

Fiscal Year 2021 Regular Army (RA) and Army Reserve Active Guard Reserve (AGR)  
Staff Sergeant Evaluation Board

ATSH-IP  
1 February 2022

1. Purpose: To provide the Chief of Infantry, Leaders, and Infantry Soldiers with data related to the FY 21 Staff Sergeant (SSG) Evaluation Board. The analysis focuses on four populations within CMF 11; evaluated 11Bs and 11Cs, Top 20%, Bottom 20%, and Most Qualified (MQ). For the purpose of this analysis, we will refer to the top 20% as “top performer.”
2. Overview: The FY 21 Staff Sergeant Evaluation Board convened on 2 February 2021 to evaluate the performance and potential of RA and AGR Soldiers for creating the Staff Sergeant 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	3 FEB 18 and earlier	Minimum of 36 Months' Time in Grade (TIG)
Basic Active Service Date	3 FEB 02 and later	Maximum of 19 years Time In Service (TIS)
Date of Birth	1 JUL 65 and later	Maximum of 55 years, 7 months of age

4. Summary of Evaluated Non-Commissioned Officer Characteristics:

a. The Army evaluated 17,969 NCOs, with the board determining that 17,136 NCOs are most/fully qualified. The Army does not provide the proponents, data related to number of NCOs in each CMF evaluated nor do they provide OML numbers within the CMF. OCol was only able to analyze the data of 2,056 11Bs and 153 of 11Cs evaluated as Fully Qualified. Of those found fully qualified, OCol was able to analyze the skills and qualifications of 36 of 40 11Bs evaluated as Most Qualified.

Segment	Evaluated	Fully Qualified	Most Qualified
Total Army	17,969	17,136 (95.3%)	731 (4.2%)
11B		2,224 (2,056)	40 (36)
11C		165 (153)	9 (9)

b. The average age of CMF 11 Staff Sergeant evaluated as fully qualified was 33.8 years old with 12.4 years TIS and 5.1 years TIG. The top 20% CMF 11 Staff Sergeant was 31.8 years old with 10.7 years TIS and 4.1 years TIG.

ATSH-IP  
 FY 21 Staff Sergeant Evaluation Board Analysis

5. General observations:

a. Most Desirable Competencies: Through detailed analysis of NCOs data that were evaluated on the FY 21 SSG Evaluation Board, the Office Chief of Infantry determined that four factors most heavily weighed on a NCO being evaluated as a top performer, or not. Those four factors were; rated time in Key Developmental duty positions, physical fitness, the Expert Infantry Badge, and being Ranger or Bradley Master Gunner qualified. The evaluation panel identified NCOs that possessed these competencies as top performers at a significantly<sup>1</sup> higher rate than their peers.

b. 11B Key Developmental Position: The primary developmental assignment for an MOS 11B SSG is as a Rifle Squad Leader in a Rifle Platoon for 24 months in an A, I or SBCT. Infantry Proponent recommends all MOS 11B SSGs serve a minimum of 24 months as a Rifle Squad Leader prior to assuming other leadership duties in operational units. The chart below annotates Rifle Squad Leader time MOS 11B only.

<b>11B</b>	<b>Average</b>	<b>&gt;24 Months</b>	<b>18-23 Months</b>	<b>12-17 Months</b>	<b>&lt;12 Months</b>
11B - Total (2,056)	18.1	673	327	318	738
11B - MQ (36)	16.8	9	7	5	15
11B - Top 20% (411)	18.3	138	75	62	136
11B - Bottom 20% (411)	12.8	83	47	54	227

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<sup>1</sup> 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.

ATSH-IP  
 FY 21 Staff Sergeant Evaluation Board Analysis

c. MOS Enhancing Positions: IAW DA PAM 600-25, operational requirements, and unit priorities may require Commanders and CSMs to move SSGs prior to meeting the recommended 24 months in a Rifle Squad Leader position. Evaluation panels should consider MOS 11B SSGs that serve a minimum of 12 months as a Rifle Squad Leader, and then serve as Bradley Section Leaders, Weapons or Scout Squad Leaders, or Assault Company Section Sergeants as professionally developed with a total of 24 months operational leadership time. Of the 2,056 fully qualified 11Bs, 1,318 met the proponent guidance of having served at least 12 months as a Rifle Squad Leader. The chart below annotates combined leadership time as Rifle Squad Leader and time served in other MOS enhancing positions of the 1,318 11Bs that had met the minimum 12 months as a rated Rifle Squad Leader.

11B	Average	>24 Months	18-23 Months	12-17 Months	<12 Months
11B - Total (1,318)	30.2	871	256	191	
11B - MQ (21)	29.6	11	7	3	
11B - Top 20% (275)	29.6	188	50	37	
11B - Bottom 20% (184)	29.0	112	35	37	

d. 11C Key Developmental Positions: The primary developmental position for an MOS 11C SSG is as a Section Leader in the mortar platoon of a Combined Arms Battalion in an ABCT or an Infantry Battalion in an I or SBCT, as a Section Leader in an IBCT Rifle Company mortar section, or as a Squad Leader in the mortar section of an Cavalry Troop or Squadron, for 24 months. The chart below annotates Key Developmental time for all fully qualified 11Cs.

11C	Average	>24 Months	18-23 Months	12-17 Months	<12 Months
11C - Total (153)	28.3	87	19	16	31
11C - MQ (9)	15.3	2	2	1	4
11C - Top 20% (31)	20.8	11	5	6	10
11C - Bottom 20% (31)	30.6	18	5	3	5

ATSH-IP  
 FY 21 Staff Sergeant Evaluation Board Analysis

e. Positions of elevated responsibility: Many CMF 11 SSGs 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 SSGs with rated Platoon Sergeant Time and associated months. CMF 11 NCOs with rated Platoon Sergeant Time where evaluated as Most Qualified significantly higher than their peers.

CMF 11	# served as PSG	>24 Months	18-23 Months	12-17 Months	<12 Months
11B - Total (2,056)	380	40	52	113	175
11B - MQ (36)	22	2	11	6	3
11B - Top 20% (411)	143	21	27	42	53
11B - Bottom 20% (411)	34	2	1	14	17
11C - Total (153)	33	7	4	9	13
11C - MQ (9)	6	4	0	0	2
11C - Top 20% (31)	11	4	2	2	3
11C - Bottom 20% (31)	6	1	0	1	4

f. 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 (2,056)	257 points	97	887	1072
11B - MQ (36)	285 points	6	22	8
11B - Top 20% (411)	277 points	49	243	119
11B - Bottom 20% (411)	240 points	9	133	218
11C - Total (153)	256 points	5	63	85
11C - MQ (9)	282 points	0	8	1
11C - Top 20% (31)	284 points	2	25	4
11C - Bottom 20% (31)	227 points	1	4	26

ATSH-IP  
 FY 21 Staff Sergeant Evaluation Board Analysis

g. Expert and Combat Infantryman Badge: Infantryman must strive to earn the EIB. 98% of the Most Qualified and 85% of Fully Qualified 11Bs had their EIB. The Board evaluated NCOs who possessed the EIB or both 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 (2,056)	935	1468	625	278
11B - MQ (36)	35	22	22	1
11B - Top 20% (411)	339	267	216	21
11B - Bottom 20% (411)	118	294	74	74
11C - Total (153)	69	111	46	19
11C - MQ (9)	7	4	2	0
11C - Top 20% (31)	23	8	11	0
11C - Bottom 20% (31)	10	16	10	6

h. 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 (2,056)	117	47	164	1,892
11B - MQ (36)	16	4	20	16
11B - Top 20% (411)	67	34	101	310
11B - Bottom 20% (411)	8	3	11	400
11C - Total (153)	9	2	11	143
11C - MQ (9)	3	0	3	6
11C - Top 20% (31)	7	1	8	23
11C - Bottom 20% (31)	0	0	0	31

ATSH-IP  
 FY 21 Staff Sergeant Evaluation Board Analysis

i. The evaluation panel selected Bradley Infantry Fighting Vehicle Master Gunner Course: Bradley Master Gunners (ASI J3) as MQ or Top 20% at rates higher than their peers. Within the evaluated J3 population, the panel viewed most favorably, Master Gunner qualified SSGs that had earned the EIB, achieved a higher APFT score and met the proponent recommended Key Developmental time and/or served as a Platoon Sergeant (two of the three Most Qualified).

CMF 11	J3	>24m KD Time	APFT	EIB
11B - Total (46)	46	15	242	18
11B - MQ (36)	3	0 (2)	258	2
11B - Top 20% (411)	19	6	252	9
11B - Bottom 20% (411)	3	0	232	1

j. Civilian Education: NCOs must embrace lifelong learning by attending both military and civilian educational courses throughout their career. Staff Sergeants 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 or most qualified.

CMF 11	AA/AS	BA/BS	MA/MS	>30 credit hours	No College
11B - Total (2,056)	178	111	7	881	929
11B - MQ (36)	4	6	0	22	12
11B - Top 20% (411)	32	32	2	179	191
11B - Bottom 20% (411)	34	27	2	183	191
11C - Total (153)	10	7	2	59	85
11C - MQ (9)	1	0	0	7	2
11C - Top 20% (31)	3	1	0	17	13
11C - Bottom 20% (31)	1	2	1	12	15

6. Additional Infantry Master Sergeant (MSG) Evaluation Board Information:

a. The data in tables 1 thru 5 reflects data contained in the Enlisted Distribution and Assignment System (EDAS), Army Human Resource System Enterprise Datastore, and the 2021 Staff Sergeant Evaluation Board Fully Qualified/Most Qualified List.

ATSH-IP  
 FY 21 Staff Sergeant Evaluation Board Analysis

b. Table 1 illustrates the selection rates between the Operating and Generating Force. The panel identified significantly more 1Bs serving in the Operating Force in the Top 20% compared to their peers in the Generating Force. The proponent could only identify lower time in KD positions (~4.7 months less) as a potential cause for this. The Army potentially disadvantages NCOs when they reassign them out of the Operating Force before they have accumulated the appropriate time in KD positions. Additionally, 14.5% of the Operating Force 11Bs had earned the Ranger Tab compared to 4.5% of Generating Force peers.

FORCE SEGMENT	MOS	EVALUATED	TOP 20%
OPERATING FORCE	11B	805 (39.1%)	216 (26.8%)
	11C	65 (42.4%)	17 (26.1%)
GENERATING FORCE	11B	1251 (60.9%)	195 (15.5%)
	11C	88 (57.6%)	14 (15.9%)

c. Table 2 illustrates selection rates between various Operating Force formations. The panel evaluated NCOs serving in Ranger Regiment as Most Qualified at a significantly higher rate than those serving in conventional units.

TYPE OF UNIT	MOS	EVALUATED	MQ	TOP 20%	Eligible in Top 20%
OPERATING FORCE	11B	805	21	216	26.8%
	11C	65	6	17	26.1%
RANGER REGT	11B	51	6	36	70.5%
	11C	2	0	1	50.0%
SFAB	11B	114	2	40	35.0%
	11C	5	0	2	40.0%
CTCs / TOG	11B	48	0	4	8.3%
	11C	1	0	1	100%
EAB	11B	42	0	6	14.2%
	11C	1	0	0	0%
ABCT	11B	138	1	22	15.9%
	11C	13	1	1	7.6%
IBCT	11B	189	4	54	28.5%
	11C	18	1	3	16.6%
IBCT (ABN)	11B	105	8	35	33.3%
	11C	12	3	8	66.6%
SBCT	11B	118	0	19	16.1%
	11C	13	1	1	7.6%

ATSH-IP  
 FY 21 Staff Sergeant Evaluation Board Analysis

d. Table 3 illustrates the selection rates between the Divisions. 11C Staff Sergeants assigned to the 82<sup>nd</sup> Airborne Division were evaluated as a top performer at a significantly higher rate than peers. 11B Staff Sergeants assigned to 1<sup>st</sup> Calvary Division were evaluated as top performer at a significantly lower rate than peers.

DIVISION	MOS	EVALUATED	MQ	TOP 20%	Eligible in Top 20%
<b>DIVISION TOTAL</b>	<b>11B</b>	499	11	109	21.8%
	<b>11C</b>	45	6	12	26.6%
1ST INF DIV	11B	32	0	8	25.0%
	11C	1	0	0	0%
3RD INF DIV	11B	21	0	2	9.5%
	11C	3	0	0	0%
4TH INF DIV	11B	64	0	12	18.7%
	11C	6	1	1	16.6%
7TH INF DIV	11B	35	0	2	5.7%
	11C	1	0	0	0%
25TH INF DIV	11B	49	1	18	36.7%
	11C	6	0	2	33.3%
10TH MOUNTAIN DIV	11B	78	1	16	20.5%
	11C	5	1	1	20.0%
82D ABN DIV	11B	76	6	22	28.9%
	11C	9	3	7	77.7%
101ST ABN DIV	11B	69	2	21	30.4%
	11C	7	0	0	0%
1ST CAVALRY DIV	11B	44	1	2	4.5%
	11C	5	1	1	20.0%
1ST ARMORED DIV	11B	31	0	6	19.3%
	11C	2	0	0	0%

ATSH-IP  
 FY 21 Staff Sergeant Evaluation Board Analysis

e. Table 4 illustrates Generating Force selection rates by major components. SSG 11Bs assigned to the Maneuver Center of Excellence (MCoE) were evaluated in the top 20% at a significantly higher rate than their peers. See table 5 for a further break down of MCoE by units.

<b>GENERATING TOTAL</b>	<b>MOS</b>	<b>EVALUATED</b>	<b>MQ</b>	<b>TOP 20%</b>	<b>Eligible in Top 20%</b>
<b>GENERATING TOTAL</b>	11B	1251	15	195	15.5%
	11C	88	3	14	15.9%
MCoE – FT BENNING	11B	508	13	115	22.6%
	11C	29	1	7	24.1%
IMT COE – FT JACKSON	11B	164	1	30	18.3%
	11C	11	0	1	9.0%
NCO ACADEMIES	11B	44	0	3	6.8%
	11C	2	0	0	0%
OTHER	11B	216	1	21	9.7%
	11C	10	0	1	10%
AC/RC	11B	56	0	8	14.3%
	11C	21	1	2	9.5%
CTC OC/T	11B	48	0	5	10.4%
	11C	1	0	0	0%
RECRUITING COMMAND	11B	215	0	13	6.0%
	11C	14	1	3	21.4%

ATSH-IP  
 FY 21 Staff Sergeant Evaluation Board Analysis

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

<b>MCoE TOTAL</b>	<b>MOS</b>	<b>EVALUATED</b>	<b>MQ</b>	<b>TOP 20%</b>	<b>Eligible in Top 20%</b>
<b>MCoE – FT BENNING</b>	11B	508	13	115	22.6%
	11C	29	1	7	24.1%
RANGER TRAINING BRIGADE	11B	40	4	25	62.5%
	11C	1	0	1	100%
1-507 <sup>th</sup> PIR	11B	27	1	7	25.9%
	11C	0	0	0	0%
MILITARY ADVISOR TRAINING ACADEMY	11B	11	0	4	36.3%
	11C	0	0	0	0%
MCoE HQs	11B	18	0	4	22.2%
	11C	2	0	0	0%
3-16 <sup>TH</sup> CAVALRY REGIMENT	11B	4	0	0	0%
	11C	1	0	0	0%
199 <sup>TH</sup> INFANTRY BRIGADE	11B	63	0	4	6.3%
	11C	1	0	0	0%
198 <sup>TH</sup> INFANTRY BRIGADE	11B	175	3	34	19.4%
	11C	22	1	6	27.2%
197 <sup>TH</sup> INFANTRY BRIGADE	11B	165	5	37	22.4%
	11C	2	0	0	0%
194 <sup>TH</sup> ARMORED BRIGADE	11B	5	0	0	0%
	11C	0	0	0	0%

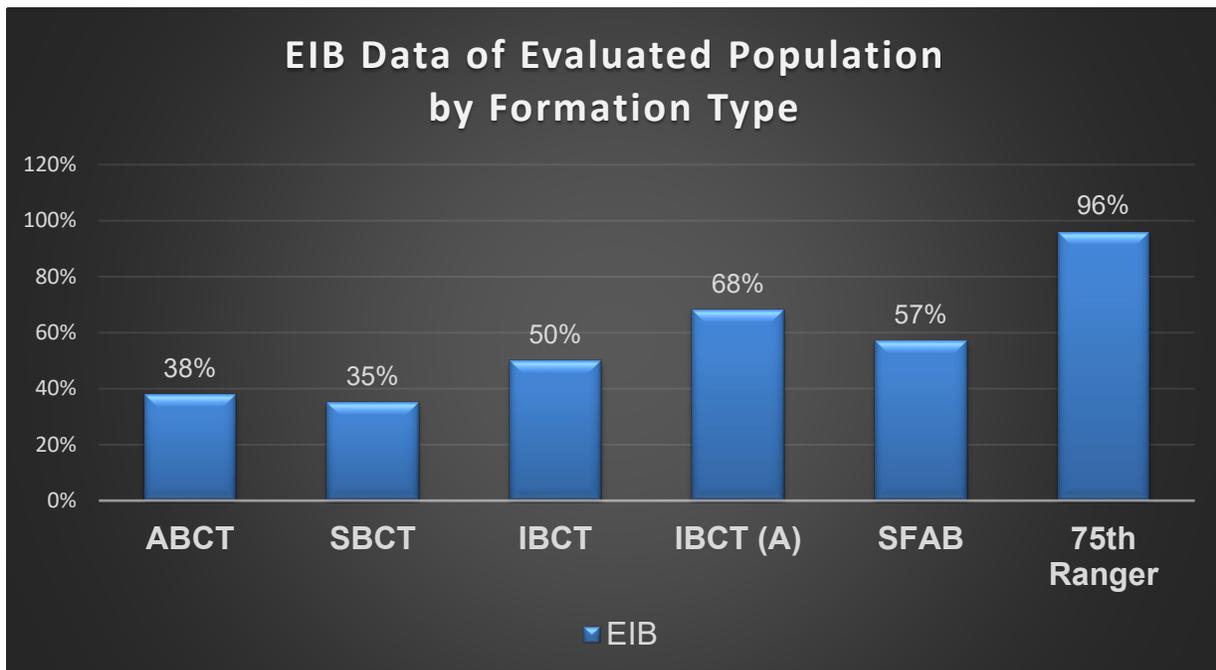
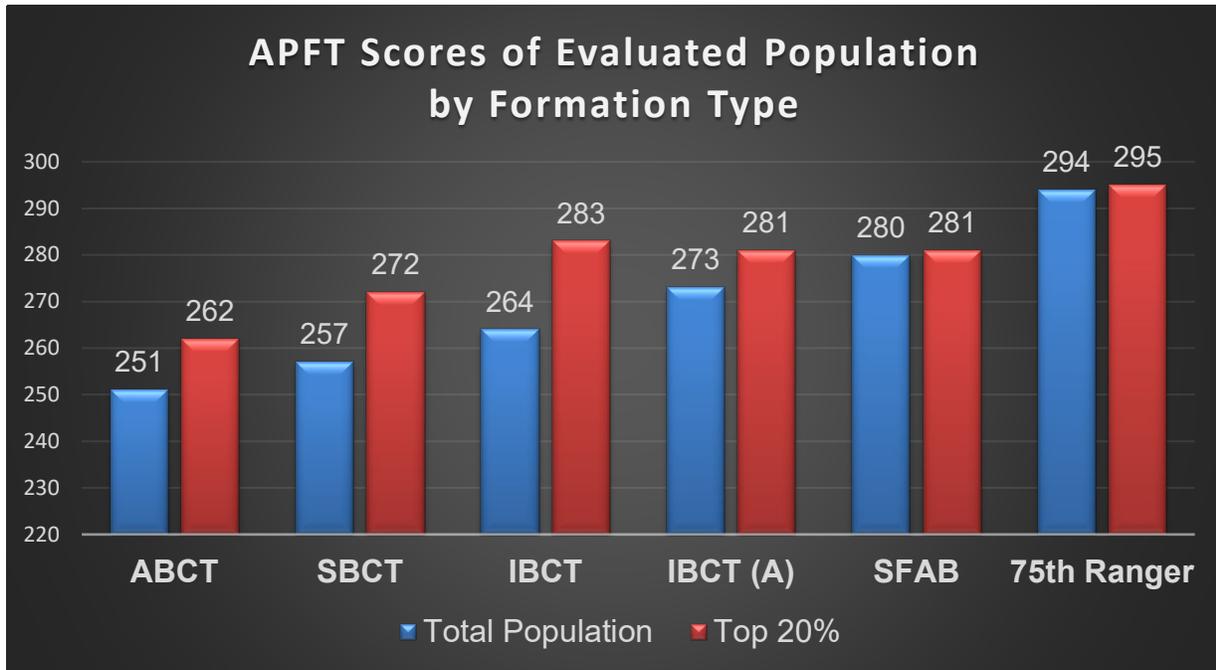
ATSH-IP  
 FY 21 Staff Sergeant Evaluation Board Analysis

g. Table 6 illustrates rates for Non-Ranger Qualified CMF 11 SSGs with additional Skill Qualification Identifiers (SQI) and Additional Skill Identifiers (ASI). Analysis of non-Ranger qualified 11Bs with other ASIs J3, 2B, 5W, or F7 and SQI 3 were identified as a top performer at a significantly higher rate than their peers. The panel evaluated NCOs serving as or formerly serving as Detailed Recruiters (SQI 4) as MQ and top performers at a significantly lower rate than their peers.

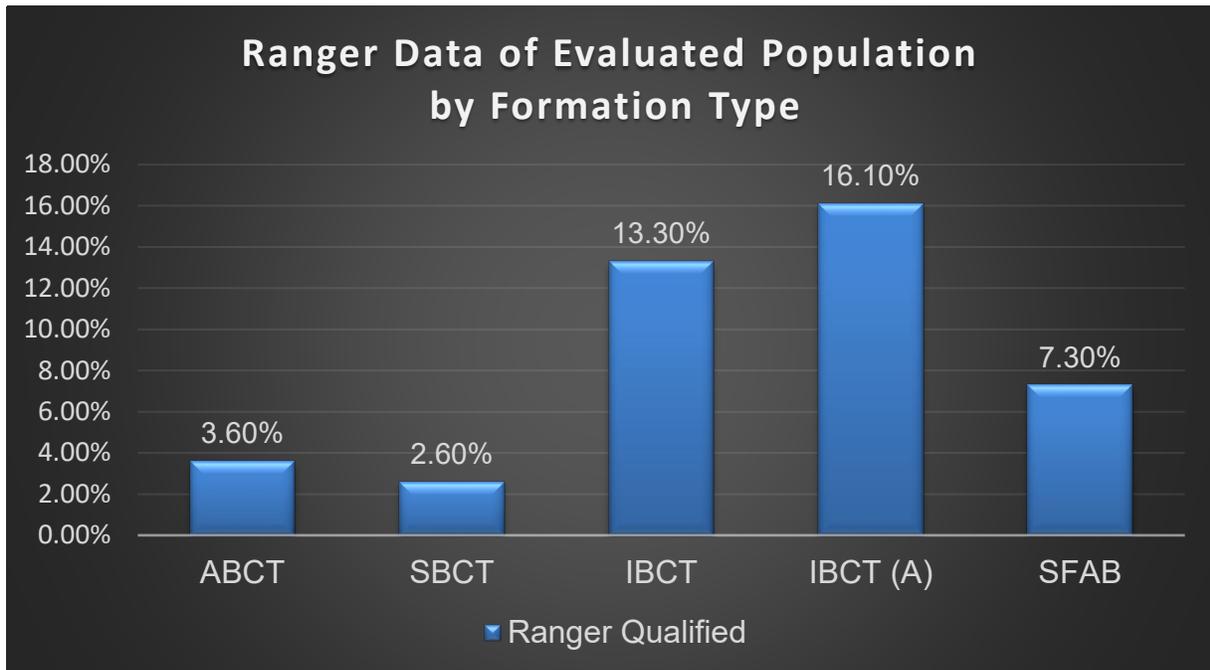
ASI/SQI	MOS	EVALUATED	MQ	TOP 20%	Eligible in Top 20%
<b>J3</b> MASTER GUNNER	11B	46	2	18	39.1%
	11C				
<b>1B/1H</b> SHARP	11B	112	1	20	17.8%
	11C	4	0	0	0%
<b>2B</b> AIR ASSAULT	11B	646	7	136	21.0%
	11C	51	4	12	23.5%
<b>2S</b> BATTLE STAFF	11B	90	1	11	12.2%
	11C	3	0	0	0%
<b>5W</b> JUMPMaster	11B	122	6	44	36.0%
	11C	5	0	1	20.0%
<b>B1</b> MORTAR LEADER	11B				
	11C	139	9	28	20.1%
<b>F7</b> PATHFINDER	11B	100	2	32	32.0%
	11C	8	0	3	37.5%
<b>P</b> PARACHUTIST	11B	690	10	134	19.4%
	11C	34	2	9	26.4%
<b>Q</b> EQUAL OPPORTUNITY	11B	2	0	1	50.0%
	11C	-	-	-	-
<b>X</b> DRILL SERGEANT	11B	584	11	121	20.2%
	11C	28	2	7	25.0%
<b>3</b> COMBAT ADVISOR	11B	108	2	35	32.4%
	11C	6	0	2	33.3%
<b>4</b> RECRUITER	11B	446	2	37	8.2%
	11C	21	1	6	28.5%
<b>8</b> INSTRUCTOR	11B	845	12	143	16.9%
	11C	40	2	7	17.5%
NO ASI/SQI	11B	136	0	12	8.8%
	11C	3	0	0	0%

ATSH-IP  
 FY 21 Staff Sergeant Evaluation Board Analysis

7. Other than the evaluation of an Infantry NCOs manner of performance articulated in their NCOERs. 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.



ATSH-IP  
FY 21 Staff Sergeant Evaluation Board Analysis



Author MSG Turcotte (706) 545-1343  
Approved by: Mr. G.L. Fox, Director, OCol