

ENLISTED CAREER NOTES



11M MASTER GUNNERS

Noncommissioned officers who hold MOS 11M and who want to become master gunners can take the BIFV Master Gunner Course on temporary duty enroute to their next duty stations.

The 14-week course includes instruction on the implementation of gunnery training programs, sustainment gunnery training on the UCOFT (Unit Conduct of Fire Trainer), and detailed maintenance of the turret weapon station and the fire and sighting and control systems.

The course is also designed to teach 11M NCOs how to develop and prepare quarterly unit gunnery training plans and how to conduct range operations.

To attend the BIFV Master Gunner Course, an NCO must meet the following prerequisites:

- Be in the Active Army.
- Be qualified in 11M MOS.
- Be in the rank of sergeant (promotable), staff sergeant, sergeant first class/platoon sergeant, and be recommended by his battalion commander.
- Have a GT score of 100 or above.
- Have eleven months time in service remaining.

An NCO who has received assignment instructions to an installation (either in or out of the continental United States) and who meets the prerequisites may attend the course on a TDY basis enroute to his next duty station. He should submit a DA Form 4187 (Personnel Action) and his current DA Forms 2A and 2-1 (Personnel Qualification Record). His personnel administration center can help him complete his application.

Interested NCOs who need more information may write to Commander, PERSCOM, ATTN: DAPC-EPK-I (MSG Crivello), 2461 Eisenhower Avenue, Alexandria, VA 22331-0452, or call their career advisors, MSG Crivello

or SFC Hartke, at AUTOVON 221-8056, commercial (202) 325-8056.

INFANTRY MORTAR PLATOON COURSE

Mortar gunnery has changed extensively over the past few years with the addition of the 60mm mortar and the mortar ballistic computer and with refinements in mortar employment.

The Infantry Mortar Platoon Course (IMPC) is designed to prepare indirect fire infantry (11C) NCOs to supervise and direct the fire of a mortar platoon in support of infantry combat operations. The course will broaden their knowledge of the tactical employment of an infantry mortar platoon, graphics, fire planning, mechanical training, and field firing exercises. It will also increase their knowledge of forward observer procedures, fire direction center procedures, and the mortar ballistic computer.

Infantry Branch at PERSCOM selects indirect fire infantry NCOs to attend IMPC in conjunction with permanent changes of station. NCOs who want to attend the course may submit DA Forms 4187 through their personnel service centers.

Before attending the course, these NCOs and their chain of command need to make sure they get the opportunity to work with all aspects of the mortar platoon. Interviews with NCOs who have failed to complete the course successfully have revealed that they were never given an opportunity to work with FDC procedures in their units.

Any eligible NCO who needs more information may call SFC Noriega, Infantry Career Advisor at AUTOVON 221-8055/8056 or commercial (202) 325-8055/8056.

PERSCOM TOLL-FREE LINE

The Total Army Personnel Command (PERSCOM) has a toll-free number for enlisted personnel who have questions about career development, upcoming assignments, and other personnel matters.

During normal duty hours, callers can speak with a staff member. After hours, they may leave a recorded message, and the call will be returned the next day.

The toll-free number is 1-800-255-ARMY. Callers who do not have access to a toll-free line may call commercial (202) 325-7793.

COMMUNICATING WITH INFANTRY BRANCH

Many soldiers wonder why they seem to be overlooked for career progression moves while their peers are selected for the choice assignments.

When making decisions on a soldier's assignment, the only thing PERSCOM has to go on is the soldier's records. The most important thing a soldier can do for himself is to make sure his records are correct and complete.

How does he go about doing this?

Every year, each soldier in the Army is asked to review his Form 2A, which is used to update the information on the Enlisted Master File (EMF). This information is put into the EMF by SIDPERS transactions at unit servicing military personnel offices and also by input to PERSCOM's computer from which assignments are made.

As an example, if Infantry Branch must provide soldiers for Drill Sergeant School, a list of soldiers who meet the requirements of AR 614-200 and the current permanent-change-of-station policies is requested from the computer. But a soldier who is eligible and would like to be a drill sergeant may not be on the

list if the entries on his Form 2A are not correct.

Some of the most common errors in the EMF are the date of last PCS, NCOES status, spouse's Social Security number (for the married Army couples program), and information for the Exceptional Family Member Program. Other errors are in skill qualification and additional skill identifiers.

It is up to each soldier to review the information on his Form 2A, to correct any errors, and to provide the documentation to support the corrections. If he does not understand all the information on the form, he should get some help from his unit personnel clerk before signing it.

STABILIZATION FOR CMF 11 FIRST SERGEANT POSITIONS

The most highly qualified and motivated senior soldiers must be selected and assigned to first sergeant positions. But if certain administrative procedures are not followed, these same NCOs could be nominated for overseas or other special management assignments and their parent units could prematurely lose their senior soldiers, even those who might already be filling first sergeant positions.

Once a senior soldier is assigned to a first sergeant position, it is the responsibility of his commander to inform Headquarters, Department of the Army (TAPC-EPK-I) by electronic message of the soldier's change of duty position and to request that Infantry Branch release him for first sergeant stabilization.

Since it takes time to process these requests for stabilization and forward them to DA, it is advisable to make a courtesy call to Infantry Branch inquiring whether the NCO is currently on assignment instructions.

If an NCO has not received assignment instructions at the time of this call, his records will be flagged and a memorandum of the conversation will be placed in his file. The file will then be placed in suspense while awaiting the electronic message requesting that Branch release him for first sergeant stabilization.

NCOs who are assigned to first sergeant positions and who meet the provisions outlined in AR 600-200, Chapter 8, Section IX, will be stabilized for 24 months (AR 614-5), except that overseas stabilization will not involuntarily exceed the normal tour length. The period of stabilization will not be adjusted because of an NCO's reassignment from one first sergeant position to another at the same station. AEA Code G will be awarded and reported under AR 614-200.

Soldiers who have already received assignment instructions will not be stabilized for first sergeant positions by installation or division commanders. PERSCOM will consider requests for deletion from assignment instructions only in exceptional cases (AR 614-200, Chapter 8, Section IX, Paragraph 8-67(b)).

Any questions concerning this matter should be directed to MSG Crivello, Senior Career Advisor; SFC Dunner, MSG/1SG Team Assignment Advisor; or Mr. Dennis Walker, MSG/1SG Team Assignment Manager at AUTOVON 221-8056 or commercial (202) 325-8056.

BNCOC REQUIREMENTS FOR SFC/ANCOC

Effective with the October 1990 selection board, staff sergeants must be graduates of the Basic NCO Course (BNCOC) to be considered for promotion to sergeant first class or for attendance at the Advanced NCO Course (ANCOC).

Exceptions are made for NCOs who hold MOSs that do not have a BNCOC and for staff sergeants who either have graduated from ANCOC or have been selected to attend this course by a Department of the Army board.

The exempted MOSs will be listed in a DA message to be released in the spring of 1990. The message will also announce the zone of consideration.

To ensure that good soldiers are not denied the opportunity to compete for promotion to sergeant first class or to attend ANCOC, commanders must give priority to staff sergeants when select-

ing NCOs to attend BNCOC.

Combat arms BNCOC quotas are totally controlled by local commanders with no nominations being provided by DA. The BNCOC Automated Reservation System (BARS), which nominates combat support and combat service support soldiers to attend their BNCOC, is giving priority to staff sergeants for nomination for CS/CSS BNCOC seats.

Commanders must ensure, however, that the soldiers nominated for these courses are not deferred except for cause or for extreme operational requirements.

Staff sergeants who have a date of rank of 31 July 1988 or earlier are likely to be in the zone of consideration for the October 1990 board. They should therefore graduate from a BNCOC before September 1990.

The DA Forms 2A and 2-1 for these NCOs must be up to date. Staff sergeants who have already completed BNCOC should make sure these forms reflect their course completion. Otherwise, they will not be considered by the board.

PLDC AND PROMOTIONS

Although PLDC became a prerequisite for promotion to sergeant on 1 October 1989, promotable specialists and corporals who have not graduated from the Primary Leadership Development Course (PLDC) will not lose their promotion status.

This change is intended to protect these soldiers' eligibility for promotion while they wait for PLDC training seats.

Under modified rules, commanders may continue to recommend soldiers for promotion to sergeant, even though they have not completed PLDC. These soldiers will not be promoted, however, until the first day of the month after they graduate from PLDC, even if they exceed the announced monthly MOS cutoff scores.

The Army is still firmly committed to linking training to promotion but wants to ensure that deserving soldiers are not denied promotion list standing because of matters beyond their control.

OFFICERS CAREER NOTES



REASSIGNMENTS BEFORE CONUS TOUR COMPLETION

The Army's goal for an officer's time on station (TOS) at a CONUS installation is 48 months, but the actual average TOS is 36 months for all grades.

There are many reasons for an officer to be reassigned earlier than 48 months. In many of the cases, officers are reassigned to attend schools such as officer advanced courses and command and staff colleges. But more frequently they are reassigned from TOE troop units to fill TDA positions that require officers with recent operational experience.

Commanders at CONUS troop installations should expect that many of their branch-qualified captains and majors (former company commanders, S-3s, and battalion XO's), and former battalion commanders will be reassigned after 36 months or less TOS, and some will move as early as 24 months.

Field commanders need to coordinate early with PERSCOM to determine future requirements for key officers they want to retain on brigade or division staffs.

Recognizing the effect of these losses on operational units, the Army has shifted its distribution policies to provide a greater input into troop installations from officer advanced courses and command and staff colleges and to pre-position battalion command designees wherever possible. The increase will ensure that troop units have an ample pool of talented commanders and staff officers, and the Army at large will benefit from officers who already have operational experience.

CSC SELECTION OPPORTUNITY

As a result of the 1988 MEL 4 Study, there have been several changes in the process for selecting officers to attend a

resident command and staff college. Approximately half of the officers in each year group will be selected.

The officers selected for promotion to major from below the zone will automatically be selected for CSC. The remainder of the year group will be considered four times from their 10th to 13th years of Active Federal Commissioned Service. The selections will be apportioned as follows: 40 percent on the first consideration, 40 percent on the second, 15 percent on the third, and 5 percent on the fourth.

With more below-the-zone selections for promotion to major (up to 10 percent of a year group) and a 40 percent selection rate by the first CSC board, more than half of a year group's selections will be completed by the end of the first CSC Board.

In the past, Infantry Branch has

advised officers who were not selected the second time they were considered to begin the Command and General Staff College (CGSC) course by correspondence. Now, PERSCOM is advising officers who are not selected by the first board to begin the nonresident course.

Selection for resident CSC has always been competitive and will remain so. Traditionally, about half of a year group attends a resident course, and that trend will continue.

SENIOR RATERS MUST DATE SIGNATURES ON OERs

Army-wide help is needed to ensure that the correct senior rater profile is entered on officer evaluation reports (OERs).

PERSCOM is still receiving many

INFANTRY BRANCH POINTS OF CONTACT

ASSIGNMENT AREAS	NAMES	TELEPHONE (AUTOVON)*
Branch Chief	LTC (P) Hook	221-7823
Branch XO	MAJ (P) Chamberlain	221-7823
Lieutenant Colonels		221-7823
Inf. Assignments	MAJ (P) Crosby	
Functional Area		
Assignments	MAJ Roberis	221-5511
Majors		
Inf. Assignments	MAJ Johnson	
Functional Area		
Assignments	CPT Koehler	221-5520
Captains Assignments	CPT Barclay	
	CPT Phillips	
	CPT McNulty	221-0207
Lieutenants		
IOAC Assignments	CPT (P) Rush	
Accessions/Ranger		
Assignments	CPT (P) Forrest	
Future Readiness		
Officer	CPT (P) Kirsch	221-0207
Branch Representative,		
USAIS, Ft. Benning	CPT Sewell	835-3611

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

Mailing address for Infantry Branch: Commander, PERSCOM, ATTN: TAPC-OPE-I (Room 4-8-67), 200 Stovall Street, Alexandria, VA 22332-0414.

Send requests for microfiche to Commander, PERSCOM, ATTN: TAPC-MSR-S, 200 Stovall Street, Alexandria, VA 22332.

OFFICERS CAREER NOTES

OERs on which the senior rater did not enter the signature date when he signed the OER, and this could cause problems.

If, for example, a senior rater fails to date his signature and a personnel clerk enters an arbitrary date, the wrong senior rater profile may be applied to the officer's OER.

YEAR GROUP 1983

FUNCTIONAL AREA RESULTS

The results of the Year Group 1983 functional area designation show the following distribution:

FUNCTIONAL AREA	FA CODE	PERCENT DESIGNATED
PsyOps/Civil Affairs	39	3.8

Personnel Programs		
Management	41	16.4
Comptroller	45	5.0
Public Affairs	46	4.4
Foreign Area Officer	48	5.7
Operations Research/		
Systems Analysis	49	11.8
Force Development	50	4.0
Research and		
Development	51	13.6
Nuclear Weapons	52	1.6
Systems Automation	53	6.9
Operations, Plans,		
and Training	54	24.4
Procurement	97	2.3

IOAC SCHEDULE FY 1990

The following is the schedule of Infantry Officer Advanced Course (IOAC)

classes for the remainder of Fiscal Year 1990:

CLASS NO.	REPORT	CLOSE
	IOAC (20 weeks)	
2	28 Jan 90	19 Jun 90
3	29 Apr 90	19 Sep 90
4	15 Jul 90	6 Dec 90
5	26 Aug 90	1 Feb 91

IOAC (RESERVE COMPONENT) (12 weeks)

CLASS NO.	REPORT	CLOSE
1	29 Apr 90	21 Jul 90
RESERVE FORCES IOAC, PHASE 1 (2 weeks)		
2	4 Mar 90	17 Mar 90
3	3 Jun 90	16 Jun 90
4	29 Jul 90	11 Aug 90

CLASS NO.	REPORT	CLOSE
RESERVE FORCES IOAC, PHASE 3 (2 weeks)		
2	18 Mar 90	31 Mar 90
3	17 Jun 90	30 Jun 90

