

OFFICERS CAREER NOTES



ADVANCED ASSIGNMENT

The Officer Advanced Course Advanced Assignment Program (OACAA) is designed to reduce the apprehensions an officer may have concerning where he will go next and to eliminate his uncertainty about his future. The program encourages officers to become involved with long-range professional and personal planning.

The process begins three months before an advanced course class starts; each officer slated to attend receives a letter from Infantry Branch. The letter provides information an officer needs in determining what his assignment preferences are — not only for the present but for the future as well. He must consider branch qualification, additional specialty development, and schooling, all of which are critical to his career.

The rules on branch qualification remain unchanged. To be qualified in his primary specialty, an officer needs experience in a TO&E unit, successful completion of an officer advanced course, and at least 10 months of successful command.

Once he is branch qualified, he will have to look for an assignment away from troops (USAREC, ROTC, USMA, Reserve Component) or an additional specialty assignment. Service school assignments and military schooling that is directed toward additional specialty qualification are also available to branch qualified officers.

Officers who are not branch qualified can expect to be assigned (if it is at all possible) to positions that afford them the opportunity to command. Some of them will be assigned to major commands or to installations in an additional specialty with appropriate schooling en route. Such an assignment allows an officer to use

his additional specialty and also gets him back to a troop location.

As an officer develops his preferences for additional specialties, he should consider those that are aligned with Infantry units: SC 18, Special Operations; SC 35, Military Intelligence; SC 41, Personnel Program Management; SC 54, Operations and Force Development; SC 91, Maintenance Management; and SC 92, Materiel Service Management. While serving in such an assignment, an officer who is not branch qualified should seek the opportunity to command.

Once preference statements arrive at MILPERCEN from the members of an advanced course class, the assignment officers develop tentative assignments and notify these officers by letter about two months before the class is to begin. These assignments remain tentative until Infantry Branch representatives visit the class later. Visits are scheduled for the first six to eight weeks of the course, at which time the entire class is brought up to date on current personnel policies, and interviews are scheduled for the officers. During these interviews, assignments are made final.

Experience has shown that few of the initial assignments slated three months before the beginning of the advanced course are changed.

Over all, the program works, because officers are becoming more involved in the assignment process and in their own professional development.

REGIMENTAL AFFILIATION

By next fall, according to present plans, every Infantry officer will be affiliated with one of 24 Infantry

regiments. Officers who are already assigned to a regiment when it is activated will be affiliated with that regiment if they do not already have reassignment orders. Those who do have such orders have the option of choosing that regiment or another regiment instead. Officers who are assigned to a regimental unit after the activation date will be affiliated with that regiment.

The assignment system will be modified to support the special relationship between the affiliated officer and his regiment. Although the regimental affiliation program increases the likelihood of recurring assignments to the same installation, the program does not increase an officer's troop duty opportunity. Most officers will serve between one and three tours with their respective regiments in battalion level assignments during their careers.

Assignment outside the regiments — called extra-regimental assignments (ERAs) — will be affected by affiliation. There are two types of ERAs:

- Assignments on TOE installations above the battalion level or outside the combat arms.

- TDA assignments, including ROTC, reserve component, and recruiting duty.

Many of the ERA assignments of the first type will be to regimental homebases. Officers will be given priority for the ERA requirements at their regimental homebases. The proximity of the regimental homebase will be a factor in assignments to ERA positions of the second type.

Technically, affiliation is a SIDPERS transaction. The regiment's servicing MILPO makes the SIDPERS entry for affiliated officers when the regiment is activated. Affiliation is noted in the remarks section

of the Officer Record Brief (ORB). The Regimental Adjutant, located at MILPERCEN, maintains a roster of affiliated officers. He will be involved in assignments to and from the regiment and will be a point of contact to members of the regiment in any MILPERCEN related actions.

By the summer of 1984 all officers will receive, through their servicing MILPOs, a DAPC Form 124, Regimental Affiliation Preference Statement, which calls for each to code the form indicating his first five preferences for affiliation. Previously designated officers will have this opportunity to request a change in their affiliation. A suspense date for return of the form will be publicized. When completed and submitted the forms will be fed to a computer for initial sorting on the basis of a scoring plan now being developed. Personal considerations, including membership in the Exceptional Dependent Program, will be figured into the scoring. The list of other valid considerations has

not been made final. When the preference statements are issued, a list of consideration codes and criteria will be provided.

OPMS STUDY GROUP

A new study group has been formed at the Pentagon to review the structure and operation of the Army's Officer Personnel Management System (OPMS). The task of the 25-member group is to take a look at OPMS to see if it is adequately preparing the Army's officer corps — Active, Reserve, and National Guard — to meet the leadership requirements of the next decade.

The present system is not being either dismantled or replaced, but it may need some modifications to meet the needs of force modernization, the AirLand Battle doctrine, and the new manning system.

The study group will focus on a profile of the officer of the 1990s and on an analysis of such OPMS subsys-

tems as strength management, evaluation, and professional development.

The group will visit major Army commands, service schools, and tactical and non-tactical organizations throughout the Army, where they will strive for a broader understanding of the problems.

The results of a survey of 14,000 commissioned officers from year groups 1953 to 1982 will be used throughout the review. In addition, a supporting study, being conducted by the U.S. Army Training and Doctrine Command (TRADOC), will look at OPMS from the perspective of service school commandants (specialty proponents). Selected Army students at the senior service colleges will also provide input to parts of the study effort.

Individual officers are encouraged to contribute their ideas for improving the current OPMS by writing to OPMS Study Group, HQDA (DAPE-MP-OPMS), Washington, DC 20310.

RESERVE COMPONENT NOTES

RESERVE COMPONENT SC 18

The new career field for special operations officers (SC 18) will apply to the Reserve Components as well as to the Active Army. But while the Active Army will implement the new field in special operations units in October 1984, the Reserve Components will have up to five years to implement it in all applicable units.

In the process some positions currently authorized for lieutenants will be converted to warrant officer slots (MOS 180A). Additional lieutenant positions will be authorized, however, in Reserve Component units only, in order to develop captains and field grade officers in support of CMF 18 requirements.

Detailed guidance and criteria for the Army Reserve on conversion of unit members and individuals in the Individual Ready Reserve or Individual Mobilization Augmentees, stan-

dards for the conversion of warrant officers to MOS 180A will be provided to the field by 1 October 1984.

Organizational structure changes to reflect the new career field will be published and become effective after that date:

EDUCATION REQUIREMENTS FOR NG

Officers who are commissioned in the Army National Guard after 30 September 1983 will be required to earn four-year degrees before being considered for promotion to the rank of major.

Graduates of the 1983-84 state officer candidate school classes must have 10 semester hours of college credit to receive their commissions. This requirement goes up to 20 hours for the class of 1984-85, and to 30 hours for the class of 1985-86. By the

time the 1989-90 class starts, at least two years of college will be required for commissioning.

After 1990, civilian education requirements will be the same for the total Army, active and reserve component.

UPDATE RECORDS

Officials at the Army Reserve Personnel Center (ARPERCEN) advise Active Duty Guard and Reserve (AGR) officers to see that there is a current certified or "true copy" of DA Form 2 (Personnel Qualification Record, Part 1) and of DA Form 2-1 (Part 2), or of DA 4037 (Officer Record Brief) on file at the USAR-AGR Management Office.

These copies should be sent to Commander, ARPERCEN, ATTN: DARP-FSO, 9700 Page Boulevard, St. Louis, MO 63132.