



DCSPER/G1
Sends

January 2013

HR Info/Updates

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"We Can Get There From Here"

STANDARDS

1. **MILITARY AWARDS:** USAMRMC and MEDCOM Standards are zero late awards.

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.

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. **RETIREMENTS:**

References: AR 600-8-24, Officer Transfers and Discharges; and AR 635-200, Active Duty Enlisted Administrative Separations.

4. **PROMOTIONS:**

References: AR 600-8-29, Officer Promotions, and ALARACT 011/2013

5. **CIVILIAN PERFORMANCE MANAGEMENT SYSTEMS:**

a. References: AR 690-400, Total Army Performance Evaluation System, and USAMRMC Personnel Demonstration Project (PDP) Internal Operating Manual, Chapter 5.

b. Performance objectives and/or performance work plan should be established no later than 30 days after employee is assigned to position or the beginning of a new rating cycle.

MILITARY PERSONNEL

Awards

- The 1st Quarter, on-time submission rate for USAMRMC was 0%. Our Command submitted 1(one) LOM to MEDCOM; which was late.
- ALARACT 011/2013, announces the 2013 CPT John R. Teal Leadership Award. Nominees must be a MS Corps Officer - 70H or a 70B working in 70H position or NCO in the 68 CMF and work in an Operations position. Packets must be submitted NLT 23 Apr 13.
- Upcoming USAMRMC awards board dates:
11 Feb & 25 Feb 2013

Evaluations

Kudos! for exceeding DA & MEDCOM standard for the 1st Quarter. The on-time submission rate for OER's was 98.9% and NCOER's 98.8%. **Well done MRMCM!!**

Voluntary Retirements:

As a reminder, due to the Rapid Action Revision of AR 635-10, the references in paragraph 5, on the officer's retirement request should read: "AR 635-10, Section II, paragraph 2-4 (first sentence), and AR 635-10, Section IV, paragraph 2-11 (second sentence)". **Please be advised that paragraph 2-19 no longer exist in the regulation.** An updated example of the Retirement Request is posted at: https://mrmc.amedd.army.mil/index.cfm?pageid=mrmc_resources.dcsper

Promotion Board

- FY13 CPT, AMEDD - will convene on 2-12 Apr 13. Eval Thru date is 22 Dec 12 and must be submitted to HRC, NLT 22 Mar 13.

CIVILIAN PERSONNEL

Performance Management Systems (PMS): USAMRMC civilians are covered by four different PMSs.

- 1) PDP Internal Operation Manual Chapter 5, covers the majority of the USAMRMC employees.
- 2) AR 690-400, Total Army Personnel Evaluation System, covers General Schedule and Wage Grade employees of USAMRMC units not covered by the PDP.
- 3) Defense Civilian Intelligence Personnel System.
- 4) Executive and Senior Professional Pay for Performance System.

PMSs require supervisors/employees to prepare performance objectives/performance work plans and discuss employee's duties, responsibilities, and expectations during the rating cycle.

Performance plan/objectives are not valid until all required signatures/dates have been obtained. Mid-year and mid-point counseling is required under all PMSs to determine if objectives are being met.

Mid-point reviews are due each year as follows:

PDP: January

TAPES: Senior System – January
Base System – mid-point of locally established cycle.

DCIPS and ESPP: April

Performance Evaluations are considered for Reduction in Force. It is imperative that performance objectives/ performance plans are monitored and tracked to ensure compliance and employees receive annual evaluations and copies are forwarded to your servicing CPAC within the prescribed timeframes.