INFORMATION PAPER

DAPE-MPE-PD
11 July 2002

SUBJECT: Re-Sequencing of HQDA Enlisted Centralized Promotion Boards

1. Purpose. To outline the rationale for re-sequencing the HQDA Enlisted Centralized Promotion Boards

2. Background. DA enlisted centralized promotion boards are conducted annually at the Enlisted Records and Evaluation Center, Indianapolis, Indiana and are sequenced in the following timeframes:

BOARD	START DATE	PROJ RELEASE DATE
CSM/SGM/SMC	October	Mid-January
MSG	February	Mid-April
SFC	June	Late-August

3. Facts.

a. Due to the current timeframes associated with the conduct of the enlisted centralized promotion boards, specifically the annual SFC/ANCOC and CSM/SGM/SMC board, training seats are lost and soldiers and their families are receiving short-term PCS notice.

(1) The current sequencing of enlisted boards prohibits PERSCOM from fully utilizing 1st Quarter ANCOC training seats due to the annual release of the SFC/ANCOC list in the late-August timeframe. PERSCOM operates with goals of filling 95% of training seats per quarter. Release of the SFC list in late summer does not afford the option to utilize the TRAP process for the 1st quarter, thus losing valuable training opportunities. First quarter utilization of ANCOC training seats for the past 5 years is as follows:

FY 98	FY99	FY00	FY01	FY02
89%	102%	96%	70%	88%

(2) The requirement to conduct a Command Sergeant Major Review Board (CSMRB) as a result of the Personnel Suitability Screening Policy adds considerable time to the processing and finalization of the CSM/SGM/SMC selection list results. Accordingly, the expected release of the list occurs in mid-January. A mid-January release date results in extremely short-term PCS notification to the graduating USASMA class, in that it takes the Sergeants Major Branch at PERSCOM time to analyze the results of the board and to notify soldiers of their upcoming PCS moves. Graduation date of the annual Sergeants Major Academy is the end of May, resulting in about 60

days PCS notice to the Army's senior NCOs and their families as they graduate from the Academy. Starting this year, the intent is to fill the class with 600 active duty soldiers. Additionally, soldiers identified to attend the upcoming course usually don't receive PCS notifications until the March-April timeframe for a class report date in mid-August. Generally speaking, soldiers affected by the annual Sergeants Major Course are those with high-school aged children, and the decision to PCS to Fort Bliss with or without family members is a major decision that should be made with the maximum amount of notification possible.

b. Re-sequencing the DA enlisted centralized promotion boards provides for the elimination of both issues as outlined above; allowing the Army to better take full advantage of all training opportunities and to provide better care for its soldiers and their families in terms of PCS turbulence and planning. Once fully implemented, the new sequencing of the HQDA enlisted promotion boards will be as follows:

BOARD	START DATE	PROJ RELEASE DATE
CSM/SGM/SMC	June	Mid-September
MSG	October	Beginning of January
SFC	February	Mid-April

c. **Implementation Plan.**

Board	Projected Board Dates	Projected Release Date	Begin Promoting From	Promote Through	Number of months to promote
CY02 SFC	Jun-02	23-Aug-02	Sep-02	Oct-03	14
CY02 SGM	Oct-02	15-Jan-03	Apr-03	Mar-04	12
CY03 MSG	Feb-03	15-Apr-03	Jun-03	May-04	12
CY03 SFC	Jun-03	25-Aug-03	Nov-03	May-05	19
CY03 SGM	Oct-03	15-Jan-04	Apr-04	Jan-05	10
CY04 MSG	Feb-04	15-Apr-04	Jun-04	Feb-05	9
CY04 SGM	Jun-04	15-Sep-04	Feb-05	Nov-05	10
FY05 MSG	Oct-04	6-Jan-05	Mar-05	Feb-06	12
FY05 SFC	Feb-05	28-Apr-05	Jun-05	May-06	12
FY05 SGM	Jun-05	15-Sep-05	Dec-05	Nov-06	12

(1) A larger than normal SFC selection (FY03) would be required as we transition towards the end result. This grade is the best grade to conduct a larger-than-normal selection, in that the MOS-qualifying jobs are not as stringent as those for MSG and SGM. As emphasized by each proponent in their guidance to the board, doing it in this manner does not result in reduced time for SFC and MSG in the critical jobs. Additionally, the CSM/SGM/SMC board must be done every year to accommodate for filling of the Academy.

(2) A reduced MSG and SGM board follows the larger SFC selection board.

(3) The CY04 CSM/SGM/SMC board brings each board back into the normal 12-month select objective window.

(4) Under this proposal, there would be no SFC promotion board in 2004 (large select objective in 2003 allows for promotions to spring of 2005).

(5) All soldiers will receive one secondary zone consideration.

(6) Zones of consideration will be adjusted (reduced or extended as deemed appropriate) to support the specific select objective. Intent is to have an eligible zone of consideration that will result in a select rate that is consistent with past boards. This will help provide equity when determining each soldier's ability to get promoted.

(7) Conduct of the CSMRB becomes easier to complete.

(8) Impact on distribution of the force is not a factor.

(9) There is no monetary cost to the Army to implement this plan.

d. **CSM/SGM/SMC Board (projected)**

					ELIGIBILITY CRITERIA	
Board	**Projected Board Dates**	**Number of months to promote**	**Primary Zone**	**Secondary Zone**	**PZ**	**SZ**
CY01 SGM	**2-Oct-01**	**12**	**BASD 1 OCT 76 AND 2 OCT 91**		**10 - 25 years TIS**	
			DOR 30 SEP 98 and earlier	**DOR 1 OCT 98 - 30 SEP 99**	**over 36 months TIG**	**24 - 36 months TIG**
CY02 SGM	**01-Oct-02**	12	BASD 1 OCT 77 AND 1 OCT 92		10 - 25 years TIS	
			DOR 30 SEP 99 and earlier	DOR 1 OCT 99 - 1 OCT 00	over 36 months TIG	24 - 36 months TIG
CY03 SGM	**01-Oct-03**	10	BASD 1 OCT 78 AND 1 OCT 93		10 - 25 years TIS	
			DOR 1 OCT 00 and earlier	DOR 2 OCT 00 - 9 JUN 01	over 36 months TIG	28 - 36 months TIG
CY04 SGM	10-Jun-04	10	BASD 2 JUN 79 AND 2 JUN 94		10 - 25 years TIS	
			DOR 2 JUN 01 and earlier	DOR 10 JUN 01 - 9 JUN 02	over 36 months TIG	24 - 36 months TIG
FY05 SGM	Jun-05	12	BASD xx JUN 80 AND xx JUN 95		10 - 25 years TIS	
			DOR 2 JUN 02 and earlier	DOR 10 JUN 02 - xx JUN 03	over 36 months TIG	24 - 36 months TIG

(1) The chart above outlines the proposed adjustment to the zones of consideration as we transition. This pertains to the SGM promotion board and identifies the probable zones of consideration for promotion to SGM.

(2) Fill of the SMC will be accomplished as follows:

- CY02 Board – selects students for USASMA Class 54.
- CY03 Board – selects students for USASMA Class 55.
- CY04 Board – selects students for USASMA Class 56.
- FY05 Board – selects students for USASMA Class 57.

e. **MSG Board (projected)**

					ELIGIBILITY CRITERIA	
Board	Projected Board Dates	Number of months to promote	Primary Zone	Secondary Zone	PZ	SZ
CY02 MSG	5-Feb-02	12	BASD 1 JAN 79 - 31 JAN 94		8 - 23.1 years TIS	
			DOR 31 JUL 98 and earlier	DOR 1 AUG 98 - 31 JUL 99	over 42 months TIG	30 -42 months TIG
CY03 MSG	04-Feb-03	12	BASD 4 FEB 80 - 4 FEB 95		8 - 23 years TIS	
			DOR 31 JUL 99 and earlier	DOR 1 AUG 99 - 4 FEB 01	over 42 months TIG	24 - 42 months TIG
CY04 MSG	03-Feb-04	9	BASD 3 FEB 81 - 3 FEB 96		8 - 23 years TIS	
			DOR 4 FEB 01 and earlier	DOR 5 FEB 01 - 3 OCT 01	over 36 months TIG	28 - 36 months TIG
FY05 MSG	29-Sep-04	12	BASD 29 SEP 81 - 29 SEP 96		8 - 23 years TIS	
			DOR 3 OCT 01 and earlier	DOR 4 OCT 01 - 29 SEP 02	over 36 months TIG	24 - 36 months TIG

(1) Several years ago, for various reasons, adjustments were made to the zones of consideration for MSG selection. However, the adjustments have been carried from year to year (as indicated by the amount of time required for PZ consideration). The preferred amount of time for PZ consideration is more than 36 months TIG and the SZ should be 24-36 months TIG. Accordingly, as we transition through this change, the zones are being adjusted back to the correct levels.

(2) The CY04 zone is reduced accordingly to support a smaller than normal select objective.

e. **SFC/ANCOC Board (projected):**

					ELIGIBILITY CRITERIA	
Board	Projected Board Dates	Number of months to promote	Primary Zone	Secondary Zone	PZ	SZ
CY01 SFC	30-May-01	12	BASD 30 MAY 82 - 30 MAY 95		6 - 19 years TIS	
			DOR 30 JUN 98 and earlier	DOR 1 JUL 98 - 30 JUN 99	over 35 months TIG	23 - 35 months TIG
CY02 SFC	29-May-02	14	BASD 30 MAY 83 - 29 MAY 96		6 - 19 years TIS	
			DOR 30 JUN 99 and earlier	DOR 1 JUL 99 - 30 JUN 00	over 35 months TIG	23 - 35 months TIG
CY03 SFC	28-May-03	19	BASD 28 MAY 84 - 28 MAY 97		6 - 19 years TIS	
			DOR 30 JUN 00 and earlier	DOR 1 MAY 00 - 1 OCT 01	over 35 months TIG	20 - 36 months TIG
FY05 SFC	Feb-05	12	BASD xx FEB 86 - xx FEB 99		6 - 19 years TIS	
			DOR 1 OCT 01 and earlier	DOR 2 OCT 01 - 1 FEB 03	over 40 months TIG	24 - 40 months TIG
FY06 SFC	Feb-06	12	BASD xx FEN 87 - xx FEB 00		6 - 19 years TIS	
			DOR 1 FEB 03 and earlier	DOR 2 FEB 03 - xx FEB 04	over 36 months TIG	24 - 36 months TIG

(1) The same observations can be made here as in the MSG zones. We'll adjust accordingly to support a larger than normal selection requirement.

(2) Note that the zones will eventually line up with 24-36 month TIG for SZ and over 36 months TIG for PZ consideration.

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