



DEPARTMENT OF THE ARMY  
HEADQUARTERS UNITED STATES ARMY AVIATION CENTER AND FORT RUCKER  
FORT RUCKER, ALABAMA 36362-5000

REPLY TO  
ATTENTION OF:

ATZQ-AP

15 April 2004

MEMORANDUM FOR RECORD

SUBJECT: Response to the CY04 MSG Selection Board Review and Analysis for Career Management Field (CMF) 15

1. The Career Management Field (CMF) 15 Review and Analysis for the CY04 Master Sergeant selection board, dated 25 February 2004, stated the following in paragraph 4a. "Aviation NCOs in the 15P MOS appear to have fewer leadership opportunities than their NCO counterparts." It is true that MOS 15P has fewer "Platoon Sergeant" positions but there are a multitude of leadership positions for the MOS. The duty positions "Aviation Operations Sergeant", "Detachment Sergeant" and "Airfield Operations Sergeant" are all leadership positions with soldiers equal to a Platoon Sergeant position in an Aviation Maintenance platoon filled by MOS 15Z. Encl 1 provides statistical data from the past three promotion boards showing a 5% higher promotion selection than Aviation Maintenance MOSs. During the CY04 MSG selection board MOS 15P promotion were four times greater than their MOS 15Z counterparts. Promotion percentages for MOS 15P have consistently been equal to or above the Army averages.

2. Paragraph 4b. stated; "The Standards of Grade and CMF structure may require changes to code certain platoon sergeant positions as MOS immaterial to allow 15P NCOs to fill these positions." At face value this looks true, but, only if you just look at the number of positions and not the Average Grade Distribution Matrix (ADGM). IAW The Army Authorization Documentation System (TAADS) the AGDM for MOS 15P has a total authorized force of 1,722 positions, 110 MSG positions (6.3%), and 41 1SG positions (2.3%) when compared to the Aviation Operations total force number. The ADGM for MOS 15Z is a total authorized force of 12,989 positions, 80 MSG positions (0.6%), and 314 1SG positions (2.4%) when compared to the Aviation Maintenance total force number. This more in-depth information shows that a 15P has only a .1% less amount of 1SG position opportunities and a 5.7% greater percentage of MSG positions, thus a better chance of being promoted to E-8 than their 15Z counterparts. MOS 15P exceeds the G-1 ADGM breakout pyramid by 95 MSG positions and 25 SGM positions. To address future promotion to SGM the 15P has 34 positions (2.0%) and the 15Z has 46 positions (0.4%). Again showing MOS 15P has more promotion opportunity than MOS 15Z.

3. Aviation Proponency (AP) recommendation. AP should conduct an in-depth analysis to determine if there is a need to balance out the 5.7% gap by moving some MSG spaces from 15P to 15Z and a follow on to address the 1.6% gap for the SGM positions.

4. USAAVNC point of contact is the Aviation Proponency Office (ATZQ-AP), DSN 558-2359, Commercial (334) 255-2359 or email: atzqap@rucker.army.mil.

FOR THE COMMANDER:

//Original Signed//  
Director, Aviation Proponency