

ENLISTED CAREER NOTES



VOLUNTEERS FOR OLD GUARD

The 3d Infantry (The Old Guard) is always looking for highly qualified soldiers to serve as members of the Army's official ceremonial unit. Stationed in the Washington, D.C., area at Fort Myer, Virginia, the Old Guard has a proud heritage that predates but parallels that of our constitution. The 3d Infantry, established in 1784, is the oldest active unit in the United States Army.

The Old Guard provides security for the nation's capital in times of civil disturbance or national emergency, and it is also responsible for conducting all military ceremonies in that area. In addition, since Old Guardsmen must also be prepared to perform regular infantry unit missions, they routinely take part in individual and unit tactical training.

The Old Guard has numerous specialty units. Among them are the Old Guard Fife and Drum Corps, the sentinels at the Tomb of the Unknown Soldier, the Caisson Platoon, the Continental Color Guard, the U.S. Army Drill Team, and the Commander-in-Chief's Guard. These elite units are well known and highly publicized throughout the United States and the Free World.

Anyone who wants to become a member of this prestigious unit must meet the standards outlined in AR 614-200, Table 8-4, and have a high school diploma or GED equivalent and a GT score of 100 or better. He must also have a record of performance and conduct that indicates a good potential for duty that may require exposure to the President of the United States, other heads of state, and local and foreign dignitaries.

Applications are currently being considered from active duty soldiers in the ranks of corporal/specialist-4 (on the sergeant promotion standing list) through staff sergeant in MOS 11B and in the rank of sergeant in MOS 11C.

Further information is available from

The Old Guard recruiting team at AUTOVON 226-3149/3150 or commercial (202) 696-3149/3150, or from the Commander, 3d U.S. Infantry (The Old Guard), ATTN: ANOG-REC, Fort Myer, VA 22211-5020.

ANCOC POLICY CHANGES

Recent Department of the Army policy changes will require a drastic change in the methods used to schedule NCOs to attend the Infantry Advanced NCO Course (ANCOC) at Fort Benning. Two of these policy changes that have the greatest effect are:

- NCOs who complete the nonresident course after 1 October 1986 will be required to attend the ANCOC resident course.

- ANCOC graduation will become a prerequisite for promotion to master sergeant beginning 1 October 1987.

Priority for ANCOC scheduling and attendance is in the following order:

- Sergeants first class with dates of rank after 1 April 1981.

- Staff sergeants on the current promotion standing list for promotion to sergeant first class.

- Staff sergeants who have been selected for ANCOC but who are not on the current promotion standing list.

Sergeants first class who were selected for ANCOC as staff sergeants and later promoted with dates of rank earlier than 1 April 1981 may submit requests for constructive credit for ANCOC through personnel channels to Commander, MILPERCEN, ATTN: DAPC-EPT-FN, 2461 Eisenhower Avenue, Alexandria, VA 22331-0400.

Sergeants first class with dates of rank of 1 April 1981 or earlier who were not selected for ANCOC attendance will be "grandfathered" so that they can compete for promotion to master sergeant.

Sergeants first class who are not sure

whether they were selected for ANCOC attendance before their promotion should go to their personnel sections and check the appropriate ANCOC selection rosters to determine their status, because this could have an effect on their futures.

The MILPERCEN point of contact is Ms. Blackwell, AUTOVON 221-8424 or commercial (703) 325-8424.

NEW TELEPHONE SYSTEM

A more cost-effective telephone system was recently installed in the Infantry/Armor Branch at MILPERCEN. The new system has doubled the capability to receive incoming calls at a fraction of the cost of the previous system.

Telephone prefixes remain the same: AUTOVON 221, commercial area code 202, and local prefix 325.

An updated telephone directory for Infantry Branch is provided in these notes.

PROMOTION TO SERGEANT

Effective 1 March 1987, a soldier must have a high school diploma or GED equivalent before he can be promoted to sergeant. Soldiers on a "recommended" list who do not meet this requirement by that date will be removed from the list.

This requirement is outlined in AR 600-200, Chapter 7, paragraph 7-15.

EDUCATION INCENTIVES CENTER

The Department of the Army activated an Education Incentives Center at MILPERCEN late last year. It provides the day-to-day management of the education incentives the Army offers its soldiers. It is the central point for keeping the commitments on educational assis-

tance that were made to soldiers when they enlisted.

The center is also responsible for answering questions from soldiers in the field, establishing a tracking system, and providing input for budget submissions.

The center handles the following programs:

- Veterans' Education Assistance Program (VEAP).
- Fiscal Year 1981 Department of Defense Educational Assistance Test.
- Fiscal Year 1981 Mini GI Bill.
- Army College Fund (also known as super VEAP, Ultra VEAP or "kickers").
- New GI Bill.
- New Army College Fund.
- Loan Repayment Program.

The pamphlet *Commander's Guide to the New GI Bill and the New Army College Fund* provides information that is useful to commanders and education centers in counseling soldiers on their benefits.

The pamphlet was sent to field grade and higher level commanders, and limited supplies are also available for new commanders. Copies can be requested from HQDA, ATTN: DAPE-MPA-P, Washington, DC 20310. Further information on the program is available from HQDA, ATTN: DAPC-PLP; AUTOVON 221-0285/9627, commercial (703) 325-0285/9627.

FAST TRACK PROGRAM

The Army has approved a new program called Realignment of Overages Through Reclassification and Enlistment—The Fast Track Program. The program has two major objectives: to get soldiers into Military Occupational Specialties (MOSs) that will provide them with career development and also meet readiness needs.

The ranks with the largest number of imbalanced MOSs are sergeant and staff sergeant, and the main cause is structural changes—new positions are created, for example, and other positions are changed, drastically reduced, civilianized, or eliminated.

When the Army conducted a major voluntary reclassification in 1984, 3,500

INFANTRY BRANCH DIRECTORY		
<u>Team Breakdown</u> (pay grade, MOS)	<u>Team Members</u>	<u>Team Numbers</u> (202)325, AUTOVON 221
E1-E4 (11B, 11M)	Mrs. Broeder	9543
E1-E5 (11C, 11M)	Mr. Poindexter	
	Mrs. Rawlings	
E5-E6 (11B, 11M)	SFC Smith	9399
	Mrs. Christenson	
	Mr. Ferguson	
	Ms. Filakousky	
	Mrs. Heath	
	Mr. Sewell	
E6-E7 (11C, 11H)	SFC Draughn	8056
E7 (11B, 11M)	SFC Baker	
E8	SFC Hancock	
	Mrs. Garner	
	Ms. Burroughs	
	Mrs. Stinson	
	Mrs. Wagner	
ANCOC Scheduling	Mrs. Shaw	9166
	SFC Calanni	
<u>Additional Sections</u>		
Special Forces/Ranger		8340
Armor Branch		9080
Drill Sergeants		8070

soldiers were approved for reclassification to a shortage skill. But there are still not enough volunteers to correct the imbalances.

Some future changes will give more soldiers an opportunity to reclassify into shortage skills. For example, first-term soldiers are not now allowed to reclassify. But this will change to allow soldiers in overstrength MOSs to reenlist to a shortage skill, regardless of their expiration term of service (ETS). Also, now, if soldiers were trained in an MOS on their current term of enlistment, regulations prevent reclassifying them. This will also change to allow these soldiers to reclassify to shortage skills.

Fast Track will give soldiers, primarily in the ranks of corporal/specialist-4 and sergeant who are serving in overstrength MOSs, an opportunity, through reclassification and reenlistment, to select a shortage skill.

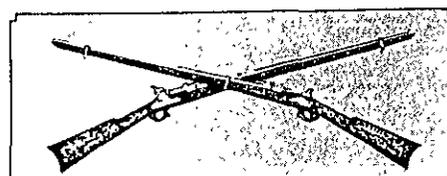
A test of this new program began 1 May and will continue through August. All eligible soldiers should have received letters explaining the program. The letters inform soldiers who are eligible for reenlistment that they may select the retraining option only. Others will be given

90 days to select a shortage skill of their own choosing, if they are otherwise qualified.

Soldiers who have not received a letter can still apply, if they are otherwise qualified. If enough soldiers do not volunteer for shortage skills, the Army may direct reclassification to meet readiness. Soldiers who participate in the Fast Track Program will receive formal training in the new MOS.

Commanders and MILPOs will play an important part in helping soldiers make decisions. The soldiers need to understand that in overstrength MOSs, their chances for promotion are reduced, and other opportunities for MOS-related training and assignments are limited.

Additional information is available from the Retention Management Branch, Enlisted Personnel Management Directorate, MILPERCEN, AUTOVON 221-9695 or commercial (703) 325-9695.



OFFICERS CAREER NOTES



DISCRIMINATORS

Officers often call Infantry Branch to ask why they have not been selected for promotion. Assignment officers do not sit on selection boards, however, nor do selection boards provide reasons as to why an officer has not been selected. Assignment officers can only review a file and try to tell the officer why they think he was not selected. Since promotion is highly competitive, it is sometimes difficult to determine exactly why. In other cases, it is readily apparent.

The results of past boards have established clear patterns that officers are not normally selected for promotion if they have any of the following items in their official military personnel files: Article 15s, letters of reprimand, record of driving while intoxicated, relief for cause OERs, and failure to meet weight standards.

When none of these exist, normally the officer has established a pattern, as shown on his OERs, of not maintaining his performance on a par with that of his peers. Board members must make some tough decisions, and one OER can sometimes make a difference.

This is not to say that an officer cannot recover from an OER that is below average or from a mistake he has made. He can, and board results prove it. The important thing is for him not to establish a pattern of performance below that of his peers and to do his best, no matter what position he holds at any given time.

All positions are important, but there are some that are critical to an officer's Infantry development and in which he must do well to remain competitive in the Infantry: Company commander, battalion S-3, battalion XO, and brigade S-3. When an officer serves in these positions he cannot afford to fail.

Again, this advice is based upon the results of past boards and it is not likely that these trends will change in the future.

Any officer who has questions concerning his performance or potential for promotion should contact his assignment officer at Infantry Branch for the best possible evaluation on the basis of his files.

VOLUNTEER FOR RANGERS

The Military Personnel Center is seeking lieutenants to volunteer for service with the 75th Infantry (Ranger) Regiment, 1st Special Operations Command (Airborne).

Volunteers are being sought from the following career fields: Infantry (SC 11), Field Artillery (SC 13), Signal Corps (SC 25), Military Intelligence (SC 35), and Chemical Corps (SC 74).

Lieutenants who are accepted into the Ranger regiment can expect to be assigned to Fort Lewis, Washington; Hunter Army Airfield, Georgia; or Fort Benning, Georgia. First, however, they will be sent to the three-week Ranger Indoctrination Program (RIP) at Fort Benning.

To be eligible for a Ranger assignment, an officer must:

- Be Airborne qualified.
- Be Ranger qualified.
- Have at least 12 months of basic branch experience commensurate with his rank.
- Have successfully completed the RIP.
- Be able to serve at least 12 months in a basic branch duty position as a lieutenant.

Although breaks in tours will be approved for CONUS-based officers who are selected for a Ranger regiment assignment, the Army will not curtail assignments for officers who are serving overseas tours. In addition, personnel who are not Ranger qualified may be considered for assignment on a case-by-case basis if they volunteer to attend and then successfully complete Ranger

School and still meet the other prerequisites.

Lieutenants who are interested in volunteering for Ranger duty should contact their battalion adjutants and submit requests for reassignment as stipulated in AR 614-100 through their chains of command.

MILPERCEN Q AND A

The Army's Military Personnel Center is asked hundreds of questions daily by officers around the world. They want to know the facts about promotions, schooling, assignments, and professional development.

Here are some of the more commonly asked questions and some answers to them:

Q. What effect has the slow-down in promotions had on monthly promotions?

A. The total number promoted each month, in the Army Competitive Category, has slowed since early 1986. Briefly, 58 officers were promoted to colonel in December 1985 while 9 were promoted in May 1986; 136 to lieutenant colonel in December, 62 in May; 758 to captain in December, 270 in May.

Q. What are the projections for the future?

A. It is difficult to pinpoint exact numbers. Promotion numbers are a function of budget dollars, separations, retirements, and the needs of the Army. Through the remainder of Fiscal Year 1986, however, the following totals of active federal commissioned service (AFCS), for the Army Competitive Category, may be used as a guide for "pin-on points" for promotion:

- Colonels—22 years, 6 months.
- Lieutenant Colonels—17 years, 7 months.
- Majors—10 years, 8 months.
- Captains—4 years.

Average pin-on time fluctuates every month.

Q. Doesn't the Defense Officer Personnel Management Act (DOPMA) mandate "pin-on" points for promotion?

A. No. DOPMA sets *guidelines*, which are goals, not requirements, under the law. The current targets are:

- Colonels—22 years, plus or minus 1 month.
- Lieutenant colonels—16 years, plus or minus 1 month.
- Majors—10 years, plus or minus 1 month.

Q. Doesn't DOPMA require a promotion board, per grade and competitive category, once a year?

A. No. The law requires promotion boards to be held as the Secretary of the Army determines necessary for the service. For example, selection for promotion to captain, Army, may be held twice a year (July and December 1986) and for promotion to lieutenant colonel, Army, may be held less than once a year (July 1985 and February 1987).

Q. The last captain, Army promotion board required first lieutenants to serve one year on active duty as commissioned officers to be eligible. Will this requirement continue?

A. Yes. Selection for promotion to captain is now on a "best qualified" instead of a "fully qualified" basis. Furthermore, the board is held in conjunction with the conditional voluntary indefinite (CVI) board. One year's active-duty service, if the officer is accessed as a first lieutenant, is the minimum required to establish performance trends. This policy is to protect the recently accessed officer and to make sure he is competitive with others in the promotion zone.

Q. What are Selective Early Retirement Boards (SERBs), and what are the eligibility requirements?

A. SERBs are authorized under Section 63B of 10 United States Code. The Secretary of the Army may retire Regular Army colonels with four years time in grade as colonels, if they are not on a promotion list. Regular Army lieutenant colonels may be retired if they are twice not selected for promotion to colonel. Only 30 percent of the eligible population may be selected, and those who are not selected may not be considered again for five years. (The proponent for SERB is the Officer Personnel Management Directorate.)

Q. How can I apply for advanced civil schooling?

A. Officers apply for advanced civil schooling on DA Form 1618-R, as explained in AR 621-1. Officers should apply about one year before their desired starting date and make sure they register for the appropriate standardized test (GRE or GMAT) in time to meet university application deadlines.

Q. In which graduate disciplines is the Army educating its officers?

A. The Army has requirements for graduate education in the humanities, business/management, engineering, physical sciences, social sciences, and law. Most fully funded social science education is in various area studies curricula in support of the Foreign Area Officer Program, and most humanities study, other than that supporting the U.S. Military Academy Instructor Program, is in journalism. Additional information is available from professional development officers at MILPERCEN.

Q. If I single-track in my branch, does this mean I won't be eligible for assignments to USMA, the Recruiting Command, or ROTC duty?

A. No, it does not. These positions are considered branch immaterial, and all branches have requirements to support these organizations.

Q. I'm interested in applying for

Functional Area 48, Foreign Area Officer. How and when do I apply, and what can I do to increase my chances for selection to the program?

A. The Foreign Area Officer (FAO) Program has initiated a process to designate qualified officers during their fifth year of service. This is a year earlier than the normal functional area designation process for a given group. Applications for Year Group 1981 officers will be accepted during the fall of 1986. Applications may be obtained from MILPERCEN, ATTN: DAPC-OPA-C. The underlying dimension of the FAO functional area is the combination of regional expertise, political-military awareness, and a solid foundation in professional military skills. In addition, the Graduate Record Examination (GRE) and the Defense Language Aptitude Battery (DLAB) tests need to be taken.

Q. Who is eligible for Project Product Manager (PM) selection?

A. Colonels and lieutenant colonels in the Materiel Acquisition Management (MAM) Program, assigned skill "6T" are automatically reviewed by the PM selection boards.

Q. How does an officer enter the MAM Program?

A. An interested officer should send a letter of application to the career management branch. A MILPERCEN board convenes three or four times annually to select MAM Program participants from among the applicants.

Q. Should officers submit functional area designation preference statements?

A. Yes. Although Army requirements are the most significant factor in the functional area designation process, many other factors influence individual designation. Other considerations include personal preference, education, experience, performance, and proponent input to formulation of designation objectives.

