

OCS CLASS SCHEDULE

Four Officer Candidate School (OCS) classes have been scheduled at Fort Benning for Fiscal Year 1988. Although it is too late to apply for the first two, there is still time to apply for Classes 3 and 4, as shown on the following schedule:

CLASS	REPORTING DATES	GRADUATION DATES
3-88	2 Mar-6 Mar 88	13 Jun 88
4-88	30 Mar-3 Apr 88	12 Jul 88

Applications for both classes must be received at MILPERCEN by 4 September 1987 to be considered by a board that meets 5-9 October 1987. (No exceptions.)

Soldiers are ineligible to apply if they have 10 years or more of active federal service or if they will be 35 years of age by the time they can be commissioned through OCS. Neither of these requirements can be waived.

All commanders are encouraged to solicit eligible soldiers to apply for the OCS program.

ROTC SCHOLARSHIPS

Army ROTC scholarships of two and three years are available to Army enlisted personnel. For a three-year scholarship, a soldier must have completed one year of college or its equivalent and have three years remaining in an approved baccalaureate degree program. For a two-year scholarship, he must have completed two years of college or the equivalent and have two years of college remaining in an approved baccalaureate degree program.

A scholarship applicant must be under 25 years of age on 30 June of the calendar year in which he will be eligible for appointment as a second lieutenant. Up to four years extension may be granted for active duty service, but the length of the extension cannot exceed the actual period of service; for example, with two years

of active duty service, a soldier must be under 27 years of age at the time of appointment.

In addition, an applicant must meet the following basic requirements:

- Be an American citizen.
- Be at least 17 years of age before the award becomes effective.
- Achieve a minimum score of 180 with a minimum of 60 points in each event on the Army Physical Fitness Test.
- Have completed at least one year of active duty before the discharge date for enrollment at the institution he plans to attend.
- Have a minimum cumulative grade point average of 2 on a 4-point grading system on completed college work.
- Have a minimum GT score of 115.
- Be accepted as an academic junior for the two-year scholarship or as a sophomore for the three-year scholarship at an institution that offers Army ROTC.
- Be recommended by his or her commander.
- Be accepted by the Professor of Military Science into the Army ROTC program.

These scholarships pay tuition, a standard allowance for textbooks, supplies, equipment, required educational fees, and certain other educational expenses, plus a tax-free subsistence allowance of up to \$1,000 for each academic year the scholarship is in effect.

Active duty Army enlisted personnel who are interested in applying for one of these scholarships may get an application packet by writing Army ROTC Scholarships (AD), Fort Monroe, VA 23651-5000.

MANAGING ASIs

Additional skill identifiers (ASIs) help personnel managers and commanders identify and use soldiers who have special skills. These skills are closely related to those of military occupational specialties

(MOSs) but are in addition to them. Since all soldiers cannot be trained on all equipment, some soldiers must have specialized training to meet equipment needs.

There are now 182 ASIs authorized, 61,000 ASI positions documented, and 82,000 soldiers who have at least one ASI. In addition, the Army expects to train 13,600 soldiers this fiscal year at schools from two to 52 weeks long.

To make sure soldiers with critical ASIs are properly assigned, MILPERCEN has launched several initiatives to improve ASI management. A few of them are the following:

- ⇒ Add space-imbalanced ASIs to the overseas extension incentive program.
- Improve the Enlisted Master Files, SIDPERS files, and Military Personnel Record Jackets by ensuring that ASIs for training soldiers are recorded or withdrawn during personnel actions. Recording and withdrawing ASIs will become an item of interest for personnel assistance teams.
- Revise the definitions of "MOS" and "ASI" to provide for the proper classification of critical skills.

- Use the Army Training Requirements and Resources System to top-load awarded ASIs on Enlisted Master Files.

- Review and revise the current process for determining the target ASI inventory needed for sustainment.

- Develop ASI utilization reports for use at installation and unit level.

- Develop an automation change that will identify 30,000 more ASI-trained soldiers to the field.

The most critical aspect for the success of the ASI program is the support of the Army's leadership. Leaders need to emphasize the importance of assigning ASI-trained soldiers to authorized positions, identify those who are not in authorized positions, and correct any misuse of ASI soldiers.

Leaders also need to ensure that force developers and personnel managers coord-

dinate their ASI actions with MOS-code letters of notification. They need to emphasize the necessity of using all nine MOS-code characters in requisition and documentation.

DREAM SHEET

The "dream sheet" is what soldiers often call the Enlisted Preference Statement, DA Form 2635. This nickname reflects their desire to get the ideal assignments they so often dream about. Too often, though, they prepare their DA Forms 2635 to reflect dream assignments that don't even exist.

Soldiers who want to influence their assignments should make sure their preference statements show areas or installations where they can be assigned on the basis of Army requirements for their MOSs and ranks.

They should also list priorities for the desired areas of preference. Soldiers often request only one location. Then, when there are no requirements for a soldier's rank and MOS at that location, the assignment manager does not have a second choice to consider.

Soldiers should update their DA Forms 2635 every two years, or as their preferences change. For example, many single soldiers request duty in short-tour areas and forget to change this after they are married. Then they are upset to find they are on orders for unaccompanied tours.

The current address of family members, Block 16, should also be kept current. MILPERCEN can then contact a soldier if a change of assignment instructions is needed. Block 17, the family's location while a soldier is assigned to a short tour, is also important, because it is used to help determine his homebase or advance assignment upon completion of a family member restricted tour.

DA Forms 2635 should be submitted to local Personnel Service Centers. The center will submit SIDPERS data change transactions and forward the forms to the appropriate career branches at MILPERCEN.

Enlisted soldiers are usually nominated for particular assignments through an automated system called Centralized Assignment Procedures (CAP) III. Many

factors influence that selection process, including the amount of time since a soldier's last overseas tour and his preferences. This system makes it especially important that SIDPERS correctly reflects assignment preferences. It is about the only way soldiers from private through sergeant can influence their assignments.

NCOs from staff sergeant through sergeant major may submit DA Forms 2635. Assignment managers and professional development NCOs usually review these forms before they complete any assignment or schooling actions.

More information on DA Form 2635 is available in AR 614-200, paragraph 1-7.

WARRANT OFFICERS NEEDED

While the Army is meeting its overall personnel end-strength with the best soldiers in history, the warrant officer program continues to struggle.

There are too few applicants to fill the spaces in some critically short MOSs for both the Active Army and the Reserve Components. To relieve these shortages, the U.S. Army Recruiting Command has gained the responsibility for recruiting soldiers now on active duty and in the Army Reserve to become warrant officers.

MILPERCEN has identified possible candidates from among all qualified soldiers in related MOSs, and USAREC has followed up to urge those who seem interested to apply. But soldiers not identified by MILPERCEN are still encouraged to apply.

The current critically short MOSs for active duty soldiers are Special Operations Technician (180A), Missile System Technician, HAWK (223B), Wheeled Vehicle Maintenance Technician (30A), Support Supply Technician (62A), CID Special Agent (951A), and Counterintelligence Technician (71A).

Critically short MOSs for Reserve Component soldiers are Utility Observation Helicopter Pilot (100B), Special Operations Technician (180A), Communications Electrical Equipment Repair Technician (86A), Engineer Equipment Repair Technician (621A), Wheeled Vehicle Maintenance Technician (30A), Military Personnel Technician (711A),

and General Supply Technician (761A)

Soldiers who want to apply should send their applications through their local MILPOs to Commander, HQ USAREC, ATTN: USARCRO-SM, Fort Sheridan, IL 30037-6000

SPECIAL OPERATIONS (CMF 18)

The nature of the worldwide political situation indicates that the most likely threat scenario is a low-intensity conflict. As a result, Special Operations forces are growing, and the Army needs qualified soldiers in the rank of sergeant and above to apply for Special Forces training and assignment.

Since Special Operations, Career Management Field 18 (CMF 18), is a non-accession CMF, all of its requirements must be filled from within the current force.

Duties within the field primarily involve participation in special operations in unconventional warfare, foreign internal defense, strike operations, strategic reconnaissance, and counter-terrorism.

The mental and physical qualifications are among the most demanding in the Army, and there is a strong emphasis on analytical ability, detailed recall, stamina, agility, and endurance. The duties of a special operations soldier also place a high premium on knowledge of conventional light infantry doctrine and expertise in low intensity conflict and unconventional tactics. These duties include participation in waterborne, desert, jungle, mountain, and winter operations.

The prerequisites concerning CMF 18 can be found in AR 614-200 (paragraph 6-15). Additional information can be obtained from the MILPERCEN Special Operations Professional Development NCO, MSG Hennix, AUTOVON 221-8340, or commercial (202) 325-8340.



CORRECTION

Photographs and telephone numbers of the assignment officers at MILPERCEN's Infantry Branch appear in INFANTRY's January-February 1987 issue, page 47.

The telephone number shown on that page for the Branch Chief is wrong. It should be AUTOVON 221-7823.

IOAC HOUSING PLANS

Forty sets of on-post quarters are now being set aside for each IOAC class. Each officer's welcome packet will include a letter from 1st Battalion, The School Brigade, on the housing policy, a questionnaire to be filled out by the student, floor plans of the on-post quarters, and a self-addressed envelope in which to return the questionnaire.

The goal is to notify students 45 days in advance as to whether they will be assigned on-post quarters or will have to live off post.

Any student who does not receive a welcome packet or a questionnaire 60 days before his IOAC class start date should contact 1st Battalion at AUTOVON 835-1962/1043; commercial (404) 545-1962/1043.

ARMY ASTRONAUT PROGRAM

Any Army officer who has a degree in engineering, physical science, biological science, or mathematics with at least three years of related experience should consider applying to become an astronaut.

To support the continuing space shuttle effort, NASA selects astronaut candidates every year on the basis of need and anticipated personnel attrition. The Army's nomination program is open to soldiers of all ranks in both the Active Army and the Reserve Components.

Nominees are chosen from the best

qualified applicants by an annual Army Astronaut Candidate Selection Board. The Army nominees who are subsequently chosen by NASA to enter the astronaut program can expect six-year tours with NASA. Upon their release, they will then be required to complete three-year service obligations with the Army.

Because 1,000 hours of pilot-in-command time in high-performance jet aircraft are required, the Army has a hard time competing for astronaut-pilot positions. Soldiers are very competitive, however, for astronaut-mission specialist positions, and one Army astronaut has been chosen in each of the last four selections.

The 1986 Army Astronaut Candidate Selection Board nominated 45 officers to represent the Army in NASA's 1987 selection process. (These officers came from several branches, but Aviation had the largest representation with 28 selected.) Any of the 45 Army nominees who are selected by NASA as astronaut candidates this year will report for training at Johnson Space Center in July 1987.

Between 1 July and 1 October 1987, the Army will again accept applications for the program. Nominees selected by the Army in 1987 will be considered by NASA for duty as astronaut candidates beginning in 1988.

In addition to the degrees and experience mentioned, applicants must also be able to pass the NASA Class II flight physical (similar to an Army Class II), to include the following standards:

- Visual acuity of 20/100 or better uncorrected, correctable to 20/20.
- Hearing—not to exceed the following maximum dB loss in each ear (ISO standards): 30 dB at 500 Hz; 25 dB at 1,000 and 2,000 Hz.
- Blood pressure not to exceed 140/90, measured in a sitting position.
- Height between 60 and 76 inches.

As for the specific skills sought by the NASA selection committee, mission specialists are considered in six categories:

space science, earth science, life science, materials science, general engineering, and flight test engineering.

Factors that will be considered include the level and quality of academic achievement; applicability and recency of education; amount, applicability, and quality of work experience; and other demonstrated practical and applicable experience and references.

Anyone who is qualified is encouraged to apply. Application letters generally take three to four weeks to complete and should be started as soon as possible.

Write before 1 July 1987 for an Army astronaut application packet to Commander, MILPERCEN, DAPC-OPZ-AV, 200 Stovall Street, Alexandria, VA 22332-0400.

AUTOMATED OFFICER PREFERENCE STATEMENT

Some changes to management documents at MILPERCEN have made the new automated officer preference statement more valuable to the officers involved and to MILPERCEN assignment officers as well.

With the preference information in computer data banks, it is immediately available to the career managers through computer terminals and the officer records brief (ORB). An assignment officer can now scan the files of all the officers he manages to identify those who want to be assigned to a particular location or a certain duty.

The officer preference statement, in use for two years, is a self-contained mark sense form on which officers indicate their individual preferences, schooling desires, and family considerations. It includes instructions and codes and a free-form comments sheet.

With assignment preferences now recorded in Section X of the ORB, an assignment officer can now quickly review

ach ORB to see if an officer's background, expertise, and preference warrant a complete review of his file in filling a projected vacancy.

Another feature is the listing of officer preference in the assignment officer's management books (a listing of officers who are available by date of availability). These books are used extensively by all assignment managers.

Now, more than ever before, an officer's assignment preference is easily brought into the process. In the past, assignment officers may have stopped at the first file that showed a match between a preference and a specific vacancy. Now, because of automation, every officer who has submitted a preference statement has his file pulled automatically by the assignment officer.

Officers are encouraged to submit preference statements (DA Forms 483) within the following time frames:

- About 12 months before completing a long overseas tour.
- Upon arrival in a short tour area.
- About one year after reporting to a CONUS duty station.
- Within 60 days of beginning a course of instruction at a service school, a civilian institution, or a training with industry assignment that requires a permanent change of station in CONUS.
- Any time preferences or family considerations change.

ASSIGNMENTS

Here are some of the questions officers most often ask MILPERCEN, along with the answers:

Q. If an officer does not want to command for a specific period of time, how can he remove himself from consideration?

A. An officer may decline command consideration without prejudice any time before a board convenes, for any category of command for which he is eligible. To do so he must write to the appropriate career branch at MILPERCEN and ask to be removed from consideration for a specified time. An officer who is selected for command or activated from an alternate list, however, and who later declines for whatever reason, is no longer eligible

for command consideration.

Q. Why can't I receive an assignment before leaving for an officers advance course so I can resettle my family at my follow-on assignment?

A. A new program has recently been approved that will allow officers who are selected to attend an advance course to move their families before reporting. This program will apply only to officers who are scheduled for CONUS follow-on assignments and who agree to move their families to that assignment only. More information is available from personnel assignment officers.

Q. What is the current policy concerning applications for Conditional Voluntary Indefinite (CVI) status?

A. Other-than-Regular-Army officers may apply for CVI when they are to be included in the promotion zone for selection for promotion to captain. Officers must apply to be considered, and applications should reach MILPERCEN four to six weeks before the convening date of the announced captains' board.

Q. How does an officer who has been selected as an alternate for command become activated?

A. When a vacancy occurs for which a principal is not available, the first rank-ordered, qualified alternate from the effective list is activated. Alternates are activated only to fill vacancies that occur in the fiscal year for which they are designated. Slated principals, if they are available, will fill those command positions for which they are slated and which become vacant earlier or later than programmed.

ARMY RESERVE OPMS

Following the lead of the Active Army in the Officer Personnel Management System (OPMS), the Army Reserve is also restructuring its commissioned officer classification system. It is converting to a revised system of OPMS codes and terminology for management, assignment, and mobilization purposes. (Army Medical Department, Judge Advocate, and Chaplain branch officers will not be affected by this reclassification.)

In its October 1984 report, the OPMS Study Group recommended changes in the

way the Active Army promotes, manages, and develops commissioned officers to permit a more flexible career development system. These recommendations are being incorporated into OPMS over the next few years.

The two major documents that guide the officer reclassification and recoding actions are AR 611-101 (Commissioned Officer Classification System) and DA Pamphlet 600-3 (Commissioned Officer Professional Development and Utilization), both found in the Officer Ranks Personnel UPDATE.

The Army Reserve's conversion will be implemented over a period of time. Officers will be developed in only one branch, which for most will remain their primary one. An officer will serve in only one branch at a time.

Each basic branch officer (combat arms, combat support, combat service support) will have only one entry level numerical designation for his branch. For example, Signal Corps officers who were formerly coded as 25, 27, or 72 will now all be coded branch 25.

As revisions are made, changes in officer management terminology also will be integrated into regulations and reports. What was previously referred to as a specialty will now be termed a "branch" or "functional area." Specialty skill identifiers (SSIs) will be "areas of concentration" (AOCs), and additional skill identifiers (ASIs) will be "skills."

To prepare for the changes in OPMS coding and terminology, positions on the Army's authorization documents (TOEs, MTOEs, and TDAs) underwent a complete screening by Forces Command (FORSCOM), and positions were recoded in accordance with the new numerical codes.

The initial conversion for Army Reserve officers was accomplished by the OPM Directorate at the Army Reserve Personnel Center (ARPERCEN) during October 1986.

Some codes will require a review of individual officers' official military personnel files and career management files. Personnel management officers (PMOs) at ARPERCEN will review these files as required to determine appropriateness, suitability, and eligibility for code conversions.