

(UNCLASSIFIED)

**EXECUTIVE SUMMARY**

26 Aug 04

(U) SUBJECT: FY04 Promotion List for Major, Army Competitive Category (U) (ATZK-AR) Armor Branch has 20 below the zone, 99 first-time considered, and 7 above the zone selections for a total of 126 Captains selected for promotion to Major. Immediately following the promotion board, a Career Field Designation Board was convened and redesignated 46 promotable Armor Captains into other Functional Areas (FA) leaving a total of 80 remaining in Armor. Our analysis focuses only on the 80 officers remaining in Armor Branch. OCOA received the prepositioned copy of the promotion list for Army Competitive Category for Promotion to Major for FY04 on 18 Aug 04 with a release date/time of 240730 Aug 04. Armor Branch had a first-time considered selection rate of 96.1% (103/99). The Army average was 96.9% (1616/1566) first-time considered selection rate. Armor Branch was higher than Army average last year, (AR 96% vs. Army 93.8%). Armor had the second highest percentage selection rate for the "Big Three Combat Arms" Branches, (AR 96.1%, FA 96.5% and IN 94.0%). Armor and Infantry Branches had the highest Army percentage for selection below the zone (AR 139/20 14.4% & IN 215/31 14.4%). Twelve Armor officers selected for promotion are currently serving in units assigned to Fort Knox. TDA commands comprise 18% of the total Armor company level commands – 16% of the selectees had TDA commands. A list by category of those selected for promotion to Major with mailing addresses and AKO email addresses is attached. Also attached is a list with mailing addresses of those that have been CFD'd into other FAs. A detailed analysis on the results of the board has been completed and is attached.

MEMORANDUM THRU CHIEF OF STAFF, USAARMC

FOR CG, USAARMC

SUBJECT: Information Paper – FY04 Major Promotion Selection List Analysis for Army Competitive Category (ACC)

1. Purpose. To provide the CG information on Armor Captains selected for promotion by the FY04 Major Selection Board.

2. Summary. Our detailed analysis focuses only on the 80 Armor officers remaining in the Armor Branch after Career Field Designation (CFD) in the following categories:

- a. Tab A: Selected below the zone (BZ) YG 95, with DOR 1 Oct 98 – 30 Sep 99
- b. Tab B: Selected in the promotion zone (PZ) YG 94, with DOR 1 Oct 97 – 30 Sep 98
- c. Tab C: A roll-up of the 80 Armor officers selected for promotion who will remain in Armor Branch
- d. Tab D: A list of the names and addresses of the 80 Armor officers selected for promotion to Major and staying in the Armor Branch
- e. Tab E: A list of the names and addresses of the 46 Armor Captains selected for promotion to Major who were CFD'd into other Functional Areas (FA). Seven of the 46 Armor officers that were CFD'd were selected for promotion above the zone.
- f. Tab F: A statistical comparison analysis of the “Big Three Combat Arms” and DA from FY95 through FY04 (prior to CFD)

3. Information.

- a. A total of 80 Armor Captains were selected for promotion. There were 20 BZ, 60 PZ, and no AZ selections (after CFD).
- b. Of the 80 selected for promotion, 12 (15%) are serving in or assigned to units at Fort Knox, none of them were below the zone selections.
- c. An in-depth analysis of the Career Field Designation Board can be provided upon receipt of the board results from HRC.

**FY04 MAJ PROMOTION SELECTION LIST ANALYSIS**  
**(Below the Zone Armor Officers)**

1. <b>Number of officers:</b>	20	
2. <b>Year Group:</b>	YG 95	20 (100%)
3. <b>Source of Commission:</b>	USMA	11 (55%)
	ROTC-DMG	6 (30%)
	ROTC	2 (10%)
	OCS	1 ( 5%)
4. <b>Type of Commission:</b>	RA	11 (55%)
	USAR	9 (45%)
5. <b>Age:</b>	Youngest	30 years
	Oldest	34 years
	Average	31 years
6. <b>Civilian Education:</b>	Masters	9 (45%)
	Bachelors	11 (55%)

NOTE: Four (20%) are currently attending ACS programs.

7. <b>Functional Area (FA):</b>	<u>FA</u>	<u>Number</u>
	39	3 (15%)
	43	2 (10%)
	45	1 ( 5%)
	46	1 ( 5%)
	48	4 (20%)
	49	2 (10%)
	50	3 (15%)
	51	1 ( 5%)
	52	1 ( 5%)
	59	2 (10%)

8. <b>Combat Experience:</b>	12 (60%)
9. <b>Combat Awards:</b>	12 (SS – 3; PH – 1; BSM-V – 1; BSM – 7)

NOTE: Although only 12 (60%) of these officers have combat experience, 14 (70%) of them have been deployed on real world operational deployments in Bosnia, Haiti, Kosovo, or Kuwait. Three of them have been deployed two or more times.

**10. Company/Troop Command Time:**

		Avg Months Per Tour
TOE x 1 =	4	25
TOE x 2 =	15	13
TOE x 1 + TDA x 1 =	1	17

NOTE: All of these officers had company/troop command in TOE units. Fifteen (75%) had second TOE commands. One (5%) had two company command tours, one each TOE and TDA units.

NOTE: In addition to the BQ assignments above, the following numbers of personnel are either serving, have completed assignments in, or are on assignment for: AC/RC – 3 (15%), CMTC/NTC/JRTC – 2 (10%), USMA/ROTC – 3 (15%), Human Resources Command – 1 (5%)

**11. Minorities:** American Indian (Alaskan): 1 (5%)

**FY04 MAJ PROMOTION SELECTION LIST ANALYSIS**  
**(Promotion Zone Armor Officers)**

1. **Number of officers:** 60

2. **Year Group:** YG 94 60 (100%)

3. **Source of Commission:**

USMA	21 (35%)
ROTC-D	12 (20%)
ROTC	17 (28%)
OCS	10 (17%)

4. **Type of Commission:**

RA	22 (37%)
USAR	38 (63%)

5. **Age:**

Youngest	31 years
Oldest	45 years
Average	33 years

6. **Civilian Education:**

Master's	17 (28%)
Bachelor's	43 (72%)

7. **Functional Area (FA):**

<u>FA</u>	<u>Number</u>
30	1 ( 2%)
34	3 ( 5%)
39	10 (17%)
40	2 ( 3%)
43	3 ( 5%)
45	2 ( 3%)
46	1 ( 2%)
48	12 (20%)
49	4 ( 7%)
50	3 ( 5%)
51	1 ( 2%)
53	1 ( 2%)
57	3 ( 5%)
59	14 (23%)

8. **Combat Experience:** 8 (13%)



**FY04 MAJ PROMOTION SELECTION LIST ANALYSIS**  
**TOTAL ARMOR OFFICERS SELECTED**

1. <b>Number of officers:</b>		80
2. <b>Year Group:</b>	YG 94	60 (75%)
	YG 95	20 (25%)
3. <b>Source of Commission:</b>	USMA	32 (40%)
	ROTC-D	18 (23%)
	ROTC	19 (24%)
	OCS	11 (13%)
4. <b>Type of Commission:</b>	RA	33 (41%)
	USAR	47 (59%)
5. <b>Age:</b>	Youngest	29 yrs
	Oldest	45 yrs
	Average	33 yrs
6. <b>Civilian Education:</b>	Master's	26 (33%)
	Bachelor's	54 (67%)
7. <b>Functional Area:</b>	30	1 ( 1%)
	34	3 ( 4%)
	39	13 (16%)
	40	2 ( 2%)
	43	5 ( 6%)
	45	3 ( 4%)
	46	2 ( 2%)
	48	16 (20%)
	49	6 ( 8%)
	50	6 ( 8%)
	51	2 ( 2%)
	52	1 ( 1%)
	53	1 ( 1%)
	57	3 ( 4%)
	59	16 (20%)
8. <b>Combat Experience:</b>		20 (25%)

9. **Combat Awards:** 21 (SS – 3; PH – 1; BSMV and BSM – 1; BSMV – 1; BSM – 15)

NOTE: Although only twenty (25%) had combat experience, it should be noted that 50 (63%) of these officers have been deployed in real world operational deployments. Eight (10%) of them have deployed two to four times in either Afghanistan, Bosnia, Cuba, Haiti, Kosovo, Kuwait, Macedonia, and Saudi Arabia.

10. **Company/Troop Command Time:**

		Avg Months Per Tour
TOE x 1 =	27	20
TOE x 2 =	40	13
TOE x 1 + TDA x 1 =	6	15
TDA x 1 =	6	22
TDA x 2 =	1	17

NOTE: Eighty-four (97%) have served as company/troop command in TOE units. Forty-three (49%) had served two company/troop command tours in TOE units and eight (9%) had served company/troop command tours in TOE and TDA units. Seven (9%) had served only in TDA company/troop command assignments, and one (1%) of them had served two TDA company/troop command assignments. TDA currently comprises 18% of company level command; 16% of the selectees had TDA command experience.

11. **Minorities:**

American Indian (Alaska)	1 ( 1%)
Asian Pacific Islands	1 ( 1%)
Black	4 ( 5%)
Hispanic	8 (10%)
Other (Unknown)	2 ( 2%)
TOTAL:	16 (19%)

## *MAJ Promotion Statistics FY95 - FY04*

	<u>AR</u>	<u>FA</u>	<u>IN</u>	<u>ARMY</u>
<i>FY95</i>	73%	72%	73%	73%
<i>FY96</i>	70%	71%	77%	73%
<i>FY97</i>	79%	74%	75%	74%
<i>FY98</i>	83%	73%	78%	77%
<i>FY99</i>	80%	72%	83%	78%
<i>FY00</i>	85%	77%	85%	80%
<i>FY01</i>	79%	84%	82%	83%
<i>FY02</i>	85%	87%	89%	90%
<i>FY03</i>	96%	94%	93%	94%
<i>FY04</i>	96%	97%	94%	97%



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8/25/2004 Slide # 1