



SECRETARY OF THE ARMY
WASHINGTON

10 APR 2014

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army Directive 2014-06 (Qualitative Management Program)

1. References:

a. Army Regulation 635-200 (Active Duty Enlisted Administrative Separations), 6 June 2005, including Rapid Action Revision 3 issued 6 September 2011.

b. Memorandum, SAMR-PO, 23 Jul 2009, subject: Reinstatement and Revision of the Qualitative Management Program (QMP).

c. Memorandum, SAMR, 27 Jan 2011, subject: Revision of the Qualitative Management Program (QMP).

d. Memorandum, SAMR, 14 Nov 2011, subject: Enlisted Qualitative Service Program (QSP).

2. This directive revises Army policies for the QMP and is applicable to Soldiers in the Regular Army and U.S. Army Reserve (Active Guard Reserve).

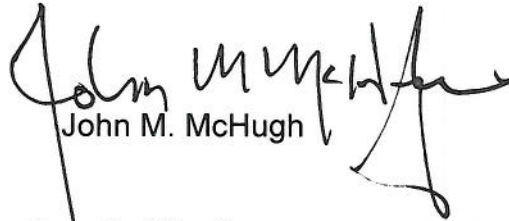
3. As provided for in this directive, the QMP identifies noncommissioned officers (NCOs) whose performance, conduct or potential for advancement do not meet Army standards for continued service, as determined by the approved recommendations of a Headquarters, Department of the Army (HQDA) centralized selection board responsible for QMP selection. The specific changes to Army Regulation 635-200, chapter 19, which establishes policy for the QMP, are at the enclosure.

4. The Deputy Chief of Staff, G-1 is the proponent for this policy and will issue an Armywide message to inform the force of the guidance in this directive.

5. This directive supersedes references 1b and 1c in their entirety, and reference 1d, paragraph 2a. The guidance in Army Regulation 635-200, chapter 19 not addressed in this directive remains in effect. The Deputy Chief of Staff, G-1, will incorporate the policy at the enclosure into the next revision of Army Regulation 635-200.

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6. This directive is effective immediately and will remain effective until publication of the revision to Army Regulation 635-200.



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Encl

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**CHANGES TO ARMY REGULATION 635-200, CHAPTER 19
QUALITATIVE MANAGEMENT PROGRAM**

Army Regulation 635-200, Chapter 19 is revised as follows:

19-4. QMP applicability. NCOs in the rank of SSG through CSM/SGM from the Regular Army and U.S. Army Reserve (Active Guard Reserve) may be subject to the QMP process except for those who:

- a. have an approved retirement;
- b. are previously retained on active duty by a QMP board (provided no new basis for QMP consideration is documented since the earlier retention determination);
- c. hold the rank of CSM/SGM and are within 2 years of the retention control point for their rank; or
- d. are promotable to the next higher grade, when the basis for QMP consideration was filed in the Soldier's Army Military Human Resource Records (AMHRR) and included in the official file seen by the promotion selection board for the next higher grade.

19-5. Implementation. The Commander, USA HRC implements the QMP. An HQDA centralized selection board will consider NCOs for denial of continued service when:

a. USA HRC receives material from one of the following categories for permanent filing in the performance or restricted folder of the NCO's AMHRR (this material must be based on performance or conduct in the Soldier's current grade):

- (1) memorandum of reprimand from a general officer;
- (2) conviction by court-martial or punishment under Article 15, UCMJ;
- (3) Noncommissioned Officer Evaluation Report (NCOER) (DA Form 2166-8) based on a "Relief for Cause," pursuant to AR 623-3, paragraph 3-55;
- (4) annotation of "NO" in part IV, block a, on DA Form 2166-8;
- (5) rating from the senior rater of 4 (fair) or 5 (poor) for overall performance or potential in part V, blocks c or d, on DA Form 2166-8;
- (6) Service School Academic Evaluation Report (DA Form 1059) indicating Noncommissioned Officer Education System (NCOES) course failure; or

b. The DCS, G-1, or designee, approves a request from commanders with General Court Martial Convening Authority, or their designees, or the Commander, USA HRC, or designee, for referral of an NCO to a QMP screening board.

c. NCOs fail to qualify themselves for promotion consideration to the next grade because they have not completed the appropriate level of NCOES training as follows:

(1) In the rank of SSG, upon attainment of 48 months time in grade without graduating from the Advanced Leaders Course; or

(2) In the rank of SFC upon attainment of 48 months time in grade without graduating from the Senior Leaders Course.

19-6. Selection procedures. Selection for denial of continued service is the responsibility of boards convened by HQDA. QMP selection boards may be conducted in conjunction with HQDA boards convened for other purposes, such as selection boards for promotion. Board schedules and missions are announced electronically.

a. An NCO is subject to consideration by a QMP screening board when he or she meets one of the criteria in paragraph 19-5 and has been notified and afforded the opportunity to submit matters for board consideration, as discussed in paragraph 19-9.

b. The QMP board reviews the Soldier's AMHRR, the board version of the Soldier's Record Brief, and the Soldier's official photograph. If any documents in the restricted folder of the NCO's AMHRR formed the basis for referral to the QMP selection board, the QMP board will also consider those documents. The board will not consider portions of the NCO's restricted folder that are not relevant to a basis for referral. The foregoing material, along with mitigating matters the Soldier submitted to the president of the board, completes the file for board consideration.

19-7. Selection criteria. QMP selection criteria include, but are not limited to:

a. Moral or ethical conduct incompatible with the values of the NCO corps and the Army ethic.

b. Lack of potential to perform NCO duties in current grade.

c. Decline in the efficiency and performance over a continuing period, as indicated by an NCOER or failure of NCOES courses.

d. Recent or continuing disciplinary problems, as evidenced by conviction by court-martial, nonjudicial punishment, or administrative reprimand.

e. Other discriminators such as imposition of a field commander's bar to reenlistment, inability to meet physical fitness standards, and failure to comply with requirements of the Army body composition program.

19-9. Notification. Soldiers subject to denial of continued service under the QMP will be notified, through their chain of command, according to procedures established by USA HRC. Notification memorandums will identify the basis for referral, in accordance with paragraph 19-5a, and will reference any relevant documents. The notification will inform the NCO of his or her right to submit matters to the president of the QMP selection board within 30 days of receipt of the notification memorandum.

19-10. Soldier options. Personal appearance before a QMP selection board is not authorized. Soldiers subject to QMP board consideration may:

a. Submit voluntary retirement in lieu of being further processed by the QMP. Voluntary retirements must be approved effective no later than the date the Director of Military Personnel Management (DMPM), Office of the DCS, G-1, approves the results of the QMP board.

b. Submit matters to the board president addressing the NCO's potential for continued service. These matters may include letters of support from third parties. Correspondence that criticizes or reflects on the character, conduct, or motives of any other Soldier will not be provided to the board. Matters seen by a board become part of the NCO's record for that board and will not be filed in the AMHRR. If the board president does not receive matters, this nonreceipt will not constitute grounds for an appeal. All correspondence to the board must be received by the date established in the notification memorandum. Failure to provide correspondence by the established suspense date will not be grounds for an appeal.

19-11. Appeal provisions. A Soldier denied continued service by the QMP process may appeal the decision and request retention on active duty. If the Soldier elects to appeal, any such appeal is limited to newly discovered evidence, the subsequent removal of documents from the Soldier's AMHRR, or material error in the Soldier's record that was reviewed by the QMP screening board. Material error is the omission, change, or improper filing of information in the NCO's AMHRR. The Soldier must send a notice of intent to appeal to USA HRC within 7 days of receipt of the QMP results notification memorandum and must submit the appeal itself to his or her immediate commander within 30 days of receipt of that notification memorandum informing the Soldier that they have been denied continued service. The USA HRC notification memorandum provides detailed guidance for submitting appeals.

19-12. Involuntary discharge. Soldiers selected for denial of continued service who do not elect to submit a request for voluntary retirement or voluntary discharge and who are not pending a decision on a QMP appeal will be involuntarily discharged. Involuntary separations will be effective the first day of the seventh calendar month following the date the QMP board results were approved.

a. Soldiers not requesting a discharge or voluntary retirement in lieu of separation through the QMP who file an appeal but are unsuccessful, will also be involuntarily discharged. Such discharges will occur no earlier than 90 days after the Soldier receives pre-separation counseling as required by law (10 USC 1142), which may be scheduled before a final determination of discharge is made or as soon as possible after a final determination is made.

b. The provisions of this regulation pertinent to counseling and rehabilitative transfer (see para 1-16), notification of separation recommendation (see chap 2, sec I), and hearing before an administrative separation board (see chap 2, sec II) do not apply to involuntary discharge resulting from QMP selection.