



LOUISIANA NATIONAL GUARD

PROTECT WHAT MATTERSSM

NON-COMMISSIONED OFFICER EVALUATION REPORT (NCOER)



References and Links

- Army Regulation 623-3, Evaluation Reporting System, 14 June 2019.
- Department of the Army Pamphlet 623-3, Evaluation Reporting System, 27 September 2019.
- Army Doctrine Publication 6-22, Army Leadership, 31 July 2019.
- Noncommissioned Officer Evaluation Report(NCOER) Submission Procedures Memorandum, 1 April 2020.

- <http://www.hrc.army.mil/>

- <http://www.apd.army.mil>

- EES: <https://evaluations.hrc.army.mil/index.html>



Outline

The next slides will cover things to remember and anticipate when completing the Revised NCOER:

- NCOER DA Form 2166-9 Series
- Senior Rater Grade Requirements
- Supplementary Reviewer
- Rater Tendency Label/Rater Tendency Report
- Senior Rater's Managed Assessment
- Profile Management
- NCOERs Most Common Errors
- **Current Guidance APFT/ACFT and HT&WT**
- NCOER Process Flow
- Company Level Business Rules
- Delinquent Reports



PROTECT WHAT MATTERSSM

DA Form 2166-9- Series

Support Form and 3 NCOER forms aligned with Army Leadership Doctrine (ADP 6-22)

- DA Form 2166-9-1A NCO Evaluation Report Support Form
- DA Form 2166-9-1 SGT (Direct Level)
- DA Form 2166-9-2 SSG/MSG/1SG (Organizational)
- DA Form 2166-9-3 CSM/SGM (Strategic)



DA Form 2166-9-1A

- Part I – SSD and NCOES requirement met for next grade
- Part II – Senior rater annotates counseling dates
- Part II – Supplementary reviewer, if required
- Part IV – Rated NCO provides goals and expectations
- Data transferable between the support and evaluation forms within EES
- Facilitates the rater's ability to easily complete future NCOERs

HQDA#: DRAFT Attachments Menu

NCO EVALUATION REPORT SUPPORT FORM					SEE PRIVACY ACT STATEMENT IN AR 623-3	
PART I - ADMINISTRATIVE DATA						
a. NAME (Last, First, Middle Initial)	b. SSN (or DOD ID No.)	c. RANK	d. DATE OF RANK	e. PMOSC		
f. UNIT, ORG, STATION, ZIP CODE OR APO, MAJOR COMMAND			g. UIC	h. RATED NCO'S EMAIL ADDRESS (.gov or .mil)		
i. SSD AND NCOES REQUIREMENT MET FOR NEXT GRADE OR NOMINATIVE/JOINT ASSIGNMENT? MEL:				SSD:		
<input type="checkbox"/> YES <input type="checkbox"/> NO						
PART II - AUTHENTICATION						
a1. NAME OF RATER (Last, First, Middle Initial)	a2. SSN (or DOD ID No.)	INITIAL DATE (YYYYMMDD)	LATER DATE (YYYYMMDD)	LATER DATE (YYYYMMDD)	LATER DATE (YYYYMMDD)	LATER DATE (YYYYMMDD)
a3. RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT		a4. RATER'S EMAIL ADDRESS (.gov or .mil)	
b1. NAME OF SENIOR RATER (Last, First, Middle Initial)	b2. SSN (or DOD ID No.)	INITIAL DATE (YYYYMMDD)	LATER DATE (YYYYMMDD)	LATER DATE (YYYYMMDD)	LATER DATE (YYYYMMDD)	LATER DATE (YYYYMMDD)
b3. RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT		b6. SENIOR RATER'S EMAIL ADDRESS (.gov or .mil)	
c1. NAME OF SUPPLEMENTARY REVIEWER (Last, First, Middle Initial)	c2. SSN (or DOD ID No.)					
c3. RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT		c4. SUPPLEMENTARY REVIEWER'S EMAIL ADDRESS (.gov or .mil)	
d. RATED NCO'S INITIALS	INITIAL DATE (YYYYMMDD)	LATER DATE (YYYYMMDD)	LATER DATE (YYYYMMDD)	LATER DATE (YYYYMMDD)	LATER DATE (YYYYMMDD)	LATER DATE (YYYYMMDD)
PART III - DUTY DESCRIPTION (Rater)						
a. PRINCIPAL DUTY TITLE			b. DUTY MOSC			
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities, and dollars)						
d. AREAS OF SPECIAL EMPHASIS						
e. APPOINTED DUTIES						
PART IV - PERFORMANCE GOALS AND EXPECTATIONS (Rated NCO)						
INDICATE YOUR PERFORMANCE GOALS AND EXPECTATIONS DURING THIS RATING PERIOD:						



DA Form 2166-9-1A cont.

- Part V – Attributes and Competencies (ADP 6-22)

- Attributes:

- Character
- Presence
- Intellect

- Competencies:

- Leads
- Develops
- Achieves

- Part VI – Senior rater provides comments

HQDA#:	
PART V - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES (Rater)	
a. CHARACTER: (Army Values, Empathy, Warriors Ethos/Service Ethos, Discipline. Fully supports SHARP, EO, and EEO.)	
INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES:	LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS:
b. PRESENCE: (Military and professional bearing, Fitness, Confidence, Resilience)	
APFT GOALS: PU: _____ SU: _____ RUN: _____ HT/WT: _____ (ONLY AS NEEDED)	CURRENT RECORD APFT: a. APFT Pass/Fail/Profile: _____ Date: _____ b. Height: _____ Weight: _____ Within Standard? _____ Reset Item a. APFT/Pass/Fail/Profile
INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES:	LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS:
c. INTELLECT: (Mental agility, Sound judgment, Innovation, Interpersonal tact, Expertise)	
INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES:	LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS:
d. LEADS: (Leads others, Builds trust, Extends influence beyond the chain of command, Leads by example, Communicates)	
INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES:	LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS:
e. DEVELOPS: (Creates a positive command/workplace environment, Fosters esprit de corps, Prepares self, Develops others, Stewards the profession)	
INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES:	LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS:
f. ACHIEVES: (Gets results)	
INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES:	LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS:
PART VI - SENIOR RATER COMMENTS	



DA Form 2166-9-Series Front Page

- Administrative data is the same for all reports
- Supplementary reviewer required when the senior rater is a 2LT-1LT, WO1-CW2, or SFC-1SG/MSG; and in certain situations
- Part II, block d2 – Rated NCO's signature verifies seeing the report and the accuracy of administrative data in Part I, rating chain and counseling dates in Part II, duty description in Part III, and APFT and HT/WT data in Part IV
- Part IV
 - Bullet comments for Direct- and Organizational-level reports
 - Narrative comments for Strategic-level report

DRAFT

[Attachments Menu](#)

HQDA#:					NCO EVALUATION REPORT (SGT)					SEE PRIVACY ACT STATEMENT IN AR 623-3														
<small>For use of this form, see AR 623-3; the proponent agency is DCS, G-1.</small>																								
PART I - ADMINISTRATIVE DATA																								
a. NAME (Last, First, Middle Initial)			b. SSN (or DOD ID No.)			c. RANK		d. DATE OF RANK		e. PMOSC														
f. UNIT, ORG, STATION, ZIP CODE OR APO, MAJOR COMMAND							g. STATUS CODE		h. UIC		i. REASON FOR SUBMISSION													
j. PERIOD COVERED					k. RATED MONTHS		l. NONRATED CODES		m. NO OF ENCLOSURES		n. RATED NCO'S EMAIL ADDRESS (.gov or .mil)													
FROM		THRU																						
YEAR MONTH DAY		YEAR MONTH DAY																						
PART II - AUTHENTICATION																								
a1. NAME OF RATER (Last, First, Middle Initial)				a2. SSN (or DOD ID No.)				a3. RATER'S SIGNATURE				a4. DATE (YYYYMMDD)												
a5. RANK		PMOSC/BRANCH		ORGANIZATION				DUTY ASSIGNMENT		a6. RATER'S EMAIL ADDRESS (.gov or .mil)														
b1. NAME OF SENIOR RATER (Last, First, Middle Initial)				b2. SSN (or DOD ID No.)				b3. SENIOR RATER'S SIGNATURE				b4. DATE (YYYYMMDD)												
b5. RANK		PMOSC/BRANCH		ORGANIZATION				DUTY ASSIGNMENT		b6. SENIOR RATER'S EMAIL ADDRESS (.gov or .mil)														
c1. SUPPLEMENTARY REVIEW REQUIRED?		c2. NAME OF SUPPLEMENTARY REVIEWER (Last, First, Middle Initial)				c3. RANK		PMOSC/ BRANCH		ORGANIZATION		DUTY ASSIGNMENT												
<input type="checkbox"/> YES <input type="checkbox"/> NO																								
c4. COMMENTS ENCLOSED?		c5. SUPPLEMENTARY REVIEWER'S SIGNATURE				c6. DATE (YYYYMMDD)		c7. SUPPLEMENTARY REVIEWER'S EMAIL ADDRESS (.gov or .mil)																
<input type="checkbox"/> YES <input type="checkbox"/> NO																								
<small>RATED NCO: I understand my signature does not constitute agreement or disagreement with the assessments of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials and counseling dates in Part II, the duty description in Part III, and the APFT and height/weight entries in Part IVa and IVb are correct. I have seen the completed report. I am aware of the appeals process of AR 623-3.</small>																								
d1. COUNSELING DATES		INITIAL		LATER		LATER		LATER		d2. RATED NCO'S SIGNATURE		d3. DATE (YYYYMMDD)												
PART III - DUTY DESCRIPTION (Rater)																								
a. PRINCIPAL DUTY TITLE							b. DUTY MOSC																	
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities, and dollars)																								
d. AREAS OF SPECIAL EMPHASIS																								
e. APPOINTED DUTIES																								
PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES (Rater)																								
a. APFT Pass/Fail/Profile:					Date:					b. Height:					Weight:					Within Standard?				
<small>(Comments required for "Failed" APFT, "No" APFT, or "Profile" when it precludes performance of duty, and "No" for Army Weight Standards.)</small>																								
<small>Reset Item a. APFT/Pass/Fail/Profile</small>																								
c. CHARACTER: (Include bullet comments addressing Rated NCO's performance as it relates to adherence to Army Values, Empathy, Warrior Ethos/Service Ethos, and Discipline. Fully supports SHARP, EO, and EEO.)										COMMENTS:														
MET STANDARD					DID NOT MEET STANDARD																			
<input type="checkbox"/>					<input type="checkbox"/>																			



Direct-level Report (SGT) – Page 2

- Focuses on proficiency and is developmental in nature; aligns with Army Leadership Doctrine
- Assessment based on 2-box scale
 - “MET STANDARD”
 - “DID NOT MEET STANDARD”
- Rater – bullet format
- Unconstrained senior rater box check
- Senior rater – narrative format

RATED NCO'S NAME (Last, First, Middle Initial)		SSN (or DOD ID No.)	THRU DATE
PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES (Rater)			
d. PRESENCE: (Military and professional bearing, Fitness, Confidence, Resilience.)		COMMENTS:	
MET STANDARD <input type="checkbox"/>	DID NOT MEET STANDARD <input type="checkbox"/>		
e. INTELLECT: (Mental agility, Sound judgment, Innovation, Interpersonal tact, Expertise.)		COMMENTS:	
MET STANDARD <input type="checkbox"/>	DID NOT MEET STANDARD <input type="checkbox"/>		
f. LEADS: (Leads others, Builds trust, Extends influence beyond the chain of command, Leads by example Communicates.)		COMMENTS:	
MET STANDARD <input type="checkbox"/>	DID NOT MEET STANDARD <input type="checkbox"/>		
g. DEVELOPS: (Creates a positive command/workplace environment, Fosters esprit de corps, Prepares self, Develops others, Stewards the profession.)		COMMENTS:	
MET STANDARD <input type="checkbox"/>	DID NOT MEET STANDARD <input type="checkbox"/>		
h. ACHIEVES: (Gets results.)		COMMENTS:	
MET STANDARD <input type="checkbox"/>	DID NOT MEET STANDARD <input type="checkbox"/>		
RATER OVERALL PERFORMANCE			
i. I currently rate _____ Army NCOs in this grade. COMMENTS:			
PART V - SENIOR RATER OVERALL POTENTIAL			
a. Select one box representing Rated NCO's potential compared to others in the same grade whom you have rated in your career. I currently senior rate Army NCOs in this grade. _____		b. COMMENTS:	
<input type="checkbox"/> MOST QUALIFIED <input type="checkbox"/> HIGHLY QUALIFIED <input type="checkbox"/> QUALIFIED <input type="checkbox"/> NOT QUALIFIED			
c. List two successive assignments and one broadening assignment (3-5 years). Successive Assignment: 1) _____ 2) _____ Broadening Assignment: _____			



Organizational-level Report (SSG - 1SG/MSG)

- Focuses on organizational systems and processes; aligns with Army Leadership Doctrine
- Rater – bullet format
- Assessment based on 4-box scale
 - “FAR EXCEEDED STANDARD”
 - “EXCEEDED STANDARD”
 - “MET STANDARD”
 - “DID NOT MEET STANDARD”
- Unconstrained Rater Tendency
- Senior rater profile is limited to 24% for “MOST QUALIFIED” selection; no credit applied – only one of the first four reports may be “MOST QUALIFIED”
- Senior rater – narrative format

RATED NCO'S NAME (Last, First, Middle Initial)				SSN (or DOD ID No.)	THRU DATE
PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES (Rater)					
d. PRESENCE: (Military and professional bearing, Fitness, Confidence, Resilience)				COMMENTS:	
FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
e. INTELLECT: (Mental agility, Sound judgement, Innovation, Interpersonal tact, Expertise)				COMMENTS:	
FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
f. LEADS: (Leads others, Builds trust, Extends influence beyond the chain of command, Leads by example, Communicates)				COMMENTS:	
FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
g. DEVELOPS: (Creates a positive command/workplace environment, Fosters esprit de corps, Prepares self, Develops others, Stewards the profession)				COMMENTS:	
FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
h. ACHIEVES: (Gets results)				COMMENTS:	
FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
RATER OVERALL PERFORMANCE					
i. Select one box representing Rated NCO's overall performance compared to others in the same grade whom you have rated in your career. I currently rate _____ Army NCOs in this grade.					
FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
j. COMMENTS:					
PART V - SENIOR RATER OVERALL POTENTIAL					
a. Select one box representing Rated NCO's potential compared to others in the same grade whom you have rated in your career. I currently senior rate _____ Army NCOs in this grade.			b. COMMENTS:		
<input type="checkbox"/>	MOST QUALIFIED (limited to 24%)				
<input type="checkbox"/>	HIGHLY QUALIFIED				
<input type="checkbox"/>	QUALIFIED				
<input type="checkbox"/>	NOT QUALIFIED				
c. List two successive assignments and one broadening assignment (3-5 years). Successive Assignment: 1) _____ 2) _____ Broadening Assignment: _____					



Senior Rater Grade Requirements

Policy Change:

Updates and clarifies minimum grade requirements to serve as senior raters for evaluation reports.

Policy Clarification: Anticipate changes to unit rating scheme based on minimum grade requirement for senior raters (i.e., Table 2-1); prohibit pooling:

Table 2-1
Minimum grade requirements for senior raters on DA Form 67-10 series and DA Form 2166-9 series

Rank of rated officer/NCO	Minimum rank or grade of military senior rater	Minimum grade/schedule and pay grades of civilian supervisor senior rater (Merit/GS pay grade)
SGT/SGTP	E-7 (SFC)	GS-9 or equivalent
SSG/SSGP	E-8 (MSG)	GS-9 or equivalent
SFC/SFCP	E-9 (SGM)	GS-9 or equivalent
MSG/MSGP/1SG/1SGP/SGM/CSM	Senior to the rater	GS-9 or equivalent

Effective 1 JAN 2016

Note: All senior raters of Reserve and National Guard NCOs must serve a minimum of 90 calendar days versus the minimum 60 calendar day requirement for Active Component.



Supplementary Reviewer

Policy Change:

Updates and defines supplementary review policy to incorporate DA Form 2166-9 series NCOERs.

Policy Clarification:

- Mandatory supplementary reviews are required for: 1) all NCOERs having senior raters in the rank of 2LT-1LT, WO1-CW2, or SFC-1SG/MSG; 2) when no uniformed Army-designated rating official in the rank of CSM/SGM, CW3-CW5, or CPT and above is in the rating chain for the rated NCO; and 3) "Relief for Cause" evaluation reports when the senior rater or an individual outside of the rating chain directs the relief.
- The supplementary reviewer will be senior to the senior rater and a uniformed Army-designated rating official in the rank of CSM/SGM, CW3-CW5, or CPT and above. The individual will be designated as a Uniformed Army Advisor to monitor evaluation practices and provide assistance/advice needed to rating officials (as required) on matters pertaining to Army evaluations.

BLUF: Not all NCOERs will need a Supplementary Reviewer. In most case you will not need one.



Rater Tendency Label

- Key information includes the following:
 - Rater tendency (i.e., rating history) – the value below each box equals the overall history of those ratings in this grade
 - Rater tendency label will be imprinted on the NCOER and viewable within the Evaluation Entry System (EES) by the rater's rater and senior rater

RATER OVERALL PERFORMANCE				
i. Select one box representing Rated NCO's overall performance compared to others in the same grade whom you have rated in your career. I currently rate 6 Army NCOs in this grade.				
FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD	
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
j. COMMENTS: <input type="text" value="2"/> <input type="text" value="3"/> <input type="text" value="6"/> <input type="text" value="1"/> Total Ratings: 12				
o #3 of 6 SFCs that I currently rate				
o executed every assignment and tasking with minimal guidance from the command				
o strong performance from an outstanding NCO				

- Tracks the rating history for each rater of NCOs (SSG-CSM/SGM) for all components (Regular Army, Reserve, Guard)



Senior Rater's Managed Assessment

Policy Change:

Includes a new senior rater's managed assessment for DA Form 2166-9-2 (SSG – 1SG/MSG) and DA Form 2166-9-3 (CSM/SGM) reinvigorating the importance of the senior rater to the overall assessment process and reinforcing accountability.

Policy Clarification:

Senior raters have a constrained profile which limits the senior rater's profile for "MOST QUALIFIED" ratings to 24%. For senior raters first establishing a profile (separated by grade), only one of the first four NCOERs received for processing at HQDA for any given grade may be rated as "MOST QUALIFIED."

Note: As each NCOER is rendered, the Evaluation Entry System (EES) will automatically calculate the senior rater profile. If the profile does not support a "MOST QUALIFIED" selection, then EES will display the above warning notification and the "MOST QUALIFIED" option will be grayed out.



Profile Management

Based on the profile limitation of 24%, a senior rater can render a “MOST QUALIFIED” assessment for a particular grade (SSG through CSM/SGM) as follows:

Any one of the first four reports (Silver bullet).

The second “MOST QUALIFIED” assessment no earlier than the ninth report ($2 / 9 = 22.2\%$)

The third “MOST QUALIFIED” assessment no earlier than the thirteenth report ($3 / 13 = 23.1\%$)

The fourth “MOST QUALIFIED” assessment no earlier than the seventeenth report ($4 / 17 = 23.5\%$)

The fifth “MOST QUALIFIED” assessment no earlier than the twenty first report ($5 / 21 = 23.8\%$)



Profile Management

Based on the profile limitation of 24%, a senior rater can render a “MOST QUALIFIED” assessment for a particular grade (SSG through CSM/SGM) as follows:

The sixth “MOST QUALIFIED” assessment no earlier than the twenty fifth report ($6 / 25 = 24\%$)

The seventh “MOST QUALIFIED” assessment no earlier than the twenty first report ($7 / 30 = 23.3\%$)

The eighth “MOST QUALIFIED” assessment no earlier than the thirty fourth report ($8 / 34 = 23.5\%$)

The ninth “MOST QUALIFIED” assessment no earlier than the thirty eighth report ($9 / 38 = 23.7\%$)

The tenth “MOST QUALIFIED” assessment no earlier than the forty second report ($10 / 42 = 23.8\%$)



NCOERs Most Common Errors

- PMOS & DMOS – must be at least a five-digit military occupational specialty
- From Date – must use the correct date (date after last Evaluation Report)
- Missing counseling date - the senior rater will enter a statement explaining why counseling was not accomplished
- Nonrated codes – improperly used for Annual Evaluations and Extended Annual Evaluations
- Signature Sequence – must be signed in sequence by Rater, Senior Rater, Rated Soldier, and Supplementary Reviewer (if required)
- Bullet too long – bullet will not be longer than two lines



NCOERs Most Common Errors

- Missing Rated Soldier's Signature – Senior Rater must state reason why Rated Soldier did not sign (refused, unable, unavailable)
- Signed more than 14 days prior to Thru date
- ~~- APFT Data / Ht/Wt Data – date must be during rated period or up to 12 months prior to Thru Date (cannot be after Thru Date) also need comment~~
- Current ACFT Guidance IAW Army Detective 2022-05 and MILPER Message Number 22-333
- Missing Mandatory SHARP comments – must be in Character block
- Unauthorized Potential comments by Rater – Raters can only assess performance



PROTECT WHAT MATTERSSM

Current Guidance APFT/ACFT

Army Directive 2022-05 (Army Combat Fitness Test – 23 March 2022)

MILPER Message Number 22-099 - Army Combat Fitness Test (ACFT) on Evaluation Reports, DA Form 67-10 series (OER), DA Form 2166-9 series (NCOER) and DA Form 1059 series (AER) ...Issued:[3/28/2022]

PPOM 22-023 - Execution of Personnel Actions for the Army Combat Fitness Test - 15 June 2023

MILPER Message Number 22-33 - Army Combat Fitness Test (ACFT) Entry Guidance on Evaluation Reports, DA Form 67-10 series (OER), DA Form 2166-9 series (NCOER) and DA Form 1059 series (AER) ...Issued: [1 Sep 22]

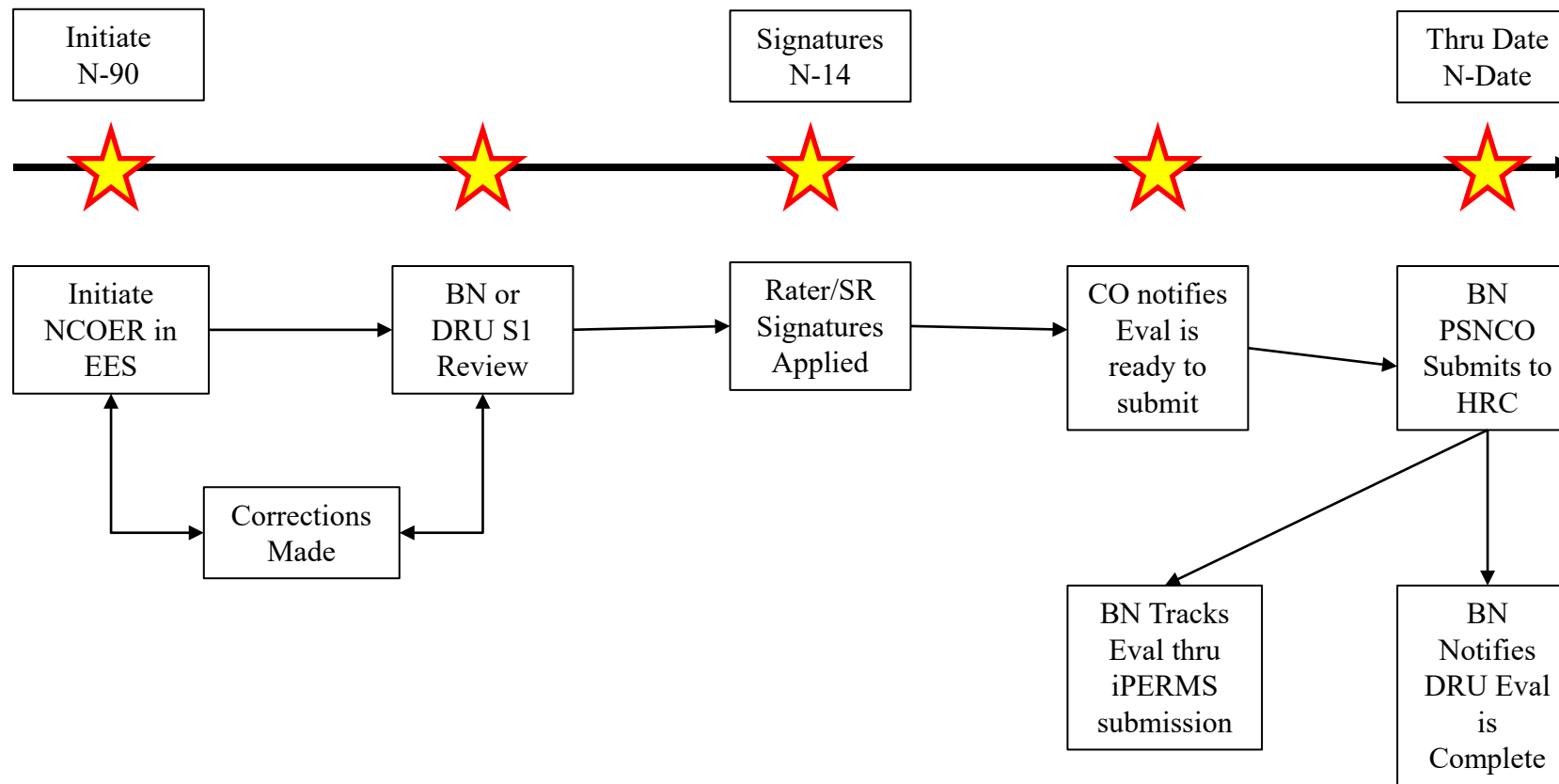


CO Level Business Rules

1. This applies to any NCOER that the SR resides within the CO (PSG, PL, or CO CDR)
2. CO Initiates Evaluation in EES NLT -90 from thru date
3. CO submits Evaluation to BN S1 for review
4. BN S1 will review for completion and errors
 - a. If corrections are needed, the BN will send back to company
 - b. Company will resubmit the evaluation back to the BN S1 once all corrections are made
5. BN S1 will send notification to CO that the evaluation is ready for signatures
6. Rater, Senior Rater and Rated NCO will sign the evaluation NET -14 days from thru date
7. Once all signatures are captured, the CO will notify the BN S1 it is ready for submission to HRC
8. The BN S1 will submit the evaluation to HRC
9. The BN S1 will notify their DRU S1 that the evaluation has been submitted for tracking purposes
10. On a monthly basis the CO will provide status update on current, and any delinquent evaluations with the BN
11. CO will monitor ERS for any returned evals from HRC



NCOER Process Flow





Delinquent Report

FY 2021

2020-2021	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Delta	NCOs	% Delinq
JFHQ	83	88	97	96	109	68	58	52	52	47	10	10	0	99	10%
RRC	18	18	11	12	17	10	8	6	11	14	18	16	-2	146	11%
MEDCOM	17	15	13	16	16	5	5	5	4	3	4	6	2	31	19%
TNG SITE	25	26	28	40	46	48	35	26	6	6	2	2	0	66	3%
139 RSG	93	85	85	112	70	65	49	37	17	14	12	12	0	567	2%
204 TAOG	28	27	19	34	22	21	19	13	12	5	2	1	-1	230	0%
225 EN BDE	114	111	100	108	121	118	78	55	35	30	38	30	-8	599	5%
256 INF BDE	40	44	55	77	77	47	22	15	11	27	12	14	2	1060	1%
61 TRP CMD	20	19	5	5	7	43	47	38	46	47	25	26	1	93	28%
199TH REG (RTI)	4	5	2	3	5	5	4	3	4	5	2	2	0	94	2%
LA ARNG Total	442	438	415	503	490	430	325	250	198	198	125	119	-6	2985	4%

FY 2022

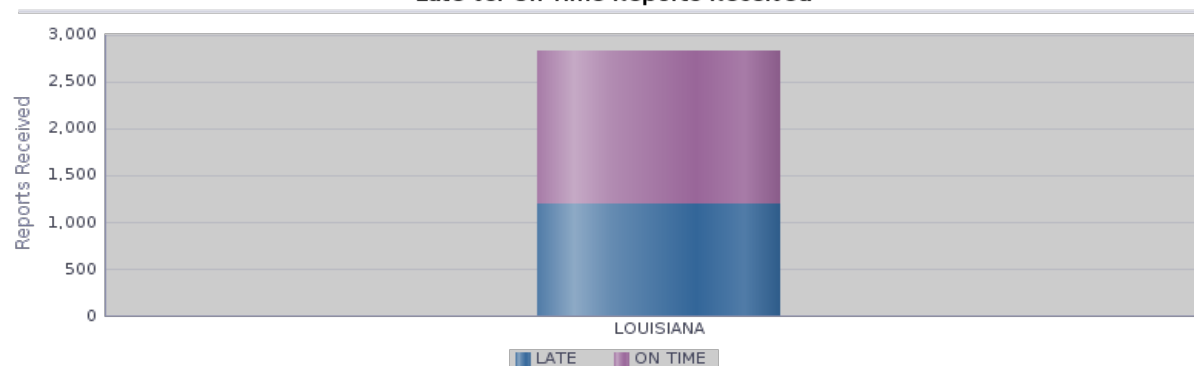
2022	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Delta	NCOs	% Delinq
JFHQ	4	5	7	3	4	5	10	13	13	9	2	5	3	97	5%
RRC	9	5	6	4	0	1	1	3	3	1	0	1	1	149	1%
MEDCOM	3	2	2	0	6	0	2	1	0	3	0	1	1	34	3%
TNG SITE	1	1	3	2	3	3	4	5	6	5	3	1	-2	67	1%
139 RSG	6	8	22	12	23	21	13	17	12	13	6	9	3	613	1%
204 TAOG	6	10	12	12	20	19	11	12	11	13	14	12	-2	246	5%
225 EN BDE	29	41	60	63	55	53	55	42	29	23	22	30	8	599	5%
256 INF BDE	13	18	62	56	72	50	51	57	42	54	45	33	-12	966	3%
61 TRP CMD	15	10	6	9	13	4	2	0	0	1	0	0	0	113	0%
199TH REG (RTI)	6	6	13	7	3	1	1	0	3	8	1	0	-1	94	0%
LA ARNG Total	92	106	193	168	199	157	150	150	119	130	93	92	-1	2978	3%



Delinquent Report FY 2023

2022	Oct	Nov	Delta	NCOs	% Delinq
JFHQ	7	2	-5	96	2%
RRC	1	1	0	153	1%
MEDCOM	3	5	2	34	15%
TNG SITE	2	1	-1	64	2%
139 RSG	5	5	0	614	1%
204 TAOG	15	19	4	244	8%
225 EN BDE	26	29	3	591	5%
256 INF BDE	45	39	-6	960	4%
61 TRP CMD	1	1	0	111	1%
199TH REG (RTI)	1	3	2	94	3%
LA ARNG Total	106	105	-1	2961	4%

Late vs. On-Time Reports Received



	LATE	ON TIME	% LATE	% ON TIME	Total Received
LOUISIANA	1,187	1,637	42.0%	58.0%	2,824
Grand Total	1,187	1,637	42.0%	58.0%	2,824



Questions?

POC: SFC Bergeron

Work Number: 504-278-8507

E-mail: bobby.m.bergeron.mil@mail.mil

Enlisted Branch Mailbox:

NG LA LAARNG Mailbox Enlisted Branch
<ng.la.laarng.mbx.enlisted-branch@mail.mil>