



Signal Regimental Symposium 2002

Functional Area Workshop

PERSCOM Update - FA24 & FA53

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Agenda



- Functional Area Designation
- Career Field Designation
- PERSCOM Actions
- Selection Board Results
- OERs
- Training Opportunities
- PERSCOM Issues
- PERSCOM Enhancements

What is the Functional Area Designation (FAD) Process?



Officer Preference

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FAD Board

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It is a process that matches Officer Preference with Ability, Education and Experience with Army Requirements



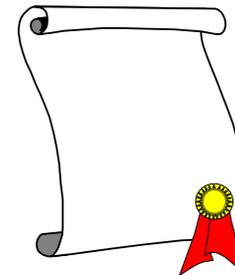
*FAD Board Designates
Officer's Functional Area*

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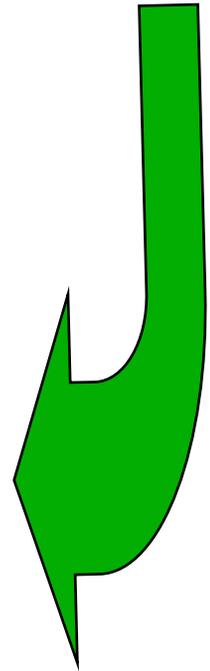


Army Requirements by YG

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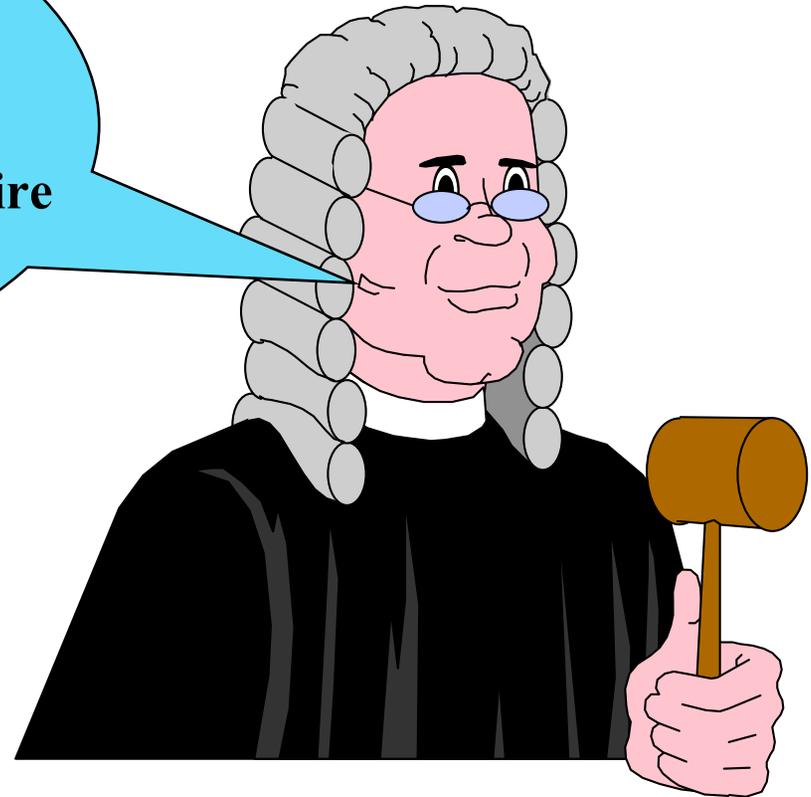
Abilities
Education
Experience



FAD Appeals Process



Wait about 24 months
Request redesignation
Use a memorandum
Send to the functional area you desire





Functional Area Designation POC Information



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<https://www.perscomonline.army.mil/OPfamdd/FAD.htm>



How Do I Get a Functional Area Assignment?



- Branch Qualify - Well!
- Contact PERSCOM - about twelve months out (basic branch & functional area)
- Understand your timeline
- Recruiting, ROTC, AC/RC will happen - what will you do?

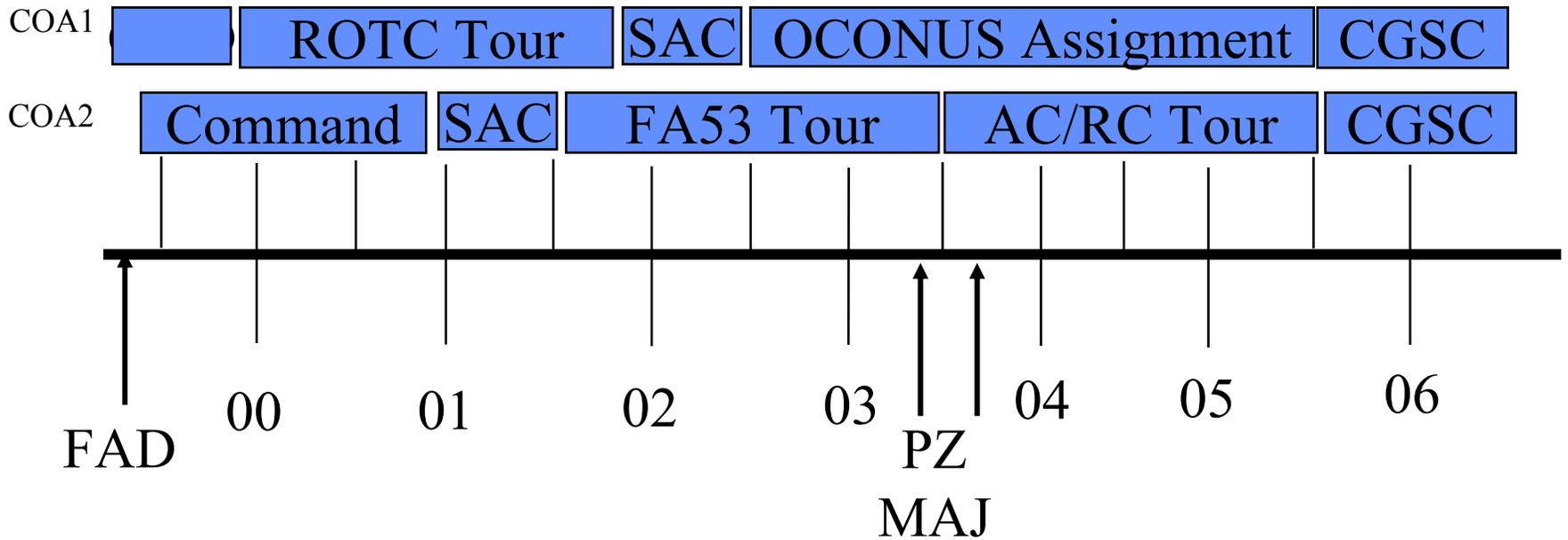


OPMS III

Timeline

**NOTE:
Multiple COAs**

Sample:
YG93

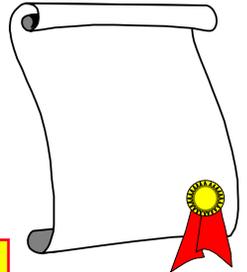
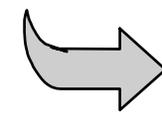
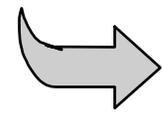


What is the Career Field Designation (CFD) Process?



- 1 - SMITH
- 2 - JONES
- 3 - SHRIMPTON
- 4 - JENKINS
- 5 - LARSON

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Major's Promotion List
Steady State

Officer Preference

CFD Board

Abilities
Education
Experience

It is a process that matches Officer Preference with Ability, Education and Experience with Army Requirements



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CFD Board Designates Career Field FA

Army Requirements by YG

Commanders Input
OER

Sample Career Field Designation



| Branch | Ops | | Information Operations | | | | | | | Op Spt | | Institutional Support | | | | | | OPMS III | | | | TOTAL | | | |
|--------------|-------------|-----------|------------------------|----------|-----------|----------|-----------|-----------|----------|------------|------------|-----------------------|-----------|----------|-----------|-----------|----------|-------------|------------|------------|------------|-------------|--|--|--|
| | BR | 39 | 24 | 30 | 34 | 40 | 46 | 53 | 57 | 48 | AC | 43 | 45 | 47 | 49 | 50 | 52 | OPS | % | Non | % | | | | |
| IN | 90 | 5 | 5 | 2 | 6 | 0 | 4 | 5 | 1 | 19 | x | 6 | 5 | x | 12 | 5 | 2 | 95 | 52% | 88 | 48% | 183 | | | |
| AR | 59 | 2 | 2 | 1 | 4 | 0 | 3 | 3 | 1 | 11 | x | 3 | 2 | x | 9 | 3 | 1 | 61 | 52% | 56 | 48% | 117 | | | |
| FA | 89 | 5 | 4 | 1 | 5 | 1 | 3 | 5 | 1 | 17 | x | 5 | 4 | x | 12 | 4 | 3 | 94 | 53% | 83 | 47% | 177 | | | |
| AD | 34 | 2 | 2 | 0 | 2 | 1 | 2 | 2 | 1 | 3 | x | 1 | 2 | x | 2 | 2 | 0 | 36 | 53% | 32 | 47% | 68 | | | |
| AV | 105 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 | 1 | x | 1 | 1 | x | 1 | 1 | 0 | 105 | 78% | 29 | 22% | 134 | | | |
| SF | 60 | 3 | 1 | 0 | 0 | 0 | 1 | 1 | 0 | 8 | x | 1 | 1 | x | 2 | 2 | 0 | 63 | 77% | 19 | 23% | 82 | | | |
| EN | 83 | 1 | 1 | 1 | 1 | 1 | 0 | 2 | 0 | 3 | x | 1 | 1 | x | 4 | 2 | 1 | 84 | 76% | 26 | 24% | 110 | | | |
| SC | 101 | 0 | 7 | 0 | 2 | 0 | 1 | 8 | 0 | 1 | x | 1 | 1 | x | 1 | 0 | 0 | 101 | 74% | 35 | 26% | 136 | | | |
| MP | 36 | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 1 | x | 1 | 1 | x | 1 | 0 | 0 | 37 | 82% | 8 | 18% | 45 | | | |
| MI | 116 | 3 | 3 | 3 | 9 | 1 | 1 | 3 | 0 | 16 | x | 1 | 1 | x | 3 | 0 | 0 | 119 | 71% | 48 | 29% | 167 | | | |
| CM | 28 | 1 | 1 | 0 | 0 | 1 | 1 | 1 | 1 | 2 | x | 1 | 2 | x | 2 | 1 | 1 | 29 | 62% | 18 | 38% | 47 | | | |
| AG | 55 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | x | 0 | 1 | x | 0 | 0 | 0 | 55 | 95% | 3 | 5% | 58 | | | |
| FI | 17 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | x | 0 | 3 | x | 1 | 0 | 0 | 17 | 71% | 7 | 29% | 24 | | | |
| TC | 49 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | x | 0 | 0 | x | 1 | 0 | 0 | 49 | 86% | 8 | 14% | 57 | | | |
| OD | 79 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | x | 0 | 0 | x | 0 | 0 | 0 | 79 | 83% | 16 | 17% | 95 | | | |
| QM | 84 | 0 | 1 | 0 | 1 | 0 | 1 | 1 | 0 | 1 | x | 1 | 0 | x | 1 | 0 | 0 | 84 | 85% | 15 | 15% | 99 | | | |
| TOTAL | 1085 | 23 | 30 | 9 | 30 | 6 | 19 | 35 | 6 | 84 | 144 | 23 | 25 | 0 | 52 | 20 | 8 | 1108 | 69% | 491 | 31% | 1599 | | | |
| | 68% | 1% | 2% | 1% | 2% | 0% | 1% | 2% | 0% | 5% | 9% | 1% | 2% | 0% | 3% | 1% | 1% | | | | | | | | |
| | 69% | | 8% | | | | | | | 14% | | 8% | | | | | | | | | | | | | |
| | 23 | | 30 | 9 | 30 | 6 | 19 | 35 | 6 | 84 | 144 | 23 | 25 | 0 | 52 | 20 | 8 | | | | | | | | |

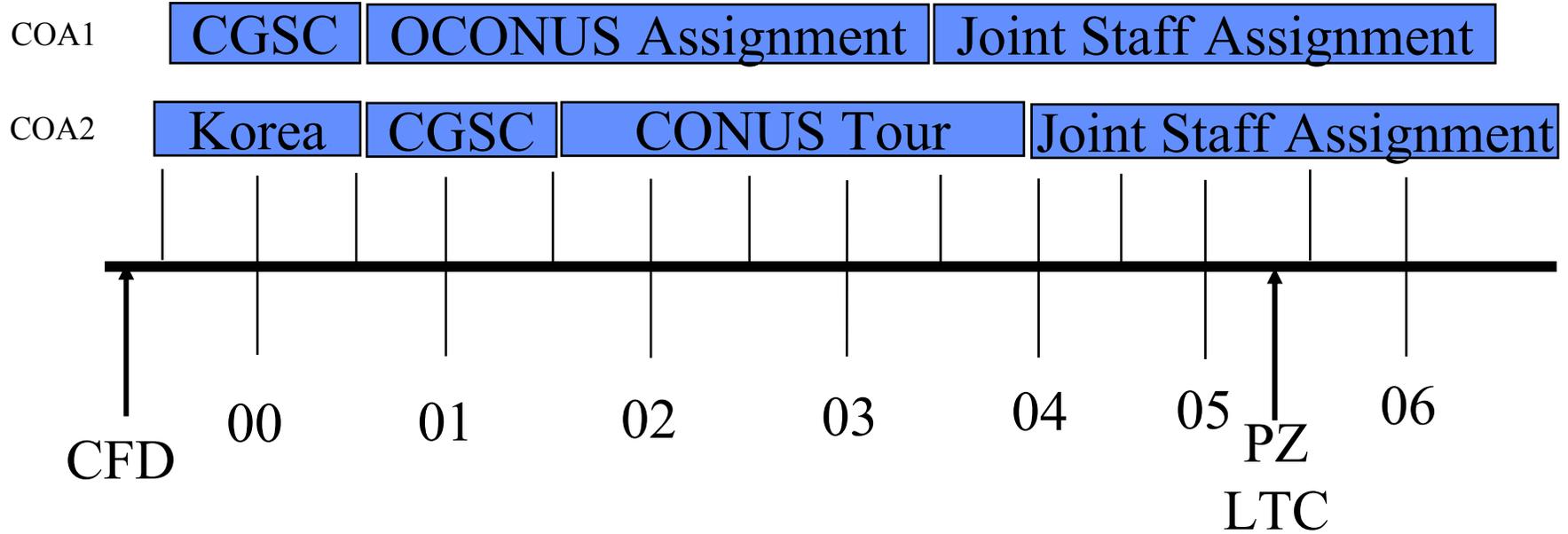


OPMS III

Timeline

**NOTE:
Multiple COAs**

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YG89

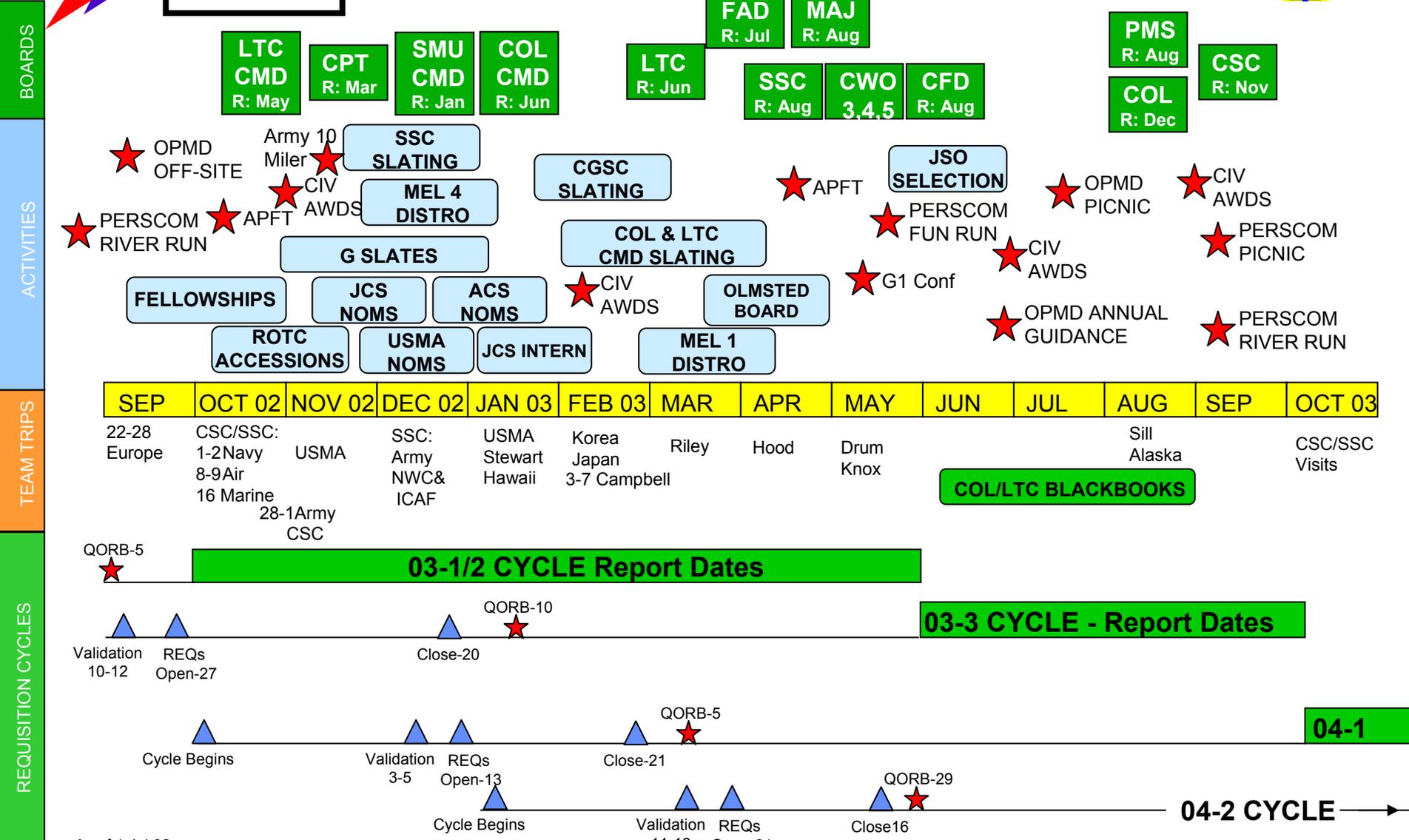


OPMD PERSOPS BATTLE RHYTHM

...a year in the life of the Officer Personnel Management Directorate



FY 2003





PERSCOM Board Actions

- **Tentative Release Dates (90 days after board convened):**
 - COL Army (YG 81 PZ) 11 Dec 02
 - CSC Army (YG 92 - 1st look, YG 91 - 2nd) 3 Dec 02

- **Upcoming Boards:**
 - CSC Army (YG 92 - 1st look, YG 91 - 2nd) 20 Aug - 20 Sep 02
 - LTC Army/MAJ SELCON (YG 87 PZ) 25 Feb - 28 Mar 03
 - SSC Army (YG 86, 1st look) 1-25 Apr 03
 - MAJ Army/CFD (YG 93 PZ) 15 Apr - 16 May 03
 - COL Army (YG 82 PZ) 29 Jul - 22 Aug 03
 - CSC Army (YG 93 - 1st look, YG 92 - 2nd) 19 Aug - 19 Sep 03

IOCF FY02 LTC Board



| | Above the Zone | | | Primary Zone | | | Below the Zone | | |
|-------------|----------------|------------|---------------|--------------|------------|---------------|----------------|-----------|--------------|
| | Eligible | Selected | Average | Eligible | Selected | Average | Eligible | Selected | Average |
| FA24 | 9 | 3 | 33.3% | 11 | 6 | 54.5% | 11 | 0 | 0.0% |
| FA53 | 33 | 6 | 18.2% | 28 | 16 | 57.1% | 37 | 3 | 8.1% |
| FA30 | 12 | 0 | 0.0% | 10 | 8 | 80.0% | 10 | 0 | 0.0% |
| FA34 | 7 | 4 | 57.1% | 19 | 14 | 73.7% | 25 | 1 | 4.0% |
| FA40 | 6 | 1 | 16.7% | 10 | 6 | 60.0% | 11 | 1 | 9.1% |
| FA46 | 7 | 2 | 28.6% | 23 | 14 | 60.9% | 26 | 0 | 0.0% |
| FA57 | 6 | 1 | 16.7% | 9 | 7 | 77.8% | 9 | 0 | 0.0% |
| IOCF | 80 | 17 | 21.30% | 110 | 71 | 64.50% | 129 | 5 | 3.90% |
| Army | 1152 | 139 | 12.10% | 1331 | 995 | 74.70% | 1609 | 86 | 5.30% |

IOCF FY02 LTC Board Analysis



| | AZ/PZ/BZ | AZ/PZ/BZ %age | CGSC R/NR | DEGREE B/M/PhD | BQ TIME (months) | JOINT EXP | (-9) REPORT (ACOM:COM) |
|-------|----------|------------------|--------------|-------------------|---------------------|--------------|---------------------------|
| FA 24 | 3/6/0 | 33.3/54.5/0.0 | 0/9 | 0/9/0 | 35 | 7/9, 24 mo | 4:3 |
| FA 30 | 0/8/0 | 0.0/80.0/0.0 | 3/5 | 2/6/0 | 21 | 1/8, 24 mo | 2.5:1 |
| FA 34 | 4/14/1 | 57.1/73.7/4.0 | 6/13 | 1/19/0 | 23 | 17/19, 21 mo | 1.1:1 |
| FA 40 | 1/6/1 | 16.7/60.0/9.1 | 6/2 | 6/2/0 | 43 | 7/8, 24 mo | 3:2 |
| FA 46 | 2/12/0 | 28.6/60.9/0.0 | 7/7 | 0/10/0 | 38 | 2/14, 36 mo | 4:1 |
| FA 53 | 6/16/3 | 18.2/57.1/8.1 | 14/11 | 5/19/1 | 41 | 14/25, 36 mo | 2:1 |
| FA 57 | 1/7/0 | 16.7/77.8/0.0 | 3/5 | 3/4/1 | 17 | 1/8, 24 mo | 1:1.75 |

IOCF FY02 LTC Board Analysis



Below-the-Zone (BZ) Selectees

| FA Time | Joint | CGSC | Adv Degree | ACOMs | COMs | Remarks |
|-------------|-------|------|------------|------------|------------|---|
| 71 | 0 | Res | MS in MIS | 4 | 0 | 5 straight ACOM -9 OERs |
| 67 | 0 | Res | MS in CS | 2 | 0 | 20 months of GO Sr. rater time, former PERSCOM AO |
| 39 | 0 | Res | MS in MIS | 2 | 1 | 32 months of SES Sr. rater time at ASA-M&RA |
| 54 | 0 | Res | MS in MIS | 3 | 0 | Former Bn S3 and XO, multiple GO Sr. ratings |
| 32 | 17 | Res | MSSI in SI | 2 | 0 | 24 months as an ADC, exceptional Co. cmd reports |
| 59.0 | | | | 2.7 | 0.3 | |



FY02 LTC Board

Conclusions

- Performance (ACOM or COM) whether in basic branch or FA, is most important factor
- BQ time in FA important, but less than performance (3xFA53 AZ selectees had no FA experience)
- Appears that new OER impacts file more than any other single factor
- Res v. non-res CSC less important than normally perceived
- Some res CSC grads with average performance were non-selects
- IOCF had lowest selection and DOPMA rates for second straight year
 - potential affects: increased difficulty in recruiting CPTs, need to increase the importance of “Goaling and Monitoring” system

OPMS III



FY02 Senior Service College (SSC)

| | Eligible | Selected | Average |
|------------|-------------|------------|--------------|
| FA24 | 27 | 2 | 7.41% |
| FA53 | 82 | 6 | 7.32% |
| Signal | 200 | 15 | 7.50% |
| Infantry | 335 | 31 | 9.25% |
| IOCF | 275 | 21 | 7.64% |
| ACC | 4305 | 337 | 7.83% |

FA 24 Selectees' Profile

| YG | 24 Time | Joint | CGSC | Adv Degree | #FG ACOM(-9) | #FG COM(-9) |
|------------|-----------|-----------|------|--------------------|--------------|-------------|
| 1983 | 18 | 35 | Yes | MS in Telecom Mgmt | 3 | 1 |
| 1983 | 50 | 77 | Yes | MS in Elec Eng | 3 | 1 |
| AVG | 34 | 56 | | | 3 | 1 |



IOCF FY 02 SSC Results

| | Eligible | Selected | Average |
|------------|-------------|------------|--------------|
| FA 24 | 27 | 2 | 7.41% |
| FA 30 | 32 | 2 | 6.25% |
| FA 34 | 31 | 2 | 6.45% |
| FA 40 | 30 | 3 | 10.00% |
| FA 46 | 50 | 4 | 8.00% |
| FA 53 | 82 | 6 | 7.32% |
| FA 57 | 23 | 2 | 8.70% |
| IOCF | 275 | 21 | 7.64% |
| ACC | 4305 | 337 | 7.83% |

Selection Conclusions

- ACOM OERs are what get you selected!
- Non-res CGSC functional area officers are competitive for LTC and SSC
- Joint enhances chances for promotion
- Advanced degree is a must

- BOTTOM LINE: Boards selected the best qualified officers (those w/ expertise & time spent in FA 24/53 jobs)



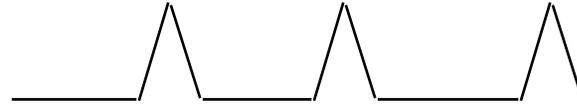
OER Builds Potential not Job “Frequency Modulation”



**BZ/1st Look CGSC Quality:
(BN Cmd/Bde Cmd Potential)**



**PZ/CGSC Quality:
(Bn Cmd Possible/Promo Likely)**



**PZ/Non-Res CGSC Quality:
(Promo Possible/Non-Cmd)**



Probable Non-select Quality:



Qualifiers:

- Assignment History/Job Titles
- Strength of Narratives
- Performance in Key Positions



COM OER is OK,
COM file is not!



OER Components

Mandatory Comments

Potential for promotion,
for school selection (CSC or SSC),
and
for command or command
equivalent.



Senior raters are frequently remiss in including mandatory comments in all areas (particularly potential for school selection)



General Comments

- Avoid “pooling” populations
- Review previous OERs (do not cut and paste)
- ACOM reports for ACOM officers, COM reports for COM officers
- Enthusiastic words for top COM ratings
- BZ = BZ (don’t use “select at first opportunity”) and use “select first look” for CGSC and SSC.

Show Enthusiasm for the Rated Officer!



Senior Rater Narrative Tips

- Don't use "Exclusive" narrative (Best, Top 1%, etc) for center-of-mass ratings. (Possible exception: small populations and immature profiles)
- Don't fill out all available space or use smaller print to get more in. Leave a little space/margin.
- Don't say concur with rater or 6+ officer.
- Don't be cute, frivolous or exaggerate.
- Don't recommend promotion to general officer unless you are one.
- Do write an enthusiastic, strong, advocative narrative for your best center-of-mass officers.
- Do put comments on potential at the end. Don't use Bold Print...or other gimmicks.
- Do make comments on potential consistent with three future recommended assignments in VIId (use DA PAM 600-3 as guide)



CSA OER STUDY CONCLUSIONS



- The current OER is accomplishing what it was designed to do:
 - Assess the performance and potential of officers
 - Provide an effective tool that enables the Army to identify, assign, and select the best qualified officers for promotion, education, and command
- The officer corps prefers the current OER over other options and possible alternatives

CSA OER STUDY

APPROVED RECOMMENDATIONS



- Make no change to the Senior Rate portion and keep current percentage constraints in place (no more than 49% ACOM)
- Revise the Rater's portion of the OER to separate performance and potential portions to correct a source of confusion
- Mask all Lieutenant OERs upon promotion to Captain
- Assess the masking of CW2 OERs upon promotion to CW3
- Emphasize counseling and mentoring obligations
- Conduct an annual assessment of the system



CSA OER STUDY

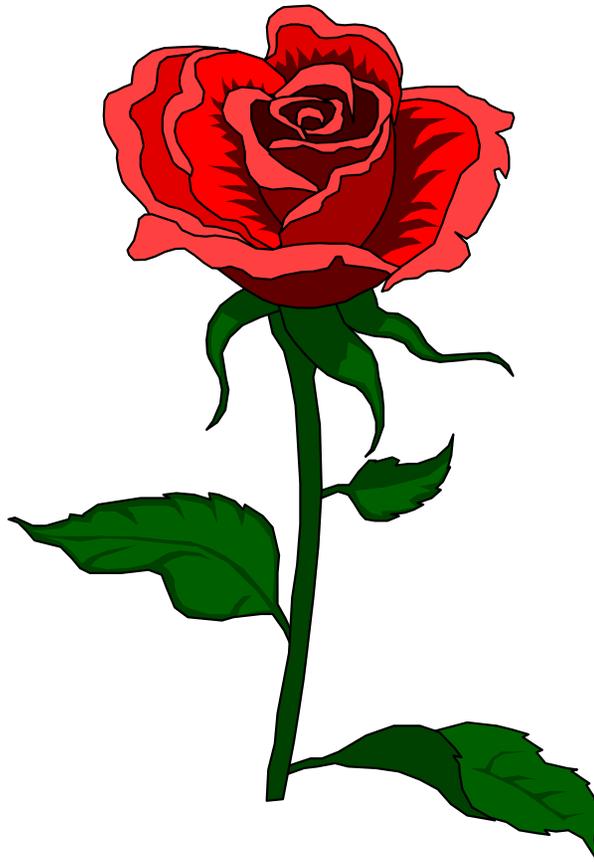
DEPUTY CHIEF OF STAFF TASKING

- Implement an aggressive strategic communications plan to inform officers about the OER's refinements
- Impart the changes to the OER process to the military population
- Implement the changes properly

CSA OER STUDY TRADOC ACTION PLAN

- Monitor the MILPER Message System for announced changes to the OER process
- Communicate the changes to the TRADOC leadership and units
- Disseminate new guidance to installation chiefs of staff
 - EMAIL from TRADOC DCSPIL AG and/or Deputy Commanding General/Chief of Staff
 - Memorandums to AGs at TRADOC Legacy Installations for action and dissemination to officer population
- Encourage use of OER Website Home page for latest information at www.perscomonline.army.mil/tagd/oers.htm

How Do I Get Promoted?



“Bloom where you are
planted.”

LTG Steele

20 April 1987

FA 24 Training Opportunities

- ISOL/TSEC (7-month course @ Ft. Gordon, 2/yr)
 - Information Systems Operations Leveler Course (ISOL), 10 weeks
 - Telecommunications Systems Engineering Course (TSEC), 20 weeks
- Advanced Civil Schooling (ACS) [2-4 slots/yr], 18-24 months
- USMA, 2-3 years of ACS followed by a 3-year tour as instructor
- Air Force Institute of Technology (AFIT), 18-24 months
- Training with Industry (TWI) (on hold pending SECDEF guidance)
- DoD Information Assurance Scholarship
- Other
 - Joint Staff Officer Orientation Course (required for joint job, 1 week @ Belvoir)
 - JPME (required for joint job, 3 months @ Norfolk)
 - JC4ISOC (4 weeks @ Norfolk)



FA 53 Training Opportunities

- ISOL/ISM (7 month course)
 - Information Systems Operations Leveler Course (ISOL), 10 weeks
 - Information Systems Management Course (ISM), 20 weeks
- Advanced Civil Schooling (ACS) [6-8 slots/yr], 18-24 months
- USMA, 2-3 years of ACS followed by a 3-year tour as instructor
- Air Force Institute of Technology (AFIT), 18-24 months
- Training with Industry (TWI) (on hold pending SECDEF guidance)
- DoD Information Assurance Scholarship (on hold pending SECDEF guidance)
- Other
 - Joint Staff Officer Orientation Course (required for joint job, 1 week)
 - JPME (required for joint job, 3 months)
 - Army CIO Program (offered via NDU; 14 weeks resident)



PERSCOM Issues



- Perception of low promotion rates
- 24B to 53A position recoding
- FA53 BQ CPTs (AUTH/ODP/Inventory)
- 24s in “other-than-24” positions
- Supported v. non-supported jobs
- Stop Loss (FA53)
- Lack of FA24 officer at Proponent
- Marketing of FA 24 skill set to the Warfighter
- Capture of civilian IT certifications
- Rewrite of DA PAM 600-3
- Officer Distribution System (ODS)



PERSCOM Enhancements

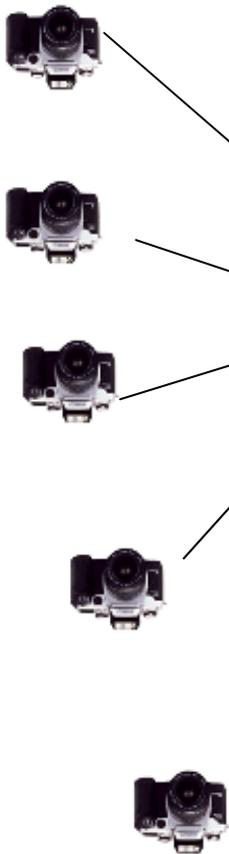
- TOPMIS II
- Officer Preference Statement (online)
- Official Military Personnel File [OMPF]
- DA Photo Management Information System (DAPMIS)
- Army Knowledge Online
- Masking of LT reports upon promo to CPT
- Army Selection Board System (ASBS)

DAPMIS

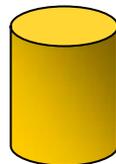
Department of the Army Photo Management Information System



Field Photo Labs



Secure Web Application



Temporary Image Repository in PERSCOM (for processing and soldier review)

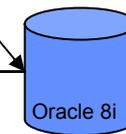
Soldiers



WEB



TAPDB/ITAPDB



Oracle 8i

ASBS

DB*Link



EREC



AR-PERSCOM



NGB

Army Selection Board System (ASBS)



**Real Time
Voting**

**Virtual
Review**

**Digital
Photo**

**One-Page
ORB/eRB**



**Less
Preparation
Time**

Digital Presentation of Current Process

**Microfiche
Reader**



Summary



Questions?

- Functional Area Designation
- Career Field Designation
- PERSCOM Actions
- Selection Board Results
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- Training Opportunities
- PERSCOM Issues
- PERSCOM Enhancements



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Functional Area Workshop

PERSCOM Update - FA24 & FA53

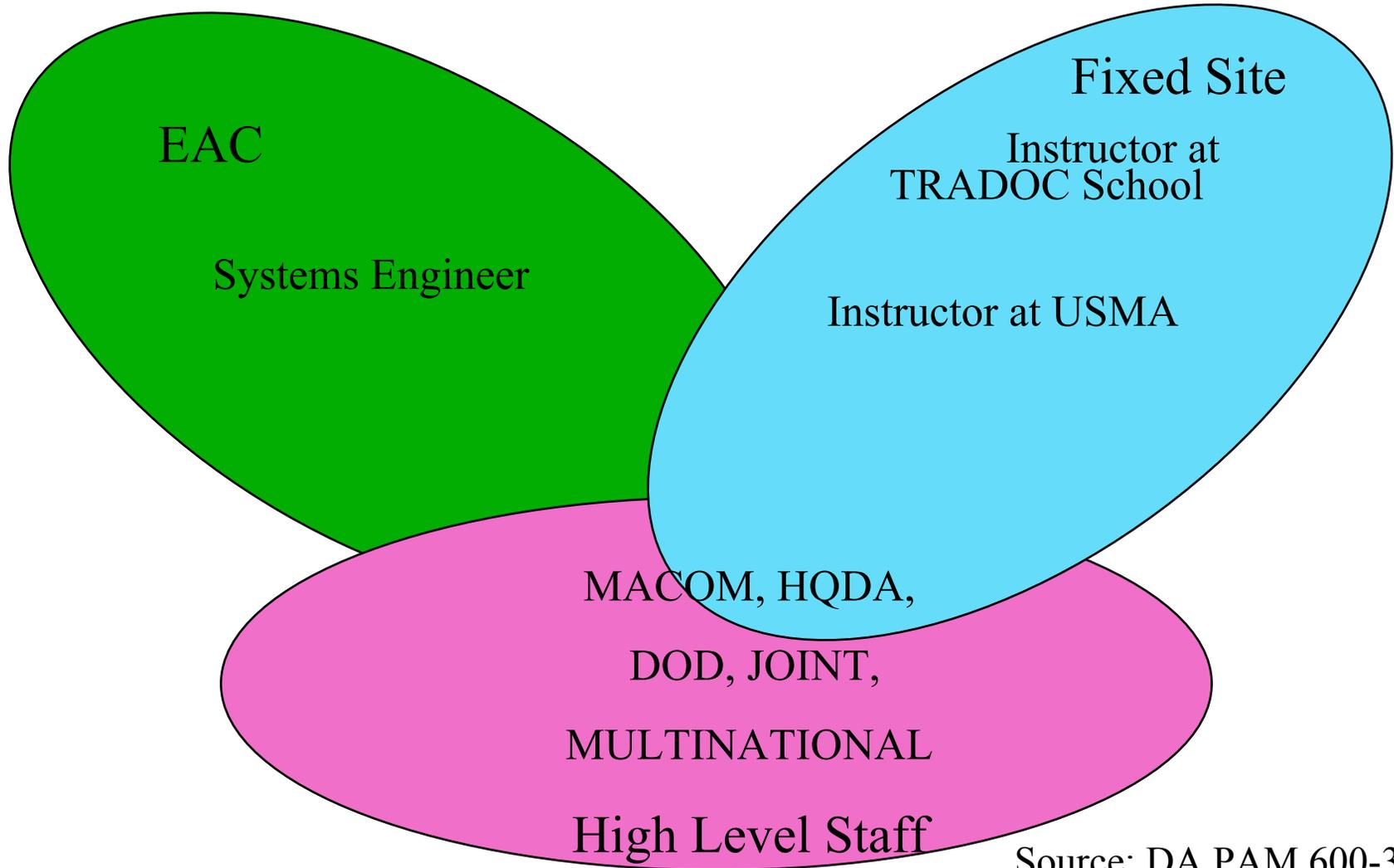
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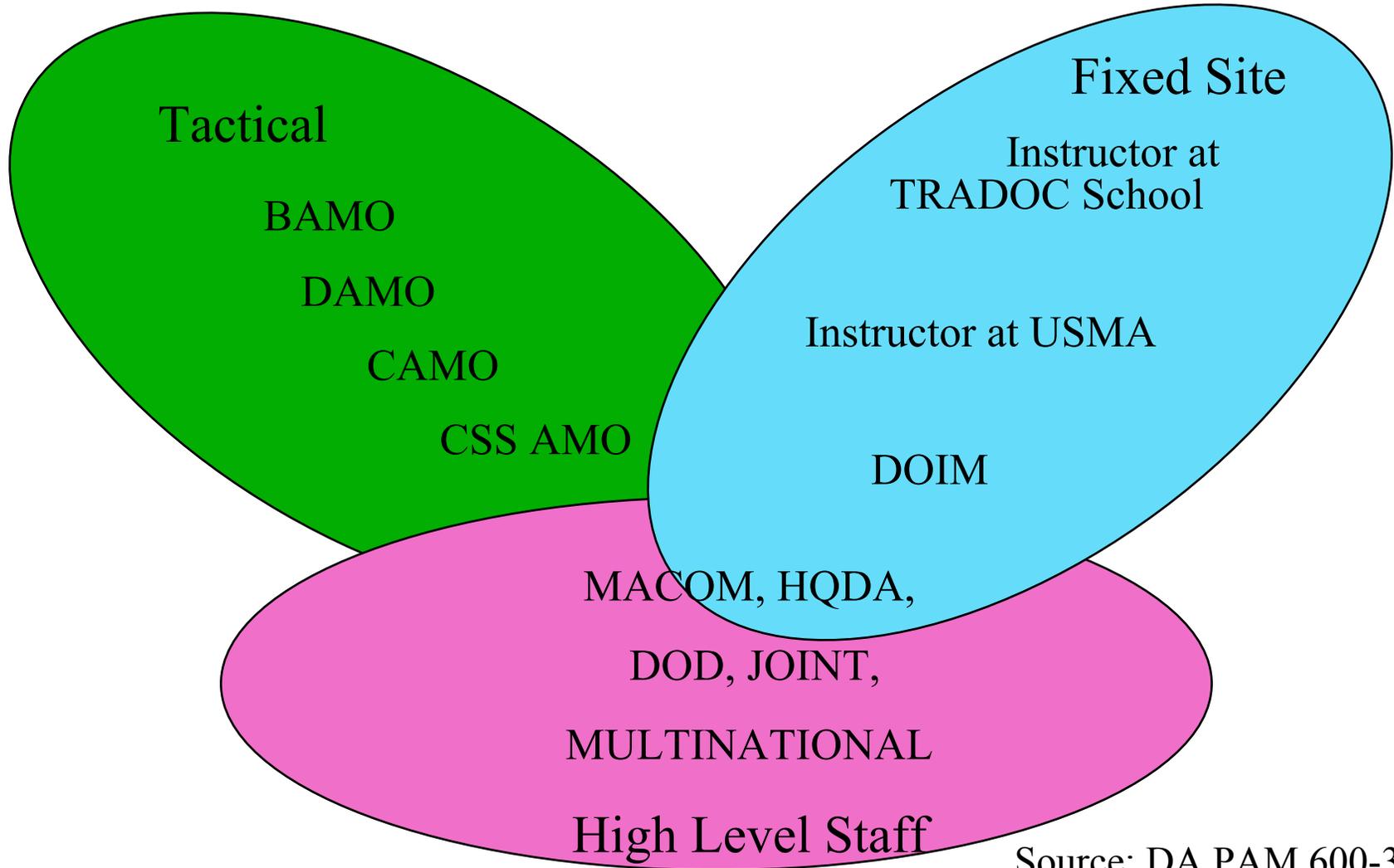
Backup Slides

Career Path - FA24



Source: DA PAM 600-3

Career Path - FA53



Source: DA PAM 600-3