

(UNCLASSIFIED)

EXECUTIVE SUMMARY

10 Nov 08

(U) SUBJECT: FY08 Promotion List for Colonel Armor, Army Competitive Category (ACC) Analysis (U) (ATZK-AR) The Colonel Promotion Board convened on 8 Jul 08 and recessed on 22 Jul 07. The board release date/time was 0730, 4 Nov 08. Armor Branch had 4 officers selected below the zone (BZ), 15 first time considered (PZ) and 0 above the zone (AZ) for a total of 19 officers selected for promotion to Colonel. Sixteen (84%) of the selectees commanded in AC TOE battalions/squadrons, one (5%) commanded a TDA battalion, one (5%) in Recruiting Command and one (5%) served as a Commander in a USAR training division which is not a CSL command. There were 3 former Fort Knox TDA battalion commanders non-selected for promotion. All TOE battalion commanders deployed their battalion/squadron while in command. Armor Branch had the lowest PZ selection rate, 42.9%, of the “Big Three Combat Arms” – Field Artillery was 71.4% and Infantry was 63.4%. The Maneuver, Fires and Effects average selection rate was 57.0% and the Army Average was 53.8%. (Last year’s rate was 63.7%.) All Armor selectees completed two or more TOE key and developmental assignments at the grade of Major. No officer selected completed a KD assignment in a TDA unit as a Major. Three (16%) of the selectees were minority officers. Enclosed is the OCOA analysis of the Armor officers selected for promotion to Colonel and a list of names addresses and email addresses.

NOTE: Based on CSA guidance, branch selection rates are no longer published. The rates shown in the Armor analysis were developed by OCOA. The rates are subject to error caused by changes in personnel data between the board convene date and the release date or administrative adjustments.

ATZK-AR/4-1439

Tasking Control # NA

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MEMORANDUM FOR CG, USAARMC

SUBJECT: Information Paper - FY08 Colonel (MFE, OS, FS) Army Competitive Category (ACC) Promotion List Results

1. Purpose. To provide the CG information on the 30 Armor officers selected for promotion to Colonel.

2. Summary. The results of the FY07 Colonels promotion selection board was formally released at 0730, 4 Nov 08. OCOA's statistical analysis is at Tab A. A by-name list of the 30 Armor officers, with addresses and email addresses for those selected for promotion, is attached as Tab B.

3. Information.

a. Nineteen Armor officers were selected for promotion: 15 officers in the primary zone, 4 below the zone, and 0 above the zone. Armor had a 42.9 percent PZ selection rate, the lowest of the "Big 3" Combat Arms branches. (FA – 71.4%, IN – 63.4%) The Army average selection rate was 53.8% and the maneuver, fires and effects selection rate was 57.0%.

b. While Armor had the lowest selection of the "Big 3" on this board, based on the 5 year promotion average, the 3 branches are very close in selection rates: AR: 61% / IN: 59% / FA: 62%.

b. All of those selected served two or more key and developmental assignments in a TOE unit as an S3/XO. No officer selected for promotion served a key and developmental assignment in a TDA organization as a Major.

c. A review of the battalion/squadron command time for Armor officers in the primary zone follows:

(1) Sixteen (89.4%) commanded a TOE Armor/Cavalry battalion/squadron.

(2) One (5.3%) served as a TDA battalion commander at Fort Knox and one (5.3%) commanded a recruiting battalion.

(3) One served as a commander in the USAR 91st Division (Training Support). This is not a CSL command.

ATZK-AR

SUBJECT: Information Paper - FY08 Promotion List for Colonel (Armor), Army Competitive Category (ACC)

(4) Three former Armor battalion commanders were not selected for promotion. All 3 commanded at Fort Knox. The primary zone selection rate for former battalion commanders was 83.0% (15 of 18).

(5) One of those not selected for command served as a Brigade MTT Chief in Iraq.

4. Two board members have an Armor background; MG Robert Durbin and BG Joseph E. Martz.

5. POC for this action is 4-1439.

2 Encls

Director, Office of the
Chief of Armor

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FY08 ARMOR COLONEL PROMOTION LIST ANALYSIS

1. Number of officers: 19
2. Number below the zone 4, primary zone 15; above the zone 0
3. Source of Commission:

USMA	7 (37%)
ROTC-D	10 (53%)
ROTC	2 (10%)

4. Age:

Youngest	41
Average	43
Oldest	46

5. Military Education Level:

SAMS	1 (5%)
SSC Selectee	12 (63%)
CGSC	5 (26%)
JCWS	1 (5%)

6. Civilian Education:

MA/MS/MBA	12 (63%)
Double Masters	3 (16%)
B.A./B.S.	4 (21%)

7. Combat Experience: SWA – 18 (95%) had served in a combat.

8. S3/XO Assignments (as a Major):

Jobs	Average Months Per Position
TOE Bn S3 + TOE Bn XO= 5	12
TOE Bn S3 + TOE Bde S3= 5	16
TOE Bn S3 + TOE Bde XO= 1	15
TOE Bn XO + TOE Bde S3 + TOE Bde XO = 1	11
TOE Bn S3 + TOE Bn XO + TOE Bde S3= 1	13
TOE Bn S3 + TOE Bde S3 + TOE Bde XO= 1	9
TOE Bn S3 + TOE Bn XO + TOE Bde XO= 2	12
TOE Bn XO + TOE Bde S3 = 3	14

NOTE: All officers but one have served at least one Professional Development assignment in a TOE unit. Two Officers had served as DCOs; Average 18 months.

9. Battalion/Squadron Command:

<u>Battalion/Squadron Command</u>	<u>Average Command Time</u>
Armor/Cavalry TOE= 17	24
TDA Bn= 1	24
Recruiting Bn = 1	40
USAR Training Support Division	25

NOTE 1: The average command time was 24 months, with six officers currently in command. If these 6 officers command for 24 months, the overall average command time will increase slightly. Four officers served over 30 months in command.

10. Joint Duty: 12 (63%) of these officers have completed a joint assignment.

11. Most recent time with troops:

0 - 12 months	10 (53%)
13 - 24 months	5 (26%)
25 - 36 months	1 (5%)
37+ months	3 (16%)

12. Key assignments: Many of these officers had completed two or more key assignments as indicated below:

ARSTAFF/HRC	8 (42%)
CORPS/DIV	12 (63%)
West Point/ROTC	3 (16%)
CMTC/NTC	1 (5%)
Joint Staff	3 (16%)
Misc.	5 (26%)

13. Deployment. Every TOE battalion commander selected for promotion deployed while in command. All other selectees deployed as Majors in a KD assignment. (One deployed both as a Major and LTC.)

13. Minorities:	Hispanic	2 (10%)
	Asian/Pac Is	1 (5%)
	Total	3 (16%)

14. FY08 Promotion comparison:

Branch	Eligible	Selected	FY08 %	FY07 %	BZ	AZ
Armor	35	15	42.9%	69%	4	0
Infantry	71	45	63.3%	60%	9	1
Field Artillery	49	35	71.4%	58%	0	1

15. 5 Year Promotion Comparison:

Branch	FY08	FY07	FY06	FY05	FY04	5 YR AVG
Armor	43%	69%	76%	50%	67%	61%
Infantry	63%	60%	57%	65%	51%	59%
Field Artillery	71%	58%	50%	67%	65%	62%