

## **FY23 Qualitative Management Program (QMP)**

### **Frequently Asked Questions**

#### **Policy**

The below guidance applies to all Soldiers being considered or selected for a QMP board.

**Q:** What is the QMP?

**A:** The QMP was established to ensure Regular Army and U.S. Army Reserve Active Guard/Reserve (USAR AGR) NCOs in the rank of SSG through CSM serve in a manner consistent with good order and discipline, and that those serving in positions of authority to perform in an exemplary manner, it is appropriate to have policy designed to enhance the quality of the force. Such policy stresses the importance of the U.S. Army NCO Corps by ensuring only NCOs who consistently maintain high standards of performance, efficiency, morality, and professionalism are permitted to continue to serve on active duty. An NCO who is subsequently reduced below the rank of SSG remains eligible for denial of continued active service under this program when the basis for referral occurs as a SSG or higher rank.

Title 10 USC §1169 for RA Soldiers, and 10 USC §12313(a) for RC Soldiers) grants the Secretary of the Army (or his/her designee) the authority to involuntarily separate Army personnel.

The QMP board convenes under the construct of a Memorandum of Instruction (MOI) which outlines the board mission. The MOI provides guidelines to the board members to consider files of Soldiers identified for consideration. The board takes a holistic look at each Soldier's record and uses 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. They will also review any matters of mitigation or extenuation the Soldier supplies for consideration.

The QMP is designed to deny NCOs continued service on qualitative grounds and is not intended to, nor does it relieve commanders of their responsibility to take appropriate action against NCOs who clearly, in the best interest of the Army, do not meet retention standards for continued service.

#### **Eligibility Criteria**

**Q:** Who is eligible for QMP consideration?

**A:** All NCOs in the rank of SSG through CSM who meet one or more of the following criteria:

U.S. Army Human Resources Command (HRC) receives material from one of the following categories for permanent filing in the Performance or Restricted folder of the NCO's Army Military Human Resource Record (AMHRR) (this material must be based on performance or conduct in the Soldier's current grade):

1. Memorandum of Reprimand from a General Officer (Letters of Reprimand) or Memorandum of Reprimand directed for filing in the AMHRR by a general officer.
2. Conviction by Court-Martial or punishment under Article 15, UCMJ.
3. DA Form 2166-9-2, NCO Evaluation Report (SSG-1SG/MSG); Relief for Cause NCOER
4. DA Form 2166-9-3, NCO Evaluation Report (CSM/SGM); Relief for Cause NCOER

5. Academic Evaluation Report (DA Form 1059) indicating Noncommissioned Officer Education System (NCOES) course failure a second time.

6. DA 2627 Record of proceedings under Article 15, UCMJ (DA 2627-2)

7. The Deputy Chief of Staff, G-1, or designee, approves a request from commanders with general court-martial convening authority, or their designees, or the Commander HRC, or designee, for referral of an NCO to a QMP screening board.

**Q:** Can a Soldier in the grade of SGT/E5, be eligible for QMP?

**A:** Yes, Army Regulation 635-200 para 16-11b, states:

(1) All NCOs (SSG and above) whose performance, conduct, and/or potential for advancement do not meet Army standards, as determined under the QMP process by approved recommendations of an HQDA NCO evaluation board, will be denied continued active service. An NCO who is subsequently reduced below the rank of SSG remains eligible for denial of continued active service under this program when the basis for referral occurs as a SSG or higher rank.

**Q:** Who is ineligible for QMP consideration?

**A:** The QMP does not apply to Soldiers who have an approved retirement (unless it is withdrawn); were previously retained on active duty by a QMP board (provided no new basis for QMP consideration is documented since the earlier retention determination); when the basis for QMP consideration was filed in the Soldier's AMHRR and was included in the official file seen by the NCO Evaluation board.

#### **Notifications under the QMP**

**Q:** How will I be notified of QMP board consideration and QMP board results?

**A:** Monthly screenings are conducted on a Soldier's AMHRR which will generate a Notification of Restriction code transaction memorandum. The memorandum notifies you that we have placed a RET13 (under QMP consideration) on our system of record. It also identifies which document made you eligible, and notifies you that your record will be reviewed by a QMP board in conjunction with the NCO evaluation board for your rank, provides matters of mitigation information, possibility of a debt repayment due to selection and provides guidance on the steps to take if you believe the document is unjust and needs to be removed.

You will also receive a notification memorandum with the results of the board. It announces Army Deputy Chief of Staff G1, Director, Military Personnel Management's (DMPM) decision of retention or denial of continued service. If you are denied continued service, the notification will identify your post-board options. HRC will forward all notification memorandums to the Soldier's ACOM/ASCC/DRU or Joint Command

G1/J1, who will forward through the chain of command down to the LTC commander level to make personal notification to the Soldier. ACOM/ASCC/DRU or Joint Command G1/J1 will be responsible to ensure Soldiers are notified and have returned their acknowledgement of notification to HRC.

If selected for separation by the QMP board, you will also receive a DA Form 268, Suspension of Favorable Personnel Actions (Flag) form and a memorandum indicating that a flag has been placed on

your record due to selection by the QMP board. This nontransferable flag guards against the execution of any favorable actions for a QMP selected Soldier. AR 600-8-2 allows the flag to be removed at the point when the Soldier is reassigned to a transition point (active component), discharge orders are published (reserve component), or when the Soldier is retained.

If separated under a temporary or permanent disability status, the flag will be removed once HRC receives a copy of the informal Physical Evaluation Board (PEB) Proceedings (DA FORM 199 section VII) indicating the completion of the Soldier's medical process. This will allow the transition center to generate medical separation or medical retirement orders as the situation warrants.

**Q:** What happens when I receive a Restriction code RET13 notification?

**A:** You will be stabilized in your current assignment until a final decision on the QMP board is established. If you are on an overseas assignment and are scheduled to return from outside the continental United States (OCONUS) and on AI you should contact your HRC enlisted career branch to discuss your assignment options.

**Q:** I received an NCO evaluations board email alert notification, what should I do next?

**A:** It is highly encouraged that you submit matters of mitigation or extenuation if you have any information that is not on your AMHRR but feel would help the board in making a favorable decision in your case. You must submit these matters as one document and they must be received by the processing suspense date for them to be included onto your QMP board file. You should submit your matters of mitigation or extenuation to the President of the QMP Board, in memorandum format (refer to AR 25-50, Preparing and Managing Correspondence, for memorandum format specifics). Your matters of mitigation must be organized in the manner that you want them to be viewed by the board with any enclosures that you may have. Letters of endorsements identifying your potential for continued service should be consolidated and provided as listed enclosures. Since the board will be provided with your AMHRR performance folder and any documents in the restricted folder which formed the basis for referral to the QMP selection board, documents already filed on your AMHRR should not be included.

Matters of mitigation may be scanned in Adobe PDF format and sent via email to [usarmy.knox.hrc.mbx.tagd-board-qmp@army.mil](mailto:usarmy.knox.hrc.mbx.tagd-board-qmp@army.mil). The DA Secretariat will acknowledge receipt of matters of mitigation received via email prior to the submission deadline

(which is always 10 days prior to your scheduled QMP board convene date). You can also submit matters by a postal service. The mailing address to submit your matters of mitigation is: Commander, U.S. Army Human Resources Command (AHRC-PDV-S), 1600 Spearhead Division Avenue, Department 471, Fort Knox, KY 40122-5407.

Allow your record to be reviewed by the QMP board without submitting matters of mitigation or extenuation.

If you will have 18 years of active federal service as of the date you receive notification of QMP eligibility, you may request a voluntary retirement in lieu of QMP board consideration.

**Q:** If I am denied continued service, what are my post-board notification options?

**A:** You will be informed of specific options tailored to you based on your basic active service date (BASD). This date will determine how many years of active federal service you will have at the time of separation. All post-board options are listed below:

Submit a request for reconsideration within 30 days of completing the acknowledgment of selection notification (see detailed reconsideration information below).

Acknowledge your selection by the QMP board. This notifies you of your involuntary separation date for the first day of the seventh month following the board approval by Army Deputy Chief of Staff G1, Director, Military Personnel Management (DMPM).

Request an earlier separation date; however, the date must allow for a minimum of 90 days for pre-separation counseling via the Soldier for Life Transition Assistance Program. Requests for an earlier involuntary separation, once submitted, may not be withdrawn. Requesting an earlier separation date does not mean you are selecting voluntary discharge, you will still be involuntarily separated under the QMP.

Request voluntary discharge. This option is only available to retirement eligible Soldiers who do not wish to volunteer for retirement. If you are eligible and select this option, you will not be eligible for separation pay.

Elect voluntary retirement in lieu of separation. If you will have 20 or more years of active service as of the established separation date you will be eligible for this option. If eligible you will be notified that you may submit a request for voluntary retirement with an effective date no later than the first day of the seventh month following the board approval by Army G1, DMPM. If you will have 19 or more years of active service as of the established separation date you will also be eligible for this option. You will be notified that you may submit a request for voluntary retirement with an effective date no later than the first day of the month following the month in which you reach 20 years active service. You will be given a specific suspense date for when the retirement application must reach HRC. RA and AGR Soldiers with 20 or more years of qualifying service for a non-regular retirement as of the established discharge date may submit a request for discharge (RA) or a request for release from active duty (REFRAD) (AGR) with concurrent transfer to the Retired Reserves.

RA and AGR Soldiers with 18 or more, but less than 20 years of qualifying service for a non-regular retirement as of the established discharge date are entitled to extend their enlistment a sufficient period to attain non-regular retirement eligibility. RA Soldiers will be eligible to request a discharge and AGR Soldiers request a release from active duty (REFRAD) with concurrent transfer to the Army Reserve, Troop Program Unit (TPU), to qualify for a non-regular retirement as prescribed by 10 USC 1176(B). RA and AGR Soldiers will also need to complete a Request for Reserve Component Assignment Orders (DA 5691) form. Upon entrance into your TPU unit, you will need to request a release date from the Army Reserve and concurrent transfer to the Retired Reserve no later than 90 days prior to attaining 20 years of qualifying service for a non-regular retirement.

**Q:** What if I am retirement eligible but my notification does not provide a retirement option?

**A:** Regular Army Soldiers should contact their command career counselor for a review of their time in service. Your Basic Active Service Date (BASD) is the date used by HRC to calculate your retirement

eligibility. If this date is incorrect, it will need to be corrected in all systems to provide an accurate reflection of your active service.

Active Guard Reserve (AGR) Soldiers should contact the HRC point of contact identified in your notification memorandum. HRC will conduct an internal review and verify your active service time. If you are found eligible to receive a regular retirement, or a non- regular retirement, you will be informed of that status change.

**Q:** What happens if I am retained by the QMP board?

**A:** If you are retained by the QMP board you will be notified via memorandum from HRC through your chain of command. You will not be subject to a future QMP board unless new derogatory information is posted to your AMHRR. In that event, if the new information results in initiation of another QMP process, your records, in their entirety, will be subject to a second QMP board.

### **Appeals**

**Q:** Can I appeal the QMP board decision?

**A:** No. All Soldiers are given a minimum of 30 days to submit matters for board consideration. Every NCO is afforded complete due-process prior to the NCO Evaluation board convene date and consideration for continued active service thus, an appeal is not authorized (implied if a Soldier validates their board file as they were given the opportunity to correct their service record.).

### **Reconsideration**

**Q:** Can I ask the board to reconsider their decision?

**A:** Each QMP board file is “frozen” as of the board convene date but, in the event a document was removed or significantly modified since that date, your file may be eligible for a second QMP review. Also, if it is discovered that there was a material error on your file as of the board convene date, a second QMP board may be needed.

If your request does not meet either of these two criteria, it will be returned without further action by HRC and the QMP separation date will remain.

If your request for reconsideration meets these criteria, it will be forwarded to the next available board that occurs first either the QMP board based on your rank or the next U.S. Army Senior Enlisted Review Board (USASERB) and in accordance with QMP board guidance. QMP actions will be suspended until a second determination is made.

**Q:** What determines a material error?

**A:** Error is considered material when there is a reasonable chance that had the error not existed, you may not have been selected under QMP.

**Q:** What is the process to submit a request for reconsideration?

**A:** You may submit a request for reconsideration in a memorandum format specifically addressing the grounds for your request. You should provide any supporting documentation you feel is necessary. Your reconsideration request must be submitted to HRC within 30 days of your receipt of the notification of denial of continued active duty service under QMP. Your request for reconsideration with comments and/or endorsements may be scanned and sent via email to [usarmy.knox.hrc.mbx.epmd-transition-branch@army.mil](mailto:usarmy.knox.hrc.mbx.epmd-transition-branch@army.mil). They can also be mailed to Commander, U.S. Army Human Resources Command (AHRC-EPF-M), 1600 Spearhead Division Avenue, Department 364, Fort Knox, KY 40122-5306 for processing. They will acknowledge receipt of all requests, and process them in the order received.

**Q:** Is there any recourse to a returned without further action reconsideration response?

**A:** If your request for reconsideration is denied or returned without further action and you feel this is unjust, the proper forum to appeal is the Army Review Boards Agency

(ARBA), Army Board for Correction of Military Records (ABCMR). The ABCMR operates pursuant to law (10 USC § 1552) within the Office of the Secretary of the Army. The ABCMR is the highest level of administrative review within the Department of the Army. It consists of civilians and military members regularly employed in the executive part of the Department of the Army who are appointed by the Secretary of the Army. The ABCMR considers individual applications that are properly brought before it, and, in appropriate cases, it directs or recommends correction of military records to remove an error or injustice. The ARBA homepage is located at <https://arba.army.pentagon.mil/unfavorable.html>.

**Q:** ARBA directed the removal of the triggering QMP document from my AMHRR, however, I have already separated from the Army under the QMP. Can I be put back on active duty?

**A:** You may petition ARBA for reentry into the Army.

**Q:** ARBA has directed the removal of the triggering QMP document while I am still on active duty, what should I expect next?

**A:** Since your record was assessed using a holistic Soldier approach, you will have your corrected QMP board file receive a second review at the next scheduled USASERB or QMP board for your rank. If selected for involuntary separation by the second board, you will separate no later than the date identified by the post-board notification memorandum. If retained, you will be removed from the original selection list and your file will be reset to its previous RESTRICTION and flag settings (as appropriate) prior to being selected by the QMP.

You should contact the HRC Retirements and Separations Branch point of contact immediately to discuss being re-boarded by the next available USASERB or QMP board associated with your rank. Points of contact are provided on one of your QMP notification memorandums.

### **Removal from Selection List**

**Q:** Can a Soldier be removed from a QMP Selection List?

**A:** Yes. Army Deputy Chief of Staff G1, DMPM grants a removal from an approved QMP involuntary separation list in the event you no longer meet QMP eligibility

due to becoming a commissioned officer/warrant officer.

You should contact the HRC Retirements and Separations Branch point of contact immediately. Points of contact are provided in the Restriction code RET13 notification memorandum.

**Q:** Can I request to opt-out of QMP board actions since I know I will be submitting for a retirement as soon as I can?

**A:** No. Army Deputy Chief of Staff G1, DMPM requires all Soldiers whose record meet QMP eligibility be reviewed.

### **Deferment of Separation**

**Q:** Can my command seek to defer my QMP separation based on pending legal actions, investigations or administrative separation processing?

**A:** Yes. The LTC commander may request deferment of involuntary separation under the QMP pending initiation of a court martial, civil trial, completion of an ongoing investigation, or initiation of administrative separation proceedings under AR 635-200. The deferment will not exceed a Soldiers prior contractual ETS or retention control point. Commands seeking a deferment beyond that date must seek legal guidance on situations where an involuntary extension is warranted.

If you have an approved retirement in lieu of QMP consideration or separation, the COL commander may submit a request to HRC for suspension of the retirement pending completion of court martial proceedings, civil trial, ongoing investigation, or administrative separation proceedings.

Soldiers with approved retirement due to in lieu of QMP or selection under QMP must contact [usarmy.knox.hrc.mbx.epmd-retirement-separations@army.mil](mailto:usarmy.knox.hrc.mbx.epmd-retirement-separations@army.mil). As that team box handles enlisted retirement and separation related questions/changes to all approved retirements.

**Q:** I transferred my education benefits to a family member and due to QMP selection am unable to complete my service remaining obligation for the benefit? Can I extend to complete the time needed to fulfill the obligation?

**A:** No. Extensions are not authorized for this purpose. If you do not fulfill the service conditions specified in the written agreement for a bonus, special pay, educational benefits or stipend for which you were paid, you are subject to repayment of the unearned portion under United States Code Title 37 §303a(e) and 337.

**Q:** I am just days away from reaching 18 years active federal service (AFS), can I request to extend to reach 18 years AFS?

**A:** No. The separation date is established as a clear demarcation date and extensions for the purpose of receiving benefits is not authorized.

### **Soldiers Enrolled in the Disability Evaluation System (DES)**

**Q:** Am I eligible to remain on active duty beyond the established separation date identified in the QMP notification memorandum if I am enrolled in the DES?

**A:** If you are enrolled in the DES you will be retained until final disposition of the DES process. You should submit a DA Form 4187 requesting deferment of separation under the QMP pending completion of the DES and may attach your enrollment notification memorandum as supporting documentation. Your LTC commander must sign off on the 4187 and forward it to HRC. Those found fit for duty will be processed for separation under the QMP no later than the 1st day of the twelfth month following the fit for duty finding. Those found unfit will be processed for separation through the Physical Disability Agency (as verified by a DA Form 199). The deferment will not exceed a Soldier's prior contractual ETS or retention control point. If medical delays are expected beyond that date, the Soldier needs to contact his unit career counselor to request an extension.

### **Assignment Considerations**

**Q:** Am I eligible for a permanent change of station (PCS)?

**A:** If you are under QMP consideration or have been denied continued service you may only be reassigned from outside the continental United States (OCONUS) to the Continental United States (CONUS), if the service remaining requirement (SRR) for PCS to CONUS is met at the time of your date eligible to return from overseas

(DEROS) expires. You are not eligible to be reassigned from CONUS to CONUS until you are retained by the QMP board.

**Q:** Am I eligible to apply for a compassionate reassignment?

**A:** If you wish to apply for a compassionate reassignment the request will be submitted on a DA Form 3739 (Application for Compassionate Actions). The unit S1 will forward the request to the HRC Compassionate Section team box at

[usarmy.knox.hrc.mbx.epmd-compassionate-section@army.mil](mailto:usarmy.knox.hrc.mbx.epmd-compassionate-section@army.mil) .

### **Reenlistment Opportunities**

**Q:** Can I reenlist?

**A:** No. You may request to extend while your record is in the QMP consideration stage (Restriction code RET13 on your file); you should contact your servicing Career Counselor for further guidance, upon being selected under QMP and coded RET9L

(selected under QMP), you cannot reenlist. You may be able to extend in the event your contractual ETS comes before the QMP appointed separation date, for the purpose of requesting reconsideration of your QMP board file. If retained by the board and otherwise fully eligible, you should seek reenlistment guidance from your servicing Career Counselor.

**Q:** I transferred my education benefits (TEB) to a family member and due to QMP selection am unable to complete my service remaining obligation for the benefit. Can I extend to complete the time needed to fulfill my TEB obligation?

**A:** No. Extensions are not authorized for this purpose. If you do not fulfill the service conditions specified in the written agreement for a bonus, special pay, educational benefits or stipend for which you were



paid, you are subject to repayment of the unearned portion under United States Code Title 37 §303a(e) and 337.

## **Retirement**

**Q:** Can I retire in lieu of QMP consideration?

**A:** Yes. You may request voluntary retirement in lieu of QMP consideration if you have 18 or more years of Active Federal Service under any provision of law for which you are otherwise eligible. After Restriction code RET13 has been placed on your record, the retirement date cannot exceed the date for the first day of the 12th month from the date of the Restriction code RET13 transaction memorandum. Soldiers electing to retire must include a signed copy of their QMP notification transaction RET13 memorandum in their retirement packet to expedite processing. If you have an approved retirement in lieu of board consideration you are prohibited from withdrawing the retirement at a later date except for extreme compassionate/hardship reasons.

**Q:** Can I retire if I have been denied continued service under the QMP?

**A:** Yes. You may request voluntary retirement under any provision of law for which you are otherwise eligible for a date not to exceed the date identified on your QMP post-board notification memorandum and will be no earlier than 90 days from the date you elect this option. Soldiers electing to retire must include a signed copy of their results memorandum in their retirement packet to expedite processing.

All Soldiers who separate or retire from the Army are required to contact their supporting Transition Assistance Program (TAP) office to register and receive the congressionally mandated pre-separation briefing and complete all required career readiness standards in accordance with AR 600-81. NCOs and their Family members are eligible and encouraged to participate in all available TAP services. For more information about the location of TAP centers and available services, log-on to the TAP website at <https://www.sfl-tap.army.mil>. The mandatory TAP courses are also available on-line and Soldiers can register to attend at the above provided website.

Twenty-year retirement: If you have completed 20 but less than 30 years of active service you may be retired at your request. Voluntary retirements will be approved for the date requested by you except the retirement date will be effective no later than the mandatory separation date identified in the QMP notification memorandum and will be no earlier than 90 days from the date you elect this option.

Eligible USAR AGR Soldiers with 20 years or more of active service may elect voluntary release from active duty (REFRAD) with concurrent transfer to the retired reserve. Such REFRAD will occur no earlier than 90 days from the date you elect this option to allow you the opportunity for Soldier For Life/Transition Assistance Program counseling.

RA and AGR Soldiers with 20 or more years of qualifying service for a non-regular retirement as of the established discharge date may submit a request for discharge

(RA) or a request for REFRAD (AGR) with concurrent transfer to the Retired Reserves.

RA and AGR Soldiers with 18 or more, but less than 20 years of qualifying service for a non-regular retirement as of the established discharge date are entitled to extend their enlistment a sufficient period to attain non-regular retirement eligibility. RA Soldiers will be eligible to request a discharge and

AGR Soldiers request a release from active duty (REFRAD) with concurrent transfer to the Army Reserve, Troop Program Unit (TPU), to qualify for a non-regular retirement as prescribed by 10 USC 1176(B). Soldiers will need to coordinate with a TPU and submit along with their DA 4187, a completed DA 5691 (request for Reserve Component Assignment Orders). RA and AGR Soldiers will subsequently request release from the Army Reserve with concurrent transfer to the Retired Reserve no later than 90 days prior to attaining 20 years of qualifying service for a non-regular retirement.

**Q:** I will have completed 20+ years of service but I just received discharge orders due to my selection under QMP. Why can't I retire?

**A:** This event occurs when HRC has not received an approved retirement request for you. If you have submitted your request through the appropriate channels, you will need to locate where the retirement request is. Separation orders can be rescinded, and retirement orders issued in the event HRC receives and approves a retirement request.

### **Involuntary Separation**

**Q:** Am I entitled to separation benefits if I am not eligible for retirement?

**A:** Yes. If you have more than 6 but less than 20 years of Active Federal Service as a result of involuntary separation under the provisions of the QMP, you may be entitled to half involuntary separation pay. You must contact your installation Reserve Component Career Counselor (RCCC) to initiate the steps needed to receive half involuntary separation pay. The RCCC should have you request entry into the Ready Reserve which, when denied, will entitle you to receive half separation pay at separation.

This paperwork should be taken to the transition center to initiate the involuntary separation pay. You will also be entitled to Transition Assistance (TA) benefits. You will be issued a DD Form 2765 Identification Card and DD Form 1173 for your family members. Benefits provide two years of exchange and commissary privileges and medical (TRICARE) for 180 days (10 USC § 1145 Health Benefits).

### **Bonus and Education Benefits**

**Q:** I was selected for separation under the QMP and have a service remaining obligation as a result of an enlistment or selective reenlistment bonus. Will I be required to pay back the unearned portion of the bonus?

**A:** Yes. You are subject to repayment of unearned portions of bonuses, special pay, and educational benefits or stipends. You should contact your retention NCO with any questions regarding repayment options.

**Q:** I have a service remaining obligation as a result of transferring my post 9-11 GI Bill under the Transfer of Education Benefit (TEB). Will I lose this benefit?

**A:** The granting of TEB is considered a favorable action. You risk losing TEB and/or incurring an overpayment/debt if you do not fulfill the TEB service obligation (see TEB Obligation End Date (OED) listed on the TEB Approval Form at

<https://www.dmdc.osd.mil/milconnect>). You will lose TEB if you separate or retire before fulfilling the TEB OED. You will lose TEB if you are involuntarily separated before fulfilling the TEB OED. You will lose TEB if you “retire in lieu of QMP” before fulfilling the TEB OED. If your Dependent has used TEB and you do not fulfill the TEB OED, you will be subject to recoupment of the used portion of the transferred benefit by the Department of Veterans Affairs (VA). If your Dependent has not used TEB and you want to have the approved TEB request rejected and the TEB Obligation End Date removed, take action per a document entitled “How to revoke TEB when

separating/retiring before fulfilling the TEB service obligation” at URL:

<https://www.hrc.army.mil/content/Post%20911%20GI%20Bill%20Frequently%20Asked>

%20Questions. If you are not retained and do not fulfill the TEB OED for QMP reasons, the HRC GI Bill Team will reject your TEB request and you will be subject to overpayment/debt by the VA. If you are not retained due to QMP and your TEB request is rejected, but you later receive a medical disability separation/retirement, you must provide medical disability separation/retirement orders to the HRC GI Bill Team, and you must submit a new TEB request after the medical disability separation/retirement order has been published but before the effective date of the medical disability separation/retirement order. Questions concerning TEB may be directed to: 1-800-872-8272.

### **Miscellaneous**

**Q:** Will my Soldier Record Brief (SRB) be changed to reflect my QMP status?

**A:** Yes. Depending on which stage you are in the QMP process, determines which code you will see on your SRB. On a monthly basis, HRC reviews all derogatory documents filed on your AMHRR. If one or more documents meet QMP eligibility criteria, we will top-load into the Integrated Personnel and Pay System-Army(IPPS-A) active and AGR reserve component, a Restriction code RET13 indicating that your record is under QMP consideration. You will also be restricted from moving until you are retained by the QMP board. If you are selected for separation by the QMP board, your record will indicate an Restriction code of RET9L (selected under QMP). Soldiers who retire in lieu of QMP consideration or in lieu of separation under the QMP will have their Restriction code changed to RET9M (approved retirement under QMP) upon approval of the retirement request by HRC. Each file will also receive a HQDA directed Restriction code of FLAGW, Report type A.

When retained by the QMP board, the Restriction code RET13 will be removed and the code will revert back to what it was prior to being identified for QMP consideration. The restriction to prevent permanent change of station moves will also be lifted. The post- board notification window for notification is usually 30 days after the notifications have been sent to the MACOMS for further distribution. These coding changes will occur within days following the suspense date for all to have been notified of their results.

**Q:** Will the board be able to see my official photograph?

**A:** No. Your QMP SRB has your official photograph blackened out.

**Q:** If discharged under the QMP, am I eligible to reenter military service at a later date?

**A:** Yes. You may be eligible with a waiver. Starting with the FY18 QMP board selections, your DD Form 214 will be annotated with a re-entry code (RE code) of "3" which means you are not considered fully qualified for reentry or continuous service at the time of your QMP separation. However, this disqualification can be waived and you will need to contact your local recruiting center for re-entry guidance.

**Q:** Is it possible to identify why I was selected by a QMP board?

**A:** No, board deliberations are not available for release.

**Q:** Are COAD (continuation on active duty) Soldiers considered under QMP?

**A:** Yes. COAD Soldiers are not exempt from QMP. Soldiers found unfit and selected for QMP are ineligible to apply for continuation on active duty (COAD) unless they have at least 15 but less than 20 years of active service, or for continuation on active reserve status (COAR) unless they have at least 15 years but less than 20 years of qualifying service for non-regular retirement, they are qualified in a critical skill or shortage military occupational specialty (MOS), or the unfitting medical condition resulted from combat or terrorism. Such COAD/COAR requests will be adjudicated according to the decision criteria in para 6-5 of AR 635-40. COAD related inquiries can be sent to COAD TEAM Box:

usarmy.knox.hrc.mbx.epmd-coad@army.mil

**Q:** If my expiration of term of service (ETS) date is before the QMP board will I still be considered?

**A:** Your contractual ETS takes precedence over QMP processing actions. You will not be automatically extended past your ETS to be reviewed by the QMP board. Contact your in-service career counselor for guidance on extending in order to await board results.

## **Scenarios**

**Q:** I have an appeal pending or am in the process of submitting an appeal to the Department of the Army Suitability Evaluation Board (DASEB) or the Army Review Board to address the content of my individual record. Will this stop or delay QMP consideration, selection, or processing for denial of continued service to include separation, if otherwise denied continued service?

**A:** No. The QMP process stems from a presumption of administrative finality in that adverse documents (unfavorable information) filed within a Soldier's Army Military Human Resource Record (AMHRR) are properly filed, administratively correct, and filed pursuant to an objective decision by competent authority. Because of this underlying premise, Soldiers are reminded about existing Army policies/programs that provide avenues to address the content of their individual records. Soldiers seeking removal of unfavorable information from their record may petition to do so by applying to the DASEB in accordance with existing procedures outlined in AR 600-37, Unfavorable Information, Chapter 7, Appeals and Petitions, as well as AR 15-185, Army Board for Correction of Military Records. The Army Review Boards Agency (ARBA) website is at <http://arba.army.pentagon.mil/>. If you intend to submit an appeal of your record through the DASEB or ARBA, you should start the process immediately. This process does not constitute submitting matters of mitigation to the QMP board president nor does it

constitute submitting a request for reconsideration due to QMP selection. These are all separate actions that are handled by different agencies.

**Q:** I have requested reconsideration of a QMP triggering NCOER with the DA Suitability Evaluation Board (DASEB). Does this stop the QMP process?

**A:** No. NCOER appeals are processed in accordance with AR 623-3 and are an independent action. You may simultaneously submit an NCOER appeal as well as submit a request for reconsideration if you meet submission guidelines. You will receive a separate response for each request. However, if the triggering QMP NCOER is removed through the NCOER appeals process while you are still on active duty, you may forward those results to HRC, and you will be afforded the opportunity to have your record reviewed by a second QMP board either when the next NCO evaluation board is scheduled for your rank or by the USASERB (depending on which board occurs first). If you have more than one QMP triggering document, at least one must have been materially altered before you would be entitled to a second QMP board.

**Q:** I have been identified for QMP consideration and am currently enrolled in a program leading to a commission or warrant officer appointment. What are my options?

**A:** Soldiers who are eligible for QMP consideration and who are also attending a school which may result in a commission or warrant officer appointment will still be considered under the QMP and may submit matters of mitigation to the board president. If denied continued service by the board, the Soldier and LTC commander may request a deferment of separation pending the outcome of the commissioning course. If the Soldier subsequently fails to complete the commissioning program the QMP separation will be resumed. If the QMP board retains the Soldier, no further action will be required regarding the QMP.