

# U.S. Army Europe and Seventh Army

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*2009: THE YEAR OF THE NCO*

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## **Senior noncommissioned officers with 20 or more years service to be considered under revised Qualitative Management Program**

**HEIDELBERG, Germany** -- All active-duty and Active Guard and Reserve Soldiers in the ranks of sergeant first class and above with 20 or more years active service will soon be considered for discharge or retirement based on duty performance, according to a July 23 letter from Thomas R. Lamont, assistant secretary of the Army for manpower and Reserve affairs, to senior Army personnel and Human Resources Command officials.

The letter outlines the provisions for the reinstatement of a revised version of the Qualitative Management Program under which eligible Soldiers may be denied continued service based on indicators of marginal or poor performance.

The program is being reinstated to “ensure senior noncommissioned officers serve in a manner consistent with good order and discipline, and that those serving in positions of authority perform in an exemplary manner,” the letter states.

It also outlines the guidelines for the revised program.

Eligible NCOs may be denied continued service under the QMP if HRC receives any of the following documents pertaining to the Soldier since the date of his or her last promotion:

- a general officer letter or memorandum of reprimand
- a conviction by court martial or punishment under Article 15 of the Uniform Code of Military Justice
- a relief for cause NCO Evaluation Report
- an NCOER with a rating by the senior rater of fair or poor in the overall performance or potential blocks
- an academic evaluation report indicating the Soldier has failed a NCO Education System course

Only command sergeants major and sergeants major with 30 or more years active service and senior NCOs with approved retirements will be exempt from QMP consideration.

If HRC receives any of the listed documents for filing in an eligible senior NCO's Official Military Personnel File, the command will notify the Soldier through his or her chain of command, and inform the Soldier that he or she will be considered for denial of continued service in conjunction with an upcoming promotion selection board. Those Soldiers will be given

an opportunity to submit mitigating evidence to the president of the board. If a Soldier is selected for denial of continued service, he or she may appeal only on the grounds of material errors, newly discovered evidence or subsequent removal of documents from official files.

NCOs identified for denial of continued service will be given the option to submit a voluntary request for retirement in lieu of involuntary discharge. If retirement is approved, all other provisions of the law for which the Soldier is eligible will remain in

GROUP AFFECTED	ELIGIBILITY (Basic Active Service Date)	INITIAL REVIEW BOARD	DATE BOARD CONVENES
Active-duty command sergeants major and sergeants major	Between Oct. 15, 1979 and Oct. 15, 1989	Fiscal Year 2010 master sergeant selection board	Oct. 14, 2009
U.S. Army Reserve and Active Guard and Reserve command sergeants major and sergeants major	Between Oct. 15, 1979 and Oct. 15, 1989	Fiscal Year 2010 Army Reserve and Active Guard and Reserve master sergeant selection board	Oct. 14, 2009
Active-duty first sergeants and master sergeants	Feb. 3, 1990 and earlier	Fiscal Year 2010 sergeant first class selection board	Feb. 2, 2010
U.S. Army Reserve and Active Guard and Reserve first sergeants and master sergeants	Feb. 2, 1990 and earlier	Fiscal Year 2010 U.S. Army Reserve and Active Guard and Reserve sergeant first class selection board	Feb. 1, 2010
Active-duty sergeants first class	April 22, 1990 and earlier	Fiscal Year 2010 command sergeant major and sergeant major training and selection board	April 21, 2010
U.S. Army Reserve and Active Guard and Reserve sergeants first class	May 5, 1990 and earlier	Fiscal Year 2010 U.S. Army Reserve and Active Guard and Reserve command sergeant major and sergeant major training and selection board	May 4, 2010

force. The Soldier may request any retirement date -- subject to Army approval -- not later than the first day of the seventh month following approval of the QMP results. Affected Soldiers who do not opt to request retirement will be given orders directing their involuntary discharge on that date.

The program will be implemented in phases, starting with the most senior NCOs. The accompanying chart outlines those phases. Once a pay grade comes into consideration under the QMP, all Soldiers in that grade may become eligible for QMP consideration when they reach 20 years of active service.



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