

(UNCLASSIFIED)

EXECUTIVE SUMMARY

28 Jul 04

(U) SUBJECT: FY04 Armor Lieutenant Colonel Promotion Selection List Analysis, Army Competitive Category (ACC) (U) (ATZK-AR) The Combat Arms Promotion Board convened on 24 Feb 04 and recessed on 19 Mar 04. The Armor Branch selection rate was 79%, the fourth consecutive year at 77% or higher. (DOPMA is 70%) Armor Branch had 11 officers selected below the zone (BZ) for promotion, none were selected above the zone (AZ) for promotion, and 42 first time considered (in the zone) selected for promotion. A total of 53 Armor Officers were selected for promotion to Lieutenant Colonel. Armor Branch selection rate was 79%, lower than last year's 86%. Of the "Big Three Combat Arms" Branches, Armor has the second the highest selection percentage rate, 79%; FA, 75%; and IN 85%. The following is a breakout of selection averages by Career Fields (CF): Ops CF 79%, Ops Spt CF 72%, Info Ops CF 71%, and Institutional Spt CF 73%. Below the zone (BZ) selections indicate 9 were selected BZ to MAJ, 11 were selected BZ to LTC, and 4 double selects to MAJ and LTC. There were 3 selectees with TDA only S3/XO BQ time and 2 with combined TDA/TOE time. Additionally, 7 non-resident CGSC attendees were selected. A detailed analysis of the board results is attached.

TAB C

MEMORANDUM THRU CHIEF OF STAFF, USAARMC

FOR CG, USAARMC

SUBJECT: Information Paper – FY04 Lieutenant Colonel Promotion Selection List Analysis, Army Competitive Category (ACC)

1. Purpose. To provide the CG information on Armor Majors selected for promotion to LTC by the FY04 Promotion Selection Board.

2. Summary. Our statistical analysis on Armor officers selected for promotion is at Tab A. A list of names and addresses for those selected for promotion to LTC are at Tab B. We have also provided a chart showing a comparison of the last ten years by percentages for Armor, Field Artillery, Infantry, and the Army average at Tab C.

3. Information.

a. Armor had a total of 53 officers selected for promotion. We had 11 selected for promotion below the zone (BZ), none selected above the zone (AZ), and 42 first time considered (in the promotion zone). Nine of the officers selected for promotion were below the zone to Major, 11 were selected below the zone for LTC, and four were double selected BZ to Major and LTC. None of those selected for promotion is currently assigned to Fort Knox. However, it should be noted that three completed BQ assignments at Fort Knox.

b. Armor Branch has 11 (21%) officers who are serving on assignment for joint duty or have completed a joint assignment. This is higher than last year, which was 10 (16%).

c. A look at those selected officers' company command time shows that 49 (92%) of them served in a TOE unit at least once. Twenty-eight (53%) had served two TOE company commands for an average of 13 months. One (2%) officer had served one tour in both TOE and TDA command for an average of 11 months. Four (8%) of the officers had served only in a TDA command, one (2%) for 24 months and three (6%) had served two tours for 13 months.

d. A review of the battalion/squadron S3/XO time shows that 50 (94%) have served in TOE brigade or battalion/squadron as either S3 or XO at least once. Thirty-two (60%) have served as both battalion/squadron S3 and XO in TOE units. Three (6%) have served as battalion/squadron S3 and XO in TDA units only and two had combined TOE/TDA time. Twelve officers (23%) have also served at the brigade S3/XO level in TOE units.

FY04 LTC PROMOTION SELECTION LIST ANALYSIS

TOTAL ARMOR OFFICERS SELECTED

1. **Number of officers:** 53

2. **Source of Commission:**

USMA	16 (30%)
ROTC-D	26 (49%)
ROTC	8 (15%)
OCS	3 (6%)

3. **Year Group:**

YG 88	37 (70%)
YG 89	11 (21%)
YG 90	5 (9%)

4. **Type of Commission:**

RA	16 (30%)
USAR	37 (70%)

5. **Age:**

Youngest	35
Oldest	45
Average	38

6. **Command and Staff College:**

Resident	46 (87%)
- SAMS	6 (11%)
Nonresident	7 (13%)

7. Civilian Education (Highest Degree):

PhD	1 (2%)
Double Master's	9 (17%)
Master's	36 (68%)
Bachelor's	7 (13%)

8. Combat Experience: SWA – 44 (83%)

9. Combat Awards:

SS	1 (2%)
PH	1 (2%)
BSM-V & BSM	5 (9%)
BSMV	5 (9%)
BSM	30 (57%)

10. Company/Troop Command:

		Avg Mo Per Tour
TOE x 1 =	20	19
TOE x 2 =	28	13
TOE x 1 + TDA x 1 =	1	11
TDA x 1 =	1	24
TDA x 2 =	3	13

NOTE: Forty-nine (92%) of the officers had served at least one TOE company command. Twenty-eight (53%) of them had served two company command tours in TOE units. One (2%) of them had served one company command tour in both a TOE and a TDA unit. Four (8%) of them had served only as a TDA company commander and three (6%) of them had served two TDA command tours.

11. Served as Bn and/or Bde S3/X0 as a Major:

		<u>Avg Mo Per Tour</u>
TOE Bn S3 x 1 =	5	16
TOE Bn S3 x 1 + TOE Bn XO x 1 =	25	13
TOE Bn S3 x 1 + TOE Bde S3 x 1 =	7	14
TOE Bn S3 x 1 + TOE Bde XO x 1 =	4	11
TOE Bde S3 x 1 =	1	22
TOE Bn XO x 1 + TOE Bde S3 x 1 =	3	14
TOE Bn S3 x 1 + TOE Bde XO x 1 + TOE Bde S3 x 1 =	2	11
TOE Bn S3 x 1 + TDA Bn S3 x 1 =	1	12
TOE Bn S3 x 1 + TOE Bn S3 x 1 + TOE Bde XO x 1 =	1	10
TDA Bn XO x 1 =	1	12
TDA Bn XO x 1 + TOE Bn S3 x 1 =	1	14
TDA Bn S3 x 1 + TDA Bde S3 x 1 =	1	12
TDA Bn S3 x 1 + TDA Bn XO x 1 =	1	12

12. Key assignments; either having completed, are currently serving, or have been selected for assignment in:

JOINT	11 (21%)
ARSTF	5 (9%)
PERSCOM	5 (9%)
DIV/CORPS STF	1 (2%)
USMA/ROTC	12 (23%)
CMTC/NTC	20 (38%)
AC/RC	5 (9%)
Aide de Camp	5 (9%)

13. Most recent troop experience:

0-12 mo	40 (75%)
13-24 mo	11 (21%)
25-36 mo	2 (4%)

14. **Minorities:**

American Indian/Alaska	1 (2%)
Asian Pacific	1 (2%)
Black	3 (6%)
Hispanic	1 (2%)
Other (unk)	1 (2%)
Total	7 (14%)

NOTE: Minority selection rate is lower than last year's selection rate of 9 (16%).



LTC Promotions Comparison FY95 - FY04

	<u>AR</u>	<u>FA</u>	<u>IN</u>	<u>ARMY</u>
FY95	58%	60%	56%	61%
FY96	52%	63%	58%	60%
FY97	59%	59%	65%	60%
FY98	68%	62%	68%	68%
FY99	65%	60%	69%	69%
FY00	63%	60%	73%	72%
FY01	77%	81%	73%	76%
FY02	82%	82%	82%	77%
FY03	86%	82%	85%	80%
FY04	79%	75%	85%	79%

Office Chief of Armor
