

ENLISTED CAREER NOTES



PHYSICAL PROFILES AND ANCOC ATTENDANCE

Soldiers who hold P3 profiles and have not appeared before MOS/Medical Retention Boards (MMRB) are not eligible to attend an Advanced Noncommissioned Officer Course (ANCOC). Soldiers who have missed one or more ANCOC classes because of incomplete physical evaluation procedures are hurting their career progression.

A soldier who has a P3 profile but has not been before a board should give copies of the profile to his first sergeant and personnel staff NCO. If, after 90 days, he has not been notified of a scheduled appearance before an MMRB, he should inform his commander.

While some believe that a profile is the mark of a bad soldier, a soldier hurts his own career by not following through on the medical evaluation process.

Further information is available from servicing personnel service centers or from Infantry Branch at the Total Army Personnel Command (PERSCOM).

BATTLE STAFF NCO COURSE

A new course for staff NCOs began in January 1991 at the U.S. Army Sergeants Major Academy. The Battle Staff NCO Course integrates the current Operations and Intelligence Course and the Personnel and Logistics Course. It is designed to train battalion and brigade staff NCOs to serve as integral members of battle staffs and to manage the day-to-day operations of battalion command posts. It is a completely new course and not a simple meshing of two existing courses.

The six-week course is far shorter than the ten-week Operations and

Intelligence Course and two weeks longer than the Personnel and Logistics Course. This overall reduction in course length requires that NCOs complete some of the material they need to know by correspondence before they arrive for the resident phase.

The proposed solution is to select students six to eight months before a course begins and enroll them immediately in the Army Correspondence Course Program. After completing the required number of lessons, prospective students receive certificates, which they present to an Academy faculty advisor when they report to Fort Bliss for the resident phase.

All of the resident training is performance-oriented and is based on the ARTEPs for the heavy battalion, the heavy brigade, and the light infantry battalion. The underlying principles of the course are synchronization and "train as you fight."

NEGATIVE PERSONNEL ACTIONS

No leader wants to be in the position of having to take negative personnel actions against his soldiers, but all leaders must be familiar with the rules to follow when they must do so. And negative personnel actions sometimes yield positive results.

A bar to reenlistment is intended to rehabilitate a substandard performer. The justification for a bar usually includes circumstances that do not require further action or investigation. A soldier who is not rehabilitated is separated at the expiration of his term of service; a request for an earlier separation may be submitted in accordance with the appropriate regulations.

On the other hand, a suspension of favorable personnel action (flag) is

submitted when an unfavorable action or investigation (formal or informal) is initiated against a soldier by military or civilian authorities. The flag is removed when the action or investigation is completed, and it does not preclude further service.

More detailed information can be found in Army Regulation 601-280, Total Army Retention Program, and in AR 600-8-2, Suspension of Favorable Personnel Actions (Flags).

SELF-DEVELOPMENT TESTS

The Self-Development Tests (SDTs) that will replace the existing Skill Qualification Tests (SQTs) will test NCOs' MOS skills and their training and leadership knowledge. The Soldier's Manuals will be used as the primary sources of questions.

The U.S. Army Training and Doctrine Command (TRADOC) will begin developing SDTs this fiscal year and has planned to phase in the SDT over a two-year period. (See INFANTRY, November-December 1990, page 46.)

The Center for Army Leadership at Fort Leavenworth has officially defined self-development as "a planned, progressive and sequential program ... of individual study, research, professional reading, practice, and self-assessment." The new SDT is directly derived from this formalized concept of self-development.

The Army Continuing Education System (ACES) has had an active role in designing both NCO leadership development and self-development initiatives. In addition, the June 1989 Action Plan of the NCO Leader Development Task Force contains recommendations that significantly affect Army Education Centers and Learning Centers.

Two new programs now being planned will directly address NCO leader development issues: Read-to-Lead and NCO LEAD.

Read-to-Lead is designed to help NCOs meet the reading standards established by the Leader Development Task Force. Materials are now in the field that can be used in a traditional classroom with an instructor, by small groups, or for individual study.

NCO LEAD is a job-related, proponent-endorsed associate degree initiative. It complements Career Management Field (CMF) leader development training and offers soldiers an incentive for self development.

Three NCO LEAD prototypes are being produced by proponent service schools: one for combat arms (Air Defense Artillery), one for combat support (Missile and Munitions), and one for combat service support (Chaplain).

ACES, with CMF validation, will help mold degree programs to fit CMF needs and fuse these programs into CMF career maps.

The proponent schools and ACES

will jointly announce enrollment procedures and implementation instructions when they have been completed.

ACES will continue to provide NCO services and programs to assist in developing leader skills and maintaining the unparalleled professionalism that make our Army the finest peacetime force in U.S. history.

U.S. MILITARY ACADEMY PREPARATORY SCHOOL

The U.S. Military Academy Preparatory School (USMAPS) provides a unique opportunity for enlisted soldiers to gain appointments to the Academy at West Point and become officers. Because this option is not widely known, however, many deserving candidates do not apply.

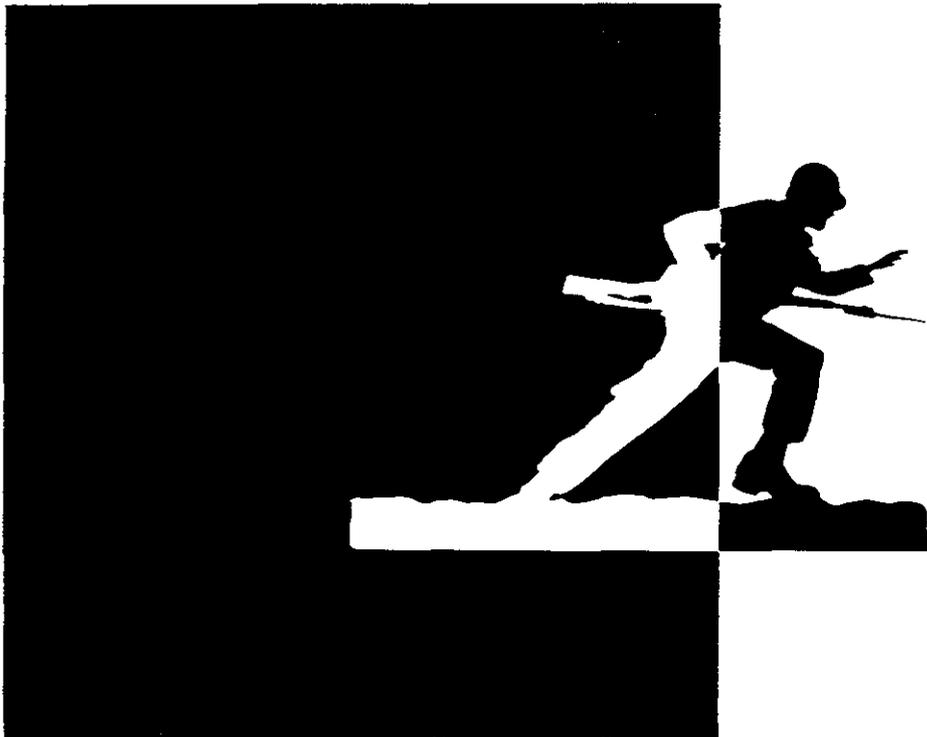
Each year, the School selects 170 regular Army soldiers from more than 1,000 applications to compete for 85 appointments to the Academy. Those who are selected then report to USMAPS at Fort Monmouth, New

Jersey, in late July to begin the 10-month curriculum.

To qualify for USMAPS, a soldier must be:

- A citizen, or able to become a citizen before July of the year he will graduate from the preparatory school.
- At least 17, but not over 21, before 1 July of the year in which he wants to attend the school.
- Unmarried, with no legal dependents.
- A high school graduate or GED equivalent.
- Medically qualified for admission to the Military Academy; vision correctable to 20/20 with glasses. Pregnancy results in medical disqualification.
- Of high moral character, with no civilian or military felony conviction and no history of venereal infection or of alcohol or drug abuse.
- Highly motivated toward a career as an officer.

Anyone who wants to know more about USMAPS may write to the Commandant, USMAPS, Fort Monmouth, NJ 07703, or call AUTOVON 992-1807.



OFFICERS CAREER NOTES



DESERT SHIELD DEPLOYMENT REQUIRES OMF UPDATE

Strength management for officers deployed in support of Operation DESERT SHIELD requires that the PERSCOM Officer Master File (OMF) be updated to reflect each officer's deployment.

Currently, deployed units remain assigned to their continental United States (CONUS) commands, and there is no automatic means of updating an officer's deployed status on the OMF. PERSCOM must therefore rely on local personnel service centers (PSCs) to update the OMF.

There are two ways for a PSC to accomplish this requirement:

- PSCs that have access to the Officer Distribution and Assignment System (ODAS) may update the command codes of their assigned officers directly on the OMF.

They do this by accessing each officer's ODAS Officer Record Data display and updating the Officer Personnel Management Directorate current command code on screen 11. The PSC replaces the existing command code with a CT for active component officers, a CU for activated U.S. Army Reservists, or a CV for activated Army National Guard officers. These command codes indicate an officer's deployment and may be removed if an error is made or when the officer returns.

- PSCs that do not have access to ODAS must submit a Current Duty Assignment Transaction (CDAT) SIDPERS transaction with special characters to generate the command code update during the weekly SIDPERS OMF update.

Both of these methods are described in detail in Quickfire MILPER Message 90-248 transmitted 301505Z August 90.

The PERSCOM point of contact for

the deployment status of warrant and commissioned officers is Mr. Ron Johnson at AUTOVON 221-7895/5124.

JOINT ASSIGNMENTS

Joint duty assignments are extremely important. Officers serving in these assignments, as a group, are expected to be promoted at a rate equal to or greater than the current promotion rates by grade and competitive category.

PERSCOM now tries to send an officer to joint duty earlier, as a major or in some cases as a lieutenant colonel. An officer can then get full joint credit after two years in a joint assignment if his follow-on assignment is to an operational billet such as battalion commander or executive officer/S-3. This is known as a critical occupational specialty (COS) takeout. It offers the advantages of joint tour credit and duty away from troops but for only two years, and it keeps a highly competitive officer in the running for flag rank.

JOINT DUTY TOUR LENGTHS

The length of a Joint Duty Assignment List (JDAL) tour, mandated by law, is three years for field grade or company grade officers assigned to this list and two years for general officers. (Tour length is computed down to the actual day; there is no rounding up or down.)

An individual waiver signed by the Secretary of Defense is required to move any officer before he completes his full tour, with the following exceptions:

- When the prescribed tour length is less than 36 months (per Army Regulation 614-30, Overseas Service), an officer may move out of the position

at the end of the specified tour length. To receive full joint duty credit, his accompanied overseas tour must be at least 24 months.

- A combat arms officer in a critical occupational specialty may be taken out of a joint duty assignment after 24 months if it is an initial tour and the officer is being reassigned to meet the Army's operational requirements.

- Retirement, personal hardship, and suspension from duty are all reasons to move without a waiver.

- Under certain circumstances, an officer may add the time in current and prior joint duty assignments to accumulate enough credit to qualify for a full tour.

- The law also allows for a limited number of officers to be pulled 60 days before tour completion to meet Army requirements, but this cannot be used for the convenience of the officer involved.

Except for a limited number of waivers, any officer selected for brigadier general must have credit for a full joint duty tour. There are not enough joint duty positions to allow every officer this opportunity.

Some officers do not even need joint duty because of their branch or functional areas. For the benefit of the total Army, however, those who do must receive these tours as early in their careers as possible.

Any questions about tour lengths may be directed to the Joint Management Office at AUTOVON 221-8129.

ENROLLMENT IN NON-RESIDENT CAS3

Effective 1 October 1990, all officers managed by the Officer Personnel Management Directorate (OPMD) who are in Year Group (YG) 1979 and later

will automatically be enrolled in the non-resident portion (Phase I) of the Combined Arms and Services Staff School (CAS3) when they graduate from the officer advanced course.

Unless otherwise authorized, officers enrolled in Phase I must complete the non-resident correspondence course within 24 months of their enrollment. Requests for extension must be approved in writing by the director of the School of Corresponding Studies, U.S. Army Command and General Staff College (CGSC).

Officers must successfully complete Phase I before attending resident instruction at Fort Leavenworth. They receive certificates of completion for Phase I if they pass the comprehensive examination with a minimum score of 70 percent.

Under the revised policy, OPMD-managed officers must graduate from the resident course (Phase II) before attending any college — such as the Air Command and Staff College — that produces Military Education Level (MEL) 4. The same requirement applies to officers who intend to enroll in non-resident courses for these schools.

It is also important to understand that graduation from CAS3 is not a criterion for selection for CGSC or for promotion to major. However, officers will not be slated to attend CGSC or an equivalent college until they attain MEL N—CAS3 graduate.

Officers in special branches — the Judge Advocate General Corps, Army Medical Department, and Chaplain Corps — are not affected by this policy change, with one exception. Medical corps officers in the 67 series will attend under the same criteria as other OPMD-managed officers.

Reserve Component officers are not affected by this policy change.

PREFERENCE STATEMENTS

Many officers feel that their preference statements have little effect on their

future assignments, and to some degree, they are right. Here are some possible reasons: Many officers do not bother to fill out their preference statements at all; they do not take the time to update their statements; or their requests are unreasonable or unrealistic.

The primary considerations in making assignments are the needs of the Army, the needs of the individual, and the desires of the individual. Assignment officers make every reasonable attempt to learn what an officer desires, but DA Form 483 is not the best tool to use in relaying your assignment wishes. It allows you to submit only general requests, and it is not always processed as quickly as it should be.

You can help yourself most by taking the time to write a letter (it can be handwritten) to your assignment officer at PERSCOM. Tell him when you think

you will be available, taking into consideration leave and travel time between stations, and give at least three preferences for assignment and three for location. If you have some specific jobs or locations in mind, list them; be sure to let your assignment officer know if you have any special needs (exceptional family member or working spouse).

The timing of the letter is important. Assignment windows are six months before assignments in the continental United States (CONUS) and nine months for assignments outside CONUS. We recommend that you send your letters two or three months before these assignment windows.

Help yourself by letting us know what you want to do. And be realistic. Officers who ask for unrealistic assignments lose their votes as to preference.

SENIOR OFFICER LOGISTICS MANAGEMENT COURSE

The Senior Officer Logistics Management Course (SOLMC) is specifically designed to update commanders and their primary staff officers at the battalion and brigade level on logistics matters.

The course includes maintenance, supply, and transportation procedures as well as offering hands-on experience with vehicles, weapons, ammunition, and medical, communications, NBC, and quartermaster equipment.

The course is open to officers in the

rank of major and above in the Active Army and the Reserve Components, the U.S. Marine Corps, and from allied nations, and to Department of Defense civilians in the grade of GS-II and above.

The one-week course is conducted ten times during each year at Fort Knox, Kentucky. Class quotas may be obtained through normal Training and Doctrine Command channels. (Class schedules for the remainder of FY 1991 and for FY 1992 are shown here.)

Further information is available from CPT Hammerle, AUTOVON 464-7133/3411 or commercial (502) 624-7133/3411.

CLASS	FY 91	FY 92
1	— — — — —	20 Oct - 25 Oct 91
2	— — — — —	5 Jan - 10 Jan 92
3	— — — — —	26 Jan - 31 Jan 92
4	— — — — —	8 Mar - 13 Mar 92
5	7 Apr - 12 Apr 91	29 Mar - 3 Apr 92
6	28 Apr - 3 May 91	5 Apr - 10 Apr 92
7	19 May - 24 May 91	26 Apr - 1 May 92
8	9 Jun - 14 Jun 91	10 May - 15 May 92
9	18 Aug - 23 Aug 91	31 May - 5 Jun 92
10	15 Sep - 20 Sep 91	20 Sep - 25 Sep 92