DEPARTMENT OF THE ARMY
U.S. ARMY HUMAN RESOURCES COMMAND
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FORT KNOX, KY 40122-5300

AHRC-EPA-I   25 May 2018

MEMORANDUM FOR RECORD

SUBJECT: Career Management Field 11 (CMF11) analysis of the FY18 MSG Centralized Promotion Selection Board.

1. Purpose: To provide the Soldiers of the 11B/11C Military Occupational Specialty (MOS) statistics from the Fiscal Year 2018 (FY18) Master Sergeant (MSG) Centralized Promotion Board.

2. The information in the following tables is derived from data in the Enlisted Distribution Assignment System (EDAS), Electronic Military Personnel Office (eMILPO) and the Service Members individual Interactive Personnel Electronic Records Management System (iPERMS). The data was compiled and analyzed in partnership with the Infantry Branch Proponent located at Building 4, Fort Benning, Georgia.

3. The statistics in Table 1 were compiled for the 11B/11C MOS with percentages based on the population of Sergeants First Class (SFC) eligible for consideration for promotion to MSG. The FY18 MSG Selection Board identified 480 out of 1,591 eligible CMF 11 SFCs for promotion to MSG resulting in a **30%** selection rate. This is roughly **7%** higher than the Army's average of **23%.**

	Primary Zone			Secondary Zone		
	Eligible	**Selected**	**Rate**	**Eligible**	**Selected**	**Rate**
CMF 11	1331	370	27.8%	260	110	42.3%
MOS 11B	1203	324	26.9%	239	103	43%
MOS 11C	128	46	35.9%	21	7	33.3%

Table 1: Primary versus Secondary by MOS

4. Comparison of FY17 Selection Rate: FY18 had an increased selection rate over FY17. **The selection rate increased from 21% to 30% which is a 9% increase.** Selection percentage is determined by structure and requirements, as structure and future requirements change so will promotion rates. A higher or lower promotion rate from one year to another year does not indicate the quality of Soldiers in a given CMF for a given year.

[1] For the purpose of this analysis, the term "significant" indicates that there is a statistical difference in selection rates between the compared populations. Given the varying population density of the individual segments analyzed, raw percentages are at times misleading. The level of significance was set at 0.1 for this analysis. Unless otherwise indicated the base population (mean) for comparison highlighted in **blue** on each table. Data elements highlighted in **red** had statistically lower rates and those in **green** had statistically higher rates.

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FY17	Primary Zone			Secondary Zone		
	Eligible	Selected	Rate	Eligible	Selected	Rate
CMF 11	1905	423	22%	134	13	10%
MOS 11B	1723	377	28%	120	11	9%
MOS 11C	182	46	25%	14	2	14%

Table 2: Primary versus Secondary by MOS FY17

5. Selection Rates of Operations Division (OD) CMFs (formerly referred to as Maneuver and Fires Division): The following table is for general information only. Comparison between CMFs is impractical due to maturity of CMF, senior NCO pyramids, and the varying impact of the recent Grade Plate Analysis and pending force structure changes. Statement of Requirements (SOR) data used to determine the number eligible Soldiers to select is solely based on the number of 11Bs or 11Cs in the Army based on TDA and MTO&E documents and considers anticipated retirement and separation rates based on historical data. There is no link between CMFs regarding promotion numbers or percentages.

FORCE SEGMENT	ELIGIBLE	SELECTED	RATE
OPERATION DIVISION	5397	1219	22.6%
ARMOR	416	143	34.4%
PSYCHOLOGICAL OPERATIONS	143	49	34.3%
INFANTRY	1591	480	30.2%
AVIATION	654	134	20.5%
SPECIAL FORCES	1410	262	18.6%
AIR DEFENSE	179	30	16.8%
ARTILLERY	719	104	14.5%
CIVIL AFFAIRS	285	17	6%

Table 3: Operations Division CMFs

6. Operating Force versus Generating Force: There was no significant difference in the selection rates of MOS 11B or 11C NCOs between the Operating and Generating Forces for FY18.

FORCE SEGMENT	CONSIDERED	SELECTED	RATE
CMF 11 TOTAL	1591	480	30.1%
OPERATING FORCE	631	223	35.3%
GENERATING FORCE	960	257	26.7%

Table 4: Operating /Generating Force Comparison

a. Operating Force: Out of the 1591 SFCs considered, 631 were in the Operating Force. Out of the 631 operational SFCs considered, 223 were selected resulting in a **35%** selection rate within the Operating Force.

    i. While SFABs had a significantly higher selection rate than other Operational Units, this is most likely due to the selection process for NCOs into the SFAB. **Most NCOs had not received a NCOER while serving in a SFAB.**

UNIT TYPE	CONSIDERED	SELECTED	RATE
CMF 11 TOTAL	1591	480	30.1%
75TH RANGER	16	13	81.30%
25TH ID	45	20	44.40%
101ST AASLT	67	26	38.80%
82ND ABN	63	21	33.30%
3RD ID	35	11	31.40%
7TH ID	34	10	29.40%
1ST ID	21	6	28.60%
4TH ID	65	18	27.70%
10TH MTN	72	19	26.40%
EAB	44	9	20.40%
1ST AD	35	7	20.00%
1ST CD	30	5	16.70%

Table 5: Operating Force by Division

OPERATING FORCE	CONSIDERED POPULATION	SELECTED POPULATION	PERCENTAGE
CMF 11 TOTAL	1591	480	30.1%
IBCT (ABN)	87	36	41.4%
TOG	13	5	38.6%
IBCT	219	80	36.5%
SBCT	143	47	32.9%
ABCT	82	17	20.7%

Table 6: Operating Force by BCT Type

TYPE	BRIGADE	CONSIDERED	SELECTED	RATE
	CMF 11 TOTAL	1591	480	30.1%
IBCT(A)	173RD ABN BDE	18	12	66.70%
SFAB	1ST SFAB	27	16	59.20%
IBCT	2ND BDE, 25TH INF DIV	18	10	55.60%
SBCT	1ST BDE, 25TH INF DIV	24	12	50.00%
IBCT	2ND BDE, 4TH INF DIV	28	13	46.40%
IBCT(A)	2ND BDE, 82ND ABN DIV	21	9	42.90%
IBCT	3RD BDE, 101ST ABN DIV	19	8	42.10%
IBCT	1ST BDE, 101ST ABN DIV	26	10	38.50%
ABCT	2ND BDE, 1ST INF DIV	8	3	37.50%
SBCT	2ND CAVALRY REG	27	10	37.00%
IBCT	2ND BDE, 101ST ABN DIV	22	8	36.40%
IBCT	1ST BDE, 3RD INF DIV	11	4	36.40%
IBCT	3RD BDE, 25TH INF DIV	25	9	36.00%
SBCT	1ST BDE, 2ND INF DIV	17	6	35.30%
IBCT(A)	1ST BDE, 82ND ABN DIV	26	9	34.60%
SBCT	3RD CAVALRY REG	21	7	33.30%
IBCT	1ST BDE, 10TH MTN DIV	22	7	31.80%
IBCT(A)	4TH BDE, 25TH INF DIV	13	4	30.80%
IBCT	2ND BDE, 10TH MTN DIV	25	7	28.00%

ABCT	1ST BDE, 1ST CAV DIV	11	3	27.30%
SBCT	1ST BDE, 1ST AR DIV	19	5	26.30%
ABCT	2ND BDE, 3RD INF DIV	16	4	25.00%
SBCT	2ND BDE, 2ND INF DIV	16	4	25.00%
IBCT(A)	3RD BDE, 82ND ABN DIV	9	2	22.20%
ABCT	1ST BDE, 1ST INF DIV	9	2	22.20%
ABCT	3RD BDE, 1ST CAV DIV	10	2	20.00%
IBCT	3RD BDE, 10TH MTN DIV	23	4	17.40%
ABCT	3RD BDE, 4TH INF DIV	12	2	16.70%
SBCT	1ST BDE, 4TH INF DIV	19	3	15.80%
ABCT	2ND BDE, 1ST AR DIV	7	1	14.30%
ABCT	2ND BDE, 1ST CAV DIV	6	0	0.00%
ABCT	3RD BDE, 1ST AR DIV	3	0	0.00%

Table 7: Operating Force by BDE

b. Generating Force/Broadening Positions: Out of the 1591 SFCs considered, 960 were in the Generating Force. Out of the 960 Generating Force SFCs considered, 257 were selected resulting in a **27%** selection rate within the Generating Force.

i. CMF 11 Soldiers assigned to the Airborne and Ranger Training Brigade had significantly higher selection rates. The higher selection rate is tied to Ranger qualified Ranger Instructors. As seen in the Operational Force, an analysis of non-Ranger qualified NCOs revealed no difference in selection rates between Generating Force units.

UNIT	CONSIDERED	SELECTED	RATE
CMF 11 TOTAL	**1591**	**480**	**30.1%**
DRILL SERGEANT (FLMO)	8	4	50.00%
ATEC	6	3	50.00%
ARTB (- 1/507TH)	48	23	47.90%
USA MIL ACADEMY	7	3	42.90%
198TH INF BDE	25	10	40.00%
WHINSEC	5	2	40.00%

DRILL SERGEANT (FBGA)	37	14	37.80%
ASYMMETRIC WARFARE GROUP	19	7	36.80%
HHC MCOE	11	4	36.40%
JMRC/JRTC/NTC	120	43	35.80%
DRILL SERGEANT (FSOK)	9	3	33.30%
1/507TH	25	8	32.00%
NCO ACADEMIES	35	10	28.60%
ARMY MATERIEL COMMAND	18	5	27.80%
CADET COMMAND	162	44	27.20%
199TH INF BDE	27	7	25.90%
FIRST ARMY (ACRC)	97	22	22.70%
VICTORY TRAINING BDE (BASIC)	10	2	20.00%
RECRUITING	22	4	18.20%
CAC	11	2	18.10%
OTHER	172	31	18%
196TH INFANTRY BRIGADE	6	1	16.70%
316TH CAVALRY REGIMENT	29	3	10.30%
WTU CADRE	15	1	6.70%
DRILL SERGEANT (FJSC)	26	1	3.80%
AMU	10	0	0.00%

Table 8: Generating Force

7. Skill Qualification Identifiers (SQI) and Additional Skill Identifiers (ASI):

a. SQI Data: The data in Table 9 illustrates the selection rate of eligible SFCs that had the indicated SQI.

i. The majority of Soldiers without an SQI who were selected had multiple ASIs, exceeded the average PSG rated time and civilian education level of their peer selectees.

SPECIAL QUALIFICATION IDENTIFIER (SQI)	MOS	CONSIDERED	SELECTED	RATE
U 75TH RANGER REG LDR	11B	34	20	58.8%
	11C	6	2	33.3%
V RANGER-PARACHUTIST (NON- SQI U)	11B	205	88	42.9%
	11C	7	6	85.7%
G RANGER	11B	12	7	58.3%
	11C	0	0	0%
M FIRST SERGEANT	11B	23	13	56.5%
	11C	1	1	100.0%
X DRILL SERGEANT	11B	519	162	31.2%
	11C	68	23	33.8%
4 NON-CAREER RECRUITER	11B	203	56	27.6%
	11C	20	8	40.0%
8 INSTRUCTOR (NON-RANGER INSTRUCTOR)	11B	897	303	33.8%
	11C	107	38	35.5%
P PARACHUTIST (NON-SQI U OR V)	11B	848	295	34.8%
	11C	84	33	39.3%
3 SFAB	11B	27	15	55.6%
	11C	9	5	55.6%
NO IDENTIFIER	11B	114	22	19.3%
	11C	11	2	18.2%

Table 9: Skill Qualification Identifiers (SQI)

b. ASI Data: The data in Table 10 illustrates the selection rate of eligible SFCs that had the indicated ASI.

   i. While Air Assault, Jump Master and Pathfinder graduates all show a higher selection rate most of these NCOs had earned multiple ASIs or SQIs and this selection rate is not indicative of the course itself.

   ii. The majority of Soldiers without an ASI who were selected had multiple SQIs, exceeded the average PSG rated time of their peer selectees, and had rated 1SG time.

ADDITIONAL SKILL IDENTIFIER (ASI)	MOS	CONSIDERED	SELECTED	PERCENTAGE
2B AIR ASSAULT	11B	632	228	36.1%
	11C	67	28	41.8%
5W JUMPMASTER	11B	264	114	43.2%
	11C	21	11	52.4%
F7 PATHFINDER	11B	295	132	44.7%
	11C	35	16	45.7%
B4 SNIPER	11B	102	39	38.2%
	11C	0	0	0.0%
B1 IMLC	11B	4	1	25.0%
	11C	107	41	38.3%
2S BATTLE STAFF OPS NCO	11B	336	102	30.4%
	11C	27	11	40.7%
J3 BFV SYS MASTER GUNNER	11B	102	30	29.4%
	11C	0	0	0.0%
No ASI	11B	183	33	18.0%
	11C	11	1	9.1%

Table 10: Additional Skill Identifiers (ASI)

8. <u>Average Time in Service for Selected SFC</u>: **16 years**
    a. Most time in service: 21.4 years
    b. Least time in service: 11.4 years

9. <u>Average Time in Grade for Selected SFC</u>: **5.5 years**
    a. Most time in grade: 12.7 years
    b. Least time in grade: 2.6 years

10. Positions Above Grade: SFCs successfully (as documented through NCOERs) serving in positions above their current grade continue to be selected above their peers. 21.8% of selectees served in 1SG positions in an I, A, or SBCT.

11. Physical Fitness: **The average APFT score was 281 with 84% scoring above 270 and 12% scoring a 300.**

12. Expert Infantrymen Badge (EIB): **95%** of the selected population and **82%** of the non-select population had earned their Expert Infantryman Badge (EIB).

13. Civilian Education. NCOs must embrace lifelong learning by attending both military and civilian educational courses throughout their career. Although Infantry Proponent guidance states that a MSG should have completed a minimum of 30 semester hours, they also conclude that there is no evidence to suggest that degree completion is a selection criteria. **79%** of those selected had some college with an average of 54.7 college credits.

College	
	Selected
No College	22%
Some College	46%
Associate's Degree	14%
Bachelor's Degree or Higher	10%

TABLE 11: Civilian Education

14. Military Education: The Board Guidance provided to the Board by Proponent listed NCOES standards as follows.

a. Most Qualified: **5%** of the selected SFCs had achieved Commandants List in all NCOES courses.

b. Highly Qualified: **27%** of the selected SFCs had achieved Commandants List in the last NCOES attended.

c. **35.6%** of the selected SFCs had achieved at least one Commandants List at some point in their career.

d. The team analyzed the DA Form 1059 from the last NCOES course in the Soldiers record and compiled the data on Table 6.

Military Education		
	Selected	Non-Selected
Exceeded Course Standards	27%	15.7%
Meet Course Standards	73%	83.2%
Marginally Achieved Course Standards	0.6%	1.1%
Failed to Achieve Course Standards	0%	0.2%

TABLE 11: Military Education

15. Key Development/Deployment History: Key development time is an integral part of the CMF 11 career progression and continues to be a significant factor in selection. The Infantry Proponent recommends 24 months of Platoon Sergeant time for key development. Additionally, the vast majority of 11B/11C both selected and non-selected have at least some combat experience. **98%** had received the Combat Infantryman Badge. There is no significant change over the previous years.

Key Development/Deployment Time (In Months)		
	Selected	Non-Selected
Average Key Development Time	35.1	32.2
Average Combat Service	34.5	36.3

TABLE 12: Key Development Time

The above data was collected from the SRBs from the considered population. If a Soldiers SRB was not updated with the most current information or was not in line with their NCOERs, it would give a false sense of actual KD time. While it is difficult to determine the exact amount based on NCOERs, the data provided is sufficient enough to give a good idea of where the CMF stands.

16. DA Photo: AR 640-30 requires a DA Photo to be updated every 5th year. It is highly recommended that NCOs competing in centralized selection boards update their photos every 1-2 years. The Infantry Branch conducted a review of every selected SFC and 1,000 DA Photos from the non-select population. The photo reviewed was the official DA Photo that was viewed by the centralized selection board. The same personnel viewed select groups of photos in an attempt to minimize inconsistencies in the analysis. The DA Photo rubric below Table 13 was used as the standard for analysis and the data collected was broken down in Table 14.

DA Photo-
Exceeds Standards:
    Current rank
    Photo within 1 year
    No questions or mistakes
    Army poster worthy
Meets Standards:
    Current rank
    Photo within 5 years
    Questions about uniform or height and
    weight
Below Standard:
    Rank not current
    Photo greater than 5 years
    Glaring, obvious errors IAW DA Pam 670-1

TABLE 13: DA Photo Rubric

a. Within the selected population, **70%** of photos were taken within 12 months of the selection board while only **43%** of the non-select population had a photo within 12 months.

DA PHOTO		
	Selected	**Non-Selected**
Exceeded Standards	14%	8%
Meet Standards	82%	80%
Below Standards	4%	6%
No Photo	0.2%	6%

TABLE 14: DA Photo Ratings

17. <u>Manner of Performance Based on last 3 NCOERs</u>: The team conducted an NCOER analysis of over 3,200 NCOERs which consisted of a review of the last three that were available on the DA Form 2166-9-2. The review included the collection of both Rater Overall Performance and the Senior Rater Overall Potential ratings and a rating from the NCOER Rubric (see Table 15) based on the Senior Rater Comments and rating.

a. Overall Performance Rating as Indicated by the Rater*:*

Overall Performance		
	Selected	**Non-Selected**
Far Exceeded the Standard	61%	30%
Exceeded the Standard	37%	57%
Met Standard	2%	12%
Did Not Meet Standard	0%	1%

TABLE 15: Rater Performance

b. Overall Potential Rating as Indicated by the Senior Rater:

Overall Potential		
	Selected	**Non-Selected**
Most Qualified	31%	13%
Highly Qualified	68%	76%
Qualified	1%	10%
Not Qualified	0%	1%

TABLE 16: Senior Rater Performance

c. Overall Standing as Indicated by comparison of the Senior Rater Potential and enumeration. It is important to understand that the rubric (Table 15) used for Table 14 is not necessarily the same measurement used by the centralized selection board. It is simply a way of measuring the manor of performance based on the NCOER.

Overall Standing		
	Selected	Non-Selected
Ahead of Peers	60%	29%
Slightly Ahead of Peers	31%	30%
With Peers	8%	29%
Slightly Behind Peers	1%	7%
Behind Peers	0%	3%
Behind Peers w/DEROG	0%	2%

TABLE 17: Senior Rater Comments

18. Key Take Away/Conclusion:

   a. An exceptional SFC determined to be best qualified for promotion has:

      i. At least 24 months' rated time in an authorized leadership position (Platoon Sergeant in an A, I, or SBCT).

      ii. Earned the EIB.

      iii. Scored at least 270 on the Army Physical Fitness Test (APFT).

      iv. Completed a minimum of 30 semester hours of college.

      v. Graduated from at least five MOS-enhancing courses.

      vi. Graduated from either Bradley Master Gunner Course, Battle Staff NCO Course, or the Ranger Course.

      vii. Served in both priority Operational and Generating Force assignments.

   b. The non-select characteristics that remain consistent across FYs and all Infantry Senior Promotion Boards includes:

      i. Lack of rated time in key proponent directed positions (i.e. Platoon Sergeant);

      ii. Low APFT scores;

      iii. Missing or inaccurate DA Photo;

      iv. Attending no or few Military Training Courses;

      v. Possessing few or no SQIs/ASIs;

      vi. Incomplete, inaccurate, or missing ERB data; and

vii. Missing, inconsistent, or unsupported NCOERs and NCOER comments.

19. Ranger/BFV Master Gunner Selections: There has been a significant amount of discussion since the release of the selection list concerning the exceptionally high selection rate of Ranger qualified Infantrymen. There has also been a concern that the selection rate of BFV Master Gunners is lower than their peers. The proponent conducted additional analysis of these two populations.

   a. 31.4% of all selectees were either Ranger or BFV MG qualified. Ranger qualified NCOs comprised 25.6% (123/480) of the selectees and BFV MGs 6.2% (30/480) (2   selectees had both identifiers). Ranger qualified NCOs continue to be selected at a significantly higher rate than the rest of the population.
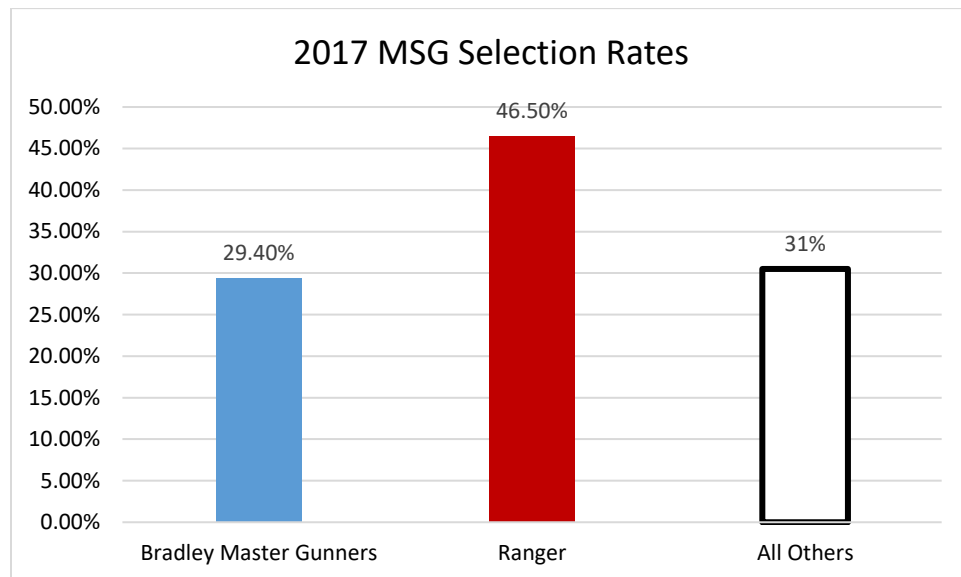

Table 17: Ranger and BFV MG Selection Rates

   b. An analysis of BFV Master Gunner and Ranger Course graduates was conducted based on the proponent guidance for "exceptionally qualified" in the following areas: 24 months Rated PSG Time, 270 or higher APFT, College credit, EIB and presence or lack of a CIB. The following table depicts the results. **Blue bars reflect data associated with BFV Master Gunners and Red with Ranger Course graduates.**
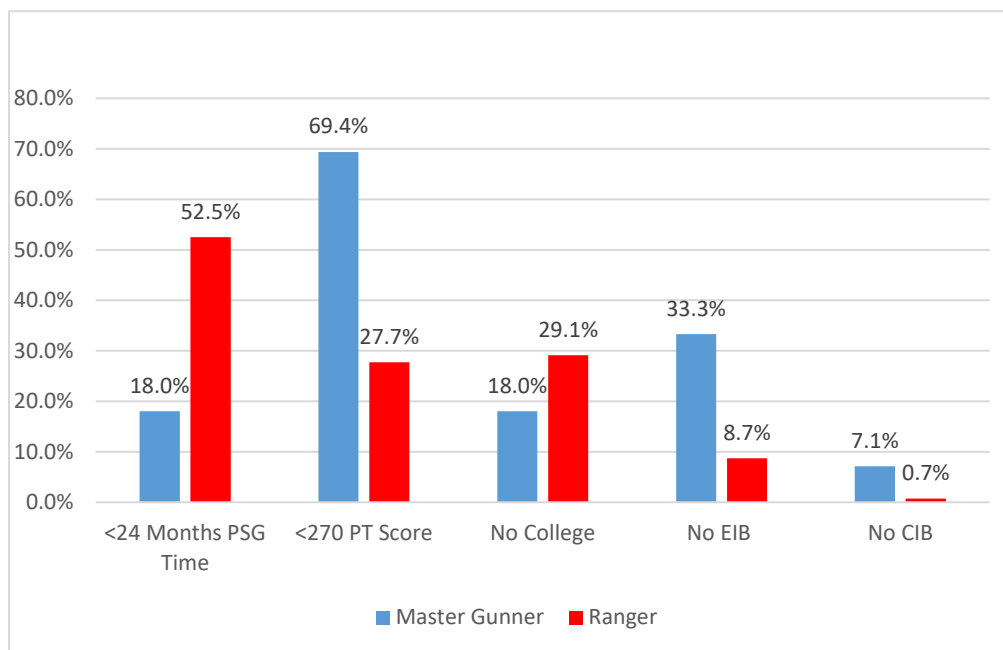
Table 18: BFV/Ranger Non-Select Characteristics

c. BFV MG qualified Infantrymen had a similar selection rate to those who were not Ranger qualified, Infantrymen serving in Master Gunner positions continue to see lower selection rates.

    i. 43.3 % of all BFV MG Qualified selectees had never served in a Master Gunner position in their career.

    ii. 70.5% of BFV MG Qualified selectees that had served in a MG position served for less than 24 months.

20. The lower selection rates are not limited to BFV MGs. Non-Ranger qualified Infantry SFCs with more than 24 months in positions other than as a PSG were not viewed as favorable.

21. The above statements are confirmed by the data provided by the FY18 and previous FY MSG board analysis. While the FY18 MSG board did have a higher than average selection rate. There were no significant changes in selections that indicate any unexpected anomalies.

22. Point of contact for the CMF11 Post MSG Board Analysis at HRC is SFC Geoffrey P. Comer at geoffrey.p.comer.mil@mail.mil or (502)613-4878. The point of contact for the Infantry Proponent is SFC Cody L. Paasch at cody.l.paasch.mil@mail.mil or (706)545-1472.

AHRC-EPA-I
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