MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army Directive 2015-11 (Unmasking of Army Officer Evaluation Reports)

1. References:

2. The Army’s policy of masking Officer Evaluation Reports (OERs) was created with the advent of the DA 67-9 OER and implementation of the Senior Rater Managed Profile technique. As we move from fully qualified to best qualified selection boards, Army officers must clearly demonstrate intellectual, moral and physical characteristics that indicate the potential for enduring service in the profession of arms. Elimination of the masking process supports transparency and improves the accuracy of an officer’s file, over the course of the entire career, in making personnel management decisions for the individual officer and the Army as a whole.

3. Effective immediately, U.S. Army Human Resources Command (HRC) will stop masking OERs. Not later than 1 July 2015, HRC will move previously masked OERs to the performance section of the official Army Military Human Resource Records file for all Army components. This provision will not apply to officer centralized selection boards convening before 1 July 2015. HRC will publish implementing procedures and guidance as soon as possible.

4. The current wording in paragraph 1-12b of reference 1a will be deleted and replaced with:

   All OERs will be placed in the performance section of the official Army Military Human Resource Records file.

Likewise, the current wording in paragraphs 3-10a(1) and 3-10b of reference 1b will be deleted. Any other guidance or policies in existing departmental publications that conflict with this directive are hereby superseded.
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5. The Office of the Deputy Chief of Staff, G-1 is the proponent for this policy and will incorporate the guidance in this directive into references 1a and 1b as soon as practicable. This directive is rescinded upon publication of the revised regulations.

[Signature]
John M. McHugh

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