



DEPARTMENT OF THE ARMY
OFFICE OF THE CHIEF OF ARMOR
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ATZK-AR

7 March 2022

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

SUBJECT: Information Paper – Results of FY 22 Sergeant First Class (SFC) Evaluation Board.

1. Purpose: To provide information to the Chief of Armor on the results of the FY22 SFC Evaluation Board and Most Qualified (MQ) personnel.
2. Summary: The Department of the Army SFC Evaluation board convened on or about 19 October 2021 at Fort Knox, KY to evaluate eligible SFCs, 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 21-225. 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: SFC
 - RA/AGR DOR: 20 OCT 19 and earlier
 - RA/AGR BASD: 31 JAN 00 and later
 - RA/AGR DOB: 31 JAN 66 and later
3. SFC Evaluation Information. The following is a profile of the 19D/19K Sergeants First Class identified as MQ during the SFC Evaluation Board.
 - a. The total number of 19D/19K evaluated was 926; the Most Qualified used in this analysis is 116 (64 19D and 52 19K). Additionally, 782 were Fully Qualified and 28 were Not fully Qualified. Armor selection rate for MQ was 12.52%, the total Army average selection rate for MQ was 5.6%.
 - b. The average age of those identified as MQ within Armor Branch was 37 years, 2 months. The oldest was 46 years of age and youngest was 30 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 16 years, 9 months. The highest TIS was 21 years, 9 months and the lowest was 12 years, 3 months.

d. The average Time in Grade (TIG) for those identified as MQ was 4 years, 2 months. The highest was 10 years, 10 month and the lowest was 2 year, 3 months.

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

- (1) No college: 18.96% had no college (22/116)
- (2) Some College: 37.93% had some college (44/116)
- (3) Associates Degree: 33.62% had the equivalent of two year degree (39/116)
- (4) Bachelor's Degree: 9.48% had the equivalent of a four year degree (11/116)
- (5) Master's Degree: 0.86% had the equivalent of a six year degree (1/116)

f. The average GT score for those identified as MQ was 110. The highest GT score was 133 and the lowest GT score was 86.

g. 15 of the 116 MQ (12.93%) had re-classed from various MOSs.

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

i. The following data depicts professionally developing assignments based on 64 19D MQ and 52 19K MQ (116), respectively:

	Master Gunner	Drill SGT	Recruiter	Instructor	OC/T	NCOA	First Army	ROTC	SFAB
19K (52)	21 40.38%	8 15.38%	16 30.77%	17 32.69%	8 15.38%	2 3.84%	9 17.30%	3 5.77%	0 0%
19D (64)	7 10.94%	31 48.44%	11 17.19%	22 34.38%	17 26.56%	3 4.69%	5 7.81%	6 9.38%	10 15.63%
TOTALS	28	39	27	39	25	5	14	9	10
Percentage	24.14%	33.62%	23.28%	33.62%	21.55%	4.31%	12.07%	7.76%	8.63%

j. The following data depicts attendance at Functional courses.

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	Cavalry Leaders Course	Scout Leader Course	Battle Staff	Airborne	Jump Master
19K	1	0	13	7	0
19D	16	27	14	23	10
TOTALS	17	27	27	30	10
Percentage	14.66%	23.28%	23.28%	25.86%	8.62%

	Air Assault	Pathfinder	Ranger	EO	Master Resilience Trainer	Master Fitness	SHARP
19K	8	0	0	30	15	11	18
19D	22	10	3	27	23	14	23
TOTALS	30	10	3	57	38	25	41
Percentage	25.86%	8.62%	2.59%	49.14%	32.76%	21.55%	35.34%

k. Key Development Time: The following chart below outlines the amount of key development time as a SFC that each MQ selectee completed. The average time spent as a Platoon Sergeant was 26 months. 49 MQ selectees were serving in, or had served in, a First Sergeant position. Of those identified as MQ, 22 19D and 23 19K were grandfathered in under the 18-24 month KD time and promotion requirement.

Platoon Sergeant Time	Grandfathered	<24	24-36	37-48	>49
19K	23	14	33	4	1
19D	22	18	43	3	0
TOTALS	45	32	76	7	1
Percentage	38.79%	27.59%	65.52%	6.03%	0.86%

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

	ABCT	IBCT	SBCT	GEN Force / Other
19D PSG	25	17	19	3
19K PSG	50	0	1	1
19Z 1SG	34	6	4	5

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4. 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 (24.13% selected), Drill Sergeants (33.62% selected), Recruiters (23.27% selected), Observer/Controllers (21.55% selected), Military Science Instructors (7.75% selected) 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 leadership positions as evidenced by multiple NCOERs, supported by sustained performance in the generating force.

c. Of the 116 MQ, nine (5.17%) 19D and 10 (8.62%) 19K are in the Excellence In Armor program. Four out of the nine 19D and four of the 10 19K are serving in a First Sergeant position.

5. Point of contact is the undersigned at christopher.r.carey2.mil@army.mil, or (706) 545-7725.


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