

ENLISTED CAREER NOTES



OFFICER CANDIDATE SCHOOL

The Branch Immaterial Officer Candidate School (OCS)—conducted at Fort Benning, Georgia, by the 3d Battalion (OCS), 11th Infantry—is the Active Army's only OCS. It commissions about 450 officers annually into 16 different branches.

This intense 14-week program offers selected soldiers and warrant officers an excellent opportunity to secure commissions. Throughout the program, officer candidates undergo rigorous physical training and extensive leadership and ethical development. Candidates are challenged and evaluated in numerous leadership positions, both in garrison and in infantry-focused tactical training situations.

The selection of soldiers to attend OCS is highly competitive, and applicants' packets must be complete and up to date if the soldiers are to receive consideration. Commanders at all appropriate levels are encouraged to identify interested and qualified soldiers, help them prepare the necessary documents, and provide strong endorsements supporting their application packets.

Army Regulation 351-5, U.S. Army Officer Candidate School, contains information on the program and instructions for applying.

CERTAIN LINGUISTS MAY RECLASSIFY

The end of the Cold War in Europe has brought about changes in Military Intelligence personnel requirements. Specifically, there are fewer authorizations for German, Polish, and Czech linguists. As a result, soldiers in career management fields (CMFs) 98G

GM, 98G PL, and 98G CX may now volunteer for reclassification into either MOS 97B or MOS 95D.

The following restrictions apply:

- MOS 97B, Counterintelligence Agent, is open only to soldiers in the ranks of specialist, sergeant, or staff sergeant.

- MOS 95D, Criminal Investigation Division Special Agent, is open only to soldiers in the ranks of specialist, sergeant, or sergeant promotable.

Soldiers must apply for reclassification through their chain of command to Commander, PERSCOM, ATTN: TAPC-EPL-M, 2461 Eisenhower Avenue, Alexandria, VA 22331-0453.

"RELEASE" AND "DISCHARGE" NOT THE SAME

Soldiers leaving active duty need to know that "release from active duty" and "discharge from the Army" are two separate things.

By law, all soldiers have an eight-year military service obligation. Those who have served less than eight years on active duty have a continuing military obligation.

One way of meeting this obligation is to join an Army Reserve or National Guard unit. Soldiers who do not join a unit are assigned to the Individual Ready Reserve (IRR) for the rest of their service time.

More than 20,000 IRR soldiers were recalled to active duty to serve during Operations DESERT SHIELD and DESERT STORM. Some of these soldiers had believed that because they were off active duty, they were out of the Army, and were surprised to learn they were not.

Soldiers who are separating from active duty need to talk with their post

Total Army Career Counselors during the transition process to learn the details of their military service obligations and the opportunities available in the U.S. Army Reserve.

NCOES COURSES MANDATORY FOR USAR PROMOTIONS

Soldiers in the U.S. Army Reserve must now complete certain Non-commissioned Officer Education System (NCOES) courses before competing for promotion to the next higher rank. This affects promotions to the ranks of staff sergeant through sergeant major.

Under the new policy, which became effective 1 October 1991, a soldier must complete Phase II of the Basic NCO Course (BNCOC) or Advanced NCO Course (ANCOC), MOS specific, before he can be considered for promotion. In addition, he must complete Phase II within two years of completing Phase I.

The Primary Leadership Development Course (PLDC) is now required for promotion to sergeant. Effective 1 October 1993, BNCOC will be required for promotion to staff sergeant; ANCOC will be required for promotion to sergeant first class; and the U.S. Army Sergeants Major Academy will be required for promotion to sergeant major.



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YEAR GROUP 1987 FA DESIGNATION

The functional area (FA) designation process for officers in Year Group (YG) 1987 is tentatively scheduled to begin in June 1992. The Functional Area Management Division will begin sending out preference forms at that time, and officers will be required to return the forms not later than September 1992.

The preference forms will be sent to the officers' home addresses as recorded on their officer record briefs (ORBs). Officers should make sure those addresses are correct, and those who have not received preference statements by August should contact Infantry Branch.

Infantry Branch strongly encourages YG 1987 officers to read DA Pamphlet 600-3 and seek the advice of their mentors and chains of command before making their selections. An officer's FA designation will be based upon his preference, manner of military performance, college grade point average, and military schooling, and, of course, the Army's requirements.

OER REPORTING TIPS FOR SENIOR RATERS

The role of a senior rater is to provide the capstone evaluation for an officer, with the primary focus on an officer's *potential*. If a senior rater simply repeats what the rater has said, he may do the rated officer a disservice.

The senior rater's narrative should highlight the rated officers' potential for the next three to five years. This evaluation should also include overall recommendations for the officer's *promotion, schooling, assignment, or command*, as appropriate. Even though

this may seem like a laundry list, a senior rater's failure to address these areas could send a negative signal to members of a promotion or selection board.

Members of DA selection boards have consistently said that departing senior raters should prepare option reports on commanders or key staff officers, no matter what the level, if there is the remotest possibility that reports on these officers will be required before the new senior rater is qualified to evaluate them (normally 60 days).

Center of mass officers fared well.

The overall selection rate for officers having all center of mass OERs in their files, and whose records appeared before the 1991 lieutenants retention board was 78 percent. Those who were not selected often had "off-perfect" rater block checks, problems with the Army Physical Fitness Test, weight control, or bad photographs.

A senior rater evaluation with a box check and profile relationship with a clear, single-box center of mass was the easiest to interpret. The second box center of mass (where the 2-box is the most frequently used) was the most commonly used senior rater profile

INFANTRY BRANCH POINTS OF CONTACT

ASSIGNMENT AREA	NAME	EXTENSION
Branch Chief	LTC Arch Arnold	221-0445
Branch XO	LTC Frank Roberts	221-5510
Lieutenant Colonels	MAJ Matt McCarthy MAJ Bob Cole Mrs. Delores Hairston	221-5510
Majors	MAJ John Baggott MAJ Ernie Forrest Mrs. Phyllis Harley	221-5511
Captains	CPT Mark Armstrong CPT Rick Smarr Ms. Kenny Emerson	221-5520
TOAC/Lieutenants	CPT Bob Picone CPT Chuck Taylor Mrs. Gwen Hughes Mrs. Janice Christophe	221-5514/ 221-0207
Future Readiness	MAJ Don Phillips Ms. Lynda Babylon	221-0207
Colonels Assignment	LTC Egon Hawrylak	221-7866
Mailing Address:	Commander, PERSCOM ATTN: TAPC-OPE-1 200 Stovall Street Alexandria, VA 22332-0414	

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philosophy. This appears to be the philosophy that presents the least risk of misinterpretation.

UPDATING FILES

Because of the "downsizing" of the Army, more and more centralized DA boards will be held, and schedules will be difficult to predict. In addition to the routine competitive selection boards, reduction in force, selective early retirement, and lieutenant retention boards will meet.

As a result, Infantry Branch is strongly recommending that every infantryman keep his records in the best possible condition. This means his ORBs, photos, physicals, microfiche records, and related documents must be up to date all the time, not just when a board has been scheduled.

PREFERENCE STATEMENTS

To meet the demands of today's combined arms battlefield, infantrymen will need the experience of serving in different types of infantry units (mechanized, light, airborne, air assault, or Ranger) before they are promoted to major. Infantrymen should keep this requirement in mind when they complete their preference statements.

Since Infantry Branch usually succeeds in assigning Infantry Officer Advanced Course (IOAC) graduates to one of their top three choices, it is important that they submit their preference statements. Officers who do not express their preferences, or who make unrealistic choices that violate the heavy-light requirement, must depend upon their assignment officers for their career development.

Infantry Branch is also sending increasing numbers of qualified infantrymen to the Armor Officer Advanced Course (AOAC). Generally, these are officers who have experience in light infantry and who volunteer to attend AOAC enroute to assignments in "heavy" units. Infantrymen who are

interested should contact their assignment officers not later than seven months before they are due for new assignments.

OFFICER ADVANCED COURSE (OAC) NOTES

The following are the typical assignment milestones for an Officer Advanced Course (OAC) class:

- Six months before the start date, officers are slated to attend, and Military Personnel Offices are notified by electronic mail. Welcome packets and requests for orders are mailed to the slated officers.

- Three months before the start date, preference statements as to follow-on assignments are due at Infantry Branch.

- Two months before the start date, a tentative slate of follow-on assignments is completed.

- Two weeks after the class starts, Infantry Branch assignment officers conduct face-to-face interviews with the students to confirm their follow-on assignments and schedule any schools they need to attend.

- Three months after the class starts, requests for orders are released for the students' follow-on assignments and schools.

SYSTEMS AUTOMATION FUNCTIONAL AREA

The Computer Science School at the U.S. Army Signal Center, Fort Gordon, Georgia, is developing a new course to support officers in Functional Area (FA) 53, Systems Automation.

The course, Systems Automation Course (SAC) II, is being developed to prepare FA 53 officers who are serving in branch-related assignments for upcoming FA 53 assignments. This course will quickly bring an officer up to date on current automation technology and on Army automation issues in general. It will also give him the critical skills he will need in his next assignment.

SAC II is four weeks, four days long, and an officer should be scheduled to attend enroute to his next FA 53 assignment. The first class is scheduled for January 1993, with quarterly classes thereafter.

To attend the course, an officer must be on orders to an FA 53 assignment; must be in the rank of major, lieutenant colonel, or colonel; and must have served outside FA 53 for at least the previous three years.

For further information on this course, call CPT Prantl at DSN 780-3236. To request seats in the course, or other FA 53 assignment information, call MAJ Welch at DSN 221-2759.

SENIOR OFFICER LOGISTICS MANAGEMENT COURSE

The Senior Officer Logistics Management Course (SOLMC) is specifically designed to update commanders and their primary staff members at battalion and brigade level on logistics. The course encompasses maintenance, supply, and transportation procedures; hands-on experience with vehicles, weapons, and ammunition; and medical, communication, NBC, and quartermaster equipment.

The course is open to officers in the ranks of major and above in the Active Army, Army Reserve, Army National Guard, U.S. Marine Corps, armies of other nations, and Department of Defense civilians in the grades of GS-11 or above.

The one-week course is conducted ten times each fiscal year at Fort Knox, Kentucky. Class quotas can be obtained through normal U.S. Army Training and Doctrine Command channels.

For more information, contact the SOLMC staff at DSN 464-7133/3411 or commercial (502) 624-7133/3411. The principal point of contact for administrative information and enrollment procedures is the Maintenance Department Support Section, DSN 464-1755 or commercial (502) 624-1755.
