



U.S. Army Reserve Troop Program Unit (TPU) NCO Evaluation Boards

18 March 2021



OVERVIEW



On 4 April 2019, the Secretary of the Army signed Army Directive 2019-15. This talent management effort shifts archaic time-based management policies and practices to merit-based while achieving the following objectives:

- **Improve readiness**
 - Flexibility to react to emerging requirements for SFC, 1SG/MSG, CSM/SGM
 - Reduction of grade/skill imbalances
- **Improve professional development**
 - Inform merit-based scheduling (Senior Leader Course (SLC), Master Leader Course (MLC), and Sergeant Major Course (SMC)) to identify the best qualified NCOs for promotion
- **Improve leader development**
 - Inform assignment decisions tailored for U.S. Army Reserve TPU
- **Improve professionalism of the NCO Corps**
 - Maximize the potential of our people and employ NCOs to maximum effect



NCO EVALUATION BOARD



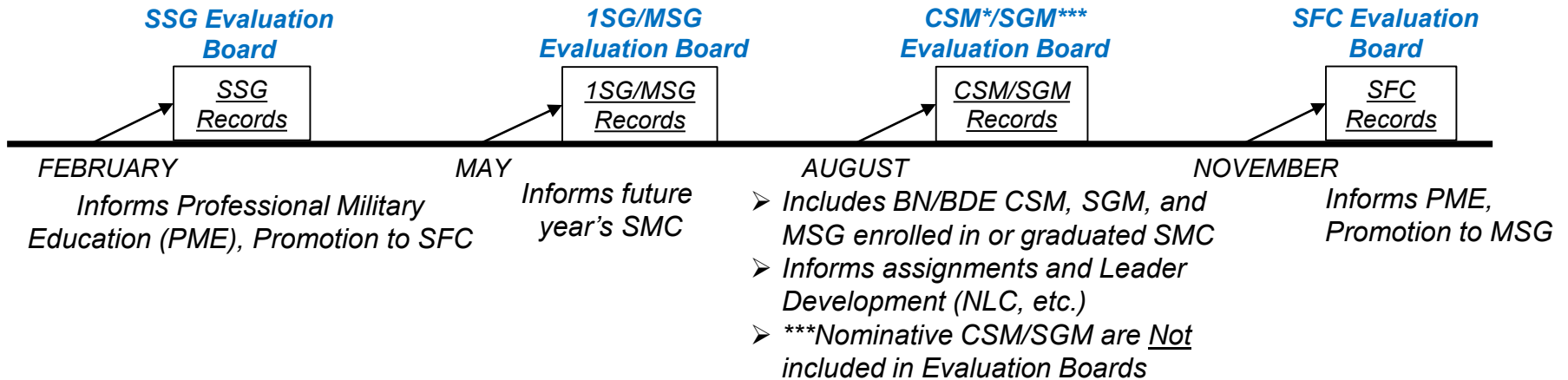
- Conducted annually:
 - SSG records in February timeframe
 - SFC records in November timeframe
 - 1SG/MSG records in May timeframe
 - CSM/SGM (except Nominative) records in August timeframe
- Board mission:
 - Evaluate records resulting in creation of an OML
 - Establish NCOs as:
 - MQ: Most Qualified
 - FQ: Fully Qualified
 - NFQ: Not Fully Qualified
 - NFQ-R: Not Fully Qualified for Retention
 - OML: Used to inform decisions
 - Assignments (potential), Training, Promotion, and Retention (possible)
- OCAR establishes eligibility criteria for consideration by an NCO evaluation board. Readiness Division makes evaluation board announcement
- Results will be published alphabetically with NCOs who are considered “MQ” and “FQ” by the NCO Evaluation Board (MQ will be identified)



WAY AHEAD



Conduct annual (Centralized Boards) evaluations that produce Order of Merit Lists (OMLs) of NCO talent IAW Army Doctrine Memorandum of Instruction (MOI) and Proponent Guidance (DA Pam 600-25) to inform a myriad of HR decisions



- NCO Evaluation Boards replace Senior Promotion Boards
 - Board mission of voting records and creating an OML for all MOSs remains unchanged
- NCOs in zone of consideration will be evaluated annually
 - NCOs cannot opt out of consideration
- Annual OMLs replace previous ones as they are approved
- OML replaces current Permanent Promotion Recommended List (PPRL)

***CSM evaluation board results will not replace market place at this time**

STEP RELATIONSHIP: Supports “ST” STEP for Selection and Training



HOW



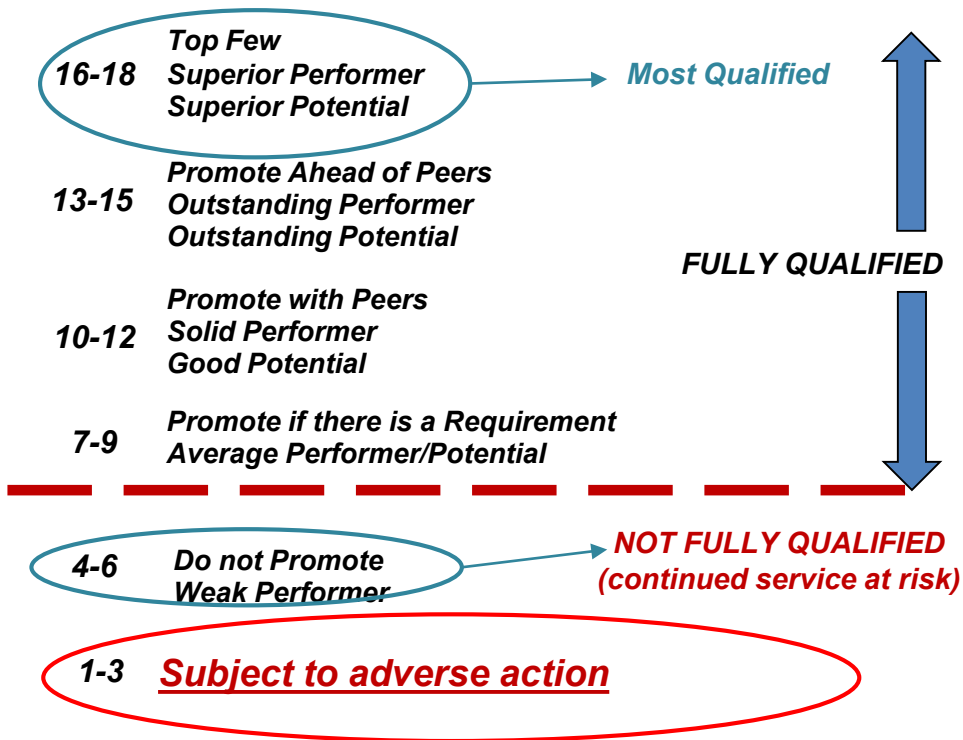
- **Improve readiness**
 - Promotions
 - NCOs are “selected” (for pin-on) quarterly – when requirement (valid vacancies) exists
 - NCO “selects” must be Most Qualified (MQ) and Fully Qualified (FQ) (PME; good standing, etc.)
 - NCOs re-assessed annually when not “selected”
 - NCOs may decline promotion (will not be considered in slating for remainder of that OML’s usage) – must be reevaluated following year for OML placement
- **Improve professional development**
 - Schedule for Training (Qualify for Promotion)
 - Inform merit-based scheduling (SLC, MLC, SMC) to qualify for promotion
- **Improve leader development**
 - Assignment Decision Process
 - Considers qualified NCOs for CSM eligibility
 - Considers qualified NCOs for SGM and BN CSM slating
 - (Potential) Informs Key Developmental/Broadening opportunities (i.e., First Sergeant/Drill Sergeant, Instructor, etc.)
- **Improve professionalism of the NCO Corps**
 - Continuation of Service
 - Not Fully Qualified identification may result in an Adverse Event Counseling Statement, Bar to Continued Service, or denial of continued service past a Soldier’s ETS date.



CREATING A BOARD OML



Board Word Picture



USAR NCO Evaluation Board Category

OML	Average Board Score	Category
1	18	Most Qualified
2	17	
3	16	
4	15	Fully Qualified
5	14	
6	13	
7	12	
8	11	Not Fully Qualified -Promotion
9	10	
10	9	
11	8	
12	7	
	6	Not Fully Qualified -Retention
	5	
	4	
	3	
	2	
	1	

- Board Members vote individual files assigning a score between 18 (best) and 1 (least)
- An average vote of less than 7 is NOT FULLY QUALIFIED
- A NCO must be FULLY QUALIFIED and matched to a valid vacancy within their elected mileage to be eligible for promotion
- Board Member votes are combined and averaged to clearly define average board score to determine category
- Readiness Division creates OML by PMOS (Career Management Field)



PME SCHEDULING



- OML ranking presents training opportunity based on merit
 - Training qualifies NCO for promotion pin on
 - OML rankings assist in determining training objectives based on requirements
 - Does not mitigate availability or eligibility to attend
 - Goal: NCOs to get 120-day notice to attend training
- OML-based identification of NCOs for PME attendance

STEP RELATIONSHIP: Supports “E” STEP as selection for training

The higher you are on the OML means an earlier opportunity for training!



PROMOTION POTENTIAL



- NCO must be identified as most qualified (MQ) or fully qualified (FQ) by the board
- Individual email with OML status will be sent to NCO
- Army Reserve will promote quarterly
 - To vacancies
 - Based on reasonable commuting distance or as extended by elected mileage
- NCO must be fully qualified (PME, Time in Service (TIS)/Time in Grade (TIG), not flagged, etc.) for pin-on to next rank

STEP RELATIONSHIP: Supports “P” in STEP as selection for promotion



KEY TAKEAWAYS



The Army Reserve intends to accomplish the following:

- 1. NCO evaluation boards replace NCO promotion selection boards.*
- 2. NCO evaluation boards evaluate Soldiers annually with a mission to create an OML for use to inform a myriad of HR decisions, establishing Soldiers as MQ, FQ or NFQ. The Army Reserve intends to use these OMLs to transition from time-based to merit-based decision processes. This is a talent management effort.*
- 3. NCOs may not opt out of consideration by an NCO evaluation board.*
- 4. The Army Reserve will publish an alphabetical list of all NCOs who are found MQ and FQ by an evaluation board. NCOs who are MQ will be annotated with an asterisk.*
- 5. The Army Reserve (TPU) will use an NCO evaluation board's OML to inform early attendance to PME courses in an effort to qualify those from the top of the OML for promotion.*



KEY TAKEAWAYS (CONTINUED)



6. *Soldiers are required to complete DLC prior to reaching primary zone of their next grade. Soldiers who fail to complete required DLC for the next grade will be barred to continued service.*

7. *The Readiness Divisions will submit the slating reports quarterly to Major Subordinate Commands.*

8. *U.S. Army Reserve Command Headquarters will announce the expiration of the legacy PPRL in a future memorandum.*



Direct questions to the following:

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