

VISUAL OVERVIEW OF QMP

Event Triggering QMP review

1. Referral by Chain of Command (GCMA)
2. Failure to graduate from grade qualifying course within 48 months time in grade (ALC, SLC, etc.)
3. AMHRR file contains:
(Follow)

Service Member Notified

Submit rebuttal w/30 days

Board Review

- Board File includes:
 1. Soldier's rebuttal packet
 2. AMHRR (performance file and relevant documents from restricted file)
 3. ERB
- Board Considers
 1. Moral and ethical failures;
 2. Potential for future service;
 3. Decline in service over time;
 4. Recent or reoccurring discipline issues
 5. Height/weight or APFT failure

Effective Rebuttal Packet Includes:

- Evidence that the following documents were improperly filed or improperly issued:
 - Letter of reprimand
 - UCMJ conviction or Article 15'
 - Relief for cause NCOER
 - NCOER with "no" under Army Values
 - NOER with senior rating of 4 or 5
 - DA Form 1059 indicating service school failure
- Evidence of improvement since incident giving rise to the review
- Evidence of potential for continued service (value to the Army)
 - Should include persuasive letters of support

Options if Denied Continued Service by Board

- Voluntarily Retire: (only available for Soldiers w/18 yrs by involuntary discharge date)
- Voluntarily discharge
OR
- Appeal

Submit intent to appeal w/7 days and appeal w/30 days

What to expect if denied continued service (even after appeal)

- Involuntarily discharge approximately 6 months after first notification of denial
- Likely eligible for severance pay, depending on circumstances
- Eligible for full veterans benefits

Effective Appeal Packet Includes:

- Newly discovered evidence not previously considered by the board
- Evidence relevant to the future performance

QMP Packet Checklist

Perform review of AMHRR for Triggering Document

- ☐ Letter of reprimand
- ☐ UCMJ conviction or Article 15'
- ☐ Relief for cause NCOER
- ☐ NCOER with "no" under Army Values
- ☐ NOER with senior rating of 4 or 5
- ☐ DA Form 1059 indicating service school failure
- ☐ Height and Weight Failure

Look for Evidence Rebutting the Triggering Document's Placement in AMHRR:

- ☐ Is the document properly filed in AMHRR (rather than local file)?
- ☐ Does the document contain unsubstantiated adverse information?
- ☐ Is there a pending appeal concerning this document?
- ☐ Has the incident leading to the document been adjudicated in a positive way by another government entity?
- ☐ Are there investigation findings factually inconsistent with the adverse information in the document?

Look for Evidence Mitigating the Triggering Document

- ☐ Subsequent NCOERs positively evaluating the deficient characteristic
- ☐ Evidence of voluntary training to improve on deficient characteristic (e.g. voluntary enrollment in AA or ASAP)
- ☐ Letters of support evidencing improvement in deficient characteristic
- ☐ Letters of support affirming that the incident leading to the triggering document was out of the Soldier's character (along with a good explanation as why the Soldier messed up)

Perform review of AMHRR/(I-Heart-Me Book) for Evidence of Future Potential

- ☐ Upward trend in NCOERs
- ☐ Recent performance based awards for service in a leadership position
- ☐ Recent completion of service schools
- ☐ Recent volunteer or charity work
- ☐ Recent significant leadership achievements evidenced by NCOER bullet
- ☐ If Soldier is subject to review for not attending grade qualifying school soon enough, evidence of a good reason for not attending the school in a timely manner

Review the Personal Rebuttal Memo

- ☐ Does the Soldier explain the significance of the other evidence in the packet?
- ☐ Does the Soldier emphasize his value to the Army?
 - special skills
 - education
 - physical ability
 - leadership experience
 - special certification or training
 - honorable service that outweighs deficiencies
 - desire to serve
 - desire to lead Soldiers
- ☐ Does the Soldier take personal responsibility and accountability for his mistakes in the past?
- ☐ Does the Soldier sound professional?

☐ Can the Soldier just retire?!