

MEMORANDUM THRU CHIEF OF STAFF, US ARMY ARMOR CENTER

FOR COMMANDER, US ARMY ARMOR CENTER

SUBJECT: Information Paper – Results of CY03 Selection List to Sergeant First Class

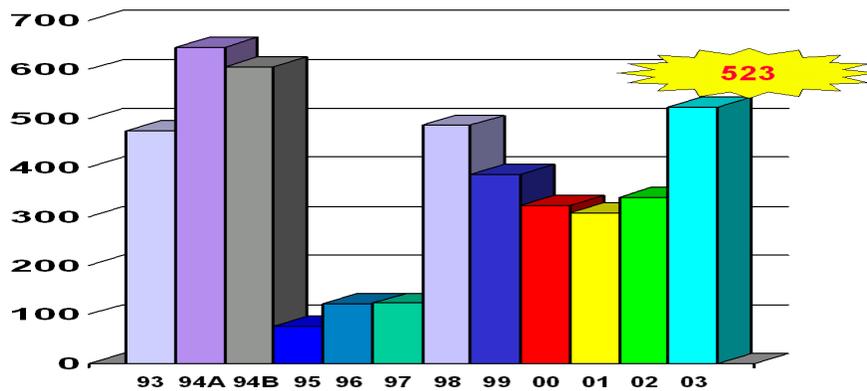
1. Purpose. To provide information to the Chief of Armor on the results of the CMF 19 CY03 Selection List to Sergeant First Class.
2. General. The Sergeant First Class Selection Board convened on 29 May 03. In FY02, the Deputy Chief of Staff approved the resequencing of the HQDA Enlisted Centralized Promotions Boards. The current sequence presented challenges in filling training seats and created short notice PCS notifications. To better serve families and support the force, the resequencing began with this board. This board selected 19 months' worth of SSGs for promotion to carry promotion through the next SFC board results release in May 05.
3. Zones of Consideration. The Sergeant First Class Selection Board considered Staff Sergeants with a Date of Rank (DOR) of 1 Oct 2001 and earlier with a Basic Active Service Date (BASD) between 30 May 1984 through 29 May 1997 (both dates inclusive). Also the board considered soldiers normally ineligible due to RCP (BASD earlier than 30 May 1984) in a PMOS or unit affected by stop loss.
  - a. Primary zone. SSG with DOR of 30 Jun 00 and earlier.
  - b. Secondary zone. SSG with DOR of 1 Jul 00 through 1 Oct 01.
  - c. SSGs in the following categories were not considered:
    - (1) who have an approved retirement.
    - (2) who have an approved denial of continued service under the Qualitative Management Program (QMP).
    - (3) who have signed a Declination of Continued Service Statement (DCSS) in accordance with AR 601-280.
    - (4) who are not a resident or non-resident Basic Non-Commissioned Officer Course (BNCOC) qualified, unless graduated from ANCOG. Soldiers who would have potentially been graduates had they not deployed to Operation Iraqi Freedom (OIF) were excepted.

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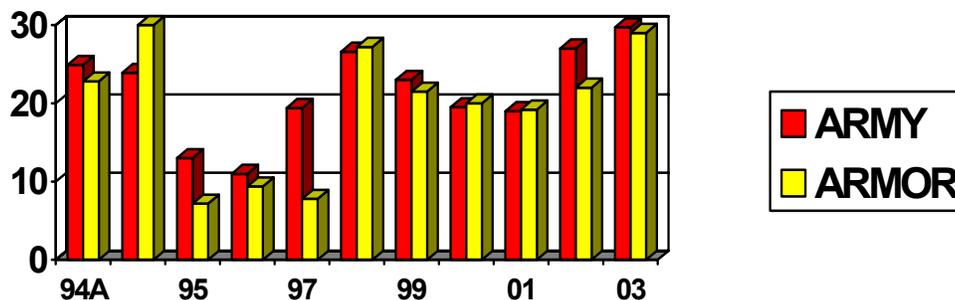
4. Information. The following is a profile of the SSGs selected for promotion to Sergeant First Class:

a. The total number of CMF 19 SSGs selected was 523, of these 315 were 19Ks and 208 19Ds. This is the largest number selected since CY94. However when viewed as a 19-month selection versus a 12-month selection the number selected is comparable to the number selected the past 3 years. The following chart depicts the Sergeant First Class selections over the past 10 years.



b. The selection rate for Armor SSGs remains comparable to the rest of the Army. The following table and chart depict this year's selection rates and the percentage trends over the past 10 years.

	Past PZ	1 <sup>st</sup> Time PZ	PZ Total	SZ	Total
MOS 19D	29.3	36.6	31.9	20.0	29.7
MOS 19K	32.5	33.0	32.6	25.5	30.1
CMF 19	31.3	34.5	32.4	22.8	28.6
Army	28.7	40.9	33.1	24.5	29.7

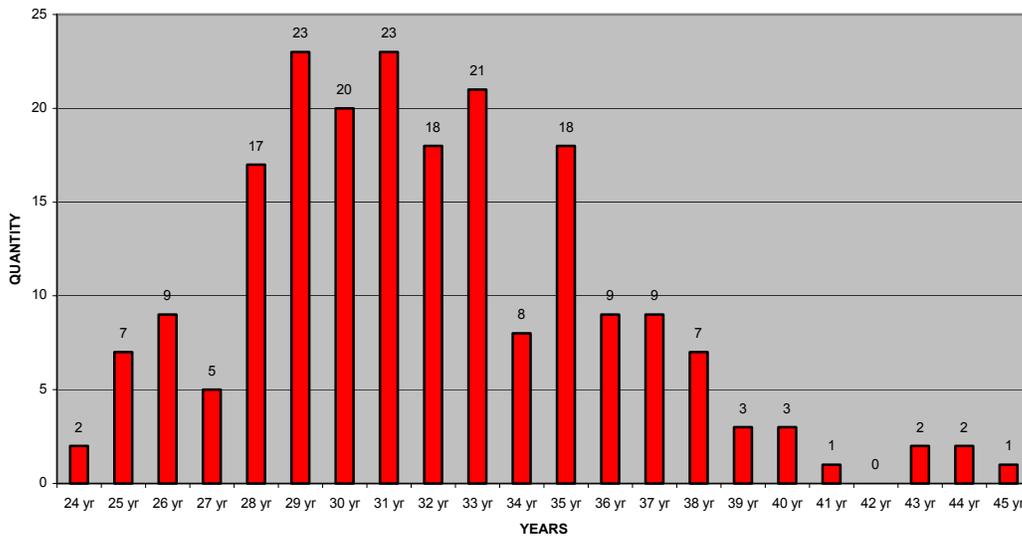


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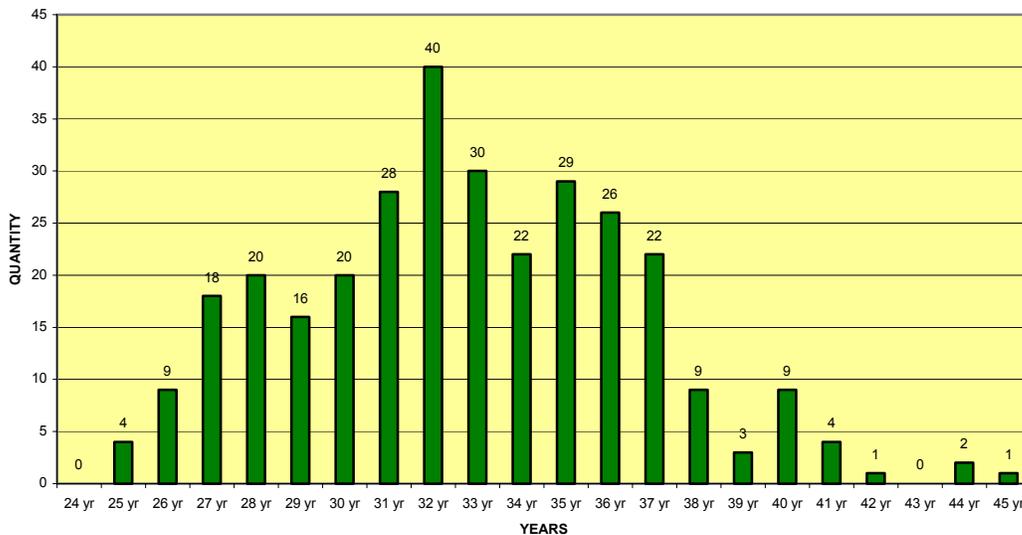
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c. The average age of the SSGs selected was 32.46 for the 19Ds and 33.30 for the 19Ks. This compares to 33.40 and 33.20 last year. For the 19Ds, the oldest was 45.25 and the youngest was 24.66. For the 19Ks, the oldest was 50.73 and the youngest was 25.00. All calculations used in this document are based on the release date of the promotion list.

19D SELECTION BY AGE



19K SELECTION BY AGE

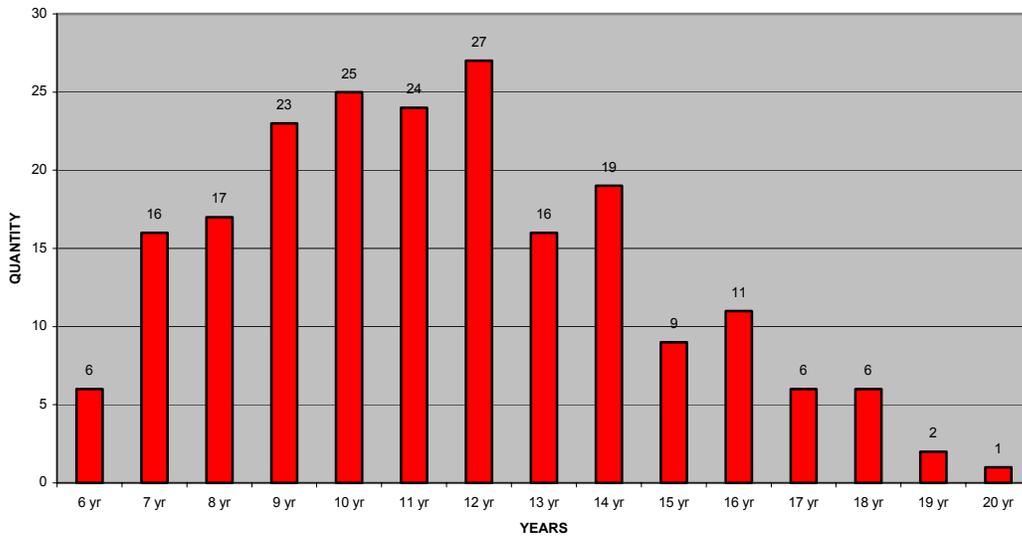


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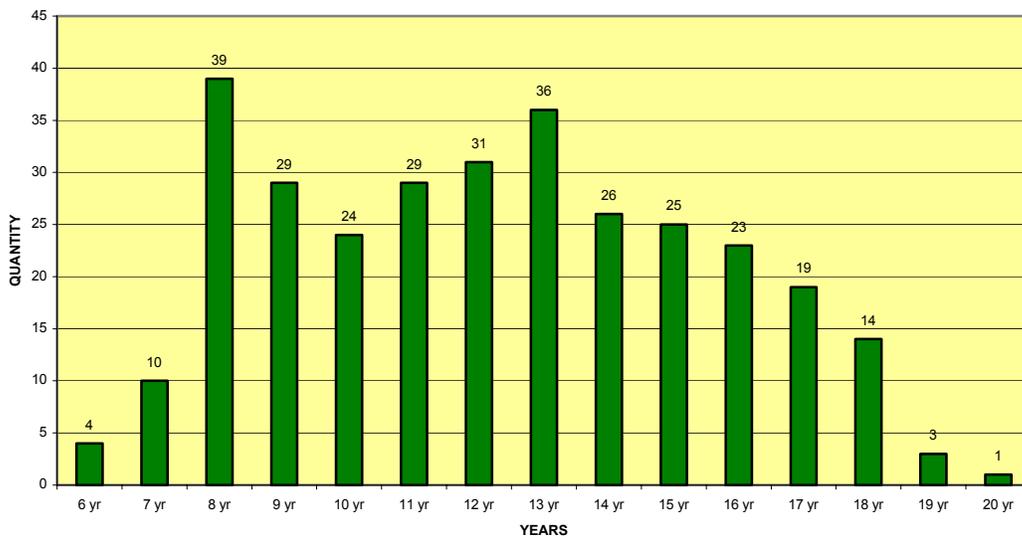
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d. The average time in service (TIS) of the SSGs selected was 11.99 for the 19Ds and 12.73 for the 19Ks. This compares to 12.96 and 12.73 last year. For the 19Ds, the highest was 20.16 and the lowest was 6.43. For the 19Ks, the highest was 20.16 and the lowest was 6.67

**19D SELECTION BY TIS**



**19K SELECTION BY TIS**

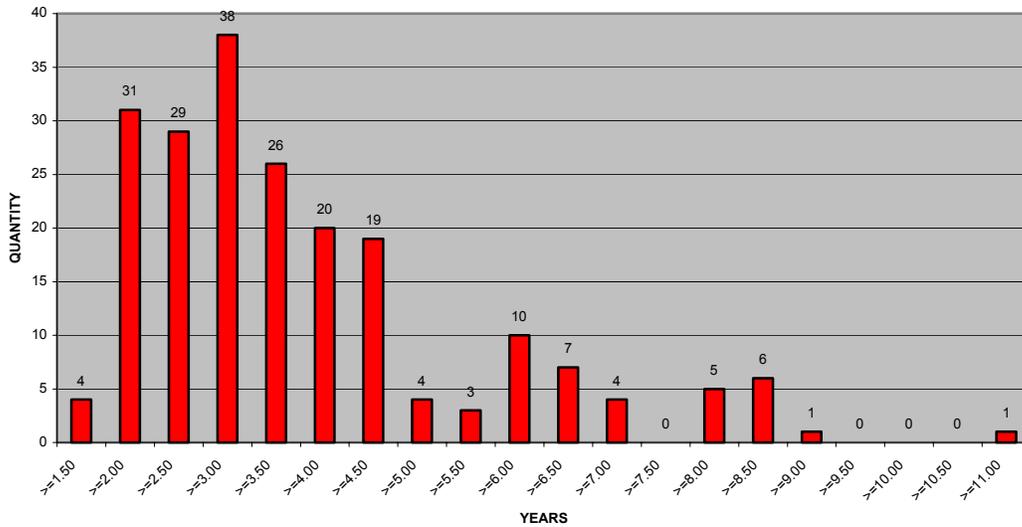


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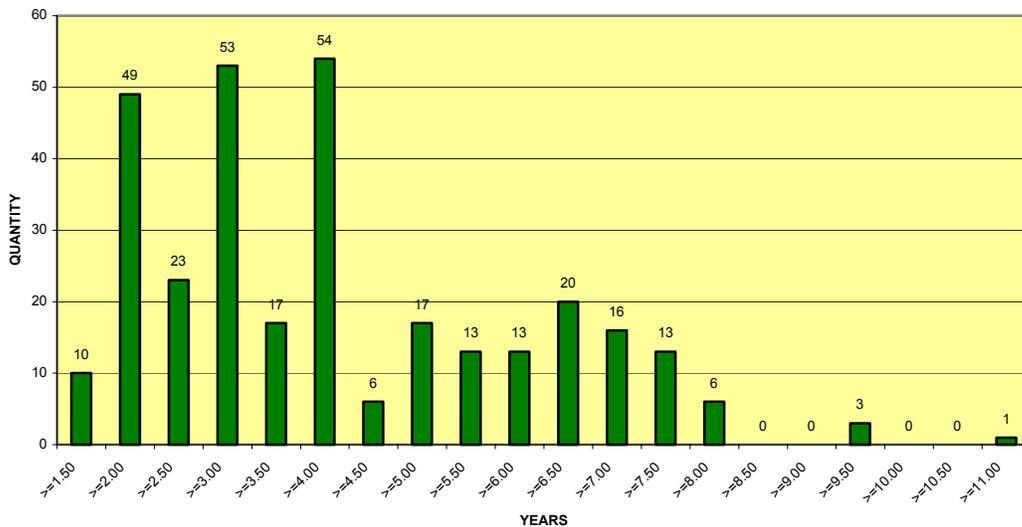
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e. The average time in grade (TIG) of the SSGs selected was 4.05 for the 19Ds and 4.41 for the 19Ks. This compares to 4.23 and 4.63 last year. For the 19Ds, the highest was 11.14 and the lowest was 1.89. For the 19Ks, the highest was 13.97 and the lowest was 1.89.

19D SELECTION BY TIG



19K SELECTION BY TIG

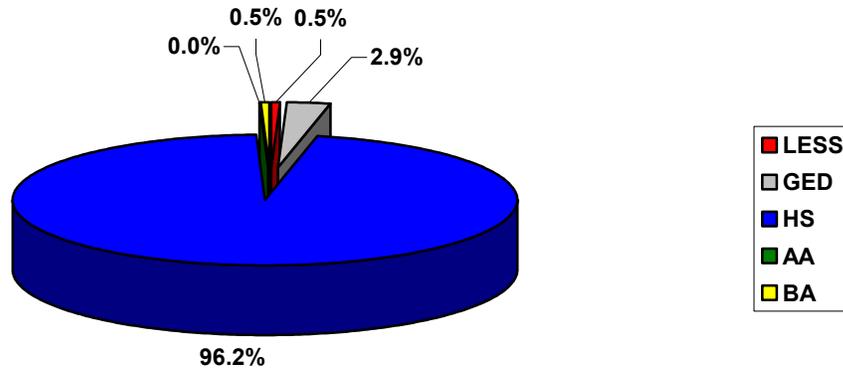


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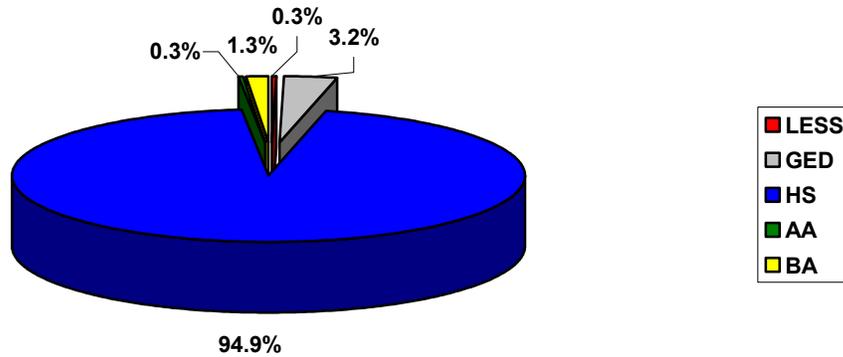
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f. The level of Degree Completion for the SSGs selected for SFC:

**19D SELECTION DEGREE COMPLETION**



**19K SELECTION DEGREE COMPLETION**

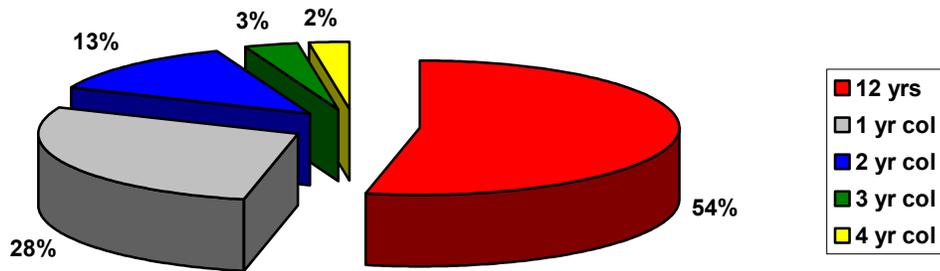


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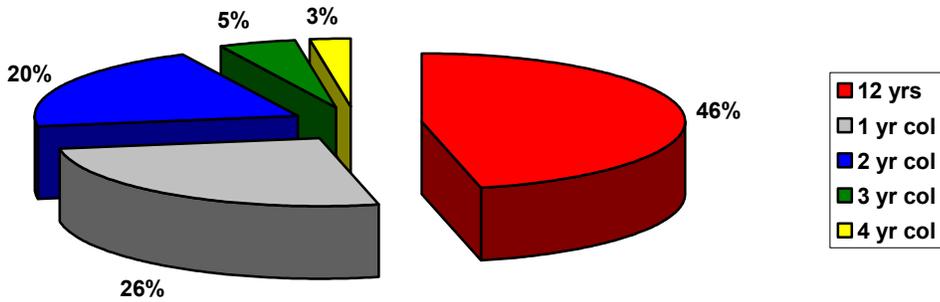
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g. The Education Level for the SSGs selected for SFC:

**19D SELECTION EDUCATION LEVEL**



**19K SELECTION EDUCATION LEVEL**

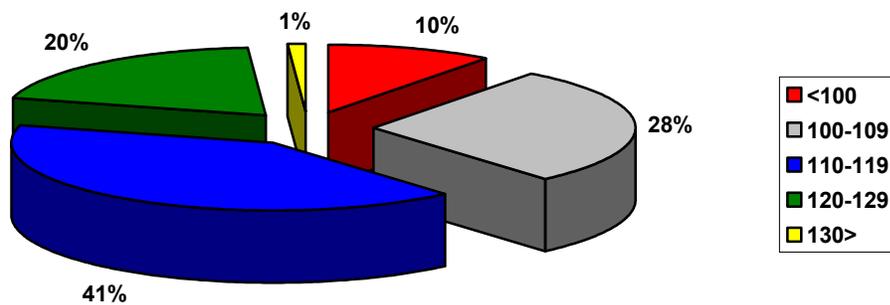


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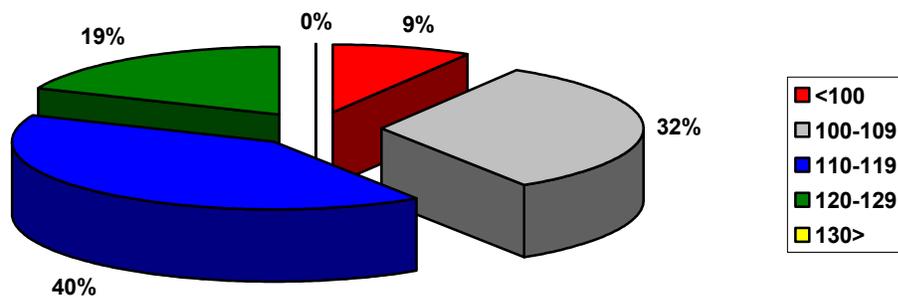
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h. The selection board does not use GT scores to select soldiers for promotion. The GT score is intended only as a trainability predictor. In some cases, PERSCOM uses GT scores as waiverable criteria for selection to certain assignments. PERSCOM and the Armor Center highlight many of these assignments to the selection board.

### 19D SELECTION GT SCORES



### 19K SELECTION GT SCORE

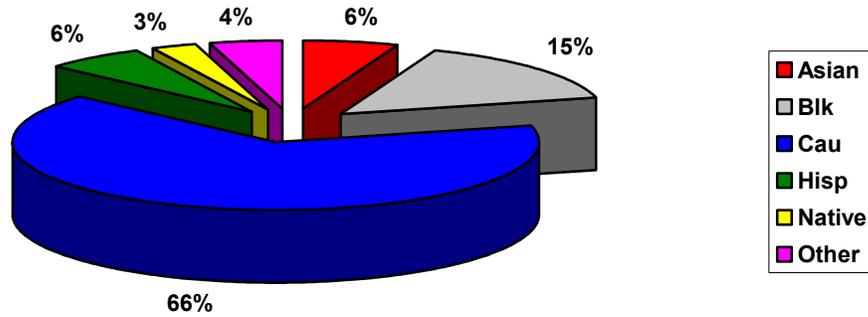


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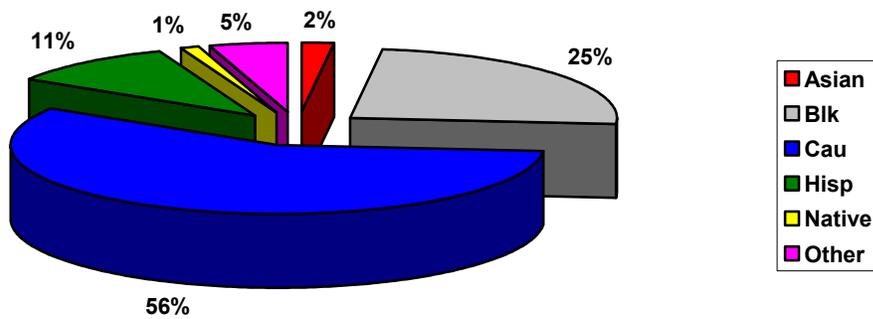
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i. The ethnic distribution of the SSGs selected for promotion is:

**19D SELECTION RACE**



**19K SELECTION RACE**

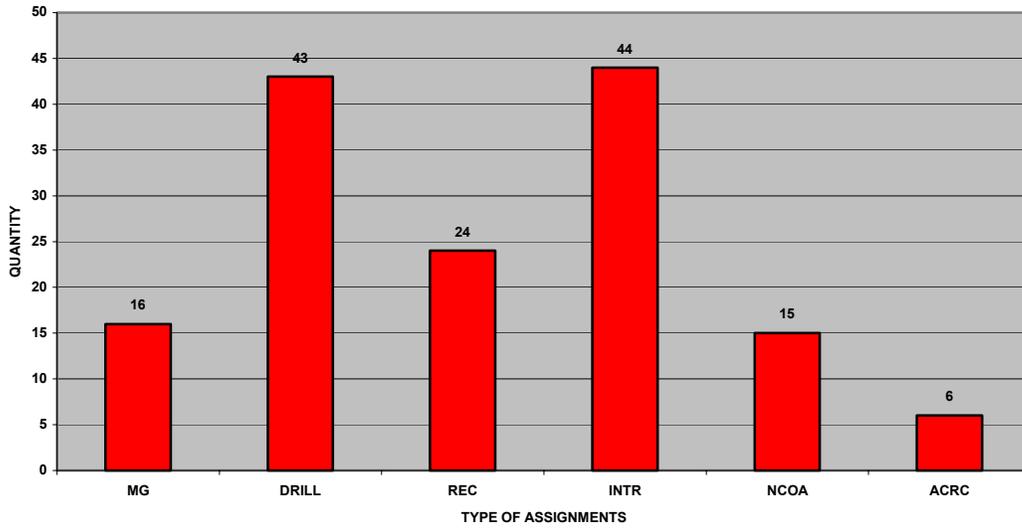


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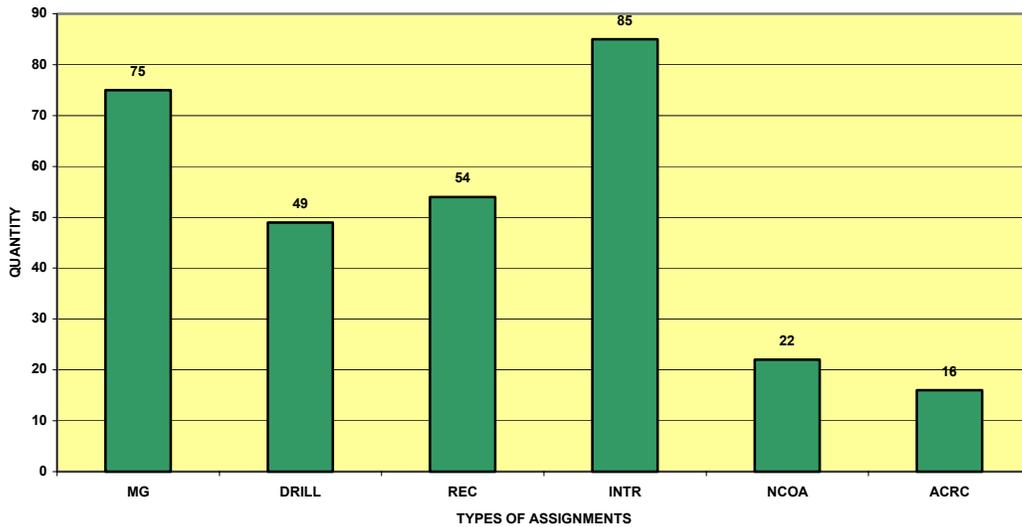
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j. The following chart shows the number of selectees that had each type of assignment in their history. Many of those selected had more than one assignment.

**19D SELECTION ASSIGNMENTS**



**19K SELECTION ASSIGNMENTS**



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k. General Observations.

(1) OCOA believes that the promotion board overall selected the best qualified Staff Sergeants. It is our opinion that the board followed the guidance presented in the Armor Center information paper presented to them.

(2) It appears that all the SSGs selected met or exceeded our branch qualification standard of 18 months. The armor force continues to provide sufficient branch qualifying positions in the MTOE units to permit all armor Staff Sergeants the opportunity to demonstrate their warfighting competencies.

(3) Fort Knox did very well in the number selected. There are two key considerations in the Fort Knox selection rate:

(a) Armor Branch is providing Fort Knox with highly qualified and branch qualified Staff Sergeants.

(b) The promotion board selected these NCOs based on the quality of their performance in the operational Staff Sergeant position, combined with sustained excellence in a nominative professionally developing assignment.

5. POC is SGM Rollie W. Russell, Office of the Chief of Armor, 4-1321.

AUBREY HENLEY  
Director  
Office of the Chief of Armor

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