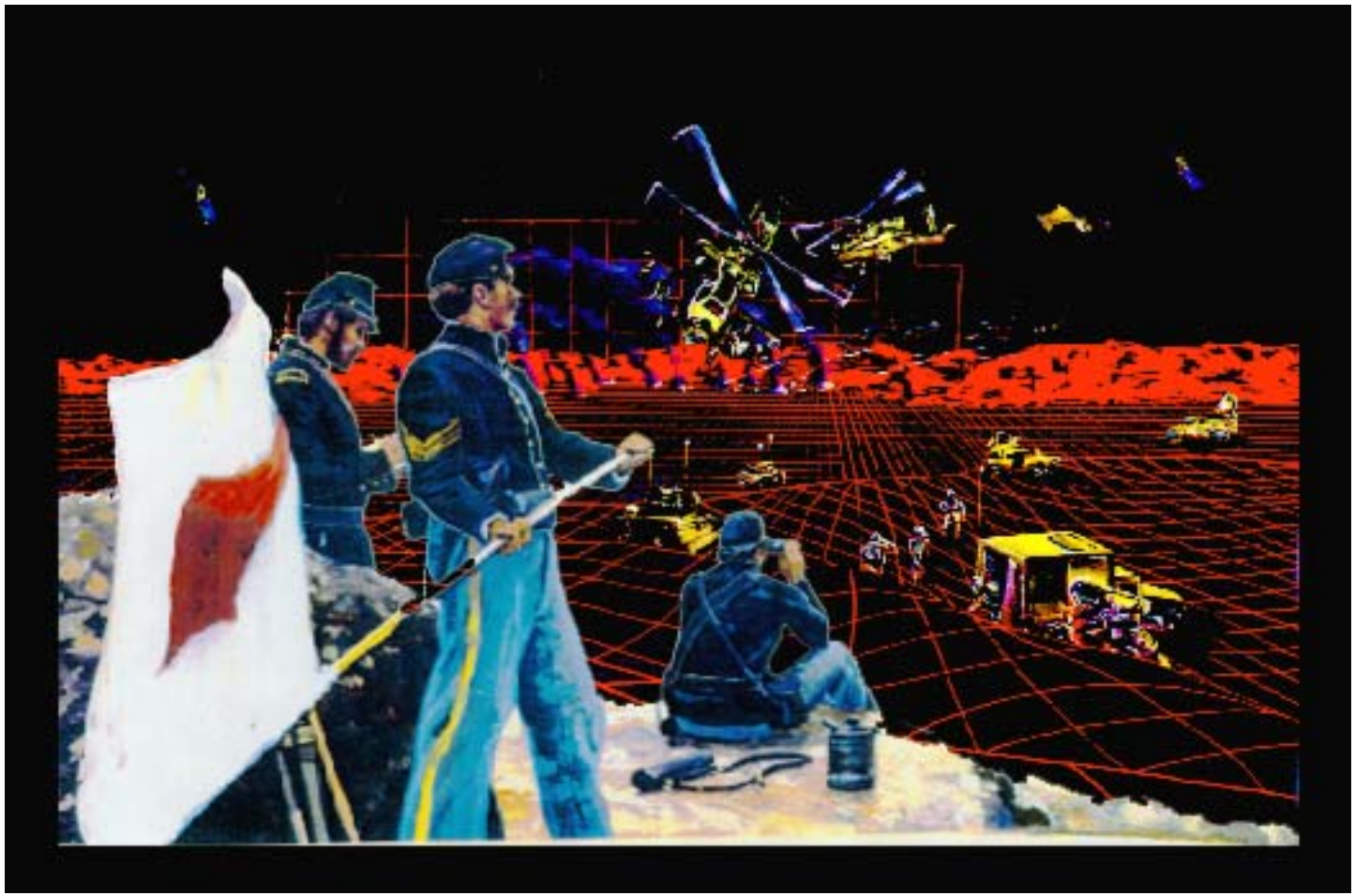
Enlisted Division



Office Chief of Signal

United States Army Signal Center and Fort Gordon

Enlisted Division Organizational Chart

SGM Hyatt
Chief

MSG Plotts
Current/Future OPS

CMF 25

SFC Gardner

CMF 31

SFC Grisso
31C, 31R

SFC Nixon
31F, 31L, 31W

SFC(P) Tuller
31P, 31S, 31T

SFC Rucker
31U, 31Z

CMF 74

MSG Norat

AOT

SFC Barrett

Force Integration

Mr. Baker

Mr. Manion

RC Liaison

SGM Davis

ENLISTED DIVISION MAJOR RESPONSIBILITIES

- Evaluate and recommend the Army's Signal Corps Military Occupational Specialties (MOS) requirements (i.e. create, delete, and merge MOS as required)
- Evaluate and recommend the Army's Signal Corps Additional Skill Identifiers (ASI) requirements (i.e. create, delete, and merge ASI as required)
- Develop Standards of Grade (SG), which are published in DA PAM 611-21, for each MOS
- Review TAADS documents to evaluate compliance with the SGs
- Review all training documents (i.e. Programs of Instruction, Course Administrative Data)

MAJOR RESPONSIBILITIES (Continued)

- Evaluate job analysis and field input to ensure that required knowledge and skills are taught to the appropriate MOS at the correct grade
- Review MNS, ORD, and BOIPs to evaluate MOS requirements
- Prepare briefing packets for all DA Centralized NCO selections boards
- Coordinate with PERSCOM Signal Branch all issues impacting MOS strengths, training seats, enlistment and reenlistment incentives, promotions etc. Participate in quarterly CMF reviews

ARMY

Look at the impact and ensure it provides the best benefit for all components.

Reserve Component

Force Integration

&

Proponent Manager

AREA OF RESPONSIBILTY

- Providing technical guidance and institutional knowledge related to equipment systems, personnel policies, force structure and force modernization
- Review and conduct studies on complex organizational, structural and doctrinal proposals and initiatives of the 16 branches of the Army as to impact on RC Signal personnel
- Providing technical guidance and institutional knowledge related to equipment systems, personnel policies, force structure and force modernization
- Review and conduct studies on complex organizational, structural and doctrinal proposals and initiatives of the 16 branches of the Army as to impact on RC Signal personnel

How We Compare
FY03 Enlisted Strength

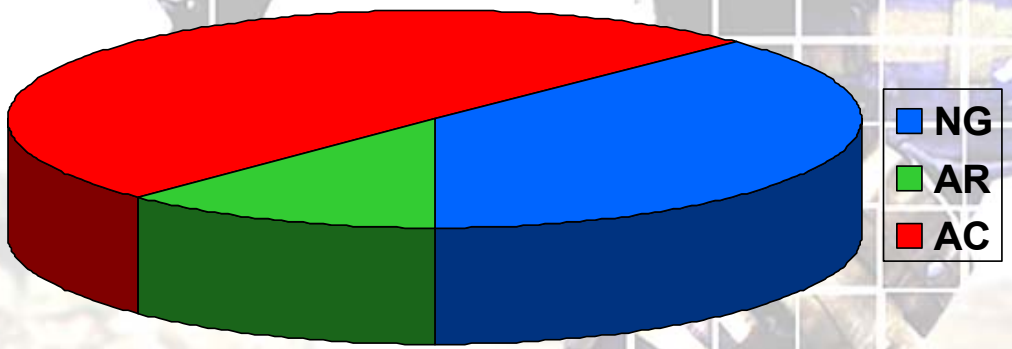
BRANCH	CMF	MOS	AUTH
Quartermaster	2	11	44,327
Ordnance	3	49	43,510
Infantry	1	5	42,698
Signal	**3**	**17**	**29,006**
Medical	1	20	26,394
Adjutant General	1	9	25,170
Field Artillery	1	11	20,853
Armor	1	3	16,405
Aviation	2	18	15,858
Engineer	3	21	15,117
Transportation	1	9	15,000
Military Intelligence	3	16	14,540
Military Police	1	3	14,037
Air Defense Artillery	1	6	7,888
Chemical	1	1	6,236
Special Operations	2	7	4,976
Recruiting	1	2	3,908
Band	1	16	1,837
Public Affairs	1	3	626

Enlisted Signal Corps FY03 Authorizations

		AC	AR	NG	TOTAL
CMF 25	Visual Information Operations	896	483	145	1,524
CMF 31	Signal Operations	23,270	4,893	19,238	47,401
CMF 74	Information Systems Operations	4,840	1,562	2,213	8,615
		29,006	6,938	21,596	57,540

TOTAL - 57,540

49.6% of Signal Corps in Reserve Components



SOURCE: PMAD 0209 (AC)
TAADS 0207 (AR/NG)

Current Enlisted Issues

"Signal Support for the 21st Century"

Steps to the 2020 Vision

Conceptual

Info Centric

Voice Centric

Technology changes/consolidates MOS functions

Current

3 CMF's
18 MOS's

Interim

1 CMF's
8-12 MOS's

Out-source fixed strategic infostructure

Near Term Changes

Threshold

1 CMF
7-10 MOS's

Technology matures

Change in training methodology

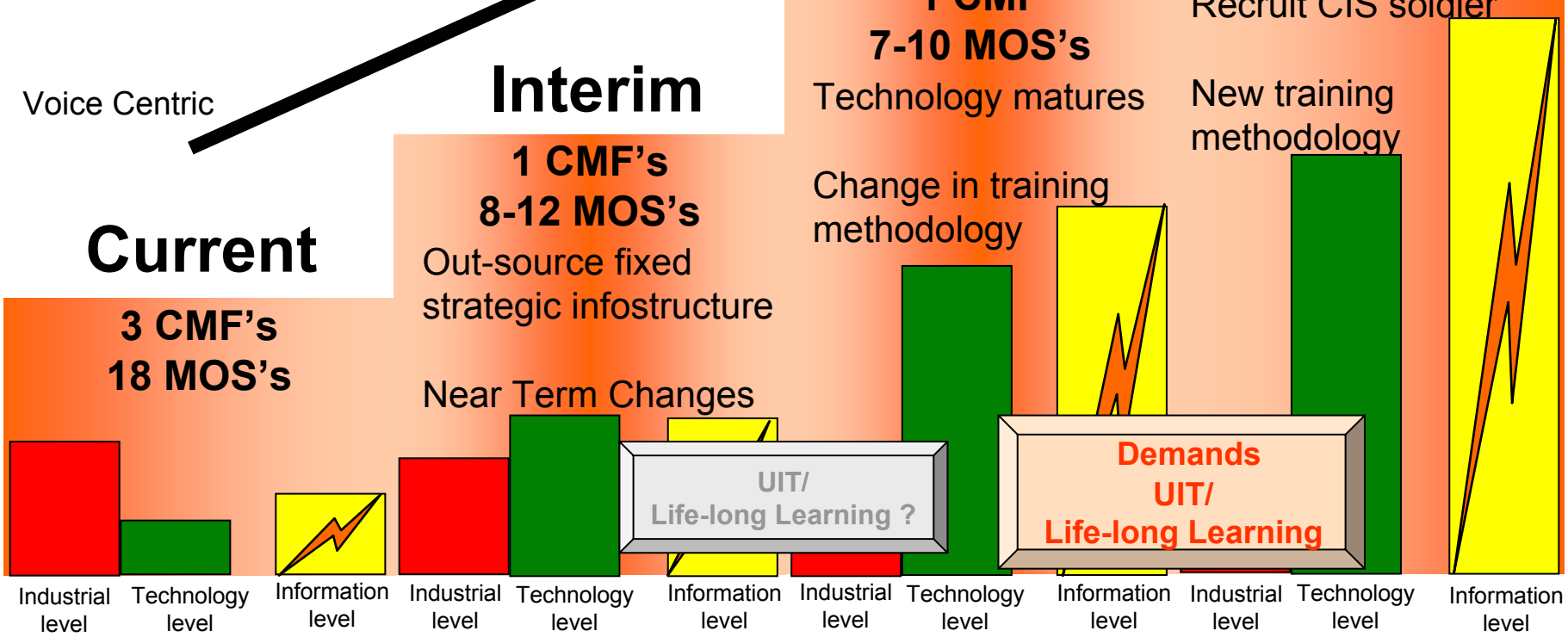
Objective

1 CMF
8-11 MOS's

Technology matured

Recruit CIS soldier

New training methodology



Standardization of MOS Codes

In February 2001, the CSA approved the Army Development System (ADS) XXI recommendation to change MOS codes and/or AOC codes to insure the first two digits identify the branch/career management field (CMF) and match regardless of military pay category: officer, warrant officer, or enlisted.

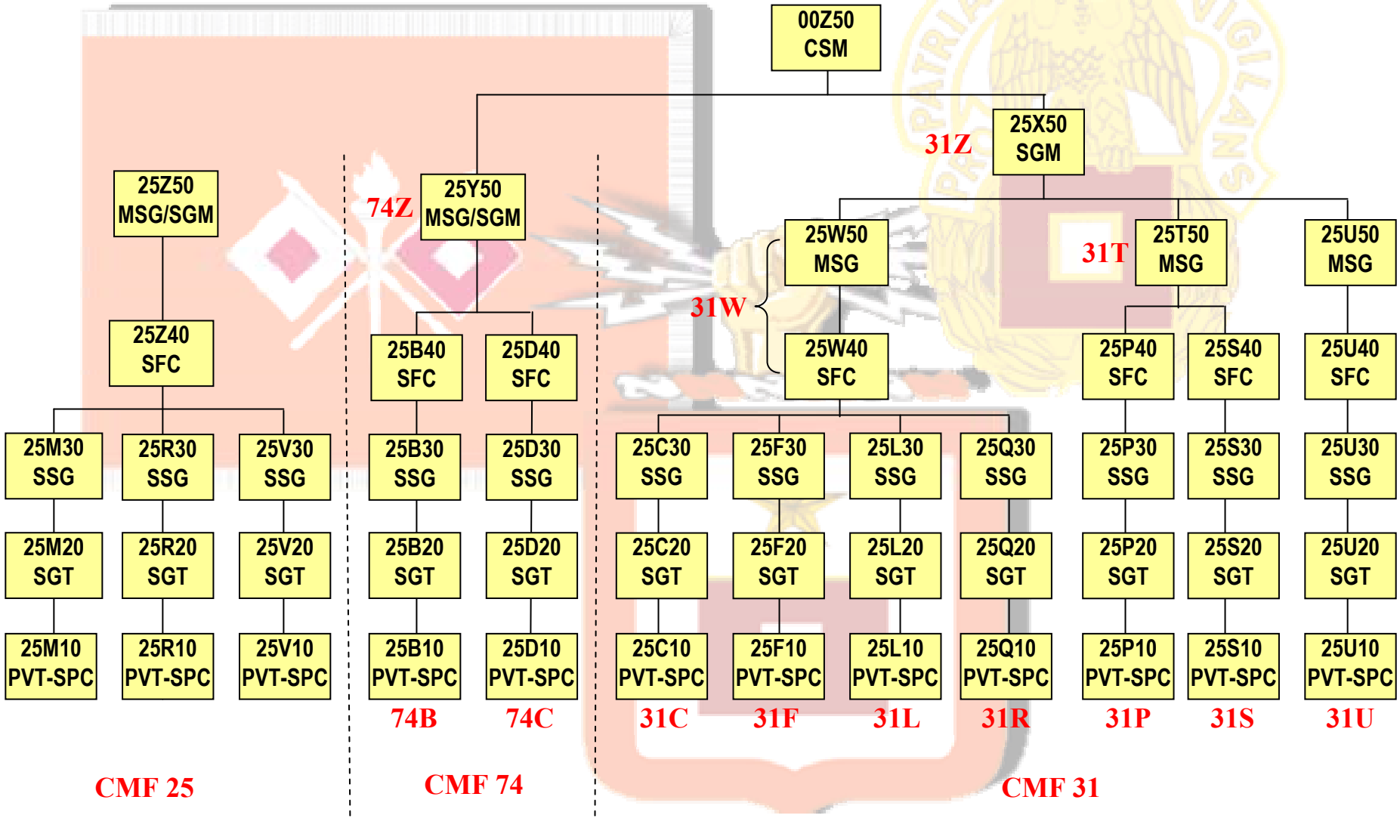
What This Means

Current		Result
CMF 25	25M, 25R, 25V, 25Z	25M, 25R, 25V, 25Z
CMF 74	74B, 74C, 74Z	25B, 25D, 25Y
CMF 31	31C, 31F, 31L, 31P, 31R, 31S, 31T, 31U, 31W, 31Z	25C, 25F, 25L, 25P, 25Q, 25S, 25T, 25U, 25W, 25X

(NO CHANGE)

Action has been submitted, documentation projected to take place in FY 05

CMF 25
COMMUNICATION AND INFORMATION SYSTEMS



Enlisted MOS Structure Changes

- Enlisted Division conducted periodic MOS feasibility and viability studies on each Signal MOS
- Most MOSs are in relatively good health with distinct functions to perform well into the future. However, some significant changes are warranted as follows:
  - Deletion of MOS 74C
  - Restructure of MOS 31C
  - Creation of a dedicated MOS for Spectrum Management

Deletion of MOS 74C (Update)

- Deletion action underway but not submitted; expected approval date October 2003 with an e-date of 30 Oct 06
- COMSEC functions to be absorbed by MOS 74B
- Authorizations drastically dropping due to force modernization; other proponents using 74C as bill payer for other MOSs
- Latest approved document reflects 1,085 authorizations for FY 04 with the potential for further reductions
- Undetermined number of soldiers could potentially reclassify into MOS 74B to satisfy future growth (IT/IA FDU); others would be fast-tracked
- Too many 74C authorizations in TDA organizations (419 for FY 04); potential misuse of MOS when factoring the all but certain closure of AUTODIN

Restructure of MOS 31C

- MOS is healthy and viable with sustainable authorizations, but suited for restructure
- Based on location of authorizations and type of functions, 31C is best suited to subsume the retrans and Single Channel TACSAT Operator function from MOS 31U
- MOS 31C will then cap with MOS 31U rather than 31W at the grade of E7
- This action will cause some reciprocal structure changes to MOS 31W and it's remaining feeder MOSs

Spectrum Management MOS Evaluation Update

- The Frequency Spectrum Proponent Office (FSPO) requested OCOS to conduct an evaluation to create a new Spectrum Manager MOS to meet current and future warfighter spectrum requirements.

- Currently OCOS is working very closely with the FSPO to address two issues to move the evaluation process forward.

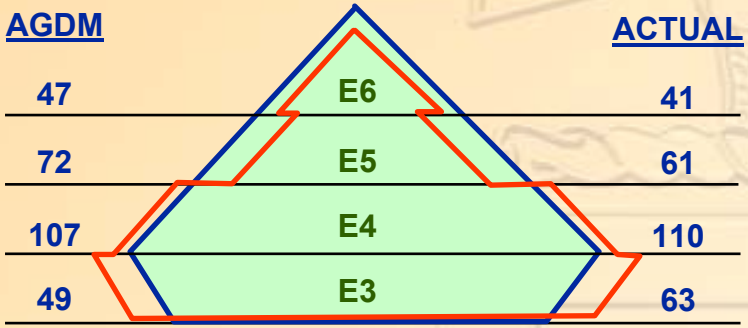
  - OCOS requested FSPO re-evaluate all current authorizations Army wide to solidify the final number of authorizations (ASOC excluded) needed for the new MOS.

  - Another key issue being addressed is the ASOC options for getting their soldiers trained after the ASI functional course is replaced by an MOS producing course. Obtaining a decision from ASOC will give OCOS a clearer picture as to how many authorizations will or will not be needed for the new MOS.

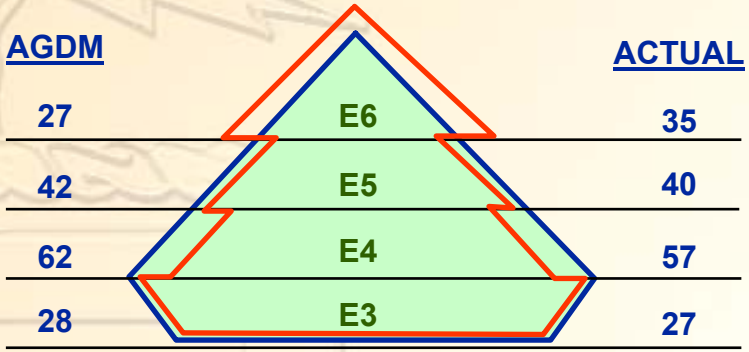
MOS 31S on CSA "Top 10" List

- Placed on list May 2002.
  - Finished FY 02 at 90% strength, a shortfall of 183 soldiers
  - The End of FY 03 projected strength is 96% a shortfall of 65 soldiers
  - ETS eligible population increase 150% in FY ¾
  - There are 112 position increase in Authorizations on the FY 04 PMAD
  - School currently training at max capacity
  - 12 per class x 3 shifts with a new class start every 3 weeks
- Projected to get well 3Q FY 05
  - Increase school seat capacity is paramount to this effort
  - Sustain the priority level 2 for USAREC
  - Sustain enlistment bonus of $5K and SRB of $30K
- Fixes
  - HQDA G6 provided $350K OPA to fund additional equipment
  - Additional equipment is being procured
  - Procurement will increase to the class size 12 to 14
  - Estimated start of training increased the class size is August 2003

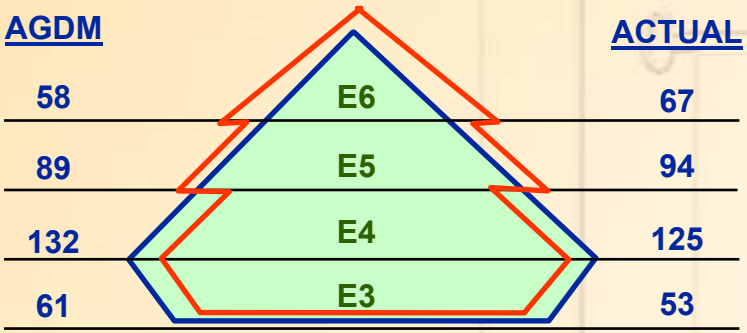
CMF 25 MOS AGDM - GRADE DISTRIBUTION COMPARISON



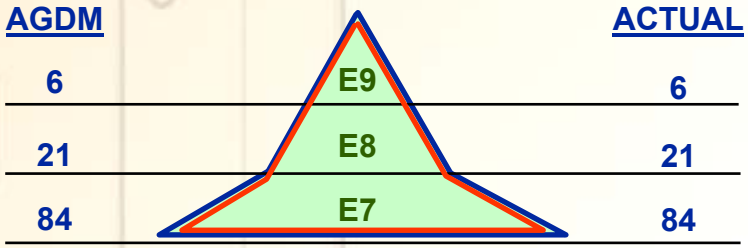
25M - 274



25R - 159



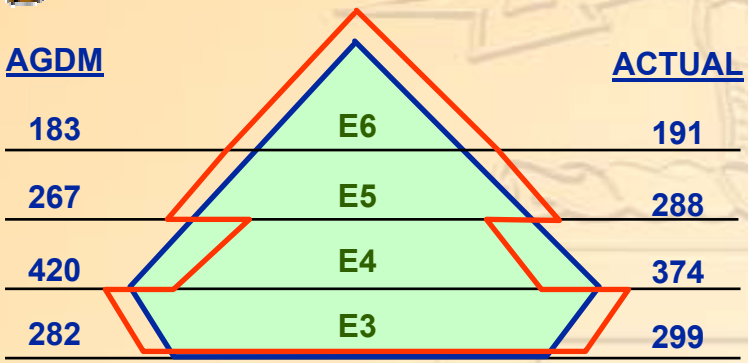
25V - 339



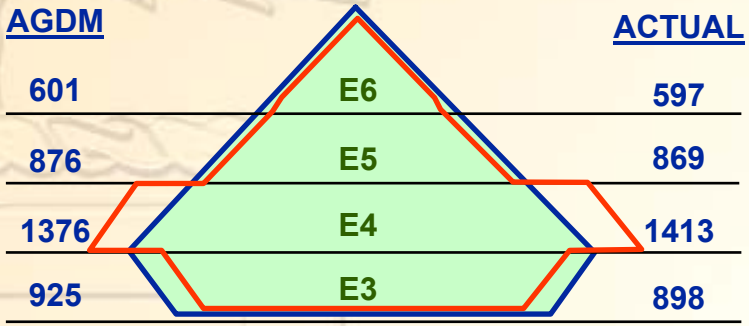
25Z - 111

— AGDM: Average Grade Distribution Matrix
— ACTUAL: Actual Grade Distribution

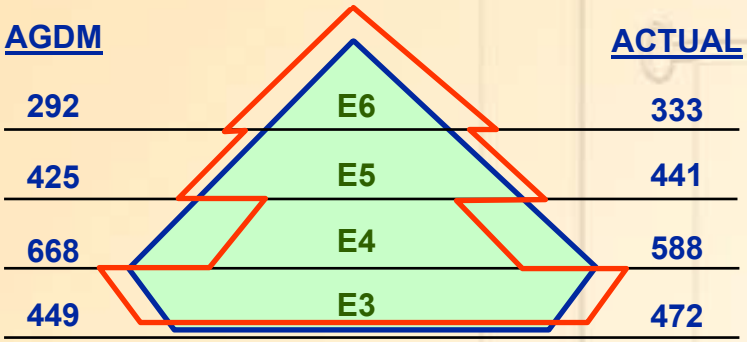
CMF 31 MOS AGDM - GRADE DISTRIBUTION COMPARISON



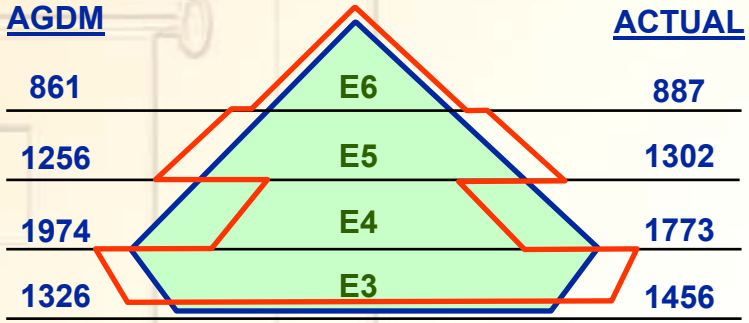
31C - 1152



31F - 3777



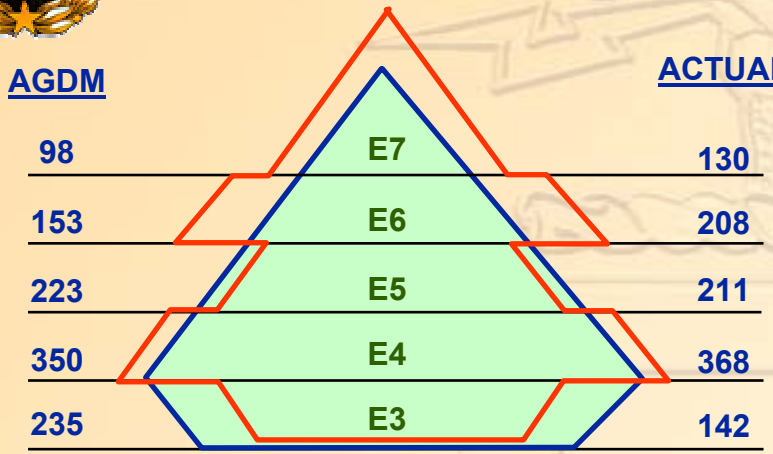
31L - 1834



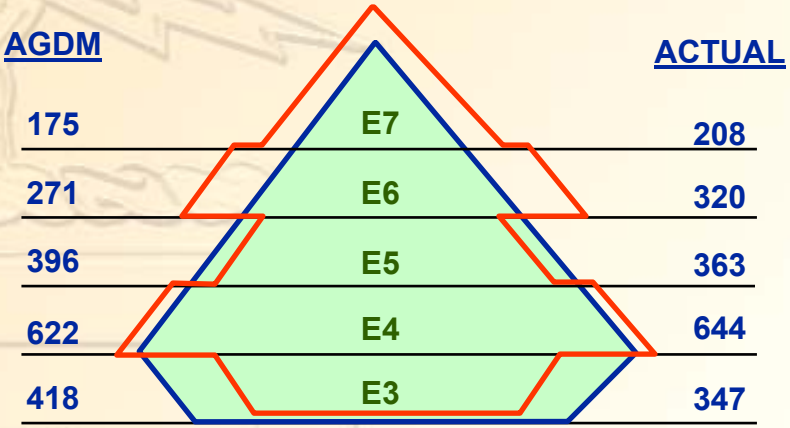
31R - 5418

— AGDM: Average Grade Distribution Matrix
— ACTUAL: Actual Grade Distribution

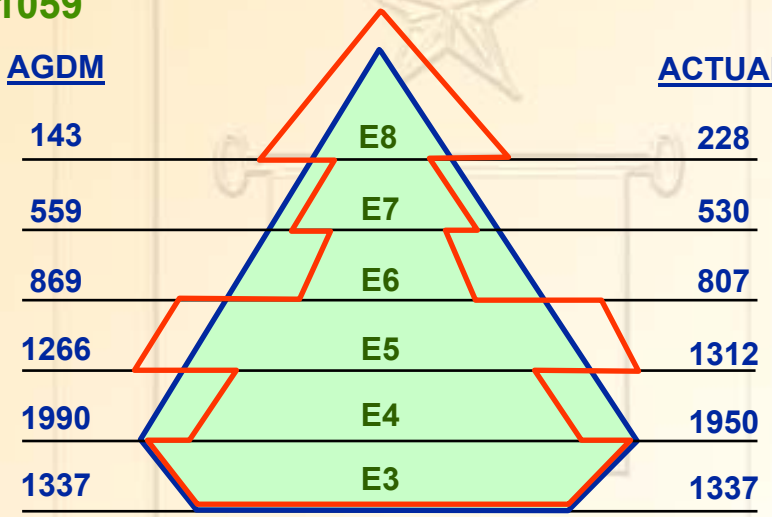
CMF 31 MOS AGDM - GRADE DISTRIBUTION COMPARISON (Cont.)



31P - 1059



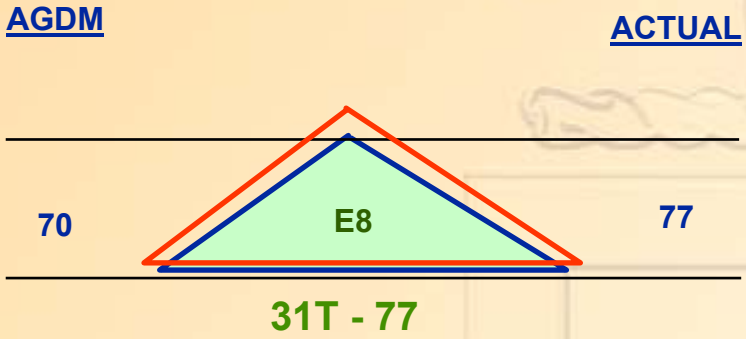
31S - 1882

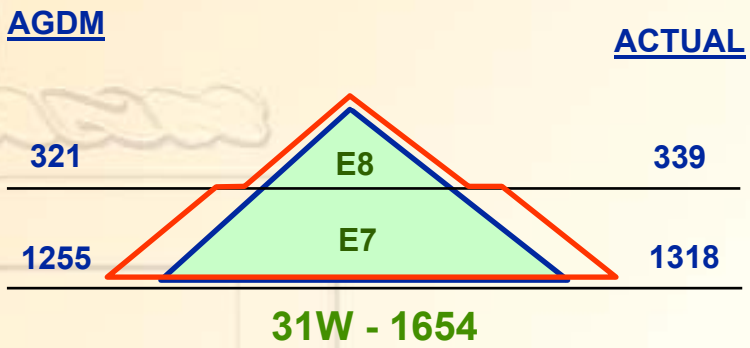


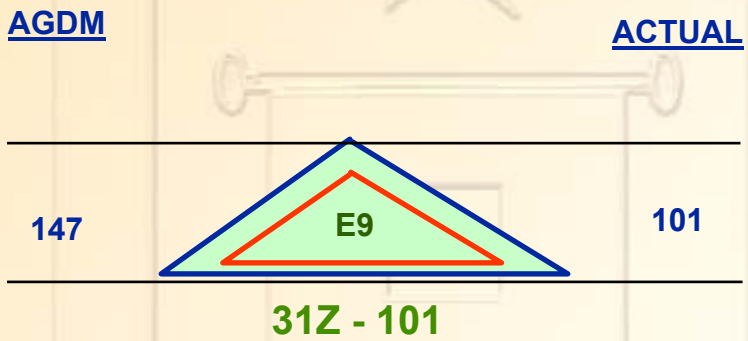
31U - 6164

— AGDM: Average Grade Distribution Matrix
— ACTUAL: Actual Grade Distribution

CMF 31 MOS AGDM - GRADE DISTRIBUTION COMPARISON (Cont.)

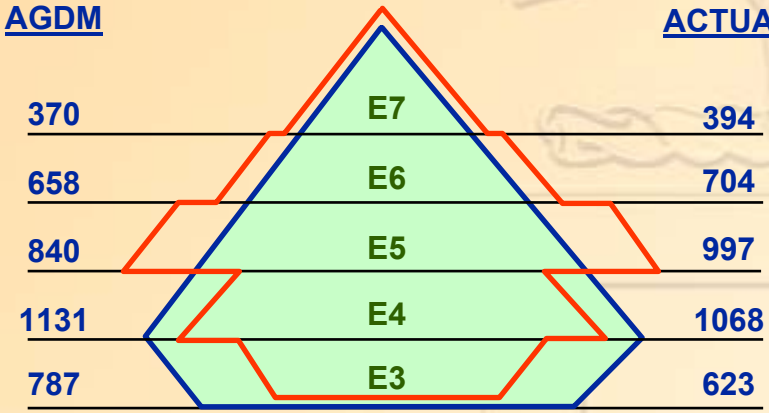




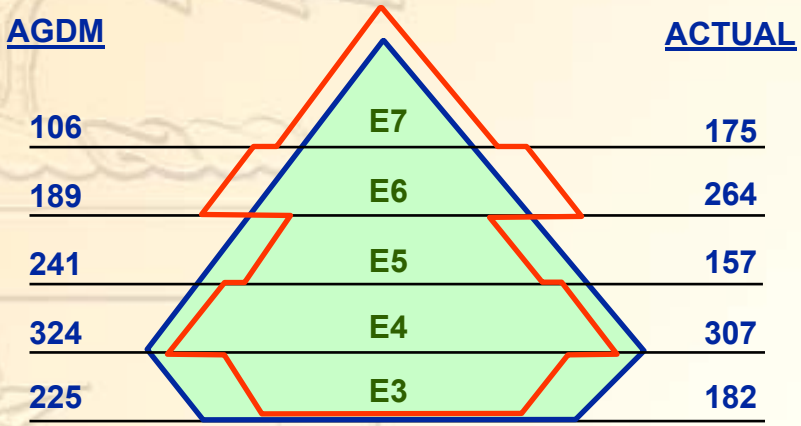


— AGDM: Average Grade Distribution Matrix
— ACTUAL: Actual Grade Distribution

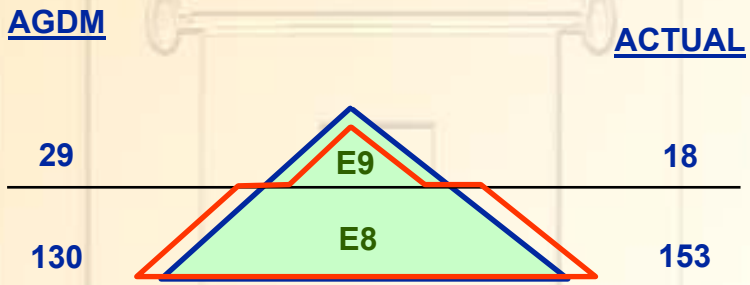
CMF 74 MOS AGDM - GRADE DISTRIBUTION COMPARISON



74B - 3786



74C - 1085



74Z - 171

— AGDM: Average Grade Distribution Matrix
— ACTUAL: Actual Grade Distribution

Enlisted Division POCs

		DSN 780 Comm (706) 791	@gordon.army.mil
CHIEF	SGM Harold Hyatt	-8192	hyatth
CMF 25	SFC Willie Gardner	-2287	gardnerw
31C/R	SFC Todd Grisso	-8192	grissot
31F/L/W	SFC Bruce Nixon	-8193	nixonb
31P/S/T	SFC(P) Robert Tuller	-8191	tullerr
31U/Z	SFC Curtis Rucker	-2877	ruckerc
CMF 74	MSG Wilfredo Norat	-8187	noratw
RC Integration	SGM Sherman Davis	-2780	davissw
Operations	MSG John Plotts	-5587	plottsj
AOT	SFC John Barrett	-8200	barrettjc
Force	Mr. Jerry Baker	-5945	bakerc
Integration	Mr. Dale Manion	-8185	manionl

http://www.gordon.army.mil/ocos/ediv/default.htm

Questions?