

2011 INFANTRY SERGEANT FIRST CLASS PROMOTION BOARD ANALYSYS



- A. PURPOSE: To provide an analysis of the most recent Sergeant First Class (SFC) Selection Board.
- B. GENERAL INFORMATION: The following analysis was prepared by the Office of the Chief of Infantry (OCOI) using a variety of Army databases. OCOI does not have access to Infantry Soldiers Noncommissioned Officer Evaluation Reports (NCOER), which could assist in determining manner of performance, a key characteristic on any selection board. Unit data is based on unit of assignment when the board met.

There was 5464 Staff Sergeants (SSG) considered for promotion to Sergeant First Class (SFC). The Career Management Field (CMF) 11 had a selection rate of 10% for a total number selected of 546 (The Army selection rate was 17%). All data presented shows a combined total for the CMF and is not broken down by Military Occupational Specialty (MOS).

C. REFERENCES:

1. US Army 2011 SFC Selection List
2. Unites States Army Force Management Support Agency (USAFMSA) Master List of UICs
3. The Enlisted Distribution and Assignment System (EDAS)
4. Select Soldiers Enlisted Records Brief (ERB) re-produced through EMILPO

D. CMF 11 Analysis:

1. Table D-1 illustrates the comparison between the Army, the Infantry, and the other Maneuver, Fires and Effects Branch (MF&E). Those highlighted in green are Career Management Fields (CMF) that were above the Army average for promotion, yellow shows the CMF came within 2.5% of meeting the Army average, while those highlighted in red show that their CMF average was 2.5% or more below the Army average for promotion. The Infantry had the lowest selection rate among the MF&E CMFs. Factors contributing to the low selection rate for the Infantry may include; an increase in Retention Control Points (RCP), over selections in previous years to build additional BCTs recently reduced from the overall force structure, and the current CMF fill rates which are 105% for 11B and 108% for 11C.

Table D-1

FORCE SEGMENT	ELIGIBLE	SELECTED	RATE	DELTA
ARMY	38132	6567	17.2%	
SPECIAL FORCES	824	806	98.0%	80.80%
PUBLIC AFFAIRS	46	40	90.0%	73%
AIR DEFENSE	784	165	21.0%	4%
FIELD ARTILLERY	2313	486	21.0%	4%
MANEUVER/FIRES DIVISION	13569	2603	19.2%	2%
AVIATION	1904	353	18.5%	1.30%
ARMOR	2288	395	17.3%	0.10%
INFANTRY	5453	546	10.0%	-10%

Tables D-2 thru D-7 are based off of the CMF11 promotion percentage rate of 10%. The data in these tables is based off of the entire list of those selected. The colors and there representations remain the same throughout this document.

2. Table D-2 illustrates the promotion of SFCs assigned to generating versus operating force units.

Table D-2

FORCE SEGMENT	ELIGIBLE	SELECTED	RATE	DELTA
OPERATING FORCE	3470	358	10.3%	0.3%
GENERATING FORCE	1983	188	9.5%	-0.5%
CMF 11 TOTAL	5453	546	10.0%	N/A

3. Table D-3 illustrates the Operating Force selection rates by unit type.

Table D-3

CMF 11 OPERATING FORCE BY DIVISION/ BRIGADE				
DUTY TITLE	ELIGIBLE	SELECTED	RATE	DELTA
75TH RANGER	118	55	46.60%	37%
IBCT (ABN)	380	47	12.40%	2.40%
BfSB	25	3	12.00%	2%
OTHER	132	14	10.60%	0.60%
SBCT	555	58	10.50%	0.50%
TOG	48	4	8.30%	-1.70%
HBCT	1000	68	6.80%	-3.20%
EAB	155	10	6.50%	-4.50%
CAB/PATHFINDER	12	0	0.00%	-10%
TOTAL	3470	358	10.30%	0.30%

4. Table D-4 illustrates Operating Force selection rates by unit designation.

Table D-4

CMF 11 OPERATING FORCE BY DIVISION / BRIGADE				
UNIT	ELIGIBLE	SELECTED	RATE	DELTA
75TH RANGER	118	55	46.60%	37.00%
82ND ABN	265	38	14%	4%
101ST AASLT	334	40	12%	2%
25TH ID	218	27	12%	2%
2ND ID	283	30	10%	0%
173RD ABN	63	6	10%	0%
4TH ID	232	22	9.50%	-1%
OTHER	299	28	9.40%	2.60%
10TH MTN	284	26	9%	-1%
TOG	48	4	8.30%	-1%
1ST AD	364	30	8%	-2%
1ST ID	234	17	7%	-3%
170TH INF BDE	71	5	7%	-3%
3RD ID	255	16	6%	-4%
172ND INF BDE	68	4	6%	-4%
1ST CD	208	7	3%	-7%
2 SCR	118	3	3%	-7%
3RD ACR	8	0	0%	-10%
TOTAL	3470	358	10.3%	0.3%

5. Table D-5 illustrates the Generating Force broken down by Individual positions.

Table D-5

CMF 11 GENERATING FORCE BY DUTY ASSIGNMENT				
DUTY TITLE	ELIGIBLE	SELECTED	RATE	DELTA
RANGER INSTRUCTOR	121	26	21%	11%
WHINSEC	11	2	18%	8%
STUDENT	102	17	17%	7%
DRILL SERGEANT	546	81	15%	5%
OTHER	52	4	8%	-2%
AC/RC	134	8	6%	-4%
INSTRUCTOR TRADOC	557	30	5%	-5%
RECRUITER	262	13	5%	-5%
INSTRUCTOR OTHER	61	3	5%	-5%
WTU WARRIOR	53	2	4%	-6%
WTU CADRE	88	3	3%	-7%
WEST POINT TAC	2	0	0%	-10%
TOTAL	1989	189	9.50%	0.50%

6. Table D-6 illustrates the Generating Force broken down by Installation.

Table D-6

CMF 11 GENERATING FORCE BY INSTALLATION				
UNIT	ELIGIBLE	SELECTED	RATE	DELTA
FT RUCKER	14	2	14%	4%
FT BENNING	722	78	11%	1%
FT JACKSON	272	31	11%	1%
FT LEONARDWOOD	54	5	9%	-1%
FT SILL	99	8	8%	-2%
FT KNOX	9	0	0%	-10%
TOTAL	1170	124	10.50%	0.5%

7. Table D-7 illustrates Fort Benning broken down by BDE and or Unit.

Table D-7

FORT BENNING BY UNIT				
UNIT	ELIGIBLE	SELECTED	RATE	DELTA
3RD BN 75TH RGR	57	33	58%	48%
RTB	49	10	20%	10%
198TH IN BDE	175	32	18%	8%
192ND IN BDE	41	7	17%	7%
OTHER	14	2	14%	4%
194TH IN BDE	33	4	12%	2%
199TH IN BDE	132	13	10%	0%
3RD BDE 3RD ID	70	7	10%	0%
HHC USIAS	25	2	8%	-2%
197TH IN BDE	233	8	3%	-7%
NCOA	20	0	0%	-10%
TOTAL	849	118	14%	4%

8. Table D-8 illustrates the percentage of Soldiers selected awarded specific SQI's

Table D-8

SPECIAL QUALIFICATION IDENTIFIERS (SQI)	
SQI	% Qualified
Parachutist (P)	21%
Ranger (G)	2%
Ranger Parachutist (V)	17%
No Special Qualifications (O)	1%
Instructor (8)	21%
Non Career Recruiter (4)	13%
Drill Sergeants (X)	19%

9. Table D-9 illustrates the percentage of Soldiers awarded specific ASI's

Table D-9

ADDITIONAL SKILL IDENTIFIERS	
SQI	% Qualified
Air Assault (2B)	20%
Jumpmaster (5W)	12%
Pathfinder (F7)	19%
Bradley Master Gunner (J3)	2%

10. General observations: The Office of the Chief of Infantry (OCOI) is confident the selection board selected our most qualified Staff Sergeants for promotion to Sergeant First Class. As a result of this analysis, it has been determined that the promotion board followed the guidance that was approved by the Chief of Infantry. The following information was gathered using a sampling of 278 Enlisted Record Briefs (ERB), and involved 22 data points. This data does not include the entire selected field. The following additional observations include;

a. This year we saw a noticeable increase in the average number of months spent as a Squad Leader. This year's average rose from 25.5 months in FY10 to 36.6 months.

Over 80% of those selected met the minimum requirement of 24 months rated Squad Leader Time.

b. Over 37% of those sampled had been in a rated SFC position, an increase of 33% from FY10. Those with rated Platoon Sergeant Time were looked at favorably by the board.

c. In FY10 27% of those selected had served as an instructor at some point during their careers, that percentage fell to 18% in FY11.

d. Former Drill Sergeant selections increased from 13% in FY10 to 15% in FY11, while Recruiters decreased from 13% to 5%.

e. Those serving in the Ranger Battalions are looked at very favorably with a selection rate of almost 47% and those serving as Ranger Instructors did well with a 21% selection rate.

f. Education levels and programs are continually growing in our Army. The average number of college credits earned by those selected was 25 semester hours.

g. A total of 3% selected had earned their Associates degree, and 2.5% had completed their Bachelor degree.

h. Of those sampled 42.1% served in an IBCT, 12.9% in an HBCT, 7.9% in an SBCT, and 37.1% in more than one.

i. A total of 79% of the selected SSG's had earned their Expert Infantry Badge (EIB), an increase of 6% from FY10. 95% had earned the Combat Infantryman Badge (CIB).

j. Of those selected, 17% were Ranger Parachutist (V) and just 2% were Ranger (G).

k. Of those selected, only 1% did not have a Special Qualification Identifier (SQI). Of those selected, 20% were Air Assault (2B), 21% were Parachutists (P), 12% were Jumpmaster (5W), 19% Pathfinder (F7), and only 2% were Master Gunner (J3) qualified.

5. Summary: The average selectee for promotion was serving in the Operating Force, in an IBCT. The majority of those selected exceeded the minimum requirement for rated Squad Leader time of 24 months, and averaged 36.6 rated months. 4.3 years was the average time in grade while the average time in service of those selected was 10.3 years. Favorably considered selectees had multiple SQI's or ASI's and had attended an average of 10 military schools. Of the 278 sampled, 94 were Ranger qualified. The promotion board favorably considered those with at least 15 semester hours of college. Of those selected, 79% had earned their EIB and had an average APFT score of 284 points.

