

HEADQUARTERS
UNITED STATES ARMY TRAINING AND DOCTRINE COMMAND
OFFICE OF THE COMMANDING GENERAL
FORT MONROE, VIRGINIA 23351

ATPR-MP-P&M

11 FEB 1974

Dear Bernie,

Although this headquarters concurs with the contents of the attached draft AR, there appears to be a requirement to increase its scope by identifying career branches that will be responsive to the appropriate DA Staff Agency for each OPMS specialty. For example, the Career Branches in the Logistics Division in OPD will apparently be responsive to DCSLOG on all matters outlined in the proposed regulation. However, this "supervision" line is unclear for specialties that are not career branch related, such as Atomic Energy and Education.

To establish clear-cut lines of "supervision," recommend the following actions be considered for implementation:

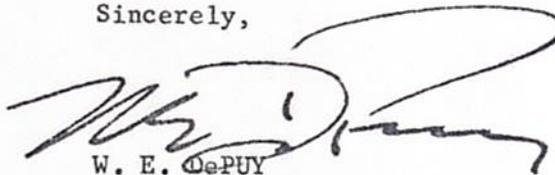
a. Create an Advanced Specialty Division (ASD) similar to the Logistics Division under the Chief, OPD. Further, create the following branches within ASD: Atomic Energy, Operations Research/Systems Analysis, Automatic Data Processing, Foreign Area Officer, Operations and Force Development, Education, Information, Personnel Management, and Research and Development.

b. Manage officers having primary specialties not related to career branches by the appropriate specialty branch within ASD.

The personnel management systems outlined above, if implemented, will protect officers who choose to specialize in a non-branch related area. Further, DA Staff Agencies having proponency for non-career branch related specialties will have clear-cut lines of supervision to the appropriate personnel managers.

Since George Putnam started this action, he has been provided a copy of this letter for information.

Sincerely,



W. E. DePUY
General, United States Army
Commanding

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Lieutenant General Bernard W. Rogers
Deputy Chief of Staff for Personnel
Department of the Army
Washington, DC 20310



DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL
WASHINGTON, D.C. 20310

24 JAN 1974

DAPE-MPO-C

SUBJECT: Proponent Agencies for OPMS Specialties

SEE DISTRIBUTION

1. The continuing implementation of the Officer Personnel Management System (OPMS) requires the transition of the current Special Career Programs to their corresponding OPMS specialties. Additionally, to provide a means of coordination and communication between the personnel manager and the various functional elements of the Army it is necessary to designate a proponent agency for each OPMS specialty.
2. A copy of a draft regulation which designates the proponent agency for each specialty and assigns appropriate responsibilities is inclosed. This regulation will supersede the regulations pertaining to the present Special Career Programs.
3. Your comments on the draft regulation are requested. Comments should be forwarded to CDR, MILPERCEN, ATTN: DAPC-OPD-PD not later than 8 February 1974.

FOR THE DEPUTY CHIEF OF STAFF FOR PERSONNEL:

GEORGE W. PUTNAM, JR.
Major General, GS
Director of Military
Personnel Management

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DISTRIBUTION:

CDR, US Army Forces Command
CDR, US Army Training and Doctrine Command
CDR, US Army Materiel Command
CDR, US Army Air Defense Command
CDR, US Army Communications Command
CDR, US Army Security Agency

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ARMY REGULATION

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HEADQUARTERS
DEPARTMENT OF THE ARMY
Washington, DC April 1974

ASSIGNMENTS, DETAILS, AND TRANSFERS
OFFICER PERSONNEL MANAGEMENT SYSTEM
Effective 1 July 1974

This regulation establishes and delineates responsibilities for Department of the Army staff agencies and major Army commands with respect to the operation and supervision of the specialties within the Officer Personnel Management System (OPMS). It also rescinds the AR 614 series pertaining to Officer Special Career Programs. These programs have been transitioned to specialties within OPMS. Local supplementation of this regulation is prohibited, except upon approval of the Commander, US Army Military Personnel Center (HQDA(DAPC-OPD-PD) 200 Stovall Street, Alexandria, VA 22332.

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1. Purpose. . a. This regulation designates proponent agencies for all OPMS specialties and prescribes pertinent policies and procedures governing the Officer Personnel Management System.

b. The Officer Personnel Management System is applicable to all commissioned officers of all branches of the Army except those of the Medical

*This regulation rescinds AR 614-104 and AR's 614-131 through 614-142.

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Department, Chaplains and the Judge Advocate General's Corps.

c. It is a management system designed to take advantage of the wide diversity of aptitudes, interests and skills of those members of the officer corps to which it applies.

2. Objectives. The objectives of the Officer Personnel Management System are:

a. To develop officers with the skills needed to meet Army requirements.

b. To increase the professional competence of the officer corps through greater regard for concentrated assignment patterns.

c. To provide greater career satisfaction by allowing an officer more voice in his career development to do the jobs he does best, while insuring that the Army continues to have the variety of officers it needs to perform the many tasks involved in its missions.

d. To provide greater career opportunity by offering multiple pathways for a successful career.

3. Explanation of terms. a. Specialty. A grouping of duty positions whose skill and job requirements are mutually supporting in the development of officer competence to perform at the grade of colonel in the specialty.

b. Primary specialty. When applied to an officer, the specialty designated for an officer which will receive emphasis during an officer's professional development and utilization. When applied to a position, the specialty associated with the primary skills required to perform the principal duties of the position.

c. Secondary specialty. The specialty associated with the secondary skills required to perform the principal duties of a position.

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d. Alternate specialty. A second specialty, in addition to an officer's primary specialty, which is designated for his professional development and utilization.

e. Dual specialty development. The concept of officer professional development and utilization in which the objective is for each officer to gain and maintain proficiency in a primary and alternate specialty.

4. Responsibilities. a. The Deputy Chief of Staff for Personnel, Headquarters, Department of the Army (DCSPER), develops policy and exercises general Staff supervision for the Officer Personnel Management System.

b. The Commander, United States Army Military Personnel Center (CDR MILPERCEN) operates the System within the policy guidance of the DCSPER and is responsible for:

- (1) Preparing, monitoring, and updating regulatory guidance.
- (2) Determining personnel requirements for the established specialties.
- (3) Selecting and designating officers for specialty membership in accordance with established prerequisites.
- (4) Planning and executing professional development policies and procedures for the specialties.
- (5) Exercising assignment jurisdiction over officers within the specialties.

d. The DA Staff Proponent Agency (see Appendix) provides technical advice and assistance to the DCSPER and is responsible for:

- (1) Assisting in the development of prerequisites for membership in the specialties.

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(2) Assisting in the formulation of administrative policy for the specialties.

(3) Coordinating information support with the Office of the Chief of Information for specialty publicity.

(4) Providing recommendations to the DCSPER as to appropriate training, education, and professional development plans for specialty members.

(5) Providing curriculum recommendations to the DCSPER as to appropriate elective courses for students pursuing graduate degrees in specialty related disciplines.

(6) Assisting in the determination of specialty positions to be validated for graduate degrees under the provisions of AR 621-108.

(7) Coordinating recommendations rendered to DCSPER with other necessary and interested DA agencies as required.

(8) Informing specialty members of significant developments in the specialty field.

(9) Determining the need for, and establishing as necessary, specialty advisory boards to assist the heads of the staff elements concerned in the discharge of the responsibilities described in (1) through (8) above. If established, board membership will consist of senior experienced individuals, and will include representation from agencies having joint interest in the specialty.

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d. Commanders are responsible for:

- (1) Properly assigning and utilizing officers within their specialty.
- (2) Correctly annotating officer personnel requisitions to reflect specialty requirements.
- (3) Annotating authorization documents to identify the necessary skills required by positions.
- (4) Insuring appropriate entries on officer personnel records to reflect OPMS specialty membership and qualifications.
- (5) Providing specialty members opportunity for appropriate training and education.

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APPENDIX A

PROPONENT AGENCIES FOR OPMS SPECIALTIES

<u>Specialty</u>	<u>PropONENT Agency</u>
*Audio-Visual Instructional Technology	OACSC-E
*Combat Communications-Electronics	OACSC-E
*Communications-Electronics Engineering	OACSC-E
*Fixed Telecommunications	OACSC-E
Atomic Energy	OACSFOR
Operations Research/Systems Analysis	OACSFOR
*Counterintelligence/HUMINT	OACSI
*Cryptology	OACSI
*Tactical/Strategic Intelligence	OACSI
Procurement	OASA (I&L)
Automatic Data Processing	OAVCSA
Comptroller	OCA
*Finance	OCA
*Armament Materiel Management	ODCSLOG
*Aviation Materiel Management	ODCSLOG
*Chemical	ODCSLOG
*Construction and Marine Materiel Management	ODCSLOG
*Communications-Electronics Materiel Management	ODCSLOG
*Food Management	ODCSLOG
*General Troop Support Materiel Management	ODCSLOG
*Highway and Rail Operations	ODCSLOG
Logistics Management	ODCSLOG

* Denotes Basic Entry Specialties

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<u>Specialty</u>	<u>Proponent Agency</u>
Logistics Services Management	ODCSLOG
Maintenance Management	ODCSLOG
*Marine and Terminal Operations	ODCSLOG
*Missile Materiel Management	ODCSLOG
*Munitions Materiel Management	ODCSLOG
*POL Management	ODCSLOG
Supply Management	ODCSLOG
*Tank/Ground Mobility Materiel Management	ODCSLOG
*Traffic Management	ODCSLOG
Transportation Management	ODCSLOG
Foreign Area Officer	ODCSOPS
Operations and Force Development	ODCSOPS
*Air Defense Artillery	ODCSPER
*Armor	ODCSPER
*Club Management	ODCSPER
Criminal Investigation	ODCSPER
Education	ODCSPER
*Field Artillery	ODCSPER
*Infantry	ODCSPER
*Personnel Administration	ODCSPER
Personnel Management	ODCSPER
*Engineer	OCE
Information	OCINFO
Research and Development	OCRD
*Law Enforcement	OPMG

* Denotes Basic Entry Specialties

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