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 Deputy Commanding General, ATTN: Electronic Warfare Personnel Development Branch, Fort Leavenworth, KS 66027

SUBJECT: Career Management Field (CMF) 29 Review and Analysis

1. Reference Memorandum, HQDA, DAPE-MPE-PD, 7 January 2011, 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 CMF 29 submits this Review and Analysis to assist you in executing your duties as proponent for the MOSs within this CMF.

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

a. Performance and Potential.

(1) Demonstrated performance and demanding leadership positions as a 29E were difficult to assess due to the fairly new NCOs reclassified to this MOS. Performance was also difficult to assess due to the short period of time eligible Staff Sergeants have served in their current positions as 29Es. However, demonstrated performance and potential in leading Soldiers were clearly apparent. The 29E has numerous authorized Sergeant First Class positions and influenced the panel's determination of best qualified for selection.

(2) Senior Rater and Rater "box check" with quantitative comments that differentiate the best from the fully qualified candidates strengthened the individual's file from an extremely competitive population.

b. Utilization and Assignments (particularly in PMOS).

(1) Excellent performance as a previous Platoon Sergeant, Gunnery Sergeant, Operations Sergeant, Master Gunner, OC, MET Station Leader, and other previously held MOSs or similarly demanding positions for 12 to 24 cumulative months or more

was indicative of the strongest files in the Electronic Warfare Operations Branch. Raters must clearly articulate the span of influence and the number of Soldiers

supervised by the rated NCO. The panel also recognizes SSGs successfully serving in higher grades as an additional indicator of potential success at the rank of SFC.

(2) Exceptional performance in special duty assignments such as Drill Sergeants, Recruiters, Instructor and others were indicators of NCOs that were best qualified and clearly enhanced the panel's assessment of the NCO's potential for promotion.

c. Training and Education. Exceeding course standards upon completion of ALC and SLC as well as earning a cumulative of 30 semester hours or more towards higher education from an accredited institution were considered exceptional. Additionally, completion of courses such as battle staff and the Joint Fire Power Course were favorably considered.

d. Physical Fitness. The panel considered compliance with Army Physical Fitness Standards as success and exceeding the standard of 90 in each event was considered excellence. The panel granted favorably consideration to those NCOs that earned the Army Physical Fitness Badge and had substantiated excellent ratings in their own achievement during the Physical Fitness Test.

e. Overall Career Management. Leadership positions and positions of potential progression were important to the panel in assessing the NCO's potential for promotion. In addition, special duty demonstrated broadened experience, balance, versatility, and adaptability.

4. CMF Structure and Career Progression Assessment.

a. MOS Compatibility within CMF. All candidates in the CMF had an equal opportunity for promotion with no prejudicial consideration given to any specific candidate. Those Soldiers that were positioned in a highly demanding position for 12 months or more clearly stood out. The large number of non-standard assignments in support of current operations did not detract from the panel's opinion or view of the total Soldier. Soldiers that served outside the CMF were considered without prejudice during the selection process.

b. Suitability of Standards for Grade and Structure. The current standards for grade and structure continue to ensure that NCOs are provided the right assignments at the right time. Soldiers were consistently slotted in proper MTOE positions at the current grade and potential advancement grade.

c. Assignment and Promotion Opportunity. Opportunities to serve in leadership positions and gain the requisite experience for promotion are adequate. There is no

shortage of demanding leadership positions within the branch, but there is a shortage of Soldiers in the CMF to fill some demanding leadership positions. The panel clearly understood that the Soldier has very little control in their assignment, as the needs of the Army will always take priority. A good example of this would be consecutive TDA assignments, e.g., Recruiter, Drill Sergeant, or AIT instructor directed by Human Resources Command. These are very demanding assignments on both the Soldier and the Family. Soldiers, however, should refrain from voluntary consecutive TDA assignments.

d. Overall Health of the CMF. The CMF will gradually become healthier and in the future extremely competitive. Currently, there is a shortage of qualified NCOs to shape the future of the branch.

5. Recommendations. The Soldier is the single best manager of their career. Soldiers must be personally involved in their career and records management. NCOs should actively seek tough and demanding duty assignments at every opportunity.

6. CMF Proponent Packets. The proponent packet provided by the Electronic Warfare Personnel Development Branch was extremely valuable in establishing fair effective and reasonable standards for the panel. The electronic warfare Proponency Packet, along with the Board MOI, should be distributed to the field as well as included in instruction at the NCO Academy and presented as a career guide for our NCO Corps.

Randall K Cheeseborough
RANDALL K. CHEESEBOROUGH
Colonel, FA
Panel Chief