



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY

OFFICE OF THE CHIEF OF ARMOR
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ATZK-AR

30 July 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 Staff Sergeant (SSG) Evaluation Board.

REFERENCES:

DA PAM 600-25

FY24 SSG EB Cover Memo

FY24 SSG EB FQ LIST

FY24 SSG EB AAR

1. Purpose: To provide information to the Chief of Armor on the results of the FY24 SSG Evaluation Board and Most Qualified (MQ) personnel.

2. Summary: The Department of the Army SSG Evaluation board convened on or about 18 January 2024 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 23-396. 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 JUL 21 and earlier

RA/AGR BASD: 19 JAN 05 and later

RA/AGR DOB: 19 JAN 66 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 1255; the Most Qualified used in this analysis is 196 (153 19D and 43 19K). Additionally, 1042 (697 19D and 345 19K) were Fully Qualified and 17 were Not Fully Qualified. Armor selection rate for MQ was 15.61%, the total Army average selection rate for MQ was 7.72%.

b. The average age of those identified as MQ within Armor Branch was 31 years, 5 months. The oldest was 43 years of age and youngest was 25 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 11 years, 10 months. The highest TIS was 18 years, 8 months and the lowest was 7 years, 4 months.

d. The average Time in Grade (TIG) for those identified as MQ was 4 years, 6 months. The highest was 13 years, 2 months and the lowest was 2 years, 7 months.

e. DA PAM 600-25 states that Staff Sergeants should be working towards completing an Associate's degree or have some college. Of the MQ NCOs, the following is the level of civilian education completed:

- (1) No college: 54% had no college (105/196)
- (2) Some College: 14% had some college (28/196)
- (3) Associate's degree: 19% had the equivalent of two-year degree (36/196)
- (4) Bachelor's Degree: 13% had the equivalent of a four-year degree (27/196)
- (5) Master's Degree: 0% had the equivalent of a six-year degree (0/196)

f. 20 of the 196 MQ (10%) had re-classed from various MOSs.

g. The Army Combat Fitness Test (ACFT) of the MQ selectees had an average score of 542.

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

	BLC	ALC	M-SLC
19K	1 (2%)	40 (94%)	2 (4%)
19D	0 (0%)	98 (64%)	55 (36%)
TOTALS	1	138	57
Percentage	0.5%	70.5%	29%

i. The following data depicts professionally developing assignments based on 153 19D MQ and 43 19K MQ (196), respectively:

	Master Gunner	Drill SGT	Recruiter	Instructor	OC/T	NCOA	First Army	ROTC	SFAB
19K 21.94%	8 18%	7 16%	4 9%	13 30%	5 11%	3 7%	0 0%	3 7%	0 0%
19D 78.06%	11 7%	46 30%	19 12%	48 31%	5 3%	5 3%	12 8%	0 0%	16 10%
TOTALS	19	53	23	61	10	8	12	3	16
Percentage	9%	27%	11%	31%	5%	4%	6%	1%	8%

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	0	3	12	4	9	3
19D	3	16	40	20	30	14
TOTAL	3	19	52	24	39	17
Percentage	1%	9%	26%	12%	19%	8%

k. The following table depicts attendance at functional courses listed in DA PAM 600-25 specifically for 19K NCOs. Of the 399 19K Staff Sergeants considered, 45 (11%) were Master Gunners. 2 of 13 (15%) of 19Ks with rated Platoon Sergeant Time were also Master Gunners.

	Master Gunner
19K	13
Percentage	30%

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	66	18	56	61	4	10	13
Percentage	43%	11%	36%	39%	2%	6%	8%

m. Key Development Time: The 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 33 months, which includes any time served as a Platoon Sergeant. 33 MQ selectees were serving in, or had served in, a Platoon Sergeant position (16%).

Section/Squad Leader or Tank Commander Time	<24	24-36	37-48	>49
19K	9	18	11	5
19D	28	73	36	16
TOTALS	37	91	47	21
Percentage	19%	46%	24%	11%

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

	ABCT	IBCT	SBCT	GEN Force/ Other
19D SL	63	47	40	3
19D PSG	10	10	6	0
19K TC	43	0	0	0
19K PSG	7	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 50 months.

	< 18 mo	18-24 mo	25-36 mo	37-48 mo	>49 mo
19D	2	8	36	49	58
19K	0	2	4	12	25
TOTAL	2 (1%)	10 (5%)	40 (20%)	61 (31%)	83 (43%)

4. IPPS-A Transition: Records and SRBs for the FY24 SSG 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. Same as previous years, 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. Being proactive with their records will prevent from having to make multiple corrections during the window of their board profile is open, when systems of record are seeing high use.

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 (9% selected), Drill Sergeants (27% selected), Recruiters (11% selected), Observer/Controllers (5% selected), Military Science Instructors (1% selected) and in many other important assignments.

b. There is a percentage of the Most Qualified and Fully Qualified population that have reclassified to 19C since MILPER Message 24-041 was published. This population was boarded against their current MOS, however on 02 September 2024 their primary MOS will change over to 19C. HRC Enlisted Promotions will reassess the population that reclassified to 19C and are eligible for the board to determine a new OML for MOS 19C and will begin promotions to Sergeant First Class on 01 October 2024.

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 Squad Leader, Section 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 69 NCOs (35%) 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, 28 NCOs (14%) had at a minimum some college, while 63 NCOs (32%) had an Associate's Degree or higher.

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.



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