

# ENLISTED CAREER NOTES



## INFANTRY ANCOC

The Advanced Noncommissioned Officer Course (ANCOC) is critical to the professional development of Infantry NCOs. Current policy requires that an NCO complete ANCOC before he can be selected for promotion to master sergeant.

There is a long waiting list for CMF 11 ANCOC attendance, and the number increases each time a selection board meets. The Infantry School recently increased the number of training seats available for Active Army NCOs in Fiscal Year 1988, and Infantry branch cannot afford to waste a single seat. Commanders must therefore make every effort to ensure that their NCOs attend ANCOC at the earliest opportunity.

## ANCOC FOR DETAILED RECRUITERS

The policy concerning ANCOC attendance by detailed recruiters has been modified, and these NCOs will attend as follows:

- SFCs in primary or secondary zones for promotion to master sergeant who have 36 months or more in the U.S. Army Recruiting Command (USAREC) will be released early to attend ANCOC, on temporary duty (TDY) enroute to their next duty stations.

- SFCs with less than 36 months time in USAREC and in the primary or secondary zone for promotion to master sergeant will attend TDY and return.

- SSGs who are selected for ANCOC will attend TDY enroute to their next duty stations after completing 48 months in USAREC.

This policy will ensure that detailed recruiters remain competitive for pro-

motion to master sergeant and that they receive ANCOC training as close as possible to the time they need it.

## 11M NCO DEVELOPMENT

Noncommissioned officers who hold MOS 11M (BIFV Infantryman) should consider enrolling in one of the three 11M development courses currently available.

Since the initiation of MOS 11M, it has become one of the most demanding positions for an NCO to hold. A BIFV squad leader has functional responsibility for the training and successful deployment of his squad. To accomplish this he must master all phases of training and exercise proper maintenance of the BIFV.

The three courses available are the following:

**Bradley IFV Gunner Course.** This four-week course trains soldiers to proficiency in turret weapon operation and maintenance and develops the gunnery skills a gunner needs to acquire and defeat threat targets.

The prerequisites are:

- Active Army or Reserve Component.

- Qualified in MOS 11M or 11B.

- Assigned to or on orders to an 11M20 position.

- Nine months or more of active service remaining after course completion (for active duty personnel).

**Bradley Commanders Course.** This six-week course, formally called the IFV Course, teaches the maintenance, gunnery, and tactical skills required of a vehicle commander.

The prerequisites are:

- Active Army, assigned to or on orders to an IFV-equipped unit.

- Nine months of active service remaining after course completion.

- In the rank of SSG or SFC/PSG

or in duty position as a vehicle commander.

- MOS 11B qualified with no prior MOS 11M training.

- No IFV new equipment training.

- Potential for duty as an IFV commander.

**IFV Master Gunner Course.** This 12-week course includes instructions on how to implement gunnery training programs with the emphasis on IFV tactical employment skills and maintenance of the turret and fire control equipment.

The prerequisites are:

- Active Army only.

- MOS 11M20 qualified.

- SSG or SFC/PSG recommended by battalion commander.

- Eleven months time in service remaining.

Noncommissioned officers who have been alerted for overseas assignment should consider attending one of these courses enroute to their next duty station. Likewise, NCOs who are currently overseas and have known dates for return should consider applying.

Anyone who is interested should submit a DA Form 4187 (Personnel Action), current DA Forms 2A and 2-1 (Personnel Qualification Record), and a DA Form 2635 (Enlisted Preference Statement) for future assignment considerations. Personnel Administration Centers can provide assistance in completing the application.

Further information is available from Commander, TAPA, ATTN: DAPC-EPK-1 (SFC Crivello), 2461 Eisenhower Avenue, Alexandria, VA 22331-0452.

## FORCE ALIGNMENT BRANCH

Several functional responsibilities within TAPA have been transferred to the new Force Alignment Branch in the

Enlisted Personnel Management Directorate. This transfer consolidates force alignment actions for applications by the directorate.

These functions include:

- The Enlisted Bonus, Selective Reenlistment Bonus, and Bonus Extension and Retraining Programs.

- Special and incentive pay programs (Career Sea/Career Sea Premium, Diving Duty, Demolition Duty, Experimental Stress, Flight-crewmember/Non-crewmember, Toxic Fuel and Propellants, Toxic Pesticides, Overseas Extension Incentive, Foreign Language Proficiency, Special Duty Assignment).

- Army Board for Correction of Military Records cases referred for TAPA recommendations involving the above monetary incentives.

- Sergeant through sergeant first class monthly promotion recommendations.

- Military occupational specialty reclassification (IN/OUT) calls.

The Force Alignment Branch will monitor the alignment of the enlisted population and the effectiveness of the management tools the Army uses to align the force.

When necessary, the branch will recommend ways to alter or apply these tools to make them as responsive as possible to anticipated changes in Army requirements. Such recommendations will be made in coordination with the career branches and the TAPA office of the deputy chief of staff for plans.

The office symbol of the Force Alignment Branch is DAPC-EPT-B; telephone AUTOVON 221-4179, commercial (202) 325-4179.

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### STANDING PROMOTION LISTS FOR 11Ms

Commanders should review their standing promotion lists for 11M soldiers to ensure that eligible personnel are being boarded. In December, for example, more 11Ms could have been promoted both to sergeant and staff sergeant if the names had been there.

The quotas were there, but the stand-

ing lists were not sufficient. As a result, an opportunity to promote Infantry soldiers was lost. And in the future, with the impending budget and personnel cuts, the opportunities to promote these soldiers could be curtailed.

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### RE-ENLISTMENT OPTIONS

Soldiers will have an opportunity to take advantage of new re-enlistment options as part of a test that runs from 1 March through 30 July 1988:

- A soldier who elects to re-enlist for an Army service school for retraining will be given an opportunity to select his next duty assignment before re-enlisting, provided he re-enlists for six years.

- A soldier may select either a stateside assignment or an overseas area assignment of choice based on his new military occupational specialty.

- A soldier who re-enlists for current station stabilization of 12 months or more may elect a choice of assignment following the completion of the stabilization. This option carries with it a five-year re-enlistment for soldiers who choose a 12-month stabilization. Those who choose a stabilization period of more than 12 months and up to 18 months will be required to re-enlist for six years.

- A soldier who re-enlists for an assignment in a short-tour area such as Korea, and who re-enlists for five years, will be able to select his new stateside duty station upon completion of the tour.

- Beginning March 1, first term soldiers who enlisted for two years may re-enlist for three, four, five, or six years if they elect one of the options listed above.

Other re-enlistment changes went into effect on 29 December 1987.

- A mid-career soldier who is within eight months of his ETS and has received CAP III assignment instructions may request deletion from this assignment provided he agrees to re-enlist for six years with a minimum stabilization of 12 months if stateside and 24 months if overseas, and if he

serves in a short or balanced MOS.

- Soldiers overseas may elect stabilization in monthly increments between 12 and 24 months.

- Some re-enlistment options now carry longer re-enlistment periods. Soldiers who re-enlist for retraining at an Army service school that is more than eight weeks long must now re-enlist for at least four years.

- Soldiers who re-enlist for assignment to a long-tour overseas area must re-enlist for five years or more. Those who elect an assignment to a short-tour area must re-enlist for at least four years.

- The language school re-enlistment option now requires a minimum re-enlistment of four years.

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### TRANSITION INTO RESERVE COMPONENTS

It is no longer Army policy to merely separate soldiers from the active component upon completion of their active duty obligations. Current policy encourages the transition of eligible soldiers into the Reserve Components so that they can continue to serve as members of the Total Army.

Service in the Reserve Components may be in the Individual Ready Reserve (IRR); the U.S. Army Reserve (USAR); or the U.S. Army National Guard (ARNG).

Pretransition counseling is provided to all soldiers about 90 days before their release from active duty. This counseling is conducted on each installation by Total Army Career Counselors for all soldiers (but principally enlisted). Subject matter includes the soldier's remaining obligation, RC pay and benefits (SGLI, commissary and post exchange privileges, and the like), availability of assignments in the RC, and retirement potential.

The goal of the program is to provide the Reserve Components (especially its Troop Program Units) with experienced soldiers who are current on doctrine and training techniques. This will serve to increase readiness while reducing training costs.

# OFFICERS CAREER NOTES



## FORCE ALIGNMENT PLAN AND BRANCH DETAIL

The Force Alignment Plan (FAP) III and Branch Detail Programs are two key management tools that are used to realign the officer inventory between branches to meet the need for lieutenants and captains in each branch. FAP III has been in existence since 1984, while the BD program was effective with the accession year group for Fiscal Year 1987.

Realignment requirements depend upon retention rates, authorizations, year group size, and the projected inventory alignment of each branch. One hundred forty-three Infantry officers were involuntarily rebranched from Year Group 1983. Projected Infantry branch FAP III requirements are: FY 88 (YG 84)—141; FY 89 (YG 85)—190; FY 90 (YG 86)—142.

Under the BD program, newly commissioned officers will be allowed to select an underaligned basic branch of their choice and be detailed to one of the overaligned branches for three to four years. Upon completion of the detail period, each officer would revert to his selected basic branch. Enough new lieutenants will be identified in the beginning under the BD program to meet realignment requirements for FY 91 when, hopefully, mandatory rebranching under the FAP III program will no longer be necessary.

## TECHNOLOGICAL NEEDS

There is a need throughout the Army for officers with educational backgrounds that support the many emerging technologies. The Army is increasingly involved in areas such as robotics, laser physics, plasma physics, ceramics engineering, superconductivity, and others.

Infantry branch needs officers with these skills to provide an Infantry perspective in the analysis process, in research and development, and in the materiel acquisition and management field.

New requirements are rising, and functional areas 49 through 53 (operations research and systems analysis, force development, research and development, nuclear weapons, and systems automation) include an increasing number of important jobs.

Officers who are pursuing degrees on their own should consider these emerging technologies and the technical functional areas.

## MEDICAL SCREENING

Active duty lieutenant colonels and colonels who have been selected for battalion and brigade command, regardless of age, must now undergo cardiovascular screening and be cleared by medical personnel before assuming command.

This screening will take place in four phases:

- Phase 1—Risk evaluation and physical examination, blood tests, and resting electrocardiogram.
- Phase 2—Medical exam and stress test.
- Phase 3—Nuclear cardiology/angiography.
- Phase 4—Medical therapy/bypass surgery.

Officials expect that 50 percent of the commanders will be cleared during Phase 1 screening, 97 percent after Phase 2, and 99 percent after Phase 3.

Although the screening could result in deferment from command for an officer who had been selected, only in the worst case would an officer be removed from the list and not receive a command.

Officers, regardless of age, who are currently in command at the lieutenant colonel and colonel levels will be medically screened as soon as possible. None of them, however, will be removed from command solely because of failure to be medically cleared.

Medical screening of all soldiers aged 40 and over began in 1981 to identify cases of possible heart disease and to improve the overall readiness of the Army. Soldiers 40 and over may not take the Army Physical Fitness Test until they are cleared by appropriate medical authority.

Although the intent of this policy applies to the Total Army, Army National Guard and Army Reserve policy will be delayed pending the complete implementation of the 40 and over cardiovascular screening program into the Reserve Components.

## INFANTRY BRANCH REPRESENTATIVE, USAIS

Infantry Branch, TAPA, maintains a permanent liaison officer at the Infantry School. He serves as liaison between the School, Infantry Branch, and major commands in the management of Infantry Officer Candidate School, Officer Basic Course, and Officer Advanced Course officer assignments, military schooling, and career management.

He is the single point of contact for all units for information pertaining to the status of officers attending USAIS classes, follow-on courses for officers attending IOBC or IOAC, and delays of officers because of course failure, slippages, or medical problems.

The current liaison officer is Captain Tim Bunting. He can be reached at AUTOVON 835-3611; commercial (404) 545-3611.

### ROTC ACTIVE DUTY ACCESSIONS

The group of ROTC cadets who will be commissioned in 1988 is of very high quality, but only 54 percent of the entire year group was selected for active duty. Of the 5,117 cadets who requested active duty, only 75 percent were selected. More than 95 percent of the 371 cadets branched Infantry had selected it as their first choice, and 51 percent were regular Army. Because so many had chosen Infantry first, the branch will be getting very high caliber officers.

In a change from last year's branching procedures, cadets were branched to meet the captain requirements of each branch. The branches that had excess lieutenants (Signal Corps, Military Intelligence, Military Police, Quartermaster, and Transportation Corps) then detailed them to the underaligned branches (Infantry, Field Artillery, Armor, and Air Defense Artillery). Infantry received 131 detailed officers for a total of 502 officers from the board that met in December 1987.

This branch detail process should

eliminate the need for forced rebranching by FY 91.

### SPECIAL FORCES REBRANCHING

When Special Forces was officially designated a separate branch in 1987, officers who were being managed using Functional Area 18 and Skill Code 5G were given an opportunity to volunteer for rebranching into Special Forces. The FA 18 officers who volunteered were rebranched; those who did not will have new functional areas designated because FA 18 will cease to exist.

The officers holding Skill Code 5G who volunteered were considered by a rebranching board conducted in November 1987. Those who were not rebranched by the board or who did not volunteer will retain the 5G designator. It is expected, however, that assignment to Special Forces billets will be made from the available pool of Special Forces branch officers.

Almost 1,000 Infantry officers were rebranched into Special Forces through this system during Fiscal Year 1987.

Plans are to conduct a rebranching board annually for officer volunteers who have completed or who will have completed their officer advanced courses during the year being considered. For most officers, this will be the third or fourth year of service.

Infantry branch fully supports this program and has a goal of providing 130 officers per year group to Special Forces. This will reduce the number of Infantry officers rebranched to combat support and combat service support branches under the current Force Alignment Plan and those to be detailed in the future under the Branch Detail Program.

Officers who consider serving in Special Forces must make that decision before or during their officer advanced courses. The schooling requirements, permanent change of station constraints, and professional development needs of both Infantry and Special Forces will not accommodate late branch transfers.

For additional information, call Special Forces Branch at AUTOVON 221-3169/8243, commercial (202) 325-3169/8243.

