

Army Evaluations

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OER/NCOER Update (slide #1)

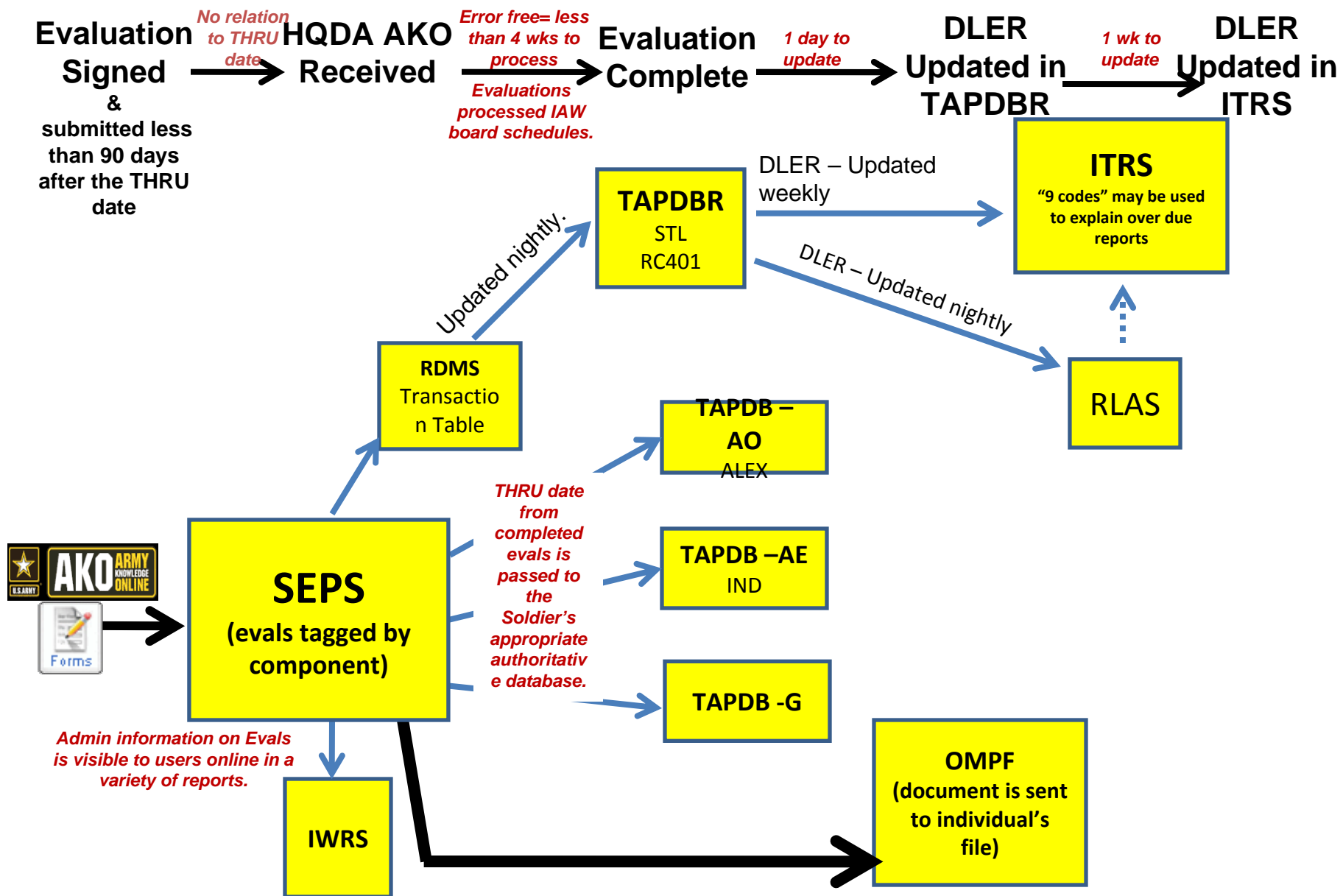
➤ **Past Initiatives: HQDA Transition Almost Complete**

- **One HRC office:** working all OER & NCOER (Active & USAR)
- **Mandatory electronic submissions:** 90% in by AKO Forms
- **Processing time:** <4 weeks to OMPF, <37 days to update ITRS***
- **AER:** about to become electronic in ATRRS & AKO Forms
- **Online applications:** Online Interactive Web Response System (IWRS), SR Timeliness Report and Profile reflect OER & NCOER (except for ARNG NCOER)

➤ **Present: Not So Common, Common Knowledge**

- **IWRS:** expanded reports, designed for HR managers, anyone can use
- **Forms will help guide nonexperts:** Support forms transfer to final eval forms & answering form wizard questions eliminates most problems
- **Training is available:** we make slides for common questions
- **Most common errors:**
 - Minimum grades for OER senior raters (table 2-1, AR 623-3)
 - Signatures only up to 14 days prior to THRU date; submit on or after THRU date
 - Submission without rated Soldier signature requires comment & internal form box check
 - Missing info/empty blocks (i.e., APFT, HT/WT, 3 future assignments, duty title, ranks)
 - Nonrated codes & # evaluated months – requires use of nonrated time wizard

*** USAR DLER FLOW CHART – after 25 September 2009 SEPS - TAPDBR - ITRS



OER/NCOER Update (slide #2)

➤ **Near Term Future: HRC Transition to Fort Knox**

- Watch FY10 board messages for key dates: CTR THRU & “Received No Later Than”
- HRC address change impacts paper (ink-signed) submissions only; watch messages
- Potentially, a short blackout for paper/deployed email submissions in June or July 2010

➤ **Future: Revisions & Updates**

- AR & DA PAM 623-3 will be **staffed in Oct 09**
 - Better explanations & clean up of May 06 and Aug 07 changes
 - Basically the same as today, few updates of policy, question for discussion/input – waiver to exception to policy for USAR senior raters.

OER/NCOER Update (slide #3)

➤ **Future: Revisions & Updates**

- OER & NCOER System Review and Update starting now
 - Synchronized with OPMS TF & Center for Army Leadership issues and needs
 - Will be presented in a variety of different forums soliciting ideas
 - Always willing to accept input
 - Will look at, as a minimum, the following:
 - Inclusion of current Army leadership framework
 - Revision of DA Forms 67-9-1 & 2166-8-1 (Spt and Counseling Forms)
 - Revision or deletion of DA Form 67-9-1a (Developmental Spt Form)
 - Revision/reduction of forms administrative information (OER, NCOER, & Academic Evaluation Report)
 - Consideration of some method of capturing competencies – pure skills to be used only for career management but not promotion/selection decisions (includes JIIM opportunities)
 - Box check for WO1, CW2, 2LT, 1LT, and CPT