

# ENLISTED CAREER NOTES



## AIRBORNE VOLUNTEERS

There is a shortage of airborne-qualified staff sergeants and sergeants first class holding MOSs 11B and 11H in the 82d Airborne Division at Fort Bragg. Accordingly, a screen of soldiers who may be interested in applying for airborne training and assignment to the 82d Division has been completed, and a program to train and assign soldiers who volunteer has been put in place.

Participation is strictly voluntary, and volunteers must meet all of the prerequisites for selection.

For information regarding selection and assignment of airborne soldiers, anyone who is interested should contact his unit Personnel and Administration Center (PAC) and ask to see AR 614-200, Section II.

Soldiers overseas who are airborne qualified and have not received assignment instructions should contact their career advisors at the Infantry Assignment Branch, TAPA.

## 11M ASSIGNMENTS

As the Bradley fielding program continues, an increasing number of 11B infantrymen are being converted to 11M Bradley infantrymen. When a soldier converts to 11M, his assignment future probably changes drastically, and he needs to submit a new Enlisted Preference Statement (DA Form 2635) to indicate locations where he can reasonably expect to be assigned.

The locations that have a need for 11Ms in sufficient number are Germany; Fort Benning, Georgia; Fort Hood, Texas; and Fort Stewart, Georgia; with a limited number also at Fort Irwin, California.

Other installations or locations are also possible, of course, when an 11M is performing special duties such as drill sergeant or recruiter.

## TELEPHONE DIRECTORY INFANTRY ASSIGNMENT BRANCH, TAPA

|  | AUTOVON        |
|--|----------------|
| <b>Chief, Infantry/Armor Branch</b>  | 221-8055       |
| LTC Cardell S. Hunter  |                |
| <b>Sergeant Major, Infantry/Armor Branch</b>                                   | 221-8056       |
| SGM David H. Snyder  |                |
| <b>Senior Infantry Career Advisor</b>  | 221-8056       |
| SFC Ronnie E. Baker  |                |
| <b>Career Advisor, SFC(P) through MSG</b>                                      | 221-8056       |
| SFC Larry Gensler  |                |
| <b>Career Advisor, SSG(P) through SFC (MOS 11B/11M)</b>                        | 221-8056       |
| SFC Ralph Hartke   |                |
| <b>Career Advisor, SP4/CPL(P) through SSG (MOS 11B/11M)</b>                    | 221-9399       |
| SFC Edmund Crivello  |                |
| <b>Career Advisor, PVT through SP4 (CMF 11); SGT through SFC (MOS 11C/11H)</b> | 221-8056<br>or |
| SFC Harold Waldroup  | 221-9543       |
| <b>Advance NCO Course Advisor</b>  | 221-9166       |
| SFC Clifford Adams   |                |
| <b>Reclassification NCO</b>  | 221-9458       |
| SFC Michael D. Portman   |                |

A soldier's new preference statement should express any desires he may have for schooling, especially schooling he would like to attend enroute to his next assignment. DA Pamphlet 351-4, The Army Formal Schools Catalog, has a complete listing of available courses and their prerequisites.

Once again, realistic requests have a better chance of succeeding. The schools that are most likely to be approved are the Bradley Gunner Course, the Bradley Commander Course, and the Bradley Master Gunner Course.

Two often-neglected parts of the Preference Statement are the Dependent Data and Remarks blocks. Having current and accurate data on dependents helps the assignment branch at TAPA better consider family needs when determining a soldier's next assignment. And the Remarks block should clearly and concisely state everything that a soldier thinks will affect his availability for the next assignment.

## NORTHERN WARFARE SPECIALISTS

Infantry Enlisted Assignments Branch has a continuing need for soldiers who are qualified as Northern Warfare Experts--Special Qualification Identifier (SQI) E--to serve as instructors/evaluators at the Northern Warfare Training Center (NWTC), Fort Greely, Alaska.

Anyone who holds SQI E and is interested should submit a DA Form 2635, Enlisted Preference Statement, to Commander, U.S. Army TAPA, ATTN: DAPC-EPK-I, 2461 Eisenhower Avenue, Alexandria, VA 22331-0452.

## ROTC/RC DUTY

The Infantry Assignment Branch at TAPA is screening the files of soldiers who are now or have previously performed duties as platoon sergeants or first sergeants for possible assignment to ROTC or Reserve Component duty.

Because of PCS constraints, we are concentrating on the files of soldiers in MOSS 11B, 11H, and 11C who are overseas and scheduled to return between February and September 1988.

Soldiers in these categories who are interested should contact their career advisors at Infantry Branch.

**NCO-ER UPDATE**

The noncommissioned officer evaluation reporting (NCO-ER) system, now scheduled for implementation on 1 March 1988, will be implemented sequentially by rank. This sequenced transition from the EER system to the NCO-ER system will accomplish the following objectives:

- Ensure a standardized and equitable transition with all NCOs starting the new system on an equal footing.
- Ensure sufficient time for performance counseling between the rater and the rated NCO before submission of NCO-ERs under the new system.
- Require senior NCOs to be counseled before junior NCOs.
- Distribute the transition workload more evenly.
- Gradually implement the NCO-ER

over a longer period of time.

The Active Army transition (which includes AGR NCOs) will be accomplished by rank as depicted in the table. (Implementation instructions for Army National Guard and U.S. Army Reserve NCOs who are not on active duty will be issued separately by the ARNG and USAR.)

A final EER will be prepared only for NCOs who, as of the "Final Possible EER" date (as shown in the table), have at least 90 rated days since the last EER under the same rater.

NCOs who do not have at least 90 rated days since the last EER under the same rater as of the "Final Possible EER" date will not receive a final EER. The time since the last EER will be considered nonrated but will not be carried forward under the NCO-ER system.

NCOs who are attending resident courses of instruction (scheduled for less than 90 calendar days) on the "Final Possible EER" date will receive a final EER as of the last duty day before departing for the school, if the rated NCO has at least 90 rated days since the last EER under the same rater. The time during the course of instruction before the "NCO-ER From Date" will be considered nonrated but will not be carried forward under

the new system. The time during the course of instruction (for these and other NCOs) *on or after* the "NCO-ER From Date" will be considered nonrated but *will* be carried forward under the new system.

NCOs who are promoted to the rank of sergeant with an effective date of promotion on or between 1 June 1988 and 31 August 1988 will not receive a final EER. The time between their promotion and 31 August 1988 will be considered nonrated and will not be carried forward under the new system.

DA Form 2166-6, serving as a final EER, will have the code 9 "final" entered in Part I (Block H).

The time required for "final" EERs to reach USAERHC has been extended from 60 to 90 days.

All NCOs will begin a new rating period under the NCO-ER system beginning with the "NCO-ER From Date." Nonrated time from preceding rating periods under the EER system will not be carried forward under the NCO-ER system.

NCO-ERs will be prepared as events that require a report occur on or after the "First Possible NCO-ER" date (change of rater or annual, for example).

The only NCO-ERs to be prepared between the "Final Possible EER" date and the "First Possible NCO-ER" date will be "relief-for-cause" (new code 5) reports.

All NCOs except corporals will receive their initial performance counseling during the two-month period beginning with the "NCO-ER From Date" for their rank. Corporals will receive their initial counseling beginning 1 December 1988.

Various information concerning the NCO-ER now being released to the field includes a counseling checklist, the NCO-ER form (DA Form 2166-7, and DA Pamphlet 623-205 ("How to").

The point of contact for further information is Major Wise or Sergeant Major Goode, The Army Personnel Administration Center, ATTN: DAPC-MSE, AUTOVON 221-9659/9660.

| NCO-ER TRANSITION TABLE                               |                    |                                |                  |                       |
|---|--------------------|--------------------------------|------------------|-----------------------|
| RATED NCO RANK  | FINAL POSSIBLE EER | INITIAL PERFORMANCE COUNSELING | NCO-ER FROM DATE | FIRST POSSIBLE NCO-ER |
| CSM/SGM/1SG/MSG & PSG/SFC on MSG list as of 29 Feb 88 | 29 Feb 88          | Mar/Apr                        | 1 Mar 88         | 1 Jun 88              |
| PSG/SFC/SSG & SGT on a SSG list as of 31 May 88       | 31 May 88          | Jun/Jul                        | 1 Jun 88         | 1 Sep 88              |
| SGT not on SSG list as of 31 May 88                   | 31 Aug 88          | Sep/Oct                        | 1 Sep 88         | 1 Dec 88              |
| CPL*  | N/A                | Dec                            | N/A              | N/A                   |

\*Note: Corporals will be counseled but will not receive NCO-ERs.

