



DCSPER/G1
Sends

December 2011

HR Info/Updates

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"We Can Get There From Here"

STANDARDS

1. **MILITARY AWARDS:** USAMRMC and MEDCOM Standards are zero late awards.

a. References: AR 600-8-22, Military Awards, MEDCOM Pamphlet 600-8-22, DOD 1348.33-M, Manual of Military Decorations and Awards, and USAMRMC Command Policy Memorandum 2010-50.

b. Processing Timelines:

Type Award	Process Time
LOM – ETS/RET/PCS/ACH/SVC	150 days
MSM	90 days
ARCOM/AAM	60 days

2. **MILITARY EVALUATIONS:** USAMRMC and MEDCOM Standards are 95% timeliness.

References: AR and DA Pamphlet 623-3, Evaluation Reporting System, and USAMRMC Command Policy Memorandum 2011-43.

3. **CHANGE TO RETENTION CONTROL POINTS (RCP) FOR ENLISTED SOLDIERS SERVING IN THE REGULAR ARMY OR UNDER THE ACTIVE GUARD RESERVE (AGR) TITLE 10 PROGRAMS:**

Reference: MILPER Message 11-096.

4. **PROMOTIONS:**

References: AR 600-8-29, Officer Promotions, MILPER Msg 11-316, and MILPER Msg 11-320.

5. **CIVILIAN REDUCTION IN FORCE:**

References: 5 CFR, Part 351, Federal Register (MRMC Lab Demo), Vol. 63, No. 41, 3 Mar 98, OPM's Workforce Reshaping Operations Handbook, and AR 690-351.

MILITARY PERSONNEL

Awards

- Our Command did not submit any awards to MEDCOM for the months of Nov & Dec 2011.
- As a reminder, all retirement awards (LOM or higher) being submitted to the DCSPER/G1, must be accompanied with a copy of retirement orders; otherwise, they will be returned. Also, there are examples of military and civilian awards at the below link:
<https://mrmc.amedd.army.mil/>
- Upcoming USAMRMC awards board dates:
19 Dec 2011, 16 Jan 2012, and 30 Jan 2012

Evaluations

- **Kudos!** again for exceeding DA & MEDCOM standard for the months of Oct and Nov 2011. The on-time submission rate for OER's was 96.4% and NCOER's 100%. **Well done MRMC!!**

New Retention Control Points

GRADE	TOTAL ACTIVE SERVICE IN YEARS
PVT-PFC	5
CPU/SPC	8
CPU/SPC (PROMOTABLE)	12
SGT	13
SGT (PROMOTABLE)	15
SSG	20
SSG (PROMOTABLE)	26
SFC	26
SFC (PROMOTABLE)	29
1SG/MSG	29
1SG/MSG (PROMOTABLE)	32
CSM/SGM	32

Promotions

- FY12 COL, AMEDD CSL – will convene on 18-24 Jan 12. Eval Thru date is 11 Oct 11 and must be submitted to HRC, NLT 9 Jan 12.
- FY12 LTC, MC and DC – will convene on 13 Feb 12. Eval Thru date is 5 Nov 11 and must be submitted to HRC, NLT 3 Feb 12.

CIVILIAN PERSONNEL

Reduction in Force (RIF)

Guidance below is NOT meant to be all inclusive, rather informational. Early/close coordination with the MRMC HQs and your servicing CPAC is critical. Communication is essential.

RIF Request Process:

1) Management determines positions required to perform mission. Identify excess positions that may need to be abolished. When completing position review it is critical to focus on position (not the person) and its impact on mission.

2) Implement an internal hiring freeze to mitigate or reduce impact.

3) Open Voluntary Early Retirement Authority (VERA)/Voluntary Separation Incentive Pay (VSIP). VERA/VSIP must be offered prior to requesting RIF authority. VERA/VSIP is not an entitlement. Employees should contact Army Benefits Center if interested in VERA/VSIP in order to be counseled properly on their eligibility and benefits.

4) Conduct town hall meetings. CPAC is available to assist. Union notification, if applicable. Communicate early and often.

5) Prepare Request for RIF authority. Request must be submitted by Commander, through HQ, MRMC to MEDCOM/HQDA/OSD for approval and Congressional Notification. May take up to 90 days for final approval and an additional 45 days for Congressional notification.

6) Once RIF authority is approved CPAC will execute RIF mechanics and prepare RIF Letters (minimum 60 day notification).

RIFs are time sensitive and approval process may be lengthy. Plan early.