DEPARTMENT OF THE ARMY
U.S. ARMY HUMAN RESOURCES COMMAND
SECRETARIAT FOR DEPARTMENT OF THE ARMY SELECTION BOARDS
1600 SPEARHEAD DIVISION AVENUE
FORT KNOX, KY 40122

AHRC-PDV-S

28 February 2011

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

FOR Commander, US Army Intelligence Center and Fort Huachuca, (ATTN: ATZS-CSM) 1903 Hatfield Street, Fort Huachuca, AZ 85613

SUBJECT: Military Occupational Specialty (MOS) 09L Review and Analysis

1. Reference memorandum, HQDA, DAPE-MPE-PD, 9 September 2010 subject: Memorandum of Instruction for the FY11 Sergeant First Class Promotion and Selection Board.

2. In accordance with the referenced memorandum, the selection board panel reviewing records for MOS 09L submits this Review and Analysis to assist you in executing your duties as the proponent for MOS within this CMF.

3. Competence assessment of Promotion Zone

a. Performance and potential: The board evaluated a variety of areas to select the best qualified NCOs for promotion. The NCOER was one of the most important documents used for consideration. The board relied upon Rater and Senior Rater comments to make the best selection for promotion. Additionally, eligible 09L NCOs in the current population must present complete and accurate packets to the board along with NCOERs that indicate successful performance in the current grade and the ability for increased responsibility at the next higher grade.

b. Utilization and Assignments: NCOs are utilized in diverse assignments in varied locations which promote ample opportunities for them to develop the desired leadership knowledge and expertise, technical skills, and tactical abilities for their MOS. 09L NCOs are critical to mission support in any unit; however, those 09L NCOs in high visibility assignments/positions stood out among their peers.

c. Training and Education: All NCOs were expected to have completed ALC or received an Army G1 exemption prior to this board. If completions were not annotated on the ERB, board members found it tough to credit the NCO. Exceeding course standards (graduating with honors) projected a stronger potential for selection. NCOs are encouraged to pursue higher levels of civilian education and these achievements were viewed as a commitment to higher learning , self improvement and development.

d. Physical Fitness and Height/ Weight: The majority of NCOs are meeting physical fitness standards, with a percentage failing to pass the APFT or failing to meet the body fat standards as outlined in AR 600-9.

e. Photo: The Board viewed a missing or outdated photo as a lack of preparation on the part of the NCO. There were also problems with available photos such as relaxed grooming standards, and items missing from the uniform.

f. Disciplinary Action: Board members took notice of disciplinary action in a NCO's OMPF. Board members took in consideration when the disciplinary action was administered as to allow the NCO to recover from a mistake or error in judgment. There were instances where disciplinary documents such as General Officer Memorandums of Reprimand (GOMARs) or Article 15s were in an NCO's OMPF, yet were not annotated on the NCO's NCOER.

4. MOS Structure and Career Progression Assessment

a. MOS compatibility within MOS 09L appears to be in line with all other MOSs in CMF 35. The 09L NCOs were afforded various duties that increase leadership knowledge, technical skills, and tactical abilities both for the MOS and the NCO Corps.

b. Suitability of standards of grade and structure: The standards of grade and structure of MOS 09L are consistent with the grade and structure of all other MOSs within CMF 35. All 09L NCOs are able to pursue duty positions of increasing responsibility which make them competitive for selection and promotion to Sergeant First Class.

c. Assignment and promotion opportunity: Opportunities abound for 09L NCOs to be successful for promotion. These NCOs must pursue the challenging leadership positions and demanding assignments such as instructors or recruiters and ensure their raters and senior raters clearly annotate their potential and ability to lead and perform at the next higher grade. Such positions are important for advancement.

d. Overall health of CMF: MOS 09L is currently unable to meet future needs of the Army based on the number of NCOs eligible for promotion and the number of fully qualified NCOs. Future growth in this MOS will likely meet future Army requirements.

e. NCOs who go the extra mile to distinguish themselves from their peers stand out. Some of the examples are MOS certifications, military/civilian education, and consistent APFT badges. NCOs should further strive to be inducted into SGT Morales and Audie Murphy clubs.

5. Recommendations

a. Leadership: NCOs must continuously diversify—both in assignments and positions. Reflecting performance on the NCOER is crucial in determining their potential for promotion and increased responsibility. If a leadership position is not reflected in the duty position, it must be annotated on the NCOER in appointed duties or areas of special emphasis with bullet comments indicating performance.

b. Training and Education: NCOs should continue to pursue military and civilian education to include any certifications or courses. This clearly depicts continuous self-development.

c. Physical Fitness: Adding the APFT score on the NCOER as a bullet comment would be helpful in evaluating the NCOs for promotion selection. Additionally, consistency of height/weight on all board documents is an important factor for the board.

d. Disciplinary Action: GOMARs and Article 15s should be annotated on the NCOER for the rated period. Board members took notice that GOMARs and Article 15s administered during the rated period where not annotated on the NCOER. These NCOs were still given "among the best" and "promote immediately" from the rater and senior rater respectively. GOMARs and Article 15s should be annotated in the values and responsibility and accountability ratings of the NCOER.

b. CMF structure and career progression: As the Army transformation continues, the proponent should continue to monitor and adjust to ensure opportunities exist for challenging assignments, career progression, and ability to build tactical proficiency and leadership skills.

6. MOS 09L Proponent Packets.

The MOS 09L proponent packet was well written and extremely helpful to the board. Because the board panel consisted of both CMF 35 and CMF 25 (Signal Corps), the proponent packet was key in aiding the board's overall selection process. Outlining the unique 09L MOS characteristics and identifying those assignments deemed demanding by the proponent were beneficial to the board members.

Theresa D. Coles

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