



Purpose

Provide information and guidance regarding frocking procedures to the field to better assist Soldiers

FROCKING TO 1SG AND SGM

Enlisted Promotions Branch As of 12 September 2024

Commanding General – MG Hope Rampy Command Sergeant Major – CSM Robert Atkinson





References:

- Army Regulation (AR) 614-200, Enlisted Assignments and Utilization Management, 25 January 2019.
- HQDA Memorandum, DAPE-MP, dated 10 June 2023, subject: Exception to Policy (ETP) to AR 614-200, Chapters 7 and 8, for Appointment of Master Sergeant (MSG) to Sergeant Major (SGM) and Sergeant First Class (SFC) to First Sergeant (1SG).
- HQDA Memorandum, DAPE-MP, dated 21 June 2024, subject: Update to Exception to Policy (ETP) to AR 614-200, Chapters 7 and 8, for Frocking of Master Sergeant (MSG) to Sergeant Major (SGM) and Sergeant First Class (SFC) to First Sergeant (1SG).
- MILPER Message Number 24-239, issued 24 June 2024, Update to Implementing Guidance for Exception to Policy (ETP) for Frocking of Master Sergeant (MSG) to Sergeant Major (SGM) and for Frocking of Sergeant First Class (SFC) to First Sergeant (1SG).





NEVER CHANGE the SFC rank entry date (RED) or the grade entry date (GED) in IPPS-A to the effective date of the Frocking.

CONTROLLED UNCL	ROLLED UNCLASSIFIED INFORMATION SOLDIER TALENT PROFILE			Print			NPPS∗A		
- -			PV1 PV2 20070727 20070816	PFC SPC 20080814 20090816	CPL SGT 20090816 20130401	SSG 20150601	SFC 20200401	MSG SGM 20240617	
Career Mapping 2025	2026	2027	2028 PZ	2029	203	30	2	2031	
	. چ	ISG	SGN	Л					
Experience Deployments								O Self-Professed	





DO NOT CHANGE the Soldier's rank to 1SG or CSR.

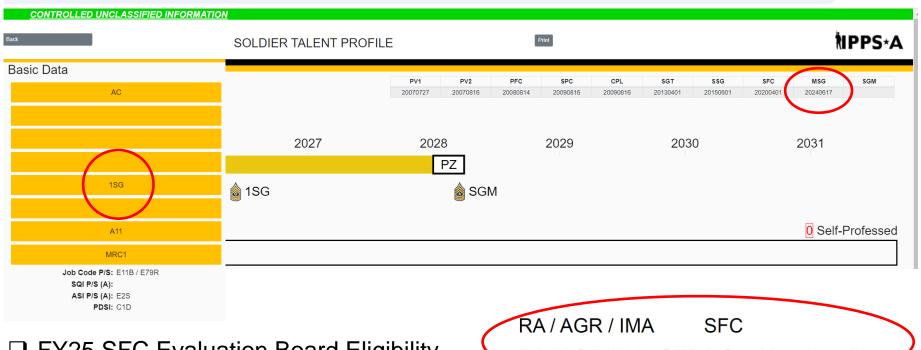
DO NOT ADD a 1SG/CSR rank entry date (RED) or grade entry date (GED) in IPPS-A to the effective date of the FROCKING.

CONTROLLED UNCLASSIFIED INFORM	IATION				
Back	DFILE	Print		ħPPS∗A	
		PV1 PV2 20070727 20070816	PFC SPC CP 20080814 20090816 20090		SFC MSG SGM 2020040 20240617
Career Mapping					
2025 2026	2027	2028 PZ	2029	2030	2031
	lSG 💧	sgm			
Basic Data	Basic Data				0 Self-Professed
AC	AC				
	\frown				
156	CSR				
A11	A10				
MRC1	MRC1				
Job Code P/S: E11B / E79R SQI P/S (A): ASI P/S (A): E2S PDSI: C1D	Job Code P/S: E11B SQI P/S (A): E8 / EX ASI P/S (A): E88 PDSI:				





Any changes made in IPPS-A will result in the Soldier (who is still an SFC) being ineligible for the next SFC Evaluation Board as they are not recognized as meeting the eligibility criteria for the board per the announcement MILPER.



FY25 SFC Evaluation Board Eligibility Criteria Per MILPER Message 24-228, paragraph 5. RA / AGR / IMA SFC RA / AGR / IMA GED 9 Oct 22 and earlier RA / AGR BASD 9 Oct 02 and later RA / AGR / IMA DOB 31 Jan 69 and later





- Identification cards, personnel data systems, and pay/entitlements WILL NOT BE CHANGED to reflect SFC frocking to 1SG.
- A commander (COL/O6 and above) may authorize Soldiers in the rank of SFC to be frocked to 1SG and to wear the 1SG rank upon assignment/slotting to an authorized 1SG position within their command.
- □ Frocking WILL NOT BE APPROVED to provide an interim fill for a 1SG position.
- Frocking WILL NOT OCCUR prior to the date the NCO is assigned to the 1SG position.
- A Soldier MUST BE in good standing, NOT FLAGGED and NOT otherwise have been found as Not Fully Qualified (NFQ) by their most recent NCO evaluation board to be eligible for frocking.
- Frocking of SFC to 1SG DOES NOT APPLY to Active Guard Reserve (AGR) and Individual Mobilization Augmentee (IMA) personnel.





- Frocking of SFC to 1SG will be initiated with an IPPS-A PAR. There is no requirement to forward 1SG frocking approval PARs to agencies higher than the approval authority (O-6) for RA and USAR Troop Program Unit (TPU) Soldiers.
- Frocking of SFC to 1SG DOES NOT APPLY to Active Guard Reserve (AGR) and Individual Mobilization Augmentee (IMA) personnel.
- Follow the procedures in paragraph 7.a. of MILPER 24-239 to submit the PAR in IPPS-A.
- Follow the procedures in paragraph 10 of MILPER 24-239 for guidance on the DA2166-9 Series NCOER in the EES for the rated (frocked) NCO based on their actual, not frocked, rank.
- Point of contact for frocking of SFC to 1SG: Actions, Policy and Procedures Branch (AHRC-FSO-A), Operations Management Division, Force Shaping Directorate (FSD), Human Resources Command (HRC), at (502) 613-5853, DSN (312) 983-5853 or via email, usarmy.knox.hrc.mbx.fsd-psa-branch@army.mil.





NEVER CHANGE the MSG rank entry date (RED) or the grade entry date (GED) in IPPS-A to the effective date of the Frocking.

<u>CONTROLLED UNCLA</u>	<u>ssified information</u> Si	OLDIER TALENT PRO	FILE	Print		tipps∗A
			PV1 PV2 20070727 20070816	PFC SPC 20080814 20090816		SG SFC MSG SGM 50601 20200401 20240617
Career Mapping						
2025	2026	2027	2028	2029	2030	2031
			PZ			
		1SG	💩 SGI	N		
Experience						0 Self-Professed
Deployments						





□ DO NOT CHANGE the Soldier's rank to SGM.

DO NOT ADD a SGM rank entry date (RED) or grade entry date (GED) in IPPS-A to the effective date of the FROCKING.

	Back SOLDIER TALENT PROFILE	ħIPPS*A
Basic Data		
AC	PV1 PV2 PFC SPC CPL SGT SSG SFC MPG SGM	
	20011108 20020508 20021108 20030701 20030701 20040901 20060101 20100101 20 90101 20240701	
	Career Mapping	
	Experience	O Self-Professed
SGM		
A10		
MRC1		





- The Director, Talent Alignment and Development Directorate (TADD), HRC, and the Director, Senior Leader Development Office (SLDO), Office of the Chief Army Reserve (OCAR), may authorize Soldiers in the rank of MSG, who are graduates of the resident Sergeants Major Course (SMC-R) or who are enrolled and making satisfactory progress in a corresponding distance learning Sergeants Major Course (SMC-DL) or other non-traditional training at or beyond the graduation date of the SMC-R, to be frocked to SGM and to wear the SGM rank. For USAR, this frocking is contingent upon their acceptance of an authorized SGM position. Frocking of a MSG to CSM is not authorized under this ETP.
- Identification cards, personnel data systems, and pay/entitlements will not be changed to reflect frocking to SGM. The MSG rank entry date and grade entry date will remain unchanged.
- A Soldier must be in good standing, not flagged and not otherwise have been found as Not Fully Qualified by their most recent NCO evaluation board to be eligible for frocking.





Strict Guidance for Frocking of MSG to SGM (RA).

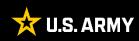
- Sergeants Major Management Division (SMMD), HRC, will validate RA Soldiers who are on track to graduate the resident course and are in good standing in the non-resident and other non-traditional training to determine eligibility for frocking to SGM, including Soldiers assigned to United States Army Special Operations Command (USASOC) and Special Mission Units (SMU).
- SMMD, HRC, will generate a frocking memorandum for all RA Soldiers to be frocked and will disseminate the memorandum to the Soldier and to the SMC-R leadership. Soldiers graduating the SMC-R will be frocked prior to departing the SMC-R. Soldiers enrolled in the non-resident and other non-traditional training may be frocked locally the date of SMC-R graduation or later. Special Management Division (SMD), HRC will publish a separate memorandum for Soldiers assigned to Special Mission Units (SMU).
- Commanders who identify Soldiers who were not eligible for frocking at the time of the graduation date of the SMC-R that the Soldier is associated with, who later become eligible, will contact HRC, SMMD, for validation of eligibility. If SMMD determines the Soldier is eligible for frocking to SGM, SMMD will issue a memorandum authorizing the Soldier's frocking.





Strict Guidance for Frocking of MSG to SGM (USAR).

- SLDO, OCAR, will validate USAR Soldiers who are on track to graduate the resident course and are in good standing in the non-resident and other nontraditional training to determine eligibility for frocking to SGM.
- SLDO, OCAR, will generate a frocking memorandum for all USAR Soldiers who have accepted slotting into a USAR SGM position and will disseminate the memorandum to the Soldier and to the SMC-R leadership. Soldiers graduating the SMC-R will be frocked prior to departing the SMC-R. Soldiers enrolled in the non-resident and other non-traditional training may be frocked locally the date of SMC-R graduation or later.
- For USAR Soldiers who have not accepted slotting in a USAR SGM position prior to SMC-R graduation, frocking will occur upon assignment to or acceptance of a USAR SGM position.





Points of Contact for Frocking of MSG to SGM.

Sergeants Major Management Division at (502) 613-5874 or by email at usarmy.knox.hrc.mbx.epmd-sgm-branch@army.mil.

Special Management Division: MSG Devin Cables at (502) 613-6275 or via email at <u>devin.h.cables.mil@army.mil</u>.

US Army Reserve: Senior Leader Development Office by email at <u>usarmy.usarc.ocar.mbx.sldo-e9@army.mil</u>, or by phone at: 502-626-8953.

USASOC G-1: Mr. Bryan Selinger at (910) 432-6713 or via email at bryan.selinger@socom.mil.