



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY

OFFICE OF THE CHIEF OF ARMOR
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ATZK-AR

8 May 2024

MEMORANDUM THRU DIRECTOR, OFFICE OF THE CHIEF OF ARMOR

FOR CHIEF OF ARMOR, US ARMY ARMOR SCHOOL

SUBJECT: Information Paper – Results of FY 24 Sergeant First Class (SFC) Evaluation Board.

REFERENCES:

DA PAM 600-25
FY24 SFC EB Cover Memo
FY24 SFC EB FQ LIST
FY24 SFC EB AAR

1. Purpose: To provide information to the Chief of Armor on the results of the FY24 SFC Evaluation Board and Most Qualified (MQ) personnel.
2. Summary: The Department of the Army SFC Evaluation board convened on or about 11 October 2023 at Fort Knox, KY to evaluate eligible SFCs, 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 23-237. 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: SFC
RA/AGR DOR: 12 OCT 21 and earlier
RA/AGR BASD: 12 OCT 01 and later
RA/AGR DOB: 31 JAN 68 and later

3. SFC Evaluation Information: The following is a profile of the 19D/19K Sergeants First Class identified as MQ during the SFC Evaluation Board.

- a. The total number of 19D/19K evaluated was 970; the Most Qualified used in this analysis is 68 (41 19D and 27 19K). There were also an additional 58 NCOs identified as Most Qualified but were retracted from the by name list due to promoting on or about the time that the board convened. Additionally, 820 were Fully Qualified and 24 were Not Fully Qualified. Armor selection rate for MQ was 12.98%, the total Army average selection rate for MQ was 7.69%.

- b. The average age of those identified as MQ within Armor Branch was 36 years, 11 months. The oldest was 47 years of age and youngest was 31 years of age. There is no significant difference between the FY23 and the FY24 Evaluation Boards.

c. The average Time in Service (TIS) for those identified as MQ was 15 years, 8 months. The highest TIS was 20 years, 9 months and the lowest was 10 years, 3 months.

d. The average Time in Grade (TIG) for those identified as MQ was 4 years, 2 months. The highest was 9 years, 1 month and the lowest was 2 years.

e. DA PAM 600-25 states that Sergeants First Class 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: 20.5% had no college (14/68)
- (2) Some College: 48.53% had some college (33/68)
- (3) Associate's degree: 11.76% had the equivalent of two-year degree (8/68)
- (4) Bachelor's Degree: 17.64% had the equivalent of a four-year degree (12/68)
- (5) Master's Degree: 1.48% had the equivalent of a six-year degree (1/68)

f. 3 of the 68 MQ (4.41%) had re-classed from various MOSs.

g. The Army Combat Fitness Test (ACFT) of the MQ selectees had an average score of 544.

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

	MLC	M-SLC
19K	10 (14.71%)	17 (25.00%)
19D	8 (11.76%)	33 (48.52%)
TOTALS	18	50
Percentage	26.47%	73.52%

i. The following data depicts professionally developing assignments based on 41 19D MQ and 27 19K MQ (68), respectively:

	Master Gunner	Drill SGT	Recruiter	Instructor	OC/T	NCOA	First Army	ROTC	SFAB
27 19K 39.71%	7 25.92%	6 22.22%	10 37.03%	8 29.63%	4 14.81%	4 14.81%	3 11.11%	2 7.40%	1 3.70%
41 19D 60.29%	2 4.88%	12 29.27%	6 14.63%	14 34.15%	8 19.51%	3 7.32%	0 0.00%	4 9.76%	4 9.76%
TOTALS	9	18	16	22	12	7	3	6	5
Percentage	13.24%	26.47%	23.53%	32.35%	17.65%	10.29%	4.41%	8.82%	7.35%

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

	Cavalry Leaders Course	Battle Staff	EO	SHARP	Master Resilience Trainer	Master Fitness
19K	1	4	13	6	9	5
19D	12	12	17	15	9	10
TOTAL	13	16	30	21	18	15
Percentage	19.12%	23.53%	44.11%	30.88%	26.47%	22.06%

k. The following table depicts attendance at functional courses listed in DA PAM 600-25 specifically for 19K NCOs. Of the 382 19K Sergeants First Class considered, 90 (23.56%) were Master Gunners. 2 of 15 (13.33%) of 19Ks with rated First Sergeant Time were also Master Gunners.

	Master Gunner
19K	7
Percentage	25.93%

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	17	2	11	25	6	1	7
Percentage	41.46%	4.88%	26.82%	60.97%	14.63%	2.43%	17.07%

m. Key Development Time: The chart below outlines the amount of key development time as a SFC that each MQ selectee completed. The average time spent as a Platoon Sergeant was 34 months, which includes any time served as a First Sergeant. 33 MQ selectees were serving in, or had served in, a First Sergeant position (48.52%). Of those identified as MQ, there were no NCOs grandfathered in under the 18-24 month KD time and promotion requirement.

Platoon Sergeant Time	Grandfathered	<24	24-36	37-48	>49
19K	0	1	17	7	2
19D	0	1	24	12	4
TOTALS	0	2	41	19	6
Percentage	0.00%	2.94%	60.29%	27.94%	8.82%

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

	ABCT	IBCT	SBCT	GEN Force/ Other
19D PSG	15	15	10	2
19K PSG	26	0	0	0
19Z 1SG	23	4	3	3

- 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 47.9 months.

	< 18 mo	18-24 mo	25-36 mo	37-48 mo	>49 mo
19D	1	2	17	12	9
19K	1	0	8	8	10
TOTAL	2 (2.94%)	2 (2.94%)	25 (36.76%)	20 (29.42%)	19 (27.94%)

4. IPPS-A Transition: Records and SRBs for the FY24 SFC Evaluation Board were pulled from IPERMS, Soldier Talent Profiles (STP) and systems of record. 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 (13.23% selected), Drill Sergeants (26.47% selected), Recruiters (23.52% selected), Observer/Controllers (17.64% selected), Military Science Instructors (8.82% selected) and in many other important assignments.

b. According to the FY24 SFC Board Outcome, OML 1 through 126 (12.98%) were MQ, 127 through 946 (84.63%) were FQ, 947 through 967 (2.09%) were NFQ, and 968 through 970 (0.30%) were NFQ-R. On the FY24 AC SFC By-Name List there were only 68 MQ and 787 FQ listed for CMF19. Those MQ and FQ that were not listed on the by-name list were promoted between when the board convened and before the by-name list came out in January 2024, creating the discrepancies in the numbers that are seen between the two documents.

c. 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 12 NCOs (17.64%) 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 14 NCOs (20.59%) had no college whatsoever.

d. 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#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.

A handwritten signature in blue ink, appearing to read "George Desario", is positioned above the printed name.

GEORGE DESARIO

Director

Office Chief of Armor