

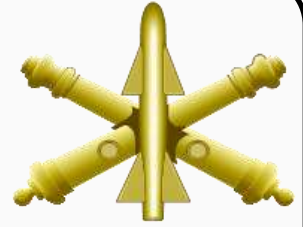


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AIR DEFENSE ARTILLERY



ISSUE 8

FALL
OCTOBER 2012

Here to Serve You!



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From the Branch Chief

LTC BILL DARNE



I want to extend a hearty welcome on behalf of the Air Defense Branch Team here at Human Resources Command, Fort Knox, Kentucky! It's truly my privilege and honor to serve as your new Branch Chief. The Team here is committed to ensuring we meet our Army and Branch requirements; balancing that with the professional development needs of our outstanding officer population. I want to say thanks to LTC (P) Tom Nguyen for facilitating an outstanding transition for us this summer and wish him and his Family well at Carlisle.

Congratulations go out to the officers recently selected for promotion. We experienced a change in our promotion rates as the Army begins its transition to a leaner, more agile force. Manner of performance continues to be the key determining factor in selection for promotion to the next grade. I encourage all officers to stay in contact with their respective assignment's officer for assignment preferences and a file assessment. The FY13 Battalion Command CSL board has met and results will be released in April 2013. We expect the Colonel's board results to be released mid Oct 12. Senior Service College board met 5-28 Sep 12 and results should be published in Dec 12. ACC FY13 Major's board meets 15 Oct – 9 Nov 12. It's imperative that you have an updated photo, ensure accuracy in administrative data, and validate your board file.

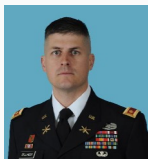
HRC is already ramping up in preparation for the Manning Cycle (MC) 13-02 which encompasses all assignments from Feb-May 13. Prioritization of assignments will be based on Frago 5 to the FY2011 Manning Guidance. Deploying units continue to be a priority and we should continue to see emphasis placed on Korea along with an anticipated increase in prioritization for TRADOC and our training centers.

The Army has experienced a large back-log of officers awaiting attendance to ILE due to frequent deployments and other operational requirements. The Army released ALARACT message going back to a competitive ILE process beginning with YG 2004.

The Team will be visiting 69th Brigade and Fort Hood from 29-31 October to provide HRC updates and officer career counseling's. If you would like to host an HRC visit to your unit or installation, please contact MAJ Scott Dellinger. Thanks to all for what you do each and every day!

First to Fire!
WILLIAM E. DARNE
LTC, AD
AHRC ADA Branch Chief





From the LTC Desk

MAJ SCOTT M. DELLINGER



HRC Insider Information

Current Operations:

The current HRC Assignment Cycle is MC 13-02 for PCS moves from 1 February 2013 through 31 May 2013. Officers available to move during MC 13-02 have 24 months Time on Station as of 31 May 2013. RFOs could be published no earlier than the end of December 2012. If you have not already been contacted by HRC regarding your availability to move, it's not likely you'll PCS during MC 13-02. However, emerging requirements and evolving Army priorities focusing on the Pacific and TRADOC could increase the quantity of assignments tasked to the ADA Branch at HRC.

Future Operations:

The next Assignment Cycle is 13-03 for PCS moves occurring between June and September 2013. This is typically the largest (and most complex) assignment cycle of the year. HRC begins Mission Analysis for the 13-03 Assignment Cycle in November. Officers Available to Move will be identified before the end of 2012 with RFOs published no earlier than March 2013. The list of available assignments tasked to the ADA Branch will not be known until February 2013, so it is premature to submit preferences before then.

How are LTCs Slated For Assignments?

ADA LTCs are slated for assignments in three separate but overlapping groups of Officers:

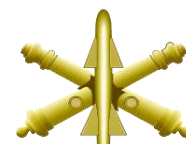
Group 1: Former Battalion Commanders (FBC) – All Former Battalion Commander assignments are coordinated between HRC and the ADA Commandant. FBC Assignments are not uniquely identified in DA PAM 600-3. However, all FBC assignments are recommended by HRC to the ADA Commandant and approved by the Fires Center of Excellence Commanding General. These assignments are typically on the General's Staff at a AAMDC or at the Director or Chief level for the ADA Proponent, Fires Center of Excellence, MACOMs, Army Staff and Joint Staff.

Group 2: LTC KD Assignments (other than CSL Battalion Command) – All ADA LTCs should be afforded the opportunity for a KD assignment for 12-24 months. DA PAM 600-3 outlines KD Assignments for ADA LTC. These assignments include:

- Transition Team Command/Team Chief (AAB/SFA/SFAAT)
- Brigade Deputy Commander or Executive Officer for any Combat Arms unit
- AAMDC Chief of Operations or AAMDC Chief of Plans
- Division or Corps Air Defense Officer

Group 3: LTC Developmental and Broadening Assignments – Most of the LTC Broadening Opportunities are very diverse and included assignments within all aspects of Joint, Interagency, Intergovernmental and Multi-National organizations as well as a myriad of assignments on MACOM, Army and Joint Staff. Examples of these assignments include:

- Space and Missile Defense Command General's Staff
- Mission Command Center of Excellence
- Army Capabilities Integration Center (ARCIC)
- AC/RC Brigade and Division Trainers/Mentors





How can I be competitive for promotion?

The following topics require repeated emphasis to ensure all ADA Officers are competitive:

The "right" job: Regardless of the assignment, your performance indicates your potential. There is no list of jobs that will guarantee your success and your Duty Description does not indicate your potential for promotion. Bottom line: the best way to get promoted (at any grade) is with exceptional performance in every assignment.

Take a new photo: If your photo is in the Green Class A Uniform or more than three years old, you should get a new photo ASAP.

OER Tips

- Rater and Senior Rater Narratives: Your file is evaluated by Combined Arms Officers. Therefore, your ORB and OERs must be written so an Infantry, Aviation, Signal or Finance Officer can understand what is written. Stay away from ADA-unique terms and acronyms.

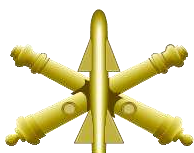
- Duty Description: The RATED Officer is responsible for writing the duty description. There are no "standard" duty descriptions for assignments. Every assignment has unique duties and responsibilities during the rated period. However, each duty description should emphasize unique leadership, accountability and responsibility attributes.

- Senior Rater Block Check Best Qualified versus Fully Qualified: In 2012, the Army's promotion boards transitioned from a "Fully Qualified" to a "Best Qualified" selection process. The easiest way for Board Members to screen files was to look at the Best Qualified or Fully Qualified block checked by the Senior Rater. Officers who have "Fully Qualified" OERs could potentially be at risk for promotion depending on the overall strength of the total personnel file.

Conduct monthly OMPF and career PMCS: Check your file and recent MILPER every month. Visit the HRC Webpage and click on the Self-Service Tab, then click on MyRecord Portal where you'll find links to everything you need including your OMPF, Photo, ORB, RFOs, Senior Rater Profiles, LES, and Board Files. <https://www.hrcapps.army.mil/portal/>

Check AKO: AKO is the official email for the Army. RFOs and all initial correspondence from HRC are only sent through AKO (not the Army Exchange or Enterprise servers)!

EFMP: NEW INFO: IF YOUR EFMP IS EXPIRED, YOU CANNOT COMPETE FOR BATTALION COMMAND!!! RFOs cannot be published unless your EFMP is updated and current. If your enrollment in EFMP has expired, the only available options for PCS are unaccompanied tours enabling your Family to remain at the current location where EFMP services are available. Begin the renewal process early because in some cases revalidating EFMP has taken about six months to complete.





Retirement in Lieu of PCS (AR 600-8-24, para 6-17)

An officer may request retirement in lieu of PCS when he or she has at least 19 years, 6 months Active Federal Service and a firm PCS alert is received. The retirement request must be submitted within 30 calendar days of the alert. When an alerted officer indicates that he or she might exercise the option to retire in lieu of PCS, Career Division may initiate a request, with recommendation to approval authority CG, HRC to disapprove or delay the retirement based on the needs of the Army.

Assignment alert is the official notification of an impending assignment sent by writing, voice, e-mail or other medium from DA or HRC assignments officials to an officer. An assignment is considered "firm" when an officer has been selected to fill a valid requisition (that is, when and where the officer will be assigned). An officer will not be reassigned exclusively for the purpose of being closer to the requested location of retirement.

The officer may request the retirement to be effective any date not later than 6 months from the date of the PCS alert or the first day of the month after the officer attains 20 years AFS, whichever is later. Once a retirement is approved, the appropriate career management division will revoke the PCS orders and notify the officer. The retirement will not be withdrawn nor will the effective date of the retirement be extended. However, a request for an earlier date will be considered on an individual basis.

Hot Topics

Academic Year 2013 Professor of Military Science (PMS) Selection Board: Congratulations to the following ADA Officers who were selected to serve as an ROTC Professor of Military Science!

LTC Eric Atherton: McDaniel College

LTC Judson Gillett: University of Southern Alabama

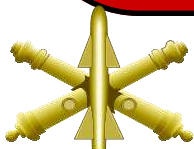
LTC David McCoy: New Mexico State University

LTC Eric Winterrowd: Eastern Michigan University

At least six other ADA Officers were selected as PMS alternates, and several of those Officers are likely to be called forward to lead a University ROTC program. The next PMS Selection Board is scheduled for 27 August 2013. Expect a MILPER Message defining eligibility criteria during the Spring of 2013.

FY12 Colonel Army Promotion Board: Results for the FY12 Colonel Army Promotion Board should be released before the end of October 2012. The FY13 Colonel Army Promotion Board is tentatively scheduled for 6 May 2013.

Senior Service College (SSC) - Army War College: ADA LTCs must successfully complete a recognized Army Senior Service College (SSC) curriculum to be competitive for promotion to Colonel. SSC is critical at this point in an ADA officer's career as it continues to prepare them for future success in the next stages of their Army service. Selection for the resident Army War College at Carlisle Barracks, Pennsylvania is conducted through a Department of the Army Centralized Selection Board. The FY12 (Academic Year 2013) SSC Selection Board Results are expected to be published in December 2012.





Hot Topics Cont.

The FY 13 (Academic Year 2014) Senior Service College Board is scheduled for 4 September 2013. The MILPER Message with eligibility details should be released in July 2013. There is a two-year Active Duty Service Obligation following graduation from any SSC (including Distributed Learning).

If an Officer is not selected for Resident SSC, or opts not to attend the Resident SSC if selected, the Officer can elect to enroll in the Army War College through Distributed Learning. However, once an Officer elects to enroll in the Army War College through Distance Learning, the ORB will reflect "SSC enrolled" and the Officer will no longer be eligible to compete for Resident SSC.

Preparing for Retirement: There is a new Army Website designed to help Soldiers determine eligibility for a variety of benefits. Retirement is a key component of the website. Go to this link to learn more:
http://myarmybenefits.us.army.mil/Home/Benefit_Calculators/Retirement.html

People... Our Mission... Our Strength!

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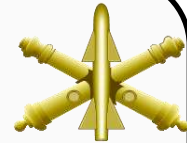
DEPARTMENT OF THE ARMY
US ARMY HUMAN RESOURCES COMMAND
ATTN: AHRC-OPA-A
1600 SPEARHEAD DIVISION AVENUE DEPT # 211
FORT KNOX, KY 40122-5211





From the MAJ Desk

MAJ CURRAN D. CHIDERSTER



Greetings from the Major's desk. I want to first start by publicly thanking MAJ Scott Dellinger for the extensive handoff and making my transition a smooth one. As my first 90 days as the Major's AO comes to an end, I would like to share with all of you two of the many lessons I have learned thus far. The first lesson is: YOU ARE YOUR FILE, and you are responsible for ensuring it is managed correctly. When a promotion or selection board meets, there is no back-story to anything, you are what is in your file, nothing more, nothing less. Ensure your photo and ORB are up to date, and are an accurate representation of who you are. The second lesson is: I can only send an officer to an assignment that has a valid, open unfilled (VOU) requisition. The Ops and Plans Division at HRC prioritizes manning requisitions based on CSA's manning guidance and then builds the VOU requisition. Until that requisition is built, I cannot put an officer on assignment. A by name request does not allow the system to be circumvented. Bottom line, no valid requisition, no assignment. Please keep this in mind as we discuss your future assignment. It is my goal to ensure that you get the best assignment possible for you and the Army.

I am very happy to be on board with the team at HRC and look forward to working with each of you over the next year. Please do not hesitate to contact me with any questions or issues. I want to help ensure you and your family are taken care of.



Change in Promotion Rates?

The Department of the Army is re-evaluating how it is going to conduct business. The biggest change we have seen is in promotion rates. As evident by the LTC board results released last July, the days of everyone getting promoted are over. You can expect to see the promotion rate to LTC remain between 70-80%. The Army is going from fully qualified officers to best qualified officers. Bottom line, no matter what job you are in, you need to do it well. Your manner of performance and what your OERs say about you are the main factors in determining your future service in the Army.

Rumor Control: ILE

The Army is going back to competitive ILE for all year groups (YG) 2004 and junior. For those officers who are YG 2003 and senior and have not attended ILE, there is going to be very limited opportunities to attend a resident ILE course. The majority of you that fall into this category will have to complete ILE via distance learning (DL). The Department of the Army has released ALARACT 262/2012 explaining this change in policy and has also determined how many seats each branch will receive, and which officers we can and cannot slate to attend a resident ILE course. Over the next few weeks, I will be contacting those of you who were chosen to attend a resident ILE course. Please contact me at your convenience if you have any questions.





Field Grade Tech Blog

DAVID HAIRSTON

Air Defenders!

I am pretty sure you all have attended a briefing or two, and asked, "What are your questions?" Below are common frequently asked questions (FAQ's) asked by officers in reference to their boards files. Please note, the board MILPER message received by all candidates answers approximately 89.3% of the FAQ's (<https://www.hrc.army.mil/Milper/default.aspx>).

Q: Should I certify my board file?

A: Yes! Either certify as is or certify with working actions. Board members are able to see if you certified your file.

Q: I received an automated email to inform me that my ORB was updated in my board file and I made no updates. Why?

A: This is a system generated email on a mass/individual pull to sync your board file. if you did not add or update anything, the only document that is pulled is the current ORB.

Q: I recently added documents onto my iPERMS; However, the documents are not in my board file. Why?

A: Your board file will capture those documents on the next system sync.

Q: When will the promotion results be published/released?

A: A MILPER message will be released with the prepositioning info and will announce the release date of the results. Stay tuned to the latest MILPER.

Board messages normally follow the proceeding format:

- Promotion Zones for Consideration w/ Guidance
- Evaluations
 - How to check the status of your OER (<https://knoxhrc16.hrc.army.mil/iwrs/>)
- OMPF
- DA Photo
- Letters
- Significant dates (Board open/close dates, complete the record thru date, OER/AER NLT in board file date, DA Photo required date) are summarized at the end of the Message.

Please read the MILPER messages thoroughly before calling us for guidance. This will assist us in maximizing our time to help those who need it the most. Thank you so very much.

I hope this quarterly newsletter finds you well and assists you in preparation for your promotion boards.

People... Our Mission, Our Strength!





Company Grade Tech Blog

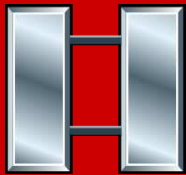
ADAM J. WILLIAMS

Greeting from Company Grade Technician.

I am Mr. Adam Williams, and I've had a wonderful military career over the last 24 years. Now, I'm just as enthused to serve as your Air Defense Artillery Company Grade Technician. Replacing Mrs. Galloway's years of expertise is challenging, but I am up to the task. Although I've joined the formation a few weeks ago, I am proud that HRC ADA Branch has earned a reputation as a professional, personable and Solder-centric team.

As your technician, I will gladly provide advice, counsel, and personnel service concerning ORBs, board files, assignments and personnel actions to name a few. However, I highly recommend engaging your supporting S1 first before contacting the ADA Branch. This allows us to best serve the population by prioritizing resources for those who need our assistance the most.

Again, glad to join the formation - - First To Fire



FY13 MAJ Promotion Board

IAW MILPER MSG 12-217, I encourage CPTs eligible for the FY13 MAJ Promotion Board to certify their Board File early and most importantly often as changes occur. Remember, by certifying your file early you may still "re-certify" as updates occur, delete documents and write board correspondence right up until the file closes. As of 10 OCT, 86% of ADA CPTs eligible for the FY13 MAJ Board have certified their file. We can certainly improve upon those numbers - Kudos to those who have certified thus far.





From the Senior CPT Desk

MAJ ERIC SOLER



Senior Captains,

It continues to be an honor and privilege to serve as your Assignment Officer. Preparation for the FY13 MAJ Promotion Board and the 13-02 Manning Cycle has made for a rather busy quarter. Some transitions have occurred amongst the desks here at HRC; we would like to acknowledge and extend a fond farewell to MAJ Ro Clemente. As the SR CPT Assignment Officer, she worked diligently to provide first rate counsel and support to her respective population, myself included. We wish her the best in her studies while at Naval ILE and her follow on assignment.

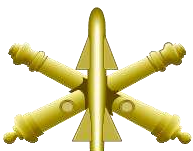
Feel free to call or E-Mail me for any questions or concerns. Please take a look at the following:

Promotion to MAJ

Many of you will soon be eligible for consideration for advancement. Historically, promotion rates have been relatively high based on a decade of conflict. However, manning changes throughout the force have resulted in reduced selection rates of 85-95% becoming the norm with board preference for "Best Qualified" vs. "Fully Qualified." The vast majority of officers should expect to be promoted in due course or via their Primary Zone (PZ) look. For a select few, opportunity for accelerated promotion via the Below the Zone (BZ) look is possible and reserved for officers with exceptional evaluations particularly while in command.

Officers with derogatory information, a non-left justified OER, or a pattern of lackluster performance may not be selected for promotion in their PZ look. Depending on severity of the incident on file, the promotion board may elect to initiate Show Cause proceedings that may result in accelerated separation. PZ non-selects may be able to compete again in their Above-the-Zone (AZ) look the following year. Historically however, selections in the AZ category have been low.

Our best recommendation is to maintain your professionalism and bearing at all times! Duty performance counts; no duty position or OER should be taken lightly. Communicate with your rater and senior rater and make known your career goals and aspirations. Solicit feedback and dialogue regarding your performance and adjust accordingly. A negative OER should never be a surprise. Aside from this, the only other area in which officers can directly influence their promotion is in their board file preparation.

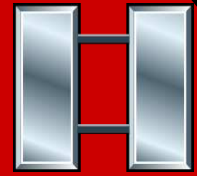


Preparation for the Board

Preparation for an upcoming board regardless of zone should be relatively easy and straightforward. Confer with your S-1, and take the time to upload documents such as training certificates, awards, and transcripts. Awards should appear on your uniform in the order reflected on your ORB. Review your ORB assignment history and ensure it is concise and accurate. It should read in a vocabulary that officers of other branches can understand. Your DA Photo should be up to date, appear within height/weight standards, and convey a professional appearance. Take a buddy to the photo lab to provide a second opinion on dress, posture, and overall appearance. The lack of a DA Photo is an indicator to the board. It would be unwise not to have one on file.

Board preparation has been further streamlined into an efficient online system called "My Board File." Within this application, officers have the opportunity to review their file and identify areas that require updates (i.e. missing OER). As a courtesy, we at AD Branch provide a thorough and comprehensive review of each officer's file and provide feedback via AKO. The FY13 MAJ Board scrub has already occurred with feedback sent to all eligible officers.

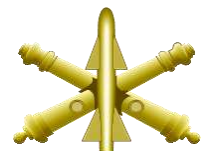
Within the My Board File application, there is a requirement to certify your file. We recommend you certify as soon as possible to allow AD Branch to track the progress of the eligible population. It is also important because board members have visibility of file certifications. Even if you have documents pending, you can still certify your file. It is possible to recertify your file after the initial certification. Recertifying your file is not a negative reflection. Historically, many officers have waited until the last minute to do so; most are caught off guard with backlogged or down servers on the last day. Again, prudent advice is to certify your file as soon as possible to prevent a last minute fiasco.



What's After Command?

Upon completion of your command tenure, the vast majority of post command CPTs will move out to broadening assignments throughout the force. These assignments include, but are not limited to: BCT ADAM Cells, Divisional/ Corps HQs, AAMDCs, ROTC, Recruiting Commands, MEPS, Foreign Liaison Officers, and instructor duty at various CoEs.

The process of ascertaining assignments and applying officers to them is lengthy and complicated. Every quarter, HRC determines and validates assignments Army-wide for all grade plates. It is up to the respective branches (i.e. ADA) to determine Officers Available to Move (OAMs) and to apply them based on requirements, strength of file, and officer preference when possible. The aforementioned is critical to the process, and an area where you can have positive influence in is the Year Month Available (YMAV) code. This simple code in YYYYMM format determines when an officer is available to PCS. Various factors affect this date to include TOS served (default is 36x months), command tenure (18-24 months), DEROS, MACP, and EFMP. Though it may sound complicated, all it really comes down to is keeping your assignment officer informed of your situation and advising him of your imminent change of command. We'll take into consideration the various factors mentioned above. Inform your assignment officer at a minimum 4-6 month from your expected change of command or 36 months TOS. Advance notice will ensure adequate timing to declare your eligibility to PCS and ALLOW YOU A READ AHEAD OF AVAILABLE ASSIGNMENTS TO WHICH PREFERENCES CAN BE SUBMITTED! Afterwards, it's simply a matter of patience for that RFO to appear in your AKO. Officers failing to heed this prudent advice could find themselves caught short without a follow on or obligated to take a less desirable assignment.



What about Non-MEL Scholarships and Internships?

For our most highly qualified officers, consideration should be given to several unique opportunities of broadening assignments noted below. Many of these programs offer an advanced degree coupled with a utilization tour at various senior level staffs. A new feature of this year's scholarships and fellowships is that officers are now permitted to apply to multiple programs at once. Below is a quick rundown of the fellowships and scholarships available for Senior Captains upon completion of their Key Development Assignment:

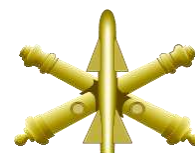
General Wayne A. Downing Scholarship (MILPER Message 11-364): Sponsored by the West Point Association of Graduates (WPAOG), this program aims to develop the strategic thinking of tomorrow's operational leaders by providing selected Army Officers the opportunity to study terrorism and counterterrorism at top tier graduate schools. Universities include but are not limited to US based schools such as Columbia University School of International and Public Affairs, Georgetown University National Security Program, Harvard University Kennedy School of Government and other prestigious programs. Foreign universities are also available at Kings College, War Studies Department, London, UK; University of St. Andrews, St. Andrews, UK; Queen's University, Belfast, UK, and others.

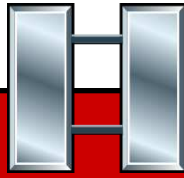
Olmsted Scholar Program (MILPER Message 11-367): The Olmsted Scholar Program provides future leaders an "unsurpassed opportunity to achieve fluency in a foreign language, pursue graduate study at an overseas university and acquire an in-depth understanding of foreign cultures, thereby further equipping them to serve in positions of great responsibility as senior leaders in the United States Army." Scholars will attend extensive language training at the Defense Language Institute, Presidio of Monterey, CA or at an overseas location (TBD). Following successful completion of language training, scholars will study at a foreign university for 24 months.

U. S. Army Cyber Command Scholarship Program (MILPER Message 11-365): This program is a two-year, degree-producing program where selected officers will pursue a Master's Degree in Cyber Security at the University of Maryland and then complete a mandatory 3-year utilization assignment. The program consists of 33 credit hours and a major capstone paper/project. Additional credit hours may be required if the scholar's undergraduate degree is in a field other than Computer Science.

Joint Chief of Staff, Office of the Secretary of Defense, and Department of the Army Staff Internship Program (MILPER Message 11-366): The JCS/OSD/ARSTAF Intern program is a three-year program consisting of 3 phases: Phase I - Interns will complete a 36 credit, 10 course program in order to receive a Master's in Policy Management from Georgetown University. Phase II - Joint Staff or Office of the Secretary of Defense, upon earning their degree, interns are integrated into the policy and operational activities of the nation's senior military staffs to give them a broader perspective of operations within the military and our government. Phase III - Army Staff-Interns spend the third and final year of the program working within the Army Staff. Assignments to Army Staff positions are based upon unique skills acquired during Phase I and II of the program and interns are slated into demanding roles as lead action officers.

Strategic Education and Development Program (MILPER Message 11-369): This is a one-year, degree producing program where selected officers will pursue a Master's Degree in Public Administration from Harvard University and then complete a mandatory utilization assignment within the Deputy Chief of Staff, G-3/5 and the Office of Chief, Army Reserve. This program and follow-on assignment will be highly challenging and selected officers will regularly interact at the General Officer level within the Army, Joint Staff, and Office of the Secretary of Defense. Officers successfully completing this program will be awarded a skill identifier of 6Z (Strategic Education and Development) and transferred from their basic branch to Functional Area 59 (Strategist).





What about Non-MEL Scholarships and Internships?

Army Congressional Fellowship Program (MILPER Message 11-363): This Program educates Army Officers, Senior Noncommissioned Officers and Civilians on the importance of the strategic relationship between the Army and Congress. This is a 43-month program which includes pursuit of a Master's Degree in Legislative Affairs at George Washington University, service on the staff of a member of Congress, and utilization on the Army or Joint staff in a Congressional related duty position.

Please take the time to read through each MILPER Messages, application requirements and prerequisites for the aforementioned programs. Programs will specify which alternative scholarships you are eligible to apply for if you desire to apply for multiple programs. A new feature for this year's broadening opportunities is for officers to submit a 4187 indicating which scholarships they desire to compete for, last three OERs, and ORB. These documents will be reviewed by the officer's career manager, Leader Development Division, and Advanced Education Programs here at AHRC. Candidates approved by HRC will be contacted and asked to submit their entire application as required by the MILPER Messages.

All of these programs are AWESOME opportunities to gain perspective of our Army, see the world, and continue your professional education. Consider all of your options, study hard, and begin working on your applications!!

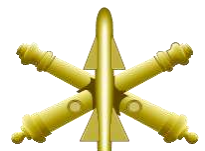
<http://www.hrc.army.mil/>

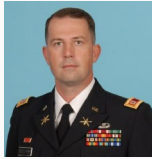
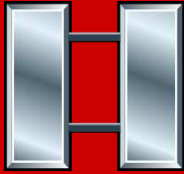


5-5 ADA BN ARTEPS at Joint Base Lewis



4-3 ADA BN SPEAR at Fort Sill, OK





From the Jr CPT/ LT Desk

CPT RONALD S. CROWTHER

DA Photo

Congratulations to those officers selected in the last Captain promotion board. Make sure to take a new DA Photo as soon as you pin Captain. The Army Service Uniform (ASU) is the uniform of choice for taking your DA Photo. The green Class A uniform is still authorized until the phase out date; however, do you want to be seen in and associated with an item the US Army is phasing out? If you already pinned Captain and still have a Lieutenant DA Photo, I recommend scheduling a time to take a new one.

Lieutenants, you don't need to wait until you are promotable to Captain, you should also have a current DA Photo on file. Officers should take a new DA Photo BEFORE a deployment, after promotion or new awards are received, or if your physical appearance changes (e.g. weight loss). Your awards should be worn in the same order as shown on your ORB. I recommend taking a Photo Buddy with you on the day of your photo, so they can ensure nothing looks out of place or awkward. Additionally, it is OK to look like you enjoy being a Soldier in the US Army.

If you don't have a current DA Photo on file, your personnel file is deficient!

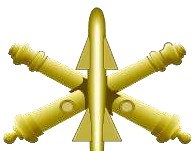
When Is The Right Time To Attend CCC?

Officers should attend CCC within 12 months of pinning Captain. In the past this was not always possible in the Operational Environment of the last 11 years. However, the CSA has put a renewed focus on Career Timeline Management. The focus is on ensuring Captains attend CCC earlier and then for them to go to a location that will afford them an opportunity to take Battery Command. Once you have completed Battery Command, you will have a chance to serve in a Broadening assignment to help make you a more well rounded Army Officer.

Talk to your Battalion and Brigade Commander about the right timing for you to attend CCC once you pin Captain. Submit a DA 4187 (signed by the Battalion Commander) through your S1 requesting attendance to the CCC that fits your timeline. Below is a list of CCC class dates through November 2013.

FY13 ADA Captains Career Course Dates			
Class #	Start Date	End Date	Open Seats
001-13	2012-11-05	2013-04-11	10
002-13	2013-01-28	2013-05-29	0
004-13	2013-06-03	2013-10-23	25
005-13	2013-07-22	2013-12-12	32
001-14	2013-11-04	2014-05-10	37

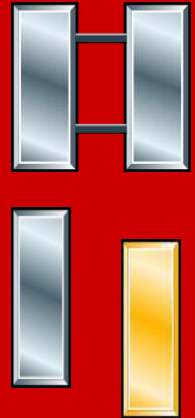
Typically, we (HRC) will visit your CCC within the first six weeks of the course. We will provide a brief covering information that will help you better manager your career, and then we will sit down with each Officer (one-on-one) to discuss your file and your preferences for your next assignment.



Volunteer Transfer Incentives Program (VTIP)

Are you thinking about leaving Active Duty or would you like to experience something different than Air Defense, then VTIP is an option for qualified Officers. The VTIP replaced the previous Functional Area (FA) board and Branch Transfer processes. The VTIP boards are held four times a year (quarterly). VTIP is open to 1LT(P)-MAJs with less than 14 years Active Federal Commissioned Service (AFCS). There is no limit to the number of times an Officer can apply for VTIP. Officers who have undergone or are pending an unfavorable action are not eligible for this program. Unfavorable actions include but are not limited to: pending or have been found guilty under any form of Uniform Code Military Justice (UCMJ) action as a Commissioned Officer; received a General Officer letter or memorandum of reprimand (GOLOR/GOMR); two time non-select for promotion; fails to meet army physical fitness or army height/weight standards IAW AR 600-9; and officers that have received a referred OER or Academic Evaluation Report (AER).

The 1st QTR, FY 2013 VTIP board [MILPER Message 12-315](#) was released on 2 October 2012. The board will convene on 26 November 2012, and the result of the board will be released in late December 2012. Officers selected for VTIP will incur a three year ADSO to be served in the approved Branch or FA. During the last VTIP board, twelve Officers applied with four (25%) Officers selected to serve in a FA. Based on the results of previous boards, an Officer must have a strong file (OERs) which shows significant potential for future service in the Army. Before considering the VTIP, call your Assignment Officer to discuss the best timing for submitting a VTIP packet.



Funded Legal Education Program (FLEP)

The Office of The Judge Advocate General is now accepting applications for the Army's Funded Legal Education Program. Under this program, the Army projects sending up to 25 active duty commissioned Officers to law school at government expense. Selected Officers will attend law school beginning the Fall of 2013 and will remain on active duty while attending law school.

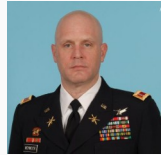
Interested Officers should review Chapter 14, AR 27-1 (The Judge Advocate General's Funded Legal Education Program) to determine their eligibility. This program is open to Commissioned Officers in the rank of Second Lieutenant through Captain. Applicants must have at least two, but not more than six, years of total active Federal service at the time legal training begins. Eligibility is governed by statute (10 U.S.C. 2004) and is non-waivable.

Eligible Officers interested in applying should immediately register for the earliest offering of the Law School Admission Test. Applicants must send their request through command channels, to include the Officer's branch manager at HRC, with a copy furnished to:

Office of The Judge Advocate General
ATTN: DAJA-PT (Ms. Yvonne Caron-Rm 2B517)
2200 Army Pentagon, Washington, DC 20310

Application must be received by 1 November 2012. Submission of the application well in advance of the deadline is advised. Interested Officers should contact their local Staff Judge Advocate for further information.





From the WO Desk

CW4 CHRIS L. WEHMEIER

I would like to thank each and every one of you for your continued dedication to our Nation, Branch and Army. I would ask that all of you take the opportunity to make a difference in the future of our Warrant Officer Corps and Air Defense branch by mentoring intelligent and motivated Soldiers who choose to follow in your footsteps. Keep up the great work.

Promotion Data

Congratulations to all that were recently selected for promotion to CW3/4/5. This is a great achievement in your career and well deserved! This year the promotion percentages dropped for CW3 and CW5 however CW4 promotion percentages remained neutral.

Tech Service Promotions Army

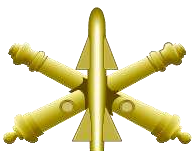
GRADE	AZ	PZ	BZ
CW5	7.1%	26.1%	0.4%
CW4	54%	80%	N/A
CW3	38%	75%	N/A

FY12 CW3/4/5 Tech Service Promotions

GRADE	Army Selection	ADA selection	140A	140E
CW5	9.7%	10%	0%	13%
CW4	73.6%	55%	66%	63%
CW3	66.8%	56%	38%	69%

Comparative Analysis (AD) Selected FY10 vs FY11 vs FY12

CW3	86% > 78% > 62%	Downward
CW4	64% > 55% = 55%	Neutral
CW5	25% > 21% > 10%	Downward



Exceptional Family Member Program

35% of the ADA Warrant Officers who have a family member enrolled into the Exceptional Family Members Program (EFMP) have expired documentation. In some cases the documentations have not been updated in years. This will prevent your family from PCS'ing with you to your next assignment, not prevent you from a PCS. It is your responsibility to ensure your EFMP is updated correctly, so your PCS can go as smooth as possible. The names of Warrant Officers with expired EFMP will be briefed to Commanders during HRC's site visits.



Records Review

My fellow warrants, it's a must to remain engaged and conduct PMCS on your records. I recommend reviewing them once a year and ensuring that you save a copy of your iPERMS files both digitally and in hard copy. It is never too early to start preparing your file for the board, and if you PMCS your file annually, then you will be well ahead of the ball game and many of your peers. CW2's need to remove their NCOER's and 1059's that were received from NCOES and any other document that was/is specific for a NCO/enlisted specific course. The rule of thumb is, if both an officer and an enlisted Soldier can attend the course, then you can have it in your records.

If your appearance and/or awards have changed you need to get an updated DA Photo. I do not recommend waiting until the last minute before a board opens. Your DA Photo is your handshake to the board members. Make sure you have a buddy review your uniform prior to the photo. Two sets of eyes are always better than one. you want to make the best impression you can in your photo.

Professional Military Education

Both the 140A and 140E MOS have a Warrant Officer Advance Course (WOAC) Phase 1 that is a TDY and return or a TDY en-route to your next duty assignment. In order to be enrolled into either of these courses, the Distance Learning Action Officer Development Course must be completed. Send your request (DA 4187) for WOAC Phase 1 through your Battalion or Brigade Commanders via a DA 4187 to HRC.

Air Defense Artillery WOAC Phase 2 is a PCS. All ADA Warrant Officers are required to complete WOAC Phase 1 before attending Phase 2. Once both of these courses are complete, you will be awarded a Military Education Level (MEL) of 6 on your ORB (WOAC GRAD), and continue your Warrant Officer PME through the Warrant Officer Career College's Warrant Officer Staff Course (WOSC) and the Warrant Officer Senior Staff Course. Call before you submit a DA 4187 to ensure there are still seats available in the class you are requesting.

The Professional Military Education system serves a purpose. It is an opportunity for you, as a warrant officer, to gain the institutional knowledge, education and a few additional tools for your kit bag. Many of you have heard me say that the Professional Military Education could be a discriminator for promotion; I still believe this to be a very true statement. I am not implying that you will not be promoted without having attended, but PME makes you more competitive and marketable; and it could be used as a potential discriminator for promotion.

Helpful Resources

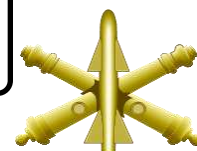
HRC's web site will get you to the locations you need in order to review MILPLER messages, ORB's, iPERMS, ATRRS, etc. <https://www.hrc.army.mil/PERSINSD/Tools%20and%20Applications%20Directory>

US Army Warrant Officer Career College: <http://usacac.army.mil/cac2/WOCC/>

HRC ADA Branch (CAC required): <https://www.hrc.army.mil/site/protect/branches/officer/mfe/airdefense/index.htm>

Preparing for Retirement: There is a new Army Website designed to help Soldiers determine eligibility for a variety of benefits. Retirement is a key component of the website. Go to this link to learn more:

http://myarmybenefits.us.army.mil/Home/Benefit_Calculators/Retirement.html





Future Readiness Officer

CPT Orlando Carmona

1



Greetings from the great state of Kentucky, birth place of one of our most well known presidents Abraham Lincoln. I am privileged and honored to serve as your Future Readiness Officer (FRO). The AD Team at HRC works hard on a daily basis to fill mission requirements based on the needs of the Army and the Branch while considering officers' career progression, preferences and Families. I want to thank my predecessor CPT (P) Ron Crowther for his commitment to the branch and the stellar job he did as the FRO.

I highly encourage you to read the ADA Newsletters thoroughly. Do not just read your assignment officer's page, for you may miss out on valuable information that may affect your future as you progress through the ranks. Our main goal with our newsletter is to keep you up to date on current trends, schools, boards, regulations, ALARACT messages, and MILPER messages, in addition to give advice on OERs, ORBs and board files. If you have questions about the information on the newsletter, don't hesitate to contact us.

We are committed to providing first rate customer service to our officers and branch. Thank you for the integral part you all play in securing our country's freedoms. I'm looking forward to working with all of you.

HOT Off The Press: OER Enhancement

The Secretary of the Army and the Chief of Staff of the Army recently approved additional changes to the officer evaluation system to better align with current Army leadership doctrine. These changes will more accurately evaluate the performance and potential of Army officers, better inform and equip leaders and create a more transparent process for officer assignments and selection. The enhancements are planned for implementation by the end of calendar year 2013. Visit the following link on for an informative article on the upcoming changes. http://www.army.mil/article/87652/Army_changing_Officer_Evaluation_Reports/

There is going to be lot information to follow on this subject. Start educating yourself now to better prepare yourself for the changes.



C/1-7 ADA Deployment to SWA, 2009-2010

ADA PHOTOS

WANTED!

We would like to put your photos in the HRC ADA Newsletter. Please send us your photo(s) for a chance to have it posted and credited to you in our next newsletter release! Send your photo directly to:

orlando.carmona.mil@mail.mil



AIR DEFENSE ARTILLERY

Future Readiness Officer

CPT Orlando Carmona

NEW ALARACTs/ Army Directives/ MILPER Messages

IAW ALARACT 193/2012, Unqualified Resignation (UQR) packets must be submitted at least 180 days before the requested separation date. In order to ensure a smooth transition in executing this new policy, HRC accepted and processed those UQRs already submitted by officers and endorsed by the appropriate chain of command authorities before 2 August 2012.

If an Officer's request for resignation is not approved within 10 days before the release from active duty (REFRAD) date, the REFRAD date will be pushed back 30 days. The affected officer will be notified by memorandum and advised to coordinate the new REFRAD date with his or her transition center.

ALARACT 267/2012, Army Directive 20120-20 (Physical Fitness and Height and Weight Requirements For Professional Military Education) revises Army Policy for APFT and height and weight standards for All Soldiers (ACC, AR, AGR) to attend Professional Military Education (PME). Officers who are flagged for failure to pass the APFT or comply with Army height and weight standards are not eligible for selection, scheduling, or attendance at the PME schools or courses listed below. Officers become eligible once flags are removed from their file. In addition, Officers enrolled in PME schools and courses will no longer continue institutional training or remain in the schools courses if they cannot meet physical fitness and or/ height and weight requirements. This policy change is effective for PME schools and courses instructed in resident or by Mobile Training Teams (MTT) starting on or after 1 November12

- Senior Service College (SSC)
- Intermediate level Education (ILE)
- Captain Career Course (CCC)
- Warrant Officer Advance Course (WOAC)
- Warrant Officer Staff Course (WOSC)
- Warrant Officer Senior Staff Course (WOSSC)

Read ALARACT 267/2012, Army Directive 2012-20, DTG 281929Z SEP 12, in its entirety for further guidance on actions required if Officers fail the APFT or do not comply with Army height and weight standards while at schools or courses. ALARACT 267/2012, Army Directive 2012-20 also effect NCOES schools and courses.

To review ALARACT messages go to: <https://www.us.army.mil/suite/page/550282> or <http://www.hrc.army.mil/> (Self-Service).

To review MILPER Messages go to: <http://www.hrc.army.mil/> (Self-Service).



Future Readiness Officer

CPT Orlando Carmona

My Board File Certification Report

From the Department of the Army Secretariat for Selection Boards: We are pleased to announce the My Board File (MBF) Certification Report. This report is designed to provide commanders and HR professionals with the ability to track the status of board file view/certification data for Soldiers in their formation eligible for upcoming DA Selection Boards. During a selection board, board members have the ability to view the candidates MBF certification status. Visit the following link for more information.

<https://forums.army.mil/SECURE/CommunityBrowser.aspx?id=1853440>



AD Branch Chief, LTC Darne presents Riki M. Ellison with a custom Louisville Slugger Bat during an OPD held at Fort Knox, KY. Mr. Ellison is Chairman and Founder of Missile Defense Advocacy Alliance (MDAA). He briefed the HRC Team and 2-44 ADA on how MDAA contributes to the AD Community.

