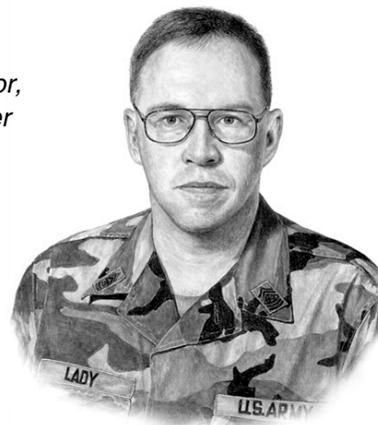


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## NCO Restructuring Makes Its Impact On the Armor Force

As promised last issue, I am including several charts to show the actual changes being made to our NCO rank structure. These changes are due to the Change in NCO Structure (CINCOS) initiative adopted by the CSA on 22 July 1997 (and the subject of my last article).

As you can see, the master gunners paid the price on the TOE side. By 1 Oct 1998, tables of organization and equipment will show all company MGs as SSGs, all battalion/squadron MGs as SFCs, and division and separate brigade MGs as MSGs (in units where the operations sergeant is a sergeant major position).

On the TDA side, the reductions affected Ft. Knox IET instructors and other-TRADOC post range control personnel most heavily.

Since the CINCOS was adopted, the SFC-selection list has been published, and many Armor/Cavalry NCOs and

commanders are concerned with the selection rate. CINCOS impacted on the CY 97 promotion selections to SFC. At this time, there are 1,251 19K and 543 19D SFC positions authorized. In FY 99 there will be 1,051 19Ks and 513 19Ds authorized. The smaller selection rate (7.8% versus 9.4% in 1996) reflects the smaller need for SFCs in the restructuring force (we currently have about 1,368 SFCs on active duty). The good news is that the reduction in slots has already been factored; the bad news is that selection rates will be no greater for next year.

Having read the "Career Management Field (CMF) 19 Review and Analysis" of the board results, I am left with one very strong impression: **Those NCOs**

**selected for promotion had succeeded as leaders in the traditional leadership positions.** They had served in troop assignments prior to their selection for special duty and they returned to similar positions immediately on release from special duty. They stayed competitive with their peers, and maintained their PMOS and grade competency.

Secondary zone selectees had already succeeded in the leadership positions normally filled by sergeants first class. In addition, they have served or are currently serving in at least one specialty assignment, are in excellent physical condition, and have a very strong background in troop-leading positions.

*Continued on Page 56*

### TOE Downgrades/Changes

- TOE Div/Sep Bde/Regt Master Gunners: If the unit has an E9 Ops SGM (-4 E9)
- Recoded Asst Ops SFC/SGT in Corps/Div/Bde from MOS 19K to 19D (+39 E5; +22 E7)
- Company master gunners (-146 E7)
- Battalion master gunners (-38 E8)

### Proposed Change by MACOM

|              | MOS 19D     |            |           | MOS 19K    |             |             | MOS 19Z    |           |
|--------------|-------------|------------|-----------|------------|-------------|-------------|------------|-----------|
|              | E5          | E6         | E7        | E5         | E6          | E7          | E8         | E9        |
| USAREUR      | +9          |            | +5        | -9         | +30         | -27         | -7         | -1        |
| FORSCOM      | +27         | -3         | +21       | -26        | +119        | -106        | -28        | -4        |
| PERSCOM      |             |            |           |            |             |             | +1         | -1        |
| 8TH ARMY     | +3          |            | +3        | -3         | +11         | -11         | -3         |           |
| TRADOC       | +61         | -33        | -24       | +61        | -38         | -87         | -5         |           |
| <b>TOTAL</b> | <b>+100</b> | <b>-36</b> | <b>+5</b> | <b>+23</b> | <b>+122</b> | <b>-231</b> | <b>-42</b> | <b>-6</b> |

# DRIVER'S SEAT (Continued from Page 6)

While a future article will discuss in greater detail what I will emphasize when briefing all three centralized promotion boards, the results of this board track with what I think Armor/Cavalry

needs: proven, successful leaders who set a HIGH standard while leading their soldiers from the front.

So, good and bad news aside, the great news is that 123 staff sergeants are now

promotable! Congratulations! The Armor/Cavalry force will benefit from your leadership.

“SERGEANT, TAKE THE LEAD”

### Other TDA Changes *(Outside Ft. Knox)*

- 7th ATC NCOA: Dep Cmdt, E9 to E8
- Fort Stewart Range Div: Range Ops NCO
- Fort Carson Ed Center: Ed Cen NCO, E6 to E5
- Fort McPherson Range Mod: MG/Range E8 to E7

|     | SGT | SSG | SFC | MSG | SGM |
|-----|-----|-----|-----|-----|-----|
| 19D | +4  | -5  | +7  |     |     |
| 19K | +2  | +9  | -13 |     |     |
| 19Z |     |     |     | -3  | -1  |

### Fort Knox Changes

|              | SGT         | SSG         | SFC         | MSG       | SGM       |
|--------------|-------------|-------------|-------------|-----------|-----------|
| 19D          | +85         | -31         | -55         |           |           |
| 19K          | +112        | -71         | -104        |           |           |
| 19Z          |             |             |             | -5        | NC        |
| <b>TOTAL</b> | <b>+197</b> | <b>-102</b> | <b>-159</b> | <b>-5</b> | <b>NC</b> |