

ENLISTED CAREER NOTES



PROMOTION POINTS

A revised Promotion Point Worksheet (DA Form 3355) has been implemented for soldiers being recommended for promotion to sergeant and staff sergeant. (See INFANTRY, March-April 1985, p. 46.)

The revised form was implemented on 1 May for those being recommended for promotion to sergeant and 1 June for those being recommended for staff sergeant.

Promotion points will now be recomputed annually instead of semi-annually. The next recomputations will be in February 1986 for soldiers on the sergeant list and May 1986 for those on the staff sergeant list. From then on, points will be recomputed every February and May.

Soldiers will still be able to reappear before a promotion board earlier than the scheduled recomputation in order to add points for recent achievements.

SFC AND ANCOC BOARDS

A DA selection board will convene at Fort Ben Harrison, Indiana, on or about 1 October 1985 to consider eligible staff sergeants for promotion to sergeant first class. The board will also select staff sergeants to attend ANCOC in Fiscal year 1987 under provisions of AR 351-1 and identify unsatisfactory performers in accordance with Chapter 4, AR 600-200.

Promotion eligibility criteria are:

- Date of rank before and including 30 June 1983 and basic active service date up to and including 31 January 1980. (Primary zone — DOR 31 May 1982 and earlier; secondary zone — DOR 1 June 1982 through 30 June 1983.)

- High school diploma or GED equivalent.

- Not restricted from promotion consideration under provisions of Paragraphs 7-37 and 7-64, AR 600-200.

- Not denied reenlistment through QMP bar in accordance with Chapter 4, AR 600-200 or through locally imposed bar in accordance with AR 601-280.

For ANCOC, these criteria apply:

- Meet BASD and DOR criteria cited above for promotion.

- Not previously selected.

- Not denied reenlistment through either type of bar.

- Not graduated from ANCOC non-resident course.

QMP screening criteria are:

- Meet BASD and DOR criteria cited above.

- Meet those criteria and have approved local bar to reenlistment.

- Special bandsman within the BASD and DOR criteria cited.

“Complete the record” reports are optional. They may be submitted only for soldiers in the zone who have completed at least three months in their current duty positions as of 31 July 1985 and who have not been evaluated previously in their current positions.

Further information is available from local MILPOs or PACs, or from Master Sergeant McInnis, AUTOVON 225-4660; commercial 202/695-4660.

SP5s AND SP6s ELIMINATED

The Army will no longer have specialists five or six in its inventory after 1 October when soldiers in those ranks convert to “hard stripe” NCOs. Specialist fours will be retained, however. The soldiers affected will be able to obtain their new rank insignia through the Army supply system at no cost to them.

The decision to convert these spe-

cialists to NCO ranks was based on the recommendations of the proponents that have specialist ranks. The conversion process had already begun on an unofficial basis; many specialist five and six positions were already being filled by sergeants and staff sergeants. Specialist four slots, however, were almost all being filled by specialist fours.

Until 1 October, promotions into specialist five and six ranks will continue as in the past.

Commanders will still decide whether soldiers in pay grade E4 will be specialists or corporals in accordance with AR 611-201. Commanders may also laterally appoint specialists four who are serving in sergeant positions to corporal in accordance with Paragraph 2-43, AR 600-200.

AVIATION COURSE

The Enlisted Aviation Branch at MILPERCEN needs soldiers with MOSs in the 67 series (aircraft maintenance) and MOS 68J (aircraft fire control repairer) to apply for the Aviation Technical Inspector Course at Fort Eustis.

Graduates of the course will then be awarded a new MOS in the 66 series and must fulfill one of the service obligations listed in AR 614-200 (Selection of Enlisted Soldiers for Training and Assignment).

To qualify, applicants must:

- Be in the rank of sergeant or, for the 66J course, staff sergeant or promotable sergeant.

- Be eligible for reenlistment.

- Meet the prerequisites for MOSs in the 66 series as outlined in AR 611-201 (Enlisted Career Management Fields and Military Occupational Specialties).

Soldiers who meet these criteria and are interested should send applica-

tions through their unit commanders and MILPOs to Commander, MILPERCEN, ATTN: DAPC-EPT-F, 2461 Eisenhower Avenue, Alexandria, VA 22332-0400. DA Form 4187 (Personnel Actions Request) should be used for applications.

This training is funded by MILPERCEN. Soldiers can attend on a TDY and return basis or in conjunction with a PCS move.

More information is available from Master Sergeant Walter Cole or Sergeant First Class Newman at AUTOVON 221-8322 or 221-8323.

SEPARATING RC MEMBERS

Members of the National Guard and the U.S. Army Reserve who successfully complete their Initial Active Duty for Training (IADT) should be separated according to AR 635-200, Paragraph 4-2, and AR 612-201, paragraph 3-28. The special early release provisions of AR 635-200, Paragraph 16-9, do not apply.

Under AR 635-200, Paragraph 16-9, a commander may release a trainee early if the trainee is eligible for leave for reasons such as the death or serious illness of a member of his immediate family. In these cases, the commander may authorize early release from IADT instead of granting leave.

The soldier must have completed at least 12 weeks of IADT, and the training benefits that would result from his returning to the training center after leave must not be enough to justify that return.

The service of soldiers who are sepa-

rated during entry level status will not be characterized. For National Guard and Reserve members, entry level status begins when they enlist in the ARNG or USAR.

For soldiers on IADT for one continuous period, entry level status ends 180 days after they begin training. For those on IADT for the split or alternate training option, entry level status ends 90 days after they begin Phase II (advanced training). Soldiers who complete Phase I (basic training) remain in entry level status until 90 days after they begin Phase II.

This establishes a minimum requirement for the characterization of service and does not mean that the separation is adverse. A Guard or Reserve member who is separated while in entry level status does not receive an adverse separation. The completed DD Form 214 for these soldiers, showing the award of an MOS, the reenlistment code, and the narrative reason for separation, clearly shows that the soldiers' separation was not adverse.

More information is available from DAPC-EPA-AS, AUTOVON 221-8412 or 221-8413.

EFMP QUESTIONNAIRES

Soldiers enrolled in the Army's Exceptional Family Member Program (EFMP) who have not completed questionnaires in the DA Form 5291-R series must do so immediately.

To have their families' special needs considered, soldiers must now attach completed questionnaires to the DA

Form 4787-1 (Request for Evaluation of Dependent Medical or Educational Problems) that they send to their gaining commander.

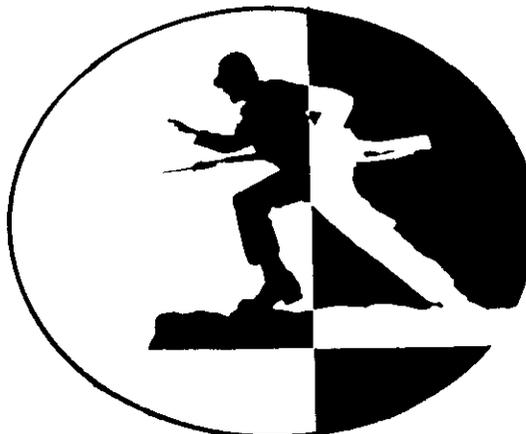
Since the EFMP was automated earlier this year, doctors' certificates and statements from teachers are no longer accepted.

Copies of these questionnaires are available from medical treatment facilities such as dispensaries and hospitals, or from the Army Community Service. Hospital and ACS workers can also help soldiers complete the questionnaires.

BASIC NCO COURSES

The following is the schedule of Basic Noncommissioned Officer Courses (BNCOC) to be offered at the United States Army Infantry School during FY 1986:

CLASS NUMBER	REPORT	CLOSE
BNCOC (Combat Arms, 11B)		
1	1 Oct 85	1 Nov 85
2	14 Nov 85	18 Dec 85
3	8 Jan 86	10 Feb 86
4	13 Feb 86	17 Mar 86
5	24 Mar 86	23 Apr 86
6	28 Apr 86	29 May 86
7	9 Jun 86	11 Jul 86
8	21 Jul 86	20 Aug 86
9	25 Aug 86	25 Sep 86
BNCOC (Combat Arms, 11C)		
1	1 Oct 85	1 Nov 85
3	8 Jan 86	10 Feb 86
5	24 Mar 86	23 Apr 86
7	9 Jun 86	11 Jul 86
BNCOC (Combat Arms, 11H)		
2	14 Nov 85	18 Dec 85
4	13 Feb 86	17 Mar 86
6	28 Apr 86	29 May 86
8	21 Jul 86	20 Aug 86



OFFICERS CAREER NOTES



BRANCH CHIEF'S NOTE

As I prepare to turn Infantry Branch over to Lieutenant Colonel Ted Reid, I offer a few insights that I have gained in the past year. Although I hope these insights will be meaningful to all Infantry officers, they are primarily aimed at our company grade officers and their commanders.

First, it may sound like a tired cliché, but the single most important factor in being a successful officer is to perform well in whatever job you get. The one common denominator in the careers of successful Infantry officers is the fact that they have served well in each job. All of my comments must be prefaced with that understanding.

One of the strengths of Infantry officers is their desire to stay with troops as long as possible. That's the way it should be, especially for company grade officers. The reality of Army priorities demands, however, that when most captains become branch qualified, they serve at least one assignment away from troops. To help both the Infantry officer and the Army, I recommend that battalion commanders not put officers into company command until after they have attended an advanced course. This will ensure that the officer has at least two troop tours early in his career when he needs it the most. It will also help soldiers in the units by giving them more mature commanders. Eighteen months is the average company command length, with commanders in short-tour areas serving for 12 months. Since only 90 percent of Infantry captains get commands, Infantry Branch discourages second commands except for Ranger companies and J-series headquarters companies.

As soon as an officer becomes branch qualified, he can expect his

next tour to be away from troops. This could be as an instructor in ROTC, at USMA, or at Fort Benning, or in an assignment in USAREC, in a major headquarters, or with the Reserve Components. Serving in the Infantry School at Fort Benning is one of the best ways to get credit for being away from troops while still staying close to our basic business, the Infantry. I recommend it.

Knowing that he must serve away from troops, each officer needs to consider the timing of that service. Since there are limited troop opportunities for majors, our first priority at Infantry Branch is for troop opportunities to go to those who are qualified to serve in those positions and who also have been away from troops. Serving away from troops as a senior captain will put an officer in a better position to get back to troops as a major. This is especially important for Infantry officers who want a shot at commanding a battalion. Recent battalion command lists show that the selectees have an average of about 20 months as battalion S-3 or XO, or brigade S-3 and that very few have been selected without having held any of these jobs.

An examination of promotion statistics verifies that virtually all officers promoted to lieutenant colonel have attained Military Education Level (MEL) 4 by completing staff college, either resident or nonresident. Any officer who is not selected to attend during his first two years of eligibility should enroll and start the course as a nonresident immediately so that he can be assured of completing it before being considered for lieutenant colonel.

Finally, I urge all Infantry officers, especially commanders, to become familiar with Chapter 11 of DA Pamphlet 600-3 and all Special Operations

officers to also become familiar with Chapter 18. These chapters provide the proponent's guidance on professional development. In instances where a commander is still not sure how a personnel action may affect him or one of his subordinates, Infantry Branch can either help him assess the effect or refer him to the appropriate expert.

I leave Infantry Branch proud of its dedication to Infantry officers. My commitment during my tenure has been to provide totally honest, fair, and sensitive service to tested professionals. I hope that this commitment has been evident in the field. I leave confident that Colonel Reid will serve you well as Branch Chief.

LTC Bill Hoyman

REVISED OPMS

The implementation of the revised Officer Personnel Management System (OPMS) will gradually change the officer corps from a dual specialty system to one in which officers will be managed, developed, and promoted by branch or functional area or both. (See *INFANTRY*, July-August 1985, p. 47.)

Plans for the transition are being developed at MILPERCEN. As part of that process, individual qualifications will be reviewed, and the desires of the officers affected will be solicited before a decision is made on reclassification. Many of the officers who have grown up under the current OPMS will be "grandfathered" if they are considered equally qualified in both of their currently held branch specialties. This means, for example, that an officer who holds specialties 11 and 92 (Infantry and Quartermaster branches) and is found to be qualified in both, may retain those specialties.

Officers not qualified in their currently designated branch additional specialty will be given an opportunity to request a new functional area. Officers whose qualification in their second branch is far stronger than in Infantry will be given an opportunity to request transfer into their second branch. A decision on allowing officers to hold a combination of SCs 18 and 48 or 18 and 54 is pending a detailed review by the Special Operations proponent.) Under the revised OPMS, officers will have only one branch and one functional area. Full implementation of the revised classification system is expected in FY 1987.

Officers in Year Group 1979 are scheduled to have additional specialties (functional areas) designated in late 1985. All infantrymen are expected to be designated into functional areas instead of into specialties or other branches as we make the transition to one branch per officer.

SERVICE OBLIGATIONS

There is still some confusion among officers concerning the active duty service obligations they incur as a result of schooling, promotion, or permanent changes of station.

To help clear up some of the confusion, here are a number of situations with the service obligation each incurs:

- **United States Military Academy** — Five years from entry on active duty.
- **ROTC Scholarship Graduate** — Four years from entry on active duty.
- **ROTC Non-Scholarship Graduate** — Three years from entry on active duty.
- **Officer Candidate School** — Three years from date of appointment.
- **Commandant's Program, Officer Basic Course (OBC)** — Three years from day following completion of OBC.
- **PCS (Overseas to CONUS)** — One year.
- **PCS (CONUS to Overseas)** — Prescribed tour length.

- **Senior Service College** — Two years from completion or termination of course.

- **Command and Staff College** — Two years from completion or termination of course.

- **Officer Advanced Course (OAC)** — One year from day following completion or termination of course.

- **Promotion to Major** — Six months to retire in rank of major.

- **Promotion to Lieutenant Colonel or Colonel** — Three years to retire in same grade.

- **Funded or Partially Funded Schooling** — Three times the length of schooling in days, but not more than six years, except for officers who accept a fellowship, scholarship, or grant to attend civil schooling under provisions of AR 621-7. These officers may exceed the six-year active duty service obligation.

- **Conditional Voluntary Indefinite (CVI)** — One year from day following completion of current service agreement.

The governing regulation is AR 350-100, Officer Active Duty Service Obligations. Specific questions concerning this regulation may be addressed to the Personnel Actions Branch, MILPERCEN, AUTOVON 221-9421/0686.

COMMANDERS' ROLE IN CVI SELECTION PROCESS

The newly implemented centralized Conditional Voluntary Indefinite (CVI) selection process presents new challenges to commanders in the professional development of their other-than-Regular Army (OTRA) officers.

Unlike RA officers, who remain in career status as long as they are competitive for promotion, OTRA officers must compete for CVI status. (See INFANTRY, January-February 1985, p. 45.)

Because a centralized CVI selection board at MILPERCEN selects only the best-qualified OTRA officers to continue on active duty, the documentation of an OTRA officer's early performance is critical. It is important,

therefore, for all commanders to fully understand the CVI process, the criteria for selection, and the effect initial and subsequent OERs have on the careers of their junior officers. Otherwise, deserving young officers may be denied the opportunity to develop fully on active duty.

CVI applications are forwarded through command channels once an officer meets certain minimum requirements. Specifically, he must have at least two years of active federal commissioned service (AFCS) on his current tour and must submit his application before his 27th month of AFCS. (This requirement applies to both three- and four-year OBV officers.)

More important, the officer must be willing to accept a branch transfer, if necessary, as part of being awarded CVI status. During professional counseling, commanders should explain to their OTRA officers that rebranching of junior grade officers is necessary to meet Army officer requirements at the captain and field grade levels.

Commanders must also advise their Reserve officers that even top performers may be chosen for mandatory re-branching. This means that each officer should consider carefully before indicating his preference for branch transfer, because his choice may have long-term consequences.

Officers who are not selected for retention will have to separate within 90 days of written notification, or at the end of their initial obligated tour, whichever is later.

Officers must understand, too, that there are no regulatory provisions for appeals for reconsideration, unless there has been a material positive change to their Official Military Personnel Files (OMPFs). Active duty extensions will not be granted pending results of requests for consideration, or pending the outcome of OER appeals.

Commanders should know that once an OTRA officer has been selected for CVI status, the first year is probationary, and the officer incurs a one-year active duty service obligation.

To the commander, this means that misconduct, failure at an Army-sponsored school, or a decline in duty performance are reasons to revoke the officer's CVI status. (If CVI status is revoked during the probationary period, the officer will separate from active duty within 90 days.)

On the other hand, commanders must make sure that officers who are slow to develop, but who show potential for future service, have their duty performance documented so that it clearly indicates that potential. Commanders should be aware, too, that OERs designed to "get an officer's attention" will likely deny him continued active duty.

A commander who completely un-

derstands the CVI selection process and its effect on career status will meet the command challenge of being mentor and coach to his junior officers. To do otherwise is a disservice to our high-quality OTRA officers.

CAS³ SCHEDULING

Current Army policy is that all officers in Year Group 1977 or later must attend the Combined Arms and Services Staff School (CAS³) between their sixth and ninth years of active Federal Commissioned service. There are two ways to do this:

During the normal PCS process, an officer may be scheduled to attend the

course on a TDY basis enroute to his next duty station. Or, while still serving at an installation, an officer can attend in a TDY and return status. This latter method requires chain of command approval, followed by notification to MILPERCEN for scheduling of class dates.

The class schedule for Fiscal Year 1986 is as follows:

CLASS	START	CLOSE
1-86	8 Oct 85	13 Dec 85
2-86	8 Jan 86	14 Mar 86
3-86	29 Jan 86	4 Apr 86
4-86	20 Mar 86	23 May 86
5-86	10 Apr 86	13 Jun 86
6-86	29 May 86	1 Aug 86
7-86	19 Jun 86	22 Aug 86
8-86	1 Aug 86	10 Oct 86
9-86	27 Aug 86	31 Oct 86

RESERVE COMPONENT NOTES

CAS³ OPEN TO RC CAPTAINS AND MAJORS

The Combined Arms and Services Staff School Course, offered at Fort Leavenworth, Kansas, consists of a 142-hour nonresident phase and a nine-week resident phase.

The course is open to Reserve Component captains and majors with certificates from the officer advanced course and less than 13 years of total commissioned service. Applicants must also have recent height-weight statements easily accessible.

The Army Reserve is allocated 27 spaces for the resident phase in FY 1986, nine in each of the last three classes — Classes 7, 8, and 9. (The entire CAS³ schedule for FY 1986 is shown elsewhere in this section of the magazine.)

USAR officers interested in attending Phase II in FY 1986 should enroll immediately in the requisite nonresident Phase I to have enough time to complete this phase before applying for the resident phase.

Applications for Phase I should be submitted through appropriate channels and through Commander, ARPERCEN, ATTN: DARP-OPM-P, to Commandant USACGSC, ATTN:

ATZI-SWE-TM, Fort Leavenworth, KS 66327-6930.

Upon completion of Phase I and verification of academic eligibility to attend Phase II, applications for active duty for training will be forwarded through appropriate channels to ARPERCEN for quota reservations, funding, and orders.

Active Guard Reserve (AGR) officers who are interested in attending should contact their personnel management officers at ARPERCEN.

The point of contact at ARPERCEN is MAJ Cone, AUTOVON 693-7707; at Office of the Chief, Army Reserve, Mr. Paxton or Ms. McGrew, AUTOVON 225-9866.

RECORDS HELP (OR HINDER) USAR PROMOTIONS

Each officer in the U.S. Army Reserve must take the initiative to see that his record is complete. But unit commanders also share in this responsibility.

Recent promotion boards have identified recurring deficiencies in OER preparation that have had a negative effect on the officers being considered:

- Inconsistencies between narrative comments and numerical ratings. (If an officer deserves "top block" ratings, the rater should tell why in the narrative.)

- Brief narratives, which may indicate a reluctance to comment on an officer's potential; a subtle intent to rate him lower than the numbers indicate; or the rating officer's misunderstanding of the procedures shown in AR 623-105.

- A failure to indicate specific and comprehensive comments on the rated officer's potential, which implies that the officer's potential is limited.

- Height-weight data on OERs that conflicts with data from other sources. (It is not likely, for example, that an officer grows one or two inches just before the end of each rating period.)

Unit commanders are responsible for submitting OERs on time, through channels. Boards cannot consider OERs that are submitted by the officers being rated — only those submitted by supervisors.

It is to every Reservist's advantage to stay in touch with his ARPERCEN Personnel Management Officer to do everything that is required to see that his records are up to date and complete.