

# ENLISTED CAREER NOTES



## INFANTRY DRILL SERGEANTS

Most infantry soldiers who are selected for drill sergeant duty expect to perform their drill sergeant tours at Fort Benning and are sometimes surprised to find they will be serving at another initial entry training (IET) post.

Since infantry drill sergeants are authorized at 21 of the 27 drill sergeant installations, it stands to reason that not all infantry drill sergeants can be assigned to Fort Benning.

Half of the drill sergeants in all basic combat training (BCT) companies are supposed to be infantry, and infantry drill sergeants are also authorized in most advanced individual training (AIT) companies. Assigning infantry drill sergeants to these units allows non-infantry IET soldiers an opportunity to benefit from the experience and knowledge of the infantry NCO who, by the very nature of his background, is especially skilled in the common task areas.

An infantry soldier will find drill sergeant duty challenging and rewarding no matter where he is assigned.

More information concerning the drill sergeant program is available from local personnel staff NCOs or MILPOs.

## AIRBORNE NCOs NEEDED

The 82d Airborne Division is looking for NCOs who hold Primary MOSs of 11B, 11C, and 11H at Skill Levels 3 and 4. NCOs who are interested in training for and assignment to an airborne position at Fort Bragg should contact their battalion personnel action centers (PACs) or company reenlistment NCOs.

These soldiers should keep in mind

current permanent change of station policies when applying for training and assignment. Those who are stationed overseas need only to apply about six to eight months from their date of return from overseas. Soldiers stationed in CONUS have to reenlist for training and assignment to an airborne position.

## BIFV INFANTRYMAN

The transition from MOS 11B to 11M continues, but the Enlisted Master File (EMF) is not being updated quickly and thoroughly enough to keep soldiers with MOS 11M going to the right places. As a result, the Army cannot effectively use the unique skills the Bradley Fighting Vehicle infantryman has; units that need BIFV infantrymen remain short of soldiers with the needed skills; and individual soldiers suffer from not being assigned to positions where their skills can be kept current.

If your PMOS is 11M and you have been notified that you are on assignment instructions to move to another location, you should double check during your levy briefing to make sure the MOS required for the assignment is 11M. If you are being assigned to any other MOS (with the exception of drill sergeant or detailed recruiter duty), you need to bring this to the immediate attention of the personnel at the briefing. A phone call to your career advisor or assignment manager at TAPA is usually all it takes to verify the assignment instructions.

Soldiers are promoted and selected for higher levels of schooling on the basis of their potential, and one of the best indicators of potential is solid performance in TOE units within their primary MOSs.

## PROMOTION CRITERIA

When promotion lists are published, Infantry Branch receives many calls from enlisted personnel (or their supervisors) wanting to learn why they were not selected for promotion.

The zones of consideration for promotion to sergeant first class, master sergeant, and sergeant major are released by message from TAPA four to six months before a board convenes. These same boards select soldiers to attend the Advanced Noncommissioned Officer Course (ANCOC) and the Sergeants Major Academy and also screen the records for the Qualitative Management Program (QMP).

The people at Infantry Branch cannot tell a soldier specifically why he was not selected, but the following overview of what the boards seem to take into consideration may help:

The qualitative criteria for selection are very stringent, and the board compares each soldier to others in his career management field (CMF) using the same criteria for all. Only "fully qualified" soldiers are selected for promotion to the next grade. Promotions will occur when requirements exist and when budgetary constraints allow them.

The promotion boards convene at the U.S. Army Enlisted Records and Evaluation Center at Fort Benjamin Harrison, Indiana. They review each soldier's Official Military Personnel File (OMPF) and Personnel Qualification Record (2A and 2-1). The soldier himself is responsible for about 90 percent of what the board members see.

The following areas, although not considered mandatory, do receive careful consideration, along with manner of performance: First sergeant, drill sergeant, recruiter, Reserve Component, Unit Manning System

(COHORT), ROTC, DA organizational effectiveness NCO, Army Community Service (ACS), and equal opportunity duty.

In addition, variety of assignments, duty positions, overall performance, the degree and level of responsibility, trends in efficiency, military education, moral standards, integrity, and personal characteristics are all weighted in the selection process.

Weight control and physical conditioning are also key factors for selection. All photographs are now reviewed in "hard copy," since the photographs on the microfiche do not show up very well.

Promotion reconsideration may be granted to soldiers in the primary zone whose records contained major material errors that may have been factors in their non-selection. Requests for reconsideration must be submitted and evaluated through command channels in accordance with paragraph 7-44, AR 600-200. Soldiers in the secondary zone will not be reconsidered.

The guidelines prescribed in AR 600-200, along with one of the previous promotion lists, should be used to evaluate a soldier. If after self-evaluation a soldier still has questions regarding his promotion potential, he should contact the appropriate office at TAPA. Since the screening of the records is a time-consuming project, please contact Infantry Branch in writing.

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### **MOST-ASKED QUESTIONS**

Infantry Branch is responsible for the assignment and professional development of about 67,000 soldiers. Personnel there answer at least 100 telephone inquiries each day, and when new policies are announced that number usually doubles.

In an effort to keep soldiers informed, the "most asked" questions, with answers, are the following:

**Q.** Am I on orders?

**A.** The levy section of a soldier's local military personnel office (MILPO) will notify him through the chain of command on receipt of

assignment instructions for him. The company first sergeant can help any soldier in making contact with his local MILPO.

**Q.** I am overseas and my DEROS (date eligible to return from overseas) is 14 months from now, and I would like to know where I will be assigned?

**A.** Infantry Branch usually begins working on assignment instructions for soldiers returning from overseas about 180 days before their DEROS and issues those instructions about 150 days before that date. Assignment instructions are issued to the soldier from his local MILPO levy section through his chain of command at least 120 days before DEROS. This schedule is dependent upon the soldier's situation and the data put into the Enlisted Master File (EMF) by the local MILPO.

**Q.** I am currently on orders. Can this assignment be changed?

**A.** Assignment instructions cannot be changed by a telephone request from a soldier or his chain of command. The soldier should report to his company first sergeant for assistance in obtaining information from the battalion PAC on early arrival, deletion, deferment, or change of assignment.

**Q.** I am currently eligible for reenlistment. Can Infantry Branch put me in a particular assignment so I can reenlist for it?

**A.** A soldier should report to his company reenlistment NCO for information on which assignments he is eligible to reenlist for. The reenlistment NCO can obtain the same requisitions through the RETAIN Hotline that Infantry Branch uses to assign soldiers worldwide, and can usually obtain them faster.

**Q.** Can I put myself on levy for overseas?

**A.** Soldiers will not be placed on overseas levy as the result of a telephone request from the soldier or his chain of command. The soldier should report to his company first sergeant for assistance in obtaining information on how to volunteer for overseas assignment.

Infantry Branch welcomes calls

from soldiers who are having problems in obtaining information. But we urge them to try to use the chain of command in obtaining information. The company first sergeant is the best starting point for any personnel action.

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### **CSS MOSSs NEEDED IN RANGER UNITS**

Ranger units need soldiers in combat service support (CSS) MOSSs 29E, 29S, 31V, 54E, 63B, 63W, 76C, 76Y, 76Z, and 94B. The need is particularly great for unit supply specialists, MOS 76Y.

Soldiers who are interested in volunteering for Ranger training and assignment should contact their personnel noncommissioned officers or write to Ranger Career Advisor, U.S. Total Army Personnel Agency, ATTN: DAPC-EPK-1, 2461 Eisenhower Avenue, Alexandria, VA 22331, or call AUTOVON 221-5494 or commercial (202) 325-5494.

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### **SOLDIER SUPPORT CENTER HOTLINE**

To serve the Army better, the Soldier Support Center needs the input of soldiers and civilian employees.

The 24-hour-a-day hotline allows people to voice concerns and make recommendations on equipment, doctrine, training, organizational development, and other topics for which the Center has proponent responsibilities.

The hotline number is 699-4962. Callers should speak slowly and give name, rank, organization, and AUTOVON number so the Soldier Support Center can get in touch with them. The goal is to answer questions within five working days, or provide an interim response until a final reply is available.

For any problems with the hotline, contact Captain Csontos or Mrs. Gordon at AUTOVON 699-3837/4858.

# OFFICERS CAREER NOTES



## CAPTAINS' ASSIGNMENTS AWAY FROM TROOPS

Infantry captains are considered "branch qualified" upon completion of 12 months TOE time, graduation from an advanced course, and successful completion of 12 months as a company commander. The branch qualification process is normally completed during an officer's second assignment.

Following a successful company command tour, Infantry officers should expect an assignment "away from troops." This is due mainly to the large number of Army requirements that exist outside the infantry; further, it provides for professional development by providing infantry officers a wider perspective of the Army. Additionally, officers need to get away from troops at this point in order to enhance their prospects of being assigned to troops as majors.

"Away from troops" includes various types of assignment. Recruiting, ROTC, and Readiness Group advisor assignments are critical to future Army Readiness, and only top quality officers are selected for these positions. Other assignments considered "away from troops" include functional area assignments, observer controller positions at the National Training Center (NTC) and the Joint Readiness Training Center (JRTC), service school and U.S. Military Academy instructor positions, and participation in the advanced civil schooling program.

In general, officers who hold a "hard skill" functional area that requires extensive training, will be assigned to that functional area. "Hard skill" functional areas include FA 48 (Foreign Area Officer), FA 49 (Operation Research/Systems Analysis), FA 51 (Research and Development), FA 52 (Nuclear Weapons), FA

53 (Systems Automation), and FA 97 (Procurement).

Officers should understand that the remaining "away from troops" assignments are extremely competitive. Normally, each assignment requires an officer to have specific qualifications and experiences. For example, an officer must have commanded a mechanized infantry company before serving as an observer controller at the NTC or a light infantry company before serving at the JRTC.

For more information, including specific requirements for various assignments, branch qualified Infantry captains should contact Captain Tom Schoenbeck, Captain Vince Brooks, or Captain Steve Barclay at AUTOVON 221-5520 or commercial (202) 325-5520.

## ROTC PMS DUTY

Lieutenant colonels with masters' degrees or doctorates who are

interested in becoming ROTC professors of military science (PMSs) should contact Infantry Branch.

Files will be reviewed by an ROTC selection board in November 1988; selected officers will be slated for PMS duty during the period July-September 1989. Files must contain photos, ORBs, performance microfiche, and transcripts.

Interested officers should call Major Rob Johnson, AUTOVON 221-7823 or commercial (202) 325-7823.

## DEGREE COMPLETION PROGRAM (DCP)

The degree completion program exists to enable officers to pursue baccalaureate degrees on a full-time basis, thus freeing them to concentrate on their responsibilities while assigned to troop duty. The regulation governing this program and the application procedures is AR 621-1, Chapter 5, Training of Military Personnel at

### INFANTRY BRANCH POINTS OF CONTACT

ASSIGNMENT AREAS	NAMES	TELEPHONE (AUTOVON)
Branch Chief	LTC Hook	221-7823/5510/0207
LTCs, SSC/Functional Areas	MAJ Axson	221-7823/5510
LTCs, Command/11	MAJ Smith	221-7823/5510
LTCs, ROTC/54/Joint Duty	MAJ Johnson	221-7823/5510
MAJs, 11	CPT North	221-5511/5517
MAJs, Functional Areas	CPT Cornwell	221-5511/5517
CPTs, Advanced Course/ Command/Ranger	CPT Oates	221-0207
CPTs, Branch Qualified	CPT Schoenbeck	221-5520
	CPT Barclay	221-5520
	CPT Brooks	221-5520
	CPT Kirsch	221-5520
LTs, Accessions/Basic Course/ Ranger	CPT Rush	221-0207
Infantry Branch Representative, USAIS, Fort Benning, Georgia	CPT Bunting	835-3611/3714

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

Mailing address for Infantry Branch: HQ, TAPA, ATTN: DAPC-OPE-1, 200 Stovall Street, Alexandria, VA 22332-0414.

## Civilian Institutions.

The Army budget has affected permanent change of station (PCS) funds and stabilization policies. Consequently, Infantry Branch looks closely at all DCP requests in order to allow as many deserving officers as possible to benefit from the program. There is still a degree of flexibility in using the program. Officers must be smart about their requests, however, and the following comments should be useful:

- Infantry Branch encourages officers to attend DCP before an advanced course, if possible.

- The civilian university must be within 50 miles of an Army installation to preclude an additional PCS move for the next assignment.

- An officer's program may be scheduled in four possible ways:

- He completes his troop tour (at least 36 months) and attends DCP at a university near his present installation, then makes a PCS move to attend the advanced course.

- He moves to an advanced course location (Fort Benning, Georgia; Fort Knox, Kentucky; Fort Bliss, Texas; Fort Rucker, Alabama; or Fort Sill, Oklahoma). There he attends a university in the immediate area and upon completion of DCP attends the advanced course.

- He moves to an advanced course location, attends the course, and then attends a local university for DCP.

- He makes a PCS move to the advanced course. Upon completion,

he makes another PCS to his next duty station and attends DCP in the vicinity of the new duty station.

- An officer may not "pay his own way" to a university that is not near an installation.

- An officer must complete his degree within 18 months or receive an adverse Academic Efficiency Report.

Questions concerning this program should be addressed to TAPA, ATTN: DAPC-OPE-P (Mrs. Whalen), or telephoned to Captain Michael Oates, AUTOVON 221-0207.

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## PSYOPS/CIVIL AFFAIRS

The Army is still looking for active-duty officers to fill its newest functional area-- Psychological Operations and Civil Affairs. These fields were previously part of the Special Operations Functional Area 18. FA 18 became the designation for Special Forces branch when it was activated last year.

Now FA 39, the new functional area will provide officers in these two areas of concentration with formal career programs that will improve their professional development and command position management.

Psychological operations are designed to affect the attitudes and influence the behavior of specific groups of people. These officers study social sciences, psychological operations planning and techniques, and target research and analysis.

Civil affairs operations are designed

to improve relationships between military and civil authorities and the local population of an area in which military forces are operating.

Both groups of officers are trained in the customs, culture, and language of the regions to which they are assigned. The training and professional development program for FA 39 includes language training, in-depth regional studies, and a six-week functional course. Some officers may also have a chance to pursue graduate degrees.

The new field has command opportunities in both areas for captains, majors, lieutenant colonels, and colonels. There are positions on division and corps staffs and also joint assignments at the field grade level.

A large portion of the Army's psychological operations and civil affairs units and experience are in the Reserve Components. (While Reserve Component civil affairs officers have their own branch, Reserve Component psychological operations officers will become part of FA 39.)

For more information, anyone who is interested may call Major Robert B. Adolph, U.S. Army JFK Special Warfare Center Special Operations Proponency Office--AUTOVON 239-9002/5559, commercial (919) 432-9002/5559; or Captain Gary R. Harter, Psychological Operations and Civil Affairs assignments manager at TAPA--AUTOVON 221-3119, commercial (202) 325-3119.

