

# ENLISTED CAREER NOTES



## FROM ACTIVE DUTY TO USAR OR ARNG

Not all soldiers who have decided to leave active duty want to terminate their military ties completely. Many want to *continue their Army connection as citizen soldiers* while they start college or a new career. Serving in the Army National Guard or the Army Reserve can fulfill that desire and provide other benefits as well.

When a qualified soldier decides not to reenlist, he must receive counseling from a Total Army Career Counselor (TACC) who is an inservice recruiter. This counseling should be done at least 90 days before the soldier's actual date of departure from the service. Its purpose is to show a soldier the opportunities and benefits of transitioning into the Reserve Components.

An obvious benefit is the opportunity to earn additional income while in college or while learning a new job. Another benefit is the chance to build military retirement points. This could be important if a soldier decides to stay in the Reserve Components for a lengthy period.

The nation will benefit from this type of military service. The need for manning the Reserve Components with qualified citizen soldiers who have been well-trained in the active force is indeed important.

## FOREIGN LANGUAGE PROFICIENCY PAY

To be eligible for foreign language proficiency pay, a soldier must be certified within the past 12 months in a foreign language for which the Department of Defense has a critical need, and he must be assigned to military duties that require his language proficiency.

On 1 April 1988 the Army revised its program to include all MOSs in which assigned military duties require proficiency in a foreign language.

Still, many soldiers who could be authorized foreign language proficiency pay (FLPP) are not getting it. Some of the reasons could be the following:

- Soldiers and commanders do not know about the entitlement.

- Soldiers are serving in positions that require language proficiency but are not recertifying annually with the Defense Language Proficiency Test (DLPT).

- Soldiers are serving in language-requiring positions and are taking the DLPT annually, but their individual proficiency levels are not high enough to qualify for the extra pay.

FLPP can be paid in addition to any other allowance to which a soldier is entitled. Payment levels range from \$25 to \$100 a month.

FLPP levels are based on proficiency ratings in listening and reading and on the difficulty of the language. Soldiers who are proficient in a foreign language need to contact their local test control officers or education centers to obtain more information on testing procedures.

Once certified, soldiers need to make sure their records reflect their language proficiency so they can be considered for assignments requiring that proficiency and thus be eligible for FLPP.

U.S. Army Reserve soldiers in the Individual Ready Reserve (IRR) or Individual Mobilization Augmentation (IMA) programs can also receive FLPP during active duty for training. The extra pay is authorized for soldiers in IMA positions that require a foreign language or for enlisted soldiers with the following primary MOSs: 96F, 97B, 97E, 98C, 98G, or 98Z, and all CMF 18 linguists.

Army Reservists who would like to be scheduled for testing should write to ARPERCEN, ATTN: DARP-ZPA, 9700 Page Blvd., St. Louis, MO 63132-5200, or call their enlisted career advisors or personnel management officers toll-free.

## NCOES AND PROMOTIONS

As competition for promotions grows ever more intense, even eligibility for consideration adds to the intensity. Emphasis is continually placed on educating leaders, and the education comes through the graduated steps of the noncommissioned officer education system (NCOES).

The Advanced Noncommissioned Officers Course is mandatory for promotion to master sergeant, and the Primary Leadership Development Course (PLDC) is mandatory for promotion to staff sergeant. Further changes have been made to make schooling a requirement for promotion to other grades.

Effective 1 October 1989, a soldier will have to be a graduate of a PLDC to be eligible for promotion to sergeant. After 1 October 1990, staff sergeants will have to have completed a Basic Noncommissioned Officer Course (BNCO) to be considered for promotion to sergeant first class by a Department of the Army centralized promotion board.

Any soldier who has not attended the necessary schools needs to push hard to get enrolled. Excuses or reasons for not attending will not change his promotion eligibility. Failure to pursue these important requirements will delay his career progression.

## CLARIFICATION OF THE 48-MONTH TOS POLICY

Since permanent change of station (PCS) policies were revamped and certain restrictions imposed, the most misunderstood change has been the 48-month time on station (TOS) requirement.

Many soldiers have the misconception that once they return to CONUS (the continental United States) they will not be nominated or eligible for another overseas assignment until they have served 48

months on their current installations.

In fact, soldiers who have returned from overseas assignments can be provided with overseas assignment instructions again when they have served at least 24 months on their current CONUS installations. The 48-month TOS requirement applies only to requests for CONUS to CONUS moves.

Exceptions to the 24-month policy will be authorized if the turn-around time for a particular primary military occupational specialty (PMOS) and paygrade is less than 24 months, or if a soldier is assigned to a 24-month MOS-producing school. Assignments issued to graduates of these types of courses will be consistent with the needs of the Army and will in no way guarantee that a soldier will be assigned to the installation where the training was conducted.

AR 614-200 and AR 614-30 contain additional information on the changes to PCS policies.

### **APPEALING AN EVALUATION REPORT**

When an evaluation report is forwarded and accepted for inclusion in a soldier's official military personnel file (OMPF), it is presumed to be correct, prepared by the proper rating officials, and an objective judgment and considered opinion of the rated soldier.

The appeals system exists to protect the interests of the Army and to ensure fairness to the soldier whenever administrative errors occur or the soldier's potential or manner of performance is inaccurate. At the same time, it avoids casting doubt upon the integrity and judgment of the rating officials without sufficient cause.

Soldiers who are thinking about appealing an evaluation report are strongly encouraged to read Chapter 4 of AR 623-205 in its entirety before preparing a packet. A complete understanding of

the appeals system can save time, effort, and the anxiety created by having an appeal returned without action.

Appeals should be submitted as early as possible, because preparing a successful appeal packet becomes increasingly difficult as time passes. An appeal packet must be complete and will not be forwarded or considered until all the supporting documentation is enclosed.

It is a soldier's responsibility to monitor what is in his OMPF. If he disagrees with an evaluation and can support a valid appeal with legitimate and substantiating evidence, he should refer to Chapter 4 of AR 623-205 for guidance in preparing and submitting an appeal.

### **RESERVE COMPONENT CMF 11 COURSES**

The Infantry School is producing Career Management Field (CMF) 11 courses for Skill Levels 1, 3, and 4 that will be taught by the U.S. Army Reserve Forces Schools and Army National Guard Academies. Through these courses, soldiers will be able to earn Military Occupational Specialty (MOS) qualification and progress through the Noncommissioned Officer Education System (NCOES).

Nine courses are available: 11B10, 11C10, 11H10, 11M10, 11B30, 11C30, 11H30, 11M30, and Infantry Advanced Noncommissioned Officer Course (ANCO).

For more information, call the School's Enlisted Training Branch, AUTOVON 835-1612/1788 or commercial (404) 545-1612/1788.

### **RESERVE COMPONENTS NCOLP MEMBERSHIPS**

Specific key positions that must be filled with NCOs who are assigned to the Noncommissioned Officer Logistics Program (NCOLP) must be identified as such. The

soldiers assigned to those positions must be members of the NCOLP, and the NCOLP course is a prerequisite for NCOLP membership.

The nine-week resident course is conducted at the Quartermaster School, Fort Lee, Virginia. In addition, the U.S. Army Institute for Professional Development offers NCOLP as a correspondence course.

Graduates of the course are awarded Skill Qualification Identifier (SQI) "K" and assignment to a valid NCOLP position.

Further information is available from ARPERCEN, AUTOVON 693-9568 or commercial (314) 263-9568.

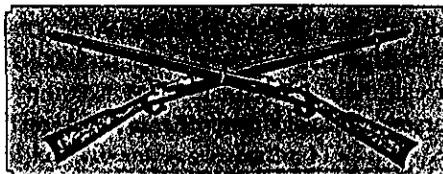
### **BRADLEY MASTER GUNNER COURSE**

Beginning with Class 4-88, the Bradley Fighting Vehicle Master Gunner Course increased in length from 12 to 14 weeks. In Fiscal Year 1990, Unit Conduct of Fire Trainer (U-COFT) Instructor/Operator (I/O) certification will be a prerequisite for the course, because students will be trained as senior I/Os.

During a transitional period of one year, however, units may send non-I/O certified soldiers to the course. These students will be trained as I/Os rather than senior I/Os, and will spend only 12 weeks in the course. A test covering I/O knowledge and skills will be administered prior to senior I/O instruction.

Personnel who are scheduled to attend the BFV Master Gunner Course should review COFT power up, power down, and maintenance procedures, prebriefing, and debriefing. They should also review the matrix exercise numbering and matrix movement rules in detail.

Graduates of the course will be COFT experts responsible for I/O quality control, recertification, and training management. They will also be certified to use the Infantry School's exportable I/O course package to train the new I/Os their units need.



# OFFICERS CAREER NOTES



## FA DESIGNATION

Functional area (FA) designation is a process that is critical to an officer's career. Historically, though, Infantry officers have paid too little attention to it. A high percentage of them have failed to submit a functional area request form, or have requested functional areas for which they did not have the education or military experience.

DA Pamphlet 600-3, Commissioned Officer Professional Development and Utilization, in the Officer Ranks Personnel Update Series, is an excellent place to find information on functional areas and typical assignment paths.

To make an informed choice of FAs to put on his preference sheet, an officer should assess his abilities and background, considering the factors that are used in determining a "good fit" for an officer and for the Army:

- Officer preference.
- Officer performance (OERs).
- Undergraduate/graduate discipline.
- Academic grade point average (GPA).
- Assignments and military education.

Infantry officers with an academic background in a technical field and a GPA of 3.0 or better are well-suited to the technical FAs. The Army especially needs qualified Infantry officers in the critical functional areas of FA 49 (Operations Research Systems Analysis), FA 51 (Research and Development), FA 52 (Nuclear Weapons), FA 53 (Systems Automation), and FA 48 (Foreign Area Officer).

Officers in Year Group 83 are projected for designation in March 1989 and Year Group 84 in September 1989, and they are urged to forward their transcripts and preferences to Infantry Branch in plenty of time.

## FA DESIGNATION YG 83

Captains in Year Group 83, with dates

of rank between 1 October 1986 and 1 September 1987, will be considered for Functional Area designation in March 1989.

It is imperative that these officers review DA Pamphlet 600-3 and their own personal and professional qualifications before forwarding their functional area preference sheets to the Total Army Personnel Command (PersCom). They are strongly encouraged to have their undergraduate and graduate transcripts forwarded to Infantry Branch before 15 February 1989.

The point of contact at Infantry Branch is CPT Mike Oates at AUTOVON 221-0207; HQDA, ATTN: TAPC-OPE-I (FADSP), 200 Stovall Street, Alexandria, VA 22332-0414.

## BRANCH QUALIFICATION AND THE NEXT ASSIGNMENT

Branch qualification is the process by which an Infantryman attains the specific skill and experience that he needs to be successful at the rank of major. Still, Infantry Branch at PersCom occasionally sees officers with good files who are passed over for promotion to major because they have not completed their branch qualification.

Specifically, the requirements for branch qualification are the following: First, after completing the basic course, an officer must complete *at least* 12 months in a TOE unit. Normally, he does this in the first assignment in which he serves as a platoon leader and assistant staff officer. Next, he must complete a resident combat arms advanced course. And finally, he must complete *at least* 12 months of "successful" company command. Normally, he does this during his second troop assignment, in which he may also serve as a primary staff officer.

Following branch qualification, the most likely assignment for an Infantry officer is one "away from troops."

There are several paths an officer may follow during the branch qualification process and into that next assignment:

- IOBC, first troop assignment, IOAC, second troop assignment (CONUS 48 months, OCONUS 24 months), away from troops assignment.
- IOBC, first troop assignment (36 months), IOAC, troop assignment (Korea, 12 months), CONUS troop assignment (48 months), away from troops.
- IOBC, first troop assignment (Korea), TRADOC troop assignment (30 months), IOAC, second troop assignment (CONUS 48 months, OCONUS 36 months), away from troops.
- IOBC, first troop assignment (Alaska/Hawaii, 48 months), IOAC, second troop assignment (CONUS 48 months, OCONUS 36 months), away from troops.

The assignment pattern an officer takes depends solely on the location of each assignment and the stabilization policies in effect at the time. Whichever path he follows, however, he will get the same opportunities during his first two troop assignments to become branch qualified. And regardless of the career path, eventually he will complete an "away from troops" assignment.

The philosophy behind an "away from troops" assignment is based upon two considerations: First, the Army needs captains who have had company command experience to recruit and train its future leaders, and to serve in functional area assignments where their experience is critical in developing new technologies to meet the needs of the soldiers in the field.

Second, once an Infantry captain is branch qualified, he normally has time to complete another assignment before attending a command and staff course, if he is selected. This will put him in an ideal position to go to a troop assignment as a major and get the S3/XO time required to remain competitive for battalion command.

There are many different types of "away from troops" assignments: Functional area, USMA, ROTC, Recruiting, RG advisor, SGI (small group instructor), NTC/JRTC, and also assignments in Europe and Korea.

Some of these assignments have particular requirements (experience/civilian education/military education) that an officer must meet to be considered for the position.

All officers are urged to seek guidance from their chain of command when considering their next assignment. And this is never more critical than when a branch-qualified captain is preparing to go "away from troops." Commanders should encourage their officers in directions to which their talents are best suited. Not all branch-qualified captains would make good small group instructors or platform instructors, for example. Some would best serve the Army and themselves as recruiting company commanders.

Finally, regardless of which "away from troops" assignment an officer receives, he must be convinced that it is the most important assignment he could have at that time. To remain competitive, Infantry officers must be as successful when assigned "away from troops" as they are when assigned "with troops."

Points of contact at Infantry Branch for branch-qualified captains are CPT Tom Schoenbeck, CPT Vince Brooks, and CPT Steve Barclay, AUTOVON 221-5520 or commercial (202) 325-5520.

**U.S. ARMY RESERVE  
IOAC ATTENDANCE**

Infantry officers in the U.S. Army Reserve should keep in mind that they must complete the Infantry Officer Advanced Course (IOAC) before they can be promoted to major. They can do this in several ways:

- The Army Correspondence Course Program (ACCP) offers four phases, with Phases II and IV being completed in residence at Fort Benning. Phases I and III can be taken by correspondence or by attending a U.S. Army Reserve Force (USARF) school. It is possible, therefore, for an officer to take Phase I through a USARF school and Phase III

by correspondence, and complete the remaining two phases at Fort Benning.

Although an officer does not have to complete Phase I before Phase II, he must be enrolled in Phase I before attending the phases at Fort Benning. He does have to complete Phase II before Phase IV.

- The resident IOAC-RC course, also known as the 87-day short course, is offered at Fort Benning only once a year, typically beginning in June. It is available to all Reserve officers and can be funded, on a limited basis, by the Army Reserve Personnel Center (ARPERCEN).

Attendance is managed under a priority system: First priority goes to captains within two years of promotion to major who have not completed an advanced course; second, other captains; third, senior first lieutenants in infantry troop units; and fourth, senior first lieutenants in the Individual Ready Reserve. (Although the attendance of second lieutenants is not prohibited, Infantry Branch at ARPERCEN will not allocate quotas for them or recommend their attendance.)

- The 147-day long course (the same one Active Army officers take) runs four or five times a year at Fort Benning. Reserve officers may attend this course, but only if the units to which they belong fund it.

To qualify for enrollment in IOAC, an officer must have a valid security clearance, meet the Army's height and weight standards, and have a current

physical. For the 87-day course, the physical can be no older than 18 months.

**ROTC DUTY**

The selection and assignment of officers for duty with the Reserve Officer Training Corps is a nominative process. The nominations are coordinated and monitored by Infantry Branch for all officers in the ranks of lieutenant colonel and below.

Each nominee must meet certain criteria in addition to the specific requirements established by the requisition:

- An assistant professor of military science (APMS) must be a college graduate, an advanced course graduate, and branch qualified.

- A professor of military science (PMS) must be a college graduate with an advanced degree (CEL 2), must be a command and staff course graduate (MEL 4), and must have maturity, broad military experience, and recent troop duty.

- Both PMS and APMS must have high moral and personal traits and acceptable standards of military bearing; must be available (stability break, if required, finalized before nomination); and must not be under consideration for any other position.

No officer is assigned to ROTC duty without the prior approval of the authorities of the educational institution.

**CALLING OR VISITING  
ARPERCEN**

Each USAR Infantry officer is managed by one of the Personnel Management Officers (PMOs) at the Infantry Branch, Army Reserve Personnel Center (ARPERCEN), according to his rank and the last two digits of his Social Security account number (see accompanying chart).

An officer planning to visit Infantry Branch may call one of these numbers for directions, and also to make sure his PMO will be available when he arrives. Two weeks notice should be given whenever possible.

The mailing address is Commander, ARPERCEN: ATTN: DARP-OPC-IN, 9700 Page Boulevard, St. Louis, MO 63132-5200.

RANK	SSAN (Last 2)	TOLL FREE	AUTOVON	COMMERCIAL
LTC	00-99	1-800-325-4891	693-7849	314-263-7849
MAJ	00-99	1-800-325-4891	693-7815	314-263-7815
CPT	00-32	1-800-325-4882	693-7812	314-263-7812
CPT	33-65	1-800-325-4882	693-7813	314-263-7813
CPT	66-99	1-800-325-4882	693-7814	314-263-7814
LT	00-49	1-800-325-4889	693-7898	314-263-7898
LT	50-99	1-800-325-4889	693-7898	314-263-7898