



DEPARTMENT OF THE ARMY
THE NONCOMMISSIONED OFFICER LEADERSHIP CENTER OF EXCELLENCE
11291 SGT E. CHURCHILL STREET
FORT BLISS, TEXAS 79918

ATSS-CD

29 May 2024

MEMORANDUM FOR RECORD

SUBJECT: Memorandum of Instructions (MOI) for the NCO Leadership Center of Excellence (NCOLCoE), Ultima Developmental Opportunities Program (UDOP)

1. References:

- a. Army People Strategy Military Implementation Plan Final (8 October 2020)
- b. AR 672-20 Incentive Awards (17 September 2020)
- c. CAC Suppl 1 to AR 672-20 Incentive Awards (15 April 2016)
- d. CGSC Bulletin 945 Golden Pen Award Program (3 December 2020)
- e. NCOLCoE Policy Memorandum #6 Department of Defense Performance Management and Appraisal Program (DPMAP) and Civilian Incentive Awards (22 June 2020)
- f. SGM-A Policy Memo 20 Faculty Awards (2 August 2021)

2. The FY24 NCOLCoE, Ultima Developmental Opportunities Pilot Program will commence on 14 June 2024, 11291 SGT E. Churchill Street, Fort Bliss, Texas 79918. Directorates are responsible for submitting voluntary participant packets for individuals who have earned the (Bronze, Silver, Gold, or Platinum) Certificate. Participant recognition will be presented on a quarterly basis during NCOLCoE Townhall Meetings in accordance with established timeline matrix reflected below.

3. The Ultima Developmental Opportunities Program is a voluntary program designed to recognize both staff and faculty personnel for maximizing professional developmental opportunities on a continuous basis. The program applies to all military and Army Civilian Personnel assigned to the NCOLCoE. It is important to note that mandatory training and certifications are excluded from this program and will not be considered for recognition.

4. Based on the pilot commencement timeline of June 2024, only two recognition periods (3rd & 4th Quarter) will be conducted during FY24. The reflected

timelines provide adequate time for participants to accrue sufficient points to be recognized in a minimum of one or multiple recognition categories.

5. The program recognition categories and submission timelines are as listed below. It is important to note that participant packets submitted after the established timelines as reflected each quarter, will “not” be recognized during the current quarterly townhall. Late submission packets will be recognized in a subsequent townhall as applicable. For situational awareness, annual MOIs will be published every May reflecting key timelines for the next FY.

a. Recognition categories are as reflected below:

Certificate Category	Points
Bronze	110
Silver	220
Gold	330
Platinum	540

b. Participant Submission Timelines:

Participants Submit Packets to Directorates	Directorates Submit Packets to G-1	Townhall Recognition Period
24 June 2024	28 June 2024	3 rd Quarter
16 Sept 2024	20 Sept 2024	4 th Quarter

6. Note that participants are “not” required to sign-up to participate in the voluntary program however are highly encouraged to submit their packets once they have earned sufficient points to be recognized in a specific category.

7. Newly assigned personnel will be briefed during quarterly newcomers’ briefings, in addition to personnel matriculating through FSDO. It is extremely important that all assigned personnel understand the particulars of the program prior to participating. Directorate Representatives are responsible for briefing individuals who for some reason were unable to attend a scheduled program brief.

8. Participants who earned points prior to the program commencement date of (14 June 2024), will “not” be given credit for such points unless grandfathered under the

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previous program: The Commandant's Incentivizing Developmental Opportunities Recognition Program (CIDORP). These participants by exception will be grandfathered into the new program aggregate points system as presented in the program brief.

9. Participants of the program must be in good standing and are "not" pending adverse actions to be recognized in any specific category. However, if a participant is flagged for disciplinary reasons, he or she can still elect to continue taking courses until a legal ruling has been determined. These individuals will be recognized if adverse actions have been concluded favorably.

10. The following individuals have been identified as Directorate Representatives for their respective directorate:

<u>Directorate</u>	<u>Lead</u>
G – Staff P	Mr. David Stewart
CMD	MSG Daniel Britt
DCD	Mr. Willard E. Holland
NCOA	1SG Patrick Adams
SGM-A	Mr. Ramzy Noel (Committee Chairperson)

11. Directorate representatives are required to attend a train-up session on 6 June 2024 from 0930hrs to 1100hrs. The meeting will be held in room 104, SGM-A. The purpose of the train-up session is to discuss roles and responsibilities, updates, concerns, and to provide any pertinent documents required for executing the program.

12. Directorate representatives are responsible for collecting and validating course completion certificates, inputting course information on designated spreadsheets, calculating points, and providing recognition recommendations to their respective directorate leadership for reviewing and submission to the G1 for final processing.

13. Directorates are responsible for selecting 4 directorate priority courses in accordance with program stipulations. Selected courses must directly support the directorate's mission.

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14. Participants “not” grandfathered and have completed a directorate priority course(s) prior to the established commencement timeline of (14 June 2024), can elect to replace a course with an alternative course on the list. If an individual has completed all courses on the list, a participant may obtain their director’s approval for selecting an external replacement. Proof of course completion must be provided prior to the approval of any replacement course.

15. NCO Academies residing outside the NCOLCoE Fort Bliss footprint are encouraged to develop or mirror a local program for their organization but are not required.

16. Expectation is that Directorates facilitate the success of this program by adhering to its provisions except when doing so would cause mission failure or critical degradation in mission execution. Exceptions to this program must be approved by the Commandant.

17. The POC for this memorandum is Mr. Ramzy Noel, Program Chair at (915) 744-8311 or ramzy.noel.civ@army.mil.

Tammy M. Everette
CSM, USA
Commandant