

INFORMATION PAPER
2013 INFANTRY SERGEANT FIRST CLASS PROMOTION BOARD ANALYSYS

ATSH-IPP
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A. **PURPOSE:** To provide the Infantry Force an analysis of the FY13 Sergeant First Class (SFC) Selection Board.

B. There were 4240 Infantry Staff Sergeants (SSG) considered for promotion to Sergeant First Class (SFC). The following analysis is based off of 4240 Infantry SSGs considered for promotion. The Career Management Field (CMF) 11 had a selection rate of 14.5% for a total number selected of 614 (The Army selection rate was 22.2%).

C. CMF 11 Analysis:

1. Table 1 illustrates the comparison between the Army's selection rate and that of the Infantry and the other Maneuver and Fires Division (MFD) CMFs.

COMPARISON OF MFD CMFs			
FORCE SEGMENT	CONSIDERED	SELECTED	RATE
ARMY TOTAL	27926	6200	22.2%
SPECIAL FORCES	458	437	95.4%
AIR DEFENSE	459	142	30.9%
AVIATION	1267	365	28.8%
INFANTRY	4240	613	14.5%
PUBLIC AFFAIRS	52	7	13.4%
FIELD ARTILLERY	1393	156	11.2%
ARMOR	1565	110	07.0%

Table 1

Factors contributing to the low selection rate for the Infantry may include force reduction and the current CMF 11 fill rates which are 102% for 11B SFCs and 101% for 11C SFCs.

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The information in tables 2 thru 8 is based off of data from Enlisted Distribution and Assignment System (EDAS) and the US Army 2013 SFC Considered Select List. All unit data is based off of the unit of assignment at the time the board convened. The blue highlighted data is the basis (base selection rate) for comparison in each table

2. Table 2 illustrates the selection of SSGs assigned to Generating versus Operating Force units.

CMF 11 GENERATING VS OPERATING FORCE			
FORCE SEGMENT	CONSIDERED	SELECTED	RATE
CMF 11 TOTAL	4240	613	14.5%
GENERATING FORCE	1767	276	15.6%
OPERATING FORCE	2473	337	13.6%

Table 2

3. Table 3 illustrates the Operating Force by type of unit.

CMF 11 OPERATING FORCE BY UNIT TYPE			
UNIT TYPE	CONSIDERED	SELECTED	RATE
TOTAL	4240	613	14.5%
RANGER	44	35	79.5%
PATHFINDER	15	6	40.0%
BfSB	29	7	24.1%
TOG	51	10	19.6%
IBCT (ABN)	302	46	15.2%
OTHER	115	16	13.9%
IBCT	682	83	12.2%
ABCT	615	72	11.7%
SBCT	581	62	10.7%
EAB	143	12	8.4%

Table 3

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4. Table 4 illustrates Operating Force selection rates by separate brigade at the time the board convened.

Operating force			
	CON	SEL	
IBCT	682	83	12.2%
201	36	7	19.4%
101	32	6	18.7%
325	70	12	17.1%
44I	52	8	15.3%
301	40	6	15.0%
31M	56	8	14.2%
31I	51	7	13.7%
11M	40	5	12.5%
41M	46	5	10.8%
43I	63	6	9.5%
41I	48	4	8.3%
31A	47	3	6.3%
21M	49	3	6.1%
401	52	3	5.7%
	CON	SEL	
IBCT (ABN)	302	46	15.2%
382	32	6	18.7%
173rd	61	11	18.0%
482	52	9	17.3%
282	40	6	15.0%
182	57	7	12.2%
425	60	7	11.6%
	CON	SEL	
SBCT	581	62	10.6%
32I	65	11	16.9%
CR2	68	11	16.1%
42I	64	10	15.6%
225	80	9	11.2%
125	96	8	8.3%
221	74	6	8.1%
11A	77	4	5.1%
3CR	84	3	3.5%

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	CON	SEL	
ABCT	615	72	11.7%
172	37	7	18.9%
41A	28	5	17.8%
21C	57	10	17.5%
14I	40	7	17.5%
21I	40	7	17.5%
33I	47	8	17.0%
41C	43	6	13.9%
24I	38	4	10.5%
13I	39	4	10.2%
31C	33	3	9.0%
23I	41	3	7.3%
34I	30	2	6.6%
11C	39	2	5.1%
12I	41	2	4.8%
11I	28	1	3.5%
21A	34	1	2.9%

Table 4

5. Table 5 illustrates the percentage of those selected that currently or have formerly performed the duties in the Generating Force broken down by type of assignment.

CMF 11 CURRENT OR FORMER GENERATING FORCE BY TYPE OF ASSIGNMENT	
ASSIGNMENT	RATE
DRILL SERGEANT	34.0%
INSTRUCTOR(- RI)	22.0%
RECRUITER	18.0%
RANGER INSTRUCTOR (RI)	11.0%
INSTALLATION MANAGEMENT	9.0%
AC/RC	0.0%

Table 5

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6. Table 6 illustrates the Selection rate of Soldiers with specific Special Qualification Identifiers (SQI).

SPECIAL QUALIFICATION IDENTIFIERS (SQI)			
SQI	CONSIDERED	SELECTED	RATE
CMF 11 TOTAL	4240	613	14.5%
75 TH RANGER REGIMENT LEADER (U)	50	40	80.0%
RANGER TOTAL (U,V,G)	303	150	49.5%
RANGER PARACHUTIST (V)	226	99	43.8%
RANGER (G)	27	11	40.7%
DRILL SERGEANTS (X)	320	99	30.9%
PARACHUTIST (P)	1424	177	12.4%
INSTRUCTOR (8)	684	80	11.7%

Table 6

7. Table 7 illustrates the Selection rate of Soldiers with specific Additional Skill Identifiers (ASI).

ADDITIONAL SKILL IDENTIFIERS (ASI)			
ASI	CONSIDERED	SELECTED	RATE
CMF 11 TOTAL	4240	613	14.5%
BRADLEY MASTER GUNNER (J3)	135	40	29.6%
PATHFINDER (F7)	252	73	28.9%
JUMPMaster (5W)	248	71	28.6%
RECONNAISSANCE AND SURVEILLANCE	53	14	26.4%
SNIPER (B4)	111	27	24.3%
AIR ASSAULT (2B)	929	216	23.2%
JAVELIN GUNNERY (2C)	253	46	18.1%
BATTLE STAFF OPERATIONS (2S)	153	25	16.3%
HEAVY WEAPONS LEADER COURSE (B8)	54	4	07.4%

Table 7

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8. General observations: The following information was gathered using a sampling of over 200 randomly selected Enlisted Record Briefs (ERB), involving over 50 data points. This data represents approximately one third of those selected and does not include the entire selected field. Other data used in this analysis has been collected from Emilpo Datastore considering all eligible and selected Staff Sergeants for the FY13 promotion board. The following additional observations include:

a. This year's average number of months spent as a Squad Leader remained the same at 31 months. Only 70% of those selected met the minimum recommendation of 24 months rated Squad Leader Time. The majority of Soldiers who did not meet the 24 month minimum Squad Leader Time had indicated on their ERBs that they had been assigned to SFC positions.

b. Over 31% of those selected had been in a rated SFC position, a decrease from 43% in FY12.

c. In FY12 13% of those selected had served as an instructor at some point during their careers, that percentage increased to 22% in FY13.

d. Former and current Drill Sergeant Selections increased from 33% in FY12 to 34% in FY13. 16% of those selected indicated that they served as a Senior Drill Instructor at some point during their tour of duty.

e. The selection rate for those SSGs that have served as Recruiters continued to increase from 12% in FY12 to 18% in FY13. This rate significantly increased from FY11 with only 5% of those selected having served as a recruiter.

f. The average number of college credits earned by those selected more than doubled in FY13 to 48 semester hours with 68% of the selected SSGs having some college. A total of 5% of those selected had earned their Associates degree, 7% had completed their Bachelor's degree, and 1% held a Master's degree.

g. A total of 96.4% of the selected SSGs had earned the Combat Infantryman Badge (CIB).

h. A total of 88% of the selected SSGs had earned their Expert Infantry Badge (EIB) up from 71% the previous year. The EIB is becoming significant in selection to the Senior NCO ranks in the Infantry even for those with multiple combat tours.

9. Non-Selects: The following patterns became apparent after studying a random sampling of non-select ERBs:

a. The average Non-Selectee had less Squad Leader time than recommended, most had less than 24 months with many having none at all.

b. Noticeably lower, missing, or outdated Army Physical Fitness Test scores; having no score present or outdated by many years.

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c. Many SSGs ERBs had assignment histories and other data that seemed to be disjointed, haphazard, and cluttered. Multiple entries such as excess, known-loss, or incoming-personnel (some as many as 15) as well as locally designated non-standard duty titles did little to set the NCOs up for success. Many of the ERB's appeared to have not been updated or reviewed by the Soldier or his first-line supervisor.

10. Summary: The Office of the Chief of Infantry (OCOI) is confident the selection board selected our most qualified SSGs for promotion to SFC. The average selectee for promotion has earned the CIB and EIB, has an average of 5 years time in grade and 10.5 years time in service. In the Operational Force the Selection Board heavily favored SSGs assigned to the 75th Ranger Regiment and in the Generating Force SSGs assigned as Ranger Instructors and Drill Sergeants were heavily favored. Ranger qualified NCOs had a selection rate of 79.5%. SSGs that successfully completed Pathfinder, Jumpmaster, Reconnaissance and Surveillance Leaders, Sniper, Air Assault, Bradley Master Gunner, Heavy Weapons Leader, or Drill Sergeant Courses were all selected at rates higher than the CMF 11 selection rate of 14.2%.

D. REFERENCES:

1. US Army 2012 SFC Considered Select List
2. Unites States Army Force Management Support Agency Master List of UICs
3. The Enlisted Distribution and Assignment System (EDAS)
4. Enlisted Records Brief (ERB) re-produced through EMILPO