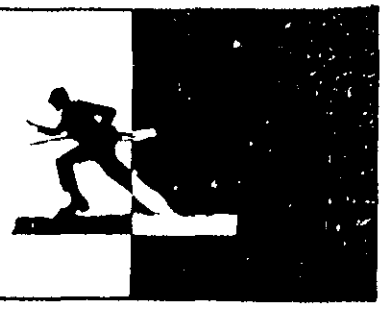
OFFICERS CAREER NOTES



BRANCH CHIEF'S NOTES

As I begin my first year in MILPERCEN, I can honestly say I am excited. The Army today is dynamic and challenging, and personnel management is even more so. Regimental affiliation, COHORT, new emphasis on special operations, full implementation of CAS[3], and force modernization are examples of an evolutionary Army. Each of these initiatives affects our personnel system.

In the past several months there have been some personnel changes at Infantry Branch. Our organization remains the same with one cell each for lieutenant colonels, majors, captains, and lieutenants, and another cell for Specialty Code 54. Pictures of the officers in each cell and their major duties are provided here. (Telephone numbers were listed in the September-October 1983 issue of INFANTRY, page 43.) Call us, or communicate with us in some other fashion. We need your input to do our jobs.

I look forward to the upcoming year and pledge that Infantry Branch will continue to provide the best possible personnel service.

LTC BRYAN SUTHERLAND

OER SUPPORT FORM

From our contact with Infantry officers around the world, it appears that DA Form 67-8-1 (Officer Evaluation Report Support Form) is not being used the way it was intended to be used.

A DA 67-8-1 should be completed and submitted to the rating chain for consideration before a DA Form 67-8 (Officer Evaluation Report) is written. Parts I-IIIb should be written and discussed at the beginning of each reporting period to be sure the rated officer and his rater concur as to what the significant duties and responsibilities of the officer's duty position are and that his major performance objectives are set. If the officer's duties or objectives change within the reporting period, the support form should be annotated accordingly.

In addition to clarifying responsibilities and objectives, the support form also gives the officer being rated an opportunity to provide a list of his significant contributions during the rating period. This information can be crucial to his senior rater, who may not have the opportunity to observe his duty performance on a regular basis. It helps for an officer to keep a log of his noteworthy accomplishments; if he does not, he may overlook some things that happened 11 or 12 months earlier in a fast-paced Infantry environment.

Each officer should submit a copy of his DA Form 67-8-1 to his rater at the end of a rating period, clearly identifying the things he did well and leaving nothing to recall.

The instructions for completing the form are printed on the back of it.

COMMAND TOURS SHORTENED

The length of a command tour for battalion and brigade commanders has been reduced from 30 months to 24 months. (Commanders in the rank of major general and above may extend a command tour for up to six months.)

This revised 24-month command tour will be implemented gradually so as not to create unnecessary turbulence. The following are the guidelines for putting the reduced tour length policy into effect:

- The normal tour length for officers who took command since 1 October 1982 will be 24 months.
- Battalion and brigade commanders who are scheduled to turn over their commands between now and the end of February 1984 will do so under the present 30-month policy.
- Officers who are scheduled to come out of command positions between 1 March and 30 September 1984 may be curtailed after 24 months at the discretion of a two-star commander but may not be programmed to relinquish command earlier than 1 March 1984.
- Officers currently in command will not be extended beyond 30 months unless that extension was approved previously.
- Short tour command will remain as currently established.
- All requests for exceptions to the new tour length policy will be considered by the commander of MILPERCEN.

Reducing the command tour length for colonels and lieutenant colonels from 30 to 24 months is intended to increase the number of command opportunities.

For further information about commands for colonels, anyone interested may call AUTOVON 221-7873; for lieutenant colonels, AUTOVON 221-0410.

RESERVE COMPONENT NOTES

SHORT PRE-COMMAND COURSE

Army Reservists who cannot attend the resident two-week Pre-Command Course (PCC) at Fort Jackson, South

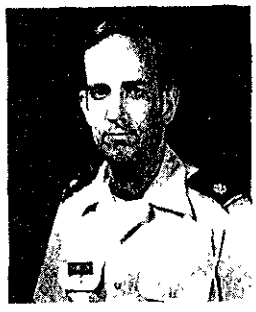
INFANTRY BRANCH TEAM

LTC Woody Held
LTC, Additional SC

LTC Bryan Sutherland
Branch Chief

MAJ Terry Young
LTC, SC11 Command
ROTC and DRC

MAJ Jim Gibson
LTC, Additional
SC54 Controller



MAJ Russ Thompson
MAJ, SC11 and ROTC

MAJ Dick Strube
MAJ, Additional SC

MAJ Chris Brown
MAJ and CPT, Additional
SC 54 Controller

CPT Jim Dezzutti
CPT, SC 11, Overseas,
Post Advanced Course

CPT Mike Cummins
CPT, Additional SC

CPT Steve Smith
CPT, SC11 CONUS
and Nominative

Ed Warren
CPT LT Advanced Course

CPT Ron Thompson
LT SC11

Elaine Martin
LT SC11 Accessions

CPT Dave Freeland
Infantry Branch Rep
Ft Benning Georgia

Carolina, can now take advantage of a shorter training course developed by the Army's Training and Doctrine Command.

The PCC, taught by mobile training teams, has been presented to brigade and battalion commanders and commander designees in four U.S. Army Reserve Training Divisions.

The course can be structured to fit specific training needs and desires in support of unit training programs. The PCC instructional staff will help with the specific requirements.

Core leadership and command related subjects include IET policies, time management, communications, situation leadership, values and motivation, evaluating training, administrative eliminations, military law, stress management, performance management, and professional development for officers.

Early scheduling and coordination are necessary to ensure the availability of the course, and user organizations must provide funding (travel and per diem) for the mobile training teams.

For further information, contact the PCC staff at AUTOVON 734-6393/6394 or commercial (803) 751-6393/6394.

ACTIVE DUTY TOURS

U.S. Army Reservists who want a tour of duty with active units can now take advantage of the U.S. Army Reserve's "Limited Active Duty Program."

Implemented last June, the program is now restricted to captains with less than two years in grade or to promotable first lieutenants. Future expansion will extend eligibility to noncommissioned officers and to officers in the ranks of lieutenant through major.

Forty of the 200 spaces initially allocated to be filled by Army National Guard captains have been allocated to the U.S. Army Reserve.

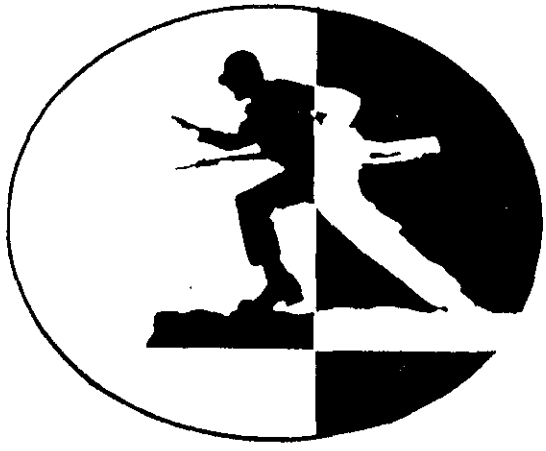
USAR personnel in active Reserve status are eligible for the program to include members of the Troop Program Unit (TPU), the Individual Mobilization Augmentation (IMA) program, the Individual Ready Reserve (IRR), and the Active Guard/Reserve (AGR) program.

Applicants must have baccalaureate degrees and be qualified in certain specialties. The specialties being offered initially are 11, 12, 13, 21, 22, 25, 27, 35, 36, 37, 49, 51, 52, 53, 72, 73, 74, 91, 92, 95, 97.

Applicants must have a remaining two-year USAR obligation or must agree to serve at least two years in the Ready Reserve upon completion of the active duty tour. They must also agree to serve in a USAR TPU if there is a position vacant when they return.

Applications should be submitted on DA Form 160 (Application for Active Duty). TPU, IMA, and AGR applicants should forward their applications through command channels to the commander of the Reserve Component Personnel and Administration Center (RCPAC), ATTN: AGUZ-OPM-C. Members of the IRR must apply through their personnel management officers at RCPAC.

RCPAC will then review the applicants, make nominations, and forward them along with the individuals' military personnel files to MILPERCEN, which will conduct selection boards.

Officers selected will be ordered to active duty in an obligated volunteer status. Active duty tours with U.S. Army Europe for accompanied officers with dependents is 36 months; for unaccompanied officers, 24 months; and for unaccompanied officers (bachelors), 36 months. An extra 20 days is added to these tours to allow for preparation of replacements for oversea movement and for travel time. Tours of active duty within the continental United States will be for 36 months.

USAR officers who have questions concerning this program should contact their personnel management officers at RCPAC.