

MEMORANDUM THRU DIRECTOR, OFFICE OF THE CHIEF OF ARMOR

FOR CHIEF OF ARMOR, US ARMY ARMOR SCHOOL

SUBJECT: Information Paper – Results of FY 23 Staff Sergeant (SSG) Evaluation Board.

REFERENCES:

DA PAM 600-25

FY23 SSG EB Cover Memo

FY23 SSG EB FQ LIST

FY23 SSG EB AAR

1. Purpose: To provide information to the Chief of Armor on the results of the FY23 SSG Evaluation Board and Most Qualified (MQ) personnel.

2. Summary: The Department of the Army SSG Evaluation board convened on or about 18 January 2023 at Fort Knox, KY to evaluate eligible SSGs, create an Order of Merit List (OML) identifying Most Qualified (MQ) and Fully Qualified (FQ) NCOs that influences a myriad of decisions, from NCOES attendance to assignments. The reference is MILPER Message 22-364. The board considered and evaluated the Army Military Human Resource Record (AMHRR) of all RA and USAR AGR Soldiers meeting the following criteria:

RA/AGR: SSG

RA/AGR DOR: 19 JAN 20 and earlier

RA/AGR BASD: 19 JAN 04 and later

RA/AGR DOB: 01 JUL 67 and later

3. SSG Evaluation Information. The following is a profile of the 19D/19K Staff Sergeants identified as MQ during the SSG Evaluation Board.

a. The total number of 19D/19K evaluated was 1010; the Most Qualified used in this analysis is 17 (14 19D and 3 19K) and 993 were Fully Qualified. Armor selection rate for MQ was 1.68%, the total Army average selection rate for MQ was 2.46%.

b. The average age of those identified as MQ within Armor Branch was 31 years, 8 months. The oldest was 39 years of age and youngest was 27 years of age. There is no significant difference between the FY23 and the FY22 Evaluation Boards.

c. The average Time in Service (TIS) for those identified as MQ was 10 years, 10 months. The highest TIS was 17 years, 6 months and the lowest was 8 years.

d. The average Time in Grade (TIG) for those identified as MQ was 4 years, 7 months. The highest was 10 years, 1 month and the lowest was 3 years, 1 month.

e. DA PAM 600-25 states that Staff Sergeants should strive to complete an Associate's degree or accumulate two years of college credit towards a Bachelor's degree. Of the MQ NCOs, the following is the level of civilian education completed:

- (1) No college: 0.00% had no college (0/17)
- (2) Some College: 35.30% had some college (6/17)
- (3) Associates Degree: 52.94% had the equivalent of two year degree (9/17)
- (4) Bachelor's Degree: 11.76% had the equivalent of a four year degree (2/17)
- (5) Master's Degree: 0.00% had the equivalent of a six year degree (0/17)

f. 2 of the 17 MQ (11.76%) had re-classed from various MOSs.

g. The Army Combat Fitness Test (ACFT) of the MQ selectees had an average of 537. 2 of the 17 MQ (11.76%) had no record ACFT at the time that the board convened.

h. The table below illustrates NCOES completion for all MQ NCOs:

	M-SLC	ALC
19K	1 (33.33%)	2 (66.67%)
19D	7 (50.0%)	7 (50.0%)
TOTALS	8	9
Percentage	47.05%	52.95%

i. The following data depicts professionally developing assignments based on 14 19D MQ and 3 19K MQ (17), respectively:

	Master Gunner	Drill SGT	Recruiter	Instructor	OC/T	NCOA	First Army	ROTC	SFAB
3 19K 17.65%	1 33.33%	0 0.00%	1 33.33%	1 33.33%	0 0.00%	0 0.00%	1 33.33%	0 0.00%	0 0.00%
14 19D 82.35%	1 7.14%	3 21.43%	2 14.3%	4 28.57%	0 0.00%	1 7.14%	1 7.14%	0 0.00%	4 28.57%
TOTALS	2	3	3	5	0	1	2	0	4
Percentage	11.76%	17.64%	17.64%	29.41%	0.00%	5.88%	11.76%	0.00%	23.52%

j. The following table depicts attendance at functional courses listed in DA PAM 600-25 across all MQ NCOs.

	Battle Staff	EO	SHARP	Master Resilience Trainer	Master Fitness
19K	1	1	0	2	0
19D	0	2	2	0	1
TOTALS	1	3	2	2	1
Percentage	5.88%	17.64%	11.76%	11.76%	5.88%

k. The following table depicts attendance at functional courses listed in DA PAM 600-25 specifically for 19K NCOs. Of the 292 19K Staff Sergeants considered, 28 (9.58%) were Master Gunners.

	Master Gunner
19K	2
Percentage	66.67%

l. The following table depicts attendance at functional courses listed in DA PAM 600-25 specifically for 19D NCOs.

	Scout Leader Course	Master Gunner	Airborne	Air Assault	Pathfinder	Ranger	Jump Master
19D	2	2	7	6	2	2	5
Percentage	14.28%	14.28%	50.00%	42.85%	14.28%	14.28%	35.71%

m. Key Development Time: The following chart below outlines the amount of key development time as a SSG that each MQ selectee completed. The average time spent as a Section/Squad Leader or Tank Commander was 32 months, which includes any time served as a Platoon Sergeant. Three MQ selectees were serving in, or had served in, a First Sergeant position (17.64%).

Section/Squad Leader or Tank Commander Time	<24	24-36	37-48	>49
19K	1	2	0	0
19D	2	8	2	2
TOTALS	3	10	2	2
Percentage	17.64%	58.84%	11.76%	11.76%

n. The chart below outlines where NCOs selected as MQ completed their KD time.

	ABCT	IBCT	SBCT	GEN Force/ Other
19D SL/PSG	4	4	4	2
19K TC/PSG	3	0	0	0

o. The chart below shows how many months MQ NCOs served at the duty station during which they served in a KD position. The average Time on Station (TOS) was 41.4 months.

	< 18 mo	18-24 mo	25-36 mo	37-48 mo	>49 mo
19D	0	1	5	3	5
19K	0	0	1	0	2
TOTAL	0 (0.00%)	1 (5.88%)	6 (35.30%)	3 (17.64%)	7 (41.18%)

4. IPPS-A Transition. Records and SRBs for the FY23 SSG Evaluation Board were pulled from IPERMS and systems of record during the beginning of the Brownout/ Crossover (BOCO) period. However, Career Managers at OCOA had to utilize the HR Professional system in IPPS-A to conduct the board analysis.

a. Most records transferred over without any issues. Some NCO's assignment history and current assignments were either incorrect or showed circumstances of being "double-slotted" in two positions for the same timeframe (simultaneously forward deployed and home station, actual assignment and "overstrength," etc.).

b. Career Management NCOs strongly encourage all NCOs to become proficient in the navigation and usage of IPPS-A and verify the entirety of their Soldier Talent Profile (STP), as well as that of their Soldiers as soon as possible.

5. General observations.

a. Goals for development, the NCOs identified as MQ did the tough demanding assignments. They had numerous professionally developing assignments throughout their careers. They served the Armor Force well as Master Gunners (11.76% selected), Drill Sergeants (17.64% selected), Recruiters (17.64% selected) and in many other important assignments.

b. Conclusion: NCOs that followed the Career Progression Plan guidance listed in DA PAM 600-25 fared well and were selected as Most Qualified. Completing more than the required Key Developmental Time, both as a Platoon Sergeant and as a First Sergeant, was seen and graded favorably by the board. Completing multiple functional courses that benefit both the unit and the NCO was viewed favorably by the board, only 19 NCOs (12.33%) had fewer than two functional courses recommended in DA PAM 600-25. The board also favored NCOs that completed the recommended level of Civilian Education, only 20 NCOs (12.90%) had no college whatsoever.

c. The DA PAM 600-25 Armor Career Progression Plan and Talent Development Models for CMF19 can be found online at <https://www.army.mil/g-1?fbclid=IwAR3iyTVRxXvWXHNSIBmIFNPtHbEFYjHRIIWv5fDDu05zMoScM2WZHQCQaiU#org-g-1-publications>.

6. Point of contact is the OCOA Career Management NCOs at usarmy.moore.mcoe.mbx.armor-ocoa@army.mil, or (706) 626-1921, (706) 545-0577, and (706) 545-0670.



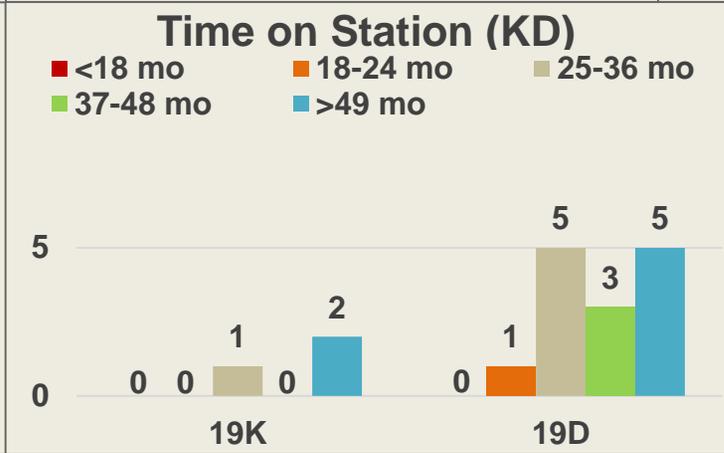
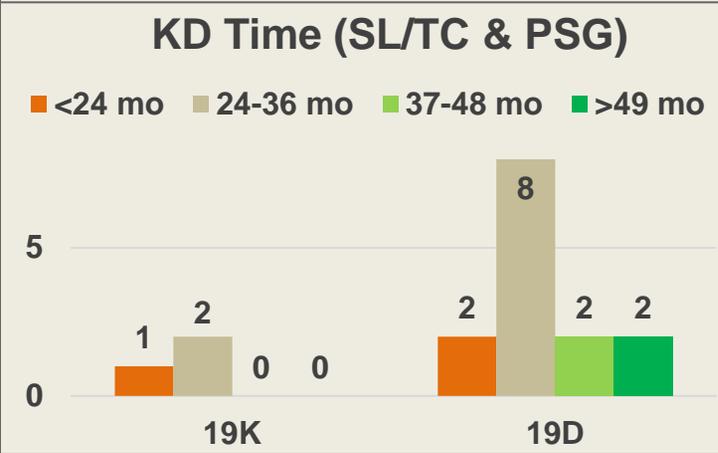
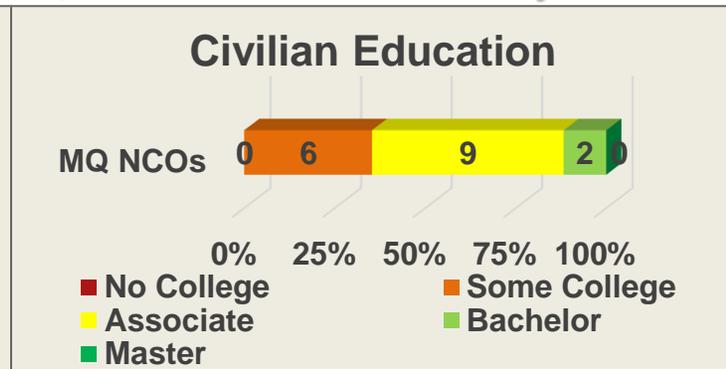
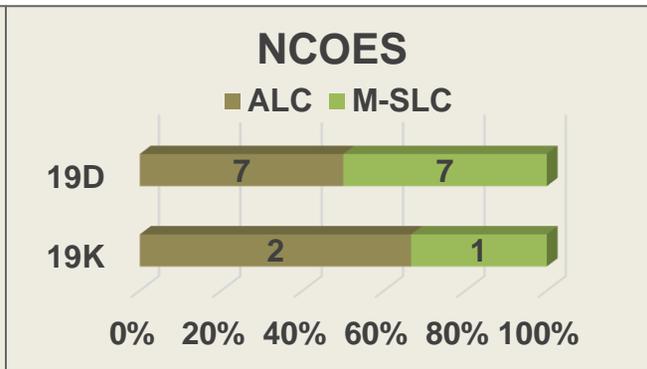
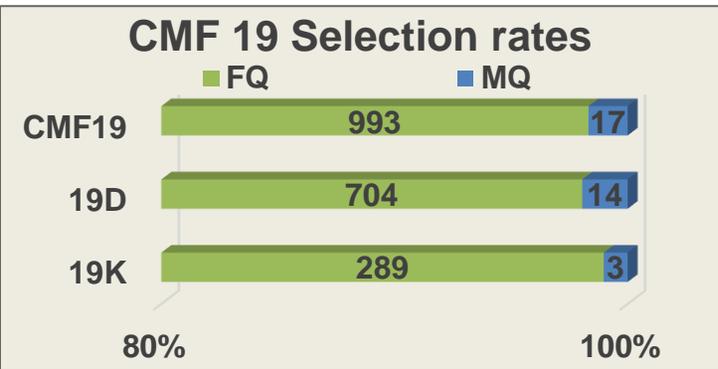
GEORGE DESARIO
Director
Office Chief of Armor



FY 2023 SSG Evaluation Board Results



Fort Moore, Home of Armor and Cavalry



Professional Developing Assignments

	19D	19K	Totals
MG	1 (7%)	1 (33%)	2 (11%)
DS	3 (21%)	0 (0%)	3 (21%)
Recruiter	2 (14%)	1 (33%)	3 (21%)
Instructor	4 (28%)	1 (33%)	5 (29%)
OC/T	0 (0%)	0 (0%)	0 (0%)
NCOA	1 (7%)	0 (0%)	1 (5%)
First Army	1 (7%)	1 (33%)	2 (11%)
ROTC	0 (0%)	0 (0%)	0 (0%)
SFAB	4 (28%)	0 (0%)	4 (23%)

Functional Courses for CMF 19 NCOs

	EO	SHARP	MRT	Master Gunner	Battle Staff	MFT	Air Assault*	Airborne*	SLC*	Pathfinder*	Jumpmaster*	Ranger*
19D	2	2	0	2	0	1	6	7	2	2	5	2
19K	1	0	2	2	1	0	* These functional courses are only tracked for 19D. These functional courses are not recommended for 19K. The percentages below are for the population of 14 MQ 19D NCOs					
Total	3	2	2	4	1	1						
PCT	17%	11%	11%	23%	5%	5%	42%	50%	14%	14%	35%	14%

CONCLUSION:

NCOs that followed the Career Progression Plan guidance listed in DA PAM 600-25 fared well and were selected as Most Qualified. Completing more than the required Key Developmental Time, both as a Section/Squad Leader, Tank Commander and as a Platoon Sergeant, was seen and graded favorably by the board. Completing multiple functional courses that benefit both the unit and the NCO was viewed favorably by the board, only four NCOs (23.52%) had fewer than two functional courses recommended in DA PAM 600-25. The board also favored NCOs that completed the recommended level of Civilian Education, zero had no college whatsoever.

The DA PAM 600-25 Armor Career Progression Plan and Talent Development Models for CMF19 can be found online at <https://www.army.mil/g-1?fbclid=IwAR3iyTVRxxVvWXHNSIBmIFNPtHBEFYjHRIIWv5fDDu05zMoScM2WZHQCQaiU#org-g-1-publications>