DEPARTMENT OF THE ARMY
U.S. ARMY HUMAN RESOURCES COMMAND
DA SECRETARIAT FOR SENIOR ENLISTED SELECTION BOARDS
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REPLY TO
ATTENTION OF
AHRC-PDV-SEB

24 June 2009

MEMORANDUM THRU Headquarters, United States Army Training and Doctrine Command, Attention: ATTG-P, 3 Fenwick Road, Building 11, Fort Monroe, VA 23651-1049

FOR Commandant, US Army Quartermaster Center (ATTN: ATZM), 1201 22D Street, Fort Lee, VA 23801-1601

SUBJECT: Career Management Field (CMF) 92 Review and Analysis

1. Reference memorandum, HQDA, DAPE-MPE-PD, 9 June 2009, subject: Memorandum of Instruction for the FY09 CSM/SGM Training and Selection Board.

2. In accordance with the referenced memorandum, the selection board panel reviewing records for CMF 92 submits this Review and Analysis to assist you in executing your duties as proponent for MOS within this CMF.

3. Competence assessment of Promotion Zone (strengths and weaknesses).

a. Performance and potential (particularly leadership opportunities). A significant amount of NCOs in particular MOS' did not seek out the tough and demanding leadership positions or remained in special duty positions (EOA, IG, and Garrison assignments) for an extended time past their obligated commitment. Note: Not all low density MOS (92S, 92M, 92G and 92R) due to their job skills have the opportunity to seek these positions. NCOs serving in consistent "tough" leadership positions records were advantaged for considerations to Command Sergeant Major. Tough Operational positions were considered for Sergeant Major. Leadership opportunities are available; however Soldier may have to seek them. Which sometimes will require them to work outside of their duty MOS.

b. Utilization and assignments (particularly in PMOS). While many NCOs are serving in assigned duty positions within their organizations, records were noted of those that were serving in positions to fulfill deployment unique requirements (MITT, Force Protection and Rear D). A large number of records showed Soldiers doing duties outside of their PMOS for extended period of times. (i.e. Enlisted Aide, IG, EOA)

c. Training and education. Records were noted that the majority of the NCOs were seeking civilian education improvement. Many NCOs have obtained Bachelors and Masters Degree with the average possessing an Associate's Degree or two or more year of college credits. Records with tough Schools such as BSNCOC were a plus to the SM. Education was well rounded; our NCO's are working on their degrees, and training in critical areas that will enhance them in their technical and tactical skills.

d. Physical Fitness. Records indicated that the majority of the NCOs fitness levels were noted on their evaluation report (NCOER). Obtaining the Army's Physical Fitness badge was noted as a plus when scoring records. A very small percentage of records were noted with "Needs Improvement" in this area. Height and weight did not always match the NCOER and DA Photo. Physical fitness was a strong factor for the records. APFT badges were awarded for continuous rating periods. Bullets comments need to justify rating (i.e. looking like a Soldier does not justify an excellence rating).

e. Overall career management. Overall, each CMF's pool of NCOs was very competitive for the number of allocated slots for advancement to SGM/CSM. Viewed a somewhat large amount on ERB's not validated and missing photo or photo not in current grade (SFC). This sends out a message to the boards in regards to the Soldier's preparation. Even though we are a Nation at War, some pictures had not been updated since 2004.

4. CMF structure and career progression assessment.

a. The 92A and 92Y fields were equally competitive for the advancement to SGM, however, 92As appeared to have been afforded more opportunities for senior leadership positions (1SG), that were strongly favored for the advancement to CSM. 92A/92Y is the only MOS's that are compatible within the CMF.

b. Trends were noted of those that had continued TDA assignments and positions. However, a significant percentage of NCOs are serving in high OPTEMPO deployable units.

c. Each CMF appeared to have a sufficient number of qualified and competitive NCOs that were in the zone for consideration to SGM/CSM.

d. A significant number of records were noted as having ERBs that were not validated and with photos not of the current rank. ERB comments were taken into consideration for those that were deployed with valid reasons as to why their records were not updated for the board.

e. With the exception of the 92A/92Y the other MOS's in the 92 CMF do not merge. Need to start a career progression for the CSM level for the 92 CMF.

5. Recommendations. Recommend that NCOs continue to seek out the tough and challenging leadership positions. More attention to detail needs to be given before validating ERBs. Numerous records were flawed with duty positions not matching their NCOERs. Records with outdated DA Photos (not in current grade) were a negative; however consideration was given to those who were currently deployed. Additionally, records with misleading comments from the SR were looked unfavorably. For example: A senior rater would rate an NCO with a 2/2 but his bullet comments would be very strong. The same worked in reverse; a SR would give a 1/1 accompanied by "promote with peers" bullet comment. The board did not know how to interpret such comments and were only a detriment to the NCO's overall quality of his/her file.

6. CMF Proponent Packets.

a. Each CMF provided proponent packets to each board member with recommendations that was valuable in the process for determining special mission units, traditional/nontraditional assignments, and an educational profile for each MOS. The proponent packets should be specific to the board that is being conducted (i.e. SFC board should have the career progression needed from SGT to SSG; MSG should be SSG to SFC and etc. The entire packet is too much for the board and should be tailored to the board that is being conducted.

Relook Demanding Assignment: Some jobs listed under demanding assignments are actually daily job description based on the Soldier's MOS.

Example: 92A: Stock Control NCO/Supervisor/ Warehouse NCOIC
92F: Section Chief
92R: Airdrop Equipment Repair NCO/Parachute Rigger Supervisor.

These are just a few, but the whole packet needs to be tweaked.

NOTE* Under Unique MOS Characteristics: 92A

5W Jumpmaster should read: complete the Jumpmaster Course not Air Assault Course.

b. Recommend that packets be updated with the most current traditional and nontraditional assignments that NCOs are serving in while deployed. Recommend that required duty positions be applicable for the appropriate board (Skill Level 10 jobs/positions were irrelevant for consideration to SGM/CSM). For the SGM and CSM considerations the proponent's recommendations for certain MOSs were not current and did not give current skill level positions that board members could consider when reviewing packets.

SHELIA J. MCCLANEY
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Panel Chief