



DEPARTMENT OF THE ARMY
US ARMY TRANSPORTATION CENTER AND SCHOOL
210 DILLON CIRCLE
FORT EUSTIS, VIRGINIA 23604-5000

REPLY TO
ATTENTION OF

ATZF-CSM

30 December 2008

MEMORANDUM FOR Sergeant First Class Promotion Board Members (Transportation)

SUBJECT: CMF 88 Sergeant First Class Promotion Board, 3 February 2009

1. The Transportation Corps provides the enclosed information to help you understand the Military Occupational Specialties (MOS) that encompass CMF 88. Our Corps consists of five diverse specialties that engulf the broad spectrum of transportation: Vessel Operations (88K), Maintenance (88L), Motor Transport Operations (88M), Cargo Handling Operations (88H), and Transportation Management (88N).
2. We currently have Noncommissioned Officers (NCO) serving as Logistics NCO Trainers for the Military Transition Teams (MiTT) and as Platoon Sergeants or Squad Leaders for Warrior Transition Units. These are the Army's top priority assignments, and NCOs are pulled from other key leader positions to fill them. Logistics NCO Trainers are charged with teaching, coaching, and mentoring Host Nation Security Forces, while simultaneously conducting combat operations while embedded with Iraqi and Afghan forces. Platoon Sergeants and Squad Leaders serving in Warrior Transition Units (WTU) are leading multi-component units. These units consist of medical hold companies and detachments merged with Medical Retention Processing Units (MRPUS).
3. The Transportation Corps also selects highly-skilled and experienced NCOs into top priority assignments such as the White House Transportation Agency (WHTA), Joint Duty positions, AC/RC, Proponent/Branch Career Advisor, Equal Opportunity Advisor, Inspector General, Recruiter, Small Group Instructor, Instructor/Writer, and Drill Sergeant. Due to the nature of these top-priority assignments and periods committed to these positions, a number of NCOs have limited opportunity to serve in key leadership positions or to deploy. Do not penalize Soldiers filling these critical roles; provide them the same degree of consideration based on their job performance. However, a prolonged stay in a non-deployable unit or position is not desirable and should not be rewarded. For example, TRADOC has a three-year policy for Drill Sergeants and Instructors. When they reach their third year, most end up in MiTT assignments. Likewise, those in other high-risk, challenging, and non-deployable billets should also rotate to FORSCOM or other similar assignments to remain relevant in support of the Global War on Terrorism's (GWOT) mission.

4. When viewing deployment history, take into consideration the fact that Transportation Soldiers are deployed in an unorthodox fashion. Watercraft NCO deployments, in support of GWOT, are not normally reflected as Afghanistan or Iraq. Rather, their assignment will be listed as Kuwait, Bahrain, or United States Army-South (USARSO). Truck drivers surge during short periods, in addition to year-long deployments. View the entire accumulated deployment time, not just the last deployment period.

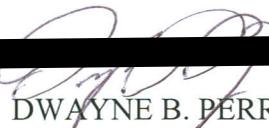
5. When selecting Soldiers best-qualified to serve as a Sergeant First Class (SFC), consider the Soldier's challenging leadership and operations positions over the Soldier's career. Items in the ERB that might mislead you are terms that are not commonly known, but highlight E7 positions. First Mate, for instance, is similar in responsibility to a Detachment Sergeant or a First Sergeant, which means the NCO is working in a position of increased responsibility. Similarly, an Instructor in a Driver's Training Academy is NOT the same as a Small Group Leader or Instructor in an NCO Academy, and should not be given credit for that position. When in doubt, refer to the MOS descriptions for clarification. Secondly, it is imperative that you select physically fit individuals, who have both leadership and staff operations experience. Our demanding conditions and OPTEMPO require our SFCs to have experience in troop leading and operations to be effective in support of the GWOT.

6. Both military and civilian education is important to an NCO. We now serve in a multi-task environment. You will find that our NCOs now have access to education through distance learning programs and online universities. As such, the argument that deployment equates to limited education opportunities is no longer the case. Our profession demands that college education keep pace with operational growth during the GWOT years. Those NCOs who have continued to grow academically should be rewarded for their initiative, drive, and determination to excel. Many Transportation NCOs have the opportunity to attain an Associate's Degree before they reach the grade of E7.

7. In conclusion, your appointment as a Board Member is a challenging task in light of all the great NCO potential that you will have to evaluate. We at the Transportation Center and School stand ready to assist you. Please feel free to contact the Personnel Proponency staff or the undersigned at (757) 878-4173/3672 or DSN 826-4173/3672.

8. "Nothing Happens Until Something Moves."

Encl


[REDACTED]
DWAYNE B. PERRY
Command Sergeant Major, USA
Acting Regimental
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