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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.

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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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Colonel Frank Alexander, ADA
Project Advisor

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ABSTRACT

AUTHOR: Charles N. Bullard, LTC (P), TC

TITLE: Career Management Field 67-Aviation Maintenance Realignment A Major Step Forward

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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~~ 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.

*Additional keywords: Army aircraft;
aircraft maintenance*

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) 67.¹ The study concluded that the apparent decline in Army aviation maintenance effectiveness could be attributed to:²

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.³ 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:⁴

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 implementation 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 recalssification guidance was published by letter of notification and was included in Change 28 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/questionnaire 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 "HQs 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.⁷

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 MILPERCEN 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 MILPERCEN 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

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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.⁶ 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 400 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 MOC 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

(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 identification. 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.

3. Technical Inspector positions documented where not authorized. (MOS 66 series).

board in that it provided the soldiers past experience, the Commanders and First Sergeants 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 E8.

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/questionnaire which was provided to the soldier during the world-wide briefing tour. This survey proved to be invaluable during the conduct of this

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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

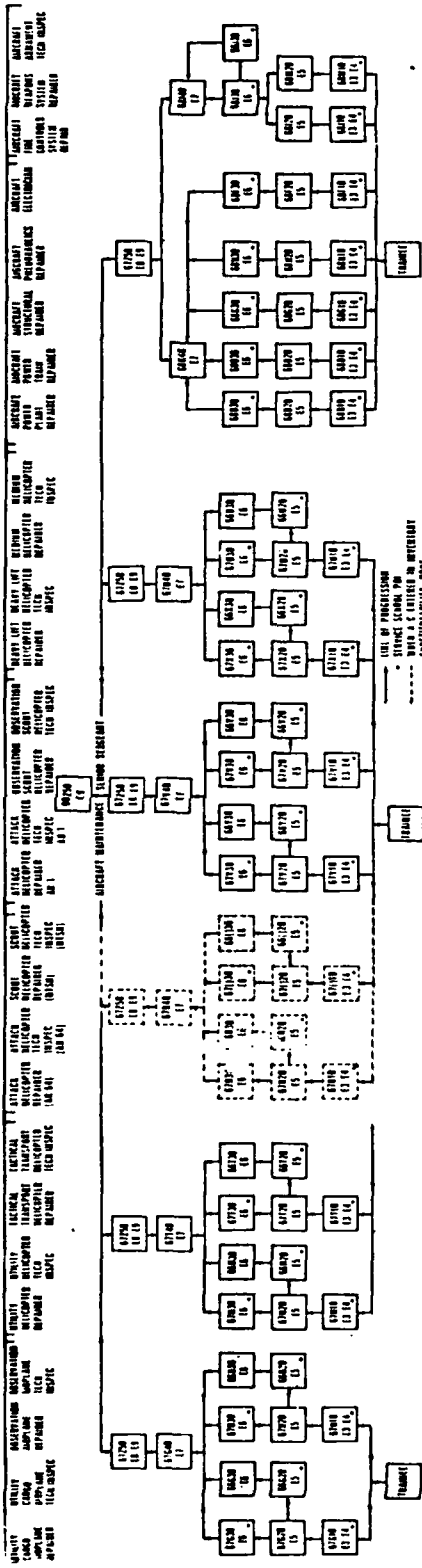
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ENDNOTES

1. Letter, DA, US Army Transportation School, subject Army Aviation Career Management Field (CMF) 67, dated 2 April 1982.
2. Ibid.
3. Ibid.
4. Ibid.
5. Information Paper, DAPC-EPL-TA, subject Career Management Field 67, Aviation Maintenance MOS Realignment, dated 1 June 1984.
6. Ibid.
7. Message, SSO, DA, DCSPER, subject Delay of Personnel Reclassification in CMF 67 and CMF 63, dated 21 March 1984.

APPENDIX A

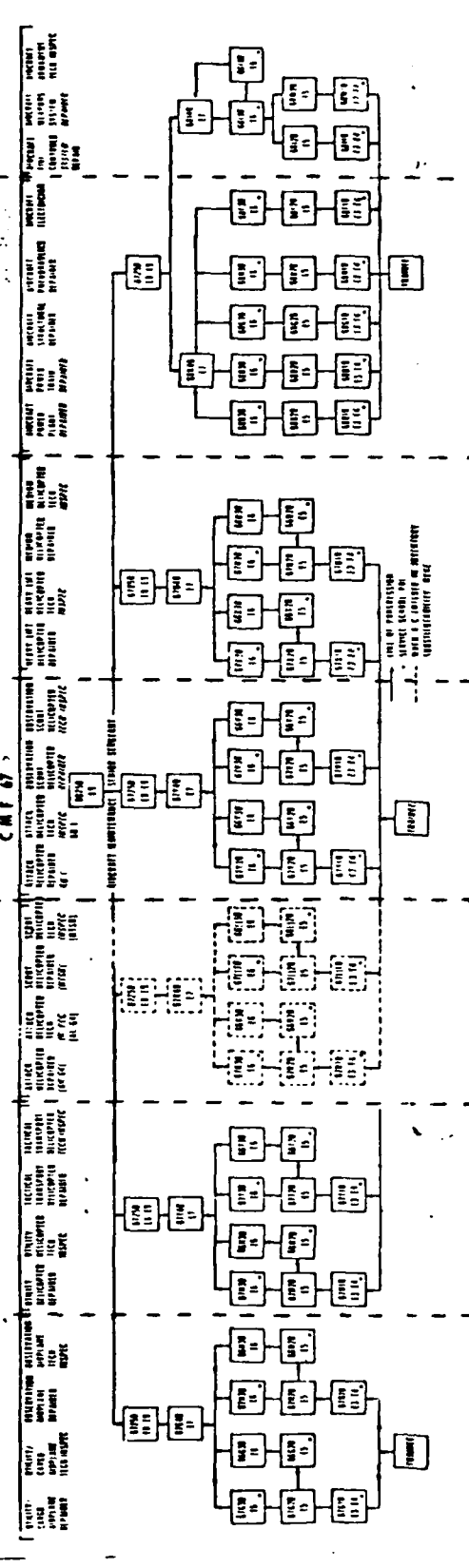
CMF 67



Titles to emphasize what these depict would be helpful.

A'

OH1
 C12/021
 1
 2
 3
 4
 5
 OH-1
 FRODOUS
 OH-60
 AN-60
 APACHE
 AN-58A
 AHIP
 COBRA
 Cayuse/Kaw
 OH-58
 CH-54
 TAPPE
 CH-47
 CHINOOK
 ALLIED TRADES
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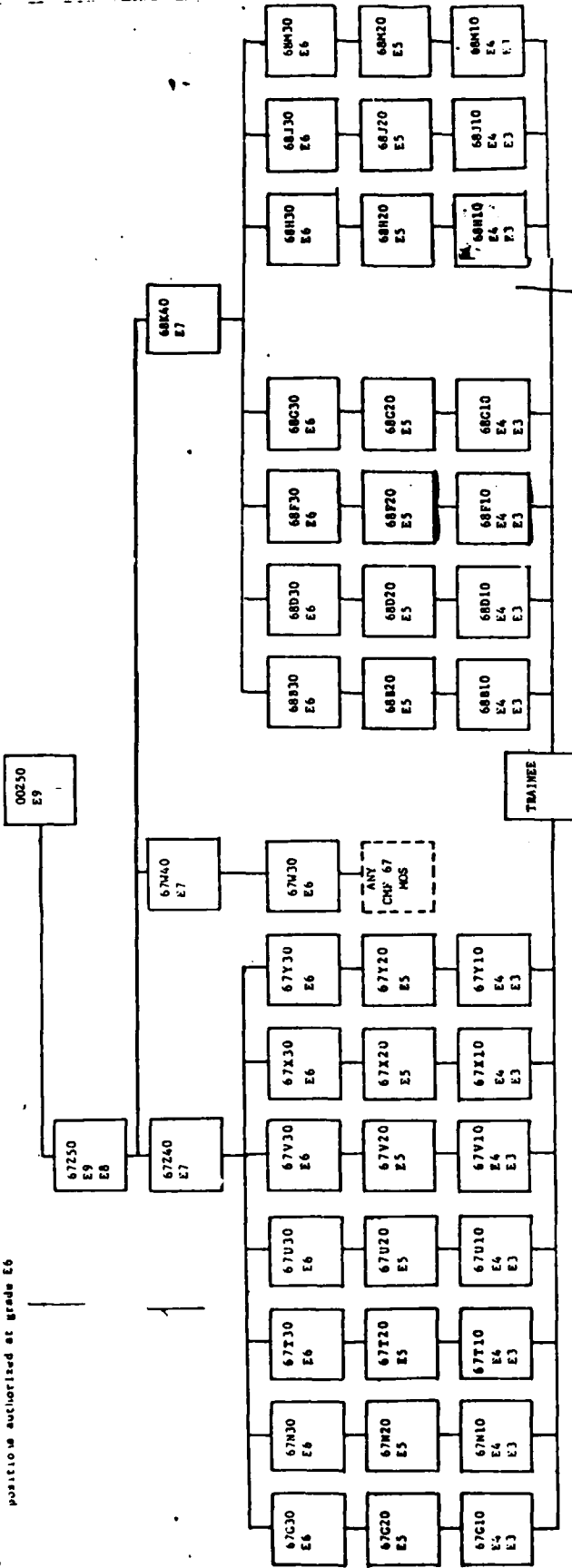
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APPENDIX B

AVIATION MAINTENANCE - CMF 67



1. All personnel in Grade E6 will be SSG
2. All personnel in Grade E5 will be SGT
3. MS Codes 67C, 67N, 67Y, 67U and 67X will have Technical Inspector position authorized at grade E6



B'

APPENDIX C

NEW CMF 67 MOS

66G	-	UTILITY CARGO AIRPLANE TECH INSP
66H	-	OBSN AIRPLANE TECH INSP
66N	-	UTIL HEL TECH INSP
66T	-	TACT TRANS HEL TECH INSP
67R	-	ATK HEL REPAIRER (AH-64 NEW A/C)
66R	-	ATK HEL TECH INSP (AH-64 NEW A/C)
67[I]	-	SCOUT HEL REPAIRER (OH-58A NEW A/C)
66[I]	-	SCOUT HEL TECH INSP (OH-58A NEW A/C)
66Y	-	ATK HEL TECH INSP
66V	-	OBSN SCOUT HEL TECH INSP
66X	-	HVY LIFT HEL TECH INSP
66U	-	MED LIFT HEL TECH INSP
66J	-	ACFT ARMAMENT TECH INSP

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APPENDIX D

MILESTONES

Appendix D

D'

DOCUMENTATION AND RECLASSIFICATION
MILESTONES

<u>MILESTONE</u>	<u>LEAD AGENCY/COMMAND</u>	<u>STATUS</u>
1. PROPOSED RESTRUCTURING TO SSC	TRADOC	COMPLETED 1 JUL 1982.
2. MACOM STAFFING	SSC - NCR	COMPLETED AND APPROVED 19 DEC 82.
3. DA STAFFING	SSC - NCR	COMPLETED IN OCT - NOV 82
4. DCSPER APPROVAL	DCSPER	COMPLETED. ON 20 DEC 82, DCSPER APPROVED CMF 67 RESTRUCTURE AS A "ZERO SUM" RECLASSIFICATION AC- TION FOR FY84. ADDITIONAL REQT'S GENERATED BY RE- STRUCTURE WILL BE REVIEWED BY DAMG-FD AND IF VALI- DATED W/B RESOURCED IN NOR- MAL POM CYCLES.

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<u>MILESTONE</u>	<u>LEAD AGENCY/COMMAND</u>	<u>STATUS</u>
5. LON PUBLISHED	SSC - NCR	COMPLETED. LON E-20-7 DATE 13 JAN 83 PROVIDES DETAILS FOR RESTRUCTURE.
6. TRAINING SCOPE TO USAREC	TRADOC	DEPENDING UPON THE ESTABLISHMENT OF NEW MOS FOR AH64 (67 AHIP (67S)).
7. POS EDIT TAPE PREPARED	SSC - NCR	COMPLETED AND DISTRIBUTION TO MACOMS 16 MAY 83. INCLUDES REVIEW OF 200 TOE AND 117 TDA.
8. CH 20, TO AR 611-201 & CIRCULAR TO PRINTER	SSC - NCR	TO PRINTER 24 JUNE 83.
9. IMPLEMENTATION CIRCULAR	TAGCEN	
10. CH 20, AR 611-201 TO FIELD	TAGCEN	SEPT 83 WITH TOTAL REWRITE OCT/NOV 83 DUE TO PHYS STANDARDS CHANGE (IE WITA) CHANGE 1 TO BE PUBLISHED 1 MAR 84.
11. CCT PUBLISHED	TRADOC	COMPLETED BY TRADOC. DCSOPS REVIEW NOT COMPLETE DUE TO PLUS UPS IN AUTHORIZATIONS. AFFORDABILITY STUDY BEING CONDUCTED.

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<u>MILESTONE</u>	<u>LEAD AGENCY/COMMAND</u>	<u>STATUS</u>
12. POI APPROVED	TRADOC	PRESENTLY AT TRADOC PENDING OFFICIAL TRAINING APPROVAL.
13. ARPRINT UPDATE	MILPERCEN	COMPLETED. NEW MOS ENTERED IN ARPRINT.
14. REQUEST LOADED	MILPERCEN	DEPENDING UPON THE ESTABLISHMENT OF NEW MOS FOR AH64(67R) AHIP(67S).
15. RECRUITING BEGINS	USAREC	WHEN NEW MOS COME ON LINE. RECRUITING SHOULD BEGIN IN 84.
16. TYPE B CHANGES IN TAADS	MACOMS	SCHEDULED FOR JUL - SEP 83 MOC WINDOW. DRIVEN BY CCT 300-74.

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DOCUMENTATION AND RECLASSIFICATION/MILESTONES (CONT'D)

17. PERSACS UPDATE	MILPERCEN	15 Oct 83	
18. TRAINING COMMENCES	T-SCHOOL	Oct 83	FT EUSTIS MAY REQUEST DELAY.
19. REVIEW MACOM DOCUMENTATION	SSC-NCR	1-30 Nov 83	NOTIFY MACOM(S) OF ERRORS IN DOCUMENTATION
20. AUTHORITY TO EXECUTE RECLASSIFICATION	MILPERCEN	1 DEC 83	PROVIDED MACOM DOC. IS ACCEPTED. (ACCEPTABLE DOCUMENTATION CRITICAL TO REMAINDER OF MILESTONES)
21. PERSONNEL RECLASSIFICATIONS COMPLETED & REPORTED THRU SIDPERS	MILPERCEN/ MACOMS	NLT 1 APR 84	PER RECLASSIFICATION GUIDANCE CONTAINED IN LC WITH EFFECTIVE DATE 1 APR 84.
22. PERSONNEL IN MTOE/TDA UNITS RECLASSIFIED	MACOMS	MAR 84	EFFECTIVE DATE OF RECLASSIFICATION 1 APR 84.
23. EFFECTIVE DATE OF MTOE/TDA		1 APR 84	
24. REQUISITIONS UNDER REALIGNMENT COMMENCE	MACOMS	1 MAY 84	

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YEARS OF WORK EXPERIENCE. THE 10 SERIES SOLDIER MUST BE ~~EXPERIENCED~~ IN THE TECHNICAL INSPECTION TASK FOR THE PARTICULAR AIRCRAFT THEY SERVICE. THE SOLDIER MUST ACQUIRE THE CONFIDENCE NECESSARY TO PERFORM TECHNICAL INSPECTION OR WORK PERFORMED BY THE ALLIED TRADES JOBS HOLDERS. THIS NECESSITATES RESIDENT TRAINING WITH HIGH TASK SERVICITY AND TRAINING SKILLS. MINIMUM COURSE LENGTH FOR THE 10 SERIES JOB IS 15 WEEKS WITH A MAXIMUM OF 20 WEEKS.

B. A TRAINING PROGRAM HAS BEEN ESTABLISHED TO ALLOW FOR COMPLETION OF ALL REQUIRED 10 SERIES JOB TRAINING TO FILL 100 PERCENT OF NEW AND RECALLED 10 SERIES JOBS BY 1950. TO SUCCESSFULLY ACCOMPLISH THIS TRAINING, THE DEMENTAL PERSONNEL MUST BE EXERCISED BY COURSE AND BY ALL 10 SERIES.

C. IT IS REQUESTED THAT ALLOCATIONS FOR TRAINING BE MADE TO THE FIELD BY 100 PERCENT WITH THOSE SOLDIERS SELECTED FOR TRAINING TO BE TRAINED TO THE INSTRUCTIONS. SINCE A 100 PERCENT FILL OF TRAINING COURSE CANNOT BE MAINTAINED IN THIS AREA DUE TO NEW REQUIREMENTS, A 100 PERCENT FILL IS NECESSARY.

D. THE 10 SERIES 100 PERCENT FILL IS A GOVERNMENT POLICY AND WILL BE MAINTAINED AT ALL TIMES TO MAINTAIN THE FORCE FOR WORK EXPERIENCE OF

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AIC 11375

AIC 7408

AIC 11547

INFO 000 1ST PENSOP SCHMETZINGEN 00//JAPC-INT-1//

000 MILPENCOR ALEX VA//JAPC-INT-1//JAPC-PLC//

000000 THE PENTAGON WASHINGTON DC//JAPC-INT-1//

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APPENDIX G

DEPARTMENT OF THE ARMY
U.S. ARMY MILITARY TRAINING CENTER
2351 P. HENNING AVENUE
ALEXANDRIA, VA 22304

ATTENTION OF

DAPC-LPT-F

2 December 1983

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

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

1. The CMF 67 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'). CMF 67 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, MACOMS 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 MACOM to accomplish a DA directed training requirement is not appropriate. Therefore, request that funds be appropriated from the Open Allotment 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 expeditious processing so there will be no delay in meeting the Army training requirements.

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

APPENDIX F

RECLASSIFICATION DATA

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

66J SCOUT HEL TECH INSP

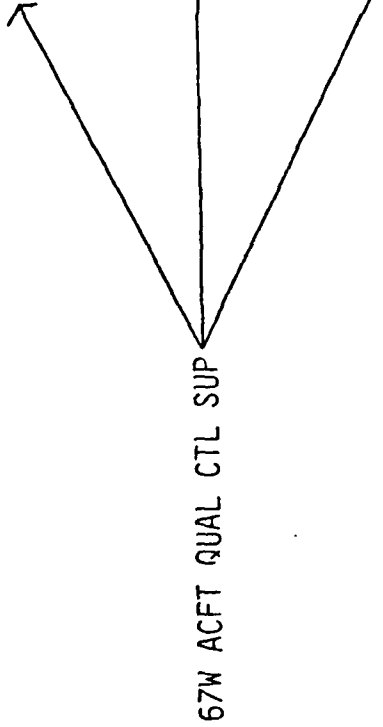
66Y ATK HEL TECH INSP (AH-1)

66V OBSN SCOUT HEL TECH INSP

66X HVY LIFT HEL TECH INSP

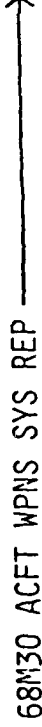
66U MDM HEL TECH INSP

67W ACFT QUAL CTL SUP



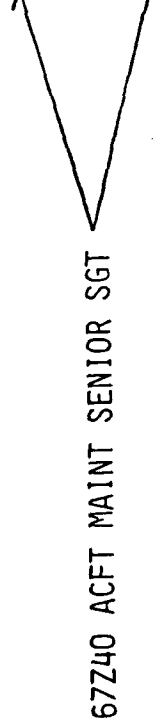
68M30 ACFT WPNS SYS REP

66J ACFT ARMAMENT TECH INSP



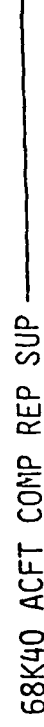
67Z40 ACFT MAINT SENIOR SGT

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 REP SUP

68J40 SUP-ACFT FC REPAIRER



MOS DELETED

67W, 67Z40, 68M30

(1) 6

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.

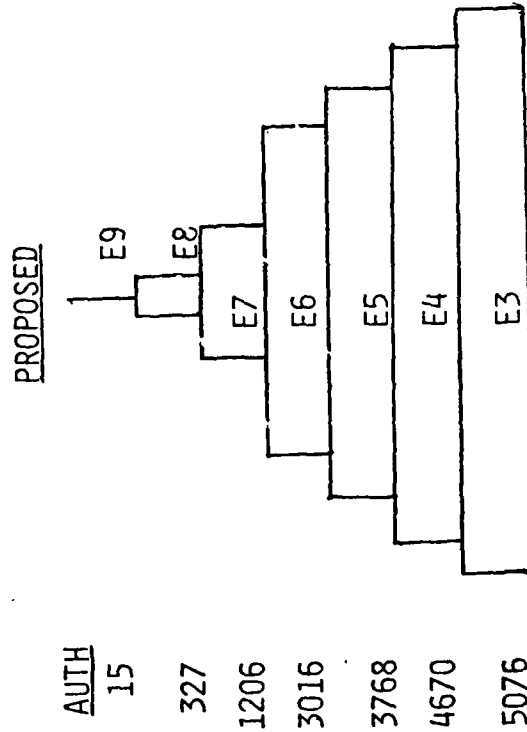
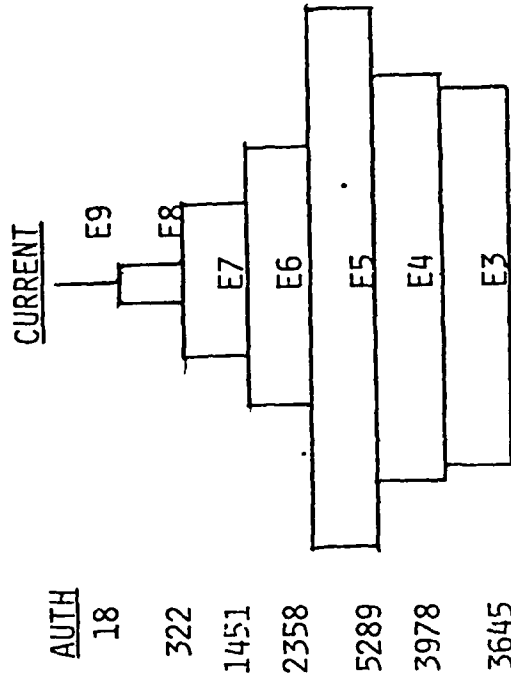
REVISE AIT TO TRAIN A "DOER" AND NOT AN ASSISTANT
REPAIRER.

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

E 5

CMF 67 TOTAL FORCE

GRADE SUSTAINABILITY



E 4

BACKGROUND

- 0 REALIGNMENT NECESSARY BECAUSE OF:
 - TRAINING
 - JOB SATISFACTION
 - RETENTION RATES
 - PROMOTION OPPORTUNITIES ABOVE E5

- 0 REALIGNMENT WILL REQUIRE MAJOR RECLASSIFICATION EFFORT-
APPROXIMATELY 2573 SOLDIERS

- 0 PROBLEMS PROMPTED STUDY IN 1979

- 0 VCSA APPROVED TRADOC PLAN IN 1981

- 0 IMPLEMENTATION DATE SET FOR 1 OCTOBER 1983

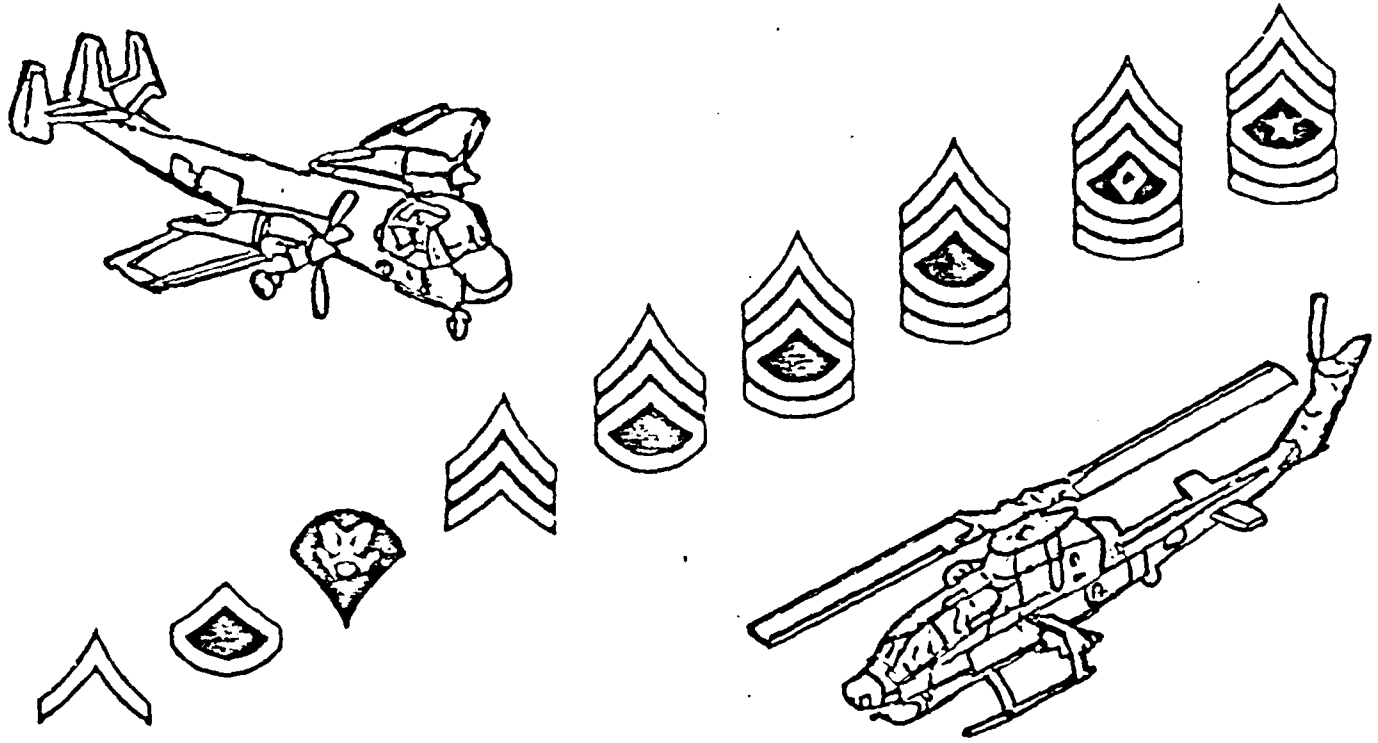
E 3

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.

E-2

**ARMY AVIATION MAINTENANCE
CAREER MANAGEMENT FIELD 67
REVISION**



APPENDIX E

RECLASSIFICATION ACTIONS

SEP 82 - JAN 83

- WORLDWIDE BRIEFING TOUR MILPERCEN/USATSCH TO UPDATE APPROXIMATELY 2200 AVIATION SOLDIERS INTERVIEWED.

SURVEYS/QUESTIONAIRES, DISTRIBUTED DURING VISITS

NOV 82

- CMF 67 REALIGNMENT BRIEFED AT W/W MILPO CONFERENCE IN WASH D.C.

DEC 82

- RECLASSIFICATION AUTH CENTRALIZED AT MILPERCEN LEVEL

MAR - MAY 83

- 2ND VISIT BY MILPERCEN/SSC/USATSCH TO LOCAL MILPO'S

JULY 83

- 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.

D7

RECLASSIFICATION

UPDATE

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- YOUR NO. 1 SELECTED FOR TRAINING AND NOW HELD IN A TRY AND RETURN STATUS. THE TRANSVALE BRANCH HEADQUARTERS WILL ATTEMPT TO MINIMIZE THE NUMBER OF SOLDIERS PLACED IN A TRY AND RETURN STATUS.
1. UPON COMPLETION OF TRAINING, THE ONE BY CAREER BRANCH WILL TAKE ACTION TO PRECLUDE PCS MOVEMENT OF THESE SOLDIERS FOR 12 MONTHS.
 2. NEEDS LIST DISSEMINATION TO LOWEST LEVELS OF COMMAND.
 3. POC AT MILPERCEA IS MSG COLE/SFC NEEMAN, AUTOVON 220-8222/2115.
 4. MILPC WORKLOAD HAS BEEN CONSIDERED.

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APPENDIX H

RECLASSIFICATION ACTIONS

SEP 82 - JAN 83

- WORLDWIDE BRIEFING TOUR MILPERCEN/USATSCH TO UPDATE APPROXIMATELY 2200 AVIATION SOLDIERS INTERVIEWED, SURVEYS/QUESTIONAIRES, DISTRIBUTED DURING VISITS

NOV 82

- CMF 67 REALIGNMENT BRIEFED AT W/W MILPO CONFERENCE IN WASH D.C.

DEC 82

- RECLASSIFICATION AUTH CENTRALIZED AT MILPERCEN LEVEL

MAR - MAY 83

- 2ND VISIT BY MILPERCEN/SSC/USATSCH TO LOCAL MILPO'S

JULY 83

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BASED UPON ABOVE DECISIONS ON RE-CLASSIFICATION WILL BE MADE.

14



DEPARTMENT OF THE ARMY
U S ARMY TRANSPORTATION SCHOOL
FORT EUSTIS, VIRGINIA 23604

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.

14²

ATSP-CD-OR

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

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 CMF 67 with the new MOS contained in the CMF 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 CMF 67 revision to remove any soldier from the CMF 67 career field. Judgements 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



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
U.S. ARMY MILITARY PERSONNEL CENTER
2461 EISENHOWER AVENUE
ALEXANDRIA, VA 22331

July 20, 1983

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 ~~2287~~ were reclassified to a new MOS. The 398 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 N. AVERY
MAJ, TC
CMF 67 Reclassification Board President

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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

CONTROL NUMBER

Theater Area Number

CMF 67
RECLASSIFICATION SURVEY

The purpose of this survey is to ascertain information about CMF 67 personnel who will require reclassification in accordance with the CMF 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 effect 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 CMF 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.

H 7

The following questions must be answered to the best of your knowledge. If you need to refer to your personnel records 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., 67N20.

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. SRC NUMBER: _____
 6. MTOE NUMBER: _____
 7. MACOM: _____
 8. PRIMARY MOS: 02115B HOW OBTAINED: _____
SCHOOL
WHEN OBTAINED
OJT
OTHER (SPECIFY) _____
 9. SECONDARY MOS: _____ HOW OBTAINED: _____
SCHOOL
WHEN OBTAINED
OJT
OTHER (SPECIFY) _____
 10. ADDITIONAL MOS: _____ HOW OBTAINED: _____
SCHOOL
WHEN OBTAINED
OJT
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.
- | <u>MOS</u> | <u>DUTY POSITION</u> | <u>FROM</u> | <u>TO</u> | <u>YEARS</u> |
|------------|----------------------|-------------|-----------|--------------|
| A. | | | | |
| B. | | | | |
| C. | | | | |

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G.

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J.

14. DISREGARDING YOUR PAST EXPERIENCE, WHAT AVIATION MOS CONTAINED IN THE CMF 67 REVISION WOULD YOU DESIRE TO HOLD IF YOU HAD THE OPPORTUNITY?

WHY (BRIEF STATEMENT)

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-10A, ETC.

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

21. BASED ON YOUR PAST EXPERIENCE, WHAT AVIATION MOS CONTAINED IN THE CMF 67 REVISION WOULD YOU DESIRE TO HOLD?

WHY (BRIEF STATEMENT)

22. BASED ON YOUR PAST EXPERIENCE, WHAT AVIATION MOS CONTAINED IN THE CMF 67 REVISION DO YOU FEEL YOU ARE MOST QUALIFIED FOR?

WHY (BRIEF STATEMENT)

17 9

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 ISG. THANK YOU FOR YOUR COOPERATION.

QUESTIONS 23 THRU 27 SHOULD BE ANSWERED BY BOTH THE ISG 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 REFER TO CHECK THE 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?
MOS: _____
26. IN WHAT MOS CONTAINED IN THE CMP 67 REVISION DO YOU FEEL THIS SOLDIER WOULD BEST SERVE THE ARMY? ISG _____ COMMANDER _____
27. ARE THERE ANY PERSONNEL IN YOUR UNIT WHO ARE NOT AVAILABLE TO TAKE THIS SURVEY? YES _____ NO _____ HOW MANY? _____

IF THE ANSWER TO NUMBER ²⁷ IS YES, PLEASE TAKE A BLANK SURVEY FOR EACH AND HAVE THEM FILL IT OUT WHEN THEY ARE AVAILABLE. MAIL COMPLETED SURVEYS AS SOON AS POSSIBLE TO: DA, MILPERCEN, ATTN: DAFC-EPL-T, 2461 EISENHOWER AVE., ALEXANDRIA, VA 22331.

H 10

MOS AND GRADE REQUIREMENTS
AFTER CMF 67 REALIGNMENT

<u>MOS</u>	<u>PAYGRADE</u>	<u>AUTH</u>	<u>*NUMBER OF SOLDIERS</u> <u>IDENTIFIED FOR THIS GRADE/MOS</u>
66G	5	6	5
	6	55	40
66H	5	9	10
	6	15	14
66V	5	127	62
	6	138	137
66N	5	176	116
	6	257	225
66Y	5	82	53
	6	103	106
66T	5	63	5
	6	88	86
66U	5	46	8
	6	69	66
66J	6	113	53
68J	7	116	109
67G	7	84	122
67T	7	455	621
67Y	7	420	513
67U	7	150	235
	TOTALS	<u>2572</u>	<u>2586</u>

RECLASSIFICATION DATA

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

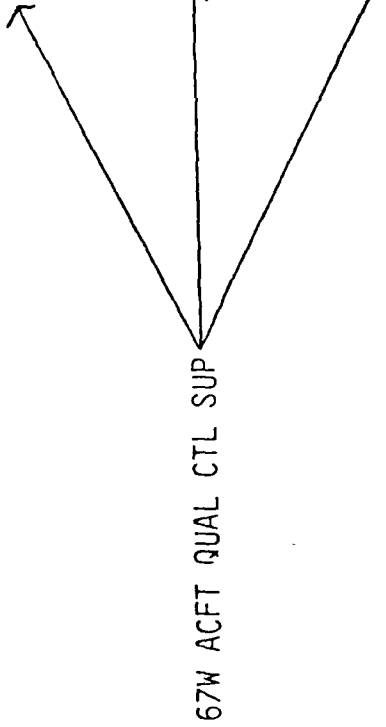
66Y ATK HEL TECH INSP (AH-1)

66V OBSN SCOUT HEL TECH INSP

66X HVY LIFT HEL TECH INSP

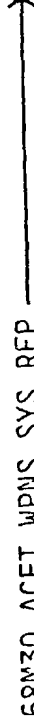
66U MDM HEL TECH INSP

67W ACFT QUAL CTL SUP



66J ACFT ARMAMENT TECH INSP

68M30 ACFT WPNS SYS REP



67G40 FW SUP OBNS/UTIL

67T40 HEL SUP UH-1/UH-60

67R40 HEL SUP (AH-64/OH-58A)

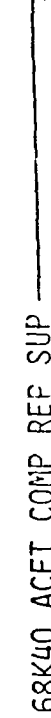
67Y40 HEL SUP ATK

67U40 HEL SUP HVY/MED

67Z40 ACFT MAINT SENIOR SGT



68J40 SUP-ACFT FC REPAIRER



MOS DELETED

67W, 67Z40, 68M30

1
2

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.

2. Option 2. To Delay Implementation of the CMF 67 Structure Until the Plus-ups Can Be Provided.

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.

Incl 2

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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.

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REPLY TO
ATTENTION OF

ATZI-NCR-MI

DEPARTMENT OF THE ARMY
US ARMY SOLDIER SUPPORT CENTER
NATIONAL CAPITAL REGION
200 STOVALL STREET
ALEXANDRIA, VIRGINIA 22332

27 JUL 1983

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 Pandey, 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. Leshner, Chief, Enlisted Personnel Division, Adjutant General;
- f. Mr. Lynn Chambers, Personnel Management Specialist, Enlisted Personnel Management Division;
- g. Command Sergeant Major Barker, 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

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PAGE 2

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.

3. IT WOULD BE EXTREMELY COUNTER PRODUCTIVE 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

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ZCZCRPQ924
DAN: 026-032212
INPUT CDSN = KOA097
TOR: 171446Z DEC 82 TOT: 171446Z DEC 82

PAGE 1

OTTMZYUW YEDAQS 4631 3511442-MNSH--YEKDDO.
ZNY MMNSH
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O 171300Z DEC 82 ZYH
FM SSO TRADOC
TO SSO DA
INFO SSO RUCKER
ZEM
UNCLAS EYES ONLY
QQQQ
EYES ONLY//EYES ONLY//EYES ONLY//EYES ONLY//EYES ONLY//EYES ONLY//

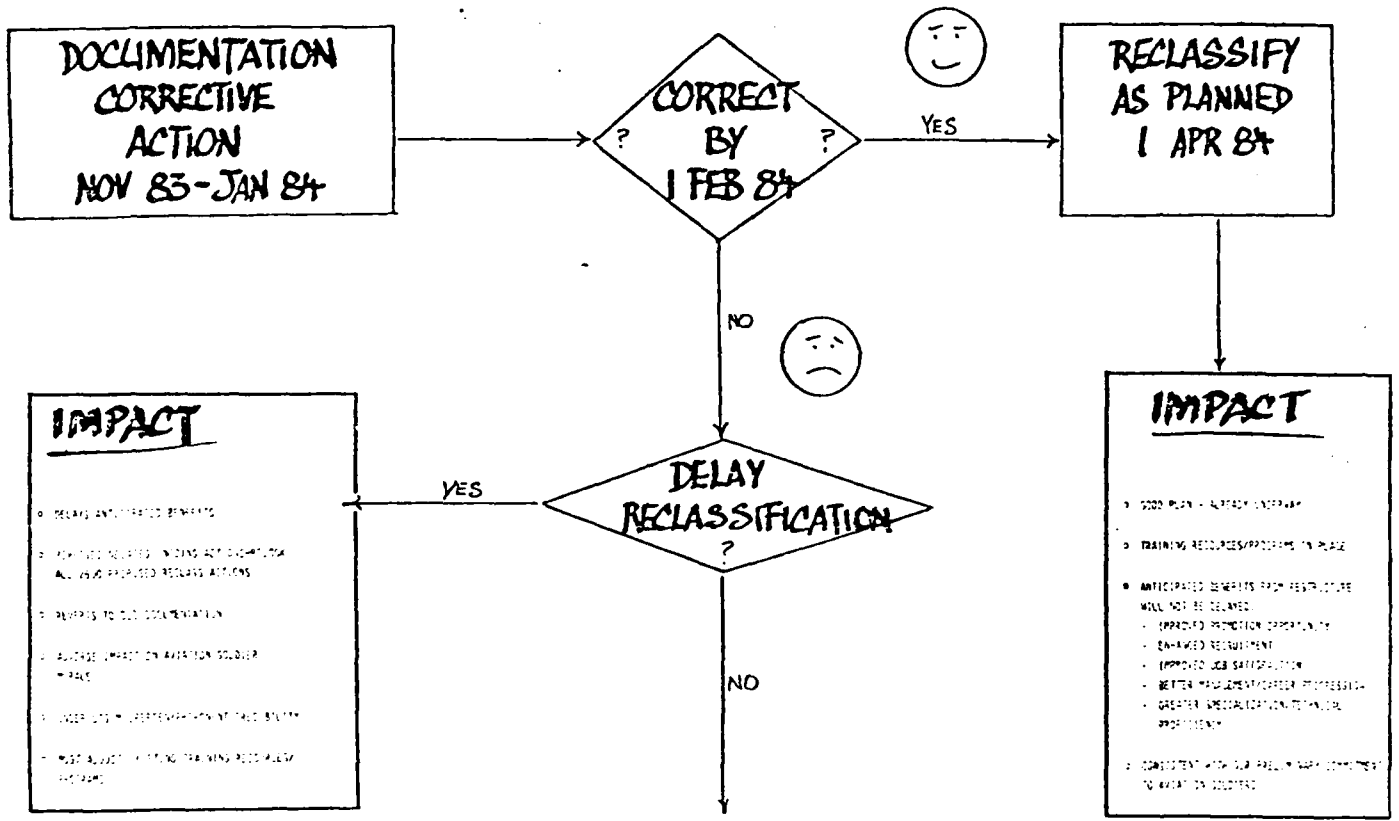
SSO DA FOR LTG THURMAN, DA DCSPER
SSO DA INFO MR. CRIBBINS, ODCSLOG-ZD
SSO DA INFO MG ARTER, CDR, MILPERCEN
SSO RUCKER INFO MG MCNAIR, CDR, USAAVNC
FROM MG SMALL, COMDT, USATSCH
SUBJ CMF 67 RESTRUCTURE PROPOSED CHANGE TO AR 611-201, CHANGE 20
1. I AM VERY CONCERNED WITH THE VERY RECENT DCSOPS AND DCSPER PRO-
JECT OFFICER NONCONCURRENCE WITH THE CMF 67 RESTRUCTURE. IT IS MY
UNDERSTANDING THAT THIS NONCONCURRENCE IS NOT BASED ON FAULTS CON-
TAINED 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,
WE PROVIDED YOUR STAFF WITH AN EXTRACT FROM THE PROPOSAL LISTING THE
MANPOWER PLUS UPS BY GRADE AND MOS BY MACOM. DCSOPS HAS INDICATED
THAT IN ORDER TO RESOURCE THE REVISION IN THE POIP AND POM PROCESS
THEY REQUIRE A UIC LEVEL OF DETAIL (MTOE) REGARDING MANPOWER REQUIRE-
MENTS. THIS UIC LEVEL OF DETAIL WILL NOT BE AVAILABLE UNTIL THE IN-
DIVIDUAL MACOMS SCRUB THEIR RESPECTIVE MTOE IAW THE BASE TOE AND SGA

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APPENDIX K

CMF 67 RECLASSIFICATION THE GO/NO GO DECISION



A NON-WINNER

☹️
yuk!!

IMPACT
ANOTHER CMF 63 ?
(OFF LINE MGMT ?)

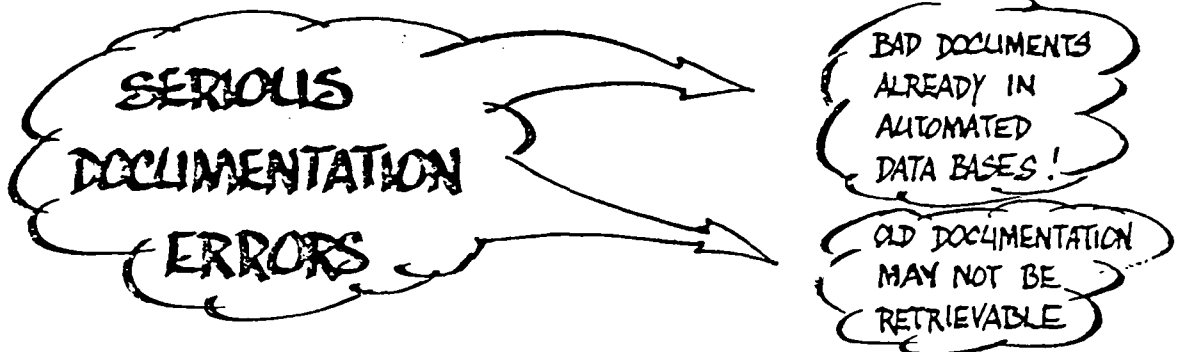
BOTTOM LINE

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

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CMF 67 DOCUMENTATION

CURRENT STATUS :



IMMEDIATE ACTIONS:

1. DISAPPROVE INCORRECT DOCUMENTATION. — ARSTAF
2. REINSTATE OLD DOCUMENTATION IN AUTOMATED SYSTEMS. — ARSTAF
3. COMPLETE DOCUMENTATION CORRECTIVE ACTION BY 30 NOVEMBER _____ TRADOC TEAM (ARSTAF SUPPORTED)
4. RECEIVE CORRECTED DOCUMENTATION BY END OF DECEMBER _____ USAAVNC/SSC/ MILPERCEN
5. COMPLETE REVIEW OF CORRECTIONS BY END OF JANUARY _____ USAAVNC/SSC MILPERCEN
6. RECLASSIFICATION DECISION NIT 1 FEB — MILPERCEN

CMF 67 DOCUMENTATION PROBLEMS & PROPOSED SOLUTIONS

- 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 ITECH INSPI 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

UNIT: 97A (SFC) (CMT) (P) (U)

SS	SPECIALIST					SERIES					TECHNICIAN				
	05	06	07	08	09	05	06	07	08	09	05	06	07	08	09
05															
06															
07															
08															
09															
TOTAL															

COMMENTS: [Handwritten note: NO 40 LEVEL CAPPER MOS DOCUMENTED]

UNIT: 97A (SFC) (CMT) (P) (U)

SS	SPECIALIST					SERIES					TECHNICIAN				
	05	06	07	08	09	05	06	07	08	09	05	06	07	08	09
05															
06															
07															
08															
09															
TOTAL															

COMMENTS: [Handwritten note: 40 LEVEL CAPPER MOS DOCUMENTED OUTSIDE 66 SERIES MOS]

UNIT: 97A (SFC) (CMT) (P) (U)

SS	SPECIALIST					SERIES					TECHNICIAN				
	05	06	07	08	09	05	06	07	08	09	05	06	07	08	09
05															
06															
07															
08															
09															
TOTAL															

COMMENTS: [Handwritten note: 40 LEVEL CAPPER MOS DOCUMENTED OUTSIDE 66 SERIES MOS]

UNIT: 97A (SFC) (CMT) (P) (U)

SS	SPECIALIST					SERIES					TECHNICIAN				
	05	06	07	08	09	05	06	07	08	09	05	06	07	08	09
05															
06															
07															
08															
09															
TOTAL															

COMMENTS: [Handwritten note: 40 LEVEL CAPPER MOS DOCUMENTED OUTSIDE 66 SERIES MOS]

UNIT: 97A (SFC) (CMT) (P) (U)

SS	SPECIALIST					SERIES					TECHNICIAN				
	05	06	07	08	09	05	06	07	08	09	05	06	07	08	09
05															
06															
07															
08															
09															
TOTAL															

COMMENTS: [Handwritten note: 40 LEVEL CAPPER MOS DOCUMENTED OUTSIDE 66 SERIES MOS]

PLAN FOR CORRECTION

USAAYNC/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

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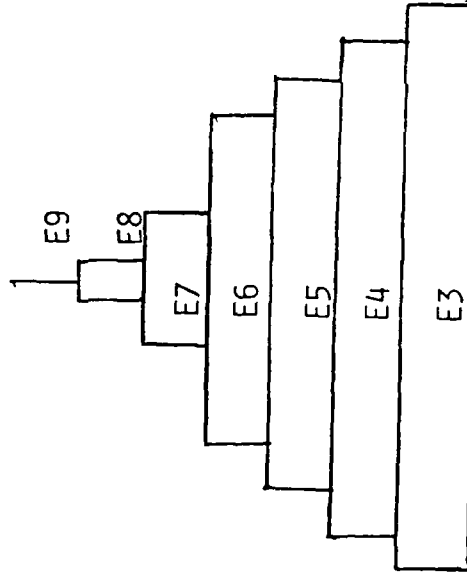
APPENDIX J

CMF 67 TOTAL FORCE

GRADE SUSTAINABILITY

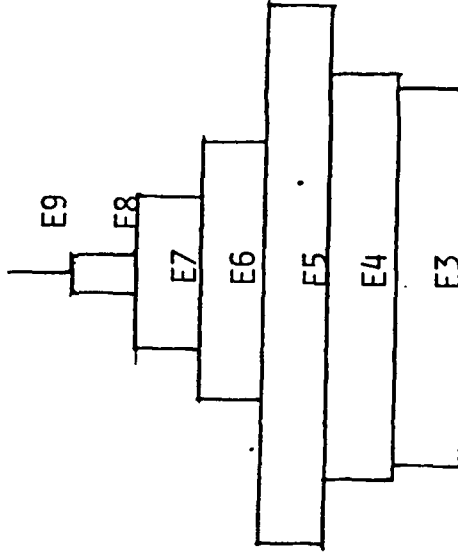
PROPOSED

AUTH
15
327
1206
3016
3768
4670
5076



CURRENT

AUTH
18
322
1451
2358
5289
3978
3645



Appendix I

II

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.

Incl 3

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MILITARY PUBLICATIONS
THE ARMY AUTHORIZATION DOCUMENTS SYSTEM (TAADS)
RCS CSGPO-375

Effective 15 January 1981

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.

h. 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 MTOEs 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.)

✓ *ap.* *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.

Incl 4

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ARMY REGULATION
No. 220-1

HEADQUARTERS
DEPARTMENT OF THE ARMY
WASHINGTON, DC 1 June 1981

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:

$$\frac{\text{Assigned strength}}{\text{Required MTOE strength}} \times 100 = \frac{613}{776} \times 100 = 78.9\% - 79\%$$

15	16	17
0	7	9

(1) Assigned strength will equal the accountable strength of the latest PCN: AAC-CO5, 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. Oversea 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:

$$\frac{\text{Available strength}}{\text{Required MTOE strength}} \times 100 = \frac{505}{545} \times 100 = 92.6$$

18	19
9	3

(2) Each unit will report required, authorized, assigned, and available strengths on PSPER remarks card. (See para 2-32d(1) and fig 2-2.) Additionally, PSPER 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 PSPER 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-

July 4

K10

1 June 1981

AR 220-1

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 can 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:

$$\frac{\text{Available MOS trained strength}}{\text{Required MTOE strength}} \times 100$$

$$= \frac{561}{776} \times 100 = 72.3\%$$

20	21
7	2

total number of officers, WO, and grades E5 through E9 required by full MTOE. Convert to a percentage. Enter the percentage.

e. Blocks 24 and 25 (personnel turnover percentage). Divide the number of personnel reassigned or discharged from the reporting unit during the preceding 3 months by the operating strength (on the report "as of date"). Convert to a percentage. Enter the percentage.

(1) Do not count transfers within the reporting unit.

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

3-7. Equipment-on-hand data. Enter data as follows:

a. Blocks 2F to 5-

Incl 4,

A 11

* UNCLASSIFIED *

CDSN = HOF254 MCN = 83115/10552 TOR = 831151542
RTTUZYUW RUEADWD2814 1151629-UUUU--RUEAHOF.
ZNR UUUUU
R 251449Z APR 83
FM HQ DA WASHDC//DAMO-FDP//
TO RUFDAAA/CINCUSAPEUR AND SEVENTH ARMY HEIDELBERG GE
//AEAGF//
RUAGAAA/CDR EIGHTH US ARMY SEOUL KOREA //CJ-FD//
RUCLAIA/CDR TRADOC FT MONROE VA //ATCO-0//
RUCLAIA/CFR FORSCOM FT MCPHERSON GA //AFOP-FDC/AFOP-FSA//
RUKLDAR/CDRDARCOM ALEX VA //DRXMM-T//
RUHHHMA/CDR WESTCOM FT SHAFTER HI //ADOP-FD//
RUWJHRA/CDRUSACC FT HUACHUCA AZ //CC-FD//
RUDHAAA/CDRINSCOM AHS VA //IARM//
RUEAHOF/CDR MILPERCEN ALEX VA //DAPC-CS//
RUEAHOF/DEP CDR SSC-NCR ALEX VA //ATZI-NCR-DC//
RUEAUSA/CH ARNG WASH DC //MGB-ZA//
RUEADWD/CH APC WASH DC //DAAP-GTZ//
RUEADWD/HQ DA WASHDC//DAMO-OC/DAMO-RO/DAPE-MB/DALO-PLF/
DAMO-FM//
BT

Handwritten signature and initials:
DUE-ES
RUEAHOF
P.1

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SUBJECT: DOCUMENTATION OF CCT 300-74

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 AND RESOURCING 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 AFCE STANDARDIZATION CONFERENCE AT HQDA.
2. POC THIS OFFICE IS LTC GWYNN VAUGHAN, AV 225-6575.

BT
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NNNN

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CDRUSAAVNC FT RUCKER AL //ATZQ-CG
CDRUSAFORS COM FT MCPHERSON GA
CINCUSAREUR HEIDELBERG GER
CDRUSAEIGHT SEOUL KOREA
CDRUSATRADO C FT MONROE VA //ATCD/ATTG//
CDRUSADARCOM ALEX VA
CDRUSAWESTCOM FT SHAFTER HI
CDRUSARJ CP ZAMA JAPAN
CDRUSACC FT HUACHUCA AZ
CDRUSACE WASH DC
CDRNTMC WASH DC
CDRMDM WASH DC
CDRUSAINSCOM AHS VA
CDRUSAHSC FT SAM HOUSTON TX
CDRUSACIDC WASH DC
CDRUSASSC FT BENJAMIN HARRISON IN //ATZI-CG//
INFO HQDA WASH DC //DACS-ZB//
CN63 WASH DC
HQDA WASH DC //DACS-ZD/DACA/DAMA/DALO/DAMO-FDX/

F.D. BETTINGER, COL, GS, DEPCDRUSASSC-
NCR, ATZI-NC/221-835U/26 OCT 55

BOBBY J. MADDOX, MG, USA/CDRUSAAVNC/
ATZQ-CG/255-2603

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DAMO-FDY/DAMO-TR/DAPE-MP/DAPE-MB/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

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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 1).

1. THE AVIATION LOGISTICS CENTER AND THE USASSC-NCR HAVE REVIEWED MACOM 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:

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- 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 CAPPER 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 USAAVNC/AVIATION LOGISTICS CENTER IN CONJUNCTION WITH USASSC-NCR WILL HOST A CONFERENCE TO "FIX" THE DOCUMENTATION. MACOMs 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,

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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 1985.

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OCT 83 PP PP UUUU

CDR MILPERCEN ALEX VA //DAPC-EPL-T//

CDR FORSCOM FT MCPHERSON GA //AFPR//

UNCLAS

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 PRAC. HOWEVER, I FELT IT NECESSARY TO PROVIDE YOU SOME IMMEDIATE FEEDBACK ON THE CMF 67 DOCUMENTATION AND PERSONNEL FILL ISSUE. I STRONGLY DISAGREE WITH COMPARING THE ON-GOING CMF 67 REVISION WITH THE CMF 63 ACTION. I THINK EACH OF US REALIZES THAT ANY REFERENCE TO CMF 63 IMMEDIATELY RAISES A RED FLAG AND SIGNALS IMMEDIATE FAILURE, WHICH WE HAVE WORKED SO EXTREMELY HARD TO AVOID IN CMF 67 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

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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.

3. 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 ANY RECLASSIFICATION

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OF PERSONNEL AND CHANGES IN MTDE/TDA. WITH PROPER INPUT FROM EACH
MACOM I AM CONFIDENT WE CAN MAKE THIS CONVERSION A SUCCESSFUL ONE.
4. OUR SOLDIERS ARE THE ARMY.

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SUBJECT: Re-documentation for OADR of Declassification

FACTS:

1. During the period 14-17 November 1976, a re-documentation conference was held by SAC-DCI and the U.S. Army Aviation Logistics School, Ft. Rucker, Ala., with all major SACDCI in attendance. Some of the smaller SACDCI such as Saigon, Hanoi, etc., declined to attend because of cost of travel and the small number of documents involved. These documents were handled by representatives from the SACDCI and all B are required changes for action via message.

2. The reason for the above conference was to correct errors in existing documents which were identified during the last SACDCI visit and to get these changes into the SACDCI files by 30 November 1976. According to Lt. Col. Lane, SAC-DCI, the SACDCI files are not complete, many documents are missing and that this situation will be corrected by the time the next SACDCI visit is completed. The instructions were to correct all errors in the SACDCI files and to get the corrected documents into the files by 30 November 1976.

3. The accuracy of the above re-documentation cannot be guaranteed until a final audit of documents has been completed (SACDCI). The current plan is to complete the re-documentation by 30 December 1976 and have representatives from the SACDCI, at least, arrive in the field prior to 31 January 1977 to verify the re-documentation. If this audit is considered to be acceptable, then the documents to be reclassified by the SACDCI should be returned to the SACDCI by 31 January 1977.

4. In the event of a request, the SACDCI should be able to provide a copy of all documents in the SACDCI files for the SACDCI to review. The SACDCI should also be able to provide a copy of all documents in the SACDCI files.

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DISPOSITION FORM

For use of this form, see AR 340.15, the proponent agency is TAGO.

REFERENCE OR OFFICE SYMBOL

DAPC-EPL-T

SUBJECT

Redocumentation of CMF 67 Realignment

TO COL Brown #B 4 Jan 84
LTC Guigas *duy*
SCM Harris #840107
COL Somerville
EG Gourley *JDY*

FROM DAPC-EPL-T

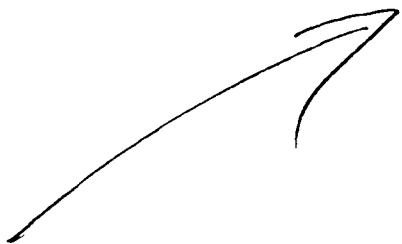
DATE 04 Jan 84

CMT1

LTC Bullard/jb/58324

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 MILPERCEN are prepared to sit down and review documents when available.

Chuck Bullard
CHARLES N. BULLARD
LTC, TC
Chief, Trans/Avn Branch



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AD-A156 959

CAREER MANAGEMENT FIELD 67-AVIATION MAINTENANCE
REALIGNMENT A MAJOR STEP FORWARD(U) ARMY WAR COLL
CARLISLE BARRACKS PA C M BULLARD 15 APR 85

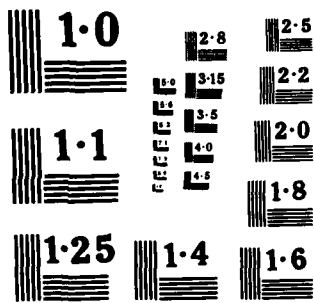
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REPLY TO
ATTENTION OF

ATZI-NCO-SC

DEPARTMENT OF THE ARMY
US ARMY SOLDIER SUPPORT CENTER
NATIONAL CAPITAL REGION
200 STOVALL STREET
ALEXANDRIA, VIRGINIA 22332

14 FEB 1984

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

SEE DISTRIBUTION

1. 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 63B, 52D, 52C and 52F) and CMF 31 (05B, 05C, 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:

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

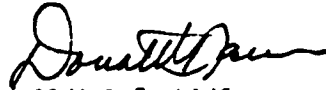
Additional personnel were consulted in each of these areas. The names of the specific personnel, other than those above, are included as appropriate within the attached "issue sheets."

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ATZI-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, DCSRM, and MSG Crosby, 1st PERSCOM, for the assistance they and their personnel gave our team.



DONALD F. LANE
Military Occupational Management
Specialist
Team Leader

1 Enclosure
as

DISTRIBUTION:

CINUSAREUR (AGAGF-ADE)
CDR, 1st PERSCOM (AEUPE-EPMD)
CDR, USAMILPERCEN (DAPC-EPL-T)
CDR, USAMILPERCEN (DAPC-PLO)
CDR, USAMILPERCEN (DAPC-EPL-O)
COL POPOVICH, PRAD
MAJ LAROUCHE, PRAD
MAJ PRICE, PRAD
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, DCSR4, 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 PGE 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 VTAADS.

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 CMF 63 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 NCO'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.

ISSUE 3. ELIMINATION OF MOS 05B (CMF 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 (USASO&FG) 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 (USASO&FG 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 PERSCOM: 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 MOSSs.

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 (DAPE-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 is 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 CINCSAREUR 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 MILLPERCEN 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 PERSCOM 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.

K32

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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 change 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.

K 33

CMF 63 POWER GENERATION MAINTENANCE DOCUMENTATION

MACOM	CRITICAL CONVERSIONS			ERRONEOUS GRADING # OF GRADING ERRORS (% OF REQMTS)	ERRONEOUS DUTY TITLES # OF TITLE ERRORS (% OF REQMTS)
	63B-PGE REQMTS	CORRECTLY CODED MOS	ACCURACY %		
EUSA	1,197	1,197	100%		
JSAREUR	8,226	7,960	97%		1,472 (18%)
FORSKOM	12,478	12,003	96%	334 (3%)	1,569 (13%)
TRADOC	1,364	1,360	99%	49 (4%)	107 (8%)
WESTCOM	793	782	99%	7 (1%)	370 (47%)
DARCOM	124	114	92%		41 (33%)
INSCOM	217	217	100%	3 (1%)	140 (65%)
USACC	735	671	91%		298 (40%)
MDW	17	17	100%		
USARJ	5	5	100%		
SOD/JOINT/OTHER ACTIVITIES	148	147	99%		3 (2%)
HSC	8	7	88%		6 (75%)
COE	5	5	100%		
TOTAL	25,317	24,485	97%	393 (2%)	4,075 (16%)

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SUMMARY OF CHANGES TO DOCUMENTATION
FOR CMF 63 POWER GENERATION AUTHORIZATIONS

I. MOS Conversions:

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

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.

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APPENDIX N

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 aeroscouts 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:

- o That the reclassification of soldiers in CMF 67 commence in July 1984 as scheduled.
- o That, the SSC-NCR documentation assistance teams provide the MACOMs computer generated extracts annotated with the needed corrections during the scheduled June 1984 visits.
- o 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)

MACOM	CRITICAL CONVERSIONS		ERRONEOUS GRADING		REMARKS	
	AGG CMF 67 REQR	CORRECTLY CODED	% OF TOTAL	# OF ERRONEOUSLY CODED REQMTS		% ERROR
DCSPER (JT ACTIVITIES)	46	40	87%	26	57%	Contained four obsolete 67M positions. These documents, in all, one, officer and WO changes for past several cycles have not been updated.
HEALTH SVCS	11	11	100%	4	36%	Problem with grading of crew chief positions.
CORPS OF ENGR	13	12	92%	4	31%	Primary problem is grading of crew chief positions.
USA SAFETY CTR	11	11	100%	0	0%	
TOTALS	17,724	17,480	99%			
<u>GENERAL REMARKS</u>						
<p>1. All commands need to review titles for crew chiefs and eliminate C/E. Crew Engineer is not a proper enlisted title.</p> <p>2. Each MACOM should attempt to standardize MTOE documents IAW DA Policy. Currently, documents within a SRC, with different UIC, but with same CCNUM are vastly different in construction, making review difficult.</p> <p>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.</p>						

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CMF 67 RESTRUCTURE
(May 1984 Document Scrub Results)

MACOM	CRITICAL CONVERSIONS		ERRONEOUS GRADING		REMARKS
	AGG CMF 67 REQR	CORRECTLY CODED	% OF TOTAL	# OF ERRONEOUSLY CODED REQMTS	
AREA	1291	1289	100%	8	1%
USAREUR	4507	4475	99%	185	4%
FORSCOM	9038	8851	98%	432	5%
FRADOC	1293	1288	-100%	0	0%
WESTCOM	900	900	100%	0	0%
BARCOM	315	308	98%	0	0%
INSCOM	117	113	99%	5	5%
COMM CMD	59	59	100%	2	4%
USA	102	102	100%	4	4%
JAPAN	21	21	100%	0	0%

Many associated omissions/erroneous application of SQI "F".

Many associated omissions/erroneous application of SQI "F". FORSCOM had 133 documents killed which contained many of the needed changes. Crew Chief grading is a problem. Also, when multiple sections are found in a paragraph, grading is being accomplished by total in paragraph, not per separate section.

Communications Command has several positions in 67V titled as "Door Gunners". These are not included as erroneous coding pending review by USARMCDA.

Exceptions to SGA approved by HQDA.

APPENDIX M

* UNCLASSIFIED *

IMPACT ON THE TAADS. INCLUDED ARE OCCUPATIONAL RESTRUCTURING IN CMF 91 (MEDICAL), CMF 33 (INTERCEPT/ELECTRONIC WARFARE), AND CMF 31 (DELETION OF OSH/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 RESOURCED. A FURTHER REVIEW OF DOCUMENTS FOLLOWING THIS MOC WINDOW WILL DETERMINE IF ADDITIONAL DELAY IN SOLDIER

RECLASSIFICATION IS NECESSARY.

5. A DOCUMENTATION ASSISTANCE TEAM WILL VISIT USAREUR BEGINNING 29 JANUARY AND FORSON 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 INSITES 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.

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CDSN = HOF713 MCN = 84030/12107 TOR = 840301708
RTTUZYUW RUEADWD3995 0301712-UUUU--RUEAHOF.
ZNR UUUUU
R 301712Z JAN 84

FM HQ DA WASHDC//DAPE-MPM-SS//
TO RHCGRB/CORUSAFORSCOM FT MCPHERSON GA
RUAGAAA/CDRUSAEIGHT SEOUL KOREA
RUKLDAR/CDRUSADARCOM ALEXANDRIA VA
RUFDAAA/CINCUSAREUR HEIDELBERG GE
RUCIAIA/CDRUSATRADOCC FT MONROE VA
RUHHHMA/CDRUSAWESTCOM FT SHAFTER HI
RUADJHA/CDR USANJ CP ZAMA JAPAN
INFO RUEAHOF/CDR USAMILPERCENT ALEX VA
RUCNAAA/CDR USASSC FT BENJAMIN HARRISON IN
RUEAHOF/DCDR USA SSC-NCR ALEXANDRIA VA

BT RECLASSIFICATION IS NECESSARY
A DOCUMENTATION ASSISTANCE
UNCLAS. AND PERSONNEL RECLASSIFICATION
PERSONNEL FOR GEN. CAVAZOS, GEN. BENEWALD, GEN. KEITH, GEN. DIXON,
GEN. RICHARDSON, LTJG LEE, LTJG NEYAND, MG. FALTER, MG. FRENCH,
COL. BETTINGER, STAFF SERGEANT MAJOR [REDACTED] AND THE SITUATION TO
FROM LTJG FELTON, DCSPER, HQDA [REDACTED] EXPERTISE
*** ADVANTAGE AND PROVIDE THE BEST IS TO HOW WE CAN SOLVE
*** THE PROBLEM. ASSISTANCE FOR OTHER MATTERS IS AVAILABLE

SUBJECT: DELAY OF PERSONNEL RECLASSIFICATION, IN CMF 67 AND CMF 63
(POWER GENERATION EQUIPMENT ONLY)

1. DUE TO SUBSTANTIAL ERRORS AND OMISSIONS WHICH CONTINUE TO EXIST IN THE TAADS DESPITE MAJOR EFFORTS TO DOCUMENT CHANGES IN THE MOS STRUCTURE FOR CMF 67 (AVIATION MAINTENANCE) AND CMF 63 (POWER GENERATION), IT IS NECESSARY FOR HQDA 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

APPENDIX L

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 authorizations.

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 establishment 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, FORDIMS (AS) will permit development of new TAADS documents from the CRTs located in DAMO-FDP, only.



MG WALTER J. MEHL
Director of Manpower,
Programs & Budget, ODCSPER

12 AUG 1982



BG G. T. TUTTLE
Director of Force Management
Directorate, ODCSOPS

13 AUG 1982



DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL
WASHINGTON, DC 20310

M

REPLY TO
ATTENTION OF

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:
 - a. AR 310-49, The Army Authorization Documents System (TAADS), 15 Dec 80.
 - b. Letters, HQDA, DAMO-FDP, 13 February and 24 April 1981, Subject: Standardization of MTOE Documentation.
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

K 46

FACT SHEET

Avn/Trans Branch
LTC Baker
18 May 84

PURPOSE:

To provide data on the conversion of CMF 67.

FACTS:

1. The CMF 67 conversion effort expands CMF 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 CMF 67 conversion originally scheduled for 1 Oct 83, was delayed until 1 Jul 84 primarily due to installation errors in the VTAADS authorization documents.
3. At present, approximately 99 percent of the CMF 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 MOC 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 SIDPERS. They are now requisitioning based upon the new MOS. As a result, transactions will not consummate and must be handled manually.
7. SSC-NCR and all personnel in the Avn/Trans Branch feel very strongly that the 1 July implementation date for the CMF 67 conversion is realistic and in the best interest of both the field units and MILPERCEN.

MARVIN H. BAKER
LTC, AV
Avn/Trans Branch

R 45

MILITARY OCCUPATIONAL DEVELOPMENT

For use of this form, see AR 340-15. The proponent agency is TAGO.

REFERENCE OR OFFICE SYMBOL ATZI-NCO-SC	SUBJECT Results of OMF 67 and 63-PGE Document Review
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DAPC-PLD	FROM ATZI-NCO	DATE 14 MAY 1984 Mr. Lane/cl/325-0411	CMT 1
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1. SSC-NCR has completed its review of documents to determine the current status of MACOM documentation of OMF 67 and CMF 63 power generation equipment (PGE) positions. Overall, the documents show significant improvement over earlier documentation and fully supports 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.

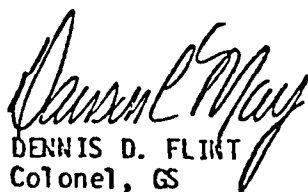
b. In the area of Power Generation Equipment (PGE), approximately 811 (4% of the total MOS 63 requirements) still need to be converted to 52D. Approximately 16% of the duty position titles still contain reference to PGE. Within USAREUR, fewer MOS 52F positions have been identified than anticipated to 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 OMFs 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 OMF 67 and the PGE portion of OMF 63 be directed for action by the MILPOs during July 1984.

FOR THE DEPUTY COMMANDER:



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

4 Incl
AS

CF:
DAPE-NPM

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DATA
FILM
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