

# ENLISTED CAREER NOTES



## AIRLAND BATTLE TRAINING

AirLand Battle doctrine requires that soldiers be highly trained in all areas of operation for current and future battlefields. To be successful in battle, enlisted soldiers must be proficient in battlefield operations and prepared to serve in positions within the tactical operations center (TOC).

Two training courses have been developed that are designed to instruct NCOs in AirLand Battle doctrine:

**The Joint Firepower Course.** This course is designed to prepare NCOs for assignment to staff operations positions at all levels. The course of instruction focuses on joint approved concepts, procedures, techniques of combat operations, and the coordination and control systems involved in the AirLand Battle.

Students from the Army attend the first two weeks of the three-week course. (The third week is designed for Air Force personnel assigned to tactical air control parties (TACPs).) This training concentrates on planning and coordination within the tactical air control system/Army air-ground system (TACS/AAGS) at brigade and battalion level.

The course is for soldiers in the rank of sergeant and above.

**The Battle Staff Course.** This course is designed to give NCOs a fundamental understanding of tactical battle management functions within the TACS/AAGS, and the principles of exploiting Air Force and Army capabilities in the AirLand Battle.

Emphasis is placed on planning and on the management of theater air and land resources; the systems and procedures used to control joint forces; command, control, and communications countermeasures; and the information required to support decision making.

The course consists of a demonstration and exercise phase that employs dedicated TACS equipment during an air-ground operations system joint exercise. During the exercise, the students function in various positions within the TACS/AAGS organizational structure.

To be eligible for this course, soldiers must be in the ranks of sergeant first class/platoon sergeant and master sergeant/first sergeant or assigned to G-3 or G-2 sections.

Both of these courses are conducted at Hurlburt Field, Florida; NCOs are normally scheduled to attend in a TDY enroute status.

Any eligible NCO who is interested in attending either course is encouraged to submit a request using DA Form 4187. Questions regarding the courses may be directed to Infantry Branch, Total Army Personnel Agency at AUTOVON 221-8056 or commercial (202) 325-8056.

## INFANTRY ANCOC

The Infantry Advanced Noncommissioned Officer Course (ANCOC) is conducted in a live-in environment at the NCO Academy at Fort Benning.

To be eligible to attend, an NCO must meet the following criteria:

- Must be a staff sergeant or sergeant first class.
  - Must be selected by an SFC/ANCOC selection board.
  - Must meet the physical fitness and weight standards outlined in AR 305-15 and AR 600-9.
  - If over 40 years of age, must complete medical screening and be cleared to take the Army Physical Fitness Test before attending the course.
  - Must either have a secret clearance or initiate the process to obtain it.
- Now that ANCOC is a prerequisite

for promotion to master sergeant, the importance of completing the course successfully cannot be overemphasized.

## ROTC AND RESERVE COMPONENT ADVISOR ASSIGNMENTS

Because of the large turnover in the personnel assigned to ROTC, National Guard, and Army Reserve advisor positions, the Infantry Branch at TAPA is looking for qualified NCOs in the ranks of SFC/PSG and MSG/ISG who are coming from overseas assignments to fill these positions.

An NCO who wants to apply for assignment to one of these positions should refer to Chapter 8, AR 614-200, Selection of Enlisted Soldiers for Training and Assignment, and contact his unit personnel representative or his Infantry career advisor at AUTOVON 221-8056.

## BNCOC FOR STAFF SERGEANTS

Infantry branch at TAPA is responsible for identifying staff sergeants for special command assignments such as recruiting, ROTC, and full-time manning duty. Soon, the prerequisites may have to be changed to read that staff sergeants must be graduates of the Basic Noncommissioned Officer Course (BNCOC) before they can go on most special command assignments.

If a current DA proposal is adopted, soldiers in the rank of staff sergeant will have to be graduates of BNCOC to be eligible for promotion to sergeant first class. This proposed requirement is forcing all special command assignment managers to look for BNCOC graduates. They know that once a staff sergeant is assigned to a

special command, he probably will not be allowed to attend BNCOC because of mission requirements.

Staff sergeants and their chains of command are reminded that BNCOC management for the combat arms will not be centralized at DA. Battalion commanders and command sergeants major will ensure that an order of merit list (OML) is maintained at battalion level and that the "right" soldier receives the "right" training at the "right" time in his career. The prerequisites for placement on an OML are listed in paragraph 5-14(b), AR 351-1.

Staff sergeants who have served in leadership positions and who have completed the schools required for promotion will be selected first for special command assignment.

A soldier's point of contact for the OML or BNCOC attendance is his unit first sergeant or battalion command sergeant major.

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#### **PRIOR SERVICE SF SOLDIERS NEEDED**

TAPA is interested in recruiting prior service Special Forces soldiers to enlist again for active duty. Former Special Forces soldiers who held the ranks of sergeant through sergeant first class are eligible, and they may return to active duty without loss of rank within 36 months of their separation.

Any eligible former soldier who is interested should contact the Special Forces recruiting team at the Special Warfare Center and School, Fort Bragg, North Carolina. Qualified applicants may call collect at (919) 432-1818, or AUTOVON 239-1818.

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#### **SPECIAL FORCES ANCOC**

Since it is now a separate branch, Special Forces has developed its own

Advanced Noncommissioned Officer Course (ANCOC). Previously, a soldier attended the ANCOC that was aligned with his SF MOS: An MOS 18B soldier attended 11B ANCOC, an 18C, 12B; an 18D, 91B; and an 18E, 31V.

The program of instruction of the new SF ANCOC consists of both a core curriculum and specific MOS-related training. The first course began on 2 October and will end on 9 February 1989. In order to balance the student population of the course, the class seats will be equitably distributed among all of the CMT 18 MOSs.

The Special Warfare Center and School will run three iterations of this course each year with a total annual seat requirement of 115 students.

Soldiers who are selected to attend will be scheduled on a TDY and return or a TDY enroute basis according to the following priority: Sergeants first class, promotable staff sergeants, and staff sergeants.

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#### **DRILL SERGEANT POLICIES**

An upcoming change to Army policy will allow soldiers in overseas areas to volunteer for drill sergeant school about three months earlier than is now permitted.

Current procedures contained in DA Pamphlet 600-8, Management and Administrative Procedures, require overseas soldiers to submit volunteer applications between 8 and 11 months prior to DEROS (date eligible to return from overseas). Many of the volunteer applications received cannot be approved because soldiers are already on assignment instructions for another installation or, in some cases, the drill sergeant vacancies have already been filled by the time the applications reach TAPA.

The policy change will require that

volunteer applications be submitted so as to arrive at TAPA between 10 and 14 months before the soldiers' dates of return, and this will increase their chances of approval. The new policy will be added to AR 614-200, Selection of Enlisted Soldiers for Training and Assignment.

The priority for drill sergeant fill is soldiers who are stationed at drill sergeant installations and those who are returning from completed overseas tours (whose DEROS is July 1989 or later). TAPA will not curtail a soldier's overseas tour for the sole purpose of sending him to drill sergeant school. CONUS to CONUS moves for drill sergeant school or assignment are authorized only when absolutely necessary to keep drill sergeant strength at 100 percent.

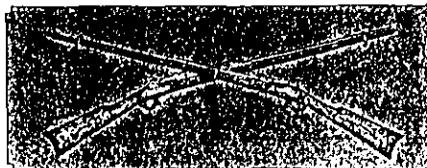
The criteria for drill sergeant school are contained in paragraph 8-17, AR 614-200. Soldiers who want more information should contact their personnel staff NCOs or military personnel offices.

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#### **MORE PAY FOR DRILL SERGEANTS**

Active Army drill sergeants began receiving more special duty assignment pay (SDAP) in September 1988. With the new increase, drill sergeants with 0-6 months in that status receive \$165 per month; those with 7-12 months receive \$220 per month; and those with more than 12 months receive \$275.

SDAP is a monetary incentive that is paid to enlisted personnel who qualify for and serve in designated special duty assignments. It is used for personnel who have extremely demanding duties that require an unusual degree of responsibility or an extraordinary effort for satisfactory performance.



# OFFICERS CAREER NOTES



## BRANCH CHIEF'S NOTES

As I assume my assignment as the new Chief of Infantry Branch, replacing LTC Buster Hagenbeck, I look forward to serving all the infantrymen in the field to the best of my ability. And I want to make sure that every officer and the members of his chain of command receive the best information available to help him make his individual career decisions.

Of course, the service provided and the career decisions made by Infantry Branch are all intended to support the individual soldier on the ground who is constantly training and preparing to meet worldwide contingency plans. It is clearly our only mission to develop the best trained infantry officers to lead soldiers in combat.

Toward that end, we encourage officers to call and talk to their assignment officers. A directory of Infantry Branch points of contact and their telephone numbers was published in INFANTRY's September-October 1988 issue, page 48. (To update that directory, please note that MAJ Bob Johnson and MAJ Richard Crosby have replaced MAJ Harry Axson and MAJ Rob Smith as lieutenant colonels' assignment managers.)

The future for managing infantry officer assignments remains strongly influenced by constrained resources, continued officer reductions, and Force Alignment Plan III (FAP III). PCS constraints are still very inflexible, with exceptions being made only at the highest levels. This requires better long-range planning on the part of each individual officer and his chain of command. Too often we find ourselves trying to "fix" things after the fact. Instead, we must be proactive and not allow the bureaucracy to dominate.

We need to do a better job of

anticipating requirements of all types, and we ask the commanders in the field to help their officers with long-range planning. This planning should always include some options, of course, instead of being locked in on a single track or choice that may not best support *current* Army requirements.

In this regard, we must all work harder on counseling younger officers in Functional Area (FA) designations. We should encourage them to look first at something other than FAs 54 and 41, which are greatly over-subscribed in all Year Groups. We desperately need some of our smart young warfighters to pursue hard skill areas such as FAs 49, 51, 53, and others. These areas will give officers equal opportunity to serve as infantrymen because they will not be as vulnerable for branch-immaterial or combat arms-immaterial positions that are so often filled by FA 54s and FA 41s.

The FAP process is another area in which we need to have the chain of command make specific recommendations for retaining an officer in the infantry. Too often, all we have from the chain of command to help us determine who is to be rebranched is a "recommend approval" and two or three OFRs. Commanders know their officers best and need to tell the board in specific detail how they stack up for rebranching.

Attempts after the fact to change FAP decisions have been too numerous, and usually unsuccessful. We are currently rebranching an average of 42 percent of those who are eligible and expect this same number through Fiscal Year 1990 before the branch detail program becomes fully implemented.

In an attempt to improve communication with the field, we have initiated a Branch newsletter, and the first issue

should have reached battalion and brigade commanders by now. We are the largest branch by far, and it remains more difficult to dispense timely career management information throughout the infantry population.

We will continue visits to the field, but these will most often be linked to OPMD trips and will include only one or two infantry branch representatives. We ask that commanders continue to contact us at any time for clarification of any issue that may be causing concern or confusion for them or their officers.

Finally, we are here to serve you—the infantry officer in the field. Your assignment officer works hard to satisfy any and all reasonable requests. We are committed to ensuring that ever-changing Army requirements are met with the right officers, in the right jobs, at the right times.

LTC JACK HOOK

## CHANGE TO CVI SELECTION

Effective with the Army captains promotion board that convened on 7 September 1988, the policy for selecting Army competitive category officers for conditional voluntary indefinite (CVI) status has changed.

Beginning with this board, any "other than Regular Army" (OTRA) officer who is eligible for consideration for promotion (either in the promotion zone or above the zone) will automatically be considered for CVI status. If recommended for promotion to captain, an officer will concurrently be recommended for CVI status. OTRA officers in the zone of consideration for future captain promotion boards will not be required to apply for CVI status.

Officers recommended for CVI sta-

tus will be notified of their pending change to conditional career status at the same time they are notified of their selection for promotion to captain and will be required to execute a statement of acknowledgement.

Policy concerning the "rebranching" of OTRA officers will not change in Fiscal Year 1989. OTRA officers in overaligned branches who were selected for CVI status by the September 1988 board were considered for realignment to underaligned branches by a separate rebranching board held in October.

Commanders are encouraged to actively involve themselves in counseling their officers concerning branch preferences.

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### USMA INSTRUCTOR PROGRAM

Infantry Branch is constantly seeking qualified officers to serve as instructors and tactical officers at the United States Military Academy. Officers selected as instructors normally pursue fully funded advanced degrees from civilian institutions before arriving for duty at West Point.

The key to planning a West Point assignment is timing. It will take an officer two years to complete an advanced degree, followed by a tour of three or four years at West Point. This means an officer must make a commitment of five or six years for one assignment. Certainly an assignment of this length requires special consideration and careful planning.

Infantry Branch targets branch-qualified captains in certain year groups to report to USMA at specific times. Currently, officers in Year

Group 1982 are being targeted to begin advanced civil schooling in August 1989 with a reporting date in August 1991.

The philosophy behind targeting particular year groups is to ensure that an officer has enough time following a West Point assignment to go to the Command and General Staff College (if selected) and then "return to troops" as a major.

A point that constantly needs to be stressed to officers in the field is that instructor duty at the Academy is not just for USMA graduates. The faculty at West Point encourages officers who were commissioned through ROTC and OCS to apply for the instructor program.

More information is available from Captain Steve Barclay at Infantry Branch, AUTOVON 221-5973/5596.

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### RC JUNIOR LEADERSHIP SEMINARS PLANNED

The U.S. Army Reserve Personnel Center (ARPERCEN) is planning a series of professional development seminars for junior officers (lieutenants, captains, and warrant officers in grades 1 and 2) to be offered several times annually at various locations.

In January of each year, a four-day seminar will be held in Washington in conjunction with the mid-winter meeting of the Reserve Officers Association (ROA). In June, another four-day seminar will be held in conjunction with the ROA's national convention, the location of which varies each year. At other times during the year, one-day seminars will be co-sponsored with major U.S. Army Reserve Com-

mand headquarters located around the country.

The seminars will address a variety of subjects useful to junior officers, including promotions, protocol, the Active Guard Reserve (AGR) program, records management, evaluations, and training.

Travel and temporary duty costs for officers who are members of Army Reserve troop program units (TPUs) must be funded by their units' chains of command.

More information is available from personnel management officers at ARPERCEN; from LTC Alan Sepe at 1-800-325-4957 (AUTOVON 693-7844); or from MAJ Ed Baldwin at 1-800-325-4387 (AUTOVON 693-7431).

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### CAS<sup>1</sup> UPDATE

Fiscal Year 1989 has brought about a major change for officers planning to attend Phase II of the Combined Arms and Services Staff School (CAS<sup>1</sup>) enroute to their next duty assignments.

CAS<sup>1</sup> is a temporary duty and return school. Only those officers who have orders to Korea or to advanced civil schooling may attend CAS<sup>1</sup> enroute to their next duty assignments. Infantry captains in Year Groups 1980-1982 should check to make sure their units have them scheduled to attend Phase II during Fiscal Year 1989. Year Group 1979 officers who have not attended Phase II now must have a waiver to do so.

More information is available from CPT Thomas Schoenbeck at Infantry Branch, AUTOVON 221-5596/5520.

