



**DEPARTMENT OF THE ARMY**  
OFFICE OF THE CHIEF OF ARMOR  
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ATZK-AR (600)

21 June 2022

MEMORANDUM THRU DIRECTOR, OFFICE OF THE CHIEF OF ARMOR  
FOR CHIEF OF ARMOR, US ARMY ARMOR SCHOOL

SUBJECT: Information Paper – Results of FY22 Staff Sergeant (SSG) Evaluation Board.

1. Purpose: To provide information to the Chief of Armor on the results of the FY22 SSG Evaluation Board and Most Qualified (MQ) personnel.

2. Summary: The Department of the Army SSG Evaluation board convened on or about 01 February 2022 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 21-391. 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: 02 FEB 19 and earlier

RA/AGR BASD: 02 FEB 03 and later

RA/AGR DOB: 02 JUL 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 912; the Most Qualified used in this analysis is 103 with 76 being 19D (74%) and 27 being 19K (26%). Additionally, 665 were Fully Qualified with 496 being 19D (75%) and 169 being 19K (25%). 144 were Not Fully Qualified with 86 being 19D (60%) and 58 being 19K (40%). Armor selection rate for MQ was 11.3%, the total Army average selection rate for MQ was 5%.

b. The average age of those identified as MQ within Armor Branch was 31 years, 3 months. The oldest was 41 years of age and youngest was 26 years of age. There is no significant difference between the FY21 Evaluation Board.

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c. The average Time in Service (TIS) for those identified as MQ was 10 years, 7 months. The highest TIS was 18 years, 3 months and the lowest was 7 years, 8 months.

d. The average Time in Grade (TIG) for those identified as MQ was 4 years, 2 months. The highest was 7 years, 11 month and the lowest was 2 year, 3 months.

e. Of the MQ, the following is the level of education completed:

- (1) No college: 40.78% had no college (42/103)
- (2) Some College: 18.45% had some college (19/103)
- (3) Associates Degree: 30.10% had the equivalent of two-year degree (31/103)
- (4) Bachelor's Degree: 10.68% had the equivalent of a four-year degree (11/103)
- (5) Master's Degree: 0.97% had the equivalent of a six-year degree (1/103)

f. The average GT score for those identified as MQ was 110. The highest GT score was 132 and the lowest GT score was 88.

g. Though not taken into consideration this year, the Army Physical Fitness Test (APFT) of the MQ selectees had an average of 265.

h. The following data depicts professionally developing assignments based on 76 19D MQ and 27 19K MQ (103), respectively:

	<b>Master Gunner</b>	<b>Drill SGT</b>	<b>Recruiter</b>	<b>Instructor</b>	<b>OC/T</b>	<b>NCOA</b>	<b>First Army</b>	<b>ROTC</b>	<b>SFAB</b>
<b>19K (27)</b>	13 48.15%	5 15.52%	6 22.22%	8 29.63%	2 7.40%	0 0%	0 0%	0 0%	0 0%
<b>19D (76)</b>	9 11.84%	26 34.21%	20 26.32%	18 23.68%	4 5.26%	1 1.32%	0 0%	0 0%	9 11.84%
<b>TOTALS</b>	<b>22</b>	<b>31</b>	<b>26</b>	<b>26</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>9</b>
<b>Percentage</b>	<b>21.36%</b>	<b>30.10%</b>	<b>25.24%</b>	<b>25.24%</b>	<b>5.83%</b>	<b>0.97%</b>	<b>0%</b>	<b>0%</b>	<b>8.74%</b>

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i. The following data depicts attendance at Functional courses.

	<b>Cavalry Leaders Course</b>	<b>Scout Leader Course</b>	<b>Battle Staff</b>	<b>Airborne</b>	<b>Jump Master</b>
<b>19K</b>	0	0	2	1	0
<b>19D</b>	1	21	7	24	12
<b>TOTALS</b>	<b>1</b>	<b>21</b>	<b>9</b>	<b>25</b>	<b>12</b>
<b>Percentage</b>	<b>0.97%</b>	<b>20.39%</b>	<b>8.74%</b>	<b>24.71%</b>	<b>11.65%</b>

	<b>Air Assault</b>	<b>Pathfinder</b>	<b>Ranger</b>	<b>EO</b>	<b>Master Resilience Trainer</b>	<b>Master Fitness</b>	<b>SHARP</b>
<b>19K</b>	3	0	1	11	7	2	7
<b>19D</b>	31	11	5	26	17	14	17
<b>TOTALS</b>	<b>34</b>	<b>11</b>	<b>6</b>	<b>37</b>	<b>24</b>	<b>16</b>	<b>24</b>
<b>Percentage</b>	<b>33.01%</b>	<b>10.68%</b>	<b>5.83%</b>	<b>35.92%</b>	<b>23.30%</b>	<b>15.93%</b>	<b>23.30%</b>

j. 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 Squad Leader/Tank Commander was 27 months. 43 MQ selectees were serving in, or had served in, a Platoon Sergeant position. Of those identified as MQ, 43 19D and five 19K were grandfathered in under the 18–24-month KD time and promotion requirement.

<b>Key Development Time</b>	<b>Grandfathered</b>	<b>&lt;24</b>	<b>24-36</b>	<b>37-48</b>	<b>&gt;49</b>
<b>19K</b>	5	10	12	3	2
<b>19D</b>	43	25	36	11	4
<b>TOTALS</b>	<b>48</b>	<b>35</b>	<b>48</b>	<b>14</b>	<b>6</b>
<b>Percentage</b>	<b>46.60%</b>	<b>33.98%</b>	<b>46.60%</b>	<b>13.59%</b>	<b>5.83%</b>

k. Being grandfathered is defined as completing at least 18 months of KD time and having been promoted to that rank before 1 July 2021. For example, a SGT serving as a tank commander/ section sergeant completes a minimum of 18 months of KD time and has been promoted to SSG before 1 July 2021 is grandfathered.

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I. The following chart below outlines what type of BCT the MQ selectees served in.

	<b>ABCT</b>	<b>IBCT</b>	<b>SBCT</b>	<b>GEN Force / Other</b>
<b>19D SL</b>	26	22	27	1
<b>19K TC</b>	27	0	0	0
<b>19D/19K PSG</b>	19	10	14	0

General observations.

a. Goals for development, the NCOs identified as MQ did the tough demanding assignments. They served the Armor Force well as Master Gunners (21.36% selected), Drill Sergeants (30.10% selected), Recruiters (25.24% selected), Instructors (25.24%), Observer/Controllers (5.83% selected), SFAB (8.74%), and in many other important assignments.

b. Armor NCOs across all three types of brigade combat team formations competed equitably. The key for selection remains excellence in key development positions as evidenced by multiple NCOERs, supported by sustained performance in the generating force.

c. The key to broadening assignments is ensuring key development time is maximized (24-36 months) in order to be competitive partnered with force generating broadening assignment.

d. Of the 103 MQ, 11 (10.68%) 19D and eight (7.77%) 19K are in the Excellence In Armor program.

e. Although serving in positions of greater responsibilities demonstrates potential, SSG's who are KD complete and were rated in PSG positions generated 41.7% of the MQ's selected. Maximizing KD time at the position appropriate to grade highlights competitiveness as reflected on Armor Branch guidance IAW DA PAM 600-25.

4. Point of contact is the undersigned at [george.desario@army.mil](mailto:george.desario@army.mil), or (706) 545-1352.

  
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