

DEPARTMENTS OF THE ARMY AND THE AIR FORCE
NATIONAL GUARD BUREAU
1411 Jefferson Davis Highway
Arlington, VA 22202-3231

NGB-ARZ-T

16 April 2003

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: 2003 Title 10 Active Guard/Reserve (AGR) Sergeant Major Promotion Board Results

1. Reference:

- a. 2003 Title 10 AGR Enlisted Promotion Board Announcement dated 15 October 2002.
- b. NGR 600-200, Chapter 11

2. The 2003 Title 10 Sergeant Major promotion board was conducted the week of 31 March 2003, at Jefferson Plaza 1, Arlington, Virginia and considered all eligible master sergeants currently on Title 10 orders. The following information and forms are provided:

- a. Enclosure #1 – Promotion Board Guidance
- b. Enclosure #2 – Minority Reports and Voting sheet examples
- c. Enclosure #3 – NCOES Request (DA Form 4187) & Pre-execution Checklist
- d. Enclosure #4 – 2003 Sergeant Major Promotion List

3. The Sergeant Major Promotion Board considered 72 eligible first sergeants and master sergeants that are listed according to their Primary Military Occupational Specialty (PMOS) ranked from the greatest number of points to the least within each PMOS.

4. Based upon current or projected available sergeant major control grades, five (5) master sergeants will be recommended for promotion to sergeant major to meet the current and projected needs of the Title 10 AGR program.

5. After the initial release of this promotion list and prior to the release of the 2004 Title 10 Sergeant Major Promotion Board List, additional control grades may become available. If this proves to be the case the 2003 Sergeant Major Promotion List will be updated and re-released reflecting additional promotion recommendations to Sergeant Major, per NGR 600-200, 11-43.

6. Promotion to sergeant major is based upon being in a promotable status, i.e.; availability of a control grade, assignment to a sergeant major/command sergeant major authorized position and satisfying the NCOES requirement for sergeant major. If a selected master sergeant has not completed the United States Army Sergeant Major Academy (USASMA) prior to selection for promotion to sergeant major the promotion is conditional. Successful completion of the USASMA is necessary to make the promotion permanent. Should a conditionally promoted sergeant major fail to satisfactorily complete the USASMA within the allotted time, they will be reduced without board action per NGR 600-200, 11-56. Additionally, promotion to sergeant major also incurs a mandatory two (2) year service obligation.

7. Soldiers with promotion points of 800 or better may voluntarily apply for the Sergeants Major Academy. Application will be by DA Form 4187, see enclosure 3. Attendance as a resident or corresponding student will depend upon operational requirements of the Title 10 AGR program. Requests must be received NLT 30 days from release of this promotion announcement.

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8. The 2003 Title 10 AGR Sergeant Major Promotion Board List will be posted on the Army National Guard public website at: www.arng.army.mil under soldier resources, title 10, promotions.

9. Points of contact are:

a. Chief, Enlisted Staff Management, Title 10, SGM RG Halliday, DSN: 327-1405/COMM: 703-607-1405/FAX: -5972/e-mail: robert.halliday@ngb.army.mil.

b. Enlisted policy, SGM Patti Sparenberg, DSN: 327-3446/COMM: 703-607-3446/FAX: -5913/e-mail: Patti.Sparenberg@ngb.army.mil.

FOR THE CHIEF, NATIONAL GUARD BUREAU:

4Encls
as

/////////signed/////////
MICHAEL K. JOHNSON
Colonel, NGB
Chief, ARNG Staff Management
Office

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Guidance for 2003 Army National Guard Title 10 Active Guard Reserve
Sergeant Major Promotion Board

1. General.

a. Consider soldiers for promotion as prescribed by NGR 600-200, chapter 11, to recommend the noncommissioned officers required to meet the needs of the Army National Guard in the grade of sergeant major.

b. In determining whether noncommissioned officers under consideration are qualified for promotion, the board should satisfy itself that the noncommissioned officers are qualified professionally and morally, have demonstrated integrity, are physically fit, and are capable of performing duties expected of noncommissioned officers in the grade of sergeant major, with increased positions of responsibility for assignment world-wide. Selection is not intended as a reward for past performance, but specifically to recognize soldiers with the best potential.

c. An isolated example of excellence or mediocrity should not be used as a sole determinant for promotion selection or non-selection. However, non-selection may properly be based on a major disciplinary action or significant professional failure such as relief, for cause, demonstrated cowardice, lack of integrity, or moral turpitude.

2. The Noncommissioned Officer Evaluation Reporting System.

a. This system is designed to measure and report a soldier's job knowledge, duty performance, and potential. The system has always consisted of two parts, the Rater and Senior Rater evaluations.

b. The Noncommissioned Officer Evaluation Report (NCOER) is used to evaluate a noncommissioned officer's duty performance during a given period of time for a specific job and provides an estimate of potential. Examine each evaluation report in the file carefully. Particular attention should be given to the bullet comments. It is within the bullet comments that patterns of strengths and weaknesses over a period of time should appear.

(1) When evaluating the soldier's file, consider the length of time covered by each report and the consistency of ratings over time.

(2) Although all parts of the evaluation report are significant, pay particular attention to:

(a) The scope and degree of responsibility in terms of resources, people, facilities and dollars managed as outlined in the job description.

(b) Trends in professional ability and performance with special emphasis on the specifics of performance as they relate to the soldier's MOS and duty description. You should also consider tactical and technical proficiency and the soldier's ability to communicate effectively.

(c) Specific potential recommendations by the rating officials.

(3) Review the NCOERs carefully. Study in detail the bullet comments to validate the rater and senior rater block marks. It is your responsibility to determine if the bullets fully justify the particular block that has been checked. A justified success rating (meets standard) indicates that the noncommissioned officer meets the standard of the grade. Excellence ratings should be accompanied by substantiated incidents or explanation in the bullet comments. Another very important area of evaluation to consider is the soldier's Academic Evaluation Report (AER), DA Form 1059, for NCOES courses. Special attention should be given to soldiers who received superior ratings as this indicates they have demonstrated an ability that is significantly above the established standard.

3. Overall Performance: An evaluation of demonstrated professionalism and potential for future service cannot be measured without a complete and objective review of each individual's entire background. Consider the following areas carefully:

a. Level of responsibility. Noncommissioned officers who perform well in tough, high-risk, demanding jobs have demonstrated promotion potential. Keep in mind there are jobs that require a tremendous amount of management skill, asset accountability and fiscal responsibility with few or, in some instances, no subordinate personnel to supervise. These instances should not be a detriment in evaluating a soldier's overall potential. A soldier's level of responsibility should be a multiplier in an overall evaluation of performance.

b. Trends in efficiency. Consider upward or downward trends in efficiency in light of the degree of experience or level of responsibility. Junior noncommissioned officers can be expected to make honest mistakes from which they learn and improve their performance. The manner of performance in more recent years should take precedence over performance in earlier years.

c. Military Education.

(1) Master sergeants must be a graduate of or enrolled in the USASMA as a resident or non-resident student before they may be promoted to Sergeant Major. Selectees who are neither graduates of nor enrolled in the required NCOES course or courses must apply within a stated period after announcement of the results of this board. This is a non-waivable requirement for all enlisted soldiers that became effective 1 October 1992.

(2) Resident Active Component or Reserve Component as well as nonresident completion of any military schools are generally equivalent. While it is recognized that the resident students have enjoyed the professional benefits of seminars, guest speakers, and association with their peers, it should also be recognized that the soldiers who, on their own initiative, have completed nonresident or corresponding studies courses have also demonstrated dedication, commitment, and motivation.

This is one half of one of the three Army pillars of leader development, self-development.

d. Civilian Education. The other half of the self development pillar, civilian education above the high school level, concurrent with military duty, is indicative of dedication to self-improvement, effective time management, and is in keeping with total Army goals for noncommissioned officers. The Army, and Army National Guard, goal is for noncommissioned officers to have an associates degree by the time they make sergeant major. Many soldiers set their goals on a baccalaureate degree and may not receive an associate degree. Either course of action is focused on the goal, and is shown by the soldier's efforts to improve through post-secondary work. Soldiers may choose from a variety of means to attend classes or the nontraditional evaluation available through Education Services Officers and Education Centers, many of which offer Army and Army National Guard incentives as well as the Montgomery GI Bill to help them achieve their objectives. Although progress toward the goal is desirable, it is neither required for selection nor promotion to sergeant major.

e. Professional Values. Throughout the selection process, consider the soldiers' demonstration of the professional Army ethic and it's supporting values: loyalty, duty, respect, selfless service, honor, integrity and personal courage. These values that make up the ethic, coupled with courage, candor, competence, commitment, and compassion, form the bedrock of the military profession. You should favorably consider noncommissioned officers whose performance reflects a commitment to and internalization of these values.

4. Scope and Variety of Assignments: Consider the type of assignments the noncommissioned officers have held. The essence of effective performance as noncommissioned officers is the application of sound leadership and management capabilities. You should, therefore, examine each candidate's past performance in all types of leadership positions.

a. Pay particular attention to selection of individuals who have demonstrated their suitability for positions of responsibility at the highest levels of command and whose performances have been consistently outstanding in a variety of assignments. Consider tactical and technical proficiency, communication skills, and administrative ability.

b. A variety of assignments at different levels is important. Consider the assignments the soldier has had in comparison, with the degree of responsibility held. You must note, however, that in many cases the soldier has little, if any, control over the type of assignment he or she receives. Also, certain MOSs have a tendency to place a soldier in a field of specialization which at times can lessen one's supervisory opportunity. There also are other restrictions based on geographical (distribution of units) and full-time employment assignment limitations for AGR soldiers and military technicians. Once soldiers enter the Title 10 AGR Program, they also have fewer opportunities to serve in troop assignments and are often bound to headquarters units. Variety then comes through reassignment to any of a number of other available jobs in which the soldier can become more experienced.

c. It is essential that the Army have noncommissioned officers who are outstanding troop leaders. It is equally important to have noncommissioned officers who can provide leadership in the specialty areas and supporting staffs and agencies, many with highly technical missions. The board must select the best noncommissioned officers and, in its process, recognize that various jobs require different strengths, techniques and background experience.

d. Carefully consider the soldier's manner of performance in the following areas:

(1) First sergeant, NCOIC, team leader, squad leader or section chief: Duty all levels of leadership is one of the most professionally and personally rewarding challenges required of a noncommissioned officer. Successful completion of these duties is indicative of the soldier's exceptional capability for higher levels of responsibilities and authority. Again, because of geographical and organizational structure concerns beyond the soldiers' control, as well as the restrictions of serving in the Title 10 AGR Program, this type of duty may not have been available. In these cases, NOCIC of sections, units or teams in headquarters elements are frequently the challenges sought in lieu of more traditional leadership assignments.

(2) Specialized and additional duties: Special duty or detail to additional duties such as Drill Sergeant, additional duty Retention NCO, unit sponsor team, Color Guard, and other similarly demanding duties should receive your special attention. Successful performance of these duties at this grade shows the soldier's potential. Board members must be aware that many soldiers in this category may not have had the opportunity for recent experience in more traditional leadership positions.

5. Derogatory Information:

a. Significance. The weight to be given derogatory information must be determined by the collective judgment of the board. Care must be taken not to unduly penalize noncommissioned officers who have had early exposure to heavy responsibilities and the inherent opportunity to make mistakes through honest but misjudged effort. Little consideration should be given to comments of derogatory nature, particularly non-judicial punishment for minor offenses, which are later followed by continuous outstanding performance of duty. Unproved allegations or court-martials, in which the individual has been exonerated or found not guilty, will not be considered.

b. Articles 15. Non-judicial punishment (NJP) proceedings under Article 15, UCMJ, or comparable state laws enable commanders to maintain good order and discipline by disposing of minor offenses quickly and fairly. The primary purpose of non-judicial punishment is to provide a method for commanders to determine what happened and to correct minor offenders with fair punishments while preserving rehabilitative potential. Punishment under Article 15, early in a soldier's career (SPC or CPL and below with less than three years service) should not be considered in deliberations.

c. The Army Alcohol and Drug Abuse Prevention and Control Program (ADAPCP). The basic goal of ADAPCP is the restoration to effective and reliable service of all individuals with problems attributable to alcohol and other drugs.

(1) When a soldier's record reflects adverse information associated solely with a past problem involving alcohol or other drugs and the individual has been rehabilitated and restored to full duty status, the soldier's attitude, work efficiency, and potential for continued effective service will be the basis for judgment.

(2) Noncommissioned officers who cannot or will not respond to drug or alcohol treatment and rehabilitation programs after a reasonable period of time should not be selected.

d. Assignment limitations or training disqualification such as airborne training, or nuclear and chemical assignment disqualification per AR 50-5 or 50-6 These should not, in and of themselves, be used as criteria for selection or non-selection. However, the actions, which led to the limitation or disqualification, may be appropriate for consideration.

6. Physical Conditioning and Body Composition. Army policy requires that every soldier be physically fit regardless of age or duty assignment. Body composition and physical appearance are important indicators of a noncommissioned officer's physical fitness. Accordingly, consider general physical condition and compliance with the Army body composition policies of AR 40-501 and AR 600-9 as well as physical fitness per AR 350-41, chapter 9, in evaluating the individual's potential for selection.

7. Physical Profiles. Recognize that retention has been granted to NCOs with certain medical conditions and that some soldiers have partial disabilities which are the result of disease, wound, or injury that do not interfere with the individual's performance of duty. The fact that a soldier has been found fit to remain in an active status indicates that the individual possesses the minimum medical qualifications required for assignment to any position in line with the military occupational specialty and profile limitations. If specific questions arise regarding medical standards of fitness, Boards Branch will obtain an opinion from the Army National Guard Surgeon's Office.

8. Photographs. Official photographs are valid for five years and are not authorized more frequently except for grade or significant appearance changes. The lack of an organizational shoulder sleeve insignia or distinctive unit insignia (unit crest), or both, should not be considered negatively. With some exceptions, newly authorized units and other federal agencies are not authorized these insignia items. Army policy currently allows for full-length black and white or color photographs (4" x 10") as well as the new digital photographs (4" x 6") which are in color.

9. Record Review. Thoroughly review all documents in the packets. Because the records are maintained by many different headquarters with variations in records maintenance policies, the same information may not be found on each NCO's DA Form 2-1, DA Form 2 or 2A, or SIDPERS-ARNG PQR.

10. Minority and Female Soldiers.

a. The Army is firmly committed to a plan of equal opportunity for minority group members and female noncommissioned officers in all facets of their career development, utilization, and progression.

b. In evaluating the records of minority group members and female soldiers, the board should be aware that past personal and institutional discrimination may have operated to the disadvantage of some minority group members and female soldiers.

c. As directed by HQDA, some female noncommissioned officers may have been reclassified as a result of the Army's utilization policies in AR 600-13, the Direct Combat Probability Coding (DCPC) process, and should not be penalized as a result of that action. Much of a female noncommissioned officer's ability to gain assignment, hence selection is limited to the types of positions and units in which she may serve. Recent changes to Army policies have significantly increased the number and range of positions to which female soldiers may be assigned. Therefore, they will be considered fully, fairly, and impartially as equals in their MOSs and career fields without regard to the types of units or positions to which they might be assigned. When identified for promotion, they will be assigned to positions for which they are eligible and available.

d. The goal of the board is to achieve a percentage of selection for all gender, and race and ethnic designator categories comparable to the selection rate for the total population in the zone of consideration.

e. Prior to adjournment, the board must review the extent to which these goals are met. Deviations from the goal must be fully justified in the after action report.

11. Marital Status and Participation of Spouse. Selection boards are prohibited from considering the marital status of noncommissioned officers or the activities of their spouses as discriminators for selection. Your decisions, therefore, cannot be affected by a spouse's decision regarding employment or participation of spouses in military or community activities. In this respect, you must disregard any reference to these factors in NCOERs or other documents you review.

2003 TITLE 10 AGR ENLISTED
PROMOTION BOARD CYCLE
SGM PROMOTION BOARD
DEMOGRAPHICS
16 April, 2003

Board members:

Panel Minority Representation: 2
Panel Female Representation: 1
Total Panel Members: 5

Applicants reviewed: 72

Applicants by Race and Gender: Percentage

Male Caucasians:	50	Female Caucasians:	5	Total Caucasians:	55	76.39%
Male Blacks:	7	Female Blacks:	5	Total Blacks:	12	16.67%
Male Hispanic:	2	Female Hispanic:	0	Total Hispanic:	2	2.78%
Male Other:	1	Female Other:	2	Total Other:	3	4.17%

Promotions: Percentage

Male Promotion:	4	80%
Female Promotion:	1	20%
Black Male Promotion:	1	20%
Caucasian Female Promotion:	1	20%
Caucasian Male Promotion:	3	60%

SGM T-10 STPA Promotion Board
Member Vote Sheet
31 March to 4 April 2003

MILITARY APPEARANCE and BEARING: Fitness for duty considering the standards of Army Regulation 600-9 and overall military appearance.

Performance Points: Allowed 0 - 3 Awarded _____

Potential Points: Allowed NONE Awarded N/A

RESPONSIBILITY and ACCOUNTABILITY: Has he/she been responsible? Trustworthy? Soldier's stewardship of resources (personnel, equipment, etc.)

Performance Points: Allowed 0 – 5 Awarded _____

Potential Points: Allowed 0 – 6 Awarded _____

LEADERSHIP: Served in all primary leadership positions of greater responsibility, (i.e. section sergeant, platoon sergeant)

Performance Points: Allowed 0 – 7 Awarded _____

Potential Points: Allowed 0 – 14 Awarded _____

COMMUNICATION SKILLS: Soldier's ability to get along with others, personal Relationships, no rank restrictions to perform his/her mission

Performance Points: Allowed 0 – 4 Awarded _____

Potential Points: Allowed 0 – 6 Awarded _____

PROFESSIONAL ATTRIBUTES: Level of commitment to ethical and moral standards of service to the Nation

Performance Points: Allowed 0 – 5 Awarded _____

Potential Points: Allowed 0 – 6 Awarded _____

SGM T-10 STPA Promotion Board
Member Vote Sheet
31 March to 4 April 2003

INITIATIVE: Soldier's improvement to civilian education, military schools, assignments and no status quo

Performance Points: Allowed 0 - 5 Awarded _____

Potential Points: Allowed 0 -6 Awarded _____

TECHNICAL and TACTICAL PROFICIENCY: Performance in various assignments throughout period of service

Performance Points: Allowed 0 – 7 Awarded _____

Potential Points: Allowed 0 – 6 Awarded _____

APPLICANT NAME/SSN : _____

TOTAL POINTS: _____

VOTING MEMBER: _____ **SSN:** _____

updated 27 Jun 02

PERSONNEL ACTION

For use of this form, see AR 600-8-6 and DA PAM 600-8-21; the proponent agency is ODCSPER

DATA REQUIRED BY THE PRIVACY ACT OF 1974

AUTHORITY: Title 5, Section 3012; Title 10, USC, E.O. 9397.
PRINCIPAL PURPOSE: Used by soldier in accordance with DA PAM 600-8-21 when requesting a personnel action on his/her own behalf (Section III).
ROUTINE USES: To initiate the processing of a personnel action being requested by the soldier.
DISCLOSURE: Voluntary. Failure to provide social security number may result in a delay or error in processing of the request for personnel action.

1. THRU (Include ZIP Code) National Guard Bureau ATTN: ARZ-T (SGM Halliday) 1411 Jefferson Davis Highway Arlington, VA 22202-3231	2. TO (Include ZIP Code) National Guard Bureau ATTN: ART-I (MSG Skeim) 111 S. George Mason Drive Arlington, VA 22204-1382	3. FROM (Include ZIP Code)
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SECTION I - PERSONAL IDENTIFICATION

4. NAME (Last, First, MI)	5. GRADE OR RANK/PMOS/AOC	6. SOCIAL SECURITY NUMBER
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SECTION II - DUTY STATUS CHANGE (AR 600-8-6)

7. The above soldier's duty status is changed from _____ to _____
 _____ effective _____ hours, _____ 19 _____

SECTION III - REQUEST FOR PERSONNEL ACTION

8. I request the following action: (Check as appropriate)

<input checked="" type="checkbox"/>	Service School (Enl only)	<input type="checkbox"/>	Special Forces Training/Assignment	<input type="checkbox"/>	Identification Card
<input type="checkbox"/>	ROTC or Reserve Component Duty	<input type="checkbox"/>	On-the-Job Training (Enl only)	<input type="checkbox"/>	Identification Tags
<input type="checkbox"/>	Volunteering For Oversea Service	<input type="checkbox"/>	Retesting in Army Personnel Tests	<input type="checkbox"/>	Separate Rations
<input type="checkbox"/>	Ranger Training	<input type="checkbox"/>	Reassignment Married Army Couples	<input type="checkbox"/>	Leave - Excess/Advance/Outside CONUS
<input type="checkbox"/>	Reassignment Extreme Family Problems	<input type="checkbox"/>	Reclassification	<input type="checkbox"/>	Change of Name/SSN/DOB
<input type="checkbox"/>	Exchange Reassignment (Enl only)	<input type="checkbox"/>	Officer Candidate School	<input type="checkbox"/>	Other (Specify)
<input type="checkbox"/>	Airborne Training	<input type="checkbox"/>	Asgmt of Pers with Exceptional Family Members		

9. SIGNATURE OF SOLDIER (When required)

10. DATE

SECTION IV - REMARKS (Applies to Sections II, III, and V) (Continue on separate sheet)

1. US Army Sergeant's Major Course: Resident () or Nonresident () for Calendar Year _____ year

2. Unit of Assignment: _____ Unit/Work Phone: _____

3. Home Mailing Address: _____ Home Phone: _____

4. Personal Data: Date of Birth : _____ Date of Rank: _____ PEBD: _____
 (yy/mm/dd) (yy/mm/dd) (yy/mm/dd)

Status: M-Day () Tech () AGR () Height/Weight: _____ Body fat require: Yes / No (if yes, copy of DA Form 5500 must be enclosed)

APFT Score: _____ Date of APFT: _____
 (yy/mm/dd)

Profile: Yes / No - Temporary () Permanent () (if yes to either, a copy of DA Form 3349 must be enclosed)

****COORDINATION AND STATEMENT OF AGREEMENT MUST BE ENCLOSED WITH THIS REQUEST**

SECTION V - CERTIFICATION/APPROVAL/DISAPPROVAL

11. I certify that the duty status change (Section III) or that the request for personnel action (Section III) contained herein -

HAS BEEN VERIFIED RECOMMEND APPROVAL RECOMMEND DISAPPROVAL IS APPROVED IS DISAPPROVED

12. COMMANDER/AUTHORIZED REPRESENTATIVE	13. SIGNATURE	14. DATE
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STATEMENTS OF AGREEMENT

1. I understand that I am required to serve at least 24 months after graduation.

Soldier's initials _____

2. I have been counseled by _____ (Rank/Name of 1st line leader or Senior Enlisted advisor) and understand that if I fail to complete this course, I may be Barred from Reenlistment or Extension of Enlistment, or recommended for separation from service. I further understand that if I am a master sergeant or first sergeant, and I do not complete the course for reasons other than extreme hardship, I will be removed from the promotion list administratively and will not be eligible for future considerations for sergeant major nor to attend the course.

Soldier's initials _____

3. I understand that if I have been promoted to sergeant major conditioned upon my successful completion of the U.S. Sergeants Major Course that I will be reduced without board action or appeal if I fail to complete the course by not satisfying requirements, meeting standards, misconduct or withdrawal.

Soldier's initials _____

4. I have read and understand the requirements and related actions for the United States Army Sergeants Major Course.

Soldier's signature and date _____

Signature and date of Soldier's 1st line leader or Sr. Enlisted Advisor _____

COORDINATION

NGB CSM: _____

NGB-ARZ-T: _____

NGB-ART-I: _____

2003 TITLE 10 AGR ENLISTED PROMOTION BOARD
 SERGEANT MAJOR
 16 April 2003

NAME	RANK	PMOS	TOTAL POINTS	SEQ #	CTL GRD AV DATE
SHIFFER, ROCKLYN MITCHELL SR	MSG	11Z	866	3	4-Dec-03
SITER, THOMAS GERALD SR	MSG	11Z	856		
KING, MAURICE BIGGS JR	MSG	11Z	855		
EICHMAN, GUY ALAN	MSG	11Z	306		
DENSON, WALTER JR	MSG	11Z	302		
DANIELS, CHARLES JUNIOR	MSG	13Z	858		
BOWMAN, DOUGLAS JOE	MSG	13Z	807		
BOYD, DOUGLAS	MSG	14Z	763		
GRIFFIN, MARC WALKER	MSG	14Z	740		
BRANDON, TIMMY FITZGERALD	MSG	18Z	837		
BISCARO, DAVID SCOTT	MSG	19Z	726		
SEAMAN, EDWARD W.	MSG	19Z	307		
HOELLER, ROBERT MICHAEL	MSG	31Z	823		
HOBBS, STEVEN HARVEY	MSG	63Z	836		
PADGETT, ANA DELINDA	MSG	71L	802		
NEIFERT, JUDITH LILLIAN	MSG	73Z	828		
VLASAK, BECKY RENEE	MSG	73Z	804		
WYNTER, JERRAINE MELISSA	MSG	73Z	701		
WHITE, JIMMY WAYNE JR	MSG	73Z	311		
TORKILDSON, IRENE MARIE	MSG	74Z	882	1	16-Apr-03
CRUZ-ORTIZ, OLGA IMARA	MSG	74Z	820		
GANGI, JOSEPH JR	MSG	74Z	799		
HUNNEL, MICHAEL ALLEN	MSG	74Z	269		
CARRION, NELSON	MSG	75H	835		
WEHR, VIV ANN	MSG	75H	827		
ARCHIBALD, SHARON ANN	MSG	75H	824		
SKEIM, JERONE MICHAEL	MSG	75H	816		
SCOTT, WILLIE KEITH	MSG	75H	807		
SANTIAGO, EDGAR A.	MSG	75H	798		
PENNICK, LORETTA SUE	MSG	75H	794		
VAN BRIESEN, CHRISTOPHER NELSON	MSG	75H	751		
WILLINGHAM, REGINA HUIETT	MSG	75H	749		
SNYDER, WILLIAM HAROLD	MSG	75H	717		

2003 TITLE 10 AGR ENLISTED PROMOTION BOARD
 SERGEANT MAJOR
 16 April 2003

NAME	RANK	PMOS	TOTAL POINTS	SEQ #	CTL GRD AV DATE
MONK, ROBERT SCOTT	MSG	79T	867	2	1-Jul-03
HARDY, KENNETH ALAN	MSG	79T	860	4	4-Dec-03
FREDERICK, ANTHONY	MSG	79T	859	5	2-Jan-04
TRIMBLE, DAVID ALAN	MSG	79T	856		
TAYLOR, DAVID CLAYTON	MSG	79T	854		
COSSEL, ROBERT M. JR	MSG	79T	854		
O'KANE, EDWARD, CHARLES	MSG	79T	853		
GRUENDEL, ANDREAS	MSG	79T	849		
PUTNAM, RAYMOND ROBERT	MSG	79T	848		
WALKER, VERNON D.	MSG	79T	843		
RABON, WILBUR JACKSON	MSG	79T	842		
FORNEY, BRIAN W.	MSG	79T	834		
KEIFFER, WILLIAM FRANK	MSG	79T	832		
CODD, JOHN THOMAS JR	MSG	79T	829		
MARQUIS, RICHARD ROBERT	MSG	79T	829		
BORDEN, STEVEN THOMAS	MSG	79T	825		
FORD, GREGORY JOHN	MSG	79T	824		
MOORE, WALTER JAMES	MSG	79T	824		
MIDDLETON, MICHAEL RAY	MSG	79T	819		
FORNEY, JO LYNN MARIE	MSG	79T	819		
BURTON, DERRICK	MSG	79T	817		
WALKER, SABRINA RENEAE	MSG	79T	816		
DURR, DERYLL WATSON	MSG	79T	811		
SZNURA, THOMAS VICTOR	MSG	79T	800		
REICHERT, BRUCE GARFIELD	MSG	79T	797		
JAY, JAMES RICHARD	MSG	79T	794		
SPENCER, SCOTT ALLAN	MSG	79T	786		
BAUER, TODD ANTHONY	MSG	79T	747		
KOSOBUCKI, MARK EDWARD	MSG	79T	309		
WALZ, ALLAN LEE	MSG	91Z	834		
NORMAN, ROBERT WILLIAM	MSG	92Z	835		
HAHS, GUY DALE	MSG	92Z	841		
STOCKFORD, GARY D.	MSG	92Z	842		
QUICK, DANIEL JERONE	MSG	92Z	759		
GAUNA, DOMINGO JOSE	MSG	92Z	783		
BOWCOCK, JOHN EDWARD JR	MSG	92Z	708		