



DCSPER/G1  
Sends

*HR Info/Updates*

DCSPER Personnel  
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**"We Can Get There From Here"**

## STANDARDS

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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. **CIVILIAN AWARDS:**

a. Reference: AR 672-20, Incentive Awards and USAMRMC Command Policy 2011-47.

b. Awards requiring CG or above approval, MUST be routed through the DCSPER office, MPMC-PMC, for review prior to forwarding for endorsement and/or approval.

c. Recommend nominations arrive 45 days prior to presentation date to allow sufficient time for review/approval.

## MILITARY PERSONNEL

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### Awards

- The 3<sup>rd</sup> Quarter, on-time submission rate for USAMRMC was 83%
- Upcoming USAMRMC awards board dates:  
10 Oct & 24 Oct:  
LOM's for presentation Feb 2012  
MSM's for presentation Jan 2012

### Evaluations

- **Kudos!** for exceeding DA & MEDCOM standard for 3<sup>rd</sup> Quarter. The on-time submission rate for OER's was 98% and NCOER's 99%.
- Effective 1 Oct 2011, in accordance with Army Directive 2011-16 & MILPER MSG 11-282, changes and enhancements will be implemented for the OER System. A highlight of a few changes are listed below:  
  
Senior Rater box check (DA Form 67-9, Part VIIb) is reinstated for officers in grades 2LT through BG and warrant officers in grades W01 through CW4.  
  
DA Form 67-9 (Support Form) and DA Form 67-9-1a (Developmental Support Form) are optional.  
  
Memorandum of Input may be utilized in lieu of a short duration Change of Rater report.  
  
Quarterly Rating Schemes are to be submitted by the 15<sup>th</sup> of each month to DCSPER/G1
- **Upcoming Selection Board:**  
  
LTC AMEDD CMD – convene on 3 Oct 11

## CIVILIAN PERSONNEL

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### Awards

- Budgetary Limitations for FY 11 and FY12 are as follows: MEDCOM guidance on FY 12 will be forthcoming.  
  
1) Spending for individual contribution awards (special act awards and “on-the-spot” awards) is limited to 1% of aggregate base salaries (base, plus locality pay). This excludes SES/ST employees.  
  
2) Units covered by a union must meet collection bargaining obligations prior to implementing OPM/OMB, OSD, HQDA, or this guidance.  
  
3) The 1% limitation on awards DOES NOT apply to Personnel Demonstration Project's pay-for-performance; however, the 1% limitation of aggregate basic salaries DOES apply to the Performance Payout above Compensation, Supervisory Bonuses, in addition to special act awards and “on-the-spot” awards.
- **Telework:**  
  
The Telework Enhancement Act of 2010 signed into law (PL 111-292) on 9 Dec 2010.  
  
A tasker has been forwarded to each office/unit to identify position/employee eligibility for telework. Suspense: NLT 5 Oct 11. No extensions.
- **Use or Lose Leave:**  
  
The 2011 leave year ends 31 Dec. Any “use or lose” leave must be scheduled NLT 19 Nov 11.