



DEPARTMENT OF THE ARMY
OFFICE OF THE CHIEF OF ARMOR
35 RIDGWAY LOOP, BLDG 35
FORT BENNING, GEORGIA 31905-4500

REPLY TO
ATTENTION OF:

ATZK-AR

28 February 2011

MEMORANDUM THRU DIRECTOR, OFFICE OF THE CHIEF OF ARMOR
FOR COMMANDANT, US ARMY ARMOR SCHOOL

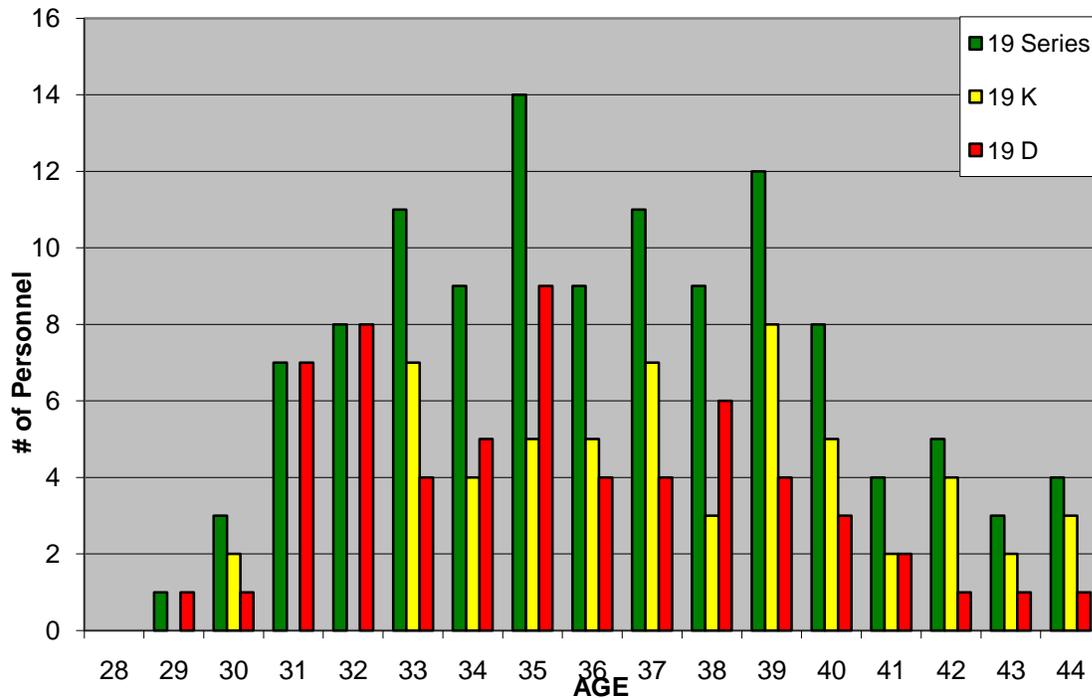
SUBJECT: Information Paper – Results of FY 11 Master Sergeant Selection Board

1. Purpose. To provide information to the Chief of Armor on the results of the FY 11 selection list to Master Sergeant (MSG).
2. Summary. The MSG Board convened on 20 October 2010. It considered all Maneuver Senior Leaders Course (M-SLC) qualified Sergeants First Class with a Date of Rank (DOR) of 27 October 2008 and earlier, with a Basic Active Service Date (BASD) between 27 October 1985 and 27 October 2008 (both dates inclusive).
 - a. Primary Zone. DOR is 14 October 2007 and earlier.
 - b. Secondary Zone. DOR is 15 October 2007 through 27 October 2008.
3. MSG Selection Information. The following is a profile of the Sergeants First Class selected for promotion to Master Sergeant:
 - a. All calculations through this document are based on the official release date of 25 January 2011.
 - b. The total number of Armor Sergeants First Class considered for promotion was 1095, and the number selected for promotion was 122. Armor selection rate was 11.1%; the total Army selection rate was 6.9%. 19K had a selection rate of 12.07% (59 out of 489) and 19D had a selection rate 10.40% (63 out of 606). The rate of 19K selection in the Secondary Zone was 6.7% (4 of 63) and 3.2% (2 of 63) for 19D. The total Army rate was 24.5% (401 of 1634).
 - c. The average age of those selected for promotion was 37 years 10 months. The oldest was 48 years 7 months and the youngest was 29 years 8 months. All calculations through this document are based on the official release date of 25 January 2011.

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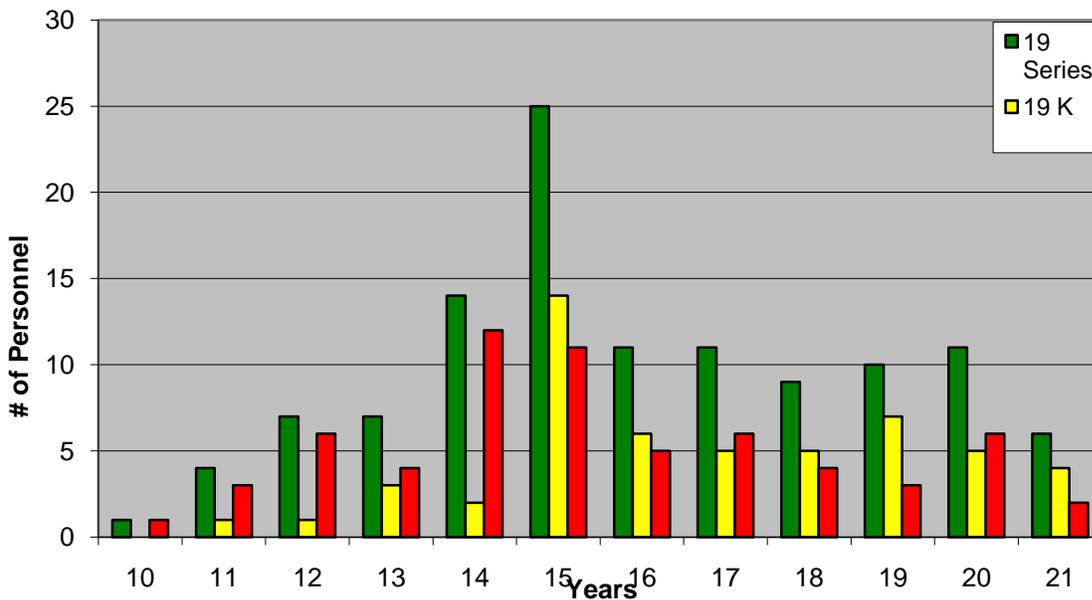
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MSG Selects AGE



d. The average Time In Service (TIS) for those selected for promotion was 16.80 years. The highest was 24.37 years and the lowest was 10.26 years.

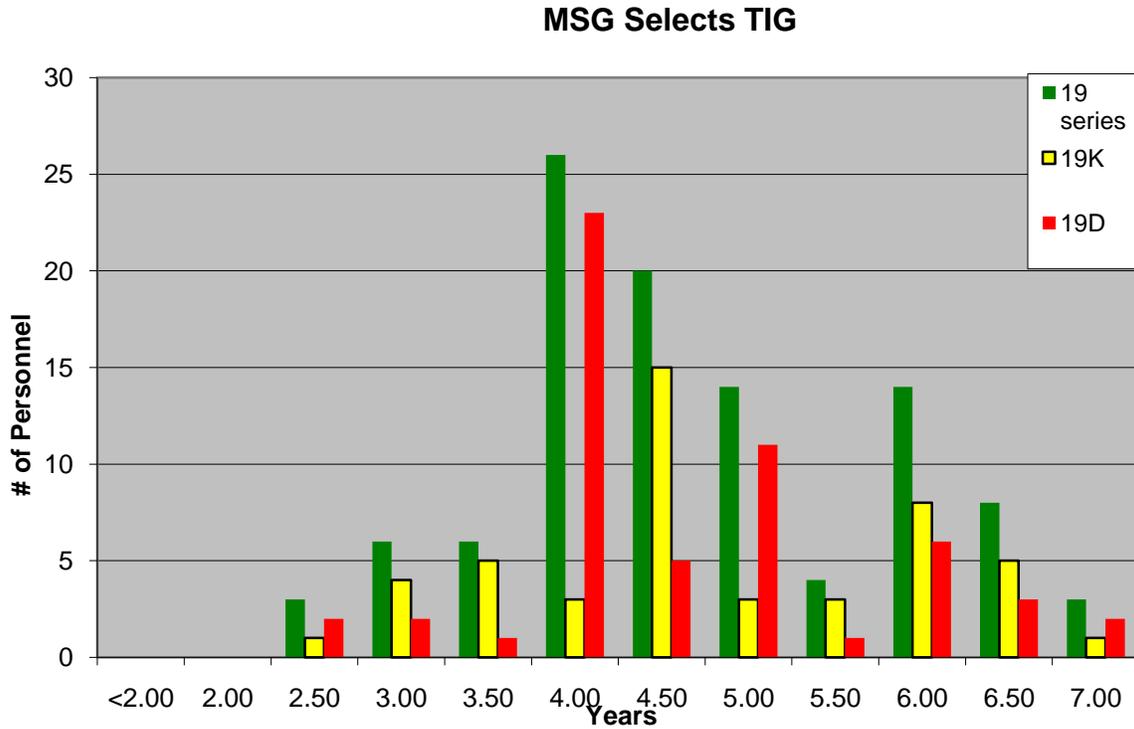
MSG Selects TIS



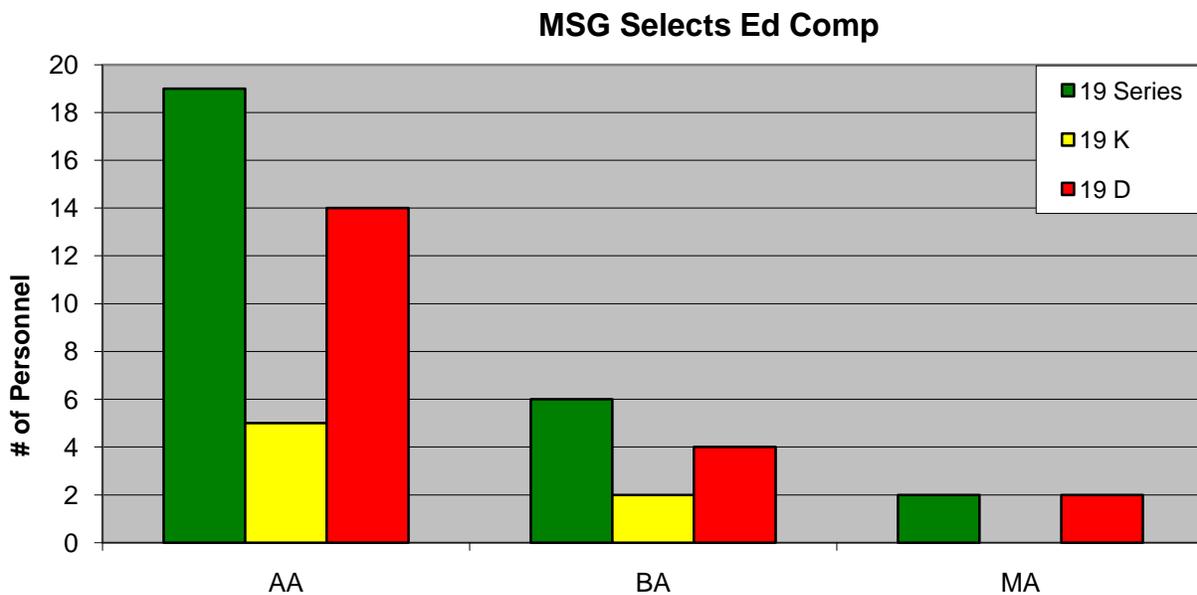
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e. The average Time in Grade (TIG) for those selected for promotion was 5.49 years. The highest was 11.91 years and the lowest 2.82 years.



f. The following chart depicts the level of education completed by those selected for promotion.

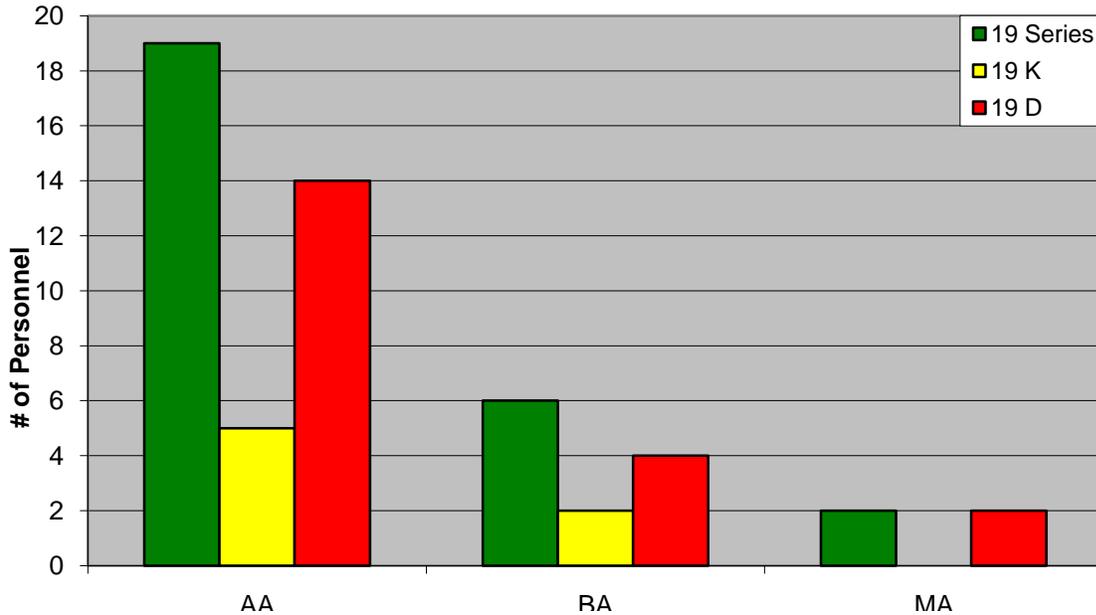


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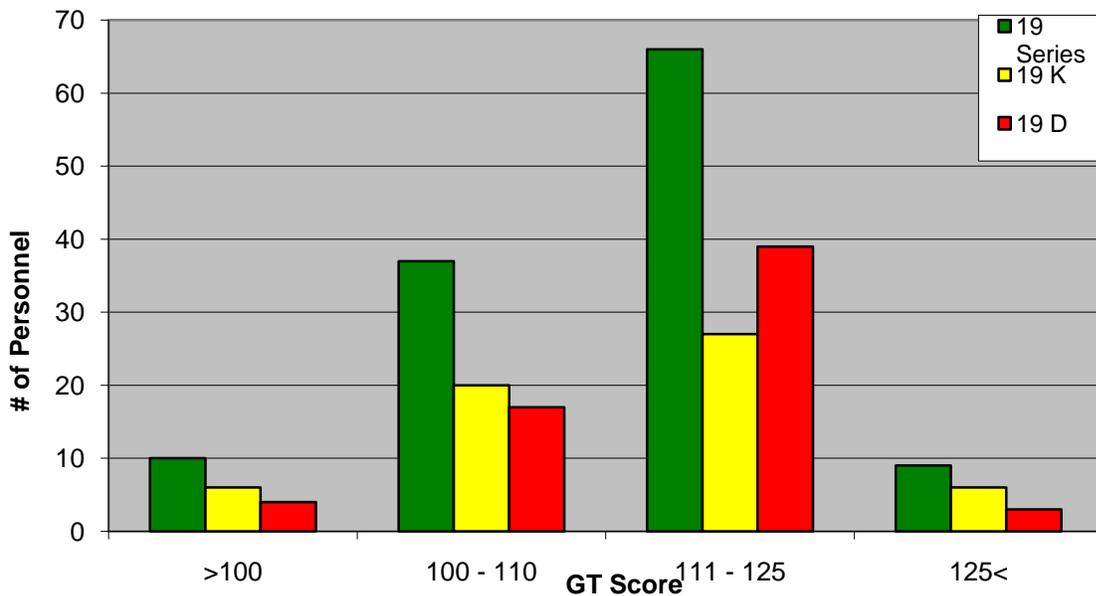
g. The average level of college completed for those selected for promotion was 2.11 years. There were 39 NCOs with no college in their records.

MSG Selects Ed Comp



h. The average GT score for those selected for promotion was 112. The highest GT score was 129 while the lowest was 87. There were a total of 10 NCOs selected that had below a 100 GT score.

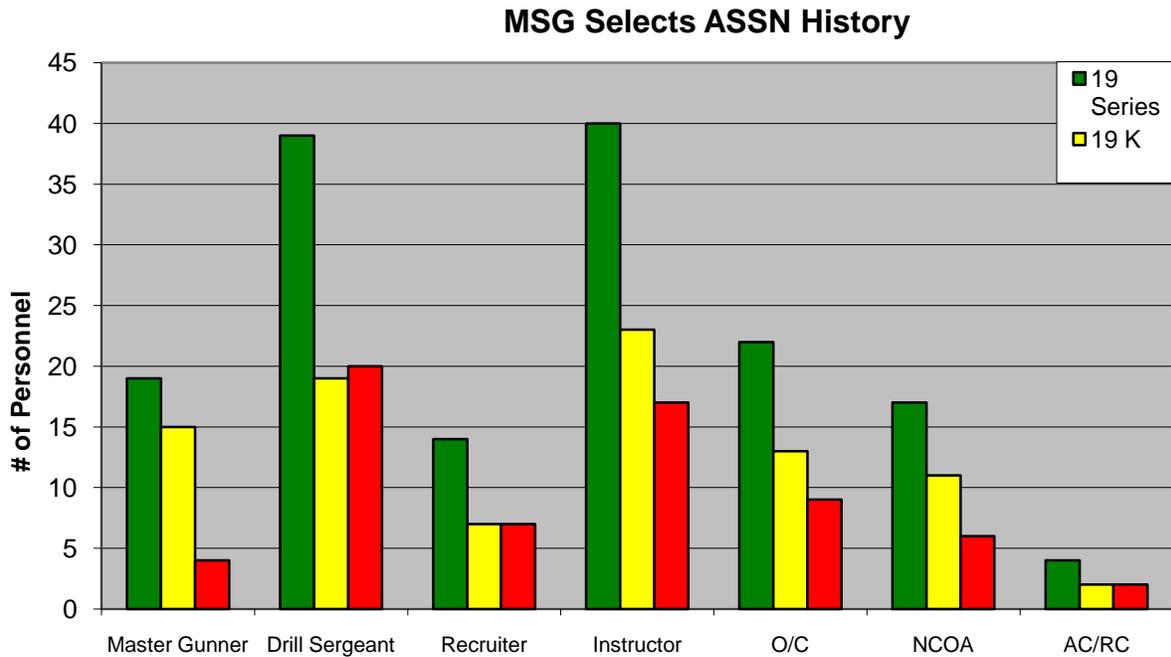
MSG Selects GT Score



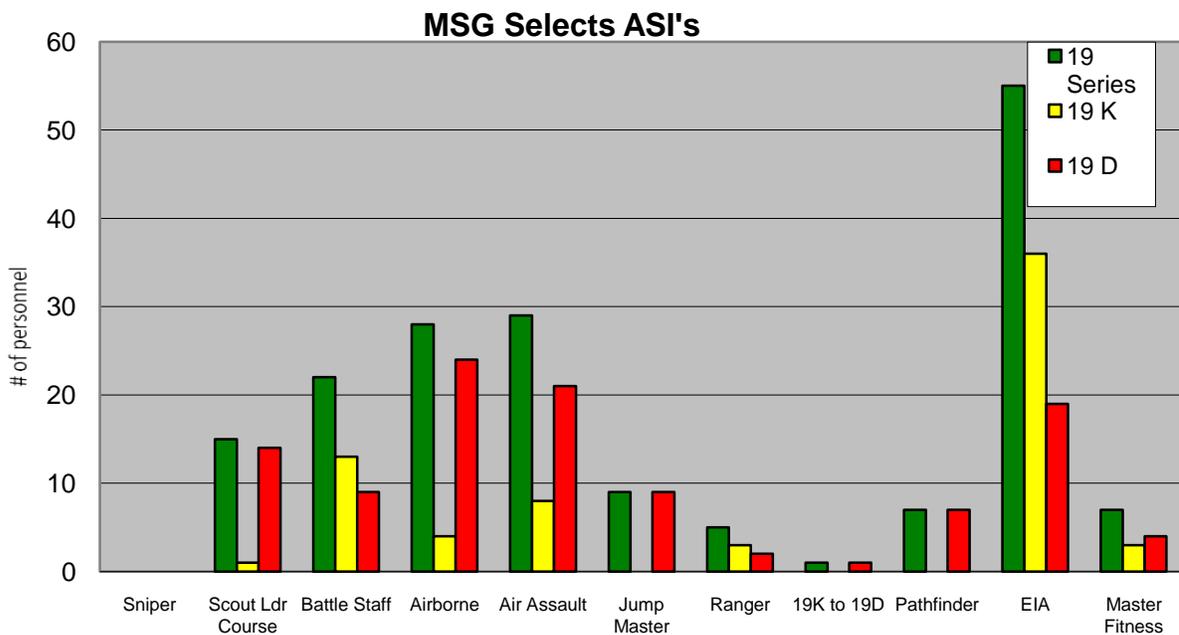
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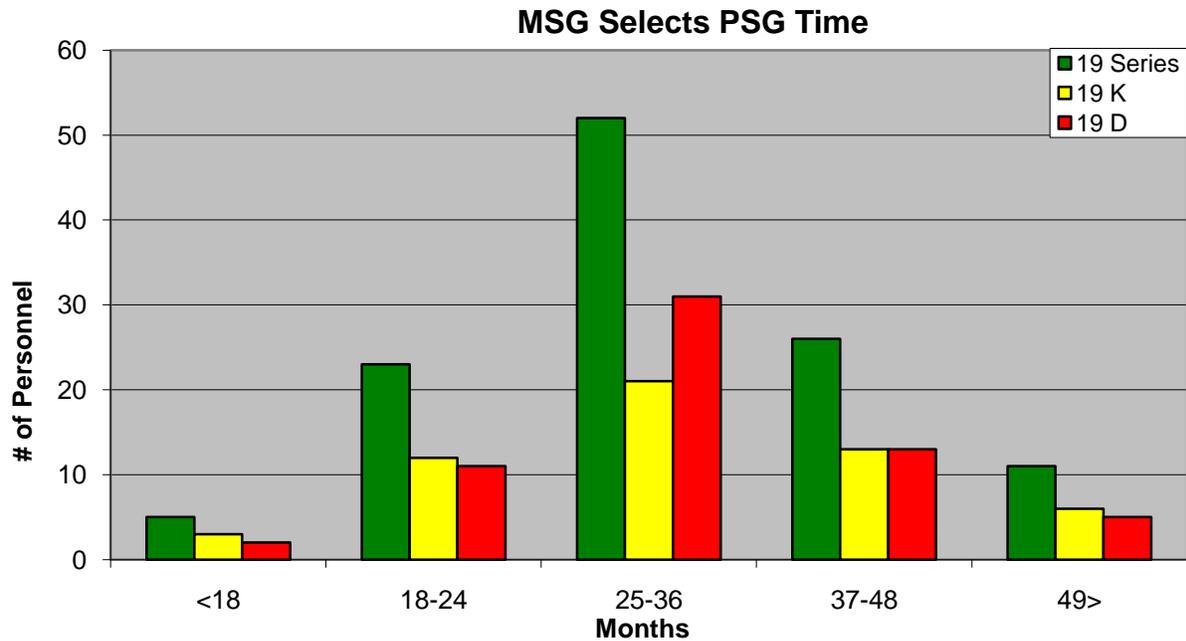
i. The following chart shows the more common professional development assignments available and the number of those selected for promotion that have performed one or more of these assignments throughout their career.



j. The following chart shows the most common professional development schools available for CMF 19. This chart also includes the number of selectees enrolled in the EIA program.



k. The following chart outlines the amount of critical leadership time as a PSG each of the selectees held by the time the board convened. The average time spent as a PSG was 48.56 months with the highest being 60 months and the lowest being 0 months. There was seven NCO's with less than 18 months branch development time.



4. General observations.

a. OCOA believes the selection board voted our best Sergeants First Class for promotion to Master Sergeant. Our opinion is that the promotion board followed the guidance in our information paper to the selection panel.

b. There were 10 SFCs selected for promotion with GT scores below 100. Although a GT score below 100 may not have a significant impact on a MSG or SGM/CSM, it should be pointed out to the young NCOs and Soldiers within the CMF that it does limit the options available to them for selecting a specialty or professionally developmental assignment later in their career. For example, having a GT score below 100 does not allow an NCO to be eligible to become the following: Drill Sergeant, Recruiter, or Master Gunner. OCOA believes this may be a partial reason why there has been an increase in the instructor background (assignment history chart) numbers throughout the past four promotion boards.

c. 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, AC/RC and ROTC Instructors as well as other important assignments. Service on a transition team alone does not

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meet branch development criteria. In addition, six of those selected for promotion had served in positions as 1SGs, with several serving over 12 months successfully. Those serving successfully in positions as 1SGs were looked favorably upon by the board. There were seven NCOs that **DID NOT** have the branch development time needed. OCOA believes that time as a Platoon Sergeant is needed to be successful at the next level.

d. Armor NCOs across all brigade combat team formations compete equitably for promotion. The key for selection remains excellence in key leadership positions as evidenced by multiple NCOERs, supported by sustained performance in the generating force.

e. The Armor board AAR comments highlight the following:

(1) There were cases of using “Homegrown” duty titles in both MTOE and TDA positions. These positions caused confusion when trying to determine exactly what duty position the NCO was filling or what duties the NCO was performing. The board found significant challenges for example; Platoon Sergeant/Master Gunner, Platoon Sergeant/Instructor Writer, Rear Detachment Deployable PSG and Deployed PSG without the platform that is documented by MTOE . This also caused a mismatch between the NCOER and the ERB. These two documents must match in order to provide the board accurate information on the duty position and grade.

(2) The NCOER remains viable and is the most critical indicator of potential for promotion. Some of the things the board identified concerning NCOERs were Missing NCOERs, Administrative Errors and consecutive NCOERs having the same Senior Rater comments.

(a) The board observed a number of NCOs with missing NCOERs, primarily NCOs who had PCS'd and not received an NCOER from their losing unit. NCOs should not PCS without receiving an NCOER if they meet the minimum rating requirements.

(b) Administrative errors in NCOERs included the following; missing the number of rated months; missing the height/weight information; and missing the Reviewer's check on the front side of the CONCUR / NONCONCUR in section II, d, of the NCOER.

(c) Consecutive NCOERs with the same Senior Rater comments- Senior Raters need to give an honest assessment of the NCO after *every* rating period.

(d) NCOERs with “Among the Best” ratings and Disciplinary Action during the same period discredits the NCOER for that period and creates concern by board members regarding the credibility of remaining evaluations from that organization.

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(3) A large number of ERBs were incomplete or inaccurate. Particular attention should be given to section IX specifically the duty title as well as the time in these positions. Numerous

ERBs contained duty titles of incoming personnel for 24 months or more. It is highly recommended that NCOs take the time to ensure the accuracy of these documents prior to validating them for the board.

5. POC is SFC Frank Johnson, Office of the Chief of Armor, (706) 545-0670.

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GEORGE DeSARIO
Director, Office of the
Chief of Armor

NOTED _____
SEE ME _____