



**U. S. Army Human Resources Command
200 Stovall Street
Alexandria, VA 22332**

For media information contact:

LTC Mike Moose
Public Affairs Officer
(703) 325-8499
hrcpao@conus.army.mil

For Immediate Release: 09-05

August 27, 2009

**ARMY ANNOUNCES NEW PLANS FOR
MANAGEMENT AND UTILIZATION
OF SENIOR NON-COMMISSIONED OFFICERS**

Washington, DC – The Army has announced plans to implement a centralized process for the selection and assignment of Command Sergeants Major (CSMs) and Sergeants Major (SGMs). As this process is phased-in, these Senior NCOs will be identified for assignment to specific Brigade, Battalion and other approved key billet positions.

As part of this process, Senior NCOs who graduate from the Sergeants Major Course will be considered promotable and be awarded a new skill level identifier (SL6) for battalion level /equivalent positions. As these SGMs progress in their careers, they can receive skill level qualifications for brigade (SL7) and general officer-level (SL8) positions. CSMs who serve at brigade or lower level will be awarded a Professional Development Proficiency Code that identifies them as having battalion or brigade level CSM experience. For CSMs only, if they serve at the general officer-level (SL8), they will receive MOS 00Z and be prepared for future consideration as the Sergeant Major of the Army (SMA).

This decision to centrally select CSMs/SGMs for these key billet positions represents a significant change in current practices concerning their career management. This new process will mirror the existing officer command selection (CSL) process at the brigade and battalion level. This will ensure effective placement of the best qualified Soldiers in key leadership positions to best serve our Nation, the Army and our Soldiers.

As this process is phased-in, aspects that will be implemented include: establishing Projected Change of Responsibility (PCoR) dates; establishing tour lengths at 24 months

for battalion and brigade billets; synchronizing the selection, training and Change of Command (CoC) and PCoR dates for incoming Commanders and CSMs. In FY11, centralized selection boards will begin this new process. At that time, CSMs and SGMs, including all Class 60 and later graduates, will be collectively considered for CSM battalion-level vacancies projected for FY12. This new process for CSMs/SGMs will improve leader development and is essential to an Army that is engaged in a worldwide strategic environment consisting of constant change and persistent conflict.

###