

# **ARNG G1**

## **PERSONNEL READINESS CAMPAIGN**



### **ENCLOSURE 1**

#### **DATA QUALITY IMPROVEMENT RESOURCES**

##### **ENCLOSURE 1 CONTENTS**

- ◇ **ENCLOSURE 1A: HOW TO REVIEW A METRIC IN DPRO (MRC STATUS/ SIDPERS POSN 999M DISCREPANCIES)**
- ◇ **ENCLOSURE 1B: SOLDIER MANAGEMENT INDEX (SMI)**
- ◇ **ENCLOSURE 1C: PERSONNEL READINESS INDEX (PRI)**
- ◇ **ENCLOSURE 1D: DATA QUALITY INDEX (DQI)**
- ◇ **ENCLOSURE 1E: EXCESS MANAGEMENT TOOL (EMT)**

# ARNG G1 PERSONNEL READINESS CAMPAIGN



## ENCLOSURE 1A: HOW TO REVIEW A METRIC IN DPRO

### MRC STATUS/SIDPERS POSN 999M DISCREPANCIES

Currently there are more than 7400 discrepancies being reported regarding the use of SIDPERS POSN “999M.” These are cases where a Soldier is not coded Medical Readiness Category (MRC 3B) in MODS, but is reported in SIDPERS as Medically Non-deployable POSN “999M.” Erroneous coding of 999M in SIDPERS can negatively impact the reporting of readiness if used as the source by Commander’s in determining the medical readiness and health of the force.

MRC Status/SIDPERS POSN 999M Discrepancies can be pulled from the Director’s Personnel Readiness Overview (DPRO) under the Create Your Product Section, Basic Dashboard, using the metric MRC Status/SIDPERS POSN 999M Discrepancies. Through the G1 Portal (<https://arngg1.ngb.army.mil/>), access DPRO and open the Basic Dashboard:

**1. Begin typing “MRC Status/SIDPERS POSN 999M Discrepancies”**

**2. Click on the metric name “MRC Status/SIDPERS POSN 999M Discrepancies”**

**3. Click to confirm the measurement selection**

**Choose options above**

**G1 PORTAL:** <https://arngg1.ngb.army.mil>

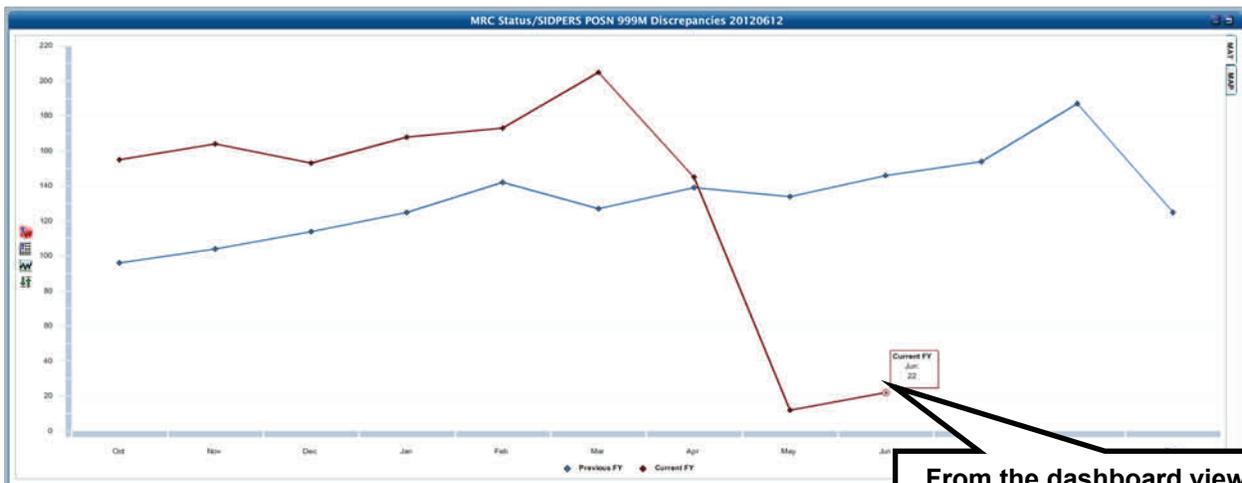
**POC:** [CW3 Louis F. Carollo NGB-HRM-S](#) (703) 539-6324

# ARNG G1 PERSONNEL READINESS CAMPAIGN



## ENCLOSURE 1A: HOW TO REVIEW A METRIC IN DPRO

### MRC STATUS/SIDPERS POSN 999M DISCREPANCIES



From the dashboard view, click the current data point for a by-name list

Base Report - Windows Internet Explorer

https://arngg1.ngb.army.mil/PRAS/BIPortal/BaseReportDisplay.aspx?operbtnamefids=AND&Rpt=e618e329-e3aa-4595-b801-4b67a24e24b2&RptIndicator=0&Msmts1=ebe4841e-1178-4d81-a2...

**MRC Status/SIDPERS POSN 999M Discrepancies:** The total number of Soldiers coded with a position number excess individual value of 999M in SIDPERS that are not coded as MRC 3B in MODS.

**Filter Criteria**  
Run Date = 20120612

**Sort Criteria**  
[Soldier Name] Asc

**Report Tools**

MRC Status/SIDPERS POSN 999M Discrepancies

Hide Page Information  
Rows 1 - 100 of 7451  
Select Page Size: 100  
Jump To Page: 1

Unit State	POD	UPC	Unit Name	Soldier Name	Last Four	Grade	POSN	MRC
MN	PU1	PU1A0	BTRY A (-) FWD, 1-125 FA HBCT		5094	E4	999M	1
PR	92L	92LAA	W92L PRARNG TRAINING CENTER		0667	E6	999M	1
CA	PTN	PTNAA	1498TH TC (HET)		1000	E4	999M	1
IA	Y3S	Y3SAA	832 ENG CO (-)(MAC)		5357	E4	999M	3A
WA	PRV	PRVT0	HHT 1ST SQDN, 303D CAV REGT		1144	E1	999M	1
KS	V6D	V6DAA	35TH MILITARY POLICE CO		7540	E4	999M	1
AR	X33	X33AA	1039TH ENGR CO (-)		8783	E4	999M	1
CA	X0B	X0BAA	315TH (-) ENGR VCC		4383	E2	999M	2

A by-name list will populate

**G1 PORTAL:** <https://arngg1.ngb.army.mil>

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# **Soldier Management Index (SMI)**

Revised 2012/04/22

# What is the SMI?

- SMI is an index, ranging from 0-100, that measures relative State performance in addressing Soldier Management issues.
- SMI utilizes a scoring system that:
  - Considers 25 pre-defined metrics;
  - Establishes a normalized "per 1K" score for each metric;
  - Ranks orders each state by score for each metric;
  - Divides each rank-order list into 3 discrete groups of decreasing performance;
  - Awards 3, 2, and 1 point respectively to the states in each group;
  - Award a 'bonus' point to each state in or tied for first place;
  - Subtracts a 'demerit' point for each state in or tied for last place.
- SMI metrics are "plug and play". As Soldier Management Issues are resolved, metrics will be replaced, likely on a quarterly or semi-annual basis.

# What are the 25 SMI Metrics?

No.	SMI Metric	Description	Source(s) & Update Cycle
1	1LT w/o Deg >= 24 MIGC	Measures the total number of 1st Lieutenants in the Assigned Strength without a college degree that have been in their current grade for more than 24 months, relative to the total number of 1st Lieutenants in the Assigned Strength.	TAPDB-G (Daily)
2	CEI Non-Compliant	Measures the total number of non-Active Guard Reserve Soldiers that have not provided employment information to the Civilian Employment Information database, relative to the M-Day Assigned Strength.	CEI DB (Monthly)
3	Excess/Dual Slotted Soldiers	Measures the total number of Soldiers that are assigned as excess or are double-slotted, relative to the total number positions that are authorized in the end strength.	TAPDB-G (Daily) AUVS (Daily)
4	Long-Term ING	Measures the total number of Soldiers that have been in the Inactive National Guard for more than two years, relative to the total number of Soldiers in the Inactive National Guard.	TAPDB-G (Daily) ATRRS (Daily)
5	Long-Term NOVAL	Measures the total number of Soldiers that are currently on the long-term NOVAL pay list, relative to the total number of Soldiers in the Assigned Strength.	HRP Feed (Weekly)
6	LTs Not Schd For BOLC	Measures the total number of untrained Lieutenants (O1-O2) not currently scheduled for Basic Officer Leadership Course (BOLC), relative to the total number of Soldiers in the Lieutenant Assigned Strength.	TAPDB-G Per (Daily) ATRRS (Daily)
7	LTs Without Degree	Measures the total number of Lieutenants (O1-O2) in the Assigned Strength without a college degree, relative to the total number of Lieutenants in the Assigned Strength.	TAPDB-G Per (Daily)
8	Medical - MRC 3B 12+ Mo (CAS)	Measures the total number of Soldiers in the Commander's Adjusted Strength who are classified in MEDPROS as MRC 3B for 12 months or more, relative to the total number of Soldiers who are in the Commander's Adjusted Strength (i.e., Total Assigned Strength - Soldiers with MRC Exemptions).	TAPDB-G Per (Daily) MEDPROS (Daily)

# What are the 25 SMI Metrics?

No.	SMI Metric	Description	Source(s) & Update Cycle
9	Medical - No Medical Warning Tags	Measure the total number of Soldiers in the assigned strength that do not have the necessary medical warning tags, relative to the total number of Soldiers in the Assigned Strength.	TAPDB-G Per (Daily) MEDPROS (Daily)
10	Medical - Overdue Flu Vaccinations	Measures the total number of Soldiers who are overdue for their influenza vaccination, relative to the total number of Soldiers the Assigned Strength.	TAPDB-G Per (Daily) MEDPROS (Daily)
11	NCO Late Evaluations	Measure the total number of M-Day and Active Guard Reserve Title 32 Non-Commissioned Officers that have not received an evaluation in the past 15 months, relative to total number of Enlisted M-Day and Active Guard Reserve Title 32 Non-Commissioned Officers in the Assigned Strength.	TAPDB-G Per (Daily) IPERMS (Weekly)
12	Non-Educ Qualified for Promo	Measures the total number of Soldiers that are within 12 months of both their time-in-grade and time-in-service requirements for promotion to the next higher grade, but who do not meet the minimum civilian education or military education requirements for promotion, relative to the total number of Soldiers with a Future Grade (i.e., not E9, W5, or O6-O8)	TAPDB-G Per (Daily)
13	Non-Registered AKO Email	Measures the total number Soldiers in the Trained Strength that do not have registered AKO email addresses, relative to the total number of Soldiers in the Trained Strength.	TAPDB-G Per (Daily) AKO (Monthly)
14	Officer Cands At Risk	Measures the total number of Officer Candidates in the Enlisted Training Pipeline that are awaiting Basic Training and have not drilled in their first 60 days, or that are awaiting any Initial Entry Training course and have not drilled in the past 60 days, relative to the total number of Officer Candidates.	TAPDB-G Per (Daily) ATRRS (Daily) DJMS (2X/Month)
15	Officer Late Evaluations	Measures the total number of M-Day and Active Guard Reserve Title 32 Officers (Commissioned and Warrant) that have not received an evaluation in the past 15 months, relative to the total number of M-Day and Active Guard Reserve Title 32 Officers in the Assigned Strength.	TAPDB-G Per (Daily) NGB-HRP (Weekly)
16	Officers With Evaluation Gaps	Measures the total number of M-Day and Title 32 [State Managed] Warrant and Commissioned Officers who have at least one period of time unaccounted for between the THRU date of their first Officer or Academic Evaluation Report (going back to a starting point of October 1, 1997) and the FROM data of their latest report, relative to the total number of M-Day and Active Guard Reserve Title 32 Officers in the Assigned Strength.	TAPDB-G Per (Daily) NGB-HRP (Weekly)

# What are the 25 SMI Metrics?

No.	SMI Metric	Description	Source(s) & Update Cycle
17	Officers Without Photographs	Measure the total number of Commissioned Officers with No Federal Recognition, relative to the Commissioned Officer Assigned Strength.	TAPDB-G Per (Daily)
18	Op Spt Greater Than 1,095 Days	Measures the total number of Soldiers that have performed more than 1,095 days of Operational Support in the past four years, relative to the total number of Soldiers in the Assigned Strength.	TAPDB-G Per (Daily) DJMS (2X/Month)
19	RSP At Risk For Drill Attendance	Measures the total number of Soldiers in the Enlisted Training Pipeline that are awaiting Basic Training and have not drilled in their first 60 days or that are awaiting any Initial Entry Training course and have not drilled in the past 60 days, excluding those in the Patriot Academy, relative to the total number of Enlisted Soldiers awaiting training.	TAPDB-G Per (Daily) ATRRS (Daily) DJMS (2X/Month)
20	RSP In Training Pending Action	Measures the total number of Soldiers in the Recruit Sustainment Program that have not completed training successfully and that are either awaiting discharge or pending further action, relative to the total number of Enlisted Soldiers in training.	TAPDB-G Per (Daily) ATRRS (Daily) KEYSTONE (Daily)
21	RSP No Future Reservation	Measure the total number of Soldiers who do not a reservation for Initial Entry Training, including those whose reservations have expired, relative to the total number of Enlisted Soldiers awaiting training.	TAPDB-G Per (Daily) ATRRS (Daily) KEYSTONE (Daily)
22	RSP Non-MOSQ >= 21 Months	Measures the total number of Enlisted Soldiers awaiting Initial Entry Training who are still in the Training Pipeline after 21 months or more of service, relative to the total number of Enlisted Soldiers awaiting training.	TAPDB-G Per (Daily) ATRRS (Daily)
23	RSP NOVAL Pay	Measures the total number of Enlisted Soldiers awaiting Initial Entry Training on the NOVAL pay list, relative to the total number of Enlisted Soldiers awaiting training.	TAPDB-G Per (Daily) ATRRS (Daily)
24	SFPA (APFT)	Measures the total number of Soldiers suspended from favorable personnel actions on the basis of an Army Physical Fitness Test failure, relative to the total number of Soldiers in the Assigned Strength.	TAPDB-G Per (Daily)
25	SFPA (Wgt)	Measures the total number of Soldiers suspended from favorable personnel actions on the basis of entry into a weight control program, relative to the total number of Soldiers in the Assigned Strength.	TAPDB-G Per (Daily)

# Personnel Readiness Index (PRI)

Revised 2012/04/22

# What is the PRI?

- PRI is an index, ranging from 0-100, that measures relative State performance in addressing Personnel Readiness issues.
- PRI utilizes a scoring system that:
  - Considers 25 pre-defined metrics;
  - Establishes a normalized "per 1K" score for each metric;
  - Ranks orders each state by score for each metric;
  - Divides each rank-order list into 3 discrete groups of decreasing performance;
  - Awards 3, 2, and 1 point respectively to the states in each group;
  - Award a 'bonus' point to each state in or tied for first place;
  - Subtracts a 'demerit' point for each state in or tied for last place.
- PRI metrics are "plug and play". As Personnel Readiness issues are resolved, metrics will be replaced, likely on a quarterly or semi-annual basis.

# What are the 25 PRI Metrics?

No.	PRI Metric	Description	Source(s) & Update Cycle
1	CO Adjusted Vacancies	Measures the total number of vacancies in Commissioned Officer positions after adjusting for claimants relative to the total number of authorized Commissioned Officer positions.	TAPDB-G (Daily) AUVS (Daily)
2	CPT Attr Loss (12 Mo)	Measures the total number of Captain attrition losses during the past 12 months relative to the average Captain Assigned Strength over the same time period.	TAPDB-G (Daily)
3	Enl 68W Vacancies	Measures the total number of vacancies in Enlisted MOS 68W (Health Care) positions after adjusting for claimants relative to the total number of authorized Enlisted MOS 68W positions.	TAPDB-G (Daily) AUVS (Daily)
4	Enl ETS Losses (12 Mo)	Measures the total number of Enlisted ETS losses during the past 12 months relative to the total number of reenlistment resolutions (reenlistments and ETS losses) over the same time period.	TAPDB-G (Daily)
5	Enl TP Attr Loss (12 Mo)	Measures the total number of attrition losses from the Enlisted Training Pipeline during the past 12 months relative to the total number of Enlisted Training Pipeline resolution (e.g., graduations and losses) over the same time period.	TAPDB-G Per (Daily) ATRRS (Daily)
6	Enlisted Training Pipeline	Measures the total number of Enlisted Soldiers in the Training Pipeline relative to the total number of Soldiers in the Enlisted Assigned Strength.	TAPDB-G Per (Daily) ATRRS (Daily)
7	ETS/MRD Within 12 Months	Measure the total number of Soldiers whose ETS or MRD dates expire within the next 365 days relative to the total number of Soldiers in the Assigned Strength.	TAPDB-G Per (Daily)
8	Less Than 12 Months Dwell	Measure the total number of Previously Mobilized Soldiers that have returned from a tour of duty during the past 12 months relative to the total number of Previously Mobilized Soldiers.	TAPDB-G Per (Daily) DFAS (2X/Month)

# What are the 25 PRI Metrics?

No.	PRI Metric	Description	Source(s) & Update Cycle
9	Medical - DRC 3 (CAS)	Measures the total number of Soldiers in the MEDPROS Commander's Adjusted Strength (CAS) classified as Dental Class 3 relative to the total number of Soldiers in the CAS.	TAPDB-G Per (Daily) MEDPROS (Daily)
10	Medical - DRC 4 (CAS)	Measures the total number of Soldiers in the MEDPROS Commander's Adjusted Strength (CAS) classified as Dental Class 4 relative to the total number of Soldiers in the CAS.	TAPDB-G Per (Daily) MEDPROS (Daily)
11	Medical - MRC 3A+3B (CAS)	Measures the total number of Soldiers in the MEDPROS Commander's Adjusted Strength (CAS) classified as Medical Class 3A or 3B relative to the total number of Soldiers in the CAS.	TAPDB-G Per (Daily) MEDPROS (Daily)
12	Medical - MRC 3B 6+ Mo (CAS)	Measures the total number of Soldiers in the MEDPROS Commander's Adjusted Strength (CAS) classified as Medical Class 3B for 6+ months relative to the total number of Soldiers in the CAS.	TAPDB-G Per (Daily) MEDPROS (Daily)
13	Medical - MRC 4 (CAS)	Measures the total number of Soldiers in the MEDPROS Commander's Adjusted Strength (CAS) classified as Medical Class 4 relative to the total number of Soldiers in the CAS.	TAPDB-G Per (Daily) MEDPROS (Daily)
14	Medical - No DNA on File	Measures the total number of Soldiers in the assigned strength that do not have a required DNA sample on file in MEDPROS relative to the total number of Soldiers in the assigned strength.	TAPDB-G Per (Daily) MEDPROS (Daily)
15	Medical - No HIV Test on File	Measures the total number of Soldiers in the assigned strength that do not have a required HIV test on file in MEDPROS relative to the total number of Soldiers in the assigned strength.	TAPDB-G Per (Daily) MEDPROS (Daily)
16	Medical - Overdue PHA (CAS)	Measures the total number of Soldiers in the MEDPROS Commander's Adjusted Strength (CAS) with an overdue Physical Health Assessment (PHA) relative to the total number of Soldiers in the CAS.	TAPDB-G Per (Daily) MEDPROS (Daily)

# What are the 25 PRI Metrics?

No.	PRI Metric	Description	Source(s) & Update Cycle
17	NCO Adjusted Vacancies	Measures the total number of vacancies in Enlisted Non-Commissioned Officer (NCO) positions after adjusting for claimants relative to the total number of authorized NCO positions.	TAPDB-G (Daily) AUVS (Daily)
18	Negative End Strength	Measures the total number of Soldiers in the Negative End Strength (NES) relative to the total number of Soldiers in the assigned strength. NES includes: Long-Term NOVAL pay; Expired ETS; Long-Term Non-MOSQ (GT 21 Mo); In Training Pending Action; and No Future Reservation.	TAPDB-G Per (Daily) DJMS (2X/Month) ATRRS (2X/Month)
19	Non-Deployable Trained Strength	Measures the total number of non-deployable Soldiers in the Trained Strength relative to the total number of Soldiers in the Trained Strength.	TAPDB-G Per (Daily) DJMS (2X/Month)
20	Non-DMOSQ Trained Str	Measures the total number of MOS Qualified Soldiers who are non-Duty MOS Qualified relative to the total number of Soldiers in the Trained Strength.	TAPDB-G Per (Daily) MGB-ART (Weekly)
21	Officer Training Pipeline	Measures the total number of Warrant and Commissioned Officers in the Training Pipeline relative to the total number of Officers in the Assigned Strength.	TAPDB-G Per (Daily) ATRRS (2X/Month)
22	Potential NOVAL Pay	Measures the total number of Soldiers on the potential NOVAL pay list (i.e., no drill pay for at least two but less than four months) relative to the total number of Soldiers in the Assigned Strength.	TAPDB-G Per (Daily) DJMS (2X/Month)
23	SL1 Adjusted Vacancies	Measures the total number of vacancies in Enlisted Skill-Level 1 (SL1) positions after adjusting for claimants relative to the total number of authorized SL1 positions.	TAPDB-G (Daily) AUVS (Daily)
24	Total Attrition Losses (12 Mo)	Measures the total number of attrition losses from the assigned strength during the past 12 months relative to the average Assigned Strength over the same time period.	TAPDB-G (Daily)
25	WO Adjusted Vacancies	Measures the total number of vacancies in Warrant Officer (WO) positions after adjusting for claimants relative to the total number of authorized WO positions.	TAPDB-G (Daily) AUVS (Daily)

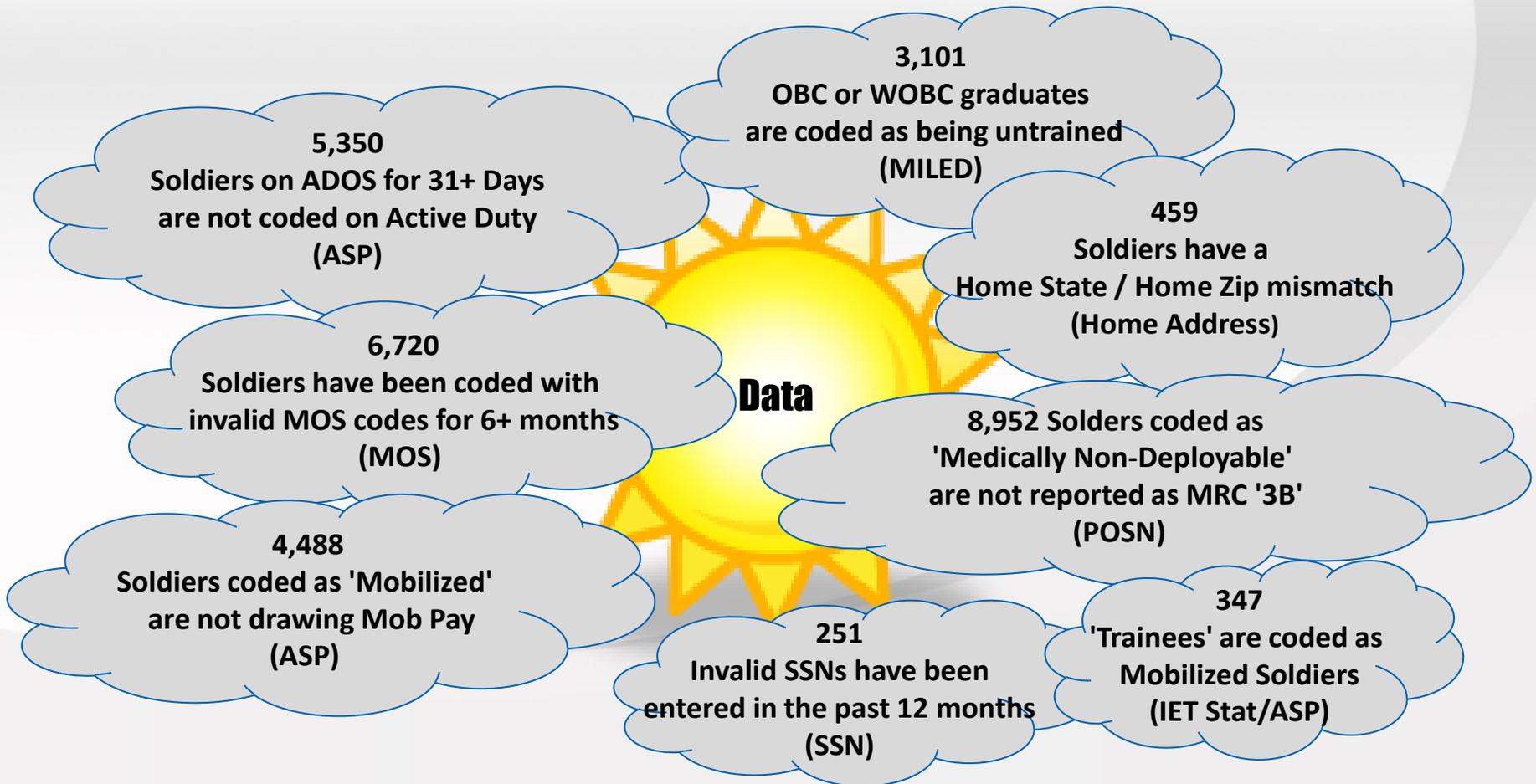
# Data Quality Index (DQI)

Revised 2012/04/06

# What is the DQI?

- An index, ranging from 0-100, that measures the relative quality and completeness of a State's source data (principally SIDPERS) in comparison to other States.
- Works by isolating conflicting metrics: between two data sources; between two fields within a data source; or between a field and a policy or regulation.
- Utilizes a scoring system that:
  - Considers 25 pre-defined metrics;
  - Establishes a normalized "per 1K" score for each metric;
  - Ranks orders each state by score for each metric;
  - Divides each rank-order list into 3 discrete groups of decreasing performance;
  - Awards 3, 2, and 1 point respectively to the states in each group;
  - Award a 'bonus' point to each state in or tied for first place;
  - Subtracts a 'demerit' point for each state in or tied for last place.

## Good data helps to make good decisions



# Are DQI Metrics and Results Locked in Stone?

- DQI metrics are "plug and play". As data problems are resolved, or as metrics prove to be contentious due to allowable but unmanageable exceptions, metrics MAY be replaced, likely on a quarterly or semi-annual basis.
- The desired intent of the DQI is obviously to help clean up the data. However, one other likely consequence of the application is that it will lead to feedback that in turn will lead to refinements of RCMS Business Rules.
- As part of the DQI deployment, a mechanism is being developed to allow RCMS help-desk personnel to suppress "erroneously identified discrepancies" on a case-by-case basis.
- Also in the queue for work later this year is a mechanism for DPRO users to flag and maintain comments on ALL RCMS metric discrepancies.

# What are the 25 DQI Metrics?

No.	DQI Metric	The Issue:	Yet ...	Source(s) & Update Cycle
1	Chaplain Discrepancies	Most chaplains are affiliated with a religious denomination ...	The Chaplain has 'None', 'Atheist', or 'Agnostic' listed under Religious Denomination.	TAPDB-G (Daily)
2	CO CIVED Discrepancies	Commissioned Officers at rank CPT and above are required to hold a Bachelor's degree ...	The Soldier's CIVED Certification code does not reflect this level of education.	TAPDB-G (Daily)
3	CO Training Pipeline Discrepancies	ATRRS indicates that the Commissioned Officer is OBC qualified ...	The Soldier's Highest MILED code does not reflect this level of education.	TAPDB-G (Daily) ATRRS (Daily)
4	Command Status Discrepancies	The Commissioned Officer is assigned to a position titled 'Commander' or 'Cdr' ...	The Commissioned Officer's Command Status does not reflect a code value of '1'.	TAPDB-G (Daily)
5	Enl Training Pipeline Discrepancies	ATRRS indicates that the Enlisted Soldier is MOS qualified ...	The Soldier has a TAPDB Training/Pay/Retired Category code indicating they are not.	TAPDB-G (Daily) ATRRS (Daily)
6	Expired ETS > 30 Days	The Enlisted Soldier has an ETS date at least 30 days in the past ...	The Soldier has not been removed from the force or had his/her ETS date updated.	TAPDB-G Per (Daily)
7	Held Losses	The Soldier is attempting to transfer State NG membership ...	The Soldier has not been removed from the losing State's roster.	HRP Feed (Monthly)
8	Home State/Zip Discrepancies	The Soldier's Home State Code indicates residency in a given location ...	The Soldier's Home Zip Code indicates residency in a different location.	TAPDB-G Per (Daily)

# What are the 25 DQI Metrics?

No.	DQI Metric	The Issue:	Yet ...	Source(s) & Update Cycle
9	Mob ASP With No MOB Pay	The Soldier has an Active Status Program Code of 4 or F (indicating mobilization) ...	The Soldier is not drawing Mob Pay and has not done so for at least the past 30 days.	TAPDB-G Per (Daily) DJMS (2X/Month)
10	Mobilized Trainee Discrepancies	The Soldiers has an Active Status Program Code of 4 or F (indicating mobilization) ...	The Soldiers has an IET Status code of A, B, E, I, K, or T, indicating that he/she is a trainee.	TAPDB-G Per (Daily)
11	MOS Discrepancies	The Soldier has an MOS/AOC code that converted more than 6 months in the past ...	The Soldier's MOS code has not been updated.	TAPDB-G Per (Daily)
12	Non-HSDG Trained Strength	The Soldier has an Training Status code indicating IADT completion ...	The Soldier's CIVED Certification code does not reflect HS completion.	TAPDB-G Per (Daily)
13	Officer Candidate Discrepancies	The Enlisted Soldier has a PMOS or DMOS code indicating Officer Candidacy ...	The other PMOS or DMOS code does not indicate the same.	TAPDB-G Per (Daily)
14	Officers With No Federal Recognition	All Officers are required to be registered in the NGB-HRP Federal Recognition Database ...	The Officer does not appear in the NGB-HRP Federal Recognition Database.	HRP Feed (Daily)
15	OS or Mob Str / ASP Code Discrep	The Soldier is drawing Operation Support or Mob Pay for 31+ days according to DFAS ...	The Soldier's Active Status Program Code has been 'Y' (not on AD) for the entire period.	TAPDB-G Per (Daily) DJMS (2X/Month)
16	Pay-Per ETS Date Discrepancies	The Enlisted Soldier is has an ETS Date value in the DJMS Pay data ...	The DJMS value does not match the value listed in SIDPERS for the last 45+ days.	TAPDB-G Per (Daily) DJMS (2X/Month)

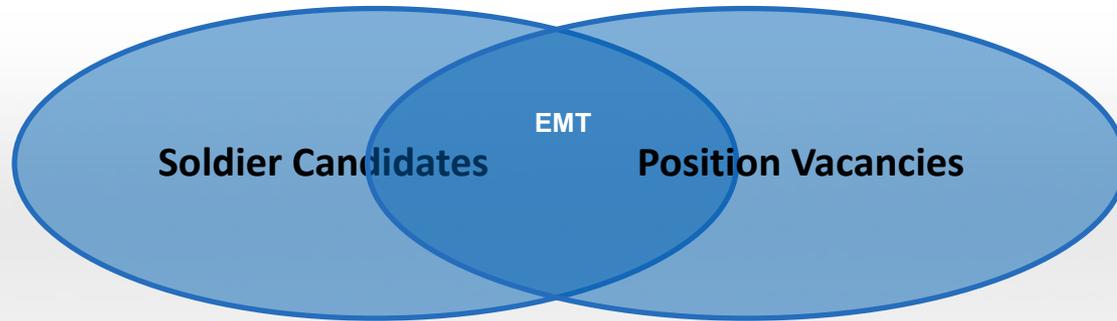
# What are the 25 DQI Metrics?

No.	DQI Metric	The Issue:	Yet ...	Source(s) & Update Cycle
17	Pay-Per Gender Discrepancies	The Soldier is listed with a gender code value in the DJMS Pay data ...	The DJMS value does not match the value listed in SIDPERS for the last 45+ days.	TAPDB-G Per (Daily) DJMS (2X/Month)
18	Pay-Per Grade Discrepancies	The Soldier is listed with a grade code value in the DJMS Pay data ...	The DJMS value does not match the value listed in SIDPERS for the last 45+ days.	TAPDB-G Per (Daily) DJMS (2X/Month)
19	Pay-Per PEBD Discrepancies	The Soldier is listed with a PEBD code value in the DJMS Pay data ...	The DJMS value does not match the value listed in SIDPERS for the last 45+ days.	TAPDB-G Per (Daily) DJMS (2X/Month)
20	Position Gender Discrepancies	The Soldier is assigned to a position identified as Male- or Female-Only ...	The Soldier's gender code does not match the exclusion.	TAPDB-G Auth (Daily)
21	Position MPC Discrepancies	The SIDPERS API Code indicates the position is slotted for a given MPC (O, W, E ) ...	The SIDPERS Position Grade code does not match that MPC.	TAPDB-G Auth (Daily)
22	Position Title Discrepancies	The SIDPERS Position Title uses a non-standard word ...	The word is not a common acronym or shortened version of the word.	TAPDB-G Auth (Daily)
23	Potential Gender Discrepancies	The Soldier has a first and middle name commonly used by one gender ...	The Soldier's gender code is the opposite gender.	TAPDB-G Per (Daily)
24	Soldiers Coded on Stop Loss	The Soldier's ETS Date indicates that he/she is on 'Stop Loss' ...	The program was terminated in September of 2009.	TAPDB-G Per (Daily)
25	WO Training Pipeline Discrepancies	ATRRS indicates that the Warrant Officer is WOBC qualified ...	The Warrant Officer's Highest MILED code does not reflect this level of education.	TAPDB-G Per (Daily) ATRRS (Daily)

# Excess Management Tool

Revised 2012/05/30

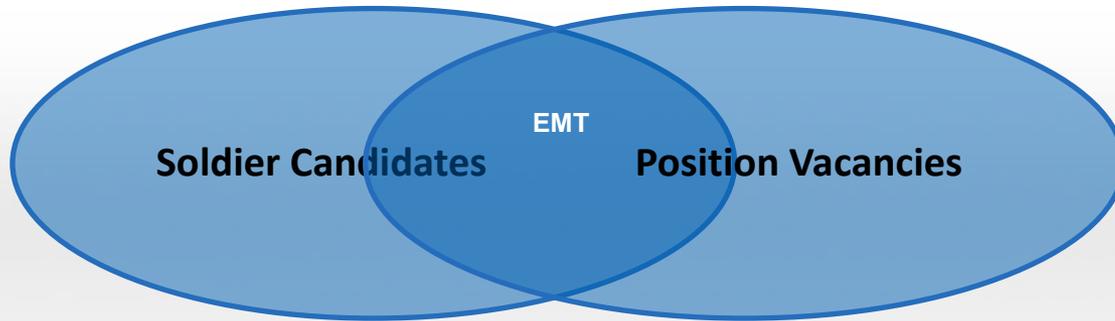
# Definitions



## Soldier Candidates:

- Identified as Soldiers who are not solely occupying an authorized position:
- Includes Soldiers who are slotted against an unauthorized position, those who are dual slotted, and those coded excess (SIDPERS POSN=9993/TAPDB-G POSN=999K)
- Excludes Soldiers identified as 'Claimants' on another position - e.g., Soldiers sitting in forward mobilized slots; Soldiers assigned temporarily to RSP units; etc.
- Excludes Soldiers identified as Pending Losses (SIDPERS POSN=999L)
- Excludes Officer Candidates (Soldiers with Primary MOS '09N ', '09R ', '09S', '09T ', '09W ')

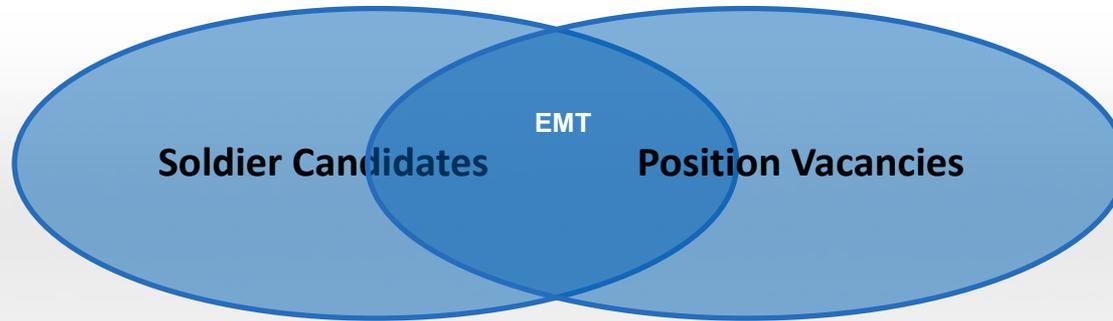
# Definitions



## Position Vacancies:

- Adjusted Vacancies - i.e., Authorized Positions, reduced by 'Claimants'.
- Excludes Immaterial positions (Adjusted vacancies with Position MOS any of the following: '01A', '01B', '01C', '01D', '02B', '02C', '03', '05', '64Z', '67', '67B', '67C', '67D', '011', '140X', '00F', '00G', '00J', '00R', '00T', '00X')
- Excludes General Officer positions, and any extraneous positions created in pay grades E1, E2, W1, and O1.

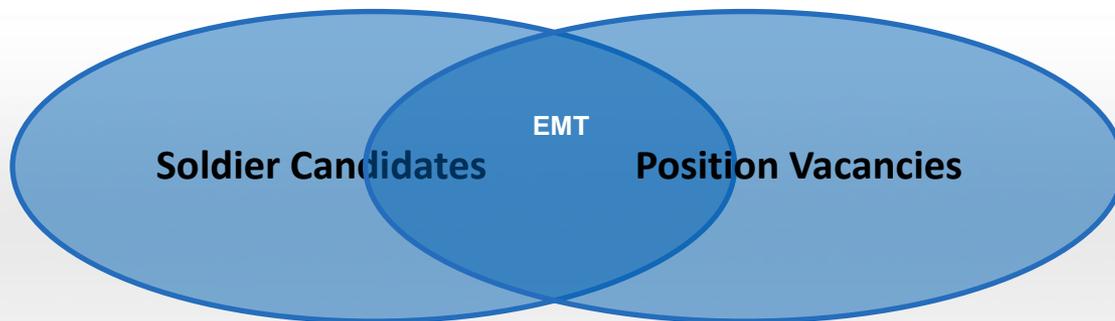
# Match Procedure



## Match Criteria:

- Soldier's Unit State matches the Unit State of the Vacancy; and
- Soldier's PMOS, SMOS, or AMOS matches the MOS of the Position; and
- For Warrant Officer W2s and W3s, Position Pay Grade is W2, W3 or W4; and
- For Warrant Officer W4s, Position Pay Grade is W2, W3, W4 or W5; and
- For Warrant Officer W5s, Position Pay Grade is W5; and
- For Commissioned Officer O1s and O2s, Position Pay Grade is O1, O2 or O3; and
- For Commissioned Officer O3s through O5s inclusive, Pay Grade is either equal to the Position Pay Grade or no higher than one grade over the Position Pay Grade; and
- For Commissioned Officer O6s, Position Pay Grade is O6; and

# Match Procedure (Cont.)



## Match Criteria:

- For Enlisted Soldier E1's through E3's inclusive, Position Pay Grade is E1, E2, E3, or E4; and
- For Enlisted Soldier E4's, Position Pay Grade is E3, E4 or E5; and
- For Enlisted Soldier E5's through E8's inclusive, Pay Grade is either equal to the Position Pay Grade or no higher than one grade over the Position Pay Grade; and
- For Enlisted Soldier E9's, Position Pay Grade is E9.
- For Positions coded as "Male only", Soldier has gender code of "Male".

Soldier Candidates that **do not match** to any Position Vacancy and Position Vacancies that **do not match** to any Soldier Candidate are **excluded** from the Excess Management Tool.

# Order of Display

Results are displayed (i.e., sorted) based upon the following priority rankings:

Priority	MPC	Grade	Unit	Distance
1	E, W, O	Same Grade	Same UPC	Ascending
2	E, W, O	Same Grade	Same POD	Ascending
3	E, W, O	1 Grade Over	Same UPC	Ascending
4	E, W, O	1 Grade Over	Same POD	Ascending
5	W	1 Grade Under or 2 Grades Over	Same UPC	Ascending
6	W	1 Grade Under or 2 Grades Over	Same POD	Ascending
7	E, W, O	Same Grade	Same State	Ascending
8	E, W, O	1 Grade Over	Same State	Ascending
9	W	1 Grade Under or 2 Grades Over	Same State	Ascending
10	W4	2 Grades Under	Same UPC	Ascending
11	W4	2 Grades Under	Same POD	Ascending
12	W4	2 Grades Under	Same State	Ascending

UPC = Unit (e.g., XYZA0)

POD= Battalion (e.g., XYZ)

State = Unit State

## Frequently Asked Questions

Q: Why does a Soldier who is NOT coded as “excess” appear as a candidate in EMT?

A: Every Soldier who is slotted against a position (UIC/Para/Line) where there are more Soldiers Assigned than Authorizations is considered “Dual Slotted”. Assigned Soldiers do not include those coded excess (POSN = 999C, 9993) or those identified in AUVS as Claimants. Thus:

IF: Assigned - Excess - Claimants > Authorized

THEN: All Solders in that position are potential candidates for reassignment

Q: Why does a Soldier who IS coded as “excess” NOT appear as a candidate in EMT?

A: A Soldier will not appear as a candidate in EMT if there is no open position that matches their skill set. Soldiers identified as “Claimants” in AUVS are also excluded.

## Frequently Asked Questions (Cont.)

Q: Are there any limitations on how far a Soldier might have to travel to join a new unit.

A: No. All potential reassignments are shown in EMT, regardless of distance. However, distance is factored into the result set as a secondary sort after considering a Soldier's priority ranking. In other words, within a given priority grouped, Soldier's are listed in order of those closest to potential assignment.

Q: Are any Position Number Excess Codes considered beyond 9993 and 999C?

A: Yes. Soldiers coded as a pending loss (Position Number 999L) are excluded from EMT and are not counted as "Assigned" in the computation that determines potential candidates for reassignment.

All other Position Number Excess Codes are listed but they have no impact on the results. Thus, for example, a Soldier coded 999M (Medically Non-Deployable) is neither treated as excess nor is exempted as a candidate for reassignment.

Q: Are there any considerations for Soldiers who are pending loss?

A: Yes, see previous FAQ.

# **ARNG G1 PERSONNEL READINESS CAMPAIGN**



## **ENCLOSURE 2 MEDICAL READINESS IMPROVEMENT RESOURCES**

### **ENCLOSURE 2 CONTENTS**

- ◇ **ARNG-CSG INFORMATION PAPER**
  - ◇ ARNG KEY MEDICAL/DENTAL READINESS PROGRAMS

## INFORMATION PAPER

ARNG-CSG  
12 JUN 2012

SUBJECT: ARNG Key Medical/Dental Readiness Programs

**1. Purpose.** To list the ARNG medical/dental readiness facts, define the way ahead, and describe the key programs used to increase medical readiness.

**2. Facts.**

a. 90% of ARNG Soldiers arriving at the mobilization platforms are medically ready and 94% are dental ready.

b. 76.9% of the ARNG are identified as Medical Readiness Category (MRC) 1 / 2 (Medically Ready); increased from 35% Medically Ready on 1 OCT 2008.

c. 85% of the ARNG are identified as Dental Readiness Category (DRC) 1 / 2 (Dental Ready); increased from 60% Dental Ready on 1 OCT 2008.

d. MRC 3A (6.6% of the ARNG) include Dental Readiness Category 3 and temporary profiles. MRC 3A Soldiers can be medically ready within 30 days. MRC 3B (7.4% of the ARNG) are those Soldiers who have deployment limiting conditions that will take greater than 30 days to be medically ready.

e. MRC 4 personnel (8.6% of the ARNG) are considered available per AR 220-1 they are medically indeterminate per AR 40-501 without completion of a current Periodic Health Assessment and/or Annual Dental Exam. Indeterminate Soldiers have been steadily decreasing from 20% on 1 OCT 2010.

f. 92% of the ARNG has received a flu immunization. The HQDA goal of 90% flu immunization compliance was achieved on 21 DEC 2011.

**3. The Way Ahead.** The ARNG Medical and Dental Readiness Guidance released on 11 April 2012 describes how the ARNG will leverage the medical readiness programs indicated below to achieve greater than 75% MRC 1 / 2 (Medically Ready).

a. **Medical Readiness Reporting Tools:** The Army Medical Readiness Database of Record is the Medical Protection System (MEDPROS). Apply for access using the following link: <http://medpros.mods.army.mil/MEDPROSNew/>. To get a "by name" list of Soldiers in each of the Medical Readiness Categories (MRC) use the G-1 Portal Director's Personnel Readiness Overview (DPRO). The new "Deputy State Surgeon Report" under presentations in the G-1 Portal (DPRO) provides a detailed analysis of the medical readiness posture within your State. Apply for access using the following

ARNG-CSG

SUBJECT: ARNG Key Medical Readiness Programs

link: <https://arngg1.ngb.army.mil/security/login.aspx>.

b. **Line of Duty (LOD)**: LOD Investigations are conducted to determine whether misconduct or negligence was involved in the disease, injury, or death and to what degree. An LOD is processed using the ARNG LOD Module. The LOD Module is a web-based system implemented by ARNG in 1 January 2007.

c. **Incapacitation Pay (INCAP)**: Compensation for Soldiers whose line of duty injury, illness or disease that prevents them from performing their military duties or results in a loss of civilian income. INCAP Pay is requested by the Soldier at the unit level and processed using the LOD Module. All requests for INCAP Pay beyond the first 6 months must be forwarded to NGB for approval. Requests for INCAP Pay beyond 2 years or any requests for general officers must be reviewed by DA, G-1.

d. **MOS Administrative Retention Review (MAR2)**: MAR2 is an administrative screening process to determine the Soldier's ability to perform his or her duties within the scope of the DMOS or reclassify to another MOS. If the Soldier does not meet the AOC/MOS proponent requirements, referral to the PDES will determine if the Soldier is fit to remain in the Army National Guard.

e. **Warriors in Transition (WTU) / Community Based Warrior in Transition Units (CBWTU)**: States may submit packets to have Soldiers that have been REFRAD with Line of Duty injuries evaluated for placement into a WTU (or CBWTU if warranted). Soldier's cases are processed through OTSG and evaluated by a medical review board to confirm the need for Title 10 orders. While on active duty in the WTU, the Soldier can receive care for their line of duty illness or injury as well as Title 10 pay and allowances.

f. **State Medical Detachments (NG6H Medical Readiness Funding)**: Medical readiness funds that are distributed to the States to fund DoD Individual Medical Readiness (IMR) requirements. The states will receive 100% distribution of their medical readiness funds as soon as it becomes available. Routine individual medical requirements are funded using this funding. These include: periodic health assessment (PHA), schools, specialty physical examinations, routine adult immunizations, and dental exams supported by bite wing x-rays. HIV screening will continue to be centrally funded. States will have the option of participating in the centrally billed Reserve Health Readiness Program (RHRP), Local Contracts or a combination of both to acquire individual medical readiness services.

g. **Army Selected Reserve (SELRES) Dental Readiness System (ASDRS)**: Established 24 NOV 2008, ASDRS is the primary program for Army National Guard Soldiers to obtain and maintain dental readiness. Dental readiness examinations for Class 4 Soldiers and authorized care for Class 3 Soldiers are provided at NO COST through ASDRS. Your State surgeon's office and unit Medical Readiness NCO's can help you find a provider from which to obtain needed dental readiness care. Documenting care received is extremely important and a DDForm 2813 must be completed by the civilian dentist for dental examinations or when Class 3 treatment has

ARNG-CSG

SUBJECT: ARNG Key Medical Readiness Programs

been completed. For more information visit the DENCOM Dental Readiness Information Center at: <https://www.dencom.army.mil/dric>

h. **Reserve Health Readiness Program (RHRP)**: The RHRP is capable of providing both Individual Medical Readiness (IMR) needs (using 2065 funds) and Dental treatment (for alerted unit's only using 2020 funds, non alerted unit's use 2065 funds). Each State may request either a mass event or an individual event such as dental exams, routine adult immunizations, and any other requirements needed to maintain readiness or mobilize a Soldier.

i. **Case Managers (CM)**: Established 12 MAY 2008, program has 428 total civilian employees (100 CM's, 328 Admin Assistants/Administrative Care Coordinators). CM funded with OCO 2020 funds focused on medical readiness. In FY10, MRC 3B's > 6 months were reduced by 18% (3,200 Soldiers) from 17,500 to 14,300.

j. **Psychological Health Program (PHP)**: Established 1 SEP 2008, PHP receives \$8.713M OSD/HA, FHP dollars, reprogrammed annually by Congress. For reporting period 1 JAN 2009 - 31 DEC 2010; PHP screened and referred 33,711 National Guard Personnel and client cases totaled 4,454 Soldiers (85% ARNG, 15% ANG).

k. **Deputy State Surgeon (DSS)**: The DSS is a Army Medical Officer and the key State medical planner and program manager. We recently attained, for the first time in the history of the ARNG over 75% Medical Readiness (MRC 1/2). Just six years ago our overall medical readiness for the ARNG was closer to 30%. Last year we completed our influenza immunization campaign with 92% flu vaccination compliance by 21 DEC 2011. Our dental readiness is the highest it ever has been with an overall rating of 85% dentally ready. These accomplishments happen with sound medical readiness planning. In order to sustain and continue to increase in our readiness we must develop long term plans to grow AMEDD Officers to fill our DSS positions.

l. **Medical Readiness NCOs at the Battalion Level (MRNCO)**: Established 1 OCT 2009 to help manage medical readiness of a unit, correct medical readiness deficiencies, help maintain MOSQ 68W personnel and validate medical board packets. The program is funded by manpower authorization vouchers provided to the states by NGB. States report a 50% reduction in Line of Duty & Medical Evaluation Board Soldiers as a result of this program.

m. **Reserve Component Managed Care (RCMC)**: Currently an ARNG pilot program (14 states). State Managed orders for local care of simple/low complexity medical conditions. Orders for **up to 180 days** of medical treatment with a goal of condition resolution **NOT** for: complex cases, issues found NOT in the Line of Duty.

n. **Medical Management Processing System (MMPS)**: Established 13 DEC 2010, as a decision making process which provides direction for case management of Soldiers with medical issues. MMPS provides a baseline structure for case

ARNG-CSG

SUBJECT: ARNG Key Medical Readiness Programs

management of Soldiers with unresolved medical issues to assist in achieving medical recovery and increase unit readiness.

o. **Medical Management Activity (MMA)**: MMA is an administrative process to remove Soldiers from their current para/line number. Soldiers with medical issues that will most likely be separated from service are candidates for the MMA.

p. **Reserve Component Soldier Medical Support Center (RCSMSC)**: Established 1 FEB 2011 to focus on RC profile validation and standardization of files for submission to the Medical Evaluation Board (MEB) Process to expedite and reduce the population of ARNG MEB eligible Soldiers. The RC SMSC is comprised of a Headquarters and a single MEB Prep Cell located at Pinellas Park, FL.

q. **Deployment Support Cells (DSC)**: Deployment Support Cells, formally known as white cells are State supported and funded mobilization and de-mobilization support cells dispatched to mobilization training centers to facilitate a smooth transition of an ARNG unit to or from deployment. IAW with DEMOB EXORD 178-11 and the DARNG guidance, each state will provide a DSC to all major ARNG unit mobilization stations for MOB or DEMOB events. States are expected to provide personnel with expertise and authority in all the major staff functions to include personnel, logistics, medical and finance. Members must be skilled in conflict management, information systems and Army mobilization and demobilization policy. All DSC teams should include at least one medical provider (68W, PA, Nurse or Physician). The senior medical person on the DSC is responsible to facilitate medical continuity for all Soldiers (organic or cross-leveled) who need follow-on medical services with the appropriate State programs described above.

MAJ Gunnar D. Kiersey / (703) 607-1360  
Approved By: LTC Richard L. Stitzer

# **ARNG G1**

## **PERSONNEL READINESS CAMPAIGN**



### **ENCLOSURE 3**

#### **PERSONNEL READINESS POLICIES**

#### **ENCLOSURE 3 CONTENTS**

- ◇ **LIST OF PERSONNEL READINESS POLICIES**

# ARNG G1

## PERSONNEL READINESS CAMPAIGN



### ENCLOSURE 3

#### PERSONNEL READINESS POLICIES

- ◇ [Memorandum, ARNG-GSS, 23 November 2011, AUVS Update](#)
- ◇ [Memorandum, ARNG-HRP, 15 February 2012, Guidance to Manage Incentives for Deployment Expeditionary Force \(DEF\) Unit Vacancies and Soldiers Cross-leveled from Different Commands \(ARNG-HRP Policy Memo #12-014\)](#)
- ◇ [Memorandum, ARNG-HRZ, 7 March 2012, State Recognition for Improving Data Quality \(ARNG-HRZ Policy Memo #12-024\)](#)
- ◇ [Memorandum, ARNG-HRH, 13 March 2012, Promotion and Assignment of the Army National Guard Officers, Warrant Officers, and Enlisted Soldiers to Positions on the Joint Force Headquarters \(JFHQ\) Table of Distribution and Allowances \(TDA\) \(ARNG-HRH Policy Memo #12-028\)](#)
- ◇ [Memorandum, ARNG-GSS, 20 March 2012, SMOM 12-042, FY 12 Metrics Revisions](#)
- ◇ [Memorandum, ARNG-HRH, 23 March 2012, Assignments for Warrant Officer Military Occupational Classification and Structure \(MOCS\) for MOS's 913, 914, 915, and 919A & E \(ARNG-HRH Policy Memo #12-033\)](#)
- ◇ [Memorandum, ARNG-HRH, 11 April 2012, Documentation of PME Completion for Promotion of Officers and Warrant Officers, and Execution of DA Form 71 When Promoting from WO1 to CW2 \(ARNG-HRH Policy Memo #12-037\)](#)
- ◇ [Memorandum, ARNG-HRH, 11 April 2012, Assignment and Promotion of Warrant Officers to XZ coded Positions \(ARNG-HRH Policy Memo #12-038\)](#)
- ◇ [Memorandum, ARNG-HRH, 30 April 2012, Assignment and Promotion of Army National Guard Soldiers to Reorganizing or Newly Organized ARNG Units \(ARNG-HRH Policy Memo #12-027\)](#)
- ◇ [Memorandum, ARNG-HRZ, 22 May 2012, DATA STANDARDS, QUALITY, AND SYSTEM DEVELOPMENT \(ARNG-HRZ Policy Memo #12-042\)](#)
- ◇ [Memorandum, ARNG-GSS, 24 May 2012, SMOM 12-057, Army National Guard Interstate Transfer \(IST\) Program](#)