REALIGNMENT A MAJOR STEP FORWARD (U) ARMY WAR COLL
CARLISLE BARRACKS PA C N BULLARD 15 APR 85
In 1979, the Chief of Staff of the US Army (CSA) made the decision to realign Career Management Field 67, Enlisted Aviation Maintenance (CMF 67) due to problems in morale, maintenance standards, training deficiencies and other major problems within the enlisted aviation community. These problems were having a severe impact on retention of qualified aviation maintenance personnel and it was apparent that something had to be done to "fix" the system. When fully implemented, the realignment/restructure would affect over 2,500 enlisted personnel. (See continuation)
soldiers within the enlisted aviation career field. The study leading up to this decision and the problems encountered in implementing the CSA guidance along with lessons learned and recommendations for future realignments will be the main thrust of this essay.

This essay, by use of the historical method of research, provides the history of CHF 67 prior to the restructure as well as the problems encountered during each major phase of the realignment.
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USAWC MILITARY STUDIES PROGRAM

CAREER MANAGEMENT FIELD 67-AVIATION MAINTENANCE REALIGNMENT
A MAJOR STEP FORWARD

AN INDIVIDUAL ESSAY PROJECT

by

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Project Advisor

Accession For

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ABSTRACT

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In 1979, the Chief of Staff of the US Army (CSA) made the decision to realign Career Management Field 67, Enlisted Aviation Maintenance (CMF 67) due to problems in morale, maintenance standards, training deficiencies and other major problems within the enlisted aviation community. These problems were having a severe impact on retention of qualified aviation maintenance personnel and it was apparent that something had to be done to "fix" the system. When fully implemented, the realignment/restructure would affect over 2500 enlisted soldiers within the enlisted aviation career field. The study leading up to this decision and the problems encountered in implementing the CSA guidance along with lessons learned and recommendations for future realignments will be the main thrust of this essay.

This essay, by use of the historical method of research, provides the history of CMF 67 prior to the restructure as well as the problems encountered during each major phase of the realignment.
HISTORY AND PLANNING PHASE

Keeping today's wide variety of sophisticated Army aircraft flying has always been a demanding job. Soldiers who have this responsibility must be familiar with a vast array of mechanical, electrical, and hydraulic systems. As new aircraft such as the UH 60, CH 47D, and the AH 64 are introduced into the inventory, the demands on the aviation maintenance soldier increase dramatically.

In 1979, the Department of the Army, after realizing that the quality of aviation maintenance was losing ground, directed that the Army Aviation Maintenance Career Management Field 67 be studied. Under the sponsorship of Mr. Joe Cribbins of the Deputy Chief of Staff Logistics office, the study conducted a detailed evaluation of the 17 aircraft repair and aircraft component repair military occupational specialties (MOS) which constituted the enlisted Aviation Maintenance Field (CMF) 67. The study concluded that the apparent decline in Army aviation maintenance effectiveness could be attributed to:

1. An inadequate organizational structure.
2. An ineffective MOS structure.
3. Inappropriate grade authorizations.
4. Unsatisfactory retention rates.
5. Less than effective training programs.
6. Increased equipment complexity.
The above study produced approximately 76 findings and 48 recommendations pertaining to the above problem areas. The Vice Chief of Staff of the Army (VCSA) was briefed on this study on 29 September 1980 at which time he agreed to the findings and directed the Training and Doctrine Command to assess these findings and develop an implementation plan. The US Army Transportation School (now the US Army Aviation Logistics Center) as proponent was tasked to develop the plan which was briefed to and approved by the VCSA on 23 February 1981. The plan, which recognized the critical interrelationship between force structure, training, personnel management and unit mission was designed to accomplish the following:

1. Revise the CMF 67 MOS structure from 17 MOS grouped in two subfields to 30 MOS divided into six subfields. The approved new CMF 67 structure and the structure as it was at that time is shown at Appendix A and B.

2. Revise appropriate Army regulations to implement the new CMF 67 MOS structure.

3. Develop a plan for reclassification and transition to the new CMF 67 MOS structure.

4. Develop comprehensive aviation maintenance training courses and literature to support each MOS in the revised CMF 67 MOS structure.

5. Review Aviation MACRIT data collected by the Sample
Data Collection Program to determine appropriate MOS, grades, skill levels, and density for staffing organizations using the revised CMF 67 MOS structure.

6. Review all enlisted aviation maintenance positions in the Army and coordinate with MACOMS, ARSTAF, and MILPERCEN to recode the positions in accordance with the revised CMF 67 MOS structure to include coding positions with appropriate SQIs and/or ASIs. The resultant structure should permit retaining crew chiefs with a designated aircraft system by mission design series aircraft through grade E-6. Further, the structure must provide adequate aviation maintenance personnel in the correct MOS, skill level, and grade to maintain a high state of aviation readiness. The structure must be grade feasible, sustainable, and offer adequate career progression opportunity to retain experienced personnel.

7. Review the CMF 67 Study findings on non-aviator flying status for enlisted personnel and incentives for retention in CMF 67 and determine what changes in administration of enlisted flight pay and other monetary incentives are required to retain experienced aviation mechanics/crew chiefs. Monetary incentives are needed to retain nonflying crew chiefs in these vital jobs. (This subject will not be discussed in this essay.)

8. Review the number and grades of non-CMF 67 soldiers reenlisting for CMF 67 and determine what restrictions should be placed on the total number and grade of non-CMF 67 soldiers that
are permitted to reenlist for CMF 67. (CMF 67 has since been closed to all non-CMF 67 personnel unless approved by MILPERCEN).

9. Review CMF 67 Study findings on aero scout observers and helicopter door gunners and determine what changes in Army policies are required to be made.

The above plan which got underway in earnest in early 1982 was originally scheduled for final implementaion on 1 April 1984 and was designed to:

1. Restructure CMF 67 to provide technical inspectors for each aircraft type.
2. Provide a technically qualified E-7 supervisor for a two aircraft family.
3. Improve supervision and career progression.
4. Revise AIT to train "doer" and not assistant repairer.
5. Revise training for SL 30/40 supervisors.
6. Provide training for technical inspectors.

The realignment required the deletion of 3 MOS: 67W (Aircraft Quality Control Supervisor), 67240 (Aircraft Maintenance Senior Sergeant), and 68M30 (Aircraft Weapons Systems Repairer). Other major changes included the addition of 13 new MOS, the majority of which were in the new 66 series MOS, Technical Inspector. In addition, approximately 2500
reclassification actions were required to be completed during the revision of CMF 67. Revised MOS specification and reclassification guidance was published by letter of notification and was included in Change 20 to AR 611-201. See Appendix C for a list of the new MOS. In order to effect a smooth transition to the new MOS structure, the reclassification effort was centralized at DA MILPERCEN level with proponent representatives from the US Army Aviation Logistics Center, Ft Eustis, Va providing assistance in the actual review of individual reclassification actions. Included in the reclassification packet was a completed survey/questionaire which was provided to and completed by each soldier. This survey was a great asset during the reclassification effort in that it provided the soldier's past experience, Commander's/First Sergeant's recommendation and the soldier's desires. These factors were matched against the needs of the Army after the realignment authorizations were considered and a decision was then made as to what MOS a particular soldier was awarded. The reclassification effort will be discussed more in detail later in this essay.

The realignment of CMF 67 was designed to greatly enhance the overall efficiency of aviation maintenance. When fully implemented it will produce better career opportunities for career progression, schooling, promotion, and personal satisfaction for the enlisted soldiers who serve in Army
aviation. The remainder of this essay will be devoted to a more detailed discussion of the above realignment followed by lessons learned and recommendations for future realignments of this magnitude. Because this essay has two objectives; to give recommendations for future revisions and to serve as a historical document for the CMF 67 realignment, I have included numerous historical documents such as messages and memos for future use as required.

MILESTONES

The CMF 67 realignment was not something that could be accomplished overnight. In an effort to control this revision and to track the major actions involved, a milestone chart was formulated and followed as much as possible. While the majority of these milestones were met with only minor problems some proved to be major obstacles, the most serious being that of documenting the new MOS in the MTOE/TDA in the field. Problems associated with documenting the CMF 67 realignment will be discussed in further detail later in this essay. A copy of the original MILESTONES is attached at Appendix D.

EDUCATING THE FIELD

In order to "advertise" this major aviation revision a team comprised of members of the Transportation/Aviation Branch, Enlisted Personnel Management Directorate, MILPERCEN, Alexandria, VA., and the US Army Aviation Logistics Center (USAALC), Ft.
Eustis, Va., conducted world-wide briefings during the period September 1982 through June 1983. This team of aviation "experts" visited all major installations on two separate occasions, conducting briefings to the staff and all aviation soldiers. In addition, they left blank survey questionnaires for completion by each soldier affected by the revision. This survey would prove to be an invaluable asset in determining exactly what military occupational Specialty (MOS) to award those soldiers who were required to change MOS's under the new alignment. On the second visit, this team collected the completed surveys and conducted on-site interviews with the affected soldiers. These one on one briefings and personal interviews proved to be highly successful due to the fact that the soldiers affected felt that the realignment must be important or "HOS DA" or "my assignment branch" would not have sent their representatives. In any event the world-wide briefing tour was deemed a success because it added credibility to the proposed realignment. A copy of the briefing presented during these visits is attached at Appendix E.

TRAINING

During the early stages of the CMF 67 realignment study, it was determined that there would be a requirement to train to Army standards approximately 1500 soldiers during FY 84 and FY 85 to meet the initial Army requirements for qualified Aircraft Technical Inspectors, the new 66 series MOS. The CMF 67 realignment plan included the documentation of this new MOS which
planning put into this action that the realignment of the enlisted aviation CMF will produce better career opportunities for schooling, promotion, and personal satisfaction for the soldiers who serve in Army Aviation.
adhered to. Our force development people in the field can only do so much.

5. Insure that SSC-NCR review all Consolidated TOE Updates (CTU) prior to release by TRADOC to insure that the Standards Of Grade (SGA) is uniform and accurate. This review proved to be invaluable during the CMF 67 realignment. TOE development, to include application of SGA must provide an accurate design model for use in the MTOE documentation process.

6. Improvement must be made in the quality and content of Letters of Notification, DA Circulars and Army Regulations.

7. All changes must include thorough coordination with the National Guard and Reserve Components.

8. Continue to schedule pre-moc window briefings by SSC-NCR on the changes slated for each MOC window. This will afford each MACOM the opportunity to review programmed changes prior to execution.

9. Provide on-site visits of representatives from the DA level responsible for monitoring realignments.

10. Insure that adequate "safety measures" are incorporated in all MILESTONE time charts to insure that documentation is correct prior to any major reclassification action.

It is quite evident that the realignment of CMF 67 was handled in a manner so as not to duplicate past mistakes during similar actions. I am confident that because of the effort and
planners who were involved because it is quite evident that all their long tedious hours of "stubby pencil" work has paid off.

It would be difficult to undergo a realignment of this nature without learning something and this action was no exception. In this regard I will close this essay with the following recommendations:

1. Reclassification authority should continue to be centralized at the DA MILFPERCEN level to preclude reclassification actions in the field based on personalities and not on the soldiers experience and the needs of the Army.

2. The ODCSOPS must put more "teeth" into their system for requiring MACOMS to change MTOE/TDA. It appears that under the present system, MACOMS change those areas that they want to change or those that they can afford to change rather than change those that they have been directed.

3. A review of all major changes of this magnitude must be made prior to allowing these changes into the "system" at ODCSOPS. This will preclude letting unauthorized changes into the system.

4. The number of force development trained officers and NCO'S must be reviewed for possible increased authorizations. Many problems encountered during this realignment were due to a shortage of qualified people to make the required changes. This is especially crucial when the MACOMS get so many changes "dumped" on them from all levels. Priorities must be set up and
deemed a "success" because of this follow up action by all concerned.

A recent review of the authorizations within CMF 67 reveal that the overall strength across all grades was at the 105% level and was scheduled to be at approximately 103% by June 1985. A closer look shows that the overall authorizations at the E-5 level had dropped from 5289 prior to the realignment down to 4153 in June 1985. When the final authorization for E-5's reaches the 3800 area the new alignment goals for that grade will be reached and the excess authorizations and the problems associated with that excess will be alleviated. Coordination with DA MILPERCENT in March 1985 revealed that they are closely monitoring the reclassification action and authorizations within CMF 67 to preclude the occurrence of any unmanageable problems.

SUMMARY AND RECOMMENDATIONS

The realignment of CMF 67 was a major undertaking. Planning was initiated in 1979 and before the actual plan was implemented over five years had passed. During these five years there were thousands of man-hours expended by all concerned to insure a smooth transition from one structure to another. The task of these Army planners was to take the Aviation CMF and almost double it and to do so with no plus ups in authorizations. In addition, they were directed to establish a training program for the new aviation MOS and to set up better training at the Advanced Individual Training level. My hat is off to those
the Army were reminded by message that in accordance with Appendix A, DA Circular 611-83-1, each installation would be provided a by-name listing for DA MILPERCEN in June 1984 of personnel to be reclassified. Detailed reclassification instructions were also provided with each list along with guidance that stated that no Aviation Maintenance soldier would be reclassified under this effort until such time as the "official" list was released at DA MILPERCEN. The only exception to this policy was for soldiers who were currently attending the MOS 66 Technical Inspector course at FT Eustis. These soldiers were awarded the appropriate 66 series MOS by the USAALC upon completion of the required training. In addition, enlisted soldiers who were enroute to new assignments on 1 July 1984 were instructed to continue according to their original assignment instructions. A by-name listing of all soldiers in a Permanent Change of Station status was provided each gaining installation for use in their planning and for reclassification of these soldiers after their arrival.

The initial MACOM reclassification documentaion for the July 84 MOC window contained numerous errors of various degrees with approximately 480 such errors noted. However, after a review by MILPERCEN and subsequent guidance to the field, the errors were corrected on a case by case basis with approximately 25 reclassification actions remaining to be completed by the end of March 1985. The CMF 67 reclassification action was officially
Elton's decision to implement the reclassification of almost 2600 aviation soldiers meant that the planning which had begun in 1979 would finally be officially "laid in concrete".

Upon implementing the reclassification actions on 1 July 1984, it was discovered that while the MACOM documentation was better, some errors still existed. However, this was anticipated prior to the actual implementation and because of the off-line systems mentioned before EPMD was able to monitor the problem areas and "fix" them as time permitted. While the Army needs to get away from having to manage off-line, in this instance it was the only alternative available without further delaying the long awaited reclassification for the third time.

As a point of interest this reclassification action also included changes for CMF 63 Power Generator Operators which were to be accomplished along with the CMF 67 actions. While this essay did not address the problems associated with this action, it should be noted that the requirement to submit these changes along with the aviation reclassifications compounded the problems encountered throughout the realignment due to the magnitude of required changes. A summary of the CMF 63 changes is attached at Appendix N.

IMPLEMENTATION PHASE

As previously stated, the reclassification action affecting in excess of 2500 aviation soldiers was officially implemented on 1 July 1984. Prior to this date personnel officers throughout
Due to the substantial errors and omissions which continued to exist in MACOM documentation, the DCSPER, LTG Elton made the decision to delay the reclassification of aviation soldiers under this realignment from 1 April 1984 to 1 July 1984 with one additional documentation scrub planned for May 1984. A copy of the message announcing this change is attached at Appendix L. In this message LTG Elton encouraged MACOM Commanders to work closely with their force development people in a combined effort to solve this problem.

In an additional effort to "fix" the above documentation problems prior to the reclassification action a documentation team from the Soldiers Support Center visited the MACOMS once again beginning in January 1984 to assist their documentors in identifying problems and to provide any guidance possible. The next input which was due to arrive in Washington for the July 84 MDC window was reviewed during these visits. This visit coupled with the past efforts at identifying documentation problems finally paid dividends because when a pre-scrub of MACOM input was reviewed again in May 1984 the error rate had improved substantially. The actual MACOM CMF 67 documentation error rate is attached at Appendix M. Due to this drastic improvement in documentation, the DCSPER made the final decision to go ahead with the 1 July 1984 CMF 67 reclassification action as planned. Up to this point all actions had been in the planning stages only, with no official changes made to existing MTQE/TDA. LTG

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(MOC) window. This was made possible by a decision by ODCSOPS to accept these changes as "Proponent Approved" which speeded up the process considerably. Another re-scrub of these most recent changes was scheduled for 20 December 1983 at which time another go/no-go decision would be made as to whether or not to go ahead with the reclassification of the almost 2600 aviation soldiers. These documentation scrubs and the problems leading up to them were briefed to the DCSPER of the Army on 12 December 1983. Copies of charts used during this briefing are attached as Appendix J. Other correspondence dealing with these problems is included for historical purposes at Appendix K.

During January 1984, the input which resulted from the November 83 re-scrub was again reviewed by SSC-NCR and the Aviation Logistics Center. This review revealed that although the documentation had improved, there were still significant errors noted, especially in the Standard Of Grade area. More specifically, the majority of the problems involved regrading positions in the MTOE/TDA to bring the grade spread into line with approved Standards Of Grade; reclassification from one MOS to another on a one-on-one basis; or the retitling of a position for clearer indentification. In some instances MACOMs made changes that were outside the levels for which their units were resourced. The guidance from the beginning was to make all changes within current levels of authorizations with no plus ups authorized.
4. Skill level 40 capper MOS not documented or not documented properly.

In an attempt to expeditiously correct the documentation deficiencies, the USAALC and MILPERCEN supported by the Soldiers Support Center, NCR hosted a conference to "fix" the documentation. MACOMs were requested to send qualified representatives to participate in a scrub of all MTOE/TDA and to correct the errors. This conference was held on 14 November 1983 in Washington D.C. Since all documents were required to be accurate before the reclassification actions could be implemented, each MACOM was asked to participate with their best force development personnel. During this scrub each document was reviewed using the most recent MACRIT chart to determine the required grades for each aviation unit. If accomplished properly this procedure would insure a proper grade distribution within each unit, thereby eliminating the excess at the E-5 level.

Upon completion of the above re-scrub of documentation on or about 16 November 1983 the MACOM representatives were requested to return to their respective commands, make the required changes and resubmit these changes by 30 November 1983. This was almost a "mission impossible" due to the sheer magnitude of changes required and shortage of qualified force development personnel. Despite these monumental problems, the larger MACOMs such as Forces Command, Europe and Korea were able to submit their changes in time to make the 30 November mini management of change
aviation realignment was designed to alleviate this problem.

In an effort to insure proper documentation throughout the field, item number nineteen of the milestones required that the Soldiers Support Center, National Capital Region, in Alexandria, Va. review all CMF 67 documentation changes submitted by the Major Commands (MACOM). The first documentation review was scheduled for 1-30 November 1983. The decision was made early on to delay the major reclassification effort if in fact the documentation changes submitted from the field were not correct. This decision was to pay dividends later due to the fact that the initial effort from the field to document the CMF 67 changes left much to be desired. During the initial review of MACOM documentation in early November 1983, significant errors/omissions in application of the CMF 67 restructure guidance specified in change 20, AR 611-201 were identified. These errors included:

1. Revised Standard of Grade Authorizations (SGA) were not applied correctly. Most MACOMS did not change the authorizations for E-5's as directed. If allowed this would have resulted in a continuation of the grade infeasibility (excess E-5) problem.

2. Technical Inspectors (New MOS 66 series) not documented or documented incorrectly.

board in that it provided the soldiers past experience, the Commanders and First Sergeamts recommendations as well as the soldiers desires. These factors were matched against the needs of the Army after the realignment authorizations were considered and then a decision was made as to what MOS a particular soldier was awarded. Each soldier was notified of the boards decision by a personal letter signed by his assignment Branch Chief. See Appendix H for more detailed information in this area.

DOCUMENTING THE REALIGNMENT

As anticipated during the planning stages of the revision, documentation of the required changes proved to be the most critical of all required actions. One of the purposes of the realignment was to provide a feasible Career Management Field space and grade structure. Prior to the decision to realign, the inventory of soldiers at the E-5 level in CMF 67 was severely short when compared to actual E-5 authorizations. See Appendix I. Aviation soldiers could advance to the grade of E-5 very rapidly. However, this rapid advancement resulted in an excess of E-5's and these soldiers would stagnate at that level with little or no chance of advancing to E-6. This resulted in a desire to migrate out of aviation into an MOS in which the soldier could be promoted to E-6. After promotion to E-6 some soldiers were allowed back into aviation. This time lag between reclassifications in some cases resulted in a deterioration of aviation maintenance skills. Proper documentation under the
armament repair personnel now remain in their respective subfields until they are promoted to EB.

During the planning stages of this realignment the decision was made to centralize the reclassification at the DA level to insure that the right soldier was placed in the right MOS. Past experience has proven that when a reclassification action of this magnitude is accomplished in the field, many times the field units document what they "want", not necessarily what they are authorized. As a result of this decision a message from EPMD, MILPERCEN was dispatched to the MACOMS in December 1982 announcing this centralization. The original plan called for the reclassification action to be implemented on 1 October 1983. This date was subsequently changed to 1 April 1984 and again to 1 July 1984. The reasons for these changes are discussed in the next section of this essay.

In order to accomplish the above centralized reclassification effort it was necessary to form a board that would meet in Washington, D.C. to review the records of all those aviation soldiers eligible for reclassification. This board was comprised of personnel from the USAALC and EPMD who were required to review a reclassification packet on each affected soldier. Included in this packet was an updated micro-fiche of each soldier's personnel file and a completed survey/questionaire which was provided to the soldier during the world-wide briefing tour. This survey proved to be invaluable during the conduct of this
identified and coordinated with on a case by case basis. School no-shows is an Army wide problem and requires constant monitoring and team work to eliminate.

Prior to the above training the non-commissioned officers working in the Aviation section of the Transportation/Aviation Branch formulated an outstanding off-line management system to track those soldiers who were identified to attend training prior to the actual award of the new MOS. Without this off-line tracking system it would have been virtually impossible to meet the required training under the realignment, especially when faced with the no-show problem which cropped up later on.

THE RECLASSIFICATION EFFORT

As mentioned earlier, the CMF 67 realignment required a major reclassification which would affect almost 2600 enlisted aviation soldiers. The majority of the reclassification effort was centered around the new 66 Technical Inspector series MOS. For example, a staff sergeant, MOS 67W30, Aircraft Quality Control Supervisor, with the majority of his/her experience in Utility/Cargo Airplanes would be reclassified to 66G30, Utility/Cargo Airplane Technical Inspector. This precluded personnel with only fixed wing aircraft maintenance experience through grade E6 being assigned as helicopter platoon sergeants or helicopter maintenance supervisors as E7's. A similar condition existed with aircraft component repair supervisors, however, under the new realignment, fixed and rotary wing
would make this training requirement "official". Personnel were selected for training to meet these new MOS requirements by a DA selection board made up of aviation qualified personnel from the USAALC and EPMD, MILPERCEN. The training program was established to allow for completion of all required MOS 66 training to fill the new authorizations by the end of FY 85. In order to accomplish this mission the Transportation/Aviation Branch, EPMD, MILPERCEN was required to identify and train qualified personnel on a temporary duty (TDY) enroute basis. TDY enroute was necessary in the beginning because MACOMS had not funded sufficiently to send soldiers TDY and return. In an effort to alleviate this training money problem a request for DA funding was sent to ODCSOPS on 2 December 1983. In addition, a message was dispatched from EPMD to all MACOMS asking for their assistance in making maximum use of TDY and return monies. See Appendix F and G. Although some training was delayed for the initial lack of qualified instructor personnel and availability of training aids, the initial 66 series MOS training got underway in May 1984. The major problem that has been surfaced since this training began is the problem of soldier no-shows which results in lost training seats and stretches out the time required to complete the training of required personnel. In an effort to alleviate this problem EPMD MILPERCEN has sent message traffic to installations concerned requesting their assistance. In addition, those MACOMS with the bulk of school no-shows are being
ENDNOTES

2. Ibid.
3. Ibid.
4. Ibid.
6. Ibid.
1. All personnel in grade E6 will be SSC.
2. All personnel in grade E5 will be SC2.
3. No change to grades E7, E8, E9, E10 and E11. All will have Technical Inspector position authorized at grade E6.
APPENDIX C
NEW CMF 67 MOS

66G - UTILITY CARGO AIRPLANE TECH INSPECTOR

66H - OBSN AIRPLANE TECH INSPECTOR

66N - UTIL HEL TECH INSPECTOR

66T - TACT TRANS HEL TECH INSPECTOR

67R - ATK HEL REPAIRER (AH-64 NEW A/C)

66R - ATK HEL TECH INSPECTOR (AH-64 NEW A/C)

67I - SCOUT HEL REPAIRER (OH-58A NEW A/C)

66I - SCOUT HEL TECH INSPECTOR (OH-58A NEW A/C)

66Y - ATK HEL TECH INSPECTOR

66V - OBSN SCOUT HEL TECH INSPECTOR

66X - HVY LIFT HEL TECH INSPECTOR

66U - MED LIFT HEL TECH INSPECTOR

66J - ACFT ARMAMENT TECH INSPECTOR
APPENDIX D
# DOCUMENTATION AND RECLASSIFICATION

## MILESTONES

<table>
<thead>
<tr>
<th>MILESTONE</th>
<th>LEAD AGENCY/COMMAND</th>
<th>STATUS</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. PROPOSED RESTRUCTURING TO SSC</td>
<td>TRADOC</td>
<td>Completed 1 Jul 1982.</td>
</tr>
<tr>
<td>2. MACOM STAFFING</td>
<td>SSC - NCR</td>
<td>Completed and approved 19 Dec 82.</td>
</tr>
<tr>
<td>3. DA STAFFING</td>
<td>SSC - NCR</td>
<td>Completed in Oct - Nov 82.</td>
</tr>
<tr>
<td>4. DCSPER APPROVAL</td>
<td>DCSPER</td>
<td>Completed. On 20 Dec 82, DCSPER approved CMF 67 restructure as a &quot;zero sum&quot; reclassification action for FY84. Additional REQT's generated by restructure will be reviewed by DCMO-FD and if validated w/b resourced in normal POM CYCLES.</td>
</tr>
<tr>
<td>MILESTONE</td>
<td>LEAD AGENCY/COMMAND</td>
<td>STATUS</td>
</tr>
<tr>
<td>--------------------------------</td>
<td>---------------------</td>
<td>--------------------------------------------------</td>
</tr>
<tr>
<td>5. LON Published</td>
<td>SSC - NCR</td>
<td>Completed. LON E-20-7 dated 13 Jan 83 provides details for restructure.</td>
</tr>
<tr>
<td>6. Training Scope to USAREC</td>
<td>TRADOC</td>
<td>Depending upon the establishment of new MOS for AH64 (6) AHIP (67S).</td>
</tr>
<tr>
<td>7. POS Edit Tape Prepared</td>
<td>SSC - NCR</td>
<td>Completed and distribution to MACOMs 16 May 83. Includes review of 200 TOE and 117 TDA.</td>
</tr>
<tr>
<td>8. CH 20, to AR 611-201 &amp; Circular to Printer</td>
<td>SSC - NCR</td>
<td>To printer 24 June 83.</td>
</tr>
<tr>
<td>9. Implementation Circular</td>
<td>TAGCEN</td>
<td>Sept 83 with total rewrite Oct/Nov 83 due to phys standards change (1E WITA) Change 1 to be published 1 Mar 84.</td>
</tr>
<tr>
<td>10. CH 20, AR 611-201 to Field</td>
<td>TAGCEN</td>
<td>Completed by TRADOC. DCSOPS review not complete due to plus ups in authorizations. Affordability study being conducted.</td>
</tr>
<tr>
<td>11. CCT Published</td>
<td>TRADOC</td>
<td></td>
</tr>
<tr>
<td>MILESTONE</td>
<td>LEAD AGENCY/COMMAND</td>
<td>STATUS</td>
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<tr>
<td>--------------------------------</td>
<td>---------------------</td>
<td>------------------------------------------------------------------------</td>
</tr>
<tr>
<td>12. POI Approved</td>
<td>TRADOC</td>
<td>Presently at TRADOC pending official training approval.</td>
</tr>
<tr>
<td>13. ARPRINT Update</td>
<td>MILPERCEN</td>
<td>Completed. New MOS entered in ARPRINT.</td>
</tr>
<tr>
<td>14. Request Loaded</td>
<td>MILPERCEN</td>
<td>Depending upon the establishment of new MOS for AH64(67R) AH1P(67S).</td>
</tr>
<tr>
<td>15. Recruiting Begins</td>
<td>USAREC</td>
<td>When new MOS come on line. Recruiting should begin in 84.</td>
</tr>
<tr>
<td>16. Type B Changes in TAADS</td>
<td>MACOMS</td>
<td>Scheduled for Jul - Sep 83 MOC window. Driven by CCT 300-74.</td>
</tr>
<tr>
<td>Milestone</td>
<td>Details</td>
<td></td>
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<tr>
<td>-----------</td>
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<td></td>
</tr>
<tr>
<td>17. PERSACS UPDATE</td>
<td>MILPERCEN 15 Oct 83</td>
<td></td>
</tr>
<tr>
<td>18. TRAINING COMMENCES</td>
<td>T-School Oct 83 Ft Eustis may request delay.</td>
<td></td>
</tr>
<tr>
<td>19. REVIEW MACOM DOCUMENTATION</td>
<td>SSC-NCR 1-30 Nov 83 Notify MACOM(S) of errors in documentation.</td>
<td></td>
</tr>
<tr>
<td>20. AUTHORITY TO EXECUTE RECLASSIFICATION</td>
<td>MILPERCEN 1 Dec 83 Provided MACOM doc. is accepted. (Acceptable documentation critical.</td>
<td></td>
</tr>
<tr>
<td>21. PERSONNEL RECLASSIFICATIONS COMPLETED &amp; REPORTED THRU SIDPERS</td>
<td>MILPERCEN/ MACOMS NLT 1 Apr 84 Per reclassification guidance contained in LC with effective date 1 Apr 84.</td>
<td></td>
</tr>
<tr>
<td>22. PERSONNEL IN MTOE/TDA UNITS RECLASSIFIED</td>
<td>MACOMS Mar 84 Effective date of reclassification 1 Apr 84.</td>
<td></td>
</tr>
<tr>
<td>23. EFFECTIVE DATE OF MTOE/TDA</td>
<td>1 Apr 84</td>
<td></td>
</tr>
<tr>
<td>24. REQUISITIONS UNDER REALIGNMENT COMMENCE</td>
<td>MACOMS 1 May 84</td>
<td></td>
</tr>
</tbody>
</table>
YEAR OF FIELD EXPERIENCE. THE AIRCRAFT TECHNICIAN MUST BE COMPETENT IN THE TECHNICAL INSPECTION TASK FOR THE PARTICULAR AIRCRAFT THEY SERVICE. THE SOLICITOR MUST ACQUIRE THE COMPETENCE NECESSARY TO PERFORM TECHNICAL INSPECTION ON THEIR PERFORMED BY THE ALLIED TRADES JOB HOLDERS. THIS NECESSITATES RESIDENT TRAINING WITH HIGH TASK VERSATILITY AND TECHNICAL SKILLS. MINIMUM COURSE LENGTH FOR THE 3D GENDS IS 15 TO 20 WEEKS WITH A MAXIMUM OF 60 WEEKS.

A TRAINING PROGRAM HAS BEEN ESTABLISHED TO ALLOW FOR COMPLETION OF ALL REQUIREMENTS.  ALL OF THE TRAINING TO FILL 100 PERCENT OF THE 3D TRAINEE PERCENTAGE REQUIREMENT. THE TRAINING REQUIREMENT MUST BE COMPLETED BY 100 PERCENT.

IF AN ATTENDANT DISCOVERS THAT ALL REQUIREMENTS AND IS COMPLETED, IT MAY BE DEEMED A 100 PERCENT THE 3D AND THE DUTY PERCENT. THE 3D MAY DISCOVER THAT THEY DO NOT HAVE COMPLETELY COMPLETED OR THAT THEY ARE NOT COMPLETED.

UNCLASSIFIED
2 December 1983

SUBJECT: DA Funding for Aircraft Technical Inspector Training (66 Series MOS')

HQ, DA
ATTN: DASD-ZF (Mrs Ellard)
The Pentagon
Washington, DC 20310

1. The CH 167 Revision requires training to Army Standards approximately 1500 soldiers during FY 84 and FY 85 to meet the initial Army requirements for qualified Aircraft Technical Inspectors (66 Series MOS'). CH 167 authorization documents are currently undergoing revision to reflect the new MOS requirements. Personnel were selected for training to meet these new authorizations by a DA Selection Board.

2. The training program has been established to allow for completion of all required 66 Series MOS training to fill 100 percent of new authorizations by the end of FY 85. To successfully accomplish this training requirement, personnel must be scheduled TDY enroute or TDY and return.

3. At present, training seat allocations for early FY 84 are being filled by selected for training personnel in receipt of PCS instructions. Since 100 percent fill of training quotas cannot be maintained in this manner, massive TDY and return requirements will be necessary.

4. Currently, MACO'S are not funded to meet the TDY and return requirements. Minimum course length for the 66 Series MOS' is 11 weeks with a maximum of 20 weeks. Placing this financial burden on each MACO to accomplish a DA directed training requirement is not appropriate. Therefore, request that funds be appropriated from the Open Allot-ent for approximately 300 soldiers in FY 84 and 500 soldiers in FY 85 to attend the required 66 Series MOS training TDY and return.

5. Request this action receive expeditive processing so there will be no delay in meeting the Army training requirements.

MARK F. BRENNAN, JR
LTC, GS
Chief, Specialized Training Branch
RECLASSIFICATION DATA

67W ACFT QUAL CTL SUP
- 66G UTILITY CARGO AIRPLANE TECH INSP
- 66H OBSN AIRPLANE TECH INSP
- 66N UTIL HEL TECH INSP
- 66T TACT TRANS HEL TECH INSP
- 66R ATK HEL TECH INSP
- 66I SCOUT HEL TECH INSP
- 66Y ATK HEL TECH INSP (AH-1)
- 66V OBSN SCOUT HEL TECH INSP
- 66X HVY LIFT HEL TECH INSP
- 66U MDM HEL TECH INSP

68M30 ACFT WPNS SYS REP - 66J ACFT ARMAMENT TECH INSP
- 67G40 FW SUP OBNS/UTIL
- 67T40 HEL SUP UH-1/UH-60
- 67R40 HEL SUP (AH-64/0H-58A)
- 67V40 HEL SUP ATK
- 67U40 HEL SUP HVY/MED

67Z40 ACFT MAINT SENIOR SGT
- 67Y40 HEL SUP ATK
- 67U40 HEL SUP HVY/MED

68K40 ACFT COMP REP SUP - 68J40 SUP-ACFT FC REPAIRER

MOS DELETED

67W, 67Z40, 68M30
PHASE I

RESTRUCTURE CMF 67 TO PROVIDE FOR:
TECH INSPECTOR FOR EACH AIRCRAFT TYPE,
TECHNICALLY QUALIFIED E7 SUPERVISOR FOR A TWO
AIRCRAFT FAMILY,
IMPROVE SUPERVISION AND CAREER PROGRESSION.

REVISE AIT TO TRAIN A "DOER" AND NOT AN ASSISTANT
REPAIRER.

REVISE TRAINING FOR SKILL LEVEL 30/40 SUPERVISORS.
DEVELOP TRAINING FOR TECH INSPECTOR COURSES.
BACKGROUND

REALIGNMENT NECESSARY BECAUSE OF:
- Training
- Job Satisfaction
- Retention Rates
- Promotion Opportunities Above E5

REALIGNMENT WILL REQUIRE MAJOR RECLASSIFICATION EFFORT—APPROXIMATELY 2573 SOLDIERS

PROBLEMS PROMPTED STUDY IN 1979

VCSA APPROVED TRADOC PLAN IN 1981

IMPLEMENTATION DATE SET FOR 1 OCTOBER 1983
PURPOSE

TO REVIEW BACKGROUND AND PROVIDE UPDATE ON STATUS OF THE ARMY AVIATION MAINTENANCE CAREER MANAGEMENT FIELD 67 REVISION WHICH IS SCHEDULED FOR IMPLEMENTATION ON 1 OCTOBER 1983.
<table>
<thead>
<tr>
<th>Date</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>SEP 82 - JAN 83</td>
<td>Worldwide briefing tour MILPERCEN/USATSCH to update approximately 2200 aviation soldiers interviewed. Surveys/questionnaires, distributed during visits.</td>
</tr>
<tr>
<td>NOV 82</td>
<td>CMF 67 realignment briefed at W/W MILPO conference in Wash D.C.</td>
</tr>
<tr>
<td>DEC 82</td>
<td>Reclassification auth centralized at MILPERCEN level</td>
</tr>
<tr>
<td>MAR - MAY 83</td>
<td>2nd visit by MILPERCEN/SSC/USATSCH to local MILPO's</td>
</tr>
<tr>
<td>JULY 83</td>
<td>Team from MILPERCEN/USATSCH will meet in Wash D.C. to analyze on-site interview data and match against force structure requirements. Based upon above decisions on reclassification will be made.</td>
</tr>
</tbody>
</table>
RECLASSIFICATION
UPDATE
YOUR FORT IS DIRECTED FOR TRAINING AND RETURN DURING A TRY AND RETURN BASIS. THE PREVIEW BOARD MEETING WILL ATTEMPT TO MAXIMIZE THE NUMBER OF SOLDIERS PLACED IN A TRY AND RETURN STATUS.

2. UPON COMPLETION OF TRAINING, THE ONE BY ONE GROUPS WILL TAKE ACTION TO PRECLUDE PCS MOVEMENT OF THOSE SOLDIERS FOR 24 MONTHS.

7. REQUEST DIRECT DISSEMINATION TO LOWEST LEVELS OF COMMAND.

4. NO STAFF ELEMENTS ARE ADD COLLECTIVE RESISTANCE AUTOMATIC.

9. TELPAC FRONTLINE HAS BEEN CONSIDERED.
RECLASSIFICATION ACTIONS

SEP 82 - JAN 83
- Worldwide briefing tour MILPERCEN/USATSCH to update approximately 2200 aviation soldiers interviewed.
  Surveys/questionnaires, distributed during visits

NOV 82
- CMF 67 realignment briefed at W/W MILPO conference in Wash D.C.

DEC 82
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- Team from MILPERCEN/USATSCH will meet in Wash D.C. to analyze on-site interview data and match against force structure requirements.
  Based upon above decisions on reclassification will be made.
ATSP-CD-OR

11 July 1983

SUBJECT: Letter of Instruction (LOI) to CMF 67 Reclassification Board

Members of the Board

1. In accordance with the Department of the Army approved Career Management Field 67 (Enlisted Aviation Maintenance) revision, this Reclassification Board for selected CMF 67 soldiers is hereby called to order. The board will consist of the following voting members:

   AVERY, CHARLES N.  MAJ  044-38-9425  President
   POLLOCK, DON L.  GS11  206-26-5649  Voting Member
   *PINKHAM, MARTIN C.  CPT(P)  322-38-5731  Voting Member
   COLE, WALTER  MSG  238-72-3236  Voting Member
   GARRISON, DOYLE M.  MSG  464-60-0753  Voting Member
   HUMPHREYS, JACK  SFC(P)  569-68-4217  Voting Member
   NEWMAN, RANDY  SFC  429-02-2204  Voting Member
   WORKS, GARY  SFC  254-96-6156  Voting Member

*As required and available.

Non-voting members will be appointed by the president of the board to accomplish administrative work as required.

2. Authority to conduct this board is in accordance with the Chief of Staff Army Memorandum CS360, dated 5 May 1981, TRADOC tasker dated 6 July 1981 and the DCSPER approval of the CMF 67 revision on 20 December 1982.

3. The conduct of the board will be in accordance with the following general guidelines.

   a. The functional organization of the board will be 2 panels of 3 members each. They are Panel #1 - Mr. Pollock, MSG Cole and SFC Humphreys. Panel #2 - MSG Garrison, SFC Newman and SFC Works.

   b. Based on 3,000 records, each panel will attempt to review 200 records per day for a total board review of 400 records per day. This would complete the required 3,000 records in 7.5 days. Each panel will vote on their 200 records only. Voting will be done on the preprinted control numbered voting card.
c. Those soldiers who have a single qualification will be filed by appropriate MOS and grade. Multiple qualifications will be filed once MOS is selected in an order of merit listing based on scores.

4. Force Structure requirements are provided for each board member. These requirements will not be exceeded by more than 10% or less than 5%, i.e., 95 to 110% of force structure requirements.

5. The following four criteria will be the primary considerations of each panel member in coming to their decision:

   a. Training and Background - Formal resident and nonresident training both military and civilian. Experience doing what he is trained to do.

   b. Soldiers Desire - Desire must align with experience and/or training.

   c. Commanders' Recommendation - Commander and 1SG or surrogate CO and 1SG if no recommendation or erroneous recommendations were made by CO and 1SG.

   d. Needs of the Army - This will be considered during summation process. Force structure 95 to 110% are desired parameters.

6. The results of the vote (both single qualification and order of merit) will be tabulated. The results will be analyzed and force structure (Needs of the Army) parameters applied. Final listing will be released by board prior to the close of the board.

7. Any individuals whose records are not available for presentation at the board will be screened and reclassified at DA MILPERCEN by Aviation Enlisted Assignments branch personnel. These reclassifications will be accomplished in accordance with the criteria indicated in paragraph 5 above.

8. The board is scheduled to adjourn on 22 July 1983. A decision to extend the closing date of the board, if required, will be made by the President of the Board.

9. The overriding purpose of this board is to align the soldiers in CHF 67 with the new MOS contained in the CHF 67 revision effective October of this year. It is our job "to put the right man in the right job". It is not within the charter of this board or the CHF 67 revision to remove any soldier from the CHF 67 career field. Judgments regarding quality of
ATSP-CD-OR
SUBJECT: Letter of Instruction (LOI) to CMF 67 Reclassification Board

Service rendered or assignment potential will not be considerations of this board when considering a soldier for reclassification. The charter of this reclassification board will be to make an impartial and objective evaluation of each soldier within the guidelines stated in paragraph 5.

CHARLES N. AVERY
MAJ, TC
CMF 67 Reclassification Board President

DISTRIBUTION:
Mr. Pollock
CPT Pinkham
MSG Cole
MSG Garrison
SFC Humphreys
SFC Newman
SFC Works
ATSP-CD-OR

SUBJECT: Closing Instructions to CMF 67 Reclassification Board

Members of the Board

1. In accordance with the Department of the Army approved Career Management Field 67 (Enlisted Aviation Maintenance) revisions, this Reclassification Board for selected CMF 67 soldiers is hereby adjourned.

2. The board considered 2650 soldiers for reclassification. Of those 2650 soldiers considered 2250 were reclassified to a new MOS. The 395 who were not reclassified were either not eligible or not most qualified. There exists a number of soldiers whose records were not available for consideration by the board. Their records have been ordered from Ft Benjmain Harrison. In accordance with paragraph 7 of the Letter of Instruction (LOI), DA MILPERCEN - Aviation Enlisted Assignments Branch will consider these soldiers for reclassification.

3. The results of this board will be announced to the individual soldiers reclassified in the form of a personal letter to each soldier. This notification will be accomplished by DA MILPERCEN - Aviation Enlisted Assignments Branch. Board members are sworn not to divulge any information concerning reclassification prior to the official notification by DA MILPERCEN. Board members may not divulge information concerning the procedures and/or methodology by the board at any time.

4. The boards charter was to "place the right man in the right job". This was accomplished. Each member of the board is to be congratulated for the professionalism with which you went about your task. Your concern for the careers of these soldiers will have a positive effect on not only the individual soldier but also Army Aviation.

Charles H. Avery
MAJ, TC
CMF 67 Reclassification Board President
ATSP-CD-OR
SUBJECT: Closing Instructions to CMF 67 Reclassification Board

DISTRIBUTION:
Mr. Pollock
CPT Pinkham
MSG Cole
MSG Garrison
SFC Humphreys
SFC Newman
SFC Works
SGT Suitt
SGT Orrick
SGT Baughman
The purpose of this survey is to ascertain information about CHF 67 personnel who will require reclassification in accordance with the CHF 67 revision which will be effective in October 1983. These surveys will become one of the most important means that will be used to effect this reclassification. This survey will be a way for you to input your personal desires and experience. You must treat this survey very seriously as it will affect your professional future. Honest answers to each question will greatly enhance the design of this program to place the right man in the right job. All information contained within this survey will be handled in strictest confidence and will be used solely for purposes of this reclassification.

PRIVACY ACT STATEMENT

Privacy Act Statement — 26 Sep 75: 1. Authority: Section 301 Title 5 USC.
2. Purpose: To obtain information on soldiers in CHF 67, pending reclassification.
3. Routine Uses: Same as Principal Purposes. 4. Mandatory or voluntary information: Mandatory disclosure of SSN necessary to properly identify the individual from others of the same last name.
The following questions must be answered to the best of your knowledge. If you need to refer to your personal record for the information required, we recommend you do so. For the purposes of this survey, an MOS is defined as a five character identifier, i.e., 67H20.

Complete all questions using a No. 2 pencil.

1. NAME: ____________________________
   LAST  FIRST  MIDDLE

2. RANK: ____________________________

3. SSN: ____________________________  3A. ON STANDING PROMOTION LIST: YES NO

4. UNIT: ____________________________
   COMPANY  BN  DIV  CORPS

4A. GEOGRAPHICAL LOCATION (AIRFIELD): ____________________________

5. SFC NUMBER: ____________________________

6. HTDE NUMBER: ____________________________

7. MACOM: ____________________________

8. PRIMARY MOS: ____________________________  HOW OBTAINED: SCHOOL
   67H20  WHEN OBTAINED: ____________  OTHER (SPECIFY)

9. SECONDARY MOS: ____________________________  HOW OBTAINED: SCHOOL
   WHEN OBTAINED: ____________  OTHER (SPECIFY)

10. ADDITIONAL MOS: ____________________________  HOW OBTAINED: SCHOOL
    WHEN OBTAINED: ____________  OTHER (SPECIFY)

11. PRESENT DUTY MOS: ____________________________

12. PRESENT DUTY POSITION: ____________________________

13. LIST ALL MOS AND DUTY POSITIONS HELD SINCE ENTERING THE ARMY IN ORDER FROM MOST RECENT TO LEAST RECENT IN CALENDAR YEARS.

<table>
<thead>
<tr>
<th>MOS</th>
<th>DUTY POSITION</th>
<th>FROM</th>
<th>TO</th>
<th>YEARS</th>
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<tbody>
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<td>B.</td>
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<tr>
<td>C.</td>
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</tbody>
</table>
14. DISREGARDING YOUR PAST EXPERIENCE, WHAT AVIATION MOS CONTAINED IN THE CHY 67 REVISION WOULD YOU DESIRE TO HOLD IF YOU HAD THE OPPORTUNITY? WHY (SPEAK DIRECTLY).

15. HAVE YOU EVER BEEN AN AVIATION TECHNICAL INSPECTOR? YES ______ NO ________
   IF YOU ANSWERED YES TO QUESTION 15, ANSWER QUESTIONS 16 THRU 20. IF YOUR
   ANSWER WAS NO, GO TO QUESTION 21.
   NOTE: ADDITIONAL SPACES ARE PROVIDED FOR MULTIPLE ENTRIES.

16. WHAT MOS DID YOU HOLD WHEN YOU WERE A TECHNICAL INSPECTOR?

17. HOW DID YOU OBTAIN THIS MOS? SCHOOL ______ OJT ______ OTHER ______
   EXPLAIN.

18. WHEN DID YOU OBTAIN THIS MOS?

19. WHAT TYPE AIRCRAFT WERE YOU A TECHNICAL INSPECTOR FOR? I.E., UH-1H, OV-1A, ETC.

20. WHEN WERE YOU A TECHNICAL INSPECTOR FROM: TO:

21. BASED ON YOUR PAST EXPERIENCE, WHAT AVIATION MOS CONTAINED IN THE CHY 67
    REVISION WOULD YOU DESIRE TO HOLD IF YOU HAD THE OPPORTUNITY? WHY (SPEAK DIRECTLY).

22. BASED ON YOUR PAST EXPERIENCE, WHAT AVIATION MOS CONTAINED IN THE CHY 67
    REVISION DO YOU FEEL YOU ARE NOT QUALIFIED FOR? WHY (SPEAK DIRECTLY).
WHEN YOU COMPLETE QUESTION 22, REVIEW YOUR ANSWER TO ALL QUESTIONS. WHEN YOU ARE SATISFIED THAT ALL ANSWERS ARE ACCURATE, PLEASE RETURN THE FINISHED SURVEY TO YOUR 1SG. THANK YOU FOR YOUR COOPERATION.

QUESTIONS 23 THRU 27 SHOULD BE ANSWERED BY BOTH THE 1SG OR HIS EQUIVALENT AND THE COMMANDER. YOU ARE MOST KNOWLEDGEABLE ABOUT YOUR PEOPLE AND YOUR ANSWERS WILL GREATLY ENHANCE THE EFFECTIVENESS OF THIS RECLASSIFICATION. ALL ANSWERS WILL BE TREATED WITH STRICTEST CONFIDENTIALITY. PLEASE RESTORE TO CHECK YOUR ANSWERS TO QUESTIONS 5 THRU 7.

23. How long has this soldier been assigned to your unit?

24. Is this soldier working in his primary MOS? YES / NO

25. If the answer to question 24 is no, in what MOS is the soldier working?

26. In what MOS contained in the EMP 67 revision do you feel this soldier would best serve the Army? 1SG / CPT / 1LT / CPO / E9 / E8 / E7

27. Are there any personnel in your unit who are not available to take this survey? YES / NO

IF THE ANSWER TO NUMBER 27 IS YES, PLEASE TAKE A BLANK SURVEY PER EACH AND HAVE THEM FILL IT OUT WHEN THEY ARE AVAILABLE. MAIL COMPLETED SURVEYS AS SOON AS POSSIBLE TO: DA, MILITARY, ATTN: DATC-EPL-T, 2441 EISENHOWER AVE., ALEXANDRIA, VA 22331.
<table>
<thead>
<tr>
<th>MOS</th>
<th>PAYGRADE</th>
<th>AUTH</th>
<th>*NUMBER OF SOLDIERS IDENTIFIED FOR THIS GRADE/MOS</th>
</tr>
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<tbody>
<tr>
<td>66G</td>
<td>5</td>
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<tr>
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<td>235</td>
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</tbody>
</table>

**TOTALS:** 2572 2586
RECLASSIFICATION DATA

67W ACFT QUAL CTL SUP
- 66G UTILITY CARGO AIRPLANE TECH INSP
- 66H OBSN AIRPLANE TECH INSP
- 66N UTIL HEL TECH INSP
- 66T TACT TRANS HEL TECH INSP
- 66R ATK HEL TECH INSP
- 66I SCOUT HEL TECH INSP
- 66Y ATK HEL TECH INSP (AH-1)
- 66V OBSN SCOUT HEL TECH INSP
- 66X HVY LIFT HEL TECH INSP
- 66U MDM HEL TECH INSP

68M30 ACFT WPNS SYS REP
- 66J ACFT ARMAMENT TECH INSP

67Z40 ACFT MAINT SENIOR SGT
- 67G40 FW SUP OBNS/UTIL
- 67T40 HEL SUP UH-1/UH-60
- 67R40 HEL SUP (AH-64/OH-58A)
- 67Y40 HEL SUP ATK
- 67U40 HEL SUP HVY/MED

68K40 ACFT COMP REF SUP
- 68J40 SUP-ACFT FC REPAIRER

MOS DELETED

67W, 67Z40, 68M30
3. Option 3. To Ensure That All Commands, Including FORSCOM, Document All Administrative Changes (That is, All Changes Which Do Not Require Resourcing) in Their Current Documents.

a. This is in fact what has been occurring in FORSCOM and the other MACOMs. This would be a continuation of current practices and would be in accordance with AR 310-49, not affect readiness as stated in AR 220-1 and still provide the Army the advantages foreseen by the restructure effort.

b. Under this option, other changes would be documented when resources become available either from trade-offs in existing authorizations or from additional manpower allocations.
SECTION II - CONCLUSIONS

Options: The Army has three options, as I see them. These together with the perceived impact/practicability of each are:

1. Option 1. To Allow FORSCOM To Not Document Any of the Changes For CMF 67 As Shown in CCT 300-74.
   a. This approach would please the FORSCOM community, but would separate them from the rest of the Army. Assuming that documentation of the other MACOMs proceeds as agreed, would mean that their aviation maintenance structure would be different from the remainder of the Army. Some of their personnel would carry obsolete MOS and action dependent on programs contained in automated systems may no longer occur because of edits in those systems.
   b. The morale and management of FORSCOM personnel would be adversely impacted. Selection for training, assignment and promotion would be based on the revised system.

   a. This approach would please the FORSCOM community, and the entire Army structure would remain as is.
   b. The adverse impacts would appear to be in two areas: personnel management and aircraft maintenance.
      (1) Much has been done to tell our aviation soldiers the advantages of restructure to them. Hundreds of individual soldiers have been interviewed and reclassification decisions have been made. Briefing teams have praised the system, publications have lauded the improvements in personnel management. To cancel or delay implementation would be an action difficult to sell to the 17,000+ soldiers affected.
      (2) There have historically been problems in aviation maintenance. The new structure was established to address these problems and to improve maintenance, and the safety of military aircraft. FORSCOM personnel state that the restructure is a sound one. To not restructure would be to retain the unsatisfactory aspects of the current structure.
      (3) Service schools training is in place to accommodate the revised structure.
      (4) Many areas of documentation have already been accomplished; automated systems are being, or have been, changed to manage the revised structure.
2. Problem: The FORSCOM Documentation Division interprets the substantive change definition as stated above, and it appears that all changes, other than for CMF 67, contained in CCT 300-74 to implement Change 20, AR 611-201, are currently being documented as administrative changes without difficulty. The Commander, FORSCOM, is apparently personally opposed to the partial documentation of CMF 67, (i.e., an all or nothing application of the CMF 67 restructure) because of the plus-up requirement at full implementation. He has confirmed his opposition through one, or more, back channel messages to General Thurman.

a. FORSCOM has (at least since CCT 300-60) not documented nonresourced changes contained in CCT in current documents. In the case of aviation units, the 82nd Airborne Division's Aviation Units are fully documented through CCT 300-70; all other FORSCOM Aviation Units are documented through an earlier CCT, dependent on the extent that resources have been provided. Since several CCT have not been wholly documented prior to CCT 300-74, to fully implement all current and previously unresourced CCT changes for FORSCOM Aviation Units will require 800+ additional personnel. To enter these numbers of spaces in the required column of FORSCOM Aviation Unit MTOE's would adversely impact on FORSCOM readiness reports.

b. For CCT 300-74, FORSCOM has taken the stand that they should not document either substantive or administrative changes as they pertain to CMF 67. General Thurman's guidance, when he approved the CMF 67 restructure was to implement administrative changes but not to authorize any CMF 67 increases without internal trade-offs. FORSCOM does not have available to them sufficient spaces to document substantive changes, and because of this, they oppose any changes to their documents for CMF 67.

3. USAREUR Approach: I have called and discussed documentation of Change 20, AR 611-201, changes with MSG Sudberry, USAREUR DCSREM. I am informed that USAREUR has nearly completed all Change 20 documentation, including CMF 67 changes. There are a few CMF 67 spaces which have not yet been converted, but the DCSREM is awaiting input from their units. MSG Sudberry assured me, however, that all changes would be made before close of the current MOC Window. USAREUR documentation efforts do not include documentation of unresourced requirements.
SECTION I - FINDINGS

1. Background:

   a. Message, DAMO-FDP, HQDA, 251449Z Apr 83, stated in part:

      "1. Substantive changes contained in CCT 300-74 will not be documented until HQDA can assess the personnel and equipment impact of this CCT. Administrative changes may be documented. Once an impact analysis of CCT 300-74 has been completed, this office will publish guidance on documenting 300-74."

   b. Administrative changes are defined in paragraph 2-2d, AR 310-49, as those which, "do not require a new document. These type of changes may be applied by an administrative Consolidated Change Document (CCD) to existing approved documents. Examples of such changes are:

      (1) Line Item Number (LIN), Position Occupational Specialty Code (POSC), Army Management Structure Code (AMSCO), Additional Skill Identifier (ASI), and Language Identifier (LIC) conversions that are results of revisions in the governing HQDA regulations.

      (2) Unit, paragraph, or job title changes.

      (3) Correction of document errors.

      (4) Other changes that may increase clarity or definition and do not place requirements on HQDA for manpower, equipment or funds."

   c. Substantive changes, as defined in paragraph 2-2e, AR 310-49, "require a new document when there is a change as follows:

      (1) Mission and organization (Section I of the document).

      (2) Total unit requirements or authorizations (Section II of the document).

      (3) Total unit requirements or authorizations by generic identifications (Commissioned Officers, Warrant Officers, Enlisted, Civilian).

      (4) ...

      (5) ..."

   d. We are used, it appears, to using "documentation" to assume that all CCT and other changes are entered into documents. To the contrary, paragraph 2-21h, AR 310-49, provides that nonresourced changes will be presented to HQDA (DAMO-FDP) for resourcing before documentation. As illustrated above, documentation can include either, or both, substantive and administrative changes.
MEMORANDUM FOR DIRECTOR OF MILITARY OCCUPATIONAL DEVELOPMENT

SUBJECT: Documentation of CMF 67 (Enlisted Aviation Maintenance) Changes, Change 20, AR 611-201

1. On 22 July 1983, I visited Headquarters, US Army Forces Command (FORSCOM), Fort McPherson, Georgia. My purpose for going to FORSCOM was to determine that command's position on documenting the changes we had made to Change 20, AR 611-201.

2. I met with the following persons during the morning of 22 July:
   a. LTC Joe Flesch, Chief, STRAF Branch, Documents Division, DCS Operations;
   b. CW4 Percy D. Butler, Personnel Staff Officer, Personnel Readiness and Distribution Division, DCS Personnel;
   c. SGM Pandy, STRAF Branch, Documents Division, DCS Operations;
   d. Other interested personnel representing the DCSLOG and DCSOPS Aviation Division; and,
   in the afternoon, I met separately with the following personnel:
   e. MAJ D. S. Lesher, Chief, Enlisted Personnel Division, Adjutant General;
   f. Mr. Lynn Chambers, Personnel Management Specialist, Enlisted Personnel Management Division;
   g. Command Sergeant Major Harker, Office of the Commanding General.

3. My findings are included in Section I, attached hereto. My conclusions are in Section II and my recommendations are slated in Section III.

   DONALD F. LANE
   Military Occupational Management Specialist

4. Incl
   1. Section I - Findings
   2. Section II - Conclusions
   3. Section III - Recommendations
   4. References
CONTAINED WITHIN THE AR 611-201 PROPOSAL, THIS IS SCHEDULED TO BE ACCOMPLISHED BY THE MACOMS IN THE JUL-SEP 83 MDC WINDOW SUBSEQUENT TO THEIR RECEIPT OF THE CCT IN APR 83 IAW MILESTONES APPROVED AT THE JUNE AVIATION FUNCTIONAL REVIEW. AS A RESULT OF THE DCSOPS NONCONCURRENCE, IT IS MY UNDERSTANDING DCSPER PROJECT OFFICERS HAVE NONCONCURRED WITH THE AR 611-201 PROPOSAL.

5. IT WOULD BE EXTREMELY COUNTERPRODUCTIVE TO THE ARMY IN TERMS OF INCREASED OPERATIONAL READINESS AND AVIATION SAFETY TO POSTPONE OR ELIMINATE THE IMPLEMENTATION OF THIS ESSENTIAL PROGRAM. I SOLICIT YOUR SUPPORT IN RESOLVING THIS RESOURCING SITUATION AND IN RESTORING THE IMPLEMENTATION TO THE REALISTIC MILESTONES WHICH PRESENTLY EXIST. SSO NOTE: DELIVER DURING NORMAL DUTY HOURS.

#4631
1. I am very concerned with the very recent DCOPS and DCSPER Project Officer nonconcurrency with the CMF 67 Restructure. It is my understanding that this nonconcurrency is not based on faults contained within this widely accepted and much needed revision but rather on an inability to resource the required manpower plus ups contained within the program.

2. The proposed change to AR 611-201 was handcarried to Soldiers Support Center on 3 Jun 82. The proposal includes a scrub of base TOE organizations to a SRC level of detail and TDA organizations to a UIC level of detail in accordance with the revised standards of grade. Subsequent to your Aviation Functional Review on 16 Jun 82, he provided your staff with an extract from the proposal listing the manpower plus ups by grade and MOS by MACOM. DCSPERS has indicated that in order to resource the revision in the PDP and PDM Process they require a UIC level of detail (MTOE) regarding manpower requirements. This UIC level of detail will not be available until the individual MACOMs scrub their respective MTOE IAW the base TOE and SGA.
CMF 67
RECLASSIFICATION
THE GO/NO GO DECISION

DOCUMENTATION CORRECTIVE ACTION
NOV 83 - JAN 84

CORRECT BY 1 FEB 84

RECLASSIFY AS PLANNED 1 APR 84

IMPACT

DELAY RECLASSIFICATION

IMPACT

A NON-WINNER

ANOTHER CMF 63?
OFF LINE MGMT?

BOTTOM LINE

- 1 FEB 84 IS THE MILPERCENT DROP DEAD DATE
- IF DOCUMENTATION IS NOT CORRECT, CMF 67 RECLASSIFICATION WILL BE DELAYED.
CMF 67
DOCUMENTATION

CURRENT STATUS:

SERIOUS DOCUMENTATION ERRORS

BAD DOCUMENTS ALREADY IN AUTOMATED DATA BASES!
OLD DOCUMENTATION MAY NOT BE RETRIEVABLE

IMMEDIATE ACTIONS:

1. DISAPPROVE INCORRECT DOCUMENTATION — ARSTAF

2. REINSTATE OLD DOCUMENTATION IN AUTOMATED — ARSTAF SYSTEMS.

3. COMPLETE DOCUMENTATION CORRECTIVE ACTION BY 30 NOVEMBER — TRADOC TEAM

   (ARSTAF SUPPORTED)

4. RECEIVE CORRECTED DOCUMENTATION
   BY END OF DECEMBER — USAAWNC / SSC

5. COMPLETE REVIEW OF CORRECTIONS
   BY END OF JANUARY — USAAWNC / SSC MILPERCENT

6. RECLASSIFICATION DECISION M/LT 1 FEB — MILPERCENT
ALMOST ALL DOCUMENTS CONTAIN SIGNIFICANT PROBLEMS WITH DOCUMENTATION

ERROR RATE FOR TYPICAL DOCUMENT EXCEEDS 75%

PROBLEM AREAS:

- STANDARDS OF GRADE NOT APPLIED
- 66 SERIES MOS/TECH INSPT NOT DOCUMENTED OR DOCUMENTED INCORRECTLY
- TECH INSPECTORS BEING DOCUMENTED OUTSIDE 66 SERIES MOS
- 40 LEVEL CAPPER MOS NOT DOCUMENTED OR DOCUMENTED INCORRECTLY
- SOME INCORRECT MOS CHOSEN
- NUMBERS OF AUTHORIZATIONS INCORRECT

EXAMPLES OF DOCUMENTATION ERRORS

PLAN FOR CORRECTION

USAAVNC/USAALC AND SSC NCR TAKE LEAD TO RESOLVE PROBLEMS

- ESTABLISH 7-DAY REDOCUMENTATION PERIOD AT SSC NCR
- MACOMS PROVIDE DOCUMENTORS
- HQDA DIRECT CHANGES DURING SPECIAL NOV 83 MINI MOC WINDOW
APPENDIX I
SECTION III - RECOMMENDATIONS

1. That FORSCOM be instructed to document all administrative (nonsubstantive) changes to implement CMF 67 changes IAW the DCSPER's approved instructions.

2. That FORSCOM units reclassify their CMF 67 soldiers using current guidance.
2-21. Organization of MTOE units. a. Policies and criteria in AR 310-31 for developing TOEs generally apply to developing MTOEs. Added guidance and criteria to assist in developing MTOE units are also contained in other DA publications such as AR 310-34 and AR 570-2.

b. TOEs are not authorization documents. They serve only as a base from which to develop MTOE. The published TOE provides a mission-oriented organization with the personnel and equipment requirements for combat, combat support, and combat service support type units.

c. A unit will be organized under the proper level of its TOE, including the latest published change, to the greatest extent consistent with the unit's mission and the availability of manpower spaces and equipment resources. Noncellular TOE will be used to the greatest extent practicable; cellular TOE will be used only when a noncellular TOE does not exist for the predominant mission or organizational structure.

d. Like-type units organized under a TOE will be standardized and documented on a single MTOE when possible. Command, mission, and location may dictate separate MTOEs for like-type units in different commands. Exceptions to standardization of like-type units requires approval by HQDA. Requests for exceptions must be fully justified to include line and LIN detail.

e. Units will be assigned the highest ALO possible within the constraints of military spaces available.

f. The organizational structures of MTOE units required to submit unit status reports according to AR 220-1 will be combat oriented. Personnel positions, items of equipment, and accompanying supply allowances will be limited to those required for sustained combat operations and support of such operations. Provisions will be included in higher echelon units to offset any intermittent requirements of the lower echelon units on a customer or support basis.

g. Combat support and combat service support unit authorizations should be based upon the authorizations for the units supported.

A. The required column of an MTOE will be developed from the Level 1 or Type B column of the TOE, as applicable. (See para 2-22, below for development of Type B MTOEs.) HQDA (DAMO-FDP) must approve any modification or deviation from the documentation of TOE Level 1 or Type B allowances in MTOE required columns. The authorized column of an MTOE will be developed based on the unit ALO along with manpower and equipment resources availability. TOE CCTs will be applied to MTOE according to the following guidance:

1. MTOE required columns will be changed to reflect the Level 1 or Type B column of the latest CCT.

2. CCTs that do not place increased resource demands on HQDA will be documented in MTOE authorized columns at the applicable ALO. CCTs that place increased resource demands on HQDA will not be documented in MTOE authorized columns without prior approval by HQDA. Proponents will identify such increased resource demands and submit requests for resourcing to HQDA (DAMO-FDP).

3. Documenting semiannual CCT changes not requiring HQDA approval will be completed during the management of change (MOC) processing cycle following publication of the CCT. For example, April CCT changes will be documented during the July to September MOC cycle of the same year.

APPENDIX A

EXPLANATION OF TERMS

✓ a. Administrative change. A nonsubstantive change to an authorization document. This type of change does not require creation of a new document. (See para 2-2d for a description of the changes categorized as administrative.)

✓ A. Substantive change. A change to an authorization document which, because of its substantive nature, requires a new document. See paragraph 2-2c for a description of the type changes that are categorized as substantive.
FIELD ORGANIZATIONS
UNIT STATUS REPORTING
Requirement Control Symbol JCS 6-11-2-1-6
Effective 16 July 1981

3-6. Personnel Readiness data. Review the explanations of assigned strength full required MTOE strength (Glossary), and available strength (app B), compute and enter data in blocks 15 through 25 as follows:

a. Blocks 15, 16, 17 (assigned strength percentage). Divide the assigned strength by the required MTOE strength and convert to a percentage. Enter the percentage.

EXAMPLE:

\[
\text{Assigned strength} = 613 \\
\text{Required MTOE strength} = 776 \\
= \frac{613}{776} \times 100 \approx 79\% \\
\]

(1) Assigned strength will equal the accountable strength of the latest PCN: AAC-C05, Unit Strength Recap Part II, adjusted to the "as of" date of the status report. This is done by adding gains and subtracting losses which have occurred since the date of the unit strength Recap Part II. For Reserve Component units, assigned strength includes the full-time manning personnel assigned on a separate TDA that would deploy with the unit if mobilized as of the date of the report.

(2) Include Office of The Surgeon General (OTSG) officer fillers and earmarked Army Medical Department (AMEDD) officers in the available strength as follows:

(a) For FORSCOM and WESTCOM active component medical units. The Surgeon General (TSG) will provide AMEDD officers (OTSG fillers) when a FORSCOM or WESTCOM unit is selected for a mission that requires full MTOE staffing. Compute rating of a FORSCOM or WESTCOM unit on the basis that all AMEDD officer required assets are available.

(b) For all other medical units. Compute the personnel rating on the basis that assigned personnel (plus those AMEDD officer fillers who are earmarked for assignment to the reporting units on alert, deployment, or initiation of a combat mission) are available. Do not consider critical unit medical personnel on the Post Mobilization (M-Day) Deployment List (PMDL) as available for reporting the status of USAREUR or EUSA medical units. Overseas commanders who provide earmarked AMEDD personnel will send feeder information, including POR and MOS qualification of designees, to the reporting commanders no later than 15 days before the end of the report period. This will permit reporting unit commanders to include necessary information in status reports. Personnel or equipment will not be earmarked to more than one reporting unit. Personnel assigned to a reporting medical unit, who under alert, deployment, or combat conditions are earmarked to another unit, will be reported by the unit to which earmarked.

(c) Authorization not reduced. Applying the provisions of this paragraph does not reduce medical unit personnel authorizations.

b. Blocks 18 and 19 (available strength percentage). All units will report available strength percentage.

(1) Determine the number of personnel who are available under the criteria in appendix B. Divide the available strength by the required MTOE strength, convert to a percentage. Enter the percentage.

EXAMPLE:

\[
\text{Available strength} = 508 \\
\text{Required MTOE strength} = 545 \\
= \frac{508}{545} \times 100 \approx 92.6\% \\
\]

(2) Each unit will report required, authorized, assigned, and available strengths on PSER reports. (See para 2-2d.) Additionally, PSER remarks will include the total number of females assigned to the unit and the number pregnant. If available strength is more than 5 percent (10 percent company size and smaller units) lower than assigned strength, in PSER remarks state the main factors that contribute to the condition. It is not necessary to explain a greater than 5 percent difference if caused by space limitation of blocks 18 and 19, e.g., assigned strength 109 percent and available strength 104 percent.

c. Blocks 20 and 21 (available MOS trained percentage). Divide the available MOS trained strength by the required MTOE strength and convert to a percentage. Enter the percentage.

(1) Determine the number of MTOE personnel spaces required by identity (officer, WO, and en-
listed) and by Military Occupational Specialty Code (MOSC).

(2) Determine the number of personnel included in the available strength of the unit by identity and MOSC. Match the trained available personnel against the spaces in the MTOE required column. Determine which personnel are to be considered as trained for purposes of this report as follows:

(a) Match officers to officer spaces on a one-for-one basis. Officers may be considered MOS qualified insofar as skill level is concerned when the commander feels that they have minimum skills needed to perform the wartime duties of the position. They must also hold grades within two grades higher or lower than that required by MTOE.

(b) Using only the first three characters of the MOSC, consider WO and enlisted personnel MOS trained when they call be used in their primary MOSC (PMOSC), secondary MOSC (SMOSC), additional MOSC (AMOSC), or a substitutable MOSC for the above. Exception: Where a special qualification is mandatory and shown in the fifth character, e.g., 11B2P, five characters must be considered. See AR 611-201.

(c) Reserve Component units, REP 63 trainees, and other personnel in MOS producing training should not be considered MOS trained until they are awarded MOS and returned to the unit. This also includes ROTC cadets and OCS candidates.

(d) Do not consider those MOS trained personnel who are overstrength in a specific skill, AWOL, or in confinement and who are not used as described above. For example, if a unit is authorized four cooks and has six MOS qualified cooks in its assigned strength, count only four against the authorization for cooks. However, if the two surplus cooks have SMOSC or AMOSC of truck drivers and are qualified to drive trucks, and if vacancies exist for truck drivers, then count those cooks as MOS trained drivers.

**EXAMPLE:**

\[
\begin{align*}
\text{Available MOS trained strength} & = \text{Required MTOE strength} \\
\text{20} & \text{21} \\
\text{7} & \text{2} \\
\text{561} & \text{776} \\
\text{100} & \text{72.3%}
\end{align*}
\]

d. Blocks 22 and 23 (available senior grade percentage). Add the number of available officers, WO, and grades E5 through E9. Enter the number as of date. Convert to a percentage. Enter the percentage.

1. Do not count transfers within the personnel list.

2. Reserve Component reporting units will base computations on the preceding 6 months.

3. Equipment-on-hand data enter data as follows:

   a. Blocks 24 to 25

   b. Blocks 26 to 27

   c. Blocks 28 to 29
UNCLASSIFIED

UNCLASSIFIED

SUBJECT: DOCUMENTATION OF CCT 300-74

1. SUBSTANTIVE CHANGES CONTAINED IN CCT 300-74 WILL NOT BE DOCUMENTED UNTIL HODA CAN ASSESS THE PERSONNEL AND EQUIPMENT IMPACT OF THIS CCT. ADMINISTRATIVE CHANGES MAY BE DOCUMENTED ONCE AN IMPACT ANALYSIS OF CCT 300-74 AND RESOURCES AND PROCEDURES HAVE BEEN COMPLETED. THIS OFFICE WILL PUBLISH GUIDANCE ON DOCUMENTING CCT 300-74. ADDITIONAL INFORMATION WILL BE PROVIDED DURING THE 3-5 MAY 83 AFDDE STANDARDIZATION CONFERENCE AT HODA.

2. POC THIS OFFICE IS LTC GWYNN VAUGHAN, AV 225-6575.

3T 2814

UNW

*************** PAGE 01 ***************
* UNCLASSIFIED * 2514492 APR 83 RUEAHDW/2814

94-0-4
UNCLASSIFIED

CDRUSAANVR FT RUCKER AL //ATZ0-CG
CDRUSAFORS Com FT MCHPHERSON GA
CINCUSAREUR HEIDELBERG GER
CDRUSA EIGHT SEOUL KOREA
CDRUSATRADOC FT MONROE VA ///ATCD/ATTF//
CDRUSADARCOM ALEX VA
CDRUSA WESTCOM FT SHAFTER HI
CDRUSARJ CP ZAMA JAPAN
CDRUSACC FT HUACHUCA AZ
CDRUSACE WASH DC
CDRNTMC WASH DC
CDRMDB WASH DC
CDRUSAINCOM AHS VA
CDRUSA HSC FT SAM HOUSTON TX
CDRUSAD FC WASH DC
CDRUSA SFC FT BENJAMIN HARRISON IN //ATZI-CG//
INFO HODA WASH DC //DAC3-ZB//
CMRB WASH DC
HODA WASH DC //DAC3-ZD/DACA/DAMA/DALO/DAMO-FDX/

F. D. BETTINER, COL, GS, DEPCOMUSASSC-
NCR, ATZI-NC/225-3330/26 OCT 83

BOBBY J. MADDUX, MG, USA/CDRUSAANVR/
ATZ0-CG/253-2603 UNCLASSIFIED
UNCLASSIFIED

DAMO-FDY/DAMO-TR/DAPE-MP/DAPE-MS/DASG/DAMI/
DAIG/DAEN/DACS-DM/DACS-DP/DAAR/DAAG//
CDRUSAREC FT SHERIDAN IL
CDRUSAMILPERCEN ALEX VA //DAPC-EP/DAPC-PL//
CDRUSAALC FT EUSTIS VA

UNCLASS

SGD MG MADDOX

SUBJ: CMF 67 RESTRUCTURE

A. CHANGE 20, AR 611-201.
B. LON-E-20-7, 13 JAN 83.
C. DOC MOD MSG NUMBER 1 (DOCMOD 17).

1. THE AVIATION LOGISTICS CENTER AND THE USASSC-NCR HAVE REVIEWED
MACON DOCUMENTATION IMPLEMENTING THE CMF 67 RESTRUCTURE. RESULTS OF
THE REVIEW INDICATE SIGNIFICANT ERRORS/OMISSIONS IN APPLICATION OF
THE CMF 67 RESTRUCTURE GUIDANCE SPECIFIED IN CHANGE 20, AR 611-201
(REF A). IN VIEW OF THE SIGNIFICANT DOCUMENTATION DEFICIENCIES,
RECLASSIFICATION OF PERSONNEL PLANNED FOR 1 APR 84 CANNOT OCCUR
UNTIL THE CMF 67 RESTRUCTURE IS DOCUMENTED CORRECTLY.

2. ERRORS NOTED DURING THE REVIEW INCLUDE:

UNCLASSIFIED
A. REVISED SGA NOT APPLIED CORRECTLY.
B. TECHNICAL INSPECTORS (MOS 66 SERIES) NOT DOCUMENTED OR DOCUMENTED INCORRECTLY.
C. TECHNICAL INSPECTOR POSITIONS DOCUMENTED OUTSIDE OF 66 SERIES MOS.
D. SKILL LEVEL 40 CAPPOR MOS NOT DOCUMENTED OR NOT PROPERLY DOCUMENTED.
E. INCORRECT MOS APPLIED TO SELECTED POSITIONS.
F. QUANTITY AUTHORIZED INCORRECT.

3. IN ORDER TO EXPEDITIOUSLY CORRECT THE DOCUMENTATION DEFICIENCIES, THE USAVNC/AVIATION LOGISTICS CENTER IN CONJUNCTION WITH USASSC-NCR WILL HOST A CONFERENCE TO "FIX" THE DOCUMENTATION. NAONS ARE REQUESTED TO SEND QUALIFIED REPRESENTATIVE(S) TO PARTICIPATE IN THE SCRUB AND CORRECT DOCUMENTATION ERRORS. THE CONFERENCE WILL BE HELD IN THE HOFFMAN BUILDING II (ROOM 2N33) IN ALEXANDRIA, VA, COMMENCING AT 0300 HOURS, 14 NOV 83.

4. SINCE DOCUMENTS MUST BE CORRECT BEFORE PERSONNEL CAN BE RECLASSIFIED WITHIN THE NEW STRUCTURE, YOUR PARTICIPATION IS CONSIDERED ESSENTIAL. FAILURE TO CORRECT THE DOCUMENTS WILL
IN TURN, IMPACT ADVERSELY ON THE CAREERS OF SOLDIERS. PERSONNEL MANAGEMENT AREAS AFFECTED INCLUDE RECRUITING, RETENTION, PROMOTION, AND TRAINING. ADDITIONALLY, THE ARMY'S CREDIBILITY WITH ITS SOLDIERS WILL SUFFER IF RECLASSIFICATION IS DELAYED.

5. MACOMS ARE REQUESTED TO PROVIDE THE NAME OF THEIR REPRESENTATIVE TO THE USASSC-NCR POC, MR. DON LANE, [AUTOVON 221-9212] NLT 3 NOVEMBER 1933.
PERSONAL FOR MG O'LEKSY
FROM BG GOURLEY
SUBJECT: PERSONNEL READINESS CONCERNS

A. UR PERSONAL FOR MSG DTG 140925Z OCT 83 SAB.

1. RECOGNIZE AND APPRECIATE THE PERSONNEL READINESS CONCERNS WHICH YOU SURFACED IN YOUR MESSAGE. EACH ISSUE IS BEING CAREFULLY REVIEWED AT THIS TIME BY MY ACTION TYPES AND THOSE AT DMPM AS APPROPRIATE AND IS CURRENTLY SCHEDULED TO BE DISCUSSED AT THE NEXT REGULARLY SCHEDULED PRC. HOWEVER, I FELT IT NECESSARY TO PROVIDE YOU SOME IMMEDIATE FEEDBACK ON THE CMF L7 DOCUMENTATION AND PERSONNEL FILL ISSUE. I STRONGLY DISAGREE WITH COMPARING THE ON-GOING CMF L7 REVISION WITH THE CMF L3 ACTION. I THINK EACH OF US REALIZES THAT ANY REFERENCE TO CMF L3 IMMEDIATELY RAISES A RED FLAG AND SIGNALS IMMEDIATE FAILURE, WHICH WE HAVE WORKED SO EXTREMELY HARD TO AVOID IN CMF L7 CONVERSION. THEREFORE I TAKE GREAT EXCEPTION TO YOUR COMPARISON IN THIS REGARD.

2. HAVING SAID ALL THIS, I DO NOT BELIEVE THAT THE CONVERSION IS

LTG ELTON, DCSPER; MG PORTER, DMPM; MG FALTER, CDR, MILPERCEN

CHARLES N. BULLARD, LTC, TC, CH, DAPC-EPL-T
26 OCT 83, 325-8324

WILLIAM H. GOURLEY, BG, USA, DIR OF ENL PERS, 325-8306
COMPLETELY OFF TRACK YET. MY AVIATION BRANCH CHIEF HAS COORDINATED WITH YOUR FORCE DEVELOPERS TO DETERMINE WHERE THE CONCERNS WERE COMING FROM. THE MAJOR PROBLEM APPEARS TO BE HOW TO REQUISITION FILLER PERSONNEL DURING THIS CONVERSION. KEEPING WITH THE APPROVED MILESTONES, REQUISITIONS USING THE NEW DOCUMENTATION WILL NOT BEGIN UNTIL MAY 1984. THEREFORE, YOUR PERSONNEL FOLKS WILL HAVE TO REQUISITION AVIATION REPLACEMENTS USING OLD MOS AND AUTHORIZATIONS UNTIL SUCH TIME AS THE NEW DOCUMENTS ARE APPROVED AND ON OUR SYSTEM. MY PEOPLE WILL CONTINUE TO WORK CLOSELY WITH YOUR STAFF IN THIS AREA.

AS AN ITEM OF INTEREST, YOU SHOULD KNOW THAT A COMBINED TEAM FROM FT EUSTIS, VA AND SSC/NCR HAS BEEN REVIEWING CMF 67 REALIGNMENT DOCUMENTATION FROM THE MACOMS FOR THE PAST WEEK. DURING THIS REVIEW THEY HAVE DETERMINED THAT MOST OF THE DOCUMENTS (ARMY WIDE) CONTAIN PROBLEMS IN AREAS SUCH AS SGA, NEW MOS NOT DOCUMENTED PROPERLY, INCORRECT MOS CHOSEN, AND TOTAL AUTHORIZATIONS BEING INCORRECT IN MANY CASES. THE CURRENT PROPOSAL IS FOR EACH MACOM TO PROVIDE REPRESENTATION AT A REDOCUMENTATION CONFERENCE TO BE CONDUCTED AT DA DURING THE MONTH OF NOVEMBER. THE AFOREMENTIONED REVIEW WAS ANOTHER "SAFETY MEASURE" THAT WAS INCORPORATED INTO THE MILESTONES TO INSURE THAT DOCUMENTATION IS CORRECT PRIOR TO A RECLASSIFICATION.
OF PERSONNEL AND CHANGES IN MTE/TDA. WITH PROPER INPUT FROM EACH MACOM I AM CONFIDENT WE CAN MAKE THIS CONVERSION A SUCCESSFUL ONE.

4. OUR SOLDIERS ARE THE ARMY.
PROJECT: Aircrewman Certification for C-130A/130B

1. During the period 12/17/67-12/31/67, a reorganization cctected the C-130A/C-130B and the USAF Air Mobility Logistic School, "Schools," with the purpose of attaining some of the smaller C-130 fleet that was operating in, "Eurasia," etc., and to ensure the provision of cost-effective and the full extent of operational involvement. These measures were achieved by reorganization of the C-130A/C-130B and reversion changes, etc., etc., etc.

2. The reason for the above reorganization is to support efforts to end the war that were mandated during the period. The results are to be handled as many as possible. The purpose of the "Aircrewman Certification for C-130A/C-130B" is to ensure that the full extent of operational involvement is achieved. The present reorganization effort is a part of that effort.

3. The purpose of the present operation is to ensure that the full extent of operational involvement is achieved. The present effort is a part of that effort. In the past, the reorganization efforts were not as effective as possible. The present effort is a part of that effort.

4. The purpose of the present operation is to ensure that the full extent of operational involvement is achieved. The present effort is a part of that effort. In the past, the reorganization efforts were not as effective as possible. The present effort is a part of that effort.

5. The purpose of the present operation is to ensure that the full extent of operational involvement is achieved. The present effort is a part of that effort. In the past, the reorganization efforts were not as effective as possible. The present effort is a part of that effort.
1. Sir: Per coordination with Mr Don Lane, SSC-NCR, the changes that were submitted by the field in regards to the CMF 67 Realignment and reclassification effort cannot be re-checked until DCSOPS finishes entering all the changes received during the mini-moc window that ended 30 November 83. Apparently the changes submitted were more than DCSOPS could handle during the December timeframe. As a result Mr Lane will ask for a "dump" the end of this week in hopes that the changes are in the system.

2. The representatives from the Aviation Logistics School, Ft Eustis and MILPERacen are prepared to sit down and review documents when available.

[Signature]
CHARLES N. BULLARD
LTC, TC
Chief, Trans/Avn Branch
I. A documentation assistance team, sponsored by the SSC-NCR, visited HQ USAREUR during the period 26 January-5 February 1984. The following personnel constituted the team:

- Mr. Donald Lane, SSC-NCR, AV 221-0411/9212
- CW4 Aleck Fletcher, SSC-NCR, AV 221-9400/9401
- Mr. Robert Wittke, USASC&S, AV 780-6850/7360

2. The purpose of the visit was to assist HQ USAREUR to document changes incurred as the result of the restructure of CMF 67, CMF 63 (MOS 638, 52A, 52C and 52F) and CMF 31 (OSB, OSF, 36K to 31C, 31K and other MOS). An additional purpose was to obtain insight into the systemic problems which had caused problems in the documentation of the changes in CMF 67 and the PGE portion of CMF 63.

3. Visits were made to four distinct areas with HQ USAREUR/1st PERSCOM. The areas visited were:

<table>
<thead>
<tr>
<th>SECTION</th>
<th>PRIMARY POC</th>
<th>ISSUE</th>
</tr>
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<tbody>
<tr>
<td>CINCUSAREUR</td>
<td>General Otis</td>
<td>Purpose/results of visit in terms of LTG Elton's Message.</td>
</tr>
<tr>
<td>HQ USAREUR, OCSR</td>
<td>LTC Nowlin/SFC Sudberry</td>
<td>Documentation assistance.</td>
</tr>
<tr>
<td>HQ USAREUR, JCSPER</td>
<td>MAJ Melton/MAJ Mortensen</td>
<td>Courtesy visit/ASI Maintenance/Processing Time.</td>
</tr>
<tr>
<td>1st PERSCOM</td>
<td>COL Vollrath/MAJ Traub</td>
<td>Personnel Reclassification/Management Issues</td>
</tr>
</tbody>
</table>

Additional personnel were consulted in each of these areas. The names of the specific personnel, other than those above, are included as appropriate within the attached "issue sheets."
ATL-NCO-SC

SUBJECT: Trip Report (USAREUR, 29 January-5 February 1984)

4. The team was treated with courtesy and respect by all whom we met. This made our work easier and helped us to convey our thoughts to the USAREUR personnel in the various sections we visited. Special thanks are due to MSG Sudberry, USCRM, and MSG Crosby, 1st PERSCOM, for the assistance they and their personnel gave our team.

1 Enclosure as

DONALD F. LANE
Military Occupational Management Specialist
Team Leader

DISTRIBUTION:
CINCUSAREUR (AGAG-ADE)
CJR, 1st PERSCOM (AEUPE-EPMD)
CJR, USAMILPERCEN (DAPC-EPL-T)
CJR, USAMILPERCEN (DAPC-PLO)
CJR, USAMILPERCEN (DAPC-EPL-D)
COL POPOVICH, PRAJ
MAJ LAROCHE, PRAJ
MAJ PRICE, PRAJ
LTC MILLER, PCC
ISSUE 1. DOCUMENTATION OF CMF 67 RESTRUCTURE

1. Background. This issue developed during October 1983 after a review of documents which contain the requirements/authorizations for CMF 67 determined that major documentation deficiencies had occurred during the July-September 1983 MOC Window. This condition was not unique to USAREUR, but had occurred across the entire Army. As a result, a redocumentation conference was held in Alexandria, Virginia, 14-17 November 1983, to attempt to correct the problems in the Mini-MOC Window for November 1983. USAREUR did not submit corrections/changes within the Mini-MOC Window.

2. Facts Bearing on the Problem.
   a. MOS Decision was made by the HQDA DCSPER on 20 December 1982.
   b. LON was published on 13 January 1983.
   c. CCT 300-74 contained, essentially, all the changes necessary to properly update MTOE units with the CMF 67 restructure. These were not applied by USAREUR because of HQDA DCSOPS guidance to the field regarding implementation. Subsequent guidance by HQDA DCSOPS to document administrative changes was not clear and was not understood by HQ USAREUR documentation personnel.
   d. A scrub, January 1984, revealed the same errors in USAREUR documents as were previously noted in October 1983 for CMF 67. SFC Pompa, USAREUR, DCSRM, confirmed that corrections had not been submitted due to time limitations.

3. Findings.
   a. The input for MTOE for Jan-Mar 84 MOC Window was reviewed by Mr. Lane on 29 Jan-5 Feb 84. Of the documents checked in detail (approximately 25), none contained errors of the type previously noted for CMF 67. Other errors in these documents in FGE and Signal areas were noted in some instances. In some cases for CMF 67, the position titles were erroneous.
   b. The TDA's were discussed with Mr. Litvinias. TDA procedures are different insofar as application of changes of the structure affect them. No documents were available for review, but Mr. Lane provided the Branch Chief with the specific changes, by paragraph and line number, to effectively implement the changes in CMF 67 to all the affected TDA's in USAREUR.

4. Recommendation.
   a. That USAREUR place considerable emphasis on applying their input to their MTOEs and ensure transmission of this information to HQDA TAADS via the VITAADS.
b. That USAREUR ensure that the input provided them by SSC-NCR be applied to applicable TDA's to complete their documentation.

c. That SSC-NCR, once again, scrub the USAREUR documents in April 1983 to verify the results of this documentation effort.
ISSUE 2. DOCUMENTATION OF 63B - WHEEL VEHICLE MECHANIC AND 52D - POWER GENERATION EQUIPMENT MECHANIC

1. Background. This issue developed during October 1983 after a review of documents, which contained requirements/authorizations for MOS 63B/52D soldiers, determined that major deficiencies in the documentation of the proposed MOS split existed. As a result of the problems in CMF 63 and 67, a conference was held in Alexandria, Virginia, 14-18 November 1983, to correct the problems and provide guidance for the documentation; however emphasis was on CMF 67.

2. Facts Bearing on the Problem.
   a. MOS decision was made in December 1982.
   b. LON was published and amended in January 1983.
   c. CCT 300-74 contained many errors which affected the documentation of the PGE changes. While some of these changes were selectively applied to documents, the errors/omissions in CCT 300-74 were also carried over to the affected MTOE's. CTU 83-10 corrected most of these problems and documents posted from CTU 83-10 will be, for the most part, accurate.
   d. Since the PGE changes were to be posted to the VTAADS in October 1983, there are no "systems identified" transactions or suspenses currently being generated by the VTAADS. The result is that PGE changes must now be made by a total and manual scrub of the affected MTOE/TDA documents to compare CTU 83-10 and the unit document.

3. Findings.
   a. The input for the Jan-Mar 84 MOC Window was reviewed by CW4 Fletcher on 29 Jan-2 Feb 84. The documents checked in detail contained errors of the same magnitude as discovered in the SSC-NCR scrubs of the 63B/52D documents in November 1983.
   b. Majority of the errors were recognized by a detailed scrub of the Consolidated TOE Update (CTU) 8310, against MTOE documents. The various USAREUR SRC action MCO's were loading the corrected documentation of 63B/52D split into the data base when the team departed. The documentation effort of the MOS split seems to be on line with published documents and guidance.

4. Recommendation.
   That documentation be reviewed by SSC-NCR during April 84 for accuracy.

2-1
ISSUE 3. ELIMINATION OF MOS 05B (CFE 31)

1. Background. This issue developed from the "Out of Court Settlement" by the Secretary of the Army to eliminate all authorizations for MOS 05B not later than 31 March 1984.

2. Facts Bearing on the Problem.

   a. The proponent (USASCSFG) submitted the 05B proposal as stated in the message in March 1983. (The message was dated 181540Z Feb 83 and the suspense date was 18 March 1983.) The proposal involved hundreds of manhours to be expended and subsequent corrections had to be made because numerous inexperienced personnel were utilized in the preparation of the proposal, which involved the potential reclassification of about 21,000 positions.

   b. Since 05C and 36K positions were involved, SGA's and position titles were also changed.

   c. The LON was published 6 July 1983.

   d. The doctrinal changes were contained in CTU 83-10 but as a function of its use with USAREUR documents, it was determined that many errors/inaccuracies were contained in the CTU.

   e. The CTU was delayed from 10-83 to 11-83 (USASCSFG impression), but appears to contain some errors in the conversion of these MOSs. MTOEs are now (Feb 84) being updated. The MTOE update must be completed not later than 31 March 1984 but these errors will probably impact on documentation of these changes in MTOE worldwide.

3. Findings. The visit (to USAREUR) revealed that the LON and circular were not interpreted as intended and USAREUR was converting 05Bs on a one-for-one basis. This was due to over simplification of the reclassification guidance. The duty position titles were changed and revised SGAs for 05C/31C and 36K/31K were included in the proposal. This meant that selective conversions were required, but in some cases USAREUR had interpreted the changes to be one-for-one changes which do not reflect SGA changes.

4. Recommendations.

   a. That conversions of 05C positions be made on a selective basis. While all 05C positions will be converted to 31C, the grades of newly designated 31C positions must be reviewed and may require changes of grade in order to conform to the standards of grade for new MOS 31C announced in LON E-21-21 which are to be incorporated into Change 1, AR 611-201.

   b. That all 05B conversions be made on a selective basis. All MOS 05B positions convert to 31C, 31K or one of several other MOS. The redesignated positions may require regrading to conform with the standards of grades contained in AR 611-201 for the MOS in which redesignated.
c. That all 36K conversions be made on a selective basis. All MOS 36K positions convert to either MOS 31K or selected other MOS. During these conversions, grades of these redesignated positions must be reviewed and may require changes in grade in order to conform to the standards of grades contained in AR 611-201 for the MOS in which redesignated.

d. That in the conversions of MOS 05B, 05C and 36K to other MOS, care be exercised to ensure that positions are properly retitled to reflect the revised structure contained in AR 611-201 as implemented by DA Circular 611-84-1.
ISSUE 4. DOCUMENTATION/MANAGEMENT OF ASI

1. Background. USAREUR still appears to have severe problems in documenting and managing personnel by ASI, yet management of personnel by MOS and ASI is essential with Force Modernization. The following USAREUR elements addressed ASI concerns to the team:

   a. DCSPER, Major Mortensen

   b. 1st PERSOM: Colonel Vollrath
      LTC Traub
      LTC Spinello; et. al.

   c. DCSRM: CPT Fitch

2. Facts Bearing on the Problem.

ASI's are not thoroughly documented in USAREUR documents. There are several apparent reasons for this. Included are:

   1) It appears that TRADOC may not do an adequate job of documenting ASI in the base TOE and CTUs.

   2) Many ASIs are equipment oriented; and, there are equipment differences between the base TOE and MTOE.

   3) ASI descriptions, in many cases, in the opinion of documentation personnel, do not provide adequate detail and description for classification of positions.

3. Findings.

   a. Documentation personnel (at least in USAREUR) depend on the suspense created by the POS Edit File to identify position reclassification actions. There is currently no way to create a suspense document to require coding of positions with an ASI. This can possibly be addressed in a limited way in redevelopment of the POS Edit File to alert documenters that a new ASI has been established for association with specific MOSs.

   b. The MOS system, less ASI's, is a top-to-bottom, imposed system. The ASI is often a bottom-to-top identified requirement. The unit knows first, especially during Force Modernization, what equipment or system is on hand and what additional skills are required of soldiers. Unit Commanders can impact their documents, but they don’t know or understand the ASI system in many cases. The result is, more often than not, that ASI requirements go unidentified in documents.

   c. Many soldiers undergo training for an ASI enroute, but arrive in USAREUR without an awarded ASI by the school. Since the training cannot be identified by the USAREUR personnel assignment personnel, the individual is often assigned to another position without consideration being given to the soldier’s training for a specific requirement. The net result is the loss of both the training dollars and the soldier’s abilities.
d. In some cases it appears that USAREUR MILPOS are awarding ASI’s to soldiers without the required training in an effort to meet the ASI requirements in their units. At least one assignments manager in MILPERCEN was quoted as stating that this was the way to solve the problem of the need for ASI qualified personnel.

e. The USAREUR DCSRM has a history of adding ASI’s to their MTOEs, but having the ASI coding questioned by the HQDA DCSPER. Apparently the HQDA DCSPER (DAEP-MPM) used as rationale the need to standardize the MTOE, but that position fails to recognize the role of the ASI in transitioning units during Force Modernization. The ASI application may, necessarily, vary from unit to unit within the same SRC even within the same command. During Force Modernization, it is virtually impossible to standardize the ASI with those found, or not found, in the base TOE. The practice of questioning documents with ASI other than as indicated in a base TOE should be examined by the HQDA DCSPER to allow documentation of ASI requirements unique to a unit’s requirements to allow units to base their manpower needs on a realistic document.

f. The HQDA DCSPER has questioned the use of LIC on documents in USAREUR because addition of an ASI changes the MTOE from a "standard document." USAREUR and other commands have a legitimate and definite need to identify linguist requirements. Linguist requirements cannot be standardized in all Army MTOEs yet they must appear therein as a basis for the Army to identify, access, train and assign language qualified personnel.

4. Recommendations.

a. That the systemic problem with the POS Edit File, as it impacts the documentation of new ASI, be studied and solved as a SSC-NCR/MILPERCEN joint effort.

b. That a system be established to clearly identify all soldiers scheduled for TDY and ASI training enroute be addressed as a policy issue. Further, a system for awarding the ASI at home station before training, or a similar technique be developed to record the ASI in which to be trained, in records and orders before departure from the losing MILPO. (MILPERCEN effort).

c. That other soldiers be awarded ASI only after training is completed.

d. That there be established a group to study and solve the entire problem of the documenting ASI and LIC to identify unit requirements for uniquely trained personnel with appropriate skills. Further, it is recommended that some type of assistance be given to CINOUSAREUR to resolve this long standing, nagging, and very costly problem.
ISSUE 5. POSSIBLE OVERAGE OF SIGNAL PERSONNEL

1. Background. As a result of the deletion of 05B from the MOS structure, SSC-NCR issued guidance to the field directing the reclassification of positions to either the predominate MOS in the unit or another "signal" MOS. These conversions will cause a large number of current 05B positions to convert to combat or other non-signal MOS. Even though the redistribution of positions includes non-signal MOS, all current 05B personnel will convert to another signal MOS. The issue is that the conversions of personnel may result in a balloon of personnel in these MOS. For instance, in USAREUR, the concern is that after the six-months substitutability period, these personnel must be absorbed into a signal MOS and they anticipate a significant overage for a period of several months. This situation may be further aggravated by the projected loss of about 2,000 signal spaces during documentation of the "Army of Excellence."

2. Facts Bearing on the Problem.
   a. Deletion of 05B from the structure has been mandated for completion in the Jan-Mar 84 MOC Window.
   b. During the six-months conversion period, 05B's will continue to serve in their current position regardless of classification of the position, in order to meet readiness needs.
   c. There is no guidance to substitute "signal people" in the newly created "non-signal" MOS positions subsequent to personnel reclassification scheduled for September 1984.
   d. There will be a significant loss of positions, but there will not be a corresponding reduction in the numbers of personnel.

3. Findings. This issue was surfaced by the 1st PERSCOM. They anticipate assignment/utilization problems for current 05B personnel, over the conversions have been made to the new MOS. A secondary problem is that it requires a minimum of 11 months lead time in USAREUR to obtain personnel to fill the newly identified, non-signal authorizations resulting from these conversions.

4. Recommendations.
   a. That the scope of this problem, if one exists, be determined Army-wide.
   b. That guidance on utilization of these personnel be issued to assure utilization/readiness considerations for a longer period of time be considered.
   c. That this issue be tasked to MILPERCEN for evaluation of impact on signal enlisted strength and for possible impact on future accessions and/or the training base.
ISSUE 6. SUPPLY OF SUFFICIENT COPIES OF LON'S/STAFFING ACTIONS

1. Background. We send only a limited number of copies of LON's and actions for staffing to USAREUR. When our copies arrive, they need to reproduce them in quantity so they can be further staffed and coordinated within USAREUR. Because of severe limitations of local copy equipment, our LON's/actions are sent to a printing plant for reproduction at a cost of 10 or more working days delay.

2. Facts Bearing on the Problem.
   a. We provide one copy of actions to be staffed to USAREUR.
   b. We provide two copies of LON's to USAREUR DCSRM and 5 to the 1st Personnel Command.
   c. USAREUR states they need 27 copies of LON's for the 1st PERSONEL and 10 for the DCSRM.

3. Findings. N/A

4. Recommendations. That we provide USAREUR with the required numbers of publications to preclude them from the timely reproduction process.
ISSUE 7. SUSPENSE DATES

1. Background. USAREUR continues to have a problem meeting some of our suspense dates. They state that they need a minimum of 45 days after arrival of an action in-country for staffing within USAREUR.

2. Facts Bearing on the Problem.

   a. USAREUR staffs its actions to Division/local MACOM level within USAREUR.

   b. Local policy requires CINCUSAREUR Chief of Staff approval for expedited action within country.

   c. Mail time consumes from 8-30 days from the time we mail an action.

   d. Correspondence with an envelope marked "Priority Mail" usually arrives within 8 days of the stated postmark.

3. Findings.

   a. One action, subject: Proposed Revision of ASI B8, dated 6 January 1984, arrived in USAREUR on 30 January 1984 with a suspense date of 10 February 1984. The proposed implementation date is 1 March 1985. The envelope was a flat (8-1/2 x 11) mailing, not marked "Priority Mail." USAREUR had to request and was granted a charge of suspense to 15 March 1984.

   b. An action, subject: Revision to WO MOS 621 was mailed from here on 25 January 1984; arrived in USAREUR on 2 February. The envelope was marked "Priority Mail." The suspense date was 15 March 1985.

4. Recommendations.

   a. That all mail we send to USAREUR be marked, or stamped, "priority mail".

   b. That we standardize our suspense dates for USAREUR approximately 55 days from date of dispatch, whenever staffing parameters permit.
<table>
<thead>
<tr>
<th>MACOM</th>
<th>638-PGE REQMTS</th>
<th>CORRECTLY CODED MOS</th>
<th>ACCURACY %</th>
<th># OF GRADING ERRORS (% OF REQMTS)</th>
<th># OF TITLE ERRORS (% OF REQMTS)</th>
</tr>
</thead>
<tbody>
<tr>
<td>EUSA</td>
<td>1,197</td>
<td>1,197</td>
<td>100%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>JSAREUR</td>
<td>8,226</td>
<td>7,960</td>
<td>97%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>FORSCOM</td>
<td>12,478</td>
<td>12,003</td>
<td>96%</td>
<td>334 (3%)</td>
<td>1,472 (18%)</td>
</tr>
<tr>
<td>TRADOC</td>
<td>1,364</td>
<td>1,360</td>
<td>99%</td>
<td>49 (4%)</td>
<td>107 (8%)</td>
</tr>
<tr>
<td>WESTCOM</td>
<td>793</td>
<td>782</td>
<td>99%</td>
<td>7 (1%)</td>
<td>370 (47%)</td>
</tr>
<tr>
<td>DARCOM</td>
<td>124</td>
<td>114</td>
<td>92%</td>
<td>41 (33%)</td>
<td></td>
</tr>
<tr>
<td>INSCOM</td>
<td>217</td>
<td>217</td>
<td>100%</td>
<td>3 (1%)</td>
<td>140 (65%)</td>
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<tr>
<td>USACC</td>
<td>735</td>
<td>671</td>
<td>91%</td>
<td></td>
<td>298 (40%)</td>
</tr>
<tr>
<td>MDW</td>
<td>17</td>
<td>17</td>
<td>100%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>USARJ</td>
<td>5</td>
<td>5</td>
<td>100%</td>
<td></td>
<td></td>
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<tr>
<td>GOD/Joint/Other Activities</td>
<td>148</td>
<td>147</td>
<td>99%</td>
<td>3 (2%)</td>
<td></td>
</tr>
<tr>
<td>HSC</td>
<td>8</td>
<td>7</td>
<td>88%</td>
<td>6 (75%)</td>
<td></td>
</tr>
<tr>
<td>COE</td>
<td>5</td>
<td>5</td>
<td>100%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>TOTAL</td>
<td>25,317</td>
<td>24,485</td>
<td>97%</td>
<td>393 (2%)</td>
<td>4,075 (16%)</td>
</tr>
</tbody>
</table>
SUMMARY OF CHANGES TO DOCUMENTATION
FOR CMF 63 POWER GENERATION AUTHORIZATIONS

MOS Conversions:

<table>
<thead>
<tr>
<th>MOS</th>
<th>TOTAL FY 83 AUTHORIZATIONS</th>
<th>TOTAL DOCUMENTED AUTHORIZATIONS MAR 84</th>
<th>MOS ERRORS IDENTIFIED IN SCRUB</th>
<th>ADJUSTED CONVERSIONS</th>
<th>CHANGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>63D</td>
<td>22,055</td>
<td>18,183</td>
<td>-811</td>
<td>17,372</td>
<td>- 4,683</td>
</tr>
<tr>
<td>52D</td>
<td>2,341</td>
<td>5,504</td>
<td>+811</td>
<td>6,315</td>
<td>+ 3,974</td>
</tr>
<tr>
<td>52C</td>
<td>1,506</td>
<td>1,518</td>
<td>± 33</td>
<td>1,485</td>
<td>± 21</td>
</tr>
<tr>
<td>52F</td>
<td>0</td>
<td>112</td>
<td>+ 33</td>
<td>145</td>
<td>+ 145</td>
</tr>
</tbody>
</table>

REMARK: There has been a 709 decrease in total 63B/52D authorizations since Dec 82.

II. Documentation MOS Accuracy:

Overall documentation accuracy of 63B, 52D, 52C, and 52F positions is estimated at 97% accuracy.

III. Recommendations:

- That the reclassification of MOS 63B-52D and 52C-52F soldiers commence in July 1984 as scheduled.
- That the SSC-NCR document assistance team provide the MACOMs with computer runs of CMF 63 positions annotated with recommended position corrections.
- That the proponent conduct a comprehensive MOS review in 1985 of the force structure of MOS 63B, 52D, 52C, and 52F to determine if standards of grade, MOS duty position titles, and other factors need to be modified as a result of the CMF 63 reclassification action of 1983-1984.
SUMMARY OF CHANGES TO DOCUMENTATION OF CMF 67 RESTRUCTURE CHANGES

I. MOS CONVERSIONS: While overall, 99 percent of the CMF 67 requirements appear to be correctly coded with the proper MOS, approximately 244 positions still require conversion. These, for the most part, are conversions from a 67-series MOS to a 66-series Technical Inspector MOS. Included are approximately 60 190 positions currently classified as aero scouts which still need to be corrected to MOS 67V, Aerial Scout Positions.

Only four positions remain classified in obsolete 67W. These were all found in Joint Activities documents maintained by the DCSPER. The appropriate office had been apprised of the problem and they are acting to correct the joint activity documents.

II. RECOMMENDATIONS:

- That the reclassification of soldiers in CMF 67 commence in July 1984 as scheduled.
- That, the SSC-NCR documentation assistance teams provide the MACOMs computer generated extracts annotated with the needed corrections during the scheduled June 1984 visits.
- That the proponent perform continuous review of the CMF 67 structure and documentation to ensure optimal effectiveness of the progress made during the past several months.
## CMF 67 RESTRUCTURE
(May 1984 Document Scrub Results)

<table>
<thead>
<tr>
<th>MACON</th>
<th>CRITICAL CONVERSIONS</th>
<th>ERRONEOUS GRADING</th>
<th>REMARKS</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>AGG CMF 67 REQ</td>
<td>CORRECTLY CODED</td>
<td>% OF TOTAL</td>
</tr>
<tr>
<td>DCSPER (JT Activities)</td>
<td>46</td>
<td>40</td>
<td>87%</td>
</tr>
<tr>
<td>HEALTH SVCS</td>
<td>11</td>
<td>11</td>
<td>100%</td>
</tr>
<tr>
<td>CORPS OF ENGR</td>
<td>13</td>
<td>12</td>
<td>92%</td>
</tr>
<tr>
<td>USA SAFETY CTR</td>
<td>11</td>
<td>11</td>
<td>100%</td>
</tr>
<tr>
<td>TOTALS</td>
<td>17,724</td>
<td>17,480</td>
<td>99%</td>
</tr>
</tbody>
</table>

**GENERAL REMARKS**

1. All commands need to review titles for crew chiefs and eliminate C/E. Crew Engineer is not a proper enlisted title.

2. Each MACOM should attempt to standardize MTDE documents IAW DA Policy. Currently, documents within a SRC, with different UIC, but with same CCNUM are vastly different in construction, making review difficult.

3. MACOMS should standardize position titles. There is such a variety, even within the same paragraph, that review is difficult. Use SGA titles in-so-far as possible.
## CMF 67 Restructure
(May 1984 Document Scrub Results)

<table>
<thead>
<tr>
<th>MACOM</th>
<th>CRITICAL CONVERSIONS</th>
<th>ERRONEOUS GRADING</th>
<th>REMARKS</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>AGG CMF 67 REQ</td>
<td>CORRECTLY CODED</td>
<td>% OF TOTAL</td>
</tr>
<tr>
<td>OREA</td>
<td>1291</td>
<td>1289</td>
<td>100%</td>
</tr>
<tr>
<td>USAREUR</td>
<td>4507</td>
<td>4475</td>
<td>99%</td>
</tr>
<tr>
<td>FORSCOM</td>
<td>9038</td>
<td>8851</td>
<td>98%</td>
</tr>
<tr>
<td>GRADOC</td>
<td>1293</td>
<td>1288</td>
<td>-100%</td>
</tr>
<tr>
<td>WESTCOM</td>
<td>900</td>
<td>900</td>
<td>100%</td>
</tr>
<tr>
<td>SARCOM</td>
<td>315</td>
<td>308</td>
<td>98%</td>
</tr>
<tr>
<td>INSCOM</td>
<td>117</td>
<td>113</td>
<td>99%</td>
</tr>
<tr>
<td>COMM CMD</td>
<td>59</td>
<td>59</td>
<td>100%</td>
</tr>
<tr>
<td>UK</td>
<td>102</td>
<td>102</td>
<td>100%</td>
</tr>
<tr>
<td>JAPAN</td>
<td>21</td>
<td>21</td>
<td>100%</td>
</tr>
</tbody>
</table>
IMPACT ON THE TAADS. INCLUDED ARE OCCUPATIONAL RESTRUCTURING IN CMF 91 (MEDICAL), CMF 33 (INTERCEPT/ELECTRONIC WARFARE), AND CMF 31 (DELETION OF 05H/REDESIGNATION OF OSC). IN ADDITION THERE ARE OTHER CHANGES OF LESSER SCOPE, BUT NOT IN LESSER IMPORTANCE. WHILE ALL OF THESE DO NOT REQUIRE IMMEDIATE DOCUMENTATION, VERIFICATION OF CHANGES WILL CERTAINLY PRECLUDE SIMILAR DELAYS IN IMPLEMENTATION.

4. MOST OF THE PROBLEMS IN THE TAADS INVOLVE REGRADING OF POSITIONS TO BRING THE GRADE SPREAD INTO LINE WITH APPROVED STANDARDS OF GRADE; RECLASSIFICATION FROM ONE MOS TO ANOTHER ON A ONE-TO-ONE BASIS; OR THE RETITLING OF A POSITION FOR CLEARER IDENTIFICATION. ALL THE CHANGES WILL BE MADE WITHIN THE LEVELS FOR WHICH YOUR UNITS ARE RESOURCES. A FURTHER REVIEW OF DOCUMENTS FOLLOWING THIS MOC WINDOW WILL DETERMINE IF ADDITIONAL DELAY IS NECESSARY.

5. A DOCUMENTATION ASSISTANCE TEAM WILL VISIT USEUR BEGINNING 29 JANUARY, AND FORTSON BEGINNING 21 FEBRUARY TO BOTH IDENTIFY PROBLEMS IN DOCUMENTING THE PROPER CLASSIFICATION OF POSITIONS. THESE TEAMS HAVE ALSO BEEN DIRECTED TO WORK CLOSELY WITH YOUR DOCUMENTORS TO IDENTIFY THE SYSTEMIC PROBLEMS THAT CAUSE THE ABOVE SITUATION TO CONTINUE TO PLAGUE US. I ENCOURAGE YOU TO USE THEIR EXPERTISE TO YOUR ADVANTAGE AND PROVIDE US INSIGHTS AS TO HOW WE CAN COLLECTIVELY SOLVE THE PROBLEM. ASSISTANCE FOR OTHER MACOMS IS AVAILABLE, TELEPHONICALLY, FROM THE DEPUTY COMMANDER, USASSC-NCR, AV 221-0411 (POINT OF CONTACT IS MR. DONALD LANE).

6. THINK PEOPLE.
1. A DOCUMENTATION ASSISTANT (AN NCM) IS NEEDED TO HELP PERSONNEL FOR GENERATION (AVIATION MAINTENANCE) AND CMF 63 (POWER GENERATION). IT IS NECESSARY FOR HODA TO DELAY THE SCHEDULED RECLASSIFICATION OF SOLDIERS IN THE AFFECTED MOS. THIS DELAY WILL BE UNTIL 1 JULY 1984, AS OPPOSED TO THE PLANNED DATES OF 1 APRIL AND 1 MARCH 1984 RESPECTFULLY.

2. THESE CHANGES WERE TO BE DOCUMENTED IN THE JULY-SEPTEMBER 1983 MOC WINDOW. AN OCTOBER 1983 DOCUMENT SCRUB REVEALED AN EXCESSIVE ERROR RATE, SO ARRANGEMENTS WERE MADE TO REDOCUMENT DURING THE NOVEMBER 1983 MINI-MOC WINDOW. ANOTHER SCRUB IN JANUARY 1984 REVEALS THAT ONLY TWO SMALL VTAADS PROPONENTS ACHIEVED ACCEPTABLE DOCUMENTATION. WE ARE, AGAIN, IN A MOC WINDOW WHICH PROVIDES BOTH TIME AND OPPORTUNITY TO GET OUR TAADS FOR THESE CMF/MOS "STRAIGHT." WE MUST, AT THE END OF THIS MOC WINDOW, HAVE AS OUR GOAL, DOCUMENTS ACCEPTABLE AS A BASIS FOR ACCESSION, TRAINING AND PROMOTION OF THE MORE THAN 21,000 SOLDIERS AFFECTED BY THESE CHANGES. I NEED YOUR PERSONAL ATTENTION TO ENSURE THAT THIS GOAL IS ACHIEVED.

3. OTHER MAJOR CHANGES TO THE MOS STRUCTURE WILL SOON HAVE EQUAL...
SUBJECT: Procedures for Making Directed Changes to MTOE and TDA

unit by SRC, UIC, CCNUM, Para, and Line and require submission of such input
and tradeoffs where appropriate.

f. Insure that all such messages include the Office of The Inspector
General as an addressee with a request to check on compliance with Para 5c,
above.

g. Notify US Army, MILPERCEN of the decision so the distribution and
requisition validation personnel are aware of the changes to current authori-
izations.

6. ODCSOPS will:

a. Adjust PERSACS and FAS as needed.

b. Send an updated tape to MACOMs so that changes can be printed and
distributed to unit level.

c. Review and provide appropriate coordination on all such messages
initiated by ODCSPER.

7. TOP LOADING OF DECISIONS AT HQDA:

a. When ODCSPER, in coordination with ODCSOPS, determines that a change
is of such significance that documentation adjustments cannot wait for establish-
ment methods of feedback through MACOM-generated TAADS action, ODCSPER will top
load these changes into TAADS and concurrently advise MILPERCEN for PERSACS
computation purposes.

b. When top loading is required and the changes are of a substantive
nature (Para 2-2c, AR 310-49), a new TAADS document will be required--see
Para ap., Appendix A, AR 310-49. ODCSOPS has the responsibility for managing
TAADS documents; therefore, FORDMDS (AS) will permit development of new TAADS
documents from the CRTs located in DAMO-FDP, only.

Walter J. Mehl
Director of Manpower,
Programs & Budget, ODCSPER

12 AUG 1982

G. T. Tuttle
Director of Force Management
Directorate, ODCSOPS

13 AUG 1982
MEMORANDUM OF UNDERSTANDING
BETWEEN
THE DEPUTY CHIEF OF STAFF FOR PERSONNEL
AND
THE DEPUTY CHIEF OF STAFF FOR OPERATIONS AND PLANS

SUBJECT: Procedures for Making Directed Changes to MTOE and TDA

1. PURPOSE. To establish a management process for expeditiously disseminating directed changes to MTOE and TDA to the appropriate level in the field below the MACOM.

2. REFERENCES:

3. PROBLEM. Reference 2a, above, limits normal cycle changes to TAADS documentation to the two open MOC windows (1st & 3d Calendar Qtrs). This, in some cases, impairs the timely notification of directed changes to field commanders.

4. SCOPE. When a functional review of a Career Management Field identifies a documentation imbalance of such intensity that immediate action must be taken to notify MACOMs and their subordinate elements of decisions made at HQDA, the provisions of this MOU apply.

5. ODCSPER will:
   a. Prepare a message to MACOM and other TAADS proponents notifying them of the decision.
   b. Request that MACOM/TAADS proponents disseminate the HQDA decision to the appropriate subordinate unit level.
   c. Include a provision in the message requiring that a copy of it be appended to TAADS documentation at all appropriate levels in the field.
   d. Top load changes at HQDA subject to the criterion in para 7, below.
   e. Request input from MACOM when decisions require identification of
PURPOSE:
To provide data on the conversion of CHF 67.

FACTS:
1. The CHF 67 conversion effort expands CHF 67 from 15 MOS to 30 MOS and identifies a soldiers' skill to a particular aircraft system. Approximately 3200 soldiers are affected by the conversion.

2. The CHF 67 conversion originally scheduled for 1 Oct 83, was delayed until 1 Jul 84 primarily due to installation errors in the VTAAADS authorization documents.

3. At present, approximately 99 percent of the CHF 67 requirement documents are correctly coded with the proper MOS. Only about 60 19D positions remain to be coded to 67V and 184 67 series MOS remain to be converted to the 66 series Technical Inspector MOS. Remaining problems appear minor and should be easily corrected during the July - September MOS window.

4. The training of soldiers converting into the 66 series Technical Inspector MOS at Ft Eustis is proceeding as scheduled.

5. Delaying implementation would result in field units continuing to receive soldiers who lack the required aircraft particular expertise. MILPERCEN management and distribution would also be hampered.

6. Due to confusion in the field, some installations have already cut orders and loaded the new MOS into the SISPERS. They are now requisitioning based upon the new MOS. As a result, transactions will not conurate and must be handled manually.

7. SSC-NCK and all personnel in the Avn/Trans Branch feel very strongly that the 1 July implementation date for the CHF 67 conversion is realistic and in the best interest of both the field units and MILPERCEN.

MARVIN H. BAKER
LTC, AV
Avn/Trans Branch
Results of CMF 67 and 63-PGE Document Review

DAPC-PLO
14 MAY 1984
Mr. Lane/ctl/325-0411

I. SSC-NCR has completed its review of documents to determine the current status of MACOM documentation of CMF 67 and CMF 63 power generation equipment (PGE) positions. Overall, the documents show significant improvement over earlier documentation and fully support the need to "press on" with the personnel reclassification process. Detailed data concerning the results of the review are shown in the attached inclosures.

2. Some minor documentation problems were noted during the document review process and should be corrected by the MACOMs during the next MOC window (July-September 1984):

   a. In both USAREUR and FORSCOM, several positions now classified in the 67 series MOS need to be converted to a 66-series Technical Inspector MOS. In FORSCOM, several Aerial Scout positions remain classified in MOS 19D. In nearly all commands, some corrections to SGA applications are required.

   b. In the area of Power Generation Equipment (PGE), approximately 811 (4% of the total MOS 52D requirements) still need to be converted to 52D. Approximately 16% of the duty position titles still contain reference to PGE. Within USAREUR, fewer MOS 52F positions have been identified than anticipated to support projected equipment requirements.

   c. FORSCOM "killed" 133 documents for various reasons during the last MOC window and, therefore, the intended changes are not reflected in the SSC-NCR review.

3. In June, SSC-NCR is dispatching documentation assistance personnel to the MACOMs. Recommended position change information, in SRC/UIC/paragraph/line number detail, will be provided to the MACOMs during the visits which will permit the MACOMs to correct the remaining minor problems discussed above during the July-September MOC window.

4. As a result of the significant improvement in MACOM documentation of CMFs 67 and 63 during the past three MOC windows, and the minor documentation corrections which the MACOMs will perform in the next MOC window, recommend that the reclassification of personnel in CMF 67 and the PGE portion of CMF 63 be directed for action by the MILPOs during July 1984.

FOR THE DEPUTY COMMANDER:

[Signature]

DENNIS D. FLINT
Colonel, GS
Director, Military Occupational Development

CF:
DAPE-4IP4

[Stamp: K-31]