



REPLY TO
ATTENTION OF

TAPC-OPB-A

DEPARTMENT OF THE ARMY
U.S. TOTAL ARMY PERSONNEL COMMAND
ALEXANDRIA, VA
22332-0411



10 AUG 1990

MEMORANDUM THRU DEPUTY CHIEF OF STAFF FOR ~~PERSONNEL~~

FOR DIRECTOR OF MILITARY PERSONNEL MANAGEMENT

SUBJECT: Foreign Area Officers (FAO)

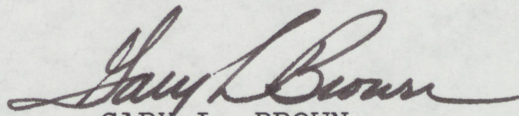
- 23.8.90*
1. Reference your memorandum, DAPE-MPO, 10 July 1990, subject as above.
 2. The AAC evolved to ensure an adequate inventory of acquisition personnel were educated and experienced in accordance with Title X and DOD regulations. The creation of a separate corps, exclusion of battalion command and promotion floors to LTC and COL formed the nucleus of the management system to accomplish those objectives.
 3. FAO's are developed and managed under the current dual branch and functional area system. It is often required or desired that the nominee for a FAO assignment have recency with troops. The officer is expected to have an extensive grounding not only in their designated region and language, but also in their basic branch and Army doctrine in general.
 4. Although it is difficult for FAO's to maintain competency and competitiveness in both their basic branch and FA 48, the recent LTC command list indicates it is being done. The percentage of FAO's selected from all that were eligible was 4.6% versus 5.1% average for all branches. A year group (YG) analysis argues even more persuasively that FAO's should continue to be afforded the opportunity to compete for battalion command. Of our FAO MAJ(P)'s and LTC's the following percentages have commanded or are designated to: YG 69, 15%; YG 70, 19.8%; YG 71, 23.1%; YG 72, 25%; and YG 73, 11.2% (first look). FAO's, as a group, are commanding battalions at the same rate as the basic branches. In short, the intensive management of FAO's that began five years ago is working and getting better every passing year.

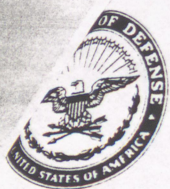
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5. A recent review of FAO management indicates that we currently have the necessary tools available to maintain an adequate inventory of trained and experienced personnel. The use of floors at the COL promotion point ensures an adequate inventory of COL's. We need former commanders as FAO's to serve in the many attache and MILGROUP positions, as well as on high level staffs. Therefore, the need to develop a management system for FAO's similar to the AAC is not needed at this time for current requirements.

6. Future requirements for FAO's may be entirely different from current needs. Security assistance, linguistic duties, treaty verification, and drastic structure changes will necessitate a review of how the Army produces and cares for the career progression of future FAO's. Because of the long lead time (three to four and a half years) redesign of the production process is necessary and currently under review by elements of my staff and the FAO proponent office.


GARY L. BROWN
Brigadier General, USA
Director of Officer
Personnel Management



DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL
WASHINGTON, DC 20310-0300

REPLY TO
ATTENTION OF

S: 1 Aug 90

DAPE-MPO

10 JUL 1990

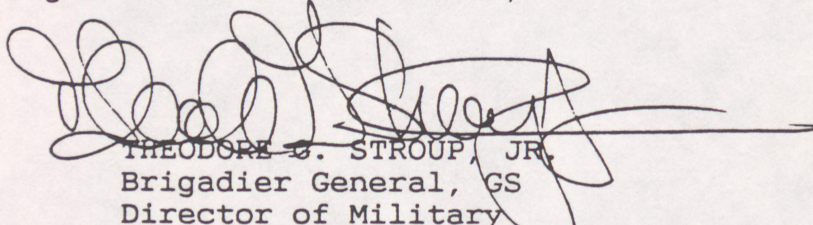
DONALD C. PAVLIK
LTC, GS
AKO, K72060

Detail 13 Jul 90
MEMORANDUM THRU DEPUTY CHIEF OF STAFF FOR PERSONNEL

FOR COMMANDER, U.S. TOTAL ARMY PERSONNEL COMMAND

SUBJECT: Foreign Area Officers (FAO)

1. The Chief of Staff, Army has asked whether Foreign Area Officers should be treated like the Army Acquisition Corps (AAC).
2. Request your office work with the FAO Management Team (ODCSOPS) and other personnel proponents as required, to consider the impact of developing an officer management system for FAO similar to the AAC.
3. Request reply NLT 1 Aug 90. POC is Mr. Devine, 697-0860.


THEODORE S. STROUP, JR.
Brigadier General, GS
Director of Military
Personnel Management