

Fiscal Year 2022 Regular Army (RA) and Army Reserve Active Guard Reserve (AGR)
Sergeant First Class Evaluation Board

ATSH-IP
19 August 2022

1. Purpose: To provide the Chief of Infantry, Leaders, and Infantry Soldiers with data related to the FY 22 Sergeant First Class (SFC) Evaluation Board. The analysis focuses on two populations within CMF 11; Most Qualified (MQ) and the Top 20%. For the purpose of this analysis, we will refer to the top 20% as “top performer.”

2. Overview: The FY 22 Sergeant First Class Evaluation Board convened on 19 October 2021 to evaluate the performance and potential of RA and AGR Soldiers for creating the Sergeant First Class Order Merit List (OML) for each component.

3. The board considered and evaluated Non-Commissioned Officers meeting the following criteria:

Criteria	Requirement	
Date of Rank	20 OCT 19 and earlier	Minimum of 36 Months' Time in Grade (TIG)
Basic Active Service Date	21 JAN 00 and later	Maximum of 21 years, 9 months Time In Service (TIS)
Date of Birth	31 JAN 66 and later	Maximum of 55 years, 9 months of age

4. Summary of Evaluated Non-Commissioned Officer Characteristics:

a. The Army evaluated 21,551 NCOs and 20,679 NCOs were established as most/fully qualified. The Office Chief of Infantry (OCOI) was able to analyze the data of 1,563 11Bs and 233 of 11Cs evaluated as Fully Qualified. Of those found fully qualified, OCOI was able to analyze the skills and qualifications of 84 of 91 11Bs and five of five 11Cs evaluated as Most Qualified.

Segment	Evaluated	Fully Qualified	Most Qualified
Total Army	21,551	20,679 (95.9%)	936 (4.5%)
CMF 11	2,323	1,874 (80.6%)	96 (4.1%)
11B		1,613	91
11C		261	5

b. The average age of CMF 11 Sergeant First Class evaluated as fully qualified was 37 years old with 17.3 years TIS and 5.4 years TIG. The top 20% CMF 11 Sergeant First Class was 35.6 years old with 16.4 years TIS and 4.3 years TIG.

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5. General observations:

a. Most Desirable Competencies: Through detailed analysis of NCOs data that were evaluated on the FY 22 SFC Evaluation Board, the Office Chief of Infantry determined that two factors most heavily weighed on a NCO being evaluated as a top performer, or not; having earned the Expert Infantry Badge and being Ranger Qualified. Two additional factors that showed an increased rate of evaluation as a top performer were rated time in a position of elevated responsibility (First Sergeant), and exceptional physical fitness (270-300 points). The evaluation panel identified NCOs that possessed these competencies as top performers at a significantly¹ higher rate than their peers.

b. 11B SFC Key Developmental Position: The primary developmental assignment for an MOS 11B SFC is as a Platoon Sergeant (PSG) in an authorized PSG position for 24 months in an A, I or SBCT.

11B	Average	>24 Months	18-23 Months	12-17 Months	<12 Months
11B - Total (1,563)	18.7	582	327	318	738
11B - MQ (84)	21.3	39	19	16	20
11B - Top 20% (313)	20.1	129	74	53	57

c. 11C Key Developmental Positions: The primary developmental position for an MOS 11C SFC is as a Mortar Platoon Sergeant in a Combined Arms or Infantry Battalion or as a Section Leader in a Cavalry Troop or Squadron for 24 months.

11C	Average	>24 Months	18-23 Months	12-17 Months	<12 Months
11C - Total (233)	20.1	105	52	27	49
11C - MQ (5)	18.8	1	3	0	1
11C - Top 20% (32)	19.5	15	5	5	7

¹ For the purpose of this analysis, the term “significant” indicates that there is a statistical difference in selection rates between the compared populations. Given the varying population density of the individual segments analyzed, raw percentages are at times misleading. The level of significance was set at 0.1 for this analysis. Unless otherwise indicated the base population (mean) for comparison highlighted in blue on each table. Data elements highlighted in red had statistically lower rates and those in green had statistically higher rates.

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d. Positions of elevated responsibility: Many CMF 11 SFCs will serve and receive evaluations in positions requiring NCOs of higher ranks. Successful performance in these assignments is an indicator of their ability versus the potential to serve at the higher rank. The proponent recommends that evaluation and selection boards recognize these NCOs above their peers. The chart below annotates the number of SFCs with rated First Sergeant Time and associated months. SFC 11Bs with rated First Sergeant Time were evaluated in the top 20% significantly higher than their peers.

CMF 11	# served as 1SG	>24 Months	18-23 Months	12-17 Months	<12 Months
11B - Total (1,563)	292	15	19	65	193
11B - MQ (84)	28	1	2	4	21
11B - Top 20% (313)	101	4	5	21	71
11C - Total (233)	20	1	2	4	13
11C - MQ (5)	1	0	0	0	1
11C - Top 20% (32)	6	1	1	2	2

e. Physical Fitness: The board continues to view physically fit senior NCOs favorably. The proponent recommends evaluation and selection panels recognize NCOs with APFT scores above 270 points, above their peers.

CMF 11	Average	300 Points	270-299 Points	270 and below
11B - Total (1,563)	272pts	129	956	478
11B - MQ (84)	290pts	20	61	3
11B - Top 20% (313)	286pts	60	222	31
11C - Total (233)	263pts	18	115	100
11C - MQ (5)	293pts	2	3	0
11C - Top 20% (32)	284pts	6	21	5

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f. Expert and Combat Infantryman Badge: Infantryman must strive to earn the EIB. 98% of the Most Qualified and 55% of Fully Qualified 11Bs had their EIB. The Board evaluated NCOs who possessed the EIB in the top 20% at a significantly higher rate than those with only a CIB or neither badge.

CMF 11	EIB	CIB	Both	None
11B - Total (1,563)	1,367	1,461	1,272	7
11B - MQ (84)	82	80	79	0
11B - Top 20% (313)	307	298	293	1
11C - Total (233)	177	224	162	2
11C - MQ (5)	4	5	4	0
11C - Top 20% (32)	29	30	27	0

g. Ranger Course: Ranger qualified NCOs continue to be viewed favorably and evaluated as top performers at significantly higher rates and evaluated in the bottom 20% at significantly lower rates than their non-Ranger qualified peers; regardless of additional ASI/SQIs. The knowledge, skills, and attributes required to complete the Ranger course directly translate to the knowledge, skills and behaviors found most desirable by Infantry Proponent.

CMF 11	G / V	U	Ranger Total	Non-Ranger
11B - Total (1,563)	284	45	329	1,234
11B - MQ (84)	63	12	75	9
11B - Top 20% (313)	160	32	192	153
11C - Total (233)	14	2	16	217
11C - MQ (5)	4	1	5	0
11C - Top 20% (32)	10	1	11	21

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h. Bradley Infantry Fighting Vehicle Master Gunner Course: Bradley Master Gunners (ASI J3) have the knowledge, skills, and attributes that are highly sought after, particularly in ABCTs however, having earned the ASI J3 showed no significant increase in being evaluated as a top performer. The proponent identified two factors that may place J3 qualified NCOs at a disadvantage; 72.6% of J3s had earned the EIB compared to 87.5% of all evaluated NCOs and the J3 average APFT score was 262 points compared to 272 points of all evaluated NCOs.

CMF 11	J3	>24m KD Time	APFT	EIB
11B - Total (84)	84	30	262	61
11B - MQ (84)	2	0 (1)	285	2
11B - Top 20% (313)	15	5 (5)	284	14

i. Civilian Education: Infantry Proponent guidance regarding civilian education for this evaluated population is, "SFCs should have earned a minimum of 30 semester hours of college or post-secondary civilian education," 64% of evaluated SFCs met this standard. NCOs must embrace lifelong learning by attending both military and civilian educational courses throughout their career. Sergeant First Class should continue to focus on their individual level of education, however, there is no evidence to suggest that this evaluation panel recognized degree completion or greater than 30 credit hours as criteria for evaluation as a top performer.

CMF 11	AA/AS	BA/BS	MA/MS	>30 credit hours	No College
11B - Total (1,563)	216	147	24	1,014	338
11B - MQ (84)	13	11	0	65	8
11B - Top 20% (313)	53	32	7	232	43
11C - Total (233)	28	20	1	151	60
11C - MQ (5)	1	0	0	3	0
11C - Top 20% (32)	5	2	1	27	4

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6. Additional Infantry Sergeant First Class (SFC) Evaluation Board Information:

a. The data in tables below reflect data contained in the Enlisted Distribution and Assignment System (EDAS), Army Human Resource System Enterprise Datastore, and the FY22 Sergeant First Class Evaluation Board Fully Qualified/Most Qualified List.

b. Table 1 illustrates the selection rates between the Operating and Generating Force. The panel identified more CMF 11 Soldiers serving in the Operating Force were evaluated in the Top 20% compared to their peers in the Generating Force. The proponent could only identify that 21.4% of the Operating Force CMF 11 NCOs had earned the Ranger Tab compared to 17.0% of Generating Force peers. These percentages align very closely to those evaluated in the top 20%.

FORCE SEGMENT	MOS	FQ	TOP 20%
OPERATING FORCE	11B	778 (49.8%)	177 (22.7%)
	11C	124 (53.2%)	21 (16.9%)
GENERATING FORCE	11B	785 (50.2%)	136 (17.3%)
	11C	109 (46.8%)	11 (10.0%)

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c. Table 2 illustrates selection rates between various Operating Force formations. The panel evaluated NCOs serving in Ranger Regiment as Most Qualified and in the top 20% at a significantly higher rate than those serving in conventional units. There were no statistically significant differences between conventional units.

TYPE OF UNIT	MOS	EVALUATED	MQ	TOP 20%	Eligible in Top 20%
OPERATING FORCE	11B	778	52	177	22.7%
	11C	124	4	21	16.9%
RANGER REGT	11B	45	12	33	73.3%
	11C	2	1	1	50.0%
SFAB	11B	106	7	29	27.3%
	11C	26	1	7	26.9%
CTCs / TOG	11B	26	1	1	3.6%
	11C	4	0	1	25.0%
EAB	11B	71	4	9	12.6%
	11C	4	0	0	0.0%
ABCT	11B	89	7	20	22.4%
	11C	38	0	6	15.7%
IBCT	11B	198	7	36	18.2%
	11C	21	0	2	9.5%
IBCT (ABN)	11B	106	6	24	22.6%
	11C	11	1	2	18.1%
SBCT	11B	137	8	25	18.2%
	11C	18	1	2	11.1%

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d. Table 3 illustrates the selection rates between the Divisions. Office Chief of Infantry determined that there were no statistically significant differences of NCOs evaluated as Most Qualified or in the top 20% between operational divisions.

DIVISION	MOS	EVALUATED	MQ	TOP 20%	Eligible in Top 20%
DIVISION TOTAL	11B	470	25	92	19.5%
	11C	83	0	9	10.8%
1ST INF DIV	11B	17	2	3	17.6%
	11C	6	0	1	16.6%
3RD INF DIV	11B	27	1	5	18.5%
	11C	8	0	1	12.5%
4TH INF DIV	11B	45	4	10	22.2%
	11C	12	0	2	16.6%
7TH INF DIV	11B	41	3	8	19.5%
	11C	6	0	1	16.6%
25TH INF DIV	11B	35	1	3	8.5%
	11C	4	0	1	25.0%
10TH MOUNTAIN DIV	11B	85	2	16	18.8%
	11C	8	0	1	12.5%
82D ABN DIV	11B	81	5	17	20.9%
	11C	7	0	0	0.0%
101ST ABN DIV	11B	86	4	18	20.9%
	11C	9	0	0	0.0%
1ST CAVALRY DIV	11B	24	1	5	20.8%
	11C	12	0	1	8.3%
1ST ARMORED DIV	11B	29	2	7	24.1%
	11C	11	0	1	9.0%

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e. Table 4 illustrates Generating Force selection rates by major components. SFC 11Bs assigned to the Maneuver Center of Excellence (MCoE) were evaluated in the top 20% at a significantly higher rate than their peers. The proponent assesses that this difference is from NCOs assigned to the Ranger Training Brigade; 53 of 54 had earned the Ranger Tab. See table 5 for a further break down of MCoE by units.

GENERATING TOTAL	MOS	EVALUATED	MQ	TOP 20%	Eligible in Top 20%
GENERATING TOTAL	11B	785	32	136	17.3%
	11C	109	1	11	10.0%
MCoE – FT BENNING	11B	143	15	44	30.7%
	11C	14	0	0	0.0%
IMT COE – FT JACKSON	11B	45	1	3	6.6%
	11C	4	0	0	0.0%
NCO ACADEMIES	11B	23	0	1	4.3%
	11C	1	0	0	0.0%
OTHER	11B	180	8	35	19.4%
	11C	7	1	3	42.8%
AC/RC	11B	84	2	13	15.4%
	11C	18	0	1	5.5%
CTC OC/T	11B	134	2	15	11.1%
	11C	39	0	5	12.8%
RECRUITING COMMAND	11B	21	0	0	0.0%
	11C	2	0	0	0.0%
CADET COMMAND	11B	155	4	25	16.1%
	11C	24	0	2	8.3%

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f. Table 5 breaks down the Maneuver Center of Excellence by units in order to further explain the significant rate of SFC 11Bs evaluated in the top 20%. Sergeant First Class 11Bs assigned to the Ranger Training Brigade are the only population within MCoE that the panel evaluated as Most Qualified and in the top 20% at a significantly higher rate than their peers.

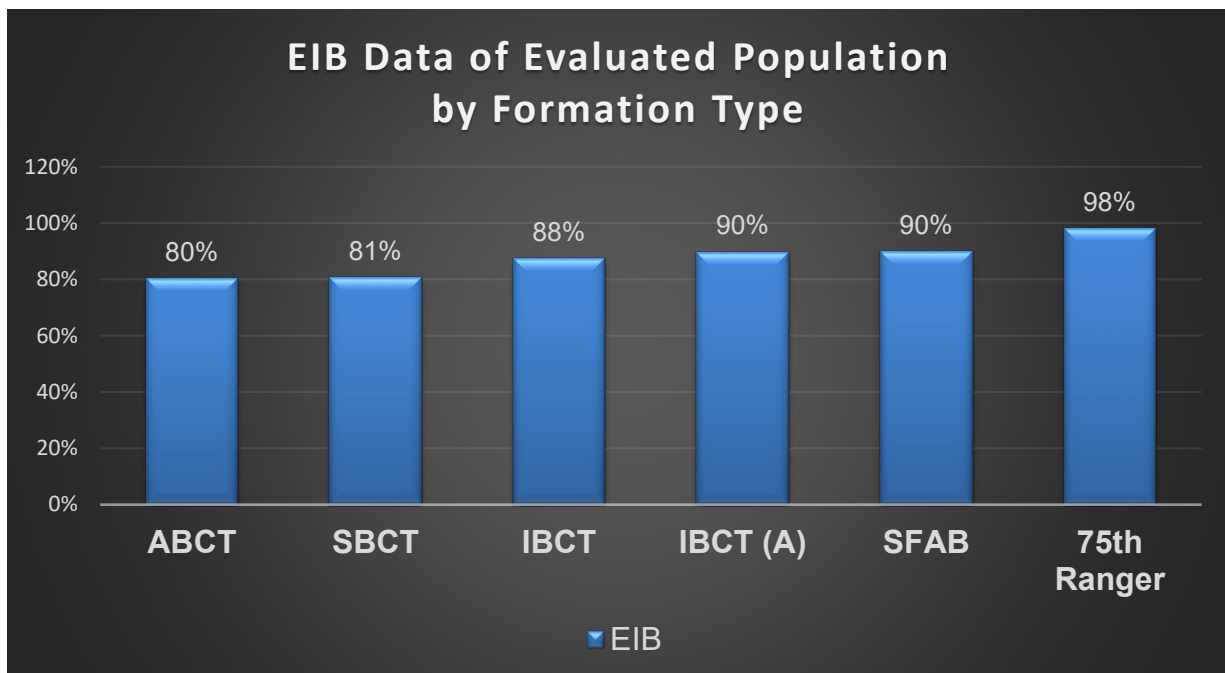
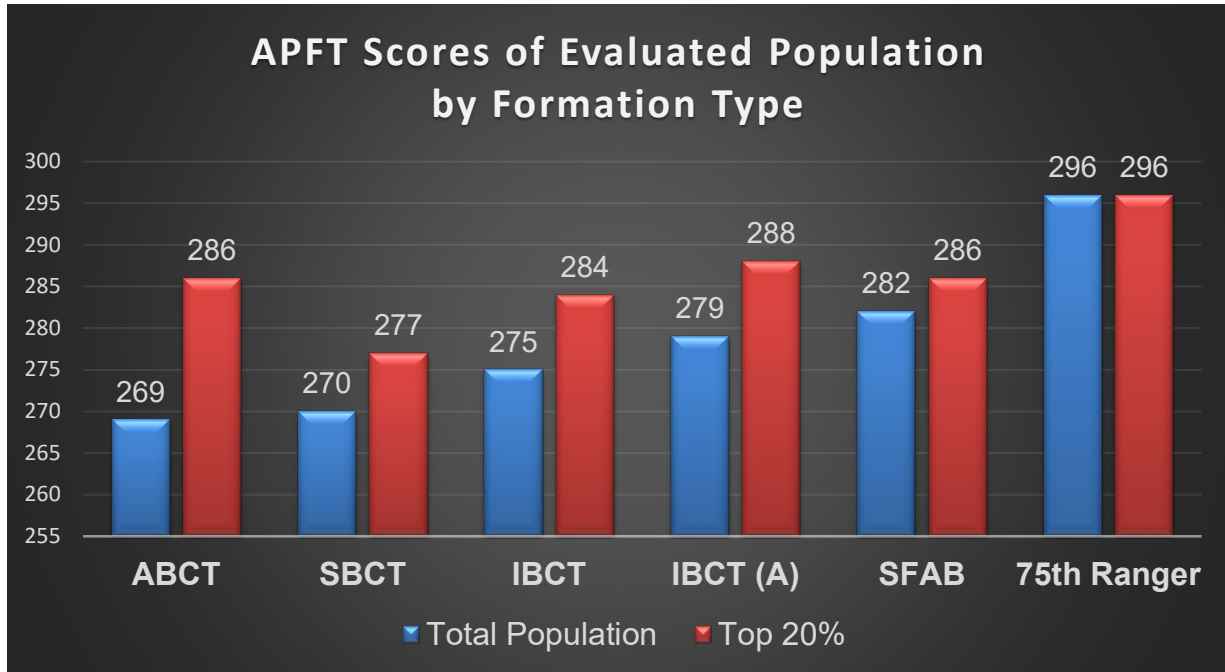
MCoE TOTAL	MOS	EVALUATED	MQ	TOP 20%	Eligible in Top 20%
MCoE – FT BENNING	11B	143	15	44	30.7%
	11C	14	0	0	0.0%
RANGER TRAINING BRIGADE	11B	54	12	30	55.5%
	11C	0	0	0	0.0%
1-507 th PIR	11B	16	0	3	18.7%
	11C	0	0	0	0.0%
MILITARY ADVISOR TRAINING ACADEMY	11B	14	1	3	21.4%
	11C	1	0	0	0.0%
MCoE HQs	11B	15	0	0	0.0%
	11C	3	0	0	0.0%
3-16 TH CAVALRY REGIMENT	11B	1	0	0	0.0%
	11C	0	0	0	0.0%
199 TH INFANTRY BRIGADE	11B	8	0	1	12.5%
	11C	1	0	0	0.0%
198 TH INFANTRY BRIGADE	11B	23	1	5	21.7%
	11C	8	0	0	0.0%
197 TH INFANTRY BRIGADE	11B	12	1	2	16.6%
	11C	1	0	0	0.0%

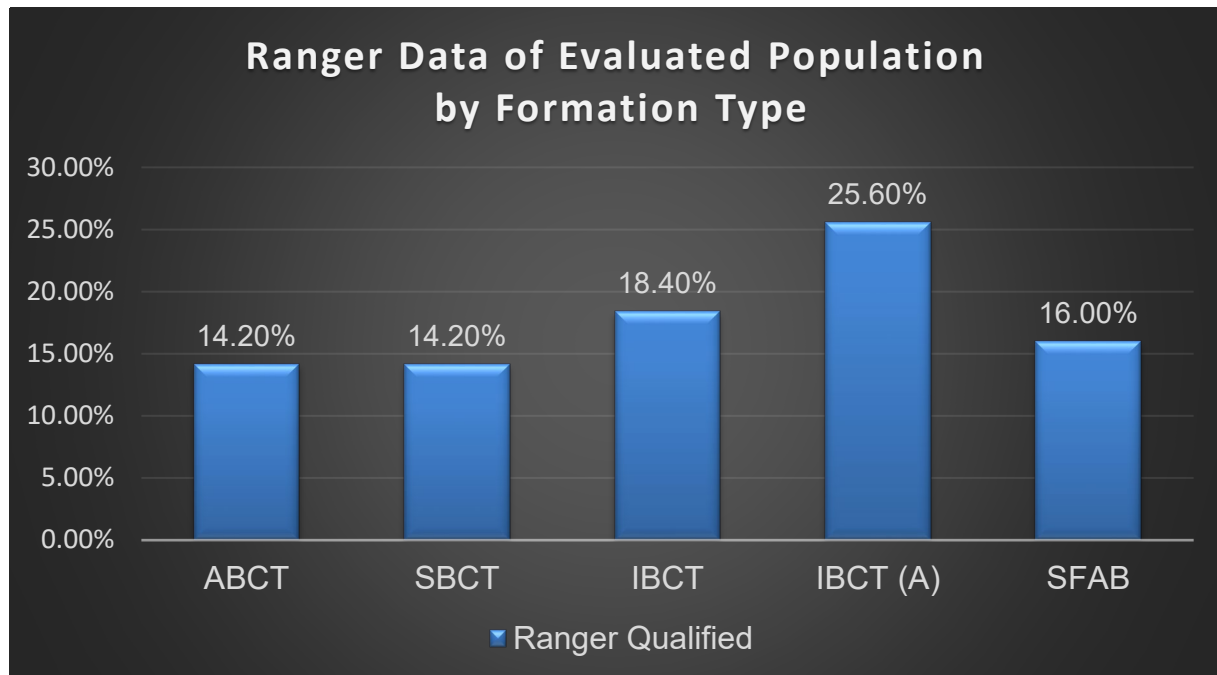
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g. Table 6 illustrates rates for Non-Ranger Qualified CMF 11 SFCs with additional Skill Qualification Identifiers (SQI) and Additional Skill Identifiers (ASI). Analysis of non-Ranger qualified 11Bs with other ASI/SQIs showed no significant increased rate of evaluation as Most Qualified or in the top 20% regardless of other ASI/SQIs.

ASI/SQI	MOS	EVALUATED	MQ	TOP 20%	Eligible in Top 20%
J3 MASTER GUNNER	11B	78	1	11	14.1%
	11C				
1B/1H SHARP	11B	179	1	25	13.9%
	11C	40	0	1	2.5%
2B AIR ASSAULT	11B	654	4	72	11.0%
	11C	97	0	8	8.2%
2S BATTLE STAFF	11B	302	4	34	11.2%
	11C	34	0	4	11.7%
5W JUMPMaster	11B	191	2	24	12.5%
	11C	15	0	1	6.6%
B1 MORTAR LEADER	11B				
	11C	209	0	12	5.7%
F7 PATHFINDER	11B	248	2	39	15.7%
	11C	31	0	3	9.6%
P PARACHUTIST	11B	689	5	77	11.1%
	11C	100	0	5	5.0%
Q EQUAL OPPORTUNITY	11B	43	0	4	9.3%
	11C	1	0	0	0.0%%
X DRILL SERGEANT	11B	726	6	74	10.1%
	11C	120	0	7	5.8%
3 COMBAT ADVISOR	11B	117	1	14	11.9%
	11C	25	0	3	12.0%
4 RECRUITER	11B	166	1	18	10.8%
	11C	35	0	0	0.0%
8 INSTRUCTOR	11B	744	7	81	10.8%
	11C	147	0	8	5.4%
NO ASI/SQI	11B	4	0	1	25.0%
	11C	0	0	0	0.0%

7. The Infantry continues to recognize Physical Fitness, ability to earn the EIB, and the ability to complete the Ranger Course as indicators of the potential for service at higher grades. The preceding tables show those specific data points by BCT/formation type.





8. The analysis of the FY22 SFC Evaluation Board clearly displayed that Board Members found that the knowledge, skills, and attributes of CMF 11 NCOs that had earned the Expert Infantry Badge, Ranger Tab, excelled in Physical Fitness and had rated time as a First Sergeant as the most desirable characteristics in determining potential for service as a Master Sergeant/First Sergeant. Aside from those four qualities, there were no significant differences that led to NCOs being evaluated as a top performer regardless of civilian education, BCT type, Division, or additional ASI/SQIs earned. Infantry proponent has determined that given the equity of evaluation amongst the factors listed above, a NCOs manner of performance (NCOERs) is vital in assisting the Board Members evaluation of a NCOs ability to serve at the next rank.

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