

ENLISTED CAREER NOTES



RESERVE COMPONENT NOTES

NCOLP STAFF MONITORS

Much confusion has arisen concerning the requirement for GOCOM/ARCOM commanders to appoint staff monitors for the Noncommissioned Officer Logistics Program (NCOLP).

The current regulation, AR 614-200, does not clarify the levels of command at which staff monitors are required. The upcoming replacement (AR 600-8-15) corrects this situation by clearly identifying GOCOM/ARCOMs as requiring NCOLP staff monitors.

Staff monitor is an additional duty position within the command that is responsible for managing the NCOLP. The major additional duties of the monitor include the following:

- Reviewing the use of soldiers in the NCOLP and advising the commander, the command sergeant major, and the staff on matters of assignment, utilization, logistics training, and education.
- Recommending to the commander the removal from NCOLP of soldiers who fail to maintain NCOLP standards.
- Serving as the focal point for NCOLP within his command.

More information on NCOLP matters is available from MSG Weese at (202) 696-0271/0274 or AUTOVON 226-0271/0274.

CSM PROMOTIONS

Department of the Army selection boards will convene twice in 1989 to consider eligible Army Reserve noncommissioned officers for appointment to command sergeant major (CSM).

The boards will consider applicants from Army Reserve Troop Program Units (TPUs) as well as from the Individual Mobilization Augmentation (IMA) pro-

gram, and the Individual Ready Reserve (IRR).

The first board convened on 1 May to consider NCOs according to AR 135-205, Chapter 6. The second board will convene on 28 November 1989 to consider NCOs under both Chapters 5 and 6 of the regulation. Thereafter, all boards will use the Chapter 6 criteria exclusively.

Under Chapter 5, soldiers are selected on the basis of "fully qualified" criteria; under Chapter 6, they are selected on the basis of "best qualified" criteria.

Chapter 5 applicants are typically master sergeants or sergeants major who have been filling CSM positions since before 1 November 1987. Under "fully qualified" criteria, each NCO is essentially competing only against himself.

RC SENIOR NCO BATTLE STAFF COURSE

The Senior NCO Battle Staff Course was developed to prepare senior RC noncommissioned officers for battle staff assignments at battalion level and higher.

The first pilot course was conducted at the Sergeants Major Academy at Fort Bliss in January 1989 with 48 ARNG/USAR students attending. These students will become the initial cadre who will teach the course in RC training institutions upon implementation.

A second pilot course was conducted in March at Camp Beauregard, Louisiana, for an additional 48 students.

The POI covers the S-1 through S-4 functions that senior NCOs assigned to battalion or higher staffs would perform after mobilization and culminates in a staff training exercise. The course contains 112.5 hours and is designed to be taught in a continuous two-week Annual

Training/Active Duty for Training mode.

The course is scheduled for implementation by RC training institutions beginning the first quarter of Fiscal Year 1990. Training support packages are scheduled for distribution early in the fourth quarter of Fiscal Year 1989 to allow enough preparation time for instructors.

RC PLDC TO BE REVISED

The Reserve Component Primary Leadership Development Course (PLDC) is being revised to focus more on hands-on technical skills and to be tougher and more challenging. This revision will bring the RC PLDC in line with the recent Active Army PLDC revision.

To help assure that the course will meet the constraints of the RC environment, Reserve Component personnel will be used to develop the new course and its training support package. Work on the course is expected to be completed by early July 1989 and to be pilot tested during August.

In January 1990, the U.S. Army Sergeants Major Academy (USASMA) will conduct an RC PLDC course managers' meeting and an instructor training course for the initial RC PLDC cadre. Thereafter, the course will be taught by its own graduates, in keeping with standard instructor requirements.

The implementation date for the revised RC PLDC has been set as 1 October 1990. Beginning the new course in the new fiscal and training year will avoid an overlap with the present two-phase (IDT/AT) RC PLDC, and will give RC trainers time to review the new course, reorganize their resources, and prepare for an efficient changeover.

The course will be taught only in a two-week AT/ADT mode.

OFFICERS CAREER NOTES



OFFICER ASSIGNMENTS: Readiness Group Advisors Infantry Branch, PERSCOM

EDITOR'S NOTE: This article is the second in a series that will concentrate on assignment opportunities for branch-qualified Infantry captains. The intent of the series is to inform officers of the type of duty positions available and to describe each assignment briefly. This information will help officers select assignments and discuss them intelligently with their assignment officers.

The mission of a Readiness Group (RG) is to advise and assist the Reserve Component commanders (U.S. Army National Guard and U.S. Army Reserve) located within its geographical area of responsibility. In the event of mobilization, RG advisors assume the mission of validating the combat readiness status of each RC unit.

An assignment to a Readiness Group is for 48 months (under CONUS stabilization policy) with the exception of officers who are assigned under Project Jumpstart. Jumpstart is designed to place officers with recent FORSCOM troop experience in the Readiness Groups (once

they complete their company command) where they serve for two years as advisors. Upon completion of two years in the Readiness Groups, the officers are then reassigned elsewhere.

Officers who are assigned as Readiness Group advisors will find the job challenging and rewarding. During the week (Monday through Friday), the advisors normally write and rehearse the training plans they will execute during the upcoming weekend drill. They spend the weekends with the units either conducting training or supervising the RC unit leaders who are conducting training. (A train-the-trainer philosophy has been adopted by most RG commanders.)

The peak training season is during the summer months when most units conduct their Annual Training (AT). AT is a two-week period in which the RC units deploy to a field location to undergo an intensive training and evaluation program. RG advisors can expect to be in the field continually from May through August helping units during their AT periods.

There are several advantages to an assignment at a Readiness Group. First,

and most important, officers assigned as advisors can remain technically and tactically proficient while serving in an away-from-troops assignment. Second, Infantry Branch can normally satisfy an officer's geographical preference with an assignment to a Readiness Group (depending, of course, upon the Army's requirements at the time of the assignment).

Branch-qualified Infantry captains who are interested in serving as Readiness Group advisors should contact Captain Steve Barclay at AUTOVON 221-7823.

OFFICIAL PHOTOGRAPHS

Frequently, when an officer orders copies of his official military personnel file (OMPF) in microfiche form, he discovers old photographs displayed on the fiche. This is no cause for alarm, though.

All Department of the Army selection boards now use hard copy photographs. But old items are not removed from the microfiche files (unless the files contain significant errors such as another officer's evaluation reports, letter of reprimand, Article 15, and the like). The old photographs therefore remain on the fiche.

RESERVE COMPONENT NOTES

SENIOR RATER RESTART

The Army Reserve Personnel Center (ARPERCEN) would like to hear from senior raters of Army Reserve officers to get them into the Army Reserve Senior Rater Restart Program. Senior raters may have as many as three profiles—one each for Active Army, Army National Guard, and Army Reserve officers.

The program, which began earlier this year, allows senior raters to begin building new profile histories that are more closely based on the critical "center of mass" concept. ARPERCEN officials say that too many senior raters in the past have skewed their profiles by consistently "top blocking" officers, which resulted in ratings that did not convey credibility to promotion boards.

A senior rater should consider a restart when the total number of evaluations in any one grade exceeds 100. Large numbers in the profile tend to give a somewhat distorted message to selection boards.

So-called "center of mass" ratings enable a senior rater to give a boost to the very best officers and to protect high-quality officers by rating them honestly.

ARPERCEN officials caution senior raters not to shift their rating philosophies without first restarting their profiles; to do so would send the wrong message both to the rated officers and to the selection boards that interpret the profiles when considering those officers for promotions.

No senior rater will have his profile restarted involuntarily, but rating officials are eager to help senior raters determine whether they should ask for restarts. ARPERCEN can provide each senior rater an instruction booklet and a copy of his profile history.

Senior raters who want to restart their Army Reserve profiles should write to **Commander, ARPERCEN, ATTN: DARP-PRE, 9700 Page Blvd., St. Louis, MO 63132-5200.**

Those who want to restart their Active Army and Army National Guard profiles need to contact the U.S. Total Army Personnel Command (PERSCOM) and the Army National Guard Personnel Center (GUARDPERCEN), respectively.

TOUR ADVISORY REVIEW PANELS

The Army National Guard, earlier this year, created Tour Advisory Review Panels (TARPs) to be used in managing Title 10 Active Guard Reserve (AGR) soldiers.

The panels will be held each year to give the Director, Army National Guard, a tool to use in considering soldiers for

continuation on tour, promotion, and, in some cases such as the battalion command program, reassignment.

Under the TARP concept, a soldier is considered each year during his first tour and at least every five years thereafter for continuation in the Title 10 AGR program.

In addition, other panels will be convened annually to select the best qualified soldiers to continue in the same or a higher grade.

Under the new concept, TARPs will give the Director a recommendation on each soldier—"fully qualified," "best qualified," and "not qualified."

Officers considered "fully qualified" will be recommended for continuation in the Title 10 AGR program; those considered "best qualified" will be recommended for continuation and promotion consideration; those considered "not qualified" will be reported as such with a recommendation that they not be permitted to continue in the Title 10 program. The "best qualified" soldiers will be selected from those on the "fully qualified" list.

In connection with TARP, two types of Title 10 AGR tours have been classified. The first is an Initial Tour, under which an officer enters active duty for three years for the purpose of entering a career program or serving a one-time, occasional tour, or serving in a Title 32/10 Exchange Tour.

The second classification is for "careerists," who are defined as ARNG soldiers who have been found "fully

qualified" by a continuation board and who have entered their second or subsequent tours. Individuals in the "careerist" category will be placed on voluntary indefinite orders upon reassignment.

Starting in Fiscal Year 1990, colonel panels will convene in January for lieutenant colonels with three years in grade as of 1 January; lieutenant colonel panels will convene in February for majors with four years in grade as of 1 February; and major panels will convene in March for captains with four years in grade as of 1 March.

Battalion command panels will convene in October each year and will be announced by the Director, Army National Guard.

Continuation panels will be held in April each year for warrant officers and officers who are not covered by another TARP and who are either in the third year of their initial tour or in the fifth year of a tour following their initial consideration for continuation.

Before an officer's records go before a TARP, he should make sure his tour folder includes the following:

- Official photograph, current within three years of the date of the TARP, and taken in accordance with NGR 77640-30.
- Updated official military personnel files.
- Biographical sketch.

All tour personnel should make sure their physical examination is current within five years and that it includes an over-40 screening, if applicable.

