



DEPARTMENT OF THE ARMY
OFFICE OF THE ASSISTANT SECRETARY
MANPOWER AND RESERVE AFFAIRS
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WASHINGTON, DC 20310-0111

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MEMORANDUM FOR DEPUTY CHIEF OF STAFF, G-1

SUBJECT: Military Career Progression and Rotation Exemption

Reference memorandum, Deputy Chief of Staff (DCS), G-1, 4 April 2001, subject as above.

The current officer and enlisted personnel management systems are intended to assure viable career opportunities and promotion potential for military over a lifetime career until retirement, even if they are performing functions eventually determined not to fall cleanly within the core war-fighting competencies of the Army under the Third Wave. In addition, the current systems were established within a framework of individual rotations, and arguably may pose some conflicts with any potential move to unit rotations. Members of the military have planned their current military careers based on the expectations promoted by the current personnel management systems. However, all of these equities must be balanced as a part of the Third Wave process and Personnel Transformation. The Defense Officer Personnel Management Act does not constrain the Secretary of the Army from revising the current personnel management system to maximize military conversions from the Tables of Distribution Allowances (TDA) into the operating forces.

Therefore, as an interim step, I have determined that military in the following branches and functional areas of the Operations Career Field (OP-CF) and Operations Support Career Field (OS-CF), even when performing commercial functions in the TDA, may be exempt from review for private sector performance, solely on the basis of career progression—Armor, Infantry, Chemical Corps, Aviation, Air Defense Artillery, Engineers, Military Intelligence, Military Police Corps, Field Artillery, Chaplain Corps, Judge Advocate General Corps, Multifunctional Logisticians, Special Forces, Signal Corps, Acquisition Corps (FA51), and Foreign Area Officers (FA48). Likewise, I have determined that these same military, even when performing inherently Governmental functions that can be converted to in-house civilian employees in the TDA, may be exempt from conversion to civilian performance, solely on the basis of career progression. (The existing medical exemption in the TDA amply provides career progression in the six AMEDD Corps and enlisted specialties.) Even though Army billets provided to Joint Activities are not included in the Third Wave, I recognize that assignment of OP-CF and OS-CF military into military-related functions in the combatant commands or joint staff should be recognized as exempt from conversion on the basis of career progression. This policy shall extend to the warrant officers and enlisted personnel serving in these functional areas.

In order to trigger the application of this potential exemption, the DCS, G-1 would have to provide me substantiation that the pyramids for the above branches within the operating forces provide insufficient career opportunities, and that additional career growth is afforded by a certain number of positions in the generating force. In addition, the DCS, G-1 would have to establish that creative reforms to the personnel system arising from Personnel Transformation cannot mitigate the problem, and that the only viable option involves using that soldier in a non-core function in the TDA. Until that occurs, I will assume that there is sufficient career progression for the above branches within the operating forces and not apply the exemption.

In addition, I am not applying the exemption provided under the "Guidance for Compiling the Inherently Governmental and Commercial Activities Inventory" for rotation until Personnel Transformation better defines the impact of a re-designed personnel system and rotation policy on military assigned to the Tables of Distribution Allowances (TDA).

The means of transitioning military careers into war-fighting competencies as a result of this decision should be worked out within the framework of Personnel Transformation. Some grandfathering out of the current personnel management system may be necessary so as not to unduly disrupt career expectations of current members of the military. In addition, this is premised on Personnel Transformation looking to alternative career paths, accession patterns, and career lengths so that we may more robustly recruit and retain the skills. The notion that the only career pattern that we should plan for is a 20-year career curtails our ability to recruit some of the needed skill sets (such as in Signal Corps). These closing thoughts are intended merely to stimulate more transformational thinking.



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(Manpower and Reserve Affairs)

Enclosure

CODING RULES for Military Career Progression

1. Military in the following Branch/FA/CMF in the generating force (TDA) P – Pending Restructuring

- Air Defense Artillery
- Armor
- Aviation
- Chaplains
- Chemical
- Engineers
- Field Artillery
- Infantry
- Military Intelligence
- Military Police
- Logistics (multi-function)
- Signal
- Special Forces
- Medical