

ENLISTED CAREER NOTES



PROMOTION CRITERIA

Many enlisted infantrymen, like other soldiers, wonder what criteria are used in promoting members of the enlisted force. Although Army regulations spell out the requirements in detail, the accompanying chart provides a handy guide.

CORRECTION ON DRILL SERGEANT TOURS

An item in the July-August 1987 issue of *INFANTRY* (page 46) was wrong in saying that drill sergeant duty is a four-year tour. The item should have read, "Drill sergeant duty is still a *two*-year tour with the option to request an extension or an additional 12 months."

ELECTRONIC WARFARE/CRYPTOLOGIC OPERATIONS

The Electronic Warfare/Cryptologic Operations enlisted career management field needs qualified soldiers to reclassify into CMF 98. MILPERCEN career managers are looking for soldiers in the rank of sergeant (not promotable status) and below in overstrength MOSs.

The MOSs in CMF 98 are 05D (Electronic Warfare/Signal Intelligence Emitter Identifier/Locator); 05H (Electronic Warfare/Signal Intelligence Morse Interceptor); 05K (Electronic Warfare/Signal Intelligence Non-Morse Interceptor); 98C (Electronic Warfare/Signal Intelligence Analyst); 98G (Electronic Warfare/Signal Intelligence Voice Intercept Operator); and 98J (Electronic Warfare/Signal Intelligence Noncommunications Interceptor).

To qualify for reclassification into one of these MOSs, a soldier must be a high school graduate, must have a standard test score of 100 or higher, and must

FOR PROMOTION TO	TIME IN SERVICE	TIME IN GRADE ³	SELECTION METHOD	SELECTION LEVEL	FREQUENCY OF SELECTION
PV2	6 mos. ¹	----	Commander	Unit	Daily
PFC	12 mos. ²	4 mos.	Commander	Unit	Daily
CPL/SP4	26 mos. ³	6 mos.	Commander	Unit	Daily
SGT	36 mos. ⁴	8 mos.	Local Selection Board	Semi-Centralized	Monthly
SSG	84 mos. ⁴	10 mos.	Local Selection Board	Semi-Centralized	Monthly
SFC/PSG	6 yrs. enlisted service	As announced in zone	DA Board	DA	Annually
MSG/1SG	8 yrs. enlisted service	As announced in zone	DA Board	DA	Annually
SGM/CSM	10 yrs. enlisted service	As announced in zone	DA Board	DA	Annually

¹Accelerated advancements permitted within percentage constraints for those with at least 4 but less than 6 months time in service.
²Field commanders may promote soldiers with less than 12 months but more than 6 months; limited to 20 percent of assigned and attached PFCs.
³Field commanders may waive to 12 months; limited to 20 percent of assigned CPLs/SP4s.
⁴Meet eligibility criteria and attain local list status based on 1,000-point standardized scoring system. DA announces monthly cut-off scores, and those with highest scores within each zone and MOS receive available promotions. SGTs waived have at least 18 months but less than 36 months time in service. SSGs waived have at least 60 months (or 48 months for those in the "super-accelerated" secondary zone) but less than 84 months time in service.
⁵May be waived by one-half.

qualify for a top secret special intelligence security clearance.

Interested soldiers who meet all the qualifications for CMF 98 should call the enlisted Military Intelligence Branch at MILPERCEN; AUTOVON 221-0076/0141 or commercial (202) 325-0076/0141. Each caller should ask to speak to the professional development NCO for the MOS that interests him.

TRANSITION MANAGEMENT

The Army's new transition management system, now being tested at Fort Bragg, North Carolina, is designed to retain quality soldiers by taking pieces of

separate systems and weaving those systems into a cohesive new approach.

The test blends Total Army career counseling, education, job assistance, and career planning into a single program, making transition much easier on the soldier.

The basic premise of transition management is that informed soldiers are more likely to stay on active duty or to enlist in the Reserve components. This, in turn, will help the Army's retention effort for both Active and Reserve Component units. More important, the new program provides vital services and information to a transitioning soldier.

OFFICERS CAREER NOTES



AUDIT OF ORBs

Although Army officers are required by regulation to audit their Officer Record Briefs (ORBs) once a year (in their birth months), they may need to do so more often than that. Since career managers constantly use ORBs to make decisions on assignments and schooling for officers, these records should always be complete and up to date.

If an officer puts off an ORB audit until just before his records go before a board, his ORB may not get updated in time, and board members may miss some important information about him.

While Department of the Army selection boards rely primarily on an officer's overall Official Military Personnel File, board members use the ORB as a summary document. The information on an officer's ORB comes from the Officer Master File, but each officer is responsible for ensuring the accuracy of his own ORB.

MILPERCEN sends officers copies of their ORBs during the month before their birth months, followed during the next year by two more copies at four-month intervals. The copy intended for audit during the birth month is marked "AUDIT" at the top, while the other two are marked "FEEDBACK."

Because of processing time, the first feedback ORB may not have all the changes an officer has requested. Unless his records are due to go before a board, he should wait to receive his second feedback ORB before submitting changes that were not accepted after his annual audit.

An officer who does not receive an audit ORB on schedule should ask his personnel service center to request one. He should also go through his PSC if he needs to check his ORB at any other time.

After an annual audit, an officer must date and sign his ORB in Section X (Remarks) to verify its completeness and accuracy.

Officers should use DA Pamphlet 640-1, Officers Guide to the Officer Record Brief, dated 1 April 1987, when reviewing their ORBs. This pamphlet explains each ORB data element.

Copies of the pamphlet have been distributed throughout the Army, but units can get more copies through normal distribution channels.

ADVANCED MANAGEMENT TRAINING

Advanced management training is available to Army colonels. During this training, through daily contact with experienced executives from private industry and government in management courses, these officers gain valuable experience in preparing for responsible management positions.

Civilian institutions design advanced management training courses to:

- Increase capabilities for executive-level management.
- Expand operational and planning techniques.
- Increase ability to appraise economic, social, political, and technological changes.

• Provide for the exchange of expertise between senior executives of national and international industry and senior Army officers.

Officers may be selected regardless of their present assignments. Colonels in command positions, however, must have completed the minimum command tenure before the course begins.

To qualify for this training, an officer must have:

- A minimum of 15 but not more than 26 years of active federal commissioned service before completing the course.
- At least one year of active service left after completing the course.

A candidate should also have:

- A baccalaureate degree or higher and

be a graduate of a senior service college. (The latter requirement can be waived if an officer meets the other criteria.)

- Demonstrated leadership and adaptability in executive positions.
- Knowledge of command problems such as organization and administration.
- Staff experience.
- Proven potential for career development and intellectual growth.

Colonels who want to compete may obtain additional information from Colonels' Division, MILPERCEN.

CAS³ FOR USAR AGR OFFICERS

All Army Reserve Active Guard Reserve (AGR) captains and majors with less than 13 years of commissioned service are now required to complete the Combined Arms and Services Staff School (CAS³). To attend, an officer must have credit for the completion of an officer advanced course (OAC) or equivalent.

CAS³ training can be waived for AGR officers who were enrolled in or had completed the command and general staff officer course (any version) or its equivalent as of 1 October 1986.

CAS³ is taught in two phases. Phase I is 144 hours of nonresident instruction to be completed within 18 months of enrollment. Phase II, the resident portion, is conducted at Fort Leavenworth, Kansas. Resident training can be taken in a temporary duty and return or a temporary duty enroute status.

Enrollment is managed by the School of Corresponding Studies and can be facilitated by the submission of CGSC Form 150 (Enrollment Card) through Commander, ARPERCEN, ATTN: DARP-AR, 9700 Page Blvd., St. Louis, MO 63132-5200.