

ALARACT 001/2024

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SUBJ/ALARACT 001/2024 - FY 2023 CPT JOHN R. TEAL LEADERSHIP AWARD

THIS ALARACT MESSAGE HAS BEEN TRANSMITTED BY JSP ON BEHALF OF HQDA, OTSG, DA WASHINGTON DC//DASG-HSZ//DAMO-DASG

REFERENCES (U):

- 1.A. (U) AR 600–8–2, SUSPENSION OF FAVORABLE PERSONNEL ACTIONS (FLAG)
- 1.B. (U) AR 600–9, THE ARMY BODY COMPOSITION PROGRAM
- 1.C. (U) NGR 600–100, COMMISSIONED OFFICERS - FEDERAL RECOGNITION AND RELATED PERSONNEL ACTIONS, AVAILABLE AT <HTTPS://WWW.NGBPMC.NG.MIL/>
- 1.D. (U) DA PAM 600–3, OFFICER TALENT MANAGEMENT
- 1.E. (U) AR 672–20, INCENTIVE AWARDS
2. (U) SITUATION. TO ANNOUNCE THE PROCEDURES FOR THE NOMINATION, SELECTION, AND AWARDED OF THE FISCAL YEAR (FY) 2023 CPT JOHN R. TEAL LEADERSHIP AWARD.
 - 2.A. (U) BACKGROUND. ON 23 OCTOBER 2003, THE MEDICAL SERVICE CORPS LOST ITS FIRST OFFICER IN OPERATION IRAQI FREEDOM TO ENEMY ACTION. CPT JOHN R. TEAL, JR., 70H, SERVING AS A BRIGADE MEDICAL PLANNER IN THE 4TH INFANTRY DIVISION, WAS KILLED IN ACTION FROM AN IMPROVISED EXPLOSIVE DEVICE ATTACK NEAR THE VILLAGE OF BAQUBAH, IRAQ.
 - 2.B. (U) AWARD. IN 2003 THE CHIEF, MEDICAL SERVICE CORPS AND THE 70H CONSULTANT ESTABLISHED THE CPT JOHN R. TEAL LEADERSHIP AWARD TO RECOGNIZE 70H OFFICERS, 68 SERIES NONCOMMISSIONED OFFICERS (NCOS), AND CIVILIAN MEDICAL PROFESSIONALS SERVING IN KEY OPERATIONAL POSITIONS WHO HAVE MADE SIGNIFICANT CONTRIBUTIONS TO THE ARMY AND ARMY MEDICAL DEPARTMENT MISSION, AND HAVE PERFORMED IN AN EXCEPTIONALLY OUTSTANDING MANNER. ANNUALLY, AN AWARD WILL BE PRESENTED TO ONE OFFICER (CPT–MAJ), ONE NCO (SGT–MSG/1SG), AND ONE

CIVILIAN MEDICAL PROFESSIONAL (GS-9 THROUGH GS-14) FROM EACH ARMY COMPONENT.

3. (U) MISSION. NO LATER THAN (NLT) 1 APRIL 2024, ACTIVE COMPONENT (AC), UNITED STATES ARMY RESERVE (USAR), AND ARMY NATIONAL GUARD (ARNG) UNITS WILL NOMINATE OFFICERS, NCOS, AND DA CIVILIANS IN A MEDICAL OPERATIONS BILLET FOR THE FY 2023 CPT JOHN R. TEAL LEADERSHIP AWARD. FROM 10 JUNE 2024 TO 28 JUNE 2024, THE 70H CONSULTANT WILL CONVENE A SELECTION BOARD OF SENIOR 70H MEDICAL SERVICE CORPS OFFICERS, NCOS, AND CIVILIAN MEDICAL PROFESSIONALS TO SELECT THE AWARD RECIPIENTS AND WILL NOTIFY AWARDEES NLT 1 AUGUST 2024.

4. (U) EXECUTION.

4.A. (U) ELIGIBILITY CRITERIA.

4.A.1. (U) OFFICER NOMINEES MUST BE A MEDICAL SERVICE CORPS OFFICER HOLDING THE 70H AREA OF CONCENTRATION OR A 70B WORKING IN A 70H POSITION. NCOS MUST BE IN THE 68 CAREER MANAGEMENT FIELD (CMF) AND WORK IN AN OPERATIONS POSITION. ALL CIVILIAN EMPLOYEES (GS-9 THROUGH GS-14) SERVING IN MEDICAL OPERATIONS POSITIONS WHO ARE ASSIGNED TO SUPPORTED MEDICAL ORGANIZATIONS, OR PROVIDING MEDICAL OPERATIONAL SUPPORT DURING FY 2023 ARE ELIGIBLE FOR THE AWARD.

4.A.2. (U) MILITARY NOMINEES MUST NOT BE FLAGGED IN ACCORDANCE WITH REFERENCE 1.A. OR PENDING UNIFORMED CODE OF MILITARY JUSTICE ACTION.

4.A.3. (U) OFFICERS NOT PREVIOUSLY CONSIDERED FOR PROMOTION TO THE RANK OF LTC AND NCOS NOT PREVIOUSLY CONSIDERED FOR PROMOTION TO THE RANK OF SERGEANT MAJOR ARE ELIGIBLE FOR NOMINATION.

4.A.4. (U) NOMINEES MAY NOT HAVE ANY FOUNDED EQUAL EMPLOYMENT OPPORTUNITY (EEO) COMPLAINTS OR A COMPLAINT WHERE THE LABOR COUNSELOR AND EEO OFFICE BELIEVE THE EVIDENCE SUPPORTS THERE WILL BE A FINDING OF DISCRIMINATION IF ADJUDICATED AND/OR ADVERSE ACTIONS PENDING.

4.B. (U) SELECTION CRITERIA.

4.B.1. (U) SELECTION IS BASED ON THE NOMINEE'S OVERALL PERFORMANCE DURING FY 2023 (1 OCTOBER 2022 THROUGH 30 SEPTEMBER 2023).

4.B.2. (U) THE FOLLOWING FACTORS ARE CONSIDERED:

4.B.2.A. (U) LEADERSHIP PERFORMANCE EXEMPLIFYING COMPETENCE AND INTEGRITY.

4.B.2.B. (U) DEMONSTRATION OF TECHNICAL COMPETENCE IN THE OPERATIONS FIELD.

4.B.2.C. (U) COMMITMENT TO THE ARMY VALUES.

4.B.2.D. (U) SUPPORT THAT IS ABOVE AND BEYOND EXPECTATIONS.

4.C. (U) NOMINATION PACKET REQUIREMENTS.

4.C.1. (U) CPT JOHN R. TEAL LEADERSHIP AWARD NOMINATION FORM.

4.C.2. (U) SOLDIER TALENT PROFILE (STP)/CURRENT COMPLETED/CLOSED OUT ANNUAL APPRAISAL (CIVILIAN) THAT IS ATTACHED TO THE NOMINATION FORM. AC NOMINEES MUST SUBMIT A CURRENT STP. USAR AND ARNG NOMINEES WILL SUBMIT THEIR COMPONENT'S STP EQUIVALENT (BIOGRAPHICAL RECORD BRIEF OR BIOGRAPHICAL SUMMARY).

4.C.3. (U) LETTERS OF RECOMMENDATION ARE ENCOURAGED, BUT NOT REQUIRED. APPLICATION PACKETS MAY CONTAIN UP TO THREE LETTERS OF RECOMMENDATION.

4.D. (U) NOMINATION PROCEDURES.

4.D.1. (U) INDIVIDUALS IN THE SUPERVISORY CHAIN MAY NOMINATE ELIGIBLE INDIVIDUALS FOR THE CPT JOHN R. TEAL LEADERSHIP AWARD. THERE ARE NO LIMITS TO THE NUMBER OF OFFICERS, NCOS, AND CIVILIAN MEDICAL PROFESSIONALS THAT A UNIT OR INSTALLATION MAY NOMINATE. REQUEST THAT LOCAL BOARDS/SELECTIONS NOT OCCUR TO ENSURE THE MAXIMUM NUMBER OF NOMINATIONS ARE SUBMITTED.

4.D.2. (U) NOMINATION PACKETS ARE DUE TO MAJ KAITLIN WHITMORE, KAITLIN.E.WHITMORE.MIL@ARMY.MIL, NLT 1 APRIL 2024 FOR THE BOARD TO CONVENE FROM 10 JUNE 2024 TO 28 JUNE 2024. THE 70H CONSULTANT WILL CONTACT NOMINATING OFFICIAL AND AWARDEES NLT 1 AUGUST 2024. FURTHER COORDINATION WILL BE MADE FOR THE PRESENTATION OF THE AWARD.

4.D.3. (U) A COMPLETE NOMINATION PACKET WILL CONSIST OF THE FOLLOWING DOCUMENTS, IN ORDER, IN A SINGLE PDF FILE:

4.D.3.A. (U) NOMINATION FORM.

4.D.3.B. (U) STP/CURRENT ANNUAL APPRAISAL.

4.D.3.C. (U) LETTERS OF RECOMMENDATION (MAXIMUM OF THREE).

4.D.4. (U) INCOMPLETE NOMINATION PACKETS WILL NOT BE PROCESSED FOR SELECTION.

4.D.5. (U) WHEN PUTTING THE PACKET TOGETHER, PRINT ALL DOCUMENTS AND SCAN TOGETHER AS ONE PDF. FILES MAY BE DIGITALLY COMBINED IN ADOBE, BUT DO NOT COMBINE FILES AS A PORTFOLIO.

4.D.6. (U) THE CPT JOHN R. TEAL NOMINATION FORM CAN BE FOUND AT THE FOLLOWING LINK: [HTTPS://WWW.MILSUITE.MIL/BOOK/DOCS/DOC-1200021](https://www.milsuite.mil/book/docs/doc-1200021).

4.D.7. (U) NOMINATION FORMS WILL BE SENT VIA EMAIL TO MAJ KAITLIN WHITMORE, KAITLIN.E.WHITMORE.MIL@ARMY.MIL. SECONDARY EMAIL IS COL CHRISTINA M. BUCHNER, CHRISTINA.M.BUCHNER.MIL@HEALTH.MIL.

4.E. (U) DISTRIBUTION. DISTRIBUTE TO ALL ORGANIZATIONS WITH ASSIGNED MEDICAL SERVICE CORPS OFFICERS, CMF 68 SOLDIERS, AND CIVILIANS.

5. (U) COMMAND AND SIGNAL.

5.A. (U) ACTION OFFICER FOR THIS MESSAGE IS MAJ KAITLIN WHITMORE, AVAILABLE VIA EMAIL AT KAITLIN.E.WHITMORE.MIL@ARMY.MIL.

5.B. (U) ACTION OFFICER FOR NOMINATION PACKETS IS ALSO MAJ KAITLIN WHITMORE, AVAILABLE VIA EMAIL AT KAITLIN.E.WHITMORE.MIL@ARMY.MIL.

6. (U) THIS ALARACT MESSAGE EXPIRES ON 28 DECEMBER 2024.