

# ENLISTED CAREER NOTES



## EDUCATION TRANSITION MANAGEMENT PROGRAM

Nearly 12,000 soldiers worldwide have participated in voluntary transition counseling at Army education centers since this service started last year.

Under a program called Education Transition Management, soldiers who are within 240 days of their estimated termination of service dates get information about their entitlements. They can use this information as a basis for making their career decisions.

Counselors help soldiers develop educational plans to meet their career goals, regardless of whether a soldier decides to reenlist or to move from active service into civilian life.

Soldiers also get help with selecting schools, scheduling entrance tests, assembling and submitting admission application packets, and applying for Army Reserve Officer Training Corps enrollment.

In 1987 more than 1,200 soldiers applied for enrollment at colleges, and many others selected less formal education options.

As part of the Army's Transition Management Program, Education Transition Management serves the needs of the increasing number of young people who enter the Army to earn educational benefits.

## RETENTION OF SGM/CSMs BEYOND 30 YEARS

Under a policy change, all sergeants major and command sergeants major selected for retention beyond 30 years of active service will be approved for retention to 35 years of active service or age 55, whichever is earlier.

Previous policy provided for retention of selected sergeants major to 33

years and command sergeants major to 35 years of active service.

Application and selection procedures remain unchanged. These actions should be processed through command channels and *not* as reenlistment actions.

Information on application procedures is available at local personnel service centers.

## RESERVE COMPONENT NCO-ER PROGRAM

The goals and objectives of the Reserve Component NCO-ER program are the same as for the Active Component (which was detailed in *INFANTRY*, January-February 1988, page 48). The actual implementation and execution of the program for the U.S. Army Reserve and National Guard is different.

The NCO-ER will be implemented for Troop Program Unit (TPU) soldiers in the August through December 1988 rating period. The current rating schedule in AR 623-205, Table 5-1, will be reversed as shown in the accompanying chart.

A one-time exception to the standard 12-month rating period will be required. After implementation, there should be no rating period of more than 12 months, except when an exception is authorized.

Because Active Guard Reserve (AGR) NCOs' transition period falls before TPU implementation, it can serve as an initial training vehicle for TPU commanders.

Performance counseling for TPUs will be done semi-annually instead of quarterly.

## EDUCATION OPPORTUNITIES

Major field commanders now have considerable latitude in the way they apply their limited resources to meet in-service education needs.

To ensure some consistency, however, the following guidelines apply:

- Basic skills programs will focus on soldiers who need to meet promotion, reenlistment, or reclassification standards. Soldiers will still have a "free" opportunity to achieve a high school diploma.

- Post-secondary tuition assistance will be either 75 percent or a dollar cap of \$80 and \$165 per semester hour for undergraduate and graduate study, respectively, whichever is less.

- Soldiers who are eligible for Vietnam-era GI Bill educational entitlements may not receive tuition assistance, nor is tuition assistance authorized for lower-level or same-level degrees.

Counseling is still the heart of the in-service education program.

RESERVE COMPONENT  
NCO-ER TRANSITION TABLE

RATED NCO RANK	FINAL POSSIBLE EER	INITIAL PERFORMANCE COUNSELING	NCO-ER FROM DATE
CSM/GM/1SG/MSG	31 Aug 88	Sep/Oct	1 Sep 88
SFC/PSG	30 Sep 88	Oct/Nov	1 Oct 88
SSG 31	Oct 88	Nov/Dec	1 Nov 88
SGT 30	Nov 88	Dec/Jan	1 Dec 88
CPL*	N/A	Dec/Jan	N/A

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

# OFFICERS CAREER NOTES



## OFFICER ADVANCED COURSE

Officers should expect to attend the Infantry Officer Advanced Course after being selected for promotion to captain and after completing at least 36 months at their present duty locations.

Officers stationed in Alaska and Hawaii must apply for a curtailment of their tours in order to be considered to attend IOAC before completing 48 months on station. Infantry Branch at the Total Army Personnel Agency (TAPA) will automatically project officers to attend the next class after they have completed 36 months on station.

A special preference statement will be mailed to each officer outlining post-IOAC assignments, and this preference sheet should be returned to Infantry Branch as soon as possible. (Historically, about 20 percent of officers fail to return it.)

An officer may defer his attendance at the advanced course to complete 48 months at his duty station by applying for CONUS stabilization using a DA Form 4187. He must submit this application through command channels before receiving a request for orders to attend IOAC.

Attendance at other branch advanced courses is encouraged. Officers who would like to attend the Armor, Field Artillery, Aviation, or Air Defense Officer Advanced Courses in lieu of IOAC should contact Infantry Branch, Captain Mike Oates, AUTOVON 221-0207/0209.

The schedule of classes for IOAC for the remainder of Fiscal Year 1988 and for 1989 is as follows:

CLASS	DATES
5-88	14 Aug 88 - 23 Jan 89
1-89	16 Oct 88 - 24 Mar 89
2-89	22 Jan 89 - 13 Jun 89
3-89	9 Apr 89 - 29 Aug 89
4-89	9 Jul 89 - 1 Dec 89
5-89	3 Sep 89 - 15 Feb 90

## BATTALION COMMAND BOARD RESULTS

A backbrief from members of the FY 89 battalion command board has provided some insight into items the board members considered important in their selection of officers to command battalions.

In addition to a highly competitive manner of performance throughout, the board members placed great emphasis on the following:

- Recent troop experience.
- Outstanding performance in recognized "tough infantry jobs."
- Accurate officer record brief (ORB), complete microfiche, and excellent, recent photograph.

Questions on how to prepare for a battalion command board should be directed to Captain Chuck Cornwell or Major Robert Smith, AUTOVON 221-0207/0209.

## REQUESTING OMPF MICROFICHE

Any officer who wants a microfiche copy of his official military personnel file (OMPF) should send a written request to: U.S.A. TAPA, ATTN: DAPC-MSR-R, 200 Stovall Street, Alexandria, VA 22332-0414.

The request must include name, grade, social security number, and military or civilian address, and it must be signed.

## PROMOTION TO FIRST LIEUTENANT

The time in service criteria for promotion from second lieutenant to first lieutenant have been changed. The change in promotion "pin-on point" is extended from 48 months to 24

months. This change began 1 April 1988 and will be fully implemented by 1 November 1988.

Upon completion of 24 months of active service, second lieutenants will be promoted on the first day of the following month.

DA Forms 78 that have already been processed will not need to be redone to comply with the restriction of forwarding to the approval authority prior to 120 days.

This promotion "slowdown" for second lieutenants is part of a larger officer and enlisted promotion slowdown already in effect, and it brings the Army in line with the other services' promotion policies for lieutenants.

## USMA INSTRUCTOR, TACTICAL OFFICER DUTY

The United States Military Academy is looking for qualified officers to teach a wide range of academic subjects and serve as tactical officers for West Point's Corps of Cadets. Approximately 200 faculty vacancies occur each year with openings in all the arts and sciences.

Although there are some positions for field grade officers with advanced degrees, most of the positions are filled by captains who obtain master's degrees enroute to the Academy. Candidates should be outstanding soldiers who display a capacity for intellectual growth as shown by such indicators as strong scores on the Graduate Record Examination (GRE).

Company grade officers who are interested in these positions should plan their careers to make sure they are branch qualified by completing advanced course schooling and company level commands or equivalent assignments. They should have the necessary credentials to pursue master's

degrees at high-quality graduate schools in approximately their fifth year of service, and should plan to serve at USMA for three years.

It is a goal of the Academy to have a faculty mixture of graduates of USMA and of other institutions with appropriate female and minority representation, and to have a distribution of advanced degrees for all subjects taught. Because of these objectives, the Academy offers an excellent opportunity for outstanding officers to achieve master's degrees in a wide range of disciplines and to teach in a most challenging environment.

The officers selected also join a distinguished group of Army leaders who have not only molded the leaders of tomorrow while at the Academy but who have also made significant contributions to the Army and the nation in subsequent assignments. Former instructors regard their interaction with cadets as one of the most rewarding phases of their careers. These officers have consistently exceeded the Army-wide selection rates for promotions and schooling.

Interested officers should request additional information from the Superintendent, United States Military Academy, ATTN: MAAG-PM, West Point, NY 10996-5000.

## JUMPSTART PROGRAM

"Jumpstart" is a new program for assigning officers to Army Readiness Groups in the continental United States (CONUS). The program, a team effort between Forces Command (FORSCOM) and the U.S. Total Army Personnel Agency (TAPA), is designed to improve Active Army support to the Reserve Components.

Two of the major reasons for reorganizing MILPERCEN into TAPA last October were to increase the Army's mobilization ability and to align all the components more closely. The Jumpstart program is designed to meet these same objectives.

Under Jumpstart, captains graduating from advanced courses and majors graduating from command and staff

colleges will be assigned to FORSCOM installations for 24 to 30 months of troop duty. These officers will then be available to fill key positions in readiness groups at the same location or nearby for another 24 to 30 months.

The officers who serve in the program will share their knowledge from these courses and their FORSCOM troop experience in the readiness group. At the same time, they will receive professional development through service with both Active and Reserve Component units during the same tour and will gain a Total Army perspective that will better prepare them for future service.

TAPA expects that not more than 120 officers per year will change assignments under Jumpstart. Many of these moves will be between units located on the same installation—from a troop unit on Fort Bragg to Readiness Group Bragg, for example. Other moves will be to nearby readiness groups, such as from Fort Carson to Readiness Group Denver. These moves will be made in such a way as to keep PCS costs down and to provide as much stability as possible for officers and their families.

TAPA is working on ways for officers to volunteer for Jumpstart and receive assignments to CONUS installations of their choice.

The program will ensure that officers

assigned to key readiness group positions have the education, experience, and potential to provide the best possible support to the Reserve Components. It will also permit more of the Army's future leaders to experience Reserve duty, and this will better equip them to fight in the Total Army of the future.

## CAS' SCHEDULE

Officers who are scheduled to attend Phase II of the Combined Arms and Services Staff School (CAS') Classes 88-9, 88-10, or 89-1 should be aware that the class dates have been changed. Classes 88-9 and 88-10 will both start on 15 August 88 and end on 13 October 88. Class 89-1 will start on 17 October 88 and end on 16 December 88.

Commanders are reminded to give priority consideration to their officers in Year Group 1979 to attend CAS'. They should send officers to CAS' (Phase II) on a temporary duty and return basis, because Infantry Branch has only a limited allocation of seats for sending officers to CAS' on TDY enroute to their next duty stations.

Questions concerning CAS' should be directed to Captain Tom Schoenbeck, AUTOVON 221-0207/0209.

INFANTRY BRANCH POINTS OF CONTACT		
ASSIGNMENT AREAS	NAMES	TELEPHONE (AUTOVON)*
Branch Chief	LTC Hagenbeck	221-7823/0317/0207
LTCs, SSC (Branch XO)	MAJ(P) Axson	221-7823/0318
LTCs, Other Specialties (Except 48/54)	CPT Cornwell	221-7823/0209
LTCs, Command, ROTC, PCC	MAJ Smith	221-0317/0318
MAJs	MAJ Anderson	221-0318/7823
MAJs, Other Specialty (Except 48)	CPT Phil North	221-0318/7823
CPTs, Overseas/Advanced Course	CPT Oates	221-0207/0318
CPTs, CONUS/Without Troops	CPT MacArevey	221-7823/0207
CPTs, Other Specialties (Except 48)	CPT Barclay	
LTCs, Overseas, CONUS, and Accessions	CPT Schoenbeck	221-0207/0208
Infantry Branch Representative, USAIS, Fort Benning, Georgia	CPT Rush	221-0207/0208/0209
	CPT Bunting	835-3611/3714

\*For commercial calls, use area code 202 and the prefix 325 (instead of 221) for TAPA; area code 404 and the prefix 545 for Fort Benning.