

MILPER Message Number**20-290****Proponent****AHRC-PDV-PO****Title**

Fiscal Year 2021 (FY21) Reserve Component (RC), Colonel (COL), Army Promotion List (APL), Army Reserve Active Guard Reserve (AR AGR), Army Reserve Non-Active Guard Reserve (AR Non-AGR), and Army National Guard of the United States (ARNGUS), Competitive Categories, Promotion Selection Board (PSB) Zones of Consideration

...Issued:[9/10/2020 10:42:03 AM]...

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- A. Title 10, United States Code (U.S.C.).
 - B. AR 135-155 (Promotion of Commissioned Officers and Warrant Officers other than General Officers), 13 Jul 04.
 - C. AR 350-1 (Army Training and Leader Development), 10 Dec 17.
 - D. AR 600-8-104 (Army Military Human Resource Records Management), 7 Apr 14.
 - E. AR 623 (Evaluation Reporting System), 14 Jun 19.
 - F. DA Memo subject: Reserve Component (RC) Officer Promotion Military Education (MILED) Policy, 24 May 10.
 - G. DA Pam 600-8-104 (Army Military Human Resource Record Management), 12 Feb 15.
 - H. HQDA Policy Notice 600-4, (Policies and Procedures for Reserve Components Officer Selection Boards), 9 Apr 19.
 - I. MILPER Message 20-209, 8 Jul 20, subject: Elimination of Department of Army

(DA) Photos, and Race, Ethnicity and Gender Identification Data for Officer, and Enlisted Department of the Army Centralized Selection Boards.

1. This MILPER message will expire no later than (NLT) 10 Sep 20.

2. Policy.

a. Mandatory Department of the Army (DA) promotion selection boards will convene on or about 1 Dec 20, to consider eligible Lieutenant Colonels (LTC) on the Reserve Active Status List (RASL) for promotion to Colonel (COL). The board will recess on or about 18 Dec 20.

b. The zones of consideration for this board consist of all RASL LTCs whose date of rank (DOR) falls within the following dates:

AR AGR and Non-AGR:

Above the Zone: 28 Nov 15 and earlier
 Promotion Zone: 29 Nov 15 thru 28 Nov 16
 Below the Zone: 29 Nov 16 thru 31 May 17

ARNGUS:

Above the Zone: 30 Sep 14 and earlier
 Promotion Zone: 1 Oct 14 thru 30 Sep 15

c. HRC will submit the names of eligible officers to the selection board. Selections will be made using the methods described in paragraph 2.d. below.

d. Pursuant to Title 10, U.S.C. section 14105(b), the name and DOR of the senior and junior officers in the promotion zone must be identified. As of the date of this announcement, the senior and junior officers in each competitive category are as follows:

(AR AGR)		
Senior Officer:	LTC Moss, Lytelia C.	DOR: 20151201
Junior Officer:	LTC Jaffett, Carlos	DOR: 20161101
(AR Non-AGR)		
Senior Officer:	LTC Kaikkonen, John J.	DOR: 20151130
Junior Officer:	LTC Tonello, John V.	DOR: 20161128
(ARNGUS)		
Senior Officer:	LTC Martin, Darrell W. Jr	DOR: 20141001

Junior Officer: LTC Wade, Patrick E. Jr | DOR: 20150929

e. Pursuant to Title 10, U.S.C. section 14301(f), officers with an approved retirement or separation date from the RASL within 90 days of the convene date (1 Mar 21) are not eligible for consideration by this board.

f. For eligibility and procedural consideration matters, contact the HRC Officer Promotions Branch (AHRC-PDV-PO) at (502) 613-9012, DSN 983-9012, or email usarmy.knox.hrc.mbx.tagd-rc-officer-promotions@mail.mil.

3. Evaluation Reports.

a. Senior raters should provide a current and accurate evaluation for officers considered by the selection board. HRC will carefully screen evaluations for formal inconsistencies or impermissible content. To that end, the suspense listed below are established to ensure sufficient processing time prior to the board convene date. Senior raters retain the authority to submit regular reports up to 90 days from the thru date of the report, as specified in AR 623-3, paragraph 3-9(f). Senior raters may consider submitting an optional Officer Evaluation Reports (OER) based upon intervening suspense as appropriate in order to ensure it is seen by the board. Reminder, optional reports are at the discretion of the rating chain.

b. In order to be considered by the board, all mandatory or optional OER / Academic Evaluation Reports (AER) must be received, error free, by the HRC Evaluations Branch NLT 24 Nov 20. Senior raters must make certain that evaluation reports for eligible officers are expeditiously processed and submitted to HRC by the suspense date.

c. All OERs must be prepared and submitted to HRC via the Evaluation Entry System (EES) website at <https://evaluations.hrc.army.mil>. If unable to access and submit evaluations within EES, a hard copy DA Form 67-10 series OERs can be prepared and mailed to: Commander, USA HRC, ATTN: AHRC-PDV-ER, 1600 Spearhead Division Ave, Dept. #470, Fort Knox, KY 40122-5407. If unable to access EES, a DA Form 67-10 series OERs can be downloaded from the Army Publishing Directorate's webpage at <https://armypubs.army.mil>.

(1) Sending DA Form 67-10 series OERs by email is only authorized for deployed units or deployed rating officials and should only be used for deployed units who created .pdf evaluations outside of EES. A standard operating procedure covering the process for scanning and emailing OERs from deployed units is available upon request.

(2) All non-deployed units or rating officials with ink-signed or older version forms not useable in EES must mail printed OERs to Commander, USA HRC, ATTN: AHRC-PDV-ER, 1600 Spearhead Division Ave, Dept. #470, Fort Knox, KY 40122-5407.

d. Complete-the-Record Report (Code 09).

(1) A code 09, Complete-the-Record OER, is “optional” for officers who meet the criteria in accordance with (IAW) AR 623-3, paragraph 3-57.

(2) The required “thru date” for Complete-the-Record OERs (code 09) is 26 Aug 20. All Complete-the-Record OERs for this board must be prepared and submitted on the appropriate DA Form 67-10 as described in paragraph 3b above.

(3) Refer to AR 623-3, paragraph 3-57, to determine eligibility for submitting a Complete-the-Record report. All of the criteria detailed in the regulation must be met in order to submit this type of OER.

(4) All other reports (mandatory or optional), excluding Complete-the-Record reports (code 09), will have a “thru date” that reflects the end date of the event that justified the report.

e. Reports received by HRC Evaluations Branch by 24 Nov 20 will be placed in the officer’s Army Military Human Resource Record (AMHRR) and their board file prior to board voting, assuming the evaluation is relatively free of errors. This suspense date is for receipt of evaluations by HRC Evaluations Branch, not for submission to AMHRR. If an evaluation is seen as working in the Evaluation Reporting System (ERS) with a received by date of 24 Nov 20 or earlier, and the evaluation is free of errors, it will be completed in time for the selection board.

f. Officers with missing OERs in their AMHRR should first check the EES application. This will identify any evaluations not completed (either on hold or rejected) due to errors. Officers with questions about OER policy or procedural matters can contact the HRC Evaluations Branch at (502) 613-9019, DSN 983-9019 or email usarmy.knox.hrc.mbx.tagd-eval-policy@mail.mil.

g. AERs.

(1) AERs prepared on 1 Nov 15 dated forms having “thru dates” of 31 Aug 19 and earlier must be mailed hard copy to CDR. USA HRC, ATTN: AHRC-PDV-ER, 1600 Spearhead Division Ave, Dept. #470, Fort Knox, KY 40122-5407. Emailing of AERs is not authorized and will not be accepted. DA Form 1059 series AERs, dated 1 Nov 15 will no longer be utilized for AERs with a thru date of 1 Sep 19 or after. DA Form 1059 series AERs dated 1 Nov 15 received having a thru date of 1 Sep 19 or later are invalid and will not be processed.

(2) AERs prepared on 1 Mar 19 dated forms are prepared by using EES or on a fillable .pdf version form. Only the military school or institute of training that issued the AER is authorized to upload and submit the completed AER in EES.

(a) Effective 1 Dec 19, DA Form 1059 or DA Form 1059-2 AERs dated 1 Mar 19 will be initiated, processed, and submitted using EES. There are no exceptions or alternate means for submission of these AERs. E-mail and hard copy submissions of a DA Form 1059 or DA Form 1059-2 AER will be considered invalid and will not be processed by HRC.

(b) DA Form 1059-1 AERs dated 1 Mar 19 .pdf-f forms are the only reports authorized to use the AER File Upload tool in EES.

h. Career managers, board support personnel, and interactive Personnel Electronic Records Management System (iPERMS) support personnel are not authorized to place evaluations directly into the AMHRR. OERs that are not processed by the HRC Evaluations Branch will not be seen by the board.

4. Education Requirements.

a. Per AR 135-155, officers must have completed all Intermediate Level Education (ILE) course requirements NLT the day before the board convenes. Per AR 350-1, ILE consists of a common core curriculum and a required branch or functional area credentialing course. The credentialing course for basic branch officers is the Advanced Operations Course (AOC). Functional area credentialing courses are designated by the proponents. All officers commissioned on or after 1 January 1994 must have completed ILE-Common Core (CC) and have completed a credentialing course NLT the day before the boards convenes. However, officers commissioned on or before 31 Dec 1993, meet the minimum MILED requirement if they completed the Legacy Command and General Staff Officer's Course (CGSOC) or ILE-CC. Evidence of completion is the AER, DA Form 1059, or approved documentation from DA DCS G-3/5/7. These documents must be in the My Board File (MBF). Officers not MILED qualified will not be selected for promotion. Department of the Army (DA) G-3/5/7 is the approval authority for MILED constructive credit. There will be no MILED waivers considered for this board.

b. The completion of civilian education requirements is presumed for all.

c. Entries on the DA Form 4037, Officer Record Brief (ORB), are for information purposes only and will not be used to verify MILED and/or CIVED requirements.

d. Officers with questions concerning required military education or board file education qualification statuses, please contact your career manager. Individual Ready Reserve (IRR), Individual Mobilization Augmentee (IMA), and AGR officers may visit the following website for information regarding their career manager: <https://www.hrc.army.mil/content/Army%20Reserve%20Officer%20Directory>. AR Troop Program Unit (TPU) officers may visit the following website for information regarding their career manager: <https://www.usar.army.mil/ARCG/ARCG-CMO/>

5. My Board File (MBF).

a. MBF Opens: 2 Oct 20 and MBF Closes: 24 Nov 20.

b. It is an individual officer's responsibility to review, update, and validate their MBF. Career managers and human resources personnel will not review board files for errors or missing documents as that is a Soldier's responsibility. Officers must provide missing documents or make a reasonable attempt to retrieve those missing

documents. Failure to comply with this requirement may demonstrate a "lack of due diligence" on the officer's part and may not be used as the basis for requesting a special selection board (SSB).

c. Only documents in the officer's AMHRR Performance folder are authorized for use in the MBF. Non-AMHRR documents such as the DA Form 4037, ORB, and if applicable, a Letter to the President of the Board are also added to the MBF. To access MBF go to <https://www.hrc.army.mil/content/Tools%20and%20Applications%20Directory>, and click on My Board File for Reserve Soldiers. In order to add a missing document or to correct an error in MBF, the AMHRR must first be corrected. See paragraph 6 for instructions on updating the AMHRR. Officers are encouraged to validate their MBF early. Validating the board file will not prevent further updates; it will, however, trigger automated emails when there is a change to the MBF.

d. AR AGR, TPU, IMA, and IRR Officers. NLT 19 Nov 20, email non-AMHRR documents in .pdf format to usarmy.knox.hrc.mbx.tagd-board-colapl@mail.mil. Do not submit these documents through iPERMS.

e. ARNGUS Officers.

(1) Disregard any personal information on the HRC website. Addresses, rank, etc. may not be updated on the HRC website. To access MBF, go to the HRC homepage <http://www.hrc.army.mil> and click on the Self-Service link in the right hand column and then click on the My Board File for Reserve Soldiers link. The MBF will only be available for the dates listed in paragraph 5.a. above. Validating your board file will not prevent further updates, it will however, trigger automatic emails any time there is a change made to your MBF. It is in your best interest to validate your MBF early.

(2) In order to update the MBF, ARNG officers must first update their AMHRR by submitting missing documents through their S-1 or State/Territory Officer Personnel Management (OPM) Branch. Follow the instructions in paragraph 5c above to view and validate the MBF. Officers with questions concerning their board file should contact their state OPM, roster located at <https://www.milsuite.mil/book/groups/arn-g-selection-boards>.

f. Board preparation tools are available at the following HRC website: <https://www.hrc.army.mil/tagd/selection%20boards>. Officers are strongly encouraged to review these tools for their own professional development and to ensure that they fully understand the selection board process.

g. Officers with questions concerning their board file should contact the DA Secretariat's Office at (502) 613-6446, DSN 983-6446, or usarmy.knox.hrc.mbx.tagd-board-colapl@mail.mil.

6. Updating the AMHRR.

a. Officers may view their AMHRR online at <https://iperms.hrc.army.mil>.

b. TPU and AGR officers. Submit AMHRR documents through the Unit Administrator (UA), S-1, Reserve Personnel Action Center (RPAC), or Human Resources (HR) section. AGR officers who have no iPERMS operator support may submit their documents through their HRC career manager.

c. IRR and IMA officers. Submit AMHRR documents through an HRC career manager. Officers may contact the Officer IRR/IMA Management Team by calling (502) 613-6300, DSN 983-6300 or by email at usarmy.knox.hrc.mbx.opmd-aro@mail.mil.

d. ARNGUS Officers. Submit AMHRR required documents through the S-1 or State/Territory OPM NLT 19 Nov 20. As a last resort, officers may contact the ARNGUS G-1 at ng.ncr.arng.mbx.arng-hrp-r-da@mail.mil if they have an issue that their State/Territory OPM Branch is unable to resolve.

e. For additional information on updating board documents in iPERMS refer to <https://www.hrc.army.mil/content/10927> or on Facebook at <https://www.facebook.com/iPERMS>.

f. Documents sent to the iPERMS board support email address (paragraph 6.n.) for filing into iPERMS will not be accepted: contact your HR professional. S-1/UA/Military Personnel Division (MPD)/Director of Human Resources (DHR)/Military Human Resource (MHR) Officers and Career/Branch Managers are authorized to submit required AMHRR documents into iPERMS using the web upload feature. Click <https://www.hrc.army.mil/asset/14900> to access the AMHRR required document list. All documents must include your full name and complete 10 digit Department of Defense Identification number (DODID). If the DODID is not available, documents must include complete 9-digit Social Security Number.

g. All AMHRR updated submissions must be received NLT 20 Nov 20 to allow for sufficient processing time. Ensure S-1/UA/MPD/DHR/MIL HR Offices and Career/Branch Managers type the word "BOARD" in the container field of the batch for priority processing. Write down the batch number for future reference. All updates to the Performance folder of the AMHRR will populate your board file but there is typically a delay involved.

h. The Board Support Team does not have access to systems that update the board file or ORB.

i. Do not submit OERs or AERs (DA Form 1059) to iPERMS via web upload or email. They must go to the Evaluations Branch for processing. Following the procedures in paragraph 3 of this message for all evaluation related documents and issues.

j. The rules for masking documents (moving documents from Performance folder to Restricted folder) are as follows:

(1) Enlisted documents that do not cross over from enlisted to officer ranks are masked. If the document can be earned by both officer and enlisted ranks, the document will not be masked (i.e., Airborne School, Combat Lifesaver Course, etc).

(2) Awards, decorations and Certificates of Achievement will not be masked and will be seen by the board.

(3) All OERs will be placed in the Performance folder of the official AMHRR file IAW AR 623-3, paragraph 1-12.

(4) All enlisted DA Form 1059s need to be masked.

k. For resolution of duplicate, inverted, misfiled, masking documents, or request for corrections, submit Board Correction Form to usarmy.knox.hrc.mbx.iperms-board-support@mail.mil. Correctly filed authorized documents will not be removed.

l. Transcripts submitted to iPERMS must be in compliance with AR 600-8-104, Required Document List.

m. For resolution of duplicate, inverted, or misfiled evaluation reports submit request to: usarmy.knox.hrc.mbx.iperms-board-support@mail.mil.

n. For correction(s) to existing documents filled into your AMHRR/iPERMS record, contact the Army Soldier Records Branch, Board Support Team. Please email request to usarmy.knox.hrc.mbx.iperms-board-support@mail.mil. The Board Support Team line is (502) 613-9990, press 2 or DSN 983-9990, press 2. Do not send AMHRR documents to this email address; follow procedures in this paragraph. Documents emailed for filing into iPERMS will not be accepted; contact your HR professional.

7. Automated/Officer Record Brief (ORB):

a. As an exception to paragraph 3-3a(3) in AR 135-155, effective 1 Jan 18, the DA Form 2-1, Personnel Qualification Record (PQR), is not authorized for inclusion in an officer's My Board File (MBF). In its place, the MBF of RC officers and warrant officers will contain an automated DA Form 4037, ORB. Both the Army Reserve and Army National Guard now have the necessary systems in place to fully automate the transmission of ORB data to the DA Secretariat.

b. Officers are responsible for maintaining their ORB updated with the most current information.

c. USAR Officers.

(1) The Reserve Career Management System (RCMS) ORB module generates an authorized version of DA Form 4037, ORB, that selection boards use to assess an officer's record.

(2) On or about 2 Oct 20, HRC will import the ORB into each officer's MBF, and then again on 19 Nov 20. The second import will allow officers to view the final version of the ORB that board members will view. After the ORB is imported a second time, no

additional changes will be made.

(3) Officers can review their ORB by going to the AR's RCMS G-1 Soldier Support website at <https://selfservice.rcms.usar.army.mil> and selecting My Record Brief. In the My Record Brief page, select "View Certified Selection Board Record Brief."

(4) To update or correct their RCMS ORB, officers must contact their Unit Administrator, S-1, RPAC, or HR Section. AGR officers assigned to units outside of the USARC must contact their HRC Career Manager for help in updating their ORB. To allow sufficient time for corrections to be processed, requests must be submitted as soon as possible, but NLT 6 Nov 20.

d. ARNG Officers.

(1) ARNG officer's ORBs will be imported into their MBF on or about 2 Oct 20 and then again on 19 Nov 20. Officers must review and validate their ORB by going to <https://minuteman.ngb.army.mil/benefits>. Officers must submit non-AMHRR documents, such as Letters to the Board President, through their State/Territory OPM.

(2) To make corrections to their ORB, officers must contact their S-1 or State/Territory OPM. The office of the ARNG G-1 is unable to make updates or changes to the ORB. Requests must be submitted NLT 6 Nov 20. No ORB's will be manually uploaded to the MBF. The OPM contact roster is located at <https://www.milsuite.mil/book/groups/arng-selection-boards>.

e. For questions or actions concerning the ORB as seen in MBF, send an email to usarmy.knox.hrc.mbx.tagd-board-colapl@mail.mil. Do not contact iPERMS or Promotions Branch for ORB issues.

8. Official Photographs.

Per MILPER Message 20-209, 8 Jul 20, subject: Elimination of Department of the Army (DA) Photos, and Race, Ethnicity and Gender Identification Data for Officer, Warrant Officer, and Enlisted Department of the Army Centralized Selection Boards, effective 1 Aug 20, the requirement for officer, warrant officer and enlisted selection boards to include the DA Photo as part of the board file is suspended.

9. Letters to President of the Board.

a. All officers in the zones of consideration may submit correspondence to the President of the Board if there is information that is deemed important in the consideration of board file. Officers must email their memorandums in .pdf format to usarmy.knox.hrc.mbx.tagd-board-colapl@mail.mil. Pursuant to Title 10, U.S.C., section 614(b), memorandum must arrive NLT 10 days prior to the board convene date in order to be considered NLT 21 Nov 20. Letters arriving after this date will not be seen by the board.

b. Communications or Memorandum of Recommendation from other parties on behalf of an officer will not be provided to the board. Memorandums that criticize or reflect on the character, conduct, or motives of any officer under consideration for promotion will not be given to the board. Copies of incomplete OERs or AERs that are not a part of the AMHRR will not be provided to the board. Officers desiring to write to the President of the Board should refer to AR 135-155, paragraph 3-13, for guidance and AR 25-50 for instructions on properly formatting an Army letter. Failure to comply with these instructions will be viewed as a "lack of due diligence" on the officer's part and may not be used as the basis for requesting a SSB.

c. Officers with questions concerning letters to the President of the Board should contact the DA Secretariat's Office at (502) 613-6446, DSN 983-6446, or usarmy.knox.hrc.mbx.tagd-board-colapl@mail.mil.

d. For ARNG officers, all letters to the President of the Board must be submitted through your State/Territory OPM NLT 2 Nov 20. As a last resort, letters can be submitted to ng.ncr.nqb-arng.mbx.arng-hrp-r-da@mail.mil NLT 16 Nov 20.