

OFFICERS CAREER NOTES



BRANCH CHIEF'S NOTES

The Greek philosopher Aristotle once stated that change was the only constant in the material world, and these views apply equally well to the Army's personnel management system. Recently, several policy changes have been directed that are of special interest to field grade officers. These changes involve command selection, standby advisory boards, and staff college eligibility.

The Centralized Command Selection System was instituted in 1975 to select the best commanders to lead our soldiers. Three separate Department of the Army (DA) boards now select officers to command combat arms, combat support, and combat service support units.

The length of a battalion command tour has now been extended to 30 months, plus or minus six months, except for those in the battalions in Korea, where the tour length is still 12 months. Although this lengthening of command tours has reduced the opportunity for officers to command, it has also greatly improved the stability and cohesion of the chain of command.

Generally, all promotable majors and all lieutenant colonels who have not yet commanded an OPMS-designated battalion are eligible for consideration until they have completed their 21st year of promotion list service. Each officer is considered for command in both of his specialties. For example, an Infantry (Specialty 11) officer whose additional specialty is Military Police (Specialty 31) will be considered for both types of command. If he submits a written request to MILPERCEN, an officer may also be considered for command in a previously designated specialty.

An officer may decline considera-

tion for command without affecting his future eligibility by stating his request in writing. He may later revoke this request and be considered again, but an officer who declines command after he is selected will not be eligible for future consideration.

The battalion-level command selection board uses the "best qualified" method of selection. The board determines which officers are fully qualified for command and then lists them by order of merit based on a numerical evaluation assigned by each voting member.

The principal tools the selection boards use in making these determinations are the Official Military Personnel File (OMPF) and the Officer Record Brief (ORB). The OMPF is an officer's microfiche record which contains copies of his officer evaluation reports (OERs), awards, and decorations, along with any record of commendatory or disciplinary actions. The ORB provides a summary of the officer's assignment history, schooling, and other personal information. Additionally, a "hard copy" glossy photograph will now be used in the selection board deliberations rather than a microfiche copy.

The policy has also changed on alternate command selections. Officers who have been selected for alternate command are currently activated to fill unforeseen vacancies during the entire fiscal year for which they have command list status. Alternates are activated on the basis of their ranking on the list and of their qualifications and availability. The alternate officers who have not been activated by the time the next command selection board convenes are reconsidered if they are still eligible.

The new policy, however, directs that the alternate command list for the previous fiscal year be superseded

by the new list. In short, effective with the publication of the Fiscal Year 1985 command list, an officer's alternate status will begin and end with each list. Officers who are selected from the alternate command list but not activated will be reconsidered by subsequent boards if they are still eligible.

The Standby Advisory Boards have been discontinued for command and school selection and are now essentially re-look boards for officers who have not been selected for schools, command, or promotion. In the future, officers in their last year of eligibility who request and receive a re-look will be considered one more time by the next regular board. This policy change does not affect promotions. Standby Advisory Boards for promotion, now called Special Selection Boards, will still be convened as required by law.

CSC Selection System

Other changes affect an officer's attendance at a command and staff college (CSC).

In 1980 the CSC selection system was changed to allow captains not yet selected for promotion to attend. This change was implemented in response to DOD guidance for full tour stability and also to the recommendations of the Review of Education and Training for Officers (RETO) study. But subsequent action to implement the Combined Arms and Services Staff School (CAS³), coupled with a policy for early CSC selection and attendance, gave company grade officers too many professional development goals to accomplish in too little time.

To help alleviate this assignment congestion and to allow more opportunity for the professional develop-

OFFICERS CAREER NOTES

ment and utilization of company grade officers, the zone of eligibility for CSC selection has been changed. To be eligible an officer must now be a promotable captain with no more than 14 years of service.

Other features of the new CSC selection system are:

- Separate screening boards have been eliminated, because the modified zone of eligibility reduced the number of eligible officers and made the boards unnecessary. The records

of all eligible officers will be reviewed by the CSC selection board with a general officer as president.

- The use of an alternate list has been eliminated. The board will select a fixed number of officers who will be scheduled to attend CSC in accordance with stability guidance, operational requirements, and annual seats available. Replacement students will be selected from the list of principal selectees in accordance with slating guidance.

- Officers will still complete their normal tours of up to 36 months on station. As a result, some officers will be deferred but for not more than two years.

These policy changes have a direct effect on Infantry officers and on their professional development, and each should call or write his assignment officer with any questions he may have about these policy changes.

LTC JOHN F. CONNOLLY

RESERVE COMPONENT NOTES

NOTES FROM RCPAC

U.S. Army Reserve Infantry officers should call or write their personnel management officers at RCPAC for information concerning Reserve troop unit vacancies, counterpart

training opportunities, military schools, promotions and benefits, and other related Reserve information. (See accompanying telephone directory for points of contact.)

In particular, infantry lieutenants should call Major Lee for informa-

tion concerning new Reserve Special Forces qualification procedures.

Any officer who is being considered for promotion (see promotion board schedule) is reminded that he should have a current military photo in his official file.

TELEPHONE DIRECTORY RCPAC — INFANTRY BRANCH

DESK/CMC(*)	OFFICER	AUTOVON	TOLLFREE (1-800)
Branch Chief	MAJ Bagley	693-7849	325-4890
LTC/101	MAJ Wynn	693-7849	325-4891
MAJ/102(00-49)	CPT Schumacher	693-7817	325-4892
MAJ/103(50-99)	MAJ Bryant	693-7817	325-4893
CPT/104(00-19)	MAJ Jackowski	693-7897	325-4886
CPT/105(20-39)	CPT Hogan	693-7814	325-4883
CPT/108(40-59)	CPT Coffin	693-7813	325-4881
CPT/109(60-79)	CPT Jacobs	693-7813	325-4894
CPT/110(80-99)	CPT Mosbacher	693-7814	325-4882
LT/106(00-49)	CPT Bigbie	693-7898	325-4889
LT/107(50-99)	MAJ Lee	693-7898	325-4887
ROTC Cadets	Mrs. Dunn		325-1879

*Last two numbers of SSAN.

1983 SELECTION BOARD SCHEDULE

BOARD	CONVENES	ADJOURNS	PROMOTION ELIGIBILITY
1LT-CPT	11 Jan 83	28 Jan 83	15 May 84 or earlier
CPT-MAJ	8 Mar 83	8 Apr 83	15 May 84 or earlier
2LT-1LT	11 Apr 83	15 Apr 83	30 Sep 83 or earlier
Long Tour Applications	26 Apr 83	27 May 83	30 Sep 83 or earlier
2LT-1LT	15 Aug 83	19 Aug 83	31 Jan 84 or earlier
MAJ-LTC	7 Sep 83	7 Oct 83	31 Dec 84 or earlier
LTC-COL	18 Oct 83	18 Nov 83	31 Dec 84 or earlier
2LT-1LT	12 Dec 83	16 Dec 83	31 May 84 or earlier

The mailing address for inquiries is as follows:

Commander
U.S. Army RCPAC
ATTN: AGUZ-OPC-IN
9700 Page Blvd.
St. Louis, MO 63132

MANDATORY EDUCATION

Too often an Army Reserve officer approaching the time when he is to be considered for promotion finds that he has not completed the mandatory education requirements.

During the past few years, thousands of Army Reserve officers have learned this cold fact the hard way — by not being selected for promotion when they were otherwise eligible. In 1981 alone, almost half of the captains who had reached their eligibility dates were not recommended for promotion to major solely because they did not meet the education standards.

But the education requirements for promotion are not that difficult, and the Army offers a number of convenient ways for an officer to fulfill these requirements:

Officer Basic Course. Before an officer can go from second lieutenant to first lieutenant, he must complete an officer basic course within three years after being commissioned. The basic

course is also a requirement for promotion to captain. The course can be completed in an Active Army resident program if funds are available or by correspondence courses.

Officer Advanced Course. To be promoted to major, an officer must complete an officer advanced course. He can complete this requirement in one of four ways, depending on funds and on which method is most convenient for him: He can participate in a USAR school or a correspondence program or he may be able to attend an Active Army resident course or a Reserve Component resident course.

(An IOAC-RC will be conducted during the period 1 May 1983 to 26 July 1983. Applicants must have had a physical examination within one year before the course begins. Individual Ready Reservists and members of Troop Program Units who are interested should submit DA Form 1058 through command channels by 1 March 1983.)

Command and General Staff Officer Course. To be eligible for promotion to lieutenant colonel, an officer must have completed at least half of a command and staff officer course. Or he can substitute either the Logistics Executive Development Course or the Associate Logistics Executive Development Course. (The first of these may be taken only in residence,

but the Associate Course combines correspondence course work with two-week resident phases).

Lieutenant colonels, to be promoted to colonel, must have completed the entire course.

The U.S. Army Command and General Staff College course can be completed through a USAR school program, a correspondence course, a combination of both, or by attending the resident course.

To enroll in the CGSC, an officer must write to the Registrar, U.S. Army Command and General Staff College, ATTN: ATZL-SWE-TM, Ft. Leavenworth, KS 66027.

All Reserve officers should plan their military education far enough in advance to make sure that they are educationally qualified by the time they are eligible for consideration by a promotion board. Selection boards consider officers for promotion during the calendar year preceding the year in which they will complete the required number of years of service. Education requirements must be completed no later than the date on which the board convenes.

For more information on any of these requirements, officers should call their nearest USAR school or their personnel management officers at RCPAC.

