

# ENLISTED CAREER NOTES



## ADVANCED NCO COURSE

The program of instruction (POI) for the Career Management Field (CMF) 11 Advanced NCO Course is currently generic in nature. All of the soldiers in CMF 11 military occupational specialties (MOSs) receive the same instruction.

In an effort to provide relevant instruction that has specific application to senior NCOs in the infantry MOSs, the Infantry School has upgraded the generic AN-COC POI to a tracked, MOS-specific POI.

The new POI will meet the requirement of producing technically and tactically proficient infantry platoon sergeants. It will consist of six training annexes: U.S. Army Sergeants Major Academy Common Leader Training Phase I; CMF 11 command; and specific training for each of the four MOSs—11B, 11C, 11H, and 11M.

The CMF 11 AN-COC students will verify certain Skill Level 3 tasks upon entering the course. The course will culminate in an infantry platoon situational training exercise (Skill Level 4 tasks). Certification will take place on a live fire range or a field training site during this exercise.

The initial draft of the new tracked POI has been completed, and is scheduled for implementation in the first quarter of Fiscal Year 1991.

More information is available from Commandant, U.S. Army Infantry School, ATTN: ATSH-TD-V, Fort Benning, GA 31905; AUTOVON 835-7574, or commercial 404-545-7574.

## BNCOC LINK TO PROMOTION

Graduation from the Basic NCO Course (BNCOC) is now required for promotion to sergeant first class. This means that a staff sergeant must complete

BNCOC before his records can be reviewed and considered by a promotion board.

Leaders must get as many eligible staff sergeants as possible to attend BNCOC before they reach the zone of consideration for promotion. Commanders should make sure the personnel records of these soldiers reflect current information, particularly in their completion of BNCOC.

## “SCHOOLS FOR STRIPES” POLICY CHANGE

In January 1990, a temporary change to the Army's “schools-for-stripes” policy was approved that ensures promotion and training opportunities for soldiers who are assigned or deployed to Panama as part of Operation Just Cause. This change is an exception to the Army's requirement that corporals and specialists complete a primary leadership development course (PLDC) before they can be promoted to sergeant or attend a basic NCO course (BNCOC).

Under this change, effective from 1 January 1990 until 1 April 1990, unit commanders in Panama were authorized to promote corporals and specialists who had not completed PLDC. To qualify for promotions, these soldiers had to be on unit-recommended lists and had to meet the monthly cutoff scores for their MOSs. Then they were to be scheduled to attend PLDC as soon as possible.

The policy change also authorized commanders to defer schooling for all soldiers in Panama who were scheduled to attend basic and advanced NCO courses between 1 January and 1 April 1990. The soldiers affected were to be rescheduled to attend resident BNCOC and AN-COC classes when they returned to their home stations.

If there are still any of these soldiers

whose names have not been reported, notification should be sent immediately to PERSCOM, ATTN: TAPC-EPT-FN, Alexandria, Virginia. This notification is especially important for soldiers who are eligible to be considered by this year's sergeant first class and master sergeant promotion boards.

## PLDC EQUIVALENCY

Under the Army's “schools-for-stripes” policy, a soldier may receive credit for previous military training and experience that is considered equivalent to the training offered at resident courses of the NCO education system, including the primary leadership development course (PLDC).

Since 1 October 1989, PLDC has been a requirement for promotion to sergeant and for entering the basic NCO course (BNCOC).

A soldier who wants to request PLDC equivalency should first consult AR 353-1, dated 15 October 1987, paragraph 5-26. His request should include documents that outline his leadership training and experience in as much detail as possible.

The following documents are particularly helpful in determining PLDC equivalency:

- DA Form 2-1 for enlisted soldiers.
- Officer Record Briefs for officers who have reverted to enlisted status.
- DA Forms 2-1 for National Guard and Army Reserve officers who enter on active duty.
- Completion certificates from courses conducted by other services.



# OFFICERS CAREER NOTES



## TWO-YEAR BRANCH DETAIL

A major change to the Branch Detail Program has been approved. Beginning with Fiscal Year 1990 accessions, lieutenants detailed to another branch from Signal, Quartermaster, Ordnance, Transportation, Finance, and Military Police branches will serve two years with their detail branches. Military Intelligence and Adjutant General officers will continue to serve four-year details.

To reduce the number of permanent changes of station, every effort will be made to assign officers on two-year details to installations where they can serve with both branches. The proponent schools will provide them with the technical training they need—probably short temporary duty courses—before they assume duties with their basic branch.

## LETTERS, PHOTOS, AND OERS

Several changes have been made in policies regarding the documents to be placed in an officer's official file:

- Letters or memorandums of appreciation or commendation are no longer authorized for placement in the official file, except for those signed by the President, Vice President, Secretary of Defense, Secretary of the Army, Chairman of the Joint Chiefs of Staff, or the Chief of Staff of the Army.

- A new official photograph must be placed in an officer's official file every five years or when he is promoted, whichever comes first. This change, which was effective 23 October 1989, applies to the officer ranks of first lieutenant to colonel and warrant officer ranks of CW2 to CW4. An officer may still submit photos more frequently, however, to update his files.

- Comments on an officer evaluation

report regarding the officer's family are now prohibited (see Interim Change 101 to Evaluations Update 5).

- In the administrative data on a OER; if a "P" (for promotable) is appended to the rank, the OER will be applied to the senior rater's profile for the next higher grade; for example, an OER for a promotable first lieutenant goes against the captain profile. The "P" is used on the OER, however, only when the officer is serving in a position that calls for the next higher rank. For example, if a promotable first lieutenant is a support platoon leader, his OER would read 1LT, but if he is an S-1, it would read 1LT/P.

## FUNCTIONAL AREA DESIGNATION

The results of the Year Group 1984 functional area (FA) designation are as follows:

### YEAR GROUP 84 FUNCTIONAL AREAS

FUNCTIONAL AREA	CODE	# DESIGNATED
PsyOps/Civil Affairs	39	19
Personnel Programs Management	41	101
Comptroller	45	30
Public Affairs	46	12
Foreign Area Officer	48	43
Operations Research/Systems Analysis	49	43
Force Development	50	28
Research and Development	51	25
Nuclear Weapons Systems	52	5
Automation	53	26
Operations, Plans, and Training	54	167
Procurement	97	24

PERSCOM is now preparing to designate functional areas (FAs) for the officers in Year Group 1985. The deadline for submitting preferences was 15 March 1990; the designations will be made in April; and the results will be published in June.

## CAS<sup>3</sup>

Any officer in Year Group 1981 who has not yet completed the nine-week Phase II of the Combined Arms and Services Staff School (CAS<sup>3</sup>) at Fort Leavenworth must do so by the end of Fiscal Year (FY) 1990. Failure to attend may jeopardize an officer's promotion and staff college selection.

The FY 90 classes are also open to captains in Year Groups 1982 and later who have completed an officer advanced course and Phase I of CAS<sup>3</sup>.

Reporting dates are available through the Army Training Requirement and Resource System computer network, or by telephone from the CAS<sup>3</sup> Operations Office, AUTOVON 522-2113/2602. Other questions can be directed to the senior Infantry representative on the CAS<sup>3</sup> faculty, COL John Strange, at AUTOVON 552-3833/4553, Extension 8.

Captains must report to the Fort Leavenworth billeting office in Hoge Barracks by 1200 on their reporting date, one day before the class starts. They must bring copies of their CAS<sup>3</sup> Phase I completion certificate. Any captain who reports for Phase II without this certificate in his possession will not be enrolled. The School of Corresponding Studies (SOCS) no longer accepts hand-delivered Phase I material for scoring.

The Combined Arms Center Commander and Command and General Staff College commandant has initiated two changes that affect planning for CAS<sup>3</sup>

## OFFICERS CAREER NOTES

completion:

First, an officer is now automatically enrolled in Phase I when he graduates from an advanced course. He then has two years to complete Phase I, the non-resident phase.

Second, he must now graduate from CAS<sup>3</sup> before enrolling in the Command and General Staff College non-resident course.

These and other changes will appear in DA Pamphlet 600-3, Commissioned Officer Professional Development and Utilization, as mandatory CAS<sup>3</sup> attendance becomes institutionalized in officer professional development and selection policies.

### NATIONAL DEFENSE UNIVERSITY COURSES

The National Defense University offers two courses that are of particular interest:

**The Reserve Component National Security Course (RCNSC).** This course is designed to improve an officer's understanding of the concepts, principles and techniques essential to the formulation of national security policy, and the allocation and management of resources in the interest of national security.

The university conducts the course three times a year at various locations, with students and support personnel representing the Reserve and National Guard of all services. The remaining class in FY 90 will be held 16-27 July 1990, at Fort L.J. McNair, Washington,

D.C. (The earlier classes began in October 1989 and February 1990.)

To apply for this course, an officer must meet the following prerequisites:

- Must be in the rank of lieutenant colonel or above. (This requirement may not be waived.)
- Must meet the height and weight standards of AR 600-9.
- Must have at least two years remaining before his mandatory retirement date.
- Must not have attended a previous RCNSC.
- Must not have attended the Army War College resident or nonresident courses or the Reserve Component National Security Issues Seminar.
- Must have a security clearance of Secret.

**The National Security Management Course.** This is a senior service college level course for qualified Active and Reserve Component officers, as well as for selected civilians from the public and private sectors, including foreign nationals.

The course reflects the curricula of both the National War College and the Industrial College of the Armed Forces, with emphasis on the formulation of defense and foreign policy and the allocation of resources to achieve U.S. strategic objectives.

The instruction vehicle is a series of textbooks known as "Blue Books," which the university publishes on a wide range of subjects, including national security decision making, defense economics and resource requirements, industrial preparedness, manpower,

mobilization planning, regional security, military strategy, and joint operations.

Course options include a program of individual study designed for students to complete in 16 months (or 20 months overseas) and seminar programs of one or two years duration. Students may transfer from one mode of instruction to another upon request, but participation in seminars is strongly encouraged.

Reserve Component officers earn a total of 120 retirement points for successfully completing the course through individual study or 150 points by participating in a seminar.

The course is open to officers and civilians who fall into the following categories:

- Officers in the rank of lieutenant colonel or commander and above.
- Majors or lieutenant commanders with baccalaureate degrees and credit for an intermediate service school.
- Employees of the Federal government in the grade of GS-13 and above with baccalaureates, and persons of equivalent status in state and local governments.
- Members of the National Defense Executive Reserve.
- Members of the private sector, academia, and nationals from allied and friendly countries with professional interests related to U.S. national security policy.

Further information is available from the National Defense University, ATTN: NDU-IH, Fort McNair, Washington, DC 20319-6000; telephone 202-475-1850.

