

**FY11 CMF 19
SFC Promotion
Board Analysis**



REPLY TO
ATTENTION OF:

DEPARTMENT OF THE ARMY
OFFICE OF THE CHIEF OF ARMOR
35 Ridgway Loop, Bldg 35, Rm 222
FORT BENNING, GA 31905

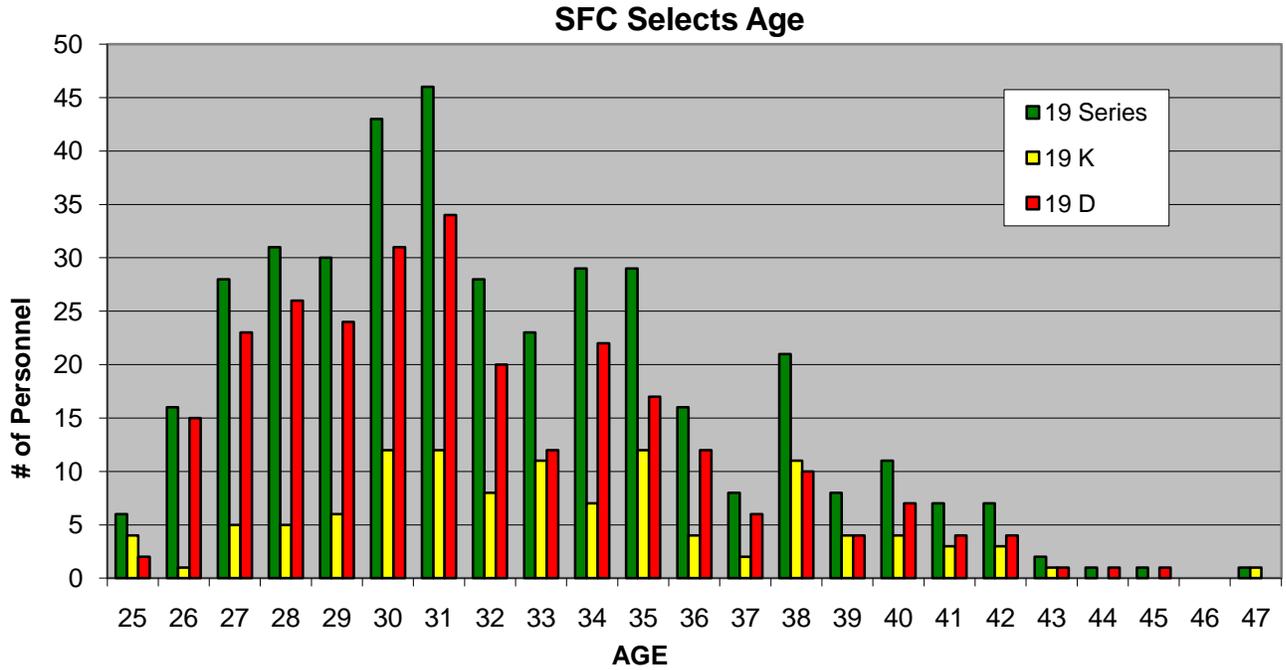
ATZK-AR

21 April 2011

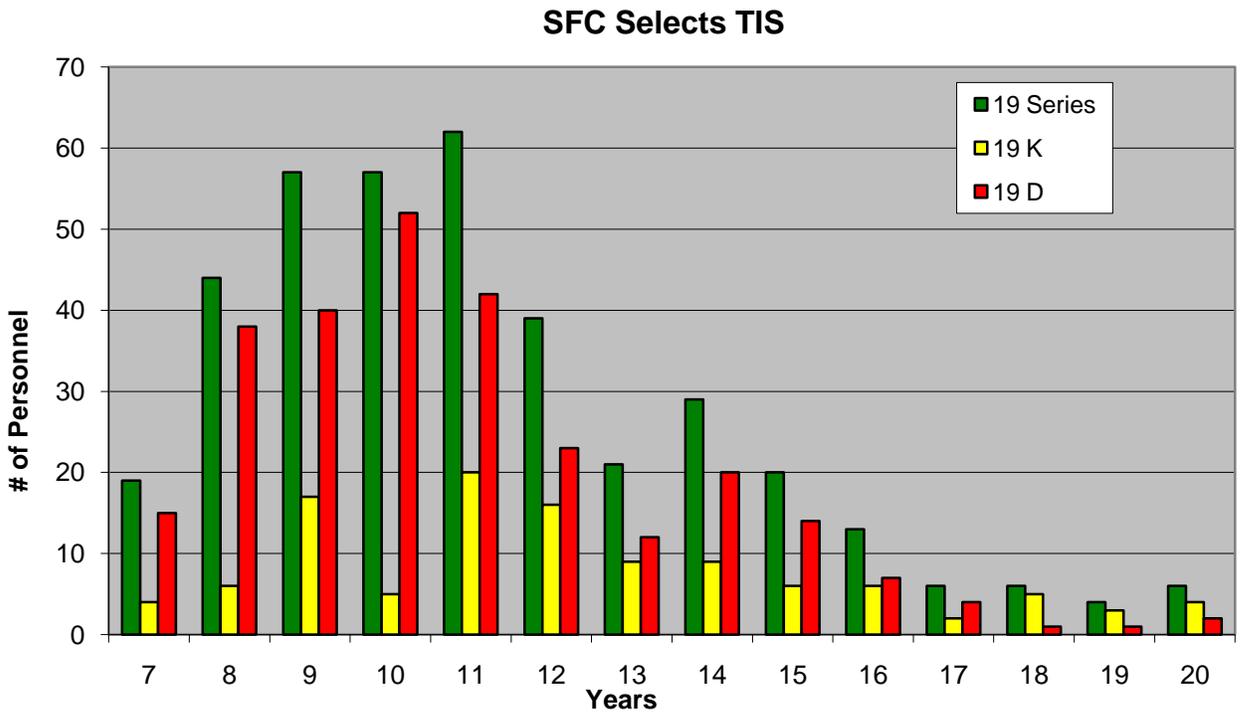
MEMORANDUM THRU DIRECTOR, OFFICE OF THE CHIEF OF ARMOR
FOR CHIEF OF ARMOR, US ARMY ARMOR SCHOOL

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

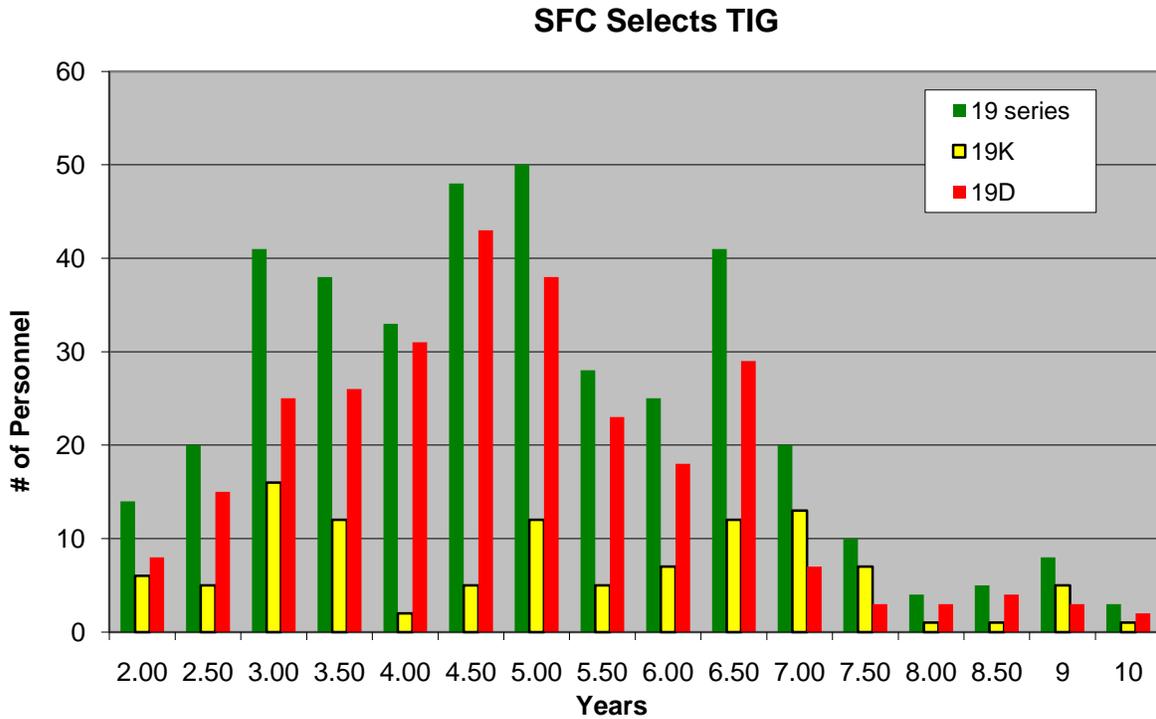
1. Purpose. To provide information to the Chief of Armor on the results of the FY 11 selection list to SFC.
2. Summary. The Sergeant First Class Selection Board convened on 3 February 2011. It considered all Advanced Leaders Course (ALC) qualified Staff Sergeants with a Date of Rank (DOR) of 4 February 2009 and earlier, with a Basic Active Service Date (BASD) between 4 February 1989 and 4 February 2005 (both dates inclusive).
 - a. Primary Zone. DOR is 3 February 2008 and earlier.
 - b. Secondary Zone. DOR is 4 February 2008 through 4 February 2009.
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 2287, and the number selected for promotion was 395. Armor selection rate was 17.3% (395/2,287); the total Army selection rate was 17.5% (6,702/38,343). 19K had a selection rate of 12.4% (116/939) and 19D had a selection rate 20.7% (279/1348).
 - b. The average age of the Staff Sergeant selected for promotion was 32.78 years. The oldest was 47.66 and the youngest was 25.50. All calculations through this document are based on the release date of 24 March 2011. The following chart is the age range of those selected:



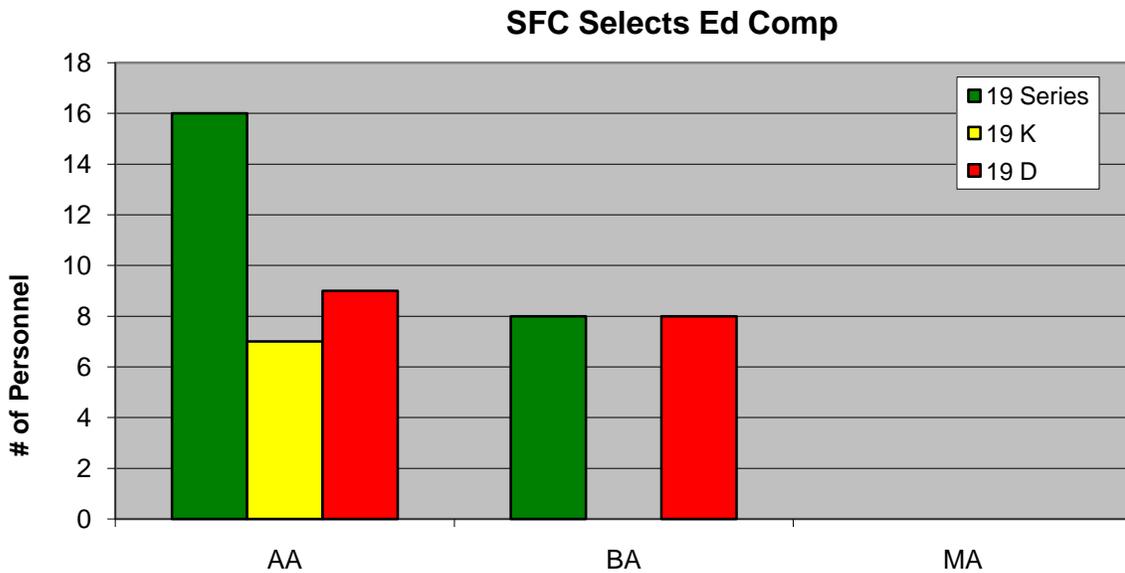
c. The average Time In Service (TIS) for the Staff Sergeants selected for promotion was 11.97 years. The highest was 20.65 and the lowest was 6.55.



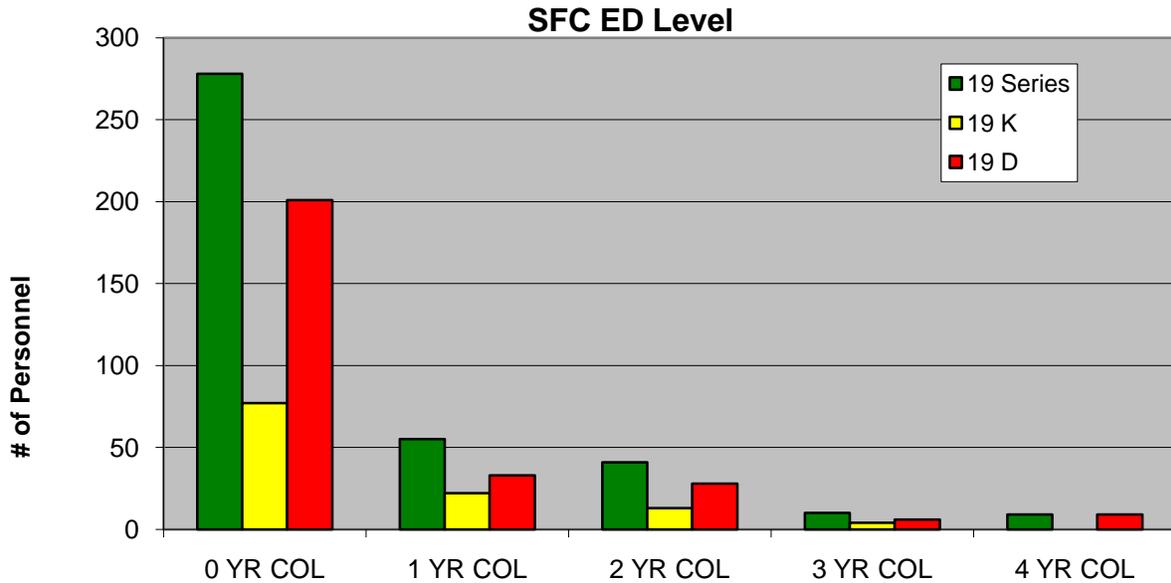
d. The average Time in Grade (TIG) for the Staff Sergeants selected for promotion was 5.25 years. The highest was 12.99 years and the lowest 2.22 years.



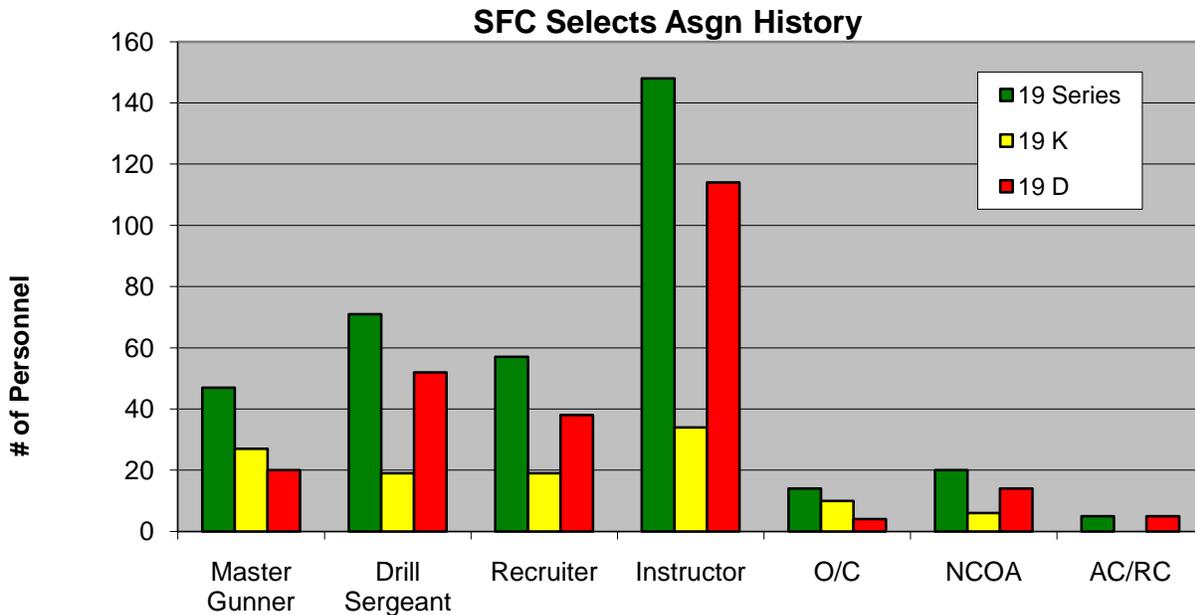
e. Degrees completed by the Staff Sergeants selected for promotion is:



f. There were 278 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:



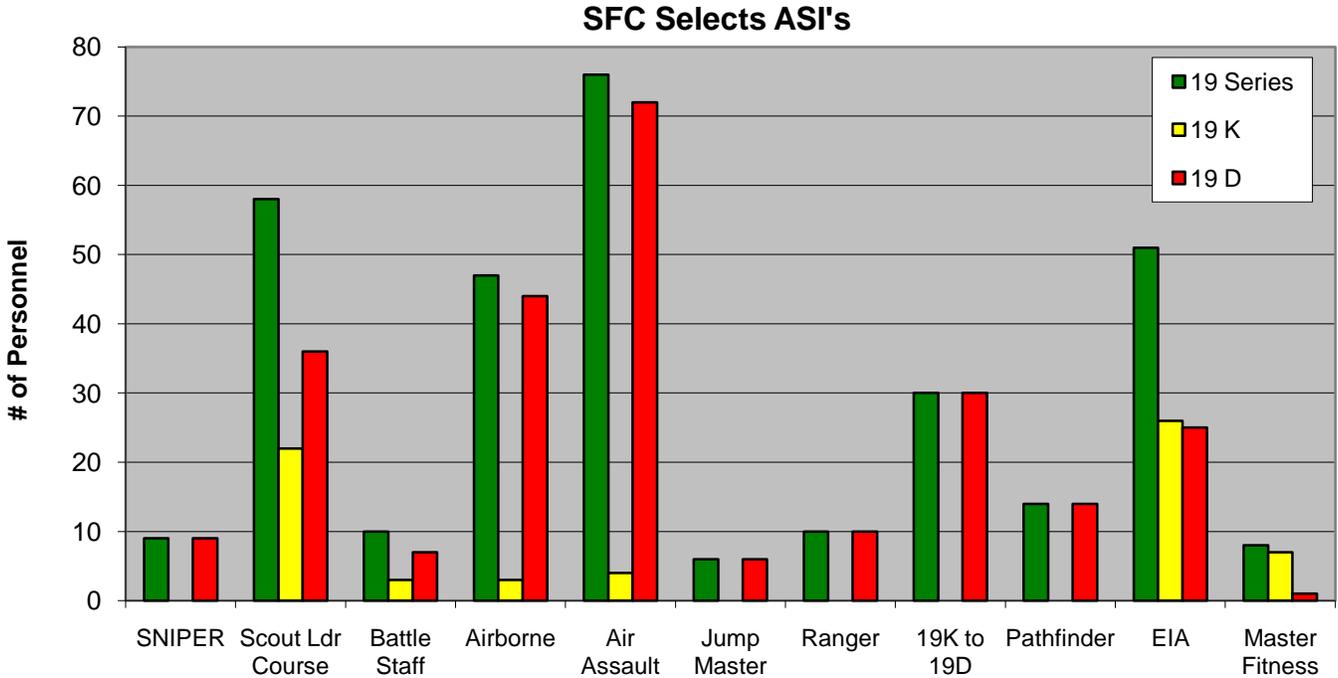
g. The following chart shows the more common professionally developing assignments available and the percentage of the Staff Sergeants selected for promotion that have performed one or more of these assignments.



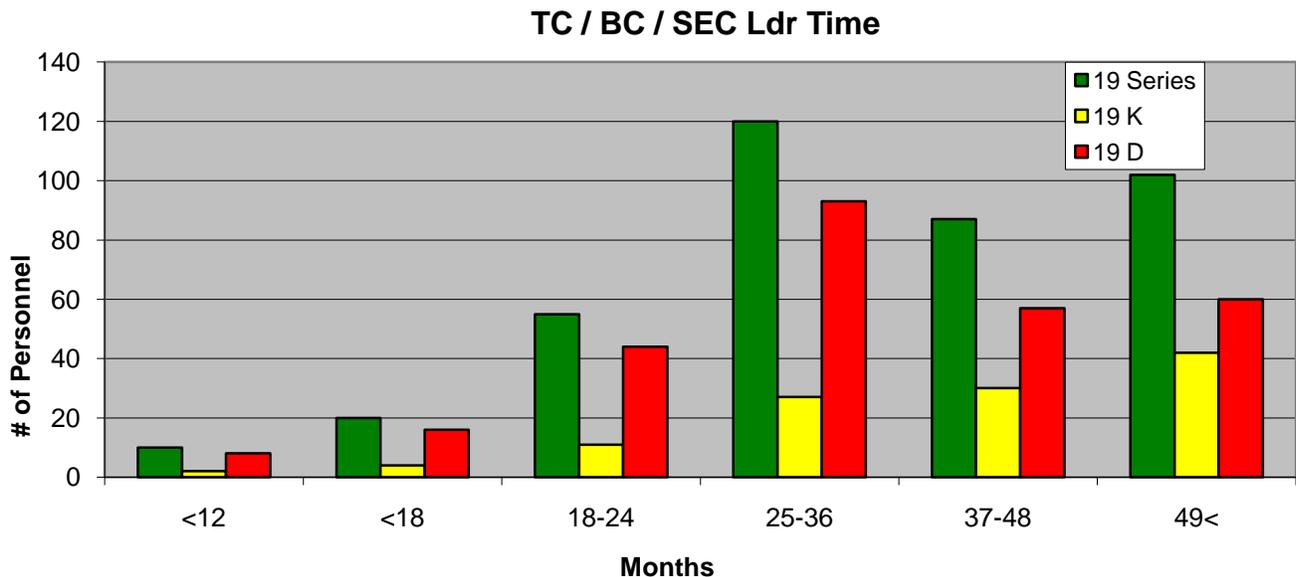
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SUBJECT: Information Paper – Results of FY11 Selection List to Sergeant First Class

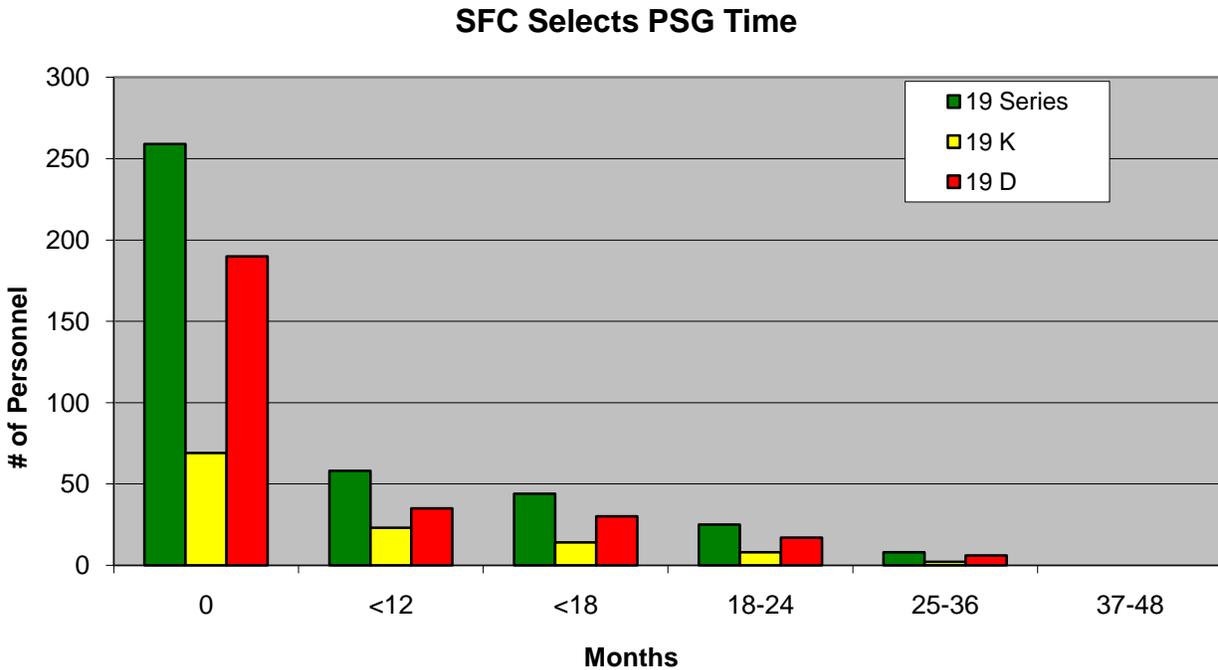
h. The following chart shows some of the professionally developing schools available for CMF 19 and the breakdown of the Staff Sergeants selected for promotion that have attended them.



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 25 to 36 months with the highest being 97 months and the lowest being 0 months. There were a total of 11 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, 34% had performed duties as a PSG; 8% 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.



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 tried to follow the proponent guidance in our information paper as well as the Army board guidance.

b. The board selected 11 NCOs that did not meet the “branch standard” of 18 months critical leadership time. Without this Branch Development time, OCOA believes that these NCO’s could have difficulties in mentoring Jr. NCO’s as they were not Branch developed themselves.

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, 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.

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5. Additional Office of the Chief of Armor comments includes:

a. There were several issues that came up from the following board. The board selected four Soldiers that were reclassified outside CMF 19 and four Soldiers that are pending reclass. Department of the Army Secretariat must insure that if the Soldier is not in the CMF, the Soldiers records do not get reviewed under that CMF. Once the promotion positions are gone, the CMF will not get those positions back.

b. Also there were other Staff Sergeants that were selected for promotion to SFC that have other working personal actions or issues. Here are the issues as followed: Two Soldiers had approved retirement, one Soldier had signed a Declination of Continued Service Statement (DCSS), two Soldiers were flagged for overweight, one Soldier was flagged for APFT failure, and one Soldier was flagged for other actions. One of the stipulations for promotion to SFC is to be an ALC graduate. At the time the results came out, there was one Soldier that had not completed ALC.

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 to boast about themselves and did not address missing items 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 and leadership involvement in Soldier photographs is critical.

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

GEORGE DeSARIO
Director, Office of the
Chief of Armor