

# 2023 USMEPCOM COMMAND ANNUAL REPORT





# COMMANDERS MESSAGE

Fiscal years 2021 and 2022 were all-out sprints to develop and deploy two major new systems across the applicant processing enterprise. USMIRS 1.1, the command’s first new IT system in 25 years, went live in February 2021, and the DOD’s electronic health record, MHS GENESIS, deployed a short 13 months later.

Incorporating these systems into military processing, particularly medical assessments fundamentally changed our business processes. The command welcomed access to authoritative health information as it allows for better screening of applicants, but it’s also meant the workload for our medical personnel has doubled. For much of this last fiscal year, alongside our usual military processing mission, we discovered and adjusted to this new normal.

At the same time our command took these monumental leaps forward, the entire accessions community found ourselves in the most challenging recruiting environment since the All-Volunteer Force began in 1973. In this environment, every contract is vital and thus, every step in our process must be as efficient as possible. We take this to heart and have taken bold steps to streamline and improve our processes.

To adjust to this new paradigm and environment, USMEPCOM updated guidance and policies, utilized virtual capabilities, added personnel, invested in training, explored new capabilities and more. This report tells the story of these efforts.

As we enter the next chapter, we will leverage the opportunities that resulted from recent changes. As our sprint naturally adjusts to a more “normal” pace, we remain focused as ever on providing the most timely, accurate and efficient applicant processing possible to meet our partners’ needs and ensure the maintenance of a ready force.

*Megan B Stallings*  
Megan B. Stallings  
COL, USA  
Commanding



## BY THE NUMBERS

### MEPS WORKLOAD NUMBERS

|                       | FY22    | FY23    |
|-----------------------|---------|---------|
| Check-ins             | 740,813 | 830,877 |
| Accessions Contracts  | 178,463 | 205,408 |
| Prescreens            | – *     | 321,840 |
| Med exams             | 214,604 | 253,698 |
| Enlistment ASVAB      | 301,047 | 338,725 |
| PiCAT                 | 111,888 | 125,976 |
| Special tests         | 306,742 | 449,013 |
| Student tests used ** | 24,403  | 18,325  |

### PERSONNEL OF THE YEAR

#### USMEPCOM MILITARY MEMBERS OF THE YEAR – [Link to story](#)

##### *Company Grade Officer of the Year:*

Lt. Robert C. Hock III, USN  
San Juan MEPS

##### *Battalion Senior Enlisted Advisor of the Year:*

Command Senior Chief Justin E. Boop, USN  
7th Battalion

##### *MEPS Senior Enlisted Advisor of the Year:*

Master Sgt. Juan Osuna Jr., USAF  
Beckley MEPS

##### *Senior Noncommissioned Officer of the Year:*

Army Sgt. 1st Class Michael R. Robida II, USA  
New York MEPS

##### *Junior Noncommissioned Officer of the Year:*

Petty Officer 2nd Class Myron A. De Sa, USCG  
Miami MEPS

#### USMEPCOM OUTSTANDING CIVILIAN EMPLOYEES OF THE YEAR

##### *GS-06 and Below:*

Carla Franco Durant  
San Juan MEPS

##### *GS-07 through GS-09:*

Michael Cramer  
Beckley MEPS

#### HQ, USMEPCOM OUTSTANDING CIVILIAN EMPLOYEES OF THE YEAR

##### *GS-07 through GS-09:*

Jeri Torre  
Public Affairs Office, Command  
Advisory Group

##### *GS-10 and Above:*

Angela Mino  
Chicago MEPS

##### *GS-10 and Above:*

Katherine Restko  
Technology Development  
Division, Information Technology  
Directorate



- \* FY23 was the first full year of prescreen data collection using MHS GENESIS
- \*\* Number of student ASVABS used for enlistment.



BY THE NUMBERS

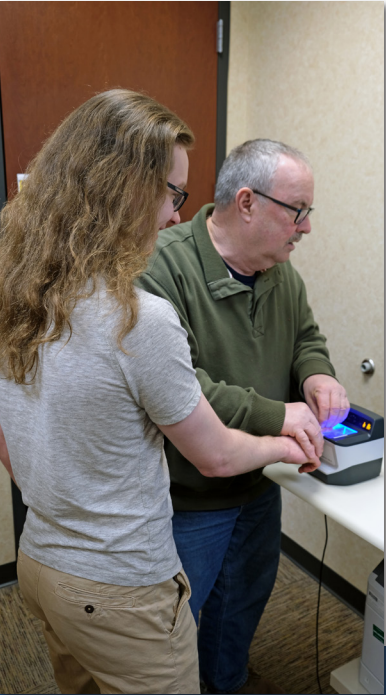
|              |         | Check-ins |         | Accessions Contracts |         | Medical Exams |         | Medical Inspects |        |
|--------------|---------|-----------|---------|----------------------|---------|---------------|---------|------------------|--------|
|              |         | FY22      | FY23    | FY22                 | FY23    | FY22          | FY23    | FY22             | FY23   |
| Army         | Regular | 208,070   | 239,813 | 44,278               | 60,835  | 54,763        | 62,929  | 49,241           | 54,637 |
|              | Reserve | 33,224    | 35,285  | 9,043                | 12,195  | 10,953        | 11,682  | 677              | 650    |
|              | Guard   | 88,065    | 103,615 | 25,896               | 35,317  | 29,238        | 36,241  | 9,948            | 8,254  |
|              | Non-app | 1,213     | 1,255   | 0                    | 0       | 985           | 1,039   | 45               | 60     |
|              | Total   | 330,572   | 379,968 | 79,217               | 108,347 | 95,939        | 111,891 | 59,911           | 63,601 |
| Marine Corps | Regular | 132,602   | 134,015 | 26,571               | 28,666  | 33,124        | 35,204  | 31,466           | 30,957 |
|              | Reserve | 20,292    | 19,078  | 3,638                | 3,904   | 5,615         | 5,276   | 5,073            | 4,919  |
|              | Non-app | 2,093     | 2,697   | 0                    | 0       | 1,342         | 1,820   | 11               | 10     |
|              | Total   | 154,987   | 155,790 | 30,209               | 32,570  | 40,081        | 42,300  | 36,550           | 35,886 |
| Navy         | Regular | 117,065   | 132,790 | 40,838               | 37,166  | 33,208        | 40,763  | 34,143           | 32,122 |
|              | Reserve | 6,742     | 7,403   | 495                  | 824     | 2,822         | 3,101   | 2,068            | 2,100  |
|              | Non-app | 3,582     | 4,575   | 0                    | 0       | 2,592         | 3,508   | 36               | 34     |
|              | Total   | 127,389   | 144,768 | 41,333               | 37,990  | 38,622        | 47,372  | 36,247           | 34,256 |
| Air Force    | Regular | 96,352    | 111,431 | 25,162               | 23,481  | 25,814        | 33,406  | 26,673           | 24,847 |
|              | Reserve | 6,380     | 7,279   | 0                    | 0       | 3,305         | 3,863   | 74               | 63     |
|              | Guard   | 9,559     | 12,230  | 0                    | 0       | 5,002         | 6,643   | 98               | 74     |
|              | Non-app | 1,996     | 2,660   | 3                    | 0       | 1,132         | 1,712   | 30               | 10     |
|              | Total   | 114,287   | 133,600 | 25,165               | 23,481  | 35,253        | 45,624  | 26,875           | 24,994 |
| Space Force  | Regular | 562       | 757     | 239                  | 454     | 463           | 411     | 538              | 671    |
|              | Total   | 562       | 757     | 239                  | 454     | 463           | 411     | 538              | 671    |
| Coast Guard  | Regular | 11,567    | 14,173  | 2,237                | 2,477   | 3,665         | 5,198   | 2,560            | 2,652  |
|              | Reserve | 711       | 881     | 63                   | 87      | 301           | 426     | 74               | 108    |
|              | Non-app | 738       | 940     | 0                    | 2       | 280           | 476     | 8                | 12     |
|              | Total   | 13,016    | 15,994  | 2,300                | 2,566   | 4,246         | 6,100   | 2,642            | 2,772  |

| Medical Prescreens* |         | Enlistment ASVABs** |         | PICAT Verification Tests |        | Special Tests |         | Student Tests Used *** |       |
|---------------------|---------|---------------------|---------|--------------------------|--------|---------------|---------|------------------------|-------|
| FY22**              | FY23    | FY22                | FY23    | FY22                     | FY23   | FY22          | FY23    | FY22                   | FY23  |
| -                   | 78,811  | 87,213              | 99,911  | 35,259                   | 39,343 | 68,979        | 99,709  | 5,033                  | 3,709 |
| -                   | 14,920  | 17,228              | 18,409  | 7,149                    | 7,394  | 12,407        | 18,016  | 1,073                  | 798   |
| -                   | 46,321  | 45,497              | 51,550  | 10,826                   | 12,876 | 29,990        | 48,037  | 4,852                  | 3,976 |
| -                   | 1,411   | 21                  | 29      | 8                        | 7      | 52            | 66      | 1                      | 0     |
| -                   | 141,463 | 149,959             | 169,899 | 53,242                   | 59,620 | 111,428       | 165,828 | 10,959                 | 8,483 |
| -                   | 43,467  | 42,459              | 45,684  | 24,294                   | 27,235 | 62,323        | 74,974  | 3,398                  | 2,539 |
| -                   | 6,488   | 6,775               | 6,009   | 3,994                    | 4,088  | 9,917         | 10,892  | 437                    | 244   |
| -                   | 2,400   | 616                 | 735     | 222                      | 257    | 573           | 729     | 5                      | 0     |
| -                   | 52,355  | 49,850              | 52,428  | 28,510                   | 31,580 | 72,813        | 86,595  | 3,840                  | 2,783 |
| -                   | 49,042  | 46,448              | 50,288  | 17,147                   | 18,960 | 49,147        | 93,108  | 3,878                  | 2,779 |
| -                   | 4,047   | 3,171               | 2,702   | 1,147                    | 1,016  | 3,365         | 5,014   | 170                    | 79    |
| -                   | 4,903   | 134                 | 151     | 38                       | 46     | 155           | 199     | 1                      | 0     |
| --                  | 57,992  | 49,753              | 53,141  | 18,332                   | 20,022 | 52,667        | 98,321  | 4,049                  | 2,858 |
| -                   | 43,714  | 35,981              | 44,468  | 9,797                    | 12,475 | 54,749        | 77,590  | 4,036                  | 3,057 |
| -                   | 5,319   | 3,492               | 3,912   | 714                      | 680    | 4,717         | 6,294   | 222                    | 141   |
| -                   | 9,312   | 6,170               | 7,467   | 540                      | 662    | 8,437         | 12,354  | 719                    | 506   |
| -                   | 2,278   | 26                  | 21      | 5                        | 5      | 264           | 236     | 1                      | 0     |
| -                   | 60,623  | 45,669              | 55,868  | 11,056                   | 13,822 | 68,167        | 96,474  | 4,978                  | 3,704 |
| -                   | 399     | 489                 | 379     | 191                      | 156    | 890           | 913     | 47                     | 30    |
| -                   | 399     | 489                 | 379     | 191                      | 156    | 890           | 913     | 47                     | 30    |
| -                   | 7,579   | 4,754               | 6,177   | 493                      | 685    | 684           | 808     | 519                    | 454   |
| -                   | 692     | 361                 | 496     | 40                       | 46     | 59            | 42      | 9                      | 12    |
| -                   | 737     | 212                 | 337     | 24                       | 45     | 34            | 32      | 2                      | 1     |
| -                   | 9,008   | 5,327               | 7,010   | 557                      | 776    | 777           | 882     | 530                    | 467   |

\* FY23 was the first full year of prescreen data collection using MHS GENESIS  
\*\* Enlistment ASVABs: As footnoted in the UBIS Workload report, ASVAB test count inclusive of PiCAT Verification Tests.  
\*\*\* Number of student ASVABs used for enlistment.

TESTING

- Tested over 630,000 students in 2022-23 school year – exceeded goal of 545,395 by 87,578
- Increased school ASVAB Career Exploration Program participation by 4%; 13,461 schools participated contributing to 505,483 leads for the military services
- Administered 124,698 internet PiCAT in FY23, increasing overall administration to 12% from FY22
  - ✦ Increased CEP iCAT administration in high schools by 40%
  - ✦ Expanded the ASVAB Career Exploration Program Interactive Computerized Adaptive Test (CEP iCAT) overseas and conducted the first CEP iCAT for DODEA in Germany
- Modernized testing system through adoption of a single sign-on identity platform and successfully migrated over 700 users to the platform.
- Welcomed Dr. Irina Rader’s as National Program Director for ASVAB CEP.





# MEDICAL PROCESSING

Access to authoritative medical history fundamentally changed medical processing across USMEPCOM, functionally doubling the prescreen workload for medical personnel across the command. In FY23, the command took bold steps to change processes, allocate resources and take initiative to adapt to this new normal and support recruiting partners during a challenging recruiting environment.

## Investing in medical support personnel

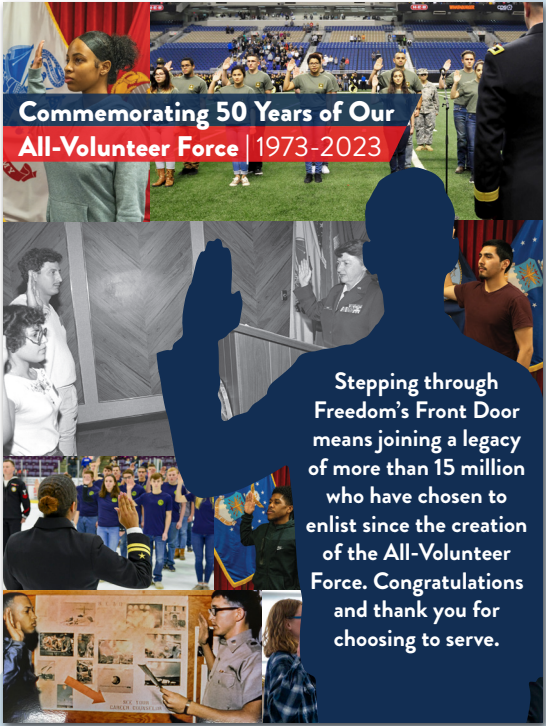
- The prescreen coordination cell is a team of medical practitioners who virtually review applicant prescreens – something that was impossible prior to MHS GENESIS. Early in the fiscal year, nine retired Army doctors, physician assistants and nurse practitioners came back on active duty to join this team.
- Behavioral health consults are by far the most difficult specialty consult to get, with wait times averaging 51 days. To solve this issue, USMEPCOM created three in-house behavioral health provider positions. Set to come onboard in early FY24, these providers are expected to clear the behavioral health consults they execute within five days.
- To support the workload during summer surge, the Army sent 85 medical personnel to MEPS across the country on 60-day TDY orders. The med techs, doctors and nurse practitioners got right to work to support the medical mission.
- Attracting, hiring and retaining medical providers at all MEPS is a challenge, so, to expand the pool of eligible personnel, the command created flexibilities to hire 35 nurse practitioners and physicians’ assistants.

## Process improvements

- FY23 saw the return of the Medical Leadership Training Symposium, a biannual event for all chief medical officers to share information and work toward increased standardization of medical decision making and processing across the enterprise.
- USMEPCOM set a strict limit of two records requests per applicant and created an attestation form for when no further records are available. These changes reduce unnecessary delays in medical processing.
- Updated guidance for the Supporting Medical Documentation Review Program (SMDRP) was released to recruiting partners and on the command’s webpage. This document provides detailed guidance on the types of records by condition that will help USMEPCOM providers make qualification decisions.



# NEWS AND ACCOMPLISHMENTS



1. Chicago FEB award winner – USMEPCOM was selected as agency of the year by the Chicago Federal Executive Board for its deployment of MHS GENESIS. [Link to story](#) or Scan for more information.
2. Applicant guest policy – MEPS implemented a policy to allow most applicants two guests for the Oath of Enlistment. [Link](#)
3. USMEPCOM, along with the rest of DOD, celebrated the 50th Anniversary of the end of the draft and inception of the All-Volunteer Force. [Link](#)
4. Western Sector change of command – Navy Capt. Christopher Carmichael took command of Western Sector. [Link](#)
5. HQ SEA change of responsibility – Command Sgt. Major Yveline Symonette returned to the command in the top enlisted role. [Link](#)
6. AI contract – The command began developing AI capabilities to streamline prescreen reviews. [Link](#)
7. Saturday Processing – Select MEPS opened for Saturday processing once each month from April to September. [Link](#)
8. Fort Lee MEPS became Fort Gregg-Adams MEPS April 27 as part of a DOD-wide initiative to rename properties that commemorated the confederacy. [Link](#)
9. Eastern Sector SEA – Chief Master Sgt. Daniel Kenemore joined Eastern Sector as senior enlisted advisor. [Link](#)
10. Leadership conference – Commanders and SEAs from all MEPS gathered with headquarters and Sector leadership for the first time since the pandemic. [Link](#)





