



**FORT LEONARD WOOD MANEUVER SUPPORT CENTER OF EXCELLENCE**  
**OFFICE OF THE STAFF JUDGE ADVOCATE**  
**Legal Assistance Office**



## **THE QMP PROCESS (AR 635-200 Chapter 19)**

If an enlisted SM (E6+) receives a GOMOR, they are likely facing a QMP. The Army Qualitative Management Program (QMP) is a process of voluntary and involuntary separation and is used to identify career NCOs whose performance, conduct, and/or potential for advancement do not meet Army standards and should be denied continued service.

### **QMP Boards Do Not Apply to the Following:**

- SGT and below
- Have an approved retirement application
- Have dealt with a QMP for the same issue (double jeopardy).

### **What Starts the QMP Process:**

- General Officer Memorandum of Reprimand (GOMOR)
- Court-Martial Conviction or Punishment under Article 15, UCMJ
- Relief for Cause" NCOER
- A "NO" block in Part IVA (Army Values) of an NCOER
- Senior Rater rating of 4 or 5 in the overall performance or potential blocks of NCOER.
- AER indicating NCOES course failure.

Soldiers are notified of a QMP by memo via their chain of command. The SM is also given a copy of their permanent file (performance). SM completes DA Form 4941 within seven days.

### **Appeals (19-11)**

A SM may appeal one time within 60 days after signing DA 4941. After the chain of command receives the appeal packet, the command has 30 days to submit to the HRC Command.

- An appeal must focus on improved performance or material error.
  - Error is considered material when there is a reasonable chance that had the error not existed, you may not have been selected under QMP. The rules used to establish Standby Advisory Board Eligibility are also used for the purpose of determining QMP appeal eligibility. These rules are found in AR 600-8-19, Enlisted Promotions and Reductions, Chapter 4, Section IV, paragraph 4-13.
- A LTC in chain of command may submit an appeal on behalf of SM based on current performance and potential.
- For exact requirements, look at Paragraph 19-11.



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Once complete, send the appeal with comments and/or endorsements to: Commander, U.S. Army Human Resources Command (AHRC-EPF-M), 1600 Spearhead Division Avenue, Department 364, Fort Knox, KY 40122-5306. The request may be scanned and sent via email to [usarmy.knox.hrc.mbx.epmd-transition-branch@mail.mil](mailto:usarmy.knox.hrc.mbx.epmd-transition-branch@mail.mil).

### **If The Appeal is Denied**

**1. Involuntary Separation:**

Discharge occurs 90 days after pre-separation counseling.

**2. Voluntary Separation:**

Discharge occurs 90 days after pre-separation counseling. For AGR, look at paragraph 19-13 because they have more options if they've been in for at least 17 years and nine months, but less than 20 years.

If the ETS date is less than 120 days away from date of QMP notification, you can extend the date for appeal purposes. Regardless of a QMP outcome, a soldier will not be discharged prior to ETS (unless another basis of separation exists).

Soldiers with 20 or more years of active Federal service at the time of notification of QMP selection, who choose not to appeal or where appeal is denied, may apply for voluntary retirement.

- To Apply for Voluntary Retirement, see chapter 12.
- Retirement must not occur earlier than 90 days or later than 180 days from the date the Soldier selects the retirement option (DA Form 4941) or the appeal is denied.
- Soldiers who decline to apply for retirement will be voluntarily or involuntarily separated.

Soldiers with a minimum of 17 years, 9 months of active Federal service at the time of notification of QMP selection, who choose not to appeal, will be retained to 20-year retirement eligibility upon request.

- No point in appealing unless you want to stay longer than 20 years.