



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

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). 



Strict Guidance for Frocking of SFC to 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 UNCLASSIFIED INFORMATION

Back SOLDIER TALENT PROFILE Print IPPS-A

PV1	PV2	PFC	SPC	CPL	SGT	SSG	SFC	MSG	SGM
20070727	20070816	20080814	20090816	20090816	20130401	20150601	20200401	20240617	

Career Mapping

2025 2026 2027 2028 2029 2030 2031

PZ

1SG SGM

Experience Self-Professed

Deployments

Strict Guidance for Frocking of SFC to 1SG.

- ❑ 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 INFORMATION

Back SOLDIER TALENT PROFILE Print **IPPS-A**

PV1	PV2	PFC	SPC	CPL	SGT	SSG	SFC	MSG	SGM
20070727	20070816	20080814	20090816	20090816	20130401	20150601	20200401	20240617	

Career Mapping

2025 2026 2027 2028 2029 2030 2031

 1SG
 SGM

PZ

Basic Data

AC
AC
AC
AC
1SG
A11
MRC1

Job Code P/S: E11B / E79R
 SQI P/S (A):
 ASI P/S (A): E2S
 PDSI: C1D

Basic Data

AC
AC
AC
AC
CSR
A10
MRC1

Job Code P/S: E11B
 SQI P/S (A): E8 / EX
 ASI P/S (A): EB8
 PDSI:

Self-Professed

Strict Guidance for Frocking of SFC to 1SG.

- 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.

CONTROLLED UNCLASSIFIED INFORMATION

Back
SOLDIER TALENT PROFILE
Print
IPPS-A

	PV1	PV2	PFC	SPC	CPL	SGT	SSG	SFC	MSG	SGM
	20070727	20070816	20080814	20090816	20090816	20130401	20150601	20200401	20240617	

	2027	2028	2029	2030	2031
AC					
1SG		PZ			
A11					
MRC1					

Job Code P/S: E11B / E79R
 SQI P/S (A):
 ASI P/S (A): E2S
 PDSI: C1D

- FY25 SFC Evaluation Board Eligibility Criteria Per MILPER Message 24-228, paragraph 5.

RA / AGR / IMA SFC
 RA / AGR / IMA GED9 Oct 22 and earlier
 RA / AGR BASD 9 Oct 02 and later
 RA / AGR / IMA DOB31 Jan 69 and later



Strict Guidance for Frocking of SFC to 1SG.

- 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.



Strict Guidance for Frocking of SFC to 1SG.

- ❑ 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.

Strict Guidance for Frocking of MSG to SGM.

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

CONTROLLED UNCLASSIFIED INFORMATION



Back SOLDIER TALENT PROFILE Print **IPPS-A**


PV1	PV2	PFC	SPC	CPL	SGT	SSG	SFC	MSG	SGM
20070727	20070816	20080814	20090816	20090816	20130401	20150601	20200401	20240617	

Career Mapping

2025 2026 2027 2028 2029 2030 2031

PZ

 1SG  SGM

Experience  Self-Professed

Deployments



Strict Guidance for Frocking of MSG to SGM.

- ❑ 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 Print IPPS-A

Basic Data

PV1	PV2	PFC	SPC	CPL	SGT	SSG	SFC	MSG	SGM
20011108	20020508	20021108	20030701	20030701	20040901	20060101	20100101	20160101	20240701

Career Mapping
Experience Self-Professed

AC

SGM

A10

MRC1



Strict Guidance for Frocking of MSG to SGM.

- ❑ 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 non-traditional 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 devin.h.cables.mil@army.mil.

US Army Reserve: Senior Leader Development Office by email at usarmy.usarc.ocar.mbx.sldo-e9@army.mil, 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.