

# INFORMATION PAPER

## 2016 CMF 11 Sergeant First Class Selection Board

ATSH-IP  
9 January 2017  
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1. Purpose: To provide information related to the FY16 Career Management Field (CMF) 11 Sergeant First Class (SFC) selection list.

2. The FY16 SFC Promotion Selection Board convened on 1 June 2016 to consider eligible Soldiers for promotion to Sergeant First Class. The board reviewed the records of 4481 Infantry Staff Sergeants (SSGs). The Army established the following eligibility criteria:

- a. Primary Zone: Date of Rank (DOR) of 2 June 2012 and earlier.
- b. Secondary Zone: DOR is 3 June 2012 thru 2 June 2014.
- c. Advanced Leaders Course (ALC) and Structured Self Development Level 3 (SSD-3) completion were firm eligibility requirements for consideration.

3. Selection Rates: Information for this analysis came from the Enlisted Distribution and Assignment System (EDAS) and individual Enlisted Records Brief (ERB) obtained via eMILPO. It does not reflect the information of any Department of the Army Special Roster (DASR) listed NCOs.

a. CMF 11 had an overall selection rate of 18.2% (815/4481). MOS 11C SSGs had a selection rate of 21.5% (91/423) and MOS 11B had a selection rate of 17.8% (724/4058). The rates of MOS 11B and 11C are statistically similar however; both MOS and the CMF selection rate was significantly lower than the Army's overall selection rate of 31%.<sup>1</sup>

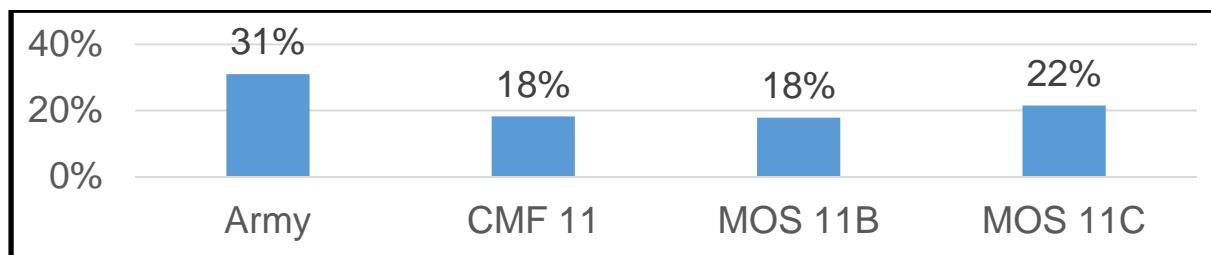


TABLE 1: CMF 11 by MOS

<sup>1</sup> 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.

b. Primary versus Secondary Zone Selections: There was an insignificant variation across CMF11 between the Primary and Secondary Zones of Consideration. This reverses a recent trend of Infantry selection panels promoting a greater percentage from the secondary zone.

	Primary Zone			Secondary Zone		
	Eligible	Selected	Rate	Eligible	Selected	Rate
<b>CMF 11</b> <b>815 / 4481 (18.2%)</b>	2693	491	18.2%	1788	324	18.1%
<b>MOS 11B</b> <b>724/4058 (17.8%)</b>	2418	438	18.1%	1640	286	17.4%
<b>MOS 11C</b> <b>91/423 (21.5%)</b>	267	53	19.8%	156	38	24.3%

TABLE 2: Primary versus Secondary by MOS

c. 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
<b>Operation Division</b>	<b>NA</b>	<b>10218</b>	<b>3195</b>	<b>23.8%</b>
<b>CMF 11 Total</b>	<b>NA</b>	<b>4481</b>	<b>815</b>	<b>18.2%</b>
Infantry	<b>11B</b>	<b>4058</b>	<b>724</b>	<b>17.8%</b>
	<b>11C</b>	<b>423</b>	<b>91</b>	<b>21.5%</b>
PSYOP	37	231	64	27.7%
Air Defense	14	373	228	61.1%
Aviation	15	1677	532	31.7%
Special Forces	18	641	504	78.6%
Armor	19	1301	399	24.1%
Artillery	13	1514	653	43.1%

TABLE 3: Operations Division CMFs

d. 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
<b>MOS11B</b>	<b>4058</b>	<b>724</b>	<b>17.8%</b>
OPERATING FORCE	2066	371	17.9%
GENERATING FORCE	1992	353	17.7%
<b>MOS 11C</b>	<b>423</b>	<b>91</b>	<b>21.5%</b>
OPERATING FORCE	237	47	19.8%
GENERATING FORCE	186	44	23.6%

TABLE 4: Operating /Generating Force Comparison

e. Operational Force Analysis:

(1) MOS 11B NCOs assigned to Special Operations Forces (SOF) (i.e. 75<sup>th</sup> Ranger Regiment, USAJFKSWCS) continued to have a significantly higher selection rate than their General Purpose Force (GPF) counterpart's.

(2) MOS 11B NCOs in Airborne IBCTs had significantly higher selection rates than all other GPF units.

(3) 11C NCOS saw significantly higher rates of those assigned to the 75<sup>th</sup> Ranger Regiment.

(4) Ranger qualified NCOs have higher selection rates than their non-Ranger peers. Selection rates of non-Ranger qualified NCOs does not vary by GPF unit type. Airborne IBCTs historically send more NCOs to the Ranger Course and therefore experience higher selection rates. Units that do not provide an opportunity for Infantry NCOs to attend the Ranger Course put their Soldiers at a disadvantage.

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OPERATING FORCE	MOS	CONSIDERED POPULATION	SELECTED POPULATION	RATE
Operating Force	11B	2066	371	17.9%
	11C	237	47	19.8%
75 <sup>th</sup> Ranger	11B	64	56	87.5%
	11C	3	3	100.00%
IBCT (ABN)	11B	269	80	29.7%
	11C	22	9	40.9%
SBCT	11B	338	38	11.2%
	11C	85	16	18.8%
IBCT	11B	600	87	14.5%
	11C	64	11	17.1%
ABCT	11B	399	39	9.7%
	11C	38	6	15.7%
Special Forces (SWC)	11B	58	21	36.2%
	11C	7	0	0.0%

TABLE 5: Selection Rates by BCT/Separate Brigades

f. Generating Force Analysis:

(1) There was no significant difference between MOS 11C and 11B NCOs assigned to the Generating Force.

(2) MOS 11B Soldiers assigned to 1<sup>st</sup> Army and US Army Recruiting Command continue to have lower selection rates. NCOs assigned to duties in these organizations continue to experience lower selection rates even after returning to operational units within the GPF.

(3) MOS 11C NCOs assigned as Drill Sergeants within the 198<sup>th</sup> Infantry Brigade had significantly higher selection rates.

(4) MOS 11C's assigned as Drill Sergeants and Instructors as an entire cohort had a significantly higher selection rate than all others in the generating force.

(5) MOS 11B 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.

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GENERATING FORCE		CONSIDERED POPULATION	SELECTED POPULATION	RATE
<b>Generating Force</b>	<b>11B</b>	1992	353	17.7%
	<b>11C</b>	186	44	23.6%
Infantry School	11B	208	36	17.3%
	11C	65	24	36.9%
Ranger Training Brigade	11B	133	74	55.6%
	11C	4	2	50%
1ST ARMY (AC/RC)	11B	67	3	4.4%
	11C	21	3	14.2%
316TH CAV RGT	11B	191	24	12.5%
	11C	7	2	28.5%
Drill Sergeant (FBGA)	11B	232	41	17.6%
	11C	58	23	39.6%
Drill Sergeant (FJSC)	11B	220	49	22.2%
	11C	6	1	16.6%
Drill Sergeant (FLMO)	11B	52	9	17.3%
	11C	0	0	0.00%
Drill Sergeant (FSOK)	11B	74	16	21.6%
	11C	0	0	0.00%
Recruiting	11B	432	51	11.8%
	11C	43	6	13.9%
NCOA Cadre	11B	77	8	10.3%
	11C	9	0	0.0%
Other Generating Forces	11B	306	42	13.7%
	11C	13	3	23.0%

TABLE 6: Generating Force by Brigade or Higher Unit

## g. Skill Qualification Identifiers (SQI) Analysis:

(1) Ranger qualified MOS 11B NCOs continue to have selection rates significantly higher than their peers. Although performance remains a requirement, it is clear that Ranger qualified NCOs are significantly more competitive than a non-Ranger qualified NCO. Ranger qualified NCOs have an approximately four times higher selection rate compared to their non-Ranger peers.

(2) Former and current MOS 11C Drill Sergeants had significantly higher selection rates.

(3) Former and current MOS 11B Recruiters continue to have significantly lower selection rates. Given the extremely stringent moral and aptitude requirements to serve as a detailed recruiter along with Human Resourced Commands continued increase of Recruiting requirements (above TDA authorizations), DA selection as a Detailed Recruiter continues to place a significant number of otherwise highly qualified Infantry NCOs at a distinct disadvantage.

(4) Infantry NCOs who are not qualified for any SQI remain less competitive and continue to have significantly lower selection rates.

SKILL QUALIFICATION IDENTIFIER (SQI)	MOS	CONSIDERED	SELECTED	RATE
CMF Selection Rates	11B	4058	724	17.8%
	11C	423	91	21.5%
V Ranger-Parachutist	11B	392	263	67.1%
	11C	20	13	65.0%
G Ranger	11B	46	23	50%
	11C	6	4	66.6%
X Drill Sergeant	11B	1058	215	20.3%
	11C	110	38	34.5%
4 Non-Career Recruiter	11B	994	108	10.8%
	11C	69	12	17.3%
8 Instructor	11B	1689	316	18.7%
	11C	176	57	32.3%
P Parachutist (Non-SQI U OR V)	11B	1446	231	15.9
	11C	109	28	25.6%
O No Identifier	11B	287	21	9.7%
	11C	53	4	7.5%

TABLE 7: Skill Qualification Identifiers

h. Additional Skill Identifier (ASI) Analysis:

(1) Although Pathfinder, Air Assault, and Jump Master qualified Soldiers had higher rate, the majority of those selected were also Ranger qualified. An analysis of non-Ranger, Pathfinder did not reveal a significant promotion rate.

(2) MOS 11B Battle Staff qualified NCOs had a significantly higher selection rate. This reverses a trend that indicated Battle Staff and service in Operations and Intelligence Sections of Battalions and higher organizations reduced an NCOs promotion potential. This may be an anomaly related to this selection panel only.

(3) MOS 11B Bradley Fighting Vehicle Master Gunners have significantly higher selection rates than their peers. Although still only half the rate of Ranger selections, this is a positive continuing trend. Approximately 70% of these Soldiers had at least two reports (18-24 months) in BFV MG positions in the last three years.

(4) IMLC (ASI "B1") was essentially required for promotion (98% of selectees versus 91% of eligible).

(5) As with the SQI analysis, NCOs that had not attended any ASI-producing course had significantly lower selection rates. NCOS selected without an ASI possessed multiple SQIs or had exceptionally large quantities of MTO&E leadership time.

(6) IBCT Commanders and installations with predominately IBCT BCTs tend to send a greater number of Soldiers to ASI producing courses. The requirements for many ASIs (e.g. Sniper, IMLC, etc.) do not differ significantly across BCTs.

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ADDITIONAL SKILL IDENTIFIER (ASI)	MOS	CONSIDERED	SELECTED	RATE
<b>CMF Selection Rates</b>	<b>11B</b>	<b>4058</b>	<b>724</b>	<b>17.8%</b>
	<b>11C</b>	<b>423</b>	<b>91</b>	<b>21.5%</b>
2B Air Assault	11B	1235	286	23.1%
	11C	122	35	28.6%
5W Jumpmaster	11B	316	147	46.5%
	11C	29	13	44.8%
F7 Pathfinder	11B	317	112	35.3%
	11C	28	12	42.8%
2S Battle Staff OPS NCO	11B	218	62	28.4%
	11C	16	4	25.0%
J3 BFV SYS Master Gunner	11B	154	53	34.4%
B4 Sniper	11B	258	82	31.7%
B1 IMLC	11C	385	89	23.1%
No ASI	<b>11B</b>	<b>673</b>	<b>63</b>	<b>9.3%</b>
	11C	12	1	8.3%

TABLE 8: Additional Skill Identifiers

i. Expert and Combat Infantryman Badge(s) Analysis:

(1) Approximately 90% of Infantry NCOs considered by this board were recipients of the CIB. It was not a significant factor in selection.

(2) CMF 11 Soldiers who earned the EIB have significantly higher section rates than those who have failed to earn the recognition.

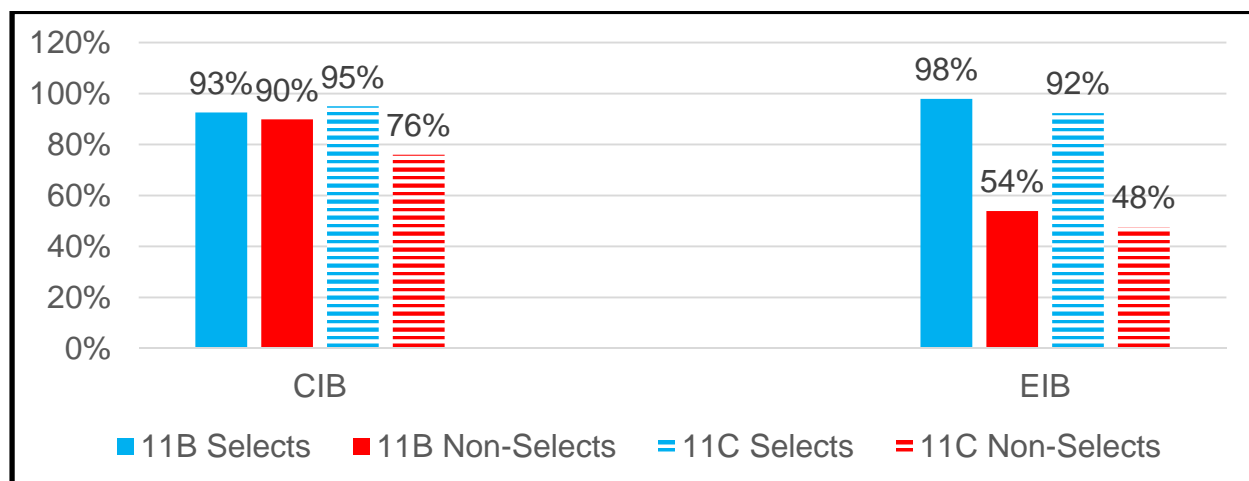


Table 9: CIB / EIB Data



j. Service and Key Assignment Data:

(1) Time in Grade / Service Data:

(a) MOS 11B Soldiers selected had less time in service and time in grade than the non-selects. This is due primarily to the influence the selection rates of the 75<sup>th</sup> Ranger Regiment have on the CMF as a whole

(b) An Infantryman's best chances for selection remain in the secondary zone or their first look in the primary zone. CMF 11 Soldiers see significantly lower selection rates as they drop farther into the primary zone.

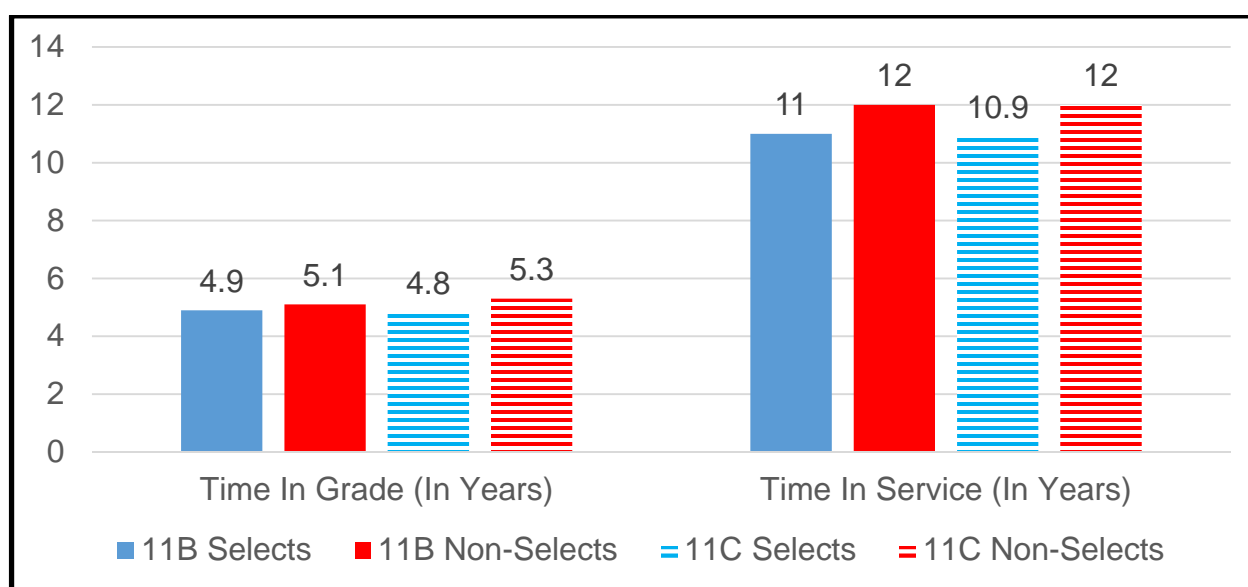


Table 10: Time In Grade / Service

(2) Key Developmental and Combat Service Data:

(a) Assignment in the key operational assignments for MOS 11B (Rifle Squad Leader) remain above the proponent recommended threshold (24 months).

(b) MOS 11C NCOs continue to serve longer in SSG key operational assignment than their 11B peers. This reinforces the selection of Infantrymen earlier in their eligibility. If an NCO has not developed and demonstrated "expertise and/or exceptional performance" by their second rating in key leadership assignments, additional time in position does not increase their competitiveness.

(c) Combat Service remains similar between the select and non-select populations as well as between MOSs. The Average Infantry SSG has spent 20.8% of his career in a combat deployed status. Combat Service time for both MOS 11B and 11C dropped compared to FY 15 reflecting a reduction in combat deployments across the force.

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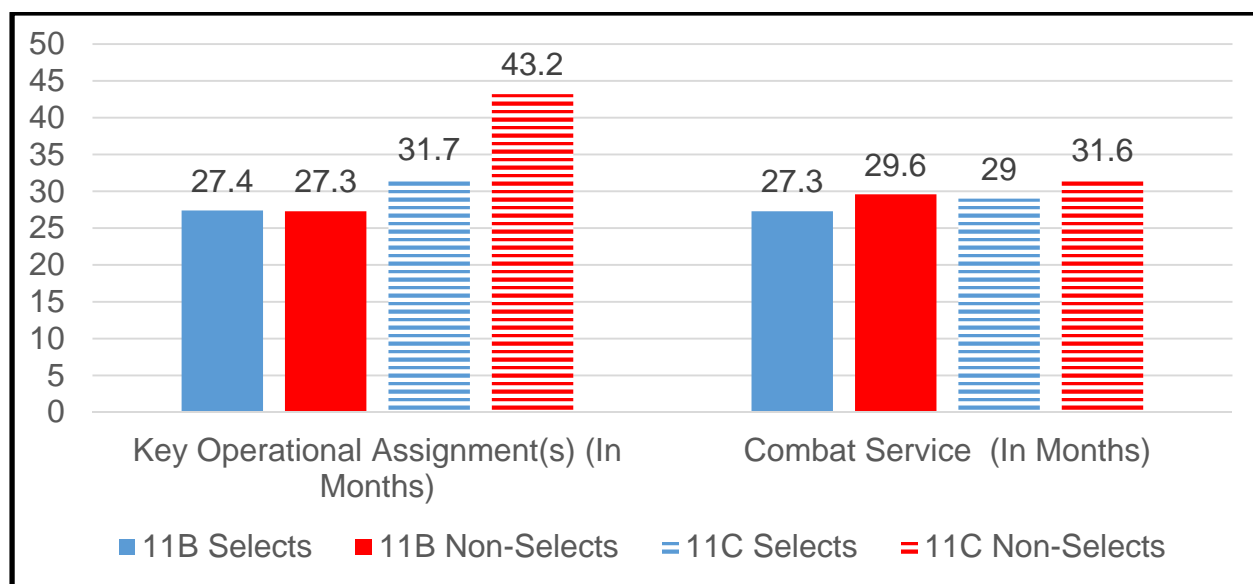


Table 11: Key Operational Assignments / Combat Service Data

k. APFT Data: The average APFT score for the MOS 11B select population was approximately 25 points higher than the non-selects. In MOS 11C the difference was less, (~17 points) and the average scores were lower than MOS 11B.

	Average APFT	270 or higher	300
11B Selects	284	90.2 %	19.7%
11B Non-Selects	258	44.9%	4.7%
11C Selects	277	80.6%	11.3%
11C Non-Selects	260	41.5%	0%

Table 12 APFT Data

l. Civilian Education: Civilian education did not appear to be a factor in selection.

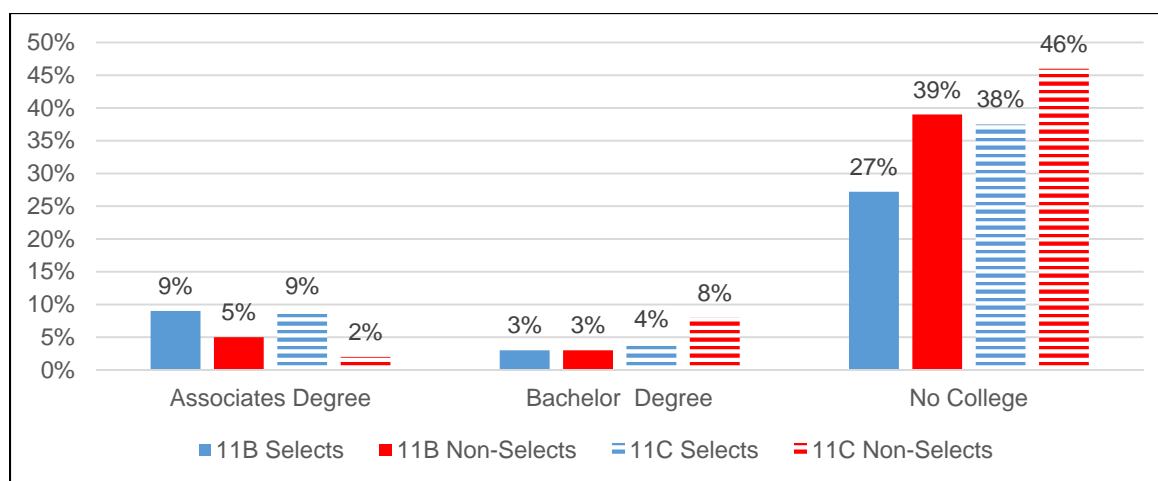


Table 13: Civilian Education

## 4. Analysis of DA 600-25 Selection Criteria:

a. MOS 11B: An exceptional SSG that is determined to be best qualified for promotion will have at least 24 months' rated time in an authorized leadership position; will have earned the EIB; will have scored at least 270 on the Army Physical Fitness Test (APFT); will have completed some college classes; will have graduated from at least five MOS-enhancing courses; will have graduated from either Bradley Master Gunner Course, Battle Staff NCO Course, or the Ranger Course; and will have served in both priority Operational Force and priority Generating Force assignments.

Criteria	Selected Population
Served a minimum of 24 months in authorized leadership positions (Only 57.7% met the proponent goal of 24 months as a Rifle Squad Leader)	90.5%
Scored 270 or higher on the APFT	90.2%
Earned the EIB	97.9%
Graduate from five MOS-enhancing Courses	99.3%
Master Gunner, Battle Staff, or Ranger Course Graduate (Only 27% of eligible population possessed one or more of these qualifications.)	54.4%
Served in both Operating and Generating Force	66.2%

Table 14: MOS 11B DA Pam 600-25 "Exceptional" Definition Comparison

b. MOS 11C: An exceptional SSG who is determined to be best qualified for promotion will have at least 24 months' rated time in an authorized leadership position; will have earned the EIB; will have scored at least 270 on the APFT; will have completed some college classes; will have graduated from at least five MOS-enhancing courses; will have graduated from the Infantry Mortar Leader Course; will have graduated from either Battle Staff NCO Course, or the Ranger School; and will have served in both priority Operating Force and priority Generating Force assignments.

Criteria	Met
Served a minimum of 24 months in authorized leadership positions (Only 68.1% met the proponent goal of 24 months in a SSG level Squad Leader/ Section Leader positions)	96.5%
Earned the EIB	76%
Scored 270 or higher on the APFT	80.6%
Graduate from five MOS-enhancing Courses	100%
IMLC Graduate	89.7%
Battle Staff, or IMLC, or Ranger Course Graduate	97%
Served in both Operating and Generating Force	76%

Table 15: MOS 11C DA Pam 600-25 "Exceptional" Definition Comparison

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. Rifle Squad Leader / Mortar Section/Squad Leader) compared to their peers. The proponent recommends a minimum of 24 months in these positions however, promotion boards continue to select individuals who have significantly more.

b. Low APFT score

c. DA Photo Missing or inaccurate

d. Attendance at few Military Training Courses

e. Possession of few or no SQIs / ASIs

f. NCOERs contain unsupported comments: Excellent and Needs Improvement<sup>1</sup>

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

h. Missing NCOER's

i. Incomplete, Inaccurate, or Missing ERB Data

j. Missing/outdated photographs

k. Significant Height and Weight fluctuations

AUTHENTICATED BY  
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<sup>1</sup> Data points in 5.f. through 5.j. were from Official Board AAR.