



UNDER THE OAK TREE



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ARMY VALUES

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Warriors, the message below was recently released by the Army to inform Soldiers and leaders of the new enlisted "Qualitative Service Program" that will be used beginning this month in conjunction with the upcoming DA boards. It is important that all Soldiers understand this process.

The QSP is a new performance-based, force-shaping process to identify the very best NCOs for continued service leading and training our Soldiers in an all-volunteer Army.

The QSP includes three specific processes. They are:

Qualitative Management Program Board: This board considers senior NCOs for denial of continued service whose performance, conduct or potential for advancement may not meet Army standards.

Over-Strength Qualitative Service Program Board: This board considers NCOs (E6-E9) for denial of continued service in specific MOS/grades where the Army 12-month operating strength projection exceeds its goals.

Promotion Stagnation Qualitative Service Program Board: This board will consider denial of continued service for NCOs (E6-E9) in select MOS/ grades where promotion stagnation exists at NCO levels within the MOS.

This program will also consider early release for the following NCOs:

QMP Board:

- NCOs (E9) with a minimum of 19 years active federal service and no more than 31 years of AFS.
- NCOs (E8) with a minimum of 19 years AFS and no more than 28 years of AFS.
- NCOs (E7) with a minimum of 19 years AFS and no more than 25 years of AFS.

OS-QSP and PS-QSP Boards:

- NCOs (E9) with at least three years in grade and less than 31 years of AFS.
- NCOs (E8) with at least four years in grade and less than 28 years of AFS.
- NCOs (E7) with at least four years in grade and less than 25 years of AFS.
- NCOs (E6) with at least four years in grade and less than 21 years of AFS. In all cases, a staff sergeant confirmed with a denial of continued service may seek voluntary reclassification into a shortage MOS, within 30 days of the notification memorandum.

The decision of involuntary early separation is based on an NCO's performance in their current grade and potential for future contributions. These Soldiers will be honorably discharged or released from active duty effective the first day of the seventh calendar month following the date the board results are approved.

In lieu of involuntary discharge, within seven days of formal notification, Soldiers may elect to indicate their intent to appeal the decision for denial of continued service based on material error, newly discovered evidence or the subsequent removal of documents from the Soldier's OMPF, or request voluntary retirement in lieu of the QSP. Soldiers selected for involuntary separation who have 18 years of AFS can be retained on active duty until eligible for retirement. Those Soldiers involuntarily separated with more than six but less than 20 years of AFS can apply for involuntary separation pay.

I hope this clarifies the QSP program for the Warrior NCOs. It is important as we

move forward to retain our best leaders. Effective performance counseling and accurate evaluations are the key for our NCOs to better position themselves for future service.

For more information, log onto www.hrc.army.mil and view the MILPER message next to your upcoming NCO promotion board.

“Second to None!”