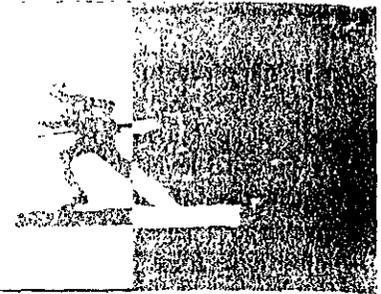


ENLISTED CAREER NOTES



THIRD-YEAR DRILL SERGEANT PROGRAM

Any drill sergeant who is considering extending for a third year should make sure he understands what he will get in return for that third year. His decision should be based upon a sincere desire to continue in the drill sergeant program, not on the possibility of a choice of assignment upon completion of that duty.

AR 614-200, paragraph 8-22b states: "Soldiers who extend their 24-month tour of drill sergeant duty for an additional 12 months will, on completion of a 36-month tour of drill sergeant, be reassigned to the location of their choice provided a valid requirement exists at such location." The key part of that sentence is "provided a valid requirement exists at such location." In short, no requirement, no assignment.

When the third-year drill sergeant's career management individual file (CMIF) is returned to his branch, ten months before the end of this stabilization, his preferences will be compared with the existing requirements. The reporting date for the new assignment must be compatible with the end of the drill sergeant stabilization, and the soldier must be qualified for that assignment.

When a drill sergeant requests the extension for the third year (using DA Form 4187), he should list on the form his three locations of preference. If he asks for Hawaii, Japan, and Fort A.P. Hill, however, he will not get any of his preferences. At this point, his assignment will be considered from his DA Form 2635 (Enlisted Preference Statement) and what is available that will provide him with professional development.

When selecting choices for his next assignment, he should make sure they are realistic. An 11B has a better chance of being assigned to Fort Ord or Fort Benning than he has of going to Fort Benjamin Harrison or Fort Huachuca or any

other installation that is authorized only a small number of 11Bs. This also pertains to overseas areas.

One other consideration should be the time since his last overseas assignment. If the soldier is eligible for overseas service and selects a stateside location, he may be there for only the one-year period he picks up as the PCS stabilization.

ENLISTED STANDBY ADVISORY BOARDS

Selection for promotion is an area that can be severely affected by errors in the records a promotion selection board reviews. To remedy this situation and to make sure all NCOs are treated equally and not penalized either by their own errors or by errors in the maintenance of their files, the Army conducts Enlisted Standby Advisory Boards (STABs).

These boards are convened at MILPERCEN's Enlisted Records and Evaluation Center (EREC) at Fort Benjamin Harrison, Indiana. They consider soldiers whose files either did not appear before a recent board because of administrative error, were found to contain documents that the board should not have seen, included someone else's documents, or were missing documents that should have been there.

These boards are scheduled about six months after the annual selection board for a given rank. A combined board for selection to master sergeant and sergeant major is held because of the few records that appear before the board. It is normally scheduled to convene each year in February. The sergeant first class board is scheduled for each June.

In addition to these two boards, others are held throughout the year in conjunction with the regular promotion boards. These other boards consider NCOs for promotion to sergeant first class, master sergeant, and sergeant major, and are

held in October, March, and July.

Before an NCO can be considered for a STAB, certain criteria must be met and specific procedures must be followed as detailed in Paragraph 7-44 of AR 600-200.

The first category considered for STAB is made up of files that were within the established zone (primary or secondary) of a previous selection board but were not considered. (This is the only time NCOs in the secondary zone are eligible for STAB.)

The second category is made up of files submitted for reconsideration because they contained major errors when they appeared before a promotion board. (MILPERCEN will determine whether a file contained material errors. Errors are considered material when there is a reasonable chance that the soldier might have been selected for promotion if the error had not occurred.)

Any request for an NCO's records to appear before a standby advisory board must be submitted through his chain of command to the servicing MILPO for evaluation to make sure his case meets the criteria. The case is then forwarded by the MILPO to MILPERCEN, (DAPC-MSP-E), Alexandria, VA 22332-0400.

BFV INFANTRYMEN

The transition from MOS 11B to 11M continues, but the Enlisted Master File (EMF) is not being updated quickly and thoroughly enough to keep soldiers with MOS 11M going to the right places. This creates several problems: The Army cannot effectively use the unique skills the Bradley Fighting Vehicle infantryman has; units that need BFV infantrymen remain short of soldiers with needed skills; and the individual soldiers suffer from not being assigned to a position where their skills can be kept current.

If your PMOS is 11M and you have

been notified that you are on assignment instructions to move to another location, you should double check during your levy to make sure the MOS required for the assignment is 11M. If you are being assigned to any other MOS requirement (with the exception of drill sergeant duty), you need to immediately bring this to the attention of the personnel there. A phone call to your career advisor or assignment manager at MILPERCEN is usually all it takes to verify the assignment instructions.

Remember, you are promoted and selected for higher level schooling on the basis of your potential, and one of the best indicators of potential is solid performance in a TOE unit within your primary MOS.

HOMEBASE/ADVANCED ASSIGNMENT

Many questions are directed to the Infantry Branch concerning eligibility for the Homebase/Advanced Assignment Program (HAAP).

Enlisted personnel in the ranks of sergeant and above (except for sergeants major/command sergeants major and promotable master sergeants/first sergeants) stationed in CONUS who are assigned overseas to *dependent-restricted* 12-month short tours will be informed of their next assignment before leaving CONUS. When possible these soldiers will be returned to the place of prior assignment.

Members of COHORT (cohesion, operational readiness, and training) units

under the new manning system who are deployed overseas for unaccompanied 18-month long tours may voluntarily elect a homebase assignment. Advanced assignment to CONUS will also be given to members in those grades who go from an overseas long tour to a dependent-restricted 12-month short tour.

A specialist-4 who is on a promotion list, in receipt of assignment instructions, and promoted to sergeant before departing from his losing duty station will be given a HAAP assignment. A specialist-4 who is on a promotion list to sergeant, but who is not to be promoted until after he arrives in the short-tour area, is eligible for a HAAP assignment. He should initiate a DA Form 2635 preference statement about 10 months before his scheduled DEROS (date eligible to return from overseas).

A soldier who is assigned to an accompanied tour and voluntarily elects to serve a 12-month "all others" tour is not eligible for a HAAP assignment.

Hawaiian residents may be given HAAP assignments to Hawaii. CONUS residents and residents outside the contiguous forty-eight states, less Hawaii, will not be involuntarily homebased in Hawaii.

A request for a change of HAAP submitted by a soldier currently serving in a short-tour area will normally be disapproved, but exceptions will be reviewed on a case-by-case basis when submitted by the soldier to the Infantry Branch.

Soldiers who already have HAAP assignments but elect to extend their foreign service tours will normally be reassigned to their original HAAP assign-

ments provided a valid requirement exists at the original location of the approved HAAP. If there is no valid requirement at that location, the soldier will be reassigned to a location in CONUS where one exists.

Soldiers serving in a dependent-restricted short-tour area who are selected to attend the Sergeants Major Academy upon their return to CONUS and who have previously been given a HAAP assignment will no longer be eligible for that assignment. If these soldiers decline attendance, however, they will be reassigned to their originally approved HAAPs upon their return to CONUS.

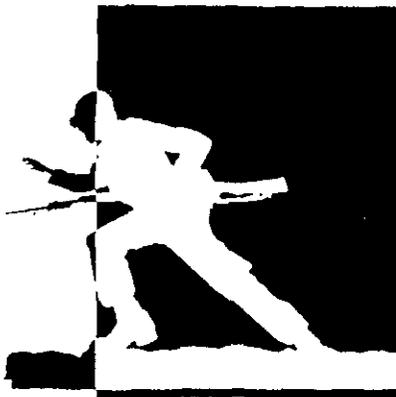
Soldiers who are qualified parachutists (SQI "P") will be provided a HAAP assignment to installations that are authorized parachutists, except when assignments exceed parachute-qualified soldier requirements at the installation.

Although Infantry Branch will make every effort to honor all HAAP assignments, these assignments may be changed as necessary to meet the needs of the Army.

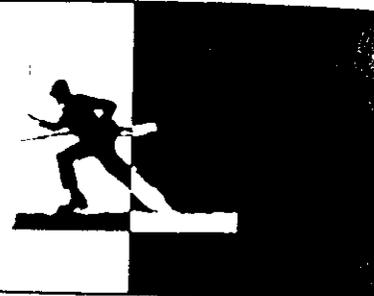
UPDATE TO AR 27-10

An upcoming revision of AR 27-10 will reflect the elimination of the 1 November 1985 cutoff date for petitions to move old Article 15s from the performance (P) fiche to the restricted (R) fiche in your official military personnel file (OMPF).

The previously used procedures will remain in effect until the update has been distributed to the field.



OFFICERS CAREER NOTES



INFANTRY EDITORS GOOFED

In this section of INFANTRY's January-February 1986 issue, an item on graduate degrees for officers indicated that ROTC instructor duty makes it easier for an officer to get an advanced degree. This is in error and came from a 30 August 1985 MILPERCEN news release that was corrected a few days later.

Many Infantry captains and field grade officers have opportunities to serve as assistant professors and professors of military science at universities throughout the United States. The principal responsibilities of ROTC duty include preparing and conducting college level classes, recruiting, supervising ROTC cadets in leadership duties, and counseling students on academic, military, and personal matters. A critical responsibility involves serving as an effective role model on campus to help foster a positive image of the military profession.

Officers who are eligible for ROTC duty should not view the assignment as a likely avenue to an advanced degree. The broad scope of responsibility as a leader and instructor normally precludes enrollment in graduate classes.

ROTC duty gives infantry officers an opportunity to enhance their leadership skills and to help develop the future leaders of our Army. The nomination process normally begins around September of each year with a report date the following July. Officers who are available and interested should contact their assignment officers in July or August.

COL GARY A. SORENSEN
Public Affairs Officer
MILPERCEN

MILITARY QUALIFICATION STANDARDS

Military Qualification Standards (MQSs)

have been developed and are now being implemented in the Army. These standards are designed to provide a training strategy for officers from their pre-commissioning through their tenth year of military service.

Cadets in ROTC and at the U.S. Military Academy and officer candidates at the Officer Candidate School at Fort Benning receive training under MQS I. Lieutenants generally receive MQS II training, and captains MQS III.

The MQS system places the responsibility for personal competence on the shoulders of the individual officer. Army trainers have determined what an officer must be able to do, and they provide training so that each officer can perform in a particular branch and at the appropriate level. The field commander serves as a mentor, providing an environment in which a young officer can develop.

MQSs are made up of two components—military tasks and knowledge and professional military education.

The military task and knowledge component of MQS I trains cadets in the basic soldier and leadership skills a lieutenant must have when he is commissioned. These skills provide a foundation for the additional leader and branch skills that will follow.

The professional military education component of MQS I requires the following:

- A baccalaureate degree, including three mandated courses (in written communication, human behavior, and history). In addition to these mandated courses, studies in management and national security affairs are recommended. (Lieutenants commissioned through OCS may defer this requirement for up to 10 years.)

- Mastery of tasks and subject areas. Cadets receive an MQS I manual that presents 64 tasks and 19 military subject areas. The manual presents its contents

in the familiar "task, condition, standard" format.

So that precommissioning training can be standardized, each task and military subject is supported by a training support package. For instance, a package of instructional materials goes to each senior ROTC institution. Every Professor of Military Science has the same lesson plan for tasks and subject areas. This helps to standardize precommissioning training while giving the PMS ways of adjusting training to the cadets' capabilities and needs.

To be recommended for commissioning, a cadet must qualify on all military skills and professional knowledge subjects. The Professor of Military Science certifies MQS I completion.

MQS I is now being phased into all precommissioning training. The USMA and ROTC implemented MQS I in the 1982 school year, and in the 1986 school year, all graduates will be certified in MQS I. OCS at Fort Benning has been using MQS I since January 1984.

Unlike MQS I, MQS II will be a branch-specific program. Each branch school will develop its own MQS II manual to give lieutenants a picture of where they are professionally and of how they can improve their skills.

MQS II builds upon MQS I, with more advanced military task skills and professional education components. The manuals consist of a common task element and the branch manuals.

The common task manual portrays the tasks all lieutenants must be able to perform. Branch-specific manuals outline the training strategy for each branch, providing information on tasks trained in resident courses and at the individual officers' units.

Four TRADOC schools (Infantry, Field Artillery, Military Police, and Missile and Munitions) conducted a year-long evaluation of the MQS II manuals. Each school analyzed the job

requirements for lieutenants assigned to their branches and identified critical tasks performed in various duty positions.

An MQS II field evaluation was conducted from November 1982 to November 1983. Lieutenants in the participating units used the manuals to train in and perform selected tasks. Feedback from this field test was used in planning for the Armywide MQS II, which was approved in July 1985. MQS I was also approved as it is presently conducted.

MQS II, which is to be implemented during Fiscal Year 1987, will serve as a professional development tool and a training guide for junior officers and their commanders. They will form a partnership that will work to foster professionalism in every unit.

Lieutenants will use the MQS II manuals to help them attain and maintain task proficiency. Commanders will use them to identify the specific training needs of their lieutenants. In this manner, the lieutenant and his rater will be able to work together in setting the goals reflected in the lieutenant's OER support form (the new DA 67-8-1).

These goals may come from the task lists and reading lists presented by the MQS manual, and this is where the

"mentor" function comes into play. The MQS system helps leaders fulfill their roles as mentors by focusing on precise branch or common tasks the young officer needs to perform effectively in a particular duty position.

Just as MQS II was tested before being implemented, MQS III is undergoing a similar process. The results of the MQS III tests are expected to be available soon.

WARRANT OFFICER TRAINING SYSTEM

The Warrant Officer Training System (WOTS) is being implemented with branch participation at every step. The three-year-old system has given the Army's warrant officer corps the standardized training structure it previously lacked.

The system will include three phases—pre-appointment, advanced, and senior. The plan also calls for two certification processes. The first of these consists of Technical Certification Task Lists and Technical Certification Diagnostic Examinations by MOS. These lists and examinations will apply mainly to warrant officer candidates. The idea is to determine what tasks are critical to a certain

MOS and measure how well a person can perform those tasks according to a set of standards.

Initial certification will probably be conducted by MOS proponents during the training part of each phase, with MOS verification by commanders during the utilization part.

The 30-Year Career Plan approved by the Army provides a general, MOS-immaterial plan for all warrant officers. It outlines the training, utilization, and certification periods in the warrant officer, senior warrant officer, and master warrant officer career phases established by the Army.

Plans have been outlined for the system's third career phase, now called Master Warrant Officer Training, since the Army established a requirement for MWO slots in each warrant officer MOS. Once MWOT has been fully implemented, MWO slots can be filled by graduates at the warrant officer-4 level. Later, they may be filled at the new rank of warrant officer-5, pending approval of that grade.

The Warrant Officer Training System is a case of warrant officers helping to solve the problems of the corps themselves, with Total Army involvement and constant feedback right to the top.

