

INFORMATION PAPER

2015 CMF 11 Sergeant First Class Selection Board

ATSH-IP
16 February 2016

1. Purpose: To provide information on the results of the FY15 Career Management Field (CMF) 11 selection list to Sergeant First Class (SFC).
2. Overview: The FY15 SFC Promotion Selection Board convened on 2 June 2015 and recessed on 26 June 2015 to consider eligible Soldiers for promotion to Sergeant First Class. The board reviewed the records of 3466 Infantry Staff Sergeants (SSGs). The Army established the following eligibility criteria:
 - a. Primary Zone: Date of Rank (DOR) of 5 February 2011 and earlier.
 - b. Secondary Zone: DOR is 6 February 2011 thru 3 June 2012.
 - c. Advanced Leaders Course (ALC) and Structured Self Development Level 3 (SSD-3) completion was a firm eligibility requirement for consideration.
3. Selection Rates:

- a. The Infantry CMF had an overall selection rate of 12.1% (420/3466). MOS 11C SFCs had a selection rate of 16.6% (61/366) and MOS 11B had a selection rate of 11.5% (359/3099). The Army overall selection rate was 25.1%. The Infantry had a significantly lower selection rate than the Army.¹

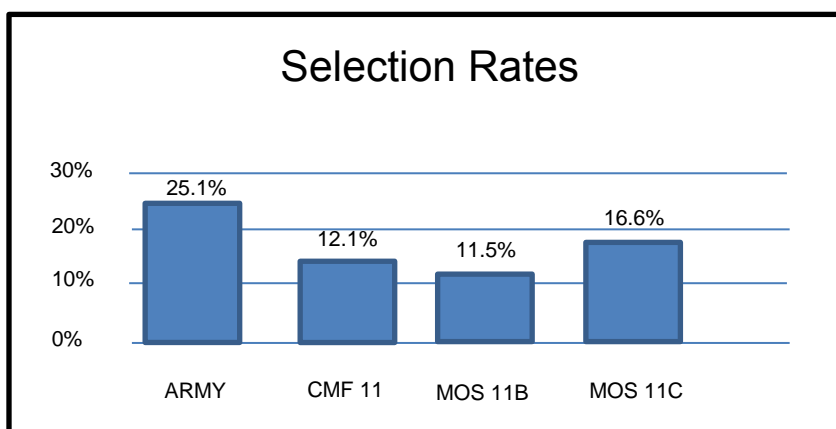


TABLE 1: CMF 11 by MOS

Primary versus Secondary Zone Selections: The Infantry Panel continues to select MOS 11B NCOs in the Secondary Zone (SZ) at a significantly higher rate than those in the Primary Zone (PZ). This disparity also impacted the CMFs overall selection, with a

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.

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significantly larger portion of the entire CMF being selected in the secondary zone. MOS 11C NCOS saw similar rates in both the primary and secondary zones.

	Primary Zone			Secondary Zone		
	Eligible	Selected	Rate	Eligible	Selected	Rate
CMF 11 420 / 3466	2200	150	6.8%	1266	270	21.3%
MOS 11B 359/3099	1991	111	5.5%	1114	248	22.2%
MOS 11C 61/366	209	39	18.6%	152	22	14.4%

TABLE 2: Primary versus Secondary by MOS

b. 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.

Force Segment	MOS	CONSIDERED	SELECTED	RATE
Operation Division	NA	8473	2146	25.3%
CMF 11 Total	NA	3466	420	12.1%
Infantry	11B	3099	359	11.5%
	11C	366	61	16.6%
PSYOP	37	136	116	85.3%
Air Defense	14	331	164	49.5%
Aviation	15	1099	240	24.6%
Special Forces	18	586	580	99%
Armor	19	1323	273	20.6%
Artillery	13	1383	273	18.5%

TABLE 3: Operations Division CMFs

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c. 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.

Force Segment	CONSIDERED	SELECTED	RATE
MOS11B	3099	359	11.5%
Operating Force	1658	174	10.4%
Generating Force	1441	185	12.8%
MOS 11C	366	61	16.6%
Operating Force	206	28	13.5%
Generating Force	160	33	20.6%

TABLE 4: Operating /Generating Force Comparison

d. Operational Forces. Operating Force selection rates by Separate Brigade/BCT Type: All BCTs and other segments saw similar selection rates for NCOs in both MOS 11B and 11C.

OPERATING FORCE	MOS	CONSIDERED POPULATION	SELECTED POPULATION	RATE
Operating Force	11B	1658	174	10.4%
	11C	206	28	13.5%
75TH RANGER	11B	75	9	12.0%
	11C	1	1	100.00%
IBCT (ABN)	11B	189	23	12.1%
	11C	24	3	12.5%
SBCT	11B	393	32	8.1%
	11C	85	14	16.4%
IBCT	11B	399	28	7.0%
	11C	27	6	22.2%
ABCT	11B	553	74	13.3%
	11C	66	5	7.5%
Special Forces (SWC)	11B	49	8	16.3%
	11C	3	1	33.3%

TABLE 5: Selection Rates by BCT/Separate Brigades

e. Generating Force. When compared against each other, MOS 11C NCOs assigned to the Generating force had a significantly higher rate than those in MOS 11B.

(1) MOS 11B's assigned as Drill Sergeants as an entire cohort had a significantly higher selection rate than all others in the generating force. When broken down by location of assignment, those at Ft Benning had a significantly higher rate and those at Ft Sill had a significantly lower selection rate. MOS 11B Drill Sergeants at Forts Jackson and Leonard Wood were similar to other Generating Force Soldiers.

(2) MOS 11B soldiers assigned to the Airborne Ranger Training Brigade (ARTB) were not selected at a higher rate than their peers when viewed in total. When viewed as a separate segment, those MOS 11B Soldiers assigned as Ranger Instructors, continue to have selection rates higher than their peers.

(3) MOS 11B NCOs assigned to Small Group Leaders in NCOAs had significantly lower selection rates than others in the Generating Force.

(4) 11C's assigned as Ranger Instructors had a significantly higher selection rate than their peers in other Generating Force assignments.

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GENERATING FORCE		CONSIDERED POPULATION	SELECTED POPULATION	RATE
Generating Force	11B	1441	185	12.8%
	11C	160	33	20.6%
HHC MCOE	11B	68	7	10.2%
	11C	7	0	0.00%
RANGER TRAINING BRIGADE	11B	122	9	7.3%
	11C	8	5	62.5%
1ST ARMY (AC/RC)	11B	77	5	6.4%
	11C	18	1	5.5%
316TH CAV RGT	11B	174	13	7.4%
	11C	2	0	0.00%
DRILL SERGEANT (FBGA)	11B	163	75	46.0%
	11C	62	18	29.0%
DRILL SERGEANT (FJSC)	11B	236	25	10.5%
	11C	14	1	7.1%
DRILL SERGEANT (FLMO)	11B	34	4	11.7%
	11C	0	0	0.00%
DRILL SERGEANT (FSOK)	11B	78	3	3.8%
	11C	0	0	0.00%
RECRUITING	11B	210	25	11.9%
	11C	23	5	21.7%
NCOA CADRE	11B	69	2	2.8%
	11C	8	1	12.5%
Other Generating Forces	11B	210	17	8.0%
	11C	18	2	11.1%

TABLE 6: Generating Force by Brigade or Higher Unit

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f. Individual Soldier Qualifications:

(1) Special Qualification Identifiers:

(a) Ranger qualified MOS 11B NCOs continue to have selection rates significantly higher than their peers. A Ranger qualified Infantryman is almost four times higher than a non-Ranger.

(b) MOS 11B Soldiers assigned as Instructors (other than as Ranger Instructors) and Recruiters had lower selection rates.

SKILL QUALIFICATION IDENTIFIER (SQI)	MOS	CONSIDERED	SELECTED	RATE
CMF Selection Rates	11B	3099	359	11.5%
	11C	366	61	16.6%
V RANGER-PARACHUTIST	11B	398	186	46.7%
	11C	52	10	19.2%
G RANGER	11B	333	14	4.2%
	11C	12	1	8.3%
X DRILL SERGEANT	11B	965	100	10.3%
	11C	150	27	18.0%
4 NON-CAREER RECRUITER	11B	746	36	4.8%
	11C	115	11	9.5%
8 INSTRUCTOR	11B	1908	180	9.4%
	11C	269	34	12.6%
P PARACHUTIST (NON-SQI U OR V)	11B	2023	88	4.3
	11C	146	18	12.3%
O NO IDENTIFIER	11B	558	4	.71%
	11C	99	3	3.0%

TABLE 7: Skill Qualification Identifiers

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(2) Additional Skill Identifiers:

(a) Although Pathfinder had a significantly higher selection rate the majority of these NCOs were also Ranger qualified.

(b) MOS 11B Battle Staff qualified NCOs had a significantly lower selection rate that can most likely be attributed to their extended service outside of traditional Infantry leadership positions in Rifle Platoons.

(c) MOS 11B BFV Master Gunners continue to have significantly lower selection rates.

(d) The majority of MOS 11C SSG considered and selected were IMLC qualified.

ADDITIONAL SKILL IDENTIFIER (ASI)	MOS	CONSIDERED	SELECTED	RATE
CMF Selection Rates	11B	3099	359	11.5%
	11C	366	61	16.6%
2B AIR ASSAULT	11B	1037	124	11.9%
	11C	250	31	12.4%
5W JUMPMaster	11B	286	85	29.7%
	11C	51	4	7.8%
F7 PATHFINDER	11B	279	81	29.0%
	11C	44	12	27.2%
2S BATTLE STAFF OPS NCO	11B	242	6	2.4%
	11C	22	2	9.0%
J3 BFV SYS MASTER GUNNER	11B	204	15	7.3%
B4 SNIPER	11B	217	44	20.2%
B1 IMLC	11C	352	53	15.0%
NO ASI	11B	1139	24	2.1%
	11C	12	0	0.00%

TABLE 8: Additional Skill Identifiers

Note: All Soldiers without an ASI who were selected had multiple SQIs, all met or exceeded the average SSG rated time of their peer selectees.

(3) Expert and Combat Infantryman Badge(s): The EIB continues to be a discriminator for promotion.

	MOS 11B		MOS 11C	
	Select	Non-Select	Select	Non-Select
Combat Infantryman Badge	96%	96%	95%	98%
Expert Infantryman Badge	83%	57%	72%	53%

Table 9: EIB/CIB Data

4. General Comments and Observations: The following statements are related to the average characteristics of the selectees versus a random sample of non-selectees.

a. MOS 11B

(1) MOS 11B Soldiers selected had less Time in Service and Time in Grade than the non-selects. This is a direct reflection of the Infantry's selection of NCOs in the secondary zone.

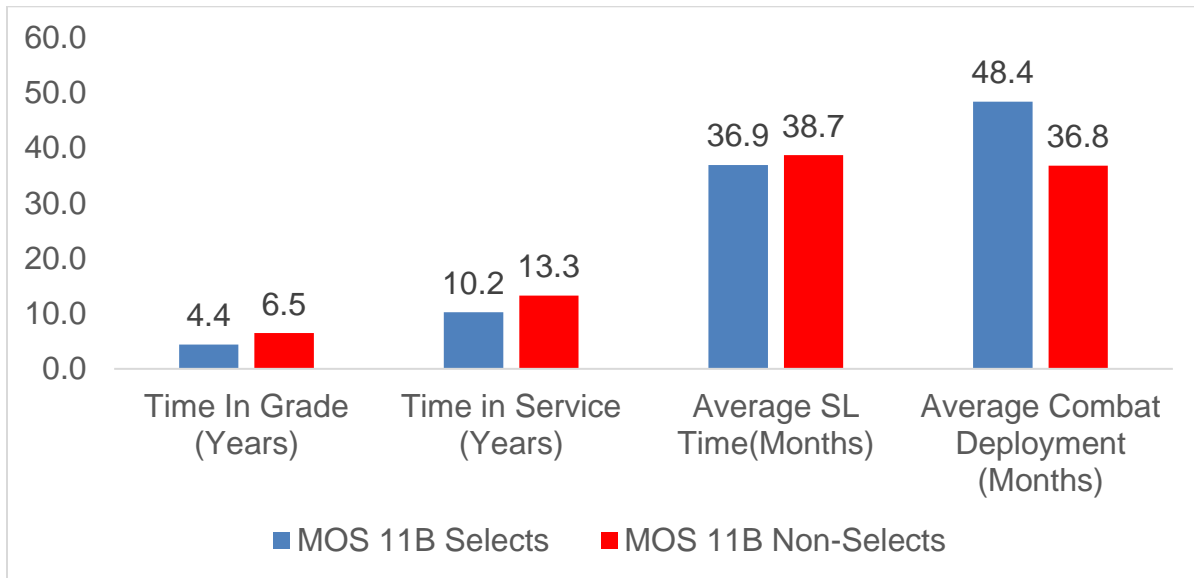


Table 10: Service Data

(2) The majority of MOS 11B NCOs have completed some post-secondary education. The average number of semester hours for a selectee was 37 whereas the average in the non-select sample had 30. The chart below shows the difference between the two populations in terms of degree completion.

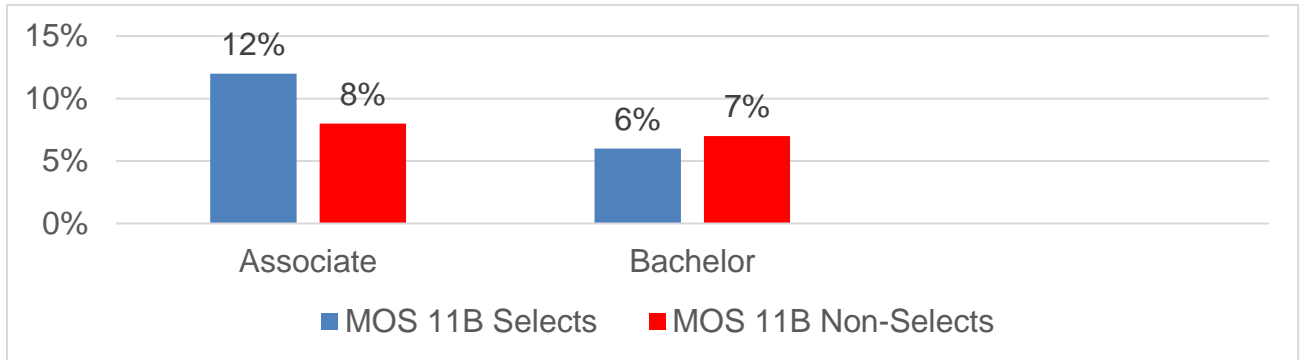


Table 11: Civilian Education Data

(3) Infantry selection boards continue to recognize NCOs who perform well on the APFT.

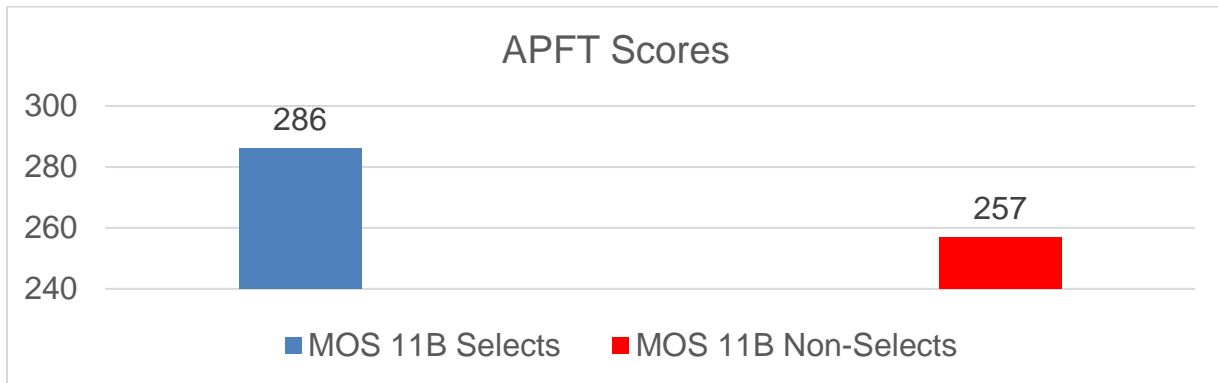


Table 12: MOS 11B APFT Data

(4) Almost 50% of the MOS 11B SSG population resides in the operating force. The proponent guidance states that promotion and selection boards should consider those that have demonstrated their abilities top excel in both key operating and generating force billets above their peers.

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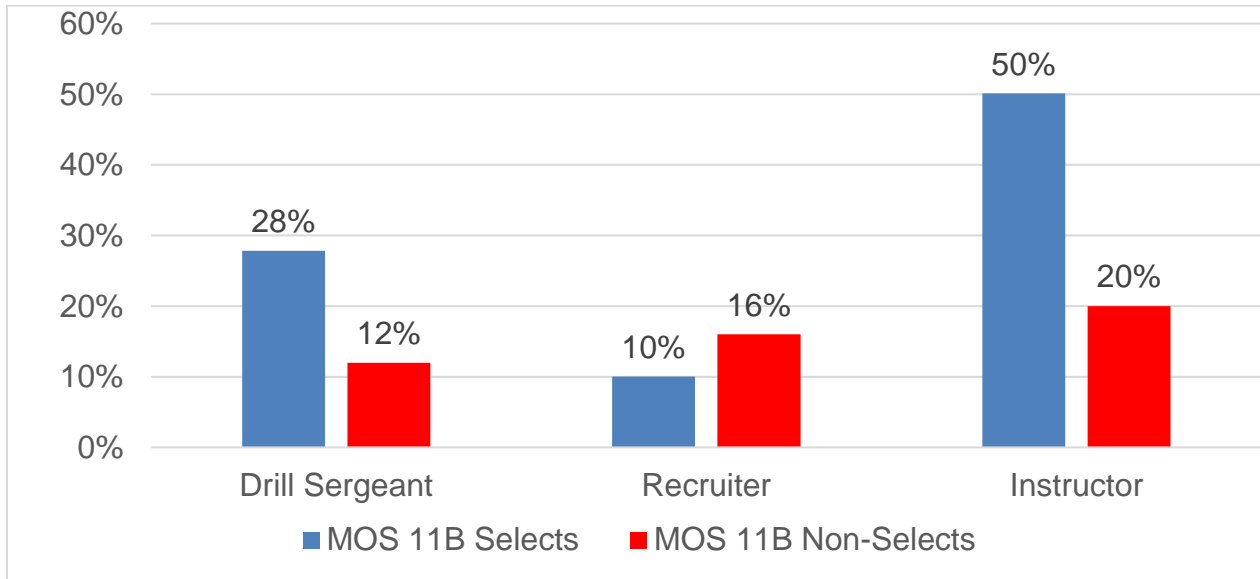


Table 13: Generating Force Experience

b. MOS 11C

(1) Although the time in service was similar between the select and non-select populations, time in grade there was a large difference in the rated section/squad leader time for MOS 11C NCOs. Unlike MOS 11B where the selected population had almost 12 months more combat deployment experience, the MOS 11C select population had less combat experience.

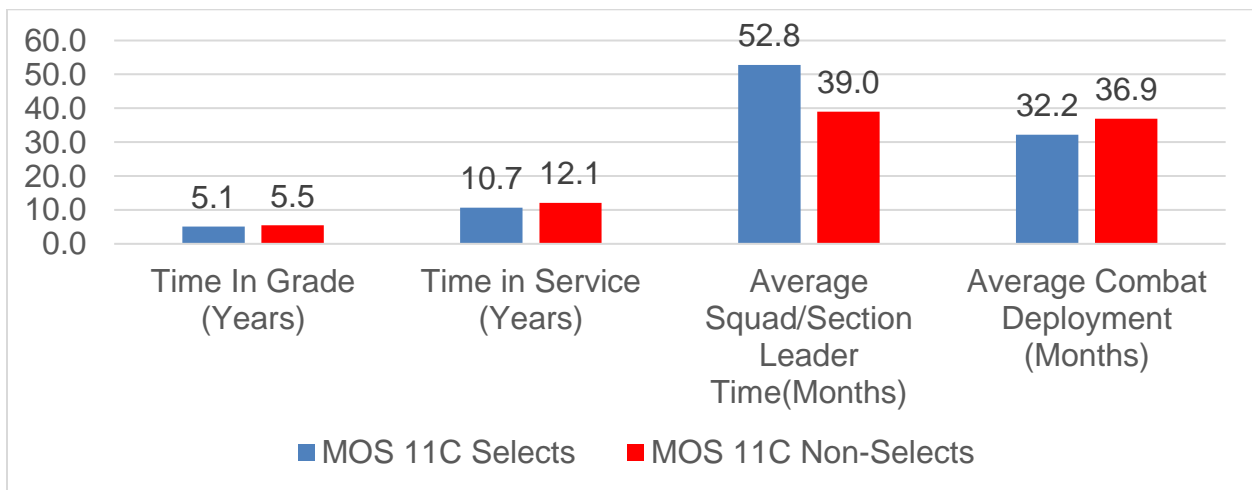


Table 14: Service Data

(2) The selected population within MOS11C had a considerable number of NCOs who had completed an Associate’s Degree. The trend reversed itself in regard to Bachelor level degrees. Soldiers in the Generating force have greater opportunities to complete civilian education but the time away from service in squad/section leader positions is more detrimental in MOS 11C.

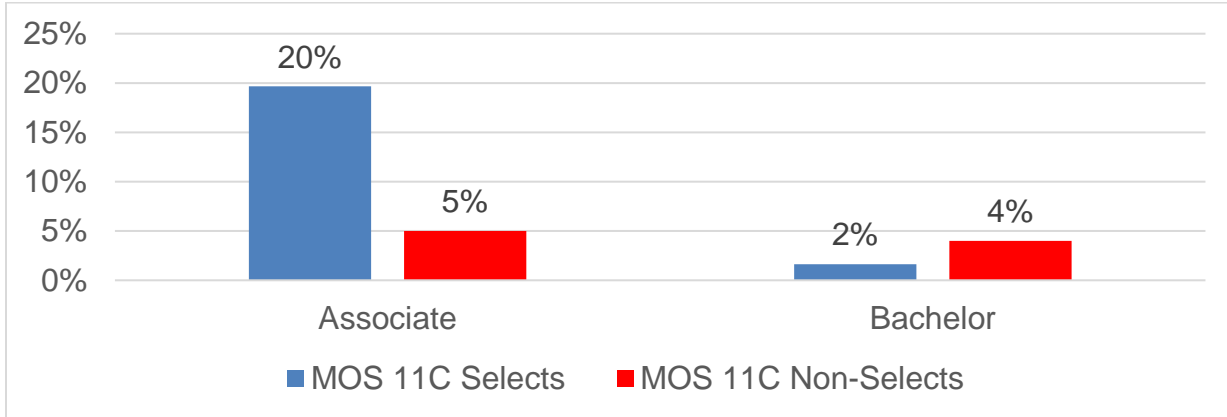


Table 15: Civilian Education Data

(3) Similar to MOS 11B, the selected population within MOS 11C had higher average APFT Scores.

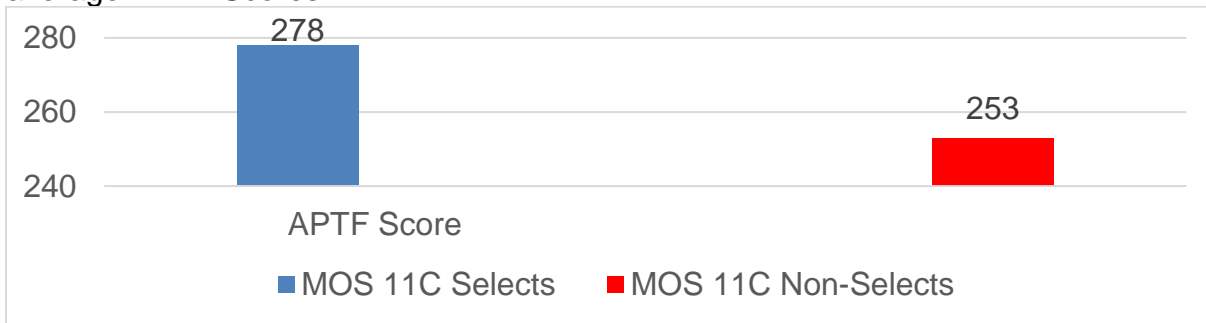


Table 16: APFT Data

(4) Unlike MOS 11B, the majority of MOS 11C positions are in the operational forces. As with MOS 11B, DA Pam 600-25 states that promotion and selection boards should consider those that have demonstrated their abilities to excel in both key operating and generating force billets above their peers. Just as it is seen in MOS 11B, NCOs who are or have previously served in USAREC are selected at a lower rate than their peers in other generating force positions and lower than those who have never served in the generating force.

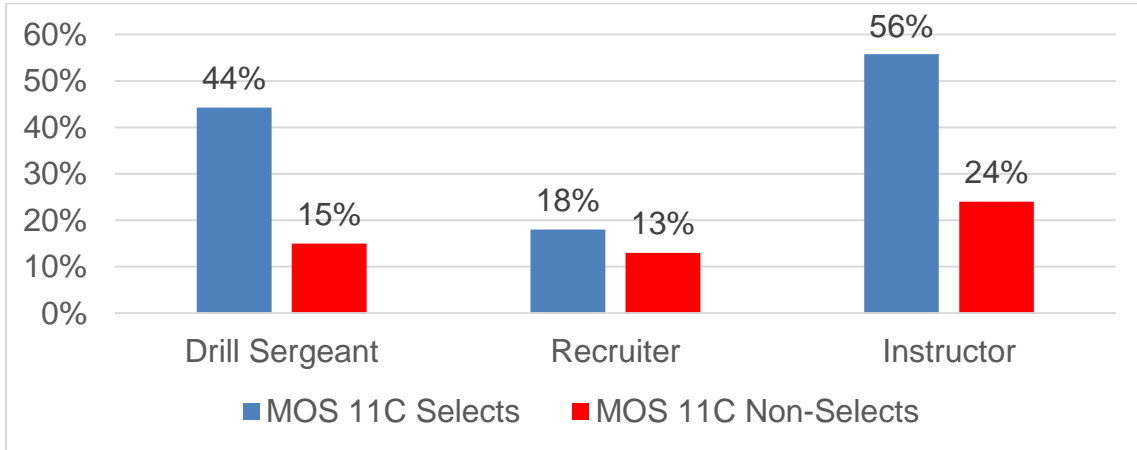


Table 17: Generating Force Experience

5. Non-Select Characteristics: These characteristics remain constant across FYs and all Infantry CMF Senior Promotion Boards:

a. Lack of rated time in key proponent directed positions (i.e. Squad Leader at the grade of SSG). The proponent recommends a minimum of 24 months in these positions however promotion boards continue to select individuals who have significantly more.

b. DA Photo Missing or inaccurate

b. Attendance at few Military Training Courses

c. Possession of few or no SQIs / ASIs

d. Low APFT score

e. NCOERs contain unsupported comments: Excellent and Needs Improvement *

f. NCOERs contain inconsistent rater/ senior rater assessment of performance and potential *

g. Missing NCOER's

h. Incomplete or Missing ERB Data *

i. Missing/outdated photographs *

j. Height and weight changes (height for gained weight) *

* Data points from Official Board AAR