

# MI BRANCH INTREP



March 2011

## Branch Highlights

- 2011-03 PCS cycle: SEP-DEC—Planning begins now!
- FY12 CSL release mid-April (BDE & BN CMD, CSL)

### Next Issue:

- MI PME expansion initiatives and opportunities
- DA PAM 600-3 rewrite

### Inside this issue:

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## Branch Chief Notes

*LTC Christopher Stenman, MI Branch Chief*

Over the past months we worked with many of you to help establish and implement plans to position Intel Officers to meet current and emerging Army requirements, Active and Reserve. The extent of those requirements remains challenging and continues to exceed the Officers available. In spite of these challenges, our Corps continues to strengthen through initiatives and decisions that invest in our Officers and seek to fill gaps within our ranks, all to ensure we are postured to lead the Corps in the future.

This INTREP begins to introduce or review several key professional development issues. The most immediate concern is with the next **Active Duty Assignment Cycle** (11-03), which will cover assignments between September and December 2011. In conjunction with the FY11 Army Manning Guidance, our team is in the process of notifying Officers that will have 24 months time on station or more during that period. HRC will confirm those required to move by mid March and begin to set fill priorities for units in April. I expect that MI Branch will be able to start aligning Officers with those priorities in May. If your unit has critical vacancies, it is essential that you work through your G1/S1/J1 strength manager to submit your requisitions soon.

With the next issue, we will outline changes and expansions of **Professional Military Education** opportunities primarily regarding ILE, but to also include concepts for CWOs, Reserve Officers, as well as plans to further exploit existing Intel training. You can see the initial success of this with the large increase of Officers selected this year for

JOCCP, NSDP, and NDIC, list included. We also have an alibi opportunity for the DIRNSA Fellow – interested MAJs and LTCs should contact us now.

There are also significant discussions occurring on the definitions and expectations for Intelligence Officers as defined by **DA PAM 600-3**. We'll also work to include a draft for your review and discussion in the next INTREP too. The key topics focus on Intel's definition of Key Developmental, Developmental, and Broadening positions for Active and Reserve 34 and 35 Officers. Helping to clarify the expectations of our profession will help all of us better understand and prioritize the requirements ahead.

Finally, I've also included a copy of the Army White Paper on "**The Profession of Arms**". It is one of many articles recently released to facilitate dialog within the Army on our core attributes and culture. We'll try to provide other articles that may help develop our understanding of our roles, responsibilities, and opportunities as the Army continues to adapt after a decade of war. If you have others that you recommend for the community, please let us know.

**Always Out Front!**

LTC Chris Stenman



# WO: MI Warrant Officer PME

*CW5 Tom Bloss, WO Assignment Officer*

ALARACT 362/2010, which defines PME backlog for officers and NCOs, has generated a great deal of discussion in the MI WO community. The ALARACT states:

- All AC and RC warrant officers will complete the Warrant Officer Advanced Course (WOAC) prior to promotion to CW3
- All AC and RC warrant officers will complete the Warrant Officer Staff Course (WOSC) prior to promotion to CW4
- All AC and RC warrant officers will complete the Warrant Officer Senior Staff Course (WOSSC) prior to promotion to CW5

## MI Warrant Officer PME

**WOAC** – 4 weeks (6 weeks beginning in FY12) resident training at Fort Huachuca

**WOSC** – 5 weeks resident training at Fort Rucker, after completing 41 hours DL

**WOSSC** – 4 weeks resident training at Fort Rucker, after completing 47 hours DL

It is important to note that ALARACT 362 simply defines the term “backlog”. Given the clear definition, there is a

significant warrant officer PME backlog. Seats for WOAC, WOSC, and WOSSC for the remainder of FY11 and FY12 are filling quickly. We encourage leaders to counsel their warrant officers to schedule their requisite PME at the earliest opportunity.

Though PME is not yet tied directly to promotion, given its recent emphasis in ALARACT 362, as well as its mention in the MILPER message delaying the FY11 WO promotion board by three months (MILPER 11-014), it is not unreasonable to expect PME to influence promotion potential in the future. It is imperative that MI warrant officers remain current in regards to their PME. ♦

## New Member of the MI WO Assignment Team

MI Branch welcomes CW4 Marc Dellarocco to the MI Warrant Officer Assignments Management team. Mr. Dellarocco replaces CW4 Holley as the manager of the 350F, 351L, and 351M warrant officer populations. Actions regarding these three CMFs can be directed to CW4 Dellarocco at [marc.dellarocco@us.army.mil](mailto:marc.dellarocco@us.army.mil) or 502-613-6660, DSN 983-6660. CW4 Holley will remain on the MI WO team serving as the special projects officer as well as providing administrative support for all nine of the MI WO MOSs until her projected retirement. We thank CW4 Holley for her outstanding service as an assignment officer and once again we welcome CW4 Dellarocco to the team.

# USAR WO: Promotion Board, PDE

*CW4 Meaghan Hatfield, USAR WO Assignment Officer*

Greetings from the USAR MI WO Assignment Officer desk! I am looking forward to seeing many of you at the MIRC Warrant Officer Conference in Las Vegas, NV 01-03 April 2011. If you have specific questions or issues, please send them to me prior to the conference so I can research and provide a complete response when we see each other.

The FY11 USAR CW3/4/5 Promotion Selection Board is scheduled to convene on or about 12 April 2011. Board files are now open for review if you are in the zone of consideration. Please refer to MILPER Message 11-037 (CW3/4 promotion) or 11-039 (CW5 promotion) for specific guidance concerning packet update and selection criteria. One item noted during the initial review of pack-

ets is the lack of an official DA photo in many. This is a very important part of the packet (a “hand shake” to the board) and should be included. FYSA: all AGR promotions will now be conducted based on sequence numbers.

As many of you are aware, there is change in the air concerning Professional Development Education (PDE) and promotions. While this change was not incorporated into the MILPER message for the FY11 promotion selection board, it is anticipated to be linked to promotions in the future. I encourage everyone to enroll in the appropriate level of PDE at the earliest opportunity. If you are TPU, please check with your unit ATRRS operator concerning

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## USAR WO: Promotion Board, PDE *Continued*

available quotas and enrollment. If you are AGR/IRR/IMA, please email me concerning enrollment at [meaghan.hatfield@conus.army.mil](mailto:meaghan.hatfield@conus.army.mil). Note that in order to be enrolled in WOAC/WOSC/WOSSC, you need to meet prerequisites for the course and have a PHA current through the end date of the course.

I encourage everyone to visit Warrant Officer NET for relevant and timely information concerning the Warrant Officer community (<https://wonet.bcks.army.mil>). You can join discussion forums, participate in professional networking and garner information concerning a variety of issues. ♦

## LT: Pin-on Timeline to CPT

*Ms. Clarine Moorman, LT Assignment Officer*

MILPER Message 10-328 restated the Army's intent to return the pin-on point to CPT to 42 months time in service (TIS). Since the release of that message we have received a number of inquiries from the field about the potential impacts for those considered by the recent promotion board. Your ability to be promoted to CPT has not been impacted by this administrative adjustment.

In May 2002 the Army adjusted the pin-on point for 1LTs to the grade of CPT to 38 months TIS to meet Army manning requirements. Subsequent changes were made to that timeline to CPT to balance Army manning requirements while incrementally returning to a 42-month timeline. MILPER 10-328 is simply the latest phase in returning to a 42-month pin-on timeline to CPT as allowed by AR 600-8-29 and Title 10, U.S.C.

The FY11 ACC Captain Promotion Board will select eligible 1LTs for promotion to CPT as defined by the published zones of consideration (ref. MILPER 10-234). 1LTs on that promotion list can expect to begin to be promoted after they have attained 20 months time in grade (TIG) as a 1LT. Subsequent 1LTs eligible for promotion can expect to pin CPT after they have attained 24 months TIG as a 1LT.

The important thing to keep in mind is that the Secretary of the Army can adjust the pin-on point based upon needs of the Army, and while you should expect to be promoted after reaching 20 months TIG, officers cannot be promoted before the promotions list is approved by the Secretary of Defense. Therefore, it is conceivable that officers with a low sequence number could exceed the 39 month criteria if the board is not approved prior to your promotion eligibility criteria. ♦



## USAR CPT: Reserve Promotions

*CPT Mark Horn, USAR MI CPT Assignment Officer*

Since I arrived at HRC in August 2010 I have had the opportunity to review over 700 files for the CPT, MAJ and LTC promotion boards. During this time, I have made several observations regarding officers' files and promotion eligibility.

My first observation is some officers' files lack required documents. In chapter 2, AR 135-155, Promotion Eligibility and Qualification Requirements, it states a First Lieutenant must have a copy of Bachelor or Higher civilian education and their OBC 1059 in their file for promotion to CPT. Of those officers not selected by the board, a large number of them lacked one or both of these documents in their files.

My second observation concerns timeliness. While conducting board scrubs, I average around 100 inquires per week requesting file updates. It typically requires six weeks for documents to show up in your file once submitted to iPERMS by your unit (AGR/TPU) or by the HRC career manager (IMA/IRR). The earlier you submit them the less you will have to worry about an incomplete file.

Along those lines, my final observation is that letters to the President of the Board are best sent early. This is your opportunity to address any concerns you have with your file with the board. MI Branch is unable to assist you with placing this letter into your board file. I received numerous phone calls from officers stating their email to the Presi-



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## Reserve Promotions *Continued*

dent of the Board was rejected because the mailbox was full. Don't wait until 72 hours before the board to submit a letter to the President.

It is crucial that you are a good steward of your records to ensure that, when you are eligible, the Army can recognize your potential to serve at the next higher grade. ♦

## CPT: Updating your ORB

*CPT Hank Waggy, MI Captain Assignment Officer*

The Officer Record Brief (ORB) is the one-page snapshot of your career, providing your chain of command, promotion/selection boards, and your assignment officer with an overview of your career to-date. As an indispensable tool that will be with you throughout your career, care must be taken to ensure that your ORB accurately and constantly reflects the units in which you have served, the positions that you have held, the deployments you have undertaken, and the training that you received. To ensure that you receive the credit for work that you have done, use this schedule to make sure your ORB is up-to-date.

An up-to-date ORB shows pride in your career and, potentially, opens up opportunities in your career. For instance, if an assignment officer must find the right officer for a nominative position, you might be the right officer. However, an out-of-date ORB means that your assignment officer will probably miss your qualifications. Similarly, routine assignments depend heavily on knowing the positions that you have already served, but your assignment officer won't intuitively know that "Incoming Personnel" actually means that you are a company commander. Help your assignment officer... and help yourself. ♦



### When should I update my ORB?

- Before a deployment: updating your ORB will be more difficult while deployed
- Following a deployment: make sure your ORB reflects the deployment and decorations
- Before a promotion board: don't wait until the last minute to update your records
- Whenever you're notified that you're in the window to PCS: your assignment officer will need up-to-date information on your career
- Before you depart your post to PCS: you don't want to arrive at your next unit with out-of-date records

### ORB Fundamentals

- "Incoming Personnel", "Known Losses", and "Overstrength" are automated entries on your ORB reflecting and administrative transaction in personnel channels. If your ORB contains those entries, fix them with your S1.
- Your ORB should be uniform throughout: "S2" vs. "S-2"
- Be familiar with Skill Identifiers (SI) and ensure that you receive credit for the SI you have earned
- Ensure that your ORB and OMPF match. If an award or school is on your ORB, the supporting documentation should be in your OMPF.
- 95% of more of ORB updates can be done at the unit S1 level.

## MAJ: Fellowships and Intern Programs

*MAJ(P) Reese Bell, MI Major Assignment Officer*

The Army annually selects officers to participate in Congressional Fellowships and Intern Programs that offer Professional Military Education equivalency, graduate degrees, and unique experiences. These Fellowships and Intern Programs offer masters degrees and qualify for Advanced Operations Course (AOC) equivalency; therefore, following successful completion and the Intermediate Level Education (ILE) Common Core, officers are ILE

qualified. HRC recently released the MILPER Messages outlining the procedures and requirements for submitting applications for the Fellowship and Intern Programs starting in 2012. As you consider these opportunities, please pay close attention to the program and utilization tour timelines and take this time into account in conjunction with your career goals and plans.



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# Fellowship and Intern Programs *Continued*



## Army Congressional Fellowship Program



The Army Congressional Fellowship Program educates Army officers and civilians on the importance of the strategic relationship between the Army and the Congress. This three-year program includes the pursuit of a Masters Degree in Legislative Affairs at George Washington University, service on the staff of a Member of Congress, and utilization tour on the Army or Joint Staff in a Legislative Liaison duty position. Please see MILPER 11-045 for additional information.



## JCS, OSD, Army Staff Intern Program



The Joint Chief of Staff, Office of the Secretary of Defense, and Department of the Army Staff Intern Program offers the opportunity to receive a unique and valuable training experience, which will markedly enhance an officer's value to the Army. During Phase I of this three-phase program, interns will be assigned to the Student Detachment, Ft. Jackson, SC, with duty at Georgetown University, Washington, DC, to pursue a Master of Policy Management degree. During Phase II, interns will be assigned to a position within the Office of the Joint Chiefs of Staff or the Office of the Secretary of Defense. During Phase III, interns will be assigned to an Army Staff position. Please see MILPER 11-041 for additional information. ♦

# LTC: Senior Service College



*LTC Deitra Trotter, MI Lieutenant Colonel Assignment Officer*

The Senior Service College experience provides senior level professional military education and leader development training to the Army's Colonels and Lieutenant Colonels. The Army's SSC, the Army War College (AWC), prepares military, civilian and international leaders to assume strategic leadership responsibilities in military or national security organizations; educates students about employment of the U.S. Army as part of a unified, joint or multinational force in support of the national military strategy; researches operational and strategic issues; and, conducts outreach programs that benefit the nation.

The Department of the Army convenes an annual board to select LTCs/COLs for attendance at a SSC or equivalent fellowship for the following academic year; upon successful completion, officers achieve Military Education Level (MEL) – 1. Per the CSA's manning guidance for FY 11, officers must be a SSC select in order to compete for Brigade CSL and must achieve MEL-1 prior to taking brigade command.

The FY11 SSC board will convene from 5-22 April 2011 to select attendees for the 2012-13 academic year. MILPER 11-026 contains all of the specifics pertaining to the board; however, we have provided the key dates.

### Key Dates

- **04 Feb 11: myBoard file opens**
- **31 Mar 11: myBoard file closes**
- **27 Dec 10: Required thru date for Complete the Record OERs**
- **24 Mar 11: All OERs must be received to HRC**



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# Senior Service College *Continued*



**Who can compete for SSC?**

Eligibility criteria for the FY11 board -

- Lieutenant Colonels that have a date of rank of 1 June 2010 or earlier and Colonels
- Have credit for MEL-4 schooling (are CGSC/ILE grads)
- Do not have more than 25 years AFCS as of 1 October of the year of entry into the college
- Have not declined resident SSC
- Have not enrolled in the Army War College Distance Education Program (AWCDEP)

The U.S. Army War College Distance Education Program (AWCDEP) provides an alternate means of attaining MEL-1 education. Eligible officers are contacted directly. If not contacted, then enrollment is not an option. The course is the only nonresident program that results in the awarding of MEL-1 upon completion. Once officers have enrolled in the correspondence course, they are no longer eligible for resident SSC attendance. The AWCDEP does incur a two year Active Duty Service Obligation (ADSO) from course completion, or termination.

There is a two-year active duty service obligation for attendance at resident MEL-1 schooling.

**What schools/fellowships are available?**

There are more than 30 SSC options for MI officers. The actual number of seats and start/end dates vary by year, but in general, this is a quick snapshot of SSC opportunities:

School/Fellowship	Location	Seats	Remarks
Army War College	Carlisle Barracks	156	July – June
Air War College	Maxwell AFB, AL	23	July - May
Marine War College	Quantico, VA	3	July – June; SF/LG/MFE only
Naval War College	Newport, RI	28	Aug-Jun; confers master's degree
JAWS	Norfolk, VA	8	Jul-Jun; JPME II + degree conferred; no 3Ls allowed to attend
Industrial College of the Armed Forces (ICAF)	Ft McNair, Wash DC	53	Aug-Jun; degree conferred, no 3Ls, follow on JDA for 50% of attendees
National War College (NWC)	Ft McNair, Wash DC	34	Aug-Jun; degree conferred, no 3Ls, follow on JDA for 50% of attendees
Advanced Operational Arts Fellowship (AOASF)	Ft Leavenworth, KS	8	Jun-May – 2 years; degree conferred former G2/3/4s; follow on plans assignment
Advanced Industrial Armaments Int'l Fellowship	Paris, France	1	Jul-Jun; 3/3 French & master's degree required
Army Intergovt Congressional Committee	US Congress, Wash DC	1	Jul-Jun; master's degree, JPME II, TS/SCI req'd; OCLL utilization after completion
Atlantic Council of the US	Wash, DC	1	Jul-Jun; masters in international relations, poli sci, req'd follow on to OSD, DA or Jt Staff
Center for New American Security	Wash, DC	1	Jul-Jun; previous HQDA, Jt, OSD experience
Center for High Defense Studies	Rome, Italy	1	Jul-Jun; 2/2 Italian/masters in IR, poli sci or like; MFE, FA 48, FA 59 or 6Z only
Center for Strategic and Int'l Studies	Wash DC	1	Jul-Jun; master's degree req'd. OSD, DA, Jt assignment following
Defense and Arms Control	MIT, Cambridge, MA	1	Jul-Jun; combat arms or MI
George C Marshall Center Fellowship	Germany	1	Jul-Jun; FAOs preferred
Walsh School of Foreign Policy	Georgetown Univ	1	Jul-Jun; masters in IR, poli sci or like; FAOs, 6Zs preferred
JFK School of Govt	Harvard Univ	5	Jul-Jun; master's in public management or public affairs
Harvard Mgmt/Ldrshp	Harvard Univ	1	Jul-Jun; master's in social science or personnel administration
Hoover Institute	Stanford Univ	1	Jul-Jun; masters in IR, poli sci or like

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# Senior Service College *Continued*



School/Fellowship	Location	Seats	Remarks
Intragovernmental Fellowship	CIA, Langley, VA	1	Jul-Jun; MI only; DA G2 approves selectee
Joint Center for Political & Economic Studies	Wash DC	1	Jul-Jun; master's in social science, business adm or operational research. Must be approved by Asst SECDEF, FM&P
Logistics and Supply Chain Mgmt	MIT	1	Jul-Jun; LG officer; masters
Center for the Study of Political Violence	NPG, Monterey, CA	1	Jul-Jun; SOF or SOF staff experience
Center for International Relations	Queens University, Ontario, Canada	1	Jul-Jun; master's in IR, poli sci or like
Scowcroft Institute of Int'l Affairs	Texas A&M	2	Jul-Jun; masters in IR, poli sci or like
Institute of World Politics	Wash DC	1	Jul-Jun; OSD, DA, Jt Staff experience
Wash Institute for Near East Policy	Wash DC	1	Jul-Jun; OSD, DA, Jt Staff experience
Fletcher School of Law and Diplomacy	Tufts Univ, Medford MA	1	Jul-Jun; master's req'd
US Institute of Peace	Wash DC	1	Jul-Jun; masters in IR, poli sci or like
Center for Professional Dev & Tng	Univ of TX, Austin	5	Jul-Jun; ACQ only
Institute of Adv Technology	Univ of TX, Austin	2	Jul-Jun; master's req'd
SECDEF Corporate Fellows Program	TBD	2	Jul-Jun; master's degree req'd; follow on assignment to OSD
Australian Defence College	Canberra, Australia	SSC Bd selects	Jan-Dec; MFE only
Canadian SSC	Toronto	SSC Bd selects	Sep-Jun; MFE only
Inter-American Defence College	Ft McNair	SSC Bd selects	Aug-Jun; 2/2 Spanish
Japanese National Defense University	Tokyo, JA	SSC Bd selects	Aug-Jun; 2/2 Japanese
Korean National Defense University	Seoul, ROK	SSC Bd selects	Jan-Dec; 2/2 Korean
Pakistani National Defence College	Rawalpindi, PK	SSC Bd selects	Sep-Jun
Royal College of Defence Studies	London, England	SSC Bd selects	MFE only

\* For additional information on any of these programs, visit the MI LTC Web Page to download the SSC catalog

Following selection as a principal, officers will have the opportunity to submit their preferences and compete for fellowships. Human Resources Command typically convenes the SSC fellowship panel in October/November and then releases the SSC slate results in January/February. If a selected officer must defer, the request must be routed through the appropriate assignment manager for approval through the director of OPMD or SLD (depending on the officer's rank). All deferments must be approved by CG, HRC. All declinations are with prejudice.

Like CGSC/ILE, each of these professional military education opportunities offers a myriad of developmental and broadening experiences that will serve each officer well in their career progression. Unlike MEL-4, SSC attendance is not universal and LTCs/COLs must compete against their peers for selection. If you are eligible for this year's board, I encourage you to log in to myBoard and review your board file. Mr. Dickerson and I will continue to scrub board files through the end of March and remain ready to work with you to prepare. ♦

# FA 34: Professionalization



MAJ(P) Timothy Rose, FA34 Assignment Officer

As the Army grapples with professionalization of the force, we as officers have an obligation to continue our education. There are numerous avenues available for continuing education (a hallmark of all professions). In this article I am highlighting the Defense Strategy Course (DSC). However there are a selection of courses available through Joint Intelligence Virtual University (on JWICS), DIA and other organizations. I encourage each of you to seek these self-motivated educational opportunities.

The U.S. Army War College has offered the DSC, a non-resident course, to U.S. Army Active and Reserve Component officers since 1984. This six-month Distance Education program is offered twice each year beginning in January and July. Fifty active duty, twenty-five U.S. Army Reserve, and twenty-five U.S. Army National Guard officers are accepted for each course. For ATRRS, the school code is 217 and the course # is DSC. Officers enrolling in the DSC must:



- Have credit for CGSC/equivalent schooling (MEL-4)
- Not be enrolled in or have completed a Senior Service College Program (MEL-1)
- Not be a Colonel (O6) as this course is for Majors and Lieutenant Colonels.

**The purpose of the Defense Strategy Course:** To improve student understanding about the role of the Department of Defense in the development of National Security Strategy within a volatile, uncertain, complex and ambiguous international environment. The DSC is divided into six sections with a combined total of 20 lessons.

- Section 1, *Introduction*, is designed to prepare students for taking the course using an online format and to introduce them to the concept of critical thinking.
- Section 2, *Strategic and Military Theory*, examines classical thinking about strategic thought, the military schools of strategic thought, war and the state, and strategic theory and strategy formulation.
- Section 3, *Foundations in International Relations and Political Science*, explores what constitutes the international system and different perspectives pertaining to international relations.
- Section 4, *Defense in the United States*, looks at traditional American perspectives on Defense and the

role of the Department of Defense in developing defense policy.

- Section 5, *The Department of Defense*, reviews the military services, National Defense of the United States and strategy formulation processes.
- Section 6, *Strategy at the Combatant Command Level and Processes* reviews both Homeland Defense and Homeland Security issues and combatant commanders and strategy.

Each section within the course includes lessons on various subjects that are evaluated by three different means.

Each lesson is designed to take approximately fifteen hours of reading per week. Online forums (threaded discussions), multiple-choice tests, and various writing assignments constitute the evaluative requirements for the course. No formal Military Education Level is awarded for completion of the Defense Strategy

Course nor does it offer college course credits. As such, no formal academic evaluation report is written upon completion of the course. All students who complete the course will receive an Army War College Certificate signed by the Commandant. Active Component graduates will have this course included on their Officer Record Brief (ORB) as a school attended/completed with the MILPO code designation NAH. National Guard and Army Reserve graduates will have the course noted on their DA Form 21 (Personnel Qualification Record/Part II) in Block 17 (Civilian Education and Military Schools).

**Disenrollment Procedures:**

Students that fail to meet coursework expectations and established suspense dates per the guidance stated in each lesson will be disenrolled without authorization to enroll in a future iteration of the course. Students may request disenrollment due to personal or professional circumstances and be considered for enrollment in a future DSC program.

Officers may request enrollment by writing directly to your Assignment Officer.

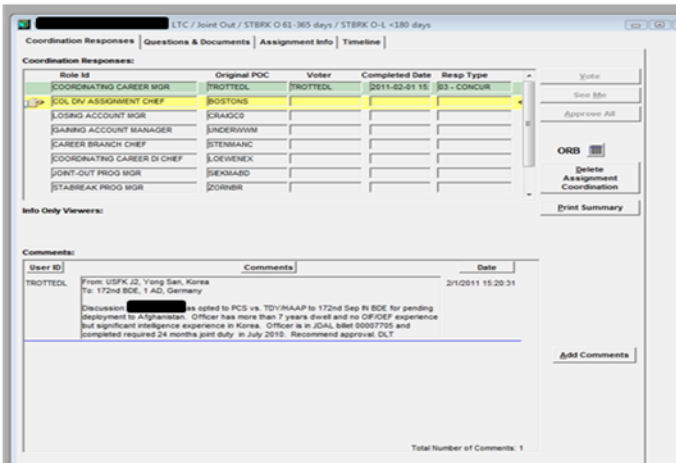
MAJ Timothy S. Rose  
FA34 Manager ♦

# Frequently Asked Questions

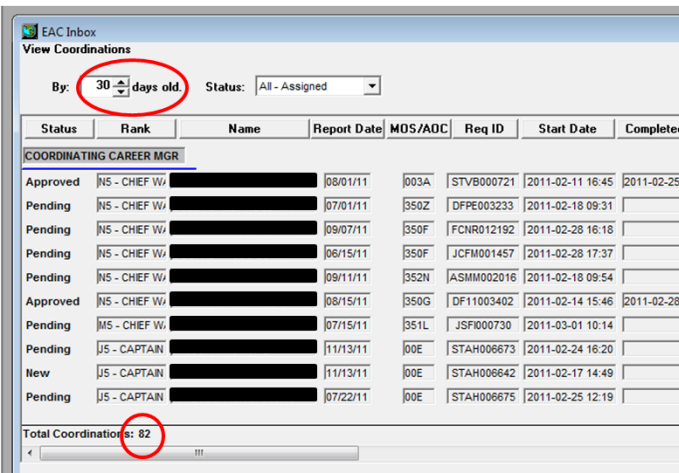
Questions you always wondered about... yet you are the only officer who hasn't called and asked

## Why does it take so long to get my RFO?

Contrary to popular belief, assignment officers (AOs) cannot arbitrarily “cut RFOs” – every assignment for every officer must be coordinated with several agencies, depending on each officer’s individual circumstances. For example, it will take far longer for HRC to process the RFO of an officer in a joint billet, with an exceptional family member that has requested to break stabilization than an officer without these caveats simply because different offices within (and sometimes external to) HRC must concur with the assignment instructions.



At a minimum, the AO, MI Branch Chief, losing command, gaining command and the Operations Support Chief will examine and approve each RFO – for more complex assignments, multiple agencies must also concur. If you consider the number of US Army officers, then you quickly realize that key leaders at HRC must examine and “vote” a very large volume of RFOs electronically every day.



## The RFO Process

1. The AO builds the assignment instructions in TOPMIS
2. AO provides the 5Ws of the PCS, attaches all documentation required (SECDEF waiver, EFMP approval, etc.) and submits for staffing
3. TOPMIS identifies each officer/person that must concur with the assignment based on officer's information in TOPMIS
4. Every office identified must concur for the RFO to move forward
5. Upon final approval, the AO can release the RFO

Depending on the size of the population and number of officers moving during an assignment cycle, each AO typically has 20-50 RFOs pending at any given time. Every branch chief, in addition to his/her regular duties, must approve all of them for every rank WO1 - LTC; every division chief must approve all for each branch, etc.

It is time consuming – but it DOES ensure that every factor of your pending assignment is closely examined to ensure HRC is meeting all policy guidelines. ♦

## I'm a USAR officer. When is my MRD and can I extend it?

There are a few different scenarios that will extend your Mandatory Removal Date (MRD); however, let's first establish what sets your MRD. MRD is 28 years of Commission Service, based on your Oath of Office (DA 71) or age 60, whichever comes first. An officer may not serve beyond the established date unless selected for O-6 or has an approved MRD extension.

An officer's MRD will be extended by 2 years if promoted to O-6, for a total of 30 years of Commissioned Service.

If an officer is passed over twice for promotion they can only serve 24 years as a MAJ and 20 years as a CPT.

MRD extensions are done to ensure individuals can complete 20 years of Active Federal Service (AFS). When an officer reaches 18 years of AFS, they will be considered in a sanctuary status and their MRD will be extended to ensure

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## Frequently Asked Questions *Continued*

they can complete 20 years of AFS.

MRD can also be extended if at one point in their career, the officer resigned their commission, was discharged from the Army and then at a later time recommissioned. Their MRD would be extended equivalent to the break in service.

Reservists not on active duty can request a MRD extension in order to lock in 20 years of credible reserve service. Once a reservist reaches 18 years and they are at their MRD, they can request a MRD extension to complete 20 years of credible reserve service. ♦

### **MI Branch Needs Your Help!**

We want your photos! New, old, action, group... we're always in need of good photos of MI in action.

Send photos to CPT Sullivan with a brief caption



*If you are interested in a particular topic of discussion, please provide feedback to MI Branch by contacting CPT Alex Sullivan, MI Future Readiness Officer.*

# Congratulations to FY11 MI Program Selectees

## JOCCP (Junior Officer Cryptologic Career Program)



JOCCP develops junior officers' cryptologic and management skills to prepare them for leadership roles in cryptologic and cyber assignments. Selectees will PCS to NSA, Fort Meade, MD, for a three-year program consisting of six-month operational tours in up to six agency work centers and 1,000 hours of formal instruction at the National Cryptologic School. Officers will receive the SI 3W on completion of JOCCP. Follow-on assignments are normally to SIGINT and Army Cyber positions.

CPT Jonathan Beckmann	66th MI
CPT Antonio Conyers	470th MI
CPT Sarah Get	3rd ID
CPT John Hogan	743rd MI
CPT Thomas Lacy	ARCYBER
MAJ Jeremy Pitaniello	III Corps
CPT Andrew Schlessinger	304th MI
CPT Christopher Welsh	25th ID
CPT Justine Wong	500th MI

## NSDP (National System Development Program)



NSDP produces qualified junior officers who understand how to bring national and theater intelligence systems to the fight – supporting warfighters at the Division and below levels. The 12-24 month program consists of formal classroom instruction and courses throughout the National Intelligence community, and live training exercises. Selectees will PCS to Fort Meade, MD for 12-months and will receive ASI 3F on completion of NSDP. Beginning in FY 11, approximately half of the officers selected for NSDP will attend the NDIC following NSDP.

MAJ Clifton Cunningham	513th MI
MAJ Michael Davis	ARCENT
CPT Johanna Franco	744TH MI
CPT Jacquelyn Galliher	101st AASLT
CPT Amanda Hatch	82nd ABN
MAJ Jeremy James	82nd ABN
MAJ Nathan Martin	743rd MI
MAJ Joel Moore	1st BCD
CPT Ellis Smith	JSTARS
CPT Scott Smith	743rd MI

## NDIC (National Defense Intelligence College)



The National Defense Intelligence College is a dynamic learning community with a professionally diverse student body of over 700, representing a balanced mixture of experience in federal agencies and all branches of the U.S. Armed Services. Selectees will PCS to Fort Belvoir, VA, with duty at Bolling AFB, to complete the course work and thesis for the Master of Science of Strategic Intelligence (MSSI). Coursework is designed prepare graduates to work with skill and dedication in identifying and effectively integrating foreign, military, and domestic intelligence in defense of the homeland and of US interests abroad. MI Branch will consider 35 series officers graduating NDIC for follow-on assignments at Corps and Division with emphasis on identifying officers to serve as BCT S2s.

CPT Jay Bao	470th MI
MAJ Richard Bendelewski	902nd MI
MAJ David Bowers	SOCCENT
MAJ Paul Bubliss	2nd ID
MAJ Ryan Burke	304th MI
MAJ Jonathan Burnett	2nd ID
MAJ Veronica Carroll	513th MI
CPT Sapriya Childs	3rd ID
CPT Christopher Collins	309th MI
MAJ Erin Doyle	V Corps
MAJ Jeffrey Fair	201st BfSB
MAJ Mark Fisher	Army G-1
MAJ James Fournier	Test/Eval Cmd
MAJ Bennett Green	APMS
MAJ Lance Hill	EUCOM
MAJ Joan Hollein	3rd ID
MAJ Noah Jefferson	SATMO
MAJ Shane Kelley	1st IO
MAJ Kenneth Kondo	1st Army-West
MAJ Larry Laroe	BCTP
MAJ Douglas Lewis	902nd MI
CPT Joshua Limberg	201st BfSB
MAJ Sean Lovett	709th MI
CPT Blake Mack	1st ID
MAJ Jay McGee	309th MI
MAJ Jason Meisel	USAREC
MAJ Shayla Potter	304th MI
MAJ Robert Richardson	2nd ID
MAJ Norka Rojas	500th MI
CPT Christopher Sherbert	1st Army-East
MAJ Jason Slutsky	101st AASLT
MAJ Victor Vogel	21st TSC
MAJ Neil Walker	3rd ID
MAJ Brian Welch	I Corps



MI Branch  
U.S. Army Human Resources Command

Military Intelligence Branch  
Officer Personnel Management Division  
Army Human Resources Command  
ATTN: AHRC-OPB-M, Dept 220  
Fort Knox, KY 40122-5220

Company Grade Assignments: 502-613-6852  
Field Grade Assignments: 502-613-6853  
USAR Assignments: 502-613-6854

### Upcoming Dates of Interest

- **16 Mar 11:** HRC sets list of those to PCS in 11-03 assignment cycle (01 Sep 11—31 Dec 11)
- **02 May 11:** HRC sets assignment requirements by branch/grade for 11-03 assignment cycle
- **(T) 12 APR 11:** CSL results released (BDE, BN, CSM)
- **15 JUN 11:** Last day to submit preferences for the FY12 PMS centralized selection board (MILPER 11-071)
- **01 Jul 11:** Last day to submit applications for the HQDA G-3/5 Strategic Education and Development Program
- **08 Jul 11:** Last day to submit applications for the FY13 Army Congressional Fellowship Program
- **18 Jul 11:** Last day to submit applications for the JCS/OSD/ARSTAF Intern Program; FY12/13 Arroyo Center Fellowship
- **07 Sep 11:** Last day to submit applications for the Olmsted Scholarship
- **16 Sep 11:** Last day to submit applications for the Army Regional Fellowship Program (YG97 or older)

<https://www.hrc.army.mil/site/protect/branches/officer/os/milintel/index.htm>

Title	POC	Email
Branch Chief	LTC Christopher Stenman	<a href="mailto:christopher.stenman@conus.army.mil">christopher.stenman@conus.army.mil</a>
<b>Active Duty</b>		
FA 34 Assignment Officer	MAJ(P) Timothy Rose	<a href="mailto:timothy.rose2@conus.army.mil">timothy.rose2@conus.army.mil</a>
LTC Assignment Officer	LTC Deitra Trotter	<a href="mailto:deitra.trotter@conus.army.mil">deitra.trotter@conus.army.mil</a>
Senior MAJ Assignment Officer	MAJ(P) Kimberly Lubich	<a href="mailto:kimberly.k.lubich@conus.army.mil">kimberly.k.lubich@conus.army.mil</a>
Junior MAJ Assignment Officer	MAJ(P) Reese Bell	<a href="mailto:ralphael.bell@conus.army.mil">ralphael.bell@conus.army.mil</a>
Senior CPT Assignment Officer	MAJ Gregory Worden	<a href="mailto:gregory.worden@conus.army.mil">gregory.worden@conus.army.mil</a>
Junior CPT Assignment Officer	CPT Hank Waggy	<a href="mailto:william.waggy@conus.army.mil">william.waggy@conus.army.mil</a>
WO Assignment Officer	CW5 Tom Bloss	<a href="mailto:thomas.bloss@conus.army.mil">thomas.bloss@conus.army.mil</a>
WO Assignment Officer	CW4 Marc Dellarocco	<a href="mailto:marc.dellarocco@conus.army.mil">marc.dellarocco@conus.army.mil</a>
Future Readiness Officer	CPT Alex Sullivan	<a href="mailto:alex.j.sullivan@conus.army.mil">alex.j.sullivan@conus.army.mil</a>
<b>US Army Reserves</b>		
USAR LTC Assignment Officer	MAJ Katherine Long	<a href="mailto:katherine.carlson@conus.army.mil">katherine.carlson@conus.army.mil</a>
USAR MAJ Assignment Officer	MAJ Jen Tyler	<a href="mailto:jennifer.tyler@conus.army.mil">jennifer.tyler@conus.army.mil</a>
USAR CPT Assignment Officer	CPT Mark Horn	<a href="mailto:mark.horn2@conus.army.mil">mark.horn2@conus.army.mil</a>
USAR WO Assignment Officer	CW4 Meaghan Hatfield	<a href="mailto:meaghan.hatfield@us.army.mil">meaghan.hatfield@us.army.mil</a>