

G1 SUMMIT



**Joint Force Headquarters – Rhode Island
12-13 September 2024**



EVALUATION ENTRY SYSTEM: OERs



OFFICER PERSONNEL MANAGER (OPM)

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OERs: “So What”

- Encompasses the means and methods needed for developing people and leaders.
- Identifies Soldiers who are best qualified for promotion, assignment to positions of greater responsibility, retained in grade, or eliminated from military service.
- Combines major elements of counseling, assessment, documentation, and integration.

Its basic foundation: *to evaluate today’s Soldiers to select and develop tomorrow’s leaders.*



OERs: Quality/Timeliness Matters



- FY25 Department of the Army Reserve Component Promotion Selection Boards.
- Unit Vacancy Promotions
- Assignment Selection and School Boards



OERs: Common Errors



ACFT data incorrect

- M-Day: Evaluations must indicate ACFT status on OERs ending with thru dates of 1 April 2023 or later.
- AGR: Evaluations must indicate ACFT status on OERs ending with thru dates of 1 October 2022 or later.

Support Form Provided - "No" Radio Button Selected and no comment

- A completed DA Form 67-10-1A was received with this report and considered in my evaluation and review: Yes No (explain in comments below)



OERs: Common Errors

Invalid use of (P) identifier

- The designation “P” will be entered if:
 - Officer has been selected for promotion (whose name is on a promotion list)

AND

- In an authorized position for the next higher rank

Reference: AR 623, Chapter 2–11

Eligible for promotion ≠ “Promotable” for Evaluations



OERs: Common Errors



Minimum grade of
Senior Rater not met

- AR 623 Table 2-1

Table 2-1

Minimum grade requirements for senior raters on DA Form 67-10 series and DA

Rank of rated officer/NCO	Minimum rank or grade of military senior rater
SGT/SGTP	E-7 (SFC)/SSGP
SSG/SSGP	E-8 (MSG)/SFCP
SFC/SFCP	E-9 (SGM)
MSG/master sergeant promotable (MSGP)/1SG/1SGP/SGM/CSM	Senior to the rater
WO1 through CW4	O-4 MAJ/Maj/(CPTP)
CW4P/CW5	O-5 LTC/LtCol/Lt Col/MAJP
2LT/1LT	O-4 MAJ/Maj/(CPTP)
1LTP/CPT	O-5 LTC/LtCol/Lt Col/MAJP
CPTP/MAJ	O-6 COL/Col/LTCP
MAJP/LTC	O-6 COL/LTCP
LTCP/COL	O-7 BG/BGen/Brig Gen/(COLP)
COLP/BG	Senior to the rater and intermediate rater

Notes:



OERs: Common Errors

Entry System
Human Resources Command

Logged In: [User Name]

Check For Errors | Print For Manual Submission | Exit | Submit to HQDA | Manage Enclosures | Delete

Rated Soldier: [Name]

Doc ID #: [ID]

COMPANY GRADE: [Grade]
For use by: [Name]

a. NAME (Last, First, Middle Initial): [Name]

g. UNIT, ORG., STATION, ZIP CODE: [Unit, Org., Station, Zip Code]
HHC 1ST BATTALION 126TH

j. PERIOD COVERED:
FROM (YYYYMMDD) THRU (YYYYMMDD)
20230424 20240600

PART II - AUTHENTICATOR

a1. NAME OF RATER (Last, First, Middle Initial): [Name]

a5. EMAIL ADDRESS (.gov or .mil): [Email]

b1. NAME OF INTERMEDIATE RATER (Last, First, Middle Initial): [Name]

b2. SSN (Optional): [SSN]

b3. RANK: [Rank]

b4. POSITION: [Position]

b5. EMAIL ADDRESS(.gov or .mil): [Email]

b6. INTERMEDIATE RATER'S SIGNATURE: [Signature]

b7. DATE(YYYYMMDD): [Date]

c1. NAME OF SENIOR RATER (Last, First, Middle Initial): [Name]
MACDONALD, JOHN, S

c2. SSN (or DOD ID No.): [SSN]
1013865732

c3. RANK: [Rank]
COL

c4. POSITION: [Position]
BDE CDR

Supplementary Reviewer: [Name]

3-3.

COMPONENT (Code): [Code]

s correct)

MDD)

The following errors MUST be corrected before the evaluation can be submitted to HQDA.

Errors related to the Submission to HQDA Checkpoint:
The Senior Rater signature is missing or invalid.
The signatures were not applied in the correct order: Rater, Intermediate Rater (if applicable), Senior Rater, Rated Soldier, Supplementary Reviewer (if applicable).

Print Error List | OK



OERs: ESPN for Senior Raters



Enumeration: #1 of 5 CPTs I senior rate, top 10% of all MAJs...

School: Send to CCC ahead of peers; Select for resident ILE ...

Promotion/Potential: Promote immediately; demonstrated aptitude to excel as a BN XO and BN CDR...

Next Level: A must select for command, Continue to groom for senior leadership positions...



OERs: ESPN for Senior Raters



U.S. ARMY

4 Elements of Senior Rater Comments



- **Enumeration** (peer to peer comparison): Lead sentence in narrative
 - In the top 5 of 28 MAJs I senior rate
 - Best Field Grade Officer in the Brigade/ in the Division
 - Top 3% of all MAJs in my Division ... but do your math ...
- **Schooling:**
 - A must select for Resident CGSC, select for Congressional Fellowship, SSC
 - Send to Satellite CGSC
 - Officer will excel in distance learning
- **Promotion:**
 - BZ Select to LTC, promote ahead of peers
 - Promote with peers
 - Clearly ahead of peers
 - Do not promote
- **Next Level** (Potential for key LG positions/command):
 - Ready now for Battalion Command
 - Future Sustainment Brigade Commander
 - Must select for BSB / CSSB Command
 - Future senior leader in the Logistics Corps



Each officer should have a candid conversation with his/her senior rater. Write up should consist of 4- 6 sentences and be clear and concise.



OERs: Senior Rater Guide



Narrative Overall	Extremely Strong/Exclusive	Very Strong	Strong/Above Average	Average	Lackluster/Weak	Very Weak
Enumeration (in priority)	<ul style="list-style-type: none"> #1 or my Best of S/R Profile (i.e. # 1 of 48) Number (2 or 3) of (total like or total population) e.g. " 2 or 3 out of 50," in the top 5% Top 1% of my S/R Population (i.e. top 1% of the 48 Majors / S/R) 	<ul style="list-style-type: none"> Enumeration of 10% or better (i.e. # 5 of 50) Other percentages i.e. (top 5% or 10% officer (but not enumerated or against S/R Population; The best of a population Subset (i.e. Best S3 in the BDE) 	<ul style="list-style-type: none"> Between a 10%- 30% or equivalent numerical calculation Enumeration equivalent to percentage between 10 and 30% of S/R profile (i.e. my number 9 of 37 officers / senior rate) Top 15% officer 	<ul style="list-style-type: none"> Between 30 and 50% enumeration equivalent or percentage (i.e. Top 50% officer) No enumeration or % Superior / Outstanding performance without enumeration or comparison to S/R Profile One of my best officers (but not enumerated / compared to S/R profile S/R only focuses on performance, not potential 	<ul style="list-style-type: none"> Performed duties as assigned Referred OERs for performance Negative Comments on performance / potential 	
Enumeration (Non-Quantifiable)	S/R has immature or cannot verify with S/R profile "The best officer I have served with; (i.e. #1 Major of 25 I have ever "served with" (vice S/Rated) in my XX years."		<ul style="list-style-type: none"> Best in a population when SR has immature SR profile and/or small rated population: #1 of 25 (XOs/MI Majors/etc) I have served with 	<ul style="list-style-type: none"> The best I have served with 		
Promotion Potential	<ul style="list-style-type: none"> "BZ Promotion" Must promote Below the Zone 		<ul style="list-style-type: none"> "Promote...now", "...Immediately", "...ahead of peers" 	<ul style="list-style-type: none"> "Promote" "Promote as soon as possible" 	<ul style="list-style-type: none"> Weak wording such as "consider for..." "Promote with peers" Does not address promotion 	
Schooling Potential	<ul style="list-style-type: none"> "Must select for Resident CGSC (CPTs) / SAMs / SSC (Fellowship) (MAJ / LTCs)" Must Select for Army / Joint Fellowship" (LTC) Must Select for SSC Fellowship / SSC 		<ul style="list-style-type: none"> "Select for CGSC / / SAMs / SSC" "Consider for..." 	<ul style="list-style-type: none"> Not mentioned 		
Command Potential	<ul style="list-style-type: none"> "Will/Must Command a (the next level)" "Will be a distinguished / #1 choice for tactical CMD 1LT/Jr CPT – "Must command a CO now" Sr CPT – "Clearly a future BN CDR" MAJ – "Must select for a CSL command (tactical..." LTC – "Must select for a CSL command (tactical..." While in command: "Future (2 levels up) commander" 		<ul style="list-style-type: none"> "Select for BN Command" 	<ul style="list-style-type: none"> "Ready/Groom for (next level of command)" Not mentioned 	<ul style="list-style-type: none"> Weak wording such as "consider for..." Continue to develop 	
Other	<ul style="list-style-type: none"> LTC CDR: "GO Potential or multi star potential" MAJ – "BN / BDE Command Potential" CPT CDR: "Bn Command Potential" CW3-4: "CW5 Potential" "Assign as __ now" (nominative position or similar) Recommending Fellowships / Shotgun / Blackbook / Joint opportunities Must stay within the population (see below) 		<ul style="list-style-type: none"> Unlimited potential" "Outstanding performance" "One of my best" "Definitely promote" 	<ul style="list-style-type: none"> Box check and narrative inconsistency (unless an immature profile) 		<ul style="list-style-type: none"> Referred Report
Not to Write (These are real comments)	<ul style="list-style-type: none"> Best CPT on Fort XXXXX (from the BDE Commander) GO Potential (for a CPT / MAJ) from the S/R (not a GO) 		<ul style="list-style-type: none"> "Superstar"; "Rock Star; "Eye Watering," historic," delivered a dazzling performance" and other superlatives 			

Notes	<ul style="list-style-type: none"> Succinct is better – shoot for no more than four lines (SR) Rater focus on Performance SR focus on Potential Most recent OERs matter most and should always show an upward trend in performance, especially with multiple reports from same SR
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