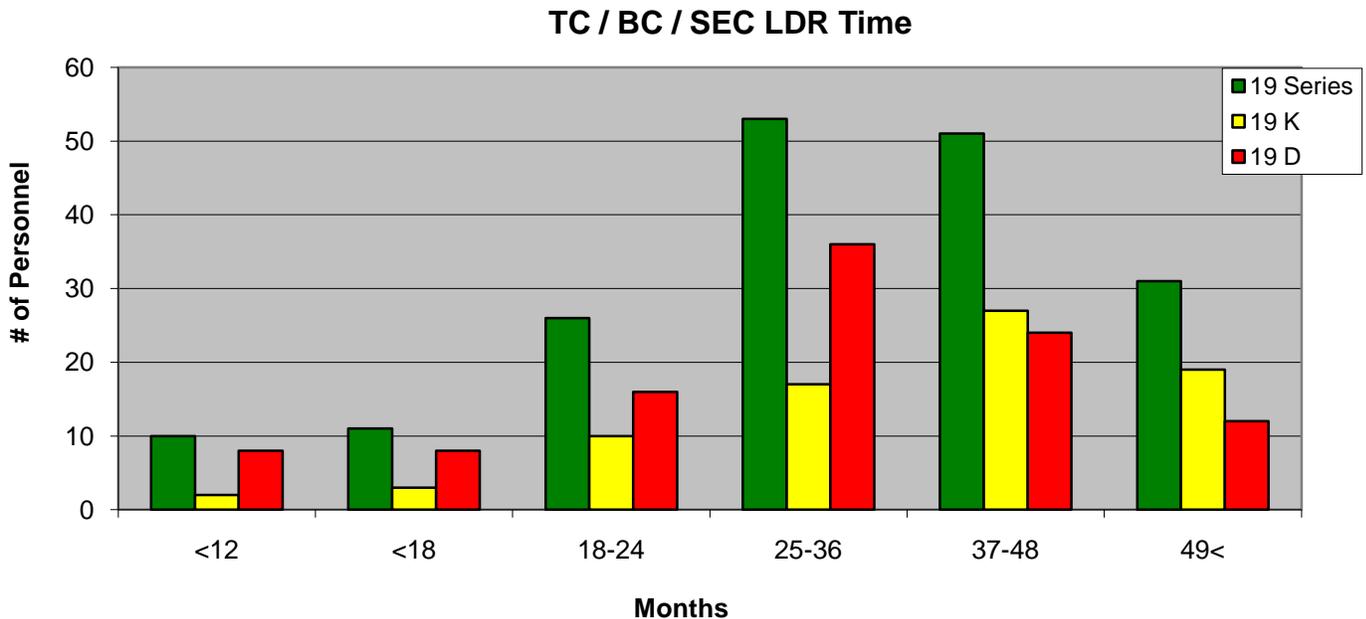
g. The following chart shows the more common professionally developing assignments available and the percentage of the Staff Sergeants selected for promotion that have performed one or more of these assignments.



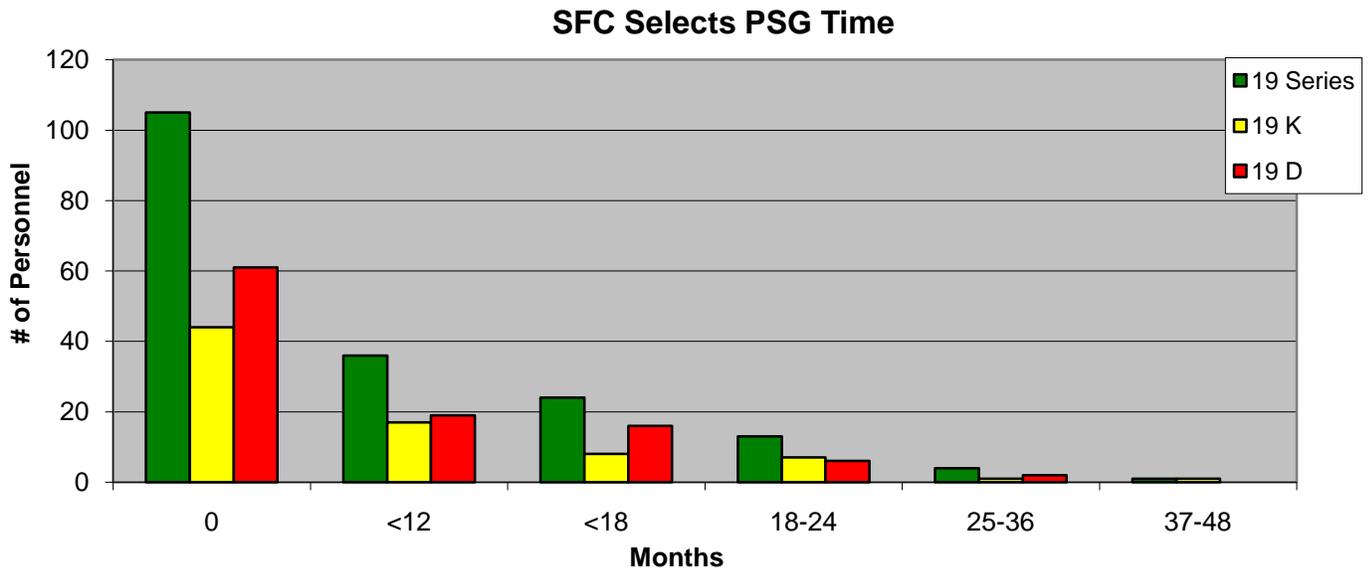
h. The following chart shows some of the professionally developing schools available for CMF 19 and the breakdown of the Staff Sergeants selected for promotion that have attended them.



i. The following chart outlines the amount of critical leadership time as a TC/BC/Section leader each of the selectees had held by the time the board convened. The average time spent in these critical leadership positions was 35.56 months with the highest being 91 months and the lowest being 0 months. There were a total of 21 NCO's selected that had less than 18 months critical leadership time at the SSG level.



j. The following chart outlines the amount of Platoon Sergeant time each of the selectees had held by the time the board convened. Of those selected for promotion to SFC, 36% had performed duties as a PSG; 25% of those performed those duties for over 18 months. This is an indicator that the selection board identified SSGs performing duties at a higher skill level as completing their critical leadership time at the SSG level. There were a total of 21 NCO’s selected that had less than 18 months critical leadership time at the SSG level. Of those, nine had performed duties as TC/BC/Sec LDR as well as PSG time; eight are still performing duties in a critical leadership position, and seven had performed a combination of critical leadership time as well as time in a developmental assignment at a higher skill level.



4. General observations.

a. OCOA believes the selection board voted the best qualified Staff Sergeant’s for promotion to Sergeant First Class. Our opinion is that the promotion board followed the proponent guidance in our information paper as well as the Army board guidance.

b. The board selected 21 NCOs that did not meet the “branch standard” of 18 months critical leadership time. However, based on a review of the NCOs’ files it is apparent that the board members took into account performance at the current skill level as well as performance at the next higher level. This sends the right message that successful performance of duties and potential is the critical factor in the selection process. While our guidance provides the selection board the flexibility to select these NCOs based on manner of performance, we will continue to emphasize the importance of critical leadership time in future board guidance as well include it in the revision to the Armor Enlisted Professional Development Guide (AEPDG).

c. The SSG selection rates over the last two years were FY09 – 11% (219/1983) and FY08 – 16% (292/1805). The Army’s selection rate was ~ 28% both FYs. OCOA believes the select objective for this board reflects the projected losses within the skill level 4 population due to normal attrition (retirement/ETS), also the reduction in authorizations from the FY11 1/1AD and FY12 3ACR

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conversions. The selection rates are also impacted by the branch career retention rates and the increase of retention control point for SSG-SGM to 32 years of service.

d. The NCOs selected did the tough demanding assignments. They had numerous professionally developing assignments throughout their careers. They served the Armor Force well as Master Gunners, Drill Sergeants, Observer/Controllers, Instructors, and in many other important assignments. It was obvious that the board took into account time served in any of these assignments at a higher skill level as critical time as well.

e. A sample of significant boards comments include:

a. The boards AAR comments indicate cases where rating officials utilized erroneous duty descriptions, especially in TDA positions. Examples of stretching the duty description consisted of Tank Commander/Instructor Writer, and Vehicle Commander/Airport Liaison NCO. However, there were some “non-standard” additional duty positions that were viewed favorably by the board, e.g. leadership positions on Personal Security Detachments (PSDs) and rear detachments.

b. The most important document for the promotion board was the NCOER. Board members concluded that there were obvious attempts at over inflation in some cases as well as a poor attempt to quantify bullets in both the rater and senior rater blocks. Raters need to ensure the NCOER reflects a clear picture of the rated individual’s actual position not their current rank. If an E5/SGT is in a Tank Commander/Section Sergeant position his DMOS should be 19K3/19D3 rather than 19K2/19D2, giving him credit for time spent in that key leadership position a grade above his current grade. Raters must also ensure the rated NCOs responsibilities are quantified by listing the number of Soldiers supervised and the dollar value of equipment.

c. Letters to the board were generally poorly written and for the most part did not address anything significant that would change the board’s decision. Most were written more to boast about themselves and not address what may have been missing from their records. It is recommended that the NCO’s chain of command review any correspondence to the board prior to it being sent.

d. DA photo: A missing photo sends a negative message to the board. The board memo noted the significant number of missing and outdated photos. Additionally, photos where the Soldier’s awards did not match his ERB, or inaccurate, missing and outdated photos send a negative message. Command/leadership involvement in Soldier photographs is critical.

5. POC is Office of the Chief of Armor, 4-1321.

Director, Office of the
Chief of Armor