

# ENLISTED CAREER NOTES



## 11H AIRBORNE NCOs NEEDED

Infantry/Armor Branch at the Total Army Personnel Command (PERSCOM) is looking for airborne qualified noncommissioned officers in MOS 11H who would like to be assigned to airborne billets with the 82d Airborne Division at Fort Bragg after completing their current overseas tours.

Airborne qualified NCOs stationed in the continental United States (CONUS) who are in non-airborne billets may also volunteer for reassignment to the 82d Division if they have served at least two years time on station.

NCOs stationed overseas who are not airborne qualified but are interested in serving with the 82d Division may apply for airborne training by submitting DA Forms 4187, Personnel Action, through their personnel service centers. Soldiers who are within six to eight months of their dates of return from overseas will be scheduled for airborne training on temporary duty enroute to follow-on assignments to the 82d Airborne Division.

For further information, any MOS 11H NCO may call Infantry/Armor Branch and talk directly with their career advisors. The number is AUTOVON 221-8056 or commercial (202) 325-8056.

## RC AND ROTC DUTY

The Infantry/Armor Branch at PERSCOM is looking for qualified senior NCOs for assignment to Reserve Component (RC) or Reserve Officer Training Corps (ROTC) duty.

A major consideration is that a soldier must be in a troop-related assignment immediately preceding an assignment to RC or ROTC duty.

To qualify for this type of duty, a soldier must meet the following prerequisites:

- Be in the rank of sergeant first class, first sergeant, or master sergeant and not currently in an RC or ROTC assignment.

- Have enough time in service left to complete the prescribed tour or be eligible to extend his enlistment or reenlist.

- Have instructional ability and the technical ability to perform duties in his MOS with little supervision.

- Be financially able to maintain his family in a community where Government support facilities (such as hospitals, exchanges, and commissaries) may not be available.

- Have a high school education or recognized equivalent.

- If a sergeant first class, must have completed the Advanced Noncommissioned Officer Course or be eligible to attend.

- Have qualified on his most recent SQT (scoring 80 or above) and have a General Technical score of 100 or higher.

- Have placed consistently in the upper half of his peer group as demonstrated by MOS evaluation and SQT results.

Qualified senior NCOs who would like to volunteer for assignment to RC or ROTC duty may do so by submitting DA Form 4187, Personnel Action, through their personnel service centers. Or they may call Infantry/Armor Branch at AUTOVON 221-8056 or commercial (202) 325-8056.

## TRANSFER AND REMOVAL OF DOCUMENTS FROM OMPFs

The Total Army Personnel Command (PERSCOM) has received a number of inquiries recently concerning the removal or transfer of documents from a soldier's Official Military Personnel File (OMPF).

Neither the U.S. Army Enlisted Records and Evaluation Center nor PERS-

COM has the authority to transfer or remove documents filed in an OMPF. Once an official document has been properly filed in an OMPF, it is presumed to be administratively correct and in the file as a result of an objective decision.

Procedures for removing unfavorable information from an OMPF are in AR 600-37, Unfavorable Information, Chapter 7. Procedures for transferring or removing records of nonjudicial punishment are in AR 27-10, Military Justice, paragraph 3-43.

Appeals on Active Army personnel should be prepared and sent directly to the President, DA Suitability Evaluation Board, ATTN: DAPC-MPC-E, Washington, DC 20310-0300.

## TRANSITIONING INTO THE RESERVE COMPONENTS

Current Army policy encourages the transition of eligible soldiers into the Reserve Components (RC) so they can continue to serve as members of the Total Army. Service in the RC may be in the Individual Ready Reserve (IRR), the U.S. Army Reserve (USAR), or the Army National Guard (ARNG).

Pretransition counseling is provided to all soldiers about 120 days before their release from active duty. This counseling is conducted on each Army installation by Total Army Career Counselors for all soldiers. The subject matter includes the soldiers' remaining obligation, RC pay and benefits (SGLI, commissary and post exchange privileges, and the like), the availability of assignments in the RC, and retirement potential.

The goal of the program is to provide the Reserve Components (especially the troop program units) with experienced soldiers who are current on doctrine and training techniques. This will serve to in-

crease readiness while reducing training costs.

Soldiers who have questions concerning their transition into the Reserve Components should contact the Total Army Career Counselors on their installations.

## OBSERVER/CONTROLLER DUTY

The Infantry/Armor Branch at PERSCOM is looking for qualified senior NCOs in the rank of staff sergeant, sergeant first class, and first sergeant to serve as observer/controllers (OCs) at the two Combat Training Centers (CTCs) in the continental United States (CONUS). These are the Joint Readiness Training Center (JRTC) at Little Rock Air Force Base, Arkansas, and the National Training Center (NTC) at Fort Irwin, California.

To be selected or to volunteer for this duty, an NCO must meet the following prerequisites:

- Be in one of the ranks mentioned above and be a graduate of the Advanced Noncommissioned Officer Course.
- Have enough remaining time in service to complete the prescribed tour or be eligible to extend or reenlist.
- Have instructional ability and no speech impediment and the ability to communicate clearly in English.
- Have no physically limiting profiles, with the exception of wearing glasses.
- Have at least a high school education or a recognized equivalent.
- Have qualified on his most recent SQT (scoring 80 or higher) and have a General Technical score of 100 or higher.
- Have a Secret clearance or be able to obtain one.
- Have a commander's certification that he has passed his most recent Army Physical Fitness Test and that he meets Army weight control tables in accordance with AR 600-9.

To be assigned to the JRTC, an NCO must be airborne qualified, willing to serve on active airborne status, and now serving as a squad leader, platoon sergeant, or first sergeant in a TOE infantry battalion. To be assigned to the NTC, an NCO must be serving successfully as a squad leader, platoon sergeant, or first

sergeant in a TOE mechanized infantry battalion equipped with M113 or Bradley fighting vehicles.

NCOs who are placed on assignment instructions for observer/controller duty will go on temporary duty enroute to attend the O/C Certification Course, which is conducted in two phases.

Phase 1, which lasts for five days, is conducted at the Combined Arms Training Activity (CATA) at Fort Leavenworth, Kansas. This phase covers observer/controller duties and responsibilities, training the force, after action reviews, threat, warfighting doctrine, planning considerations, NBC, and assessing lessons learned.

Phase 2, which is four days long, is conducted for infantrymen at the U.S. Army Infantry Center, Fort Benning, Georgia, and for soldiers of other branches at their branch training centers. This phase provides the observer/controller with information on AirLand Battle doctrine, fundamentals of combat, and offensive and defensive operations.

NCOs in CMF 11 who are interested in volunteering for assignment to either training center may submit DA Form 4187, Personnel Action, through their personnel service centers to Infantry/Armor Branch, PERSCOM. Soldiers in CMF 11 may also call their Infantry career advisors, AUTOVON 221-8056 or commercial (202) 325-8056.

## NCO EVALUATION REPORTS

Throughout the Total Army, several hundred thousand Noncommissioned Officer Evaluation Reports (NCO-ERs) are written each year.

The vast majority of the raters who prepare these reports accurately record the performance and potential of their subordinates, but there are a few rating officials who have not rendered them as accurately and objectively.

If a soldier receives an evaluation report that he believes is an inaccurate or unjust evaluation of his performance and potential, or one that contains administrative errors, his report may be a candidate for an appeal.

The governing publications for appeal-

ing an NCO-ER are DA Circular 623-88-1, Chapter 4, and Army Regulation 623-205, Chapter 4. Both publications can be found in the Personnel Evaluations Update.

Anyone who needs more information on the appeal process may write to Commander, Enlisted Record Center, ATTN: PCRE-RE-A, Fort Benjamin Harrison, IN 46249, or call AUTOVON 699-3695 or commercial (317) 542-3695.

## ANCOC REINSTATEMENTS

Soldiers who have been eliminated from the Advanced Noncommissioned Officer Course (ANCOC) for academic reasons are encouraged to try again to get this crucial training.

AR 351-1, Individual Military Education and Training, states that a student who has been eliminated from ANCOC for academic reasons may reenter the course when his unit commander and the school commandant determine that he is now prepared to complete the course successfully.

All that is required is the submission of DA Form 4187, Personnel Action, with the following enclosures: a copy of DA Form 1059, Academic Report, and a letter from the unit commander stating that the soldier needs this training for advancement and now has the proper motivation to complete the course.

Applications should be submitted through proper channels to the commandant of the NCO Academy at the soldier's proponent service school.

## SPECIAL FORCES COURSE

The Special Forces Assessment and Selection (SFAS) Course, a three-week temporary duty and return course, is designed to assess a soldier's potential to complete the Special Forces Qualification Course (SFQC). Once an applicant successfully completes SFAS, he is scheduled to attend one of the upcoming qualification courses.

Soldiers who are interested in applying for Special Forces should contact the

Special Forces Recruiting Team, Fort Bragg, North Carolina; AUTOVON 239-1818 or commercial (919) 432-1818. The recruiters can answer questions and provide the proper forms.

## SPECIAL FORCES ANCOG

The Advanced Noncommissioned Officer Course (ANCOG) for Career Management Field (CMF) 18, Special Forces, is now automated. This allows Special Forces soldiers to attend the course according to primary military occupational specialty and date of rank.

The Army's goal is to have a soldier attend CMF 18 ANCOG within two years of his promotion to sergeant first class.

PERSCOM's Special Forces Branch will no longer delete a soldier's name from an ANCOG list without written notification from his unit.

The following are tentative dates for CMF 18 ANCOG classes through #3-91:

CLASS NO.	START DATE	END DATE
3-90	4 Sep 90	29 Nov 90
1-91	7 Jan 91	4 Apr 91
2-91	6 May 91	28 Jul 91
3-91	8 Sep 91	7 Dec 91

For more information, Special Forces soldiers may call MSG Thomas Rupert, PERSCOM Special Forces Branch, at AUTOVON 221-5497 or commercial (202) 325-5497.

## SCHOOL OF THE AMERICAS INSTRUCTORS NEEDED

PERSCOM is looking for NCOs to serve on instructor duty at The School of the Americas at Fort Benning, Georgia.

Volunteers must be Ranger-qualified, in the ranks of sergeant (promotable) to sergeant first class, and Spanish linguists. A Ranger-qualified soldier without the language skill may volunteer to attend the Spanish Linguist Course with an ultimate assignment to The School of the Americas.

Interested soldiers may call the PERSCOM Ranger Team at AUTOVON 221-5493 or commercial (202) 325-5493.

## UPDATING AND VERIFYING YOUR PERSONNEL FILE

The following are ways to update or verify the contents of your enlisted personnel file:

- To access the Enlisted Records and Evaluation Center's new 24-hour interactive voice response system, dial AUTOVON 699-3714 or commercial (317)



542-3714. You must call on a touchtone, push-button telephone. The automated system gives you access to the latest information in your personnel file, including the date of your last evaluation report, security clearance status, official photograph, personnel qualification record, and declination and acceptance statements. (See detailed note in this section.)

- To request a copy of your microfiche Official Military Personnel File (OMPF), mail your request to Commander, U.S. Army Enlisted Records and Evaluation Center, ATTN: PCRE-RF, Fort Benja-

min Harrison, IN 46249-5301.

- To schedule an appointment to review your OMPF at the Enlisted Records and Evaluation Center, call AUTOVON 699-3361 or commercial (317) 542-3361. Schedule appointments at least three days in advance.

- To update your official file, have your local personnel service company forward the appropriate documents to Commander, U.S. Army Enlisted Records and Evaluation Center, ATTN: PCRE-FS, Fort Benjamin Harrison, IN 46249-5301. The records center must receive documents intended for review by a promotion or school selection board at least 10 days before the board convenes.

- To update your official photograph, mail two copies of the new photo to Commander, U.S. Army Enlisted Records and Evaluation Center, Fort Benjamin Harrison, IN 46249-5301. You must update your photo when you are promoted to staff sergeant and should update it at least every five years.

- To request the transfer of an Article 15 from the performance (or "P" section) of your official file to the restricted (or "R" section), you must be in the rank of staff sergeant and above. Mail a written request to President, DA Suitability Evaluation Board, ATTN: DAPE-MPC-E, Washington, DC 20310. Rules governing the system are contained in AR 27-10.

## REVIEWING YOUR OFFICIAL FILE BY TELEPHONE

A new service called the Interactive Voice Response System, or IVRS, is now available to soldiers and local personnel offices throughout the world, provided they have access to touch-tone telephones.

The system is especially helpful in checking the status of key documents in soldiers' official files before they are considered for promotion or schooling.

Three data bases are available through IVRS—NCO Evaluation Report end dates; security clearance status; and DA centralized selection board information, including NCO-ER end dates, photo dates, personnel qualification record

(PQR) data, and declination/acceptance statements.

To use the system, dial—with touch-tone push-button telephone only—AUTOVON 699-3714, or commercial (317) 542-3714. After a short greeting you will be instructed to enter a complete nine-digit Social Security number. The system can respond to requests for information on five separate personnel files during a single call, provided five Social Security numbers are entered.

After entering a Social Security number, press the pound sign (#) on the telephone. Next, press one of the following numbers to access a data base:

- For complete board information, press 1. This will provide information on the NCO-ER end date, photo date, PQR data, confirmation of receipt if a letter to a board president has been received, and confirmation of receipt if a declination or acceptance statement has been received.

- For latest photo date only, press 2.
- For evaluation report data, press 3.
- For security clearance data, press 4.

After the system has responded to the initial request, you will be advised to enter another Social Security number or to hang up, ending the session. At the completion of the fifth file retrieval, the call will be disconnected.

## AIRBORNE SOLDIERS NEEDED

PERSCOM is looking for NCOs in CMF 11 who are airborne qualified and want to be assigned to an airborne billet with either the 82d Airborne Division at Fort Bragg, North Carolina, or the Joint Readiness Training Center (JRTC) at Little Rock Air Force Base, Arkansas, after completing their overseas tours.

Airborne-qualified NCOs serving in non-airborne billets in the continental United States who would like to get into airborne billets, and who are qualified for overseas tours, must first volunteer for reassignment to 12-month dependent-restricted tours overseas. When they receive their overseas assignments, they will be given advanced home base assignments to either the 82d Division or the JRTC.

Non-airborne qualified NCOs stationed overseas who are interested in serving with the airborne community may apply for airborne training by submitting DA Form 4187 through their personnel service centers. Soldiers who are within 6 to 8 months of their DEROS dates will be scheduled to attend airborne training on temporary duty enroute to their follow-on assignments to an airborne unit in the continental U.S.

Infantry soldiers who have questions may contact their career advisors at Infantry/Armor Branch. Telephone numbers are AUTOVON 221-9399/8056 or commercial (202) 325-9399/8056.

## WARRANT OFFICER AVIATORS WANTED

The Army is looking for qualified applicants for the Army Warrant Officer Flight Training (WOFT) Program who will be 29 years old or younger at the time of board selection.

More information on the program is available in the recently published WOFT Program booklet. It includes a broad course overview of rotary wing flight training and program application requirements and procedures.

Copies of the booklet are available in local commands or from: Commander, U.S. Army Aviation Center, ATTN: ARZQ-DAP-PO, Fort Rucker, AL 36362-5037.

## DRILL SERGEANT DUTY

Soldiers applying for duty as drill sergeants must process their applications through local personnel service centers. The Drill Sergeant Team at PERSCOM often receives applications by express mail from soldiers who fail to enclose necessary documents such as Army Physical Fitness Test cards or mental health evaluations.

Servicing personnel centers will certify that applicants meet the following requirements:

- Soldiers stationed in the continental United States at an installation that has no drill sergeants must have served there

for 36 months before applying.

- Soldiers stationed overseas must apply eight to ten months before their date of estimated return from overseas.

More information is available from the Drill Sergeant Team at AUTOVON 221-8070 or 8394; commercial (202) 325-8070 or 8394.

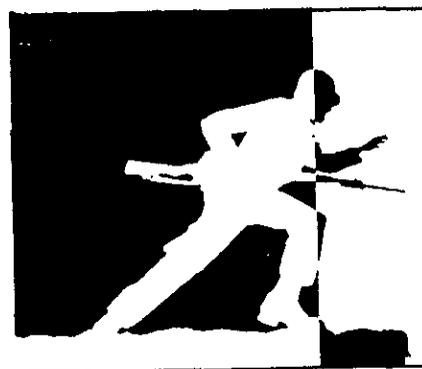
## APPLYING FOR NCOLP

Many logistics NCOs in the U.S. Army Reserve have expressed an interest in participating in the Noncommissioned Officer Logistics Program (NCOLP). This program provides specially selected senior NCOs to fill key multifunctional logistics positions throughout the Reserve.

Many of the applications that reach PERSCOM, however, must be returned for additional information or administrative action. The following tips will help an NCO succeed on his first application:

- The first colonel in the applicant's chain of command must endorse the application.
- The application must include proof of security clearance (SECRET or higher).
- The application must show that the applicant is clearly within the height and weight limits established by AR 600-9.
- If the applicant is a staff sergeant, he must be on a current promotion selection list before he can be awarded the "K" specialty skill identifier.

Further questions concerning application procedures or other NCOLP matters should be directed to MSG Lawrence Weese, AUTOVON 226-0274, commercial 202-696-0274.



# OFFICERS CAREER NOTES



## NOTES FROM THE DEPARTING BRANCH CHIEF

It is that time of year once again when your branch assignment officers are going through a significant amount of turnover. On behalf of everyone who is leaving, especially myself, I want to thank all of you for your support and understanding of the difficult task of meeting the Army's personnel requirements.

There is much discussion about the future of the Army and particularly the infantry. While there is a lot we do not know about the future—and we are at the mercy of worldwide dynamics and, of course, the Congressional budget process—here are some things we do know.

We know that the current personnel reduction programs are inadequate, and the Army has asked for new tools to use in managing officer reductions across a broader spectrum.

We know the Army will be smaller and will have a different mix of units. For the infantry, this means that lighter forces are more likely to stay, as highly deployable contingency forces will be required to execute the broad spectrum of conflict that is envisioned for the 21st Century. Our mechanized forces will not go away, however, and the challenge of full manning with the Bradley fighting vehicle will be an important task for all infantrymen.

The personnel system as we know it today will continue—promotions, schooling, training, and the many other professional opportunities. Training, especially at our combat training centers, will be more important than ever. At the same time, the Army's leaders have committed themselves to do their best to protect the quality of life for our soldiers and their families.

What this means to you is that the best soldiers will be retained and that good officers will be staying. The officers in the

bottom 10 to 20 percent will be the ones who need to be concerned. If you think you may be in that range, contact your assignment officer and he will give you an honest assessment.

Opportunities for personal and professional growth and tough training will continue. Reduced resources will present many new challenges, and we will need the best of the officer corps to deal with those challenges and lead our soldiers. If you like what you've been doing, then stay in the Army with us!

The new lineup of Infantry Branch assignment officers is shown in the accompanying box. We welcome these new officers and encourage you to get to know your assignment officer and communicate with him whenever there is a change in your resume or your preferences.

As I prepare to leave for my new assignment as chief of the Combat Arms Division, Enlisted Personnel Directorate, I want to thank all of the infantrymen in

the field who have gone to the sounds of the guns when asked. To serve our nation as an infantryman has been a great pleasure, and to serve my fellow infantrymen as your Branch chief for the past two years has been rewarding.

The new Infantry Branch chief is Lieutenant Colonel Terry Young, who previously commanded the 2d Battalion, 502d Infantry at Fort Campbell. As a former assignment officer, he will be able to make a positive contribution and represent us well from the beginning. I will greatly appreciate your continued support for him and all the assignment officers at Infantry Branch. (This note was prepared by Lieutenant Colonel Jack Hook before he left for his new assignment.)

## ROTC DUTY

The ROTC Cadet Command's mission of training cadets is a critical task that

INFANTRY BRANCH POINTS OF CONTACT		
ASSIGNMENT AREAS	NAMES	TELEPHONE (AUTO/00)
Branch Staff	CPT Young	22-7078
Branch Co-Technician	MAJ Robert Ms. Hairston	22-5772
Lieutenant Colonel's Team	MAJ Helmig MAJ McCarthy Ms. Troxler	22-6350
Majors Team	MAJ Keeler Mr. Lantz	22-6511
Captain's Team	CPT McNulty CPT Ricchi Ms. Emerson	22-4532
Lieutenant's Team	CPT Forbes CPT Armstrong Ms. Young Ms. Parnham	22-10207
Future Readiness Office	CPT Phillips Ms. Babylon Ms. Rathgens	22-5520

For commercial calls, use area code 202 and prefix 325 instead of 221.

makes a lasting contribution to the Army. Officers who are interested in ROTC assignments and are eligible for permanent changes of station in the summer of 1991 should contact Infantry Branch this summer.

This year's board to select officers to serve as Professors and Assistant Professors of Military Science is tentatively scheduled to convene in November 1990. The board will consider lieutenant colonels and promotable majors for PMS assignments and branch qualified captains for Assistant PMS assignments.

Nominees should see that the selection board receives their official military personnel files, including college transcripts, current officer record briefs (ORBs), and official photos. The primary requirements for a PMS candidate are a master's degree and a competitive assignment history.

Lieutenant colonels and promotable majors who are interested should contact Major Roberts at AUTOVON 221-7823; captains should call Captain McNulty at AUTOVON 221-5520.

### **3d U.S. INFANTRY (THE OLD GUARD)**

The 3d U.S. Infantry Regiment (The Old Guard) is looking for lieutenants to serve in a variety of positions. Candidates must be at least 72 inches tall and preferably airborne and Ranger qualified with experience as rifle platoon leaders in MTOE (*modified tables of organization and equipment*) units.

The Old Guard is an MTOE infantry regiment stationed in the national capital region with ceremonial, tactical, and contingency missions. Its soldiers conduct ceremonies for the President, foreign heads of state, and other national and international leaders at the Army, joint services, Department of Defense, and State Department levels. The 3d Infantry routinely performs duties at the White House, the Pentagon, the Tomb of the Unknown Soldier, and elsewhere throughout the capital region, the United States, and overseas.

Lieutenants in The Old Guard serve as rifle platoon leaders, specialty platoon leaders (scout platoon, United States

Army Drill Team, Presidential Salute Guns/Mortar Platoon, Support Platoon, Honor Guard Platoon), executive officers, and staff officers.

Platoon leaders in The Old Guard are responsible for individual training (EIB, SQT, CTT) and collective unit training. They also routinely deploy to the National Training Center, the Joint Readiness Training Center, Fort Stewart, Fort A.P. Hill, the Marine Corps Amphibious Warfare School, and Panama.

Interested officers should contact Captain Armstrong at AUTOVON 221-0207/5516, commercial (202) 325-0207/5516; or the Deputy Commander of The Old Guard at AUTOVON 226-3003, commercial (202) 696-3003.

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### **DA PHOTOS**

Your Department of the Army photograph is an integral part of your official file. A new official photo is required every five years.

Army Regulation 640-30 provides guidance for taking photos. Specifically, you should wear basic branch insignia and permanent ribbons and insignia. Wearing unit crests is the only authorized exception.

Take special care to ensure that your uniform fits and that all items on it are displayed in accordance with regulations. Make sure you have a good haircut and use a new blade when you shave. As an extra precaution, take another officer with you to ensure that everything looks right just before the photo is taken.

Some common mistakes are wrinkled or poorly fitted uniform, wearing the infantry cord, improper wear of class four badges, wearing foreign badges, moustache and hair too long, and misspelled name or incorrect social security number.

Make sure you begin the photo process at least six months before your files are due to go before a promotion or school selection board. This will allow time to have the photo retaken if necessary as well as time for it to reach the Total Army Personnel Command (PERSCOM) through normal postal channels.

### **ASSIGNMENTS IN SOUTH AND CENTRAL AMERICA**

Infantry Branch continues to receive critical requirements for lieutenant colonels and majors to serve in Central and South America.

Assignments in that region include joint service duty in the Southern Command (SOUTHCOM) or non-joint service duty in various other locations. In general, tour lengths are 24 months unaccompanied, or 36 months accompanied.

Not all billets require Spanish language ability, but for the jobs that do, Infantry Branch can send a selected number of officers to the Defense Language Institute at Monterey, California.

Officers who are interested in these assignments should contact their assignment officers about 9 to 12 months before they are scheduled for permanent changes of station (PCSs).

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### **ACQUISITION CORPS PROGRAM**

Branch qualified infantry captains in Year Groups (YGs) 1980 to 1984 who are interested in volunteering to participate in the Army Acquisition Corps (AAC) program should contact their assignment officers immediately.

Infantry officers who are accepted into the program can expect to attend a fully funded graduate degree program to obtain masters' in business administration and then complete utilization tours as acquisition managers.

The AAC offers a unique opportunity for selected infantrymen to serve in troop units as captains and majors; to obtain masters' degrees; to attend a command and staff college and the Defense Logistics College, and to serve in demanding assignments as infantry acquisition managers.

Members of the AAC will compete with their peers for promotion and for centrally selected military schooling. At the lieutenant colonel level, however, they will compete for project/product manager positions rather than for battalion command.

Only 18 officers from each year group

## OFFICERS CAREER NOTES

will be selected to participate in the program. Selection for YG 1983 has already begun, with YGs 1982, 1981, and 1980 to follow.

Any officer who is interested should call Infantry Branch as soon as possible.

### ASSIGNMENT OPPORTUNITIES

Infantry Branch has numerous assignment opportunities for branch qualified captains to serve as ROTC instructors, Readiness Group infantry advisors, and recruiting company commanders at the following locations: New Haven, Connecticut; San Jose, California; Butte, Montana; Homewood, Illinois; Mansfield, Pennsylvania; Fort Riley, Kansas; Madison, Wisconsin; Fort Devens, Massachusetts; Fort Dix, New Jersey; Fort Meade, Maryland; and Fort Sill, Oklahoma. Reporting dates are between November 1990 and January 1991.

Additionally, there is a continuing need for branch qualified captains who speak Spanish to serve as instructors at The

School of the Americas; as exchange officers in various Latin American countries; and in selected staff positions with U.S. Army South and Southern Command in Panama. In mid-1991, Branch will also have a requirement to send a captain to the Northern Warfare Training Center.

Interested officers should contact a captains' assignment officer for details.

### MAJORS PROMOTION BOARD

The 1990 Army Competitive Category Majors Promotion Board is tentatively scheduled to convene on 21 August 1990 and to adjourn on 5 October 1990.

Officers who will be considered include those with active duty dates of rank (ADORs) to captain as follows:

ZONE OF CONSIDERATION	ADOR (INCLUSIVE)
Above the zone	1 Jun 84 and earlier
Promotion zone	2 Jun 84 to 1 May 85
Below the zone	2 May 85 to 1 Sep 86

All officers who will be considered by

this board should obtain and read the PERSCOM message titled "Zones of Consideration for the FY 90 Army Competitive Category Majors Promotion Board." All personnel service centers and military personnel offices should have received this message in May. It contains definitive information on the zones of consideration; guidance on complete-the-record and promotion officer evaluation reports, including the required "through" dates; requirements for promotion officer record brief updates; official photograph data; and information regarding submission of letters to the president of the board. The message also contains information for rating chain officials to use in preparing optional and mandatory reports along with suspense dates for the receipt of documents at PERSCOM.

It is imperative that all officers who are in the zone of consideration see that their records are up to date. Last year's selection rate for infantry officers was 66.1 percent, and it is projected to drop about two to four percent this year.

