



DEPARTMENT OF THE ARMY
HEADQUARTERS UNITED STATES ARMY ARMOR SCHOOL
1 KARKER STREET
FORT BENNING, GEORGIA 31905-5000

AZTK-AR

5 February 2025

MEMORANDUM FOR U.S. Army Chief of Armor, 1 Karker Street, Suite 6600, Fort Benning, GA 31905

SUBJECT: FY25 Master Sergeant (MSG) Evaluation Board and Sergeants Major Academy (SGM-A) Class 77 selection Results Analysis

1. REFERENCE:

- a. DA Pam 600-25, U.S. Army Noncommissioned Officer Professional Development Guide.
- b. FY25 MSG Evaluation Board Cover Memorandum.
- c. FY25 MSG Evaluation Board Fully Qualified (FQ) List.
- d. FY25 MSG Evaluation Board After Action Review (AAR).

2. PURPOSE: To document the CMF19 analysis and findings from the FY25 MSG Evaluation Board and the selection outcomes for Sergeants Major Academy (SGM-A) Class 77.

3. SUMMARY: The Department of the Army MSG Evaluation board convened on or about 14 April 2025 at Fort Knox, KY to evaluate eligible First Sergeants (1SG) and Master Sergeants (MSG), create an Order of Merit List (OML) identifying Most Qualified (MQ), Fully Qualified (FQ) NCOs, and establish SGM-A Class 77 (CL77) attendees. The reference is MILPER Messages 24-501, 25-279, and 25-481.

a. The board considered and evaluated the Army Military Human Resource Record (AMHRR) of all Regular Army (RA), United States Army Reserve (USAR), Active Guard Reserve (AGR), and Individual Mobilization Augmentee (IMA) Soldiers meeting the following criteria:

- (1) RA / AGR / IMA: 1SG / MSG.
- (2) RA / AGR / IMA GED: 15 OCT 23 and earlier.
- (3) RA / AGR / IMA BASD: 01 JUL 01 and later.
- (4) RA / AGR / IMA DOB: 01 JUL 71 and later.

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b. Ineligibility criteria.

(1) All 1SG/MSG with a reservation in the Army Training Reservation and Resource System (ATRRS) to attend the SGM-A (Class 76 or earlier) to include all associated training paths.

(2) All NCOs enrolled in the SGM-A (Class 75) regardless of training path.

(3) All 1SG/MSG who have an approved retirement date of 1 Apr 27 and earlier.

(4) All 1SG/MSG with an approved retirement/involuntary separation date under the QMP (IMREPER codes 9M and 9L).

(5) All 1SG/MSG awarded special reporting code (SRC) 09U in lieu of an MOS.

(6) Retiree recalls of USAR sanctuary Soldiers serving in an active status.

(7) A cadet in the Green to Gold Active-Duty Option program for the purpose of attaining a commission.

4. MSG EVALUATION INFORMATION: The following is a profile of the 12 1SG/MSG selected to attend SGM-A CL77.

a. The total number of 19Z evaluated was 228. Armor selection rate for SGM-A Class 77 was 5.2%, the total Army average selection rate for SGM-A CL77 was 14.1%.

b. The average age of those identified to attend SGM-A CL77 within Armor Branch was 37 years of age. The oldest was 42 years of age and youngest was 33 years of age. There is no significant difference between FY24 and FY25.

c. The average Time in Service (TIS) for those identified to attend SGM-A CL77, was 17 years. The highest TIS was 22 years, 9 months and the lowest was 13 years, 6 months.

d. The average Time in Grade (TIG) for those identified to attend SGM-A CL77 was 2 years, 6 months. The highest was 4 years, 4 months and the lowest was 2 years, 2 months.

e. DA PAM 600-25 states that 1SG/MSGs should be working towards completing a bachelor's degree or having some college. Of those identified to attend SGM-A CL77. The following is the level of civilian education completed:

(1) No college: 8.3% had no college (1 of 12).

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(2) Some College: 8.3% had some college (1 of 12).

(3) Associate's degree: 33.3% had the equivalent of two-year degree (4 of 12).

(4) Bachelor's Degree: 50% had the equivalent of a four-year degree (6 of 12).

(5) Master's Degree: 0% had the equivalent of a six-year degree (0 of 12).

f. The table below illustrates NCOES completion for all SGM-A CL77:

	M-SLC	MLC
19Z	3	9
Percentage	25%	75%

g. The following data depicts professionally developing assignments based on the 12 19Z's selected to attend SGM-A CL77:

	AMG/BMG	DS	Recruiter	Instructor	OC/T	ROTC MSI	Training Dev
19Z	4	4	2	3	3	3	1
Percentage	33.3%	33.3%	16.6%	25%	25%	33.3%	8.3%

h. The following table depicts attendance at functional courses listed in DA PAM 600-25 across those identified to attend SGM-A CL77:

	AMG/BMG	CLC	SLC	BTL Staff	Joint Fires
19Z	4	2	0	6	2
Percentage	33.3%	16.6%	0%	50%	16.6%

i. The chart below outlines the amount of key development (KD) time as an 1SG/MSG that each SGM-A CL77 selectee completed. The average time spent in a First Sergeant billet was 34 months, which includes any time served as an Operations SGM.

	<24mo	24-36mo	37-48mon	>49mo
19Z	3	4	5	0
Percentage	25%	33.3%	41.6%	0%

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j. The chart below outlines where NCOs selected SGM-A CL77 attendees completed their KD time.

ABCT	SBCT	Other
9	2	1

k. The chart below shows how many months SGM-A CL77 attendees served at the duty station during which they served in a KD position. The average Time on Station (TOS) was 48 months.

	<18mo	18-24mo	25-36mo	37-48mo	>49mo
19Z	1	2	1	2	6
Percentage	8.3%	16.6%	8.3%	16.6%	50%

5. IPPS-A TRANSITION: Records and Soldier Talent Profiles (STP) for the FY25 MSG Evaluation Board and SGM-A CL77 selection were pulled from IPERMS, 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 in 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 (2) 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 them from having to make multiple corrections while the window of their board profile is open, when systems of record are seeing high use.

6. GENERAL OBSERVATIONS.

a. Goals for development: The NCOs selected did the tough, demanding assignments. They served the Armor Force well as Master Gunners (MG), Observer, Coach-Trainers (OC-T), Military Science Instructors (MSI), Drill Sergeants (DS), and many other important assignments.

b. NCOs who lacked the minimum Key Development (KD) time fared less favorably than those who met or exceeded KD requirements. OCOA recommends following the Talent Development Models (TDM) outlined in DA PAM 600-25. NCOs should strive to maximize KD leadership positions prior to moving to broadening assignments. NCOs should strive to diversify assignments between operational and generating force.

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7. CONCLUSION: The number of candidates selected for the SGM-A is determined by the needs of the Army's CMF's based on current inventory. Therefore, the allocation fluctuates for each class and is not a fixed amount. Completing more than the required KD Time as First Sergeant and or an Operations SGM, was seen and graded favorably by the board. Completing multiple functional courses that benefit the unit and the NCO was viewed favorably by the board. The board also favored NCOs that completed the recommended level of Civilian Education. Six (6) NCOs (50%) had a bachelor's degree, while 4 NCOs (33.3%) had an associate's degree.

8. The DA PAM 600-25 Armor Career Progression Plan and Talent Development Models for CMF19 can be found online at: www.army.mil/g-1#org-g-1-resources.

9. Point of contact is the OCOA Career Management NCOs at email: usarmy.benning.mcoe.mbx.armor-ocoa@army.mil.

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RICHARD W. EGGERS, JR.
Director, Office of the Chief of Armor

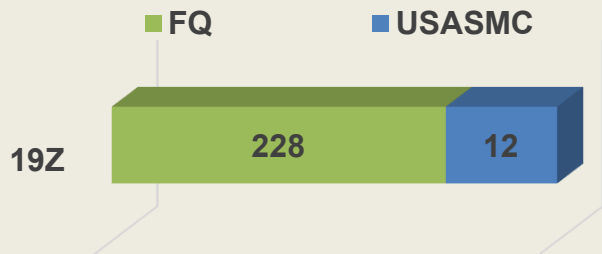


FY25 MSG Evaluation & SGM-A, Class 77 Selection Results

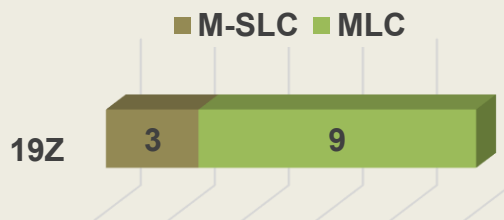


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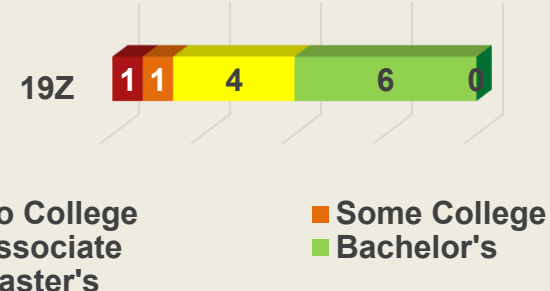
CMF 19 Selection



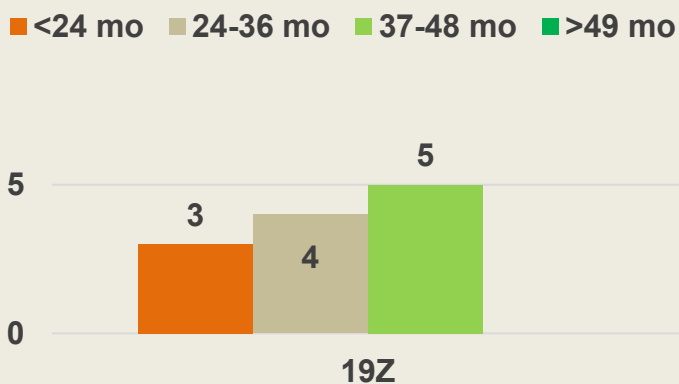
NCOES



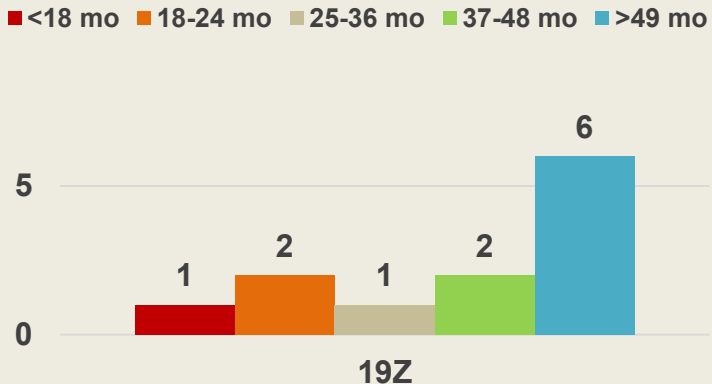
Civilian Education



KD (1SG & OPS SGM)



Time on Station (KD)



Professionally Developing Assignments

	19Z	PCT
MG	4	33.3%
DS	4	33.3%
Recruiter	2	16.6%
Instructor	3	25%
OC/T	3	25%
ROTC	3	25%
TNG DEV/WTR	1	8.3%

Functional Courses for CMF 19 NCOs

	Cavalry Leader	Master Gunner	Battle Staff	JFPC	Scout Leaders
19Z	2	4	6	2	0
PCT	16.3%	33.3%	50%	16.6%	0%

CONCLUSION:

The number of candidates selected for the Sergeant Major Academy is determined by the needs of the Army's Career Management Fields based on current inventory. Their NCOERs reflected potential which favored them above the others. The board also favored NCOs that completed the recommended level of Civilian Education, 11 NCOs (91.6%) had at a minimum some college, while six (6) NCOs (50%) had a bachelor's degree. Completing more than the required Key Developmental Time, First Sergeant and or as an Operations Sergeant Major, was seen and graded favorably by the board. NCOs who continued serving in a USAWHC unit to complete back-to-back KD assignments were considered more complete. Completing functional courses that benefit both the unit, and the NCO was viewed favorably by the board, seven (7) NCOs (58.3%) had two of the functional courses recommended in DA PAM 600-25.

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>