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 SECTION 1 OF 2

CITE (#028)

SUBJECT: OPMS STUDY IMPACT

1. THE RECENTLY APPROVED STUDY ON OPMS WILL HAVE AN IMPORTANT IMPACT ON THE MANAGEMENT OF THE ENTIRE ARMY OFFICER CORPS INCLUDING FOREIGN AREA OFFICERS (FAO-SPEC 48). FOR INFORMATION, A SUMMARY OF THE STUDY HAS BEEN MAILED TO EACH COMMISSIONED OFFICER IN THE FORM OF A COMMANDER'S CALL. ONCE RECEIVED BY THE OFFICER CONCERNED, DOCUMENT MERITS A CLOSE READING. THE STUDY COVERS A BROAD SPECTRUM OF MATTERS, HOWEVER, THIS MSG ONLY HIGHLIGHTS THOSE MATTERS RELATED TO THE FAO.

2. PERTINENT INFORMATION RELATED TO THIS SPECIALTY FOLLOWS:
 A. FAO AS A FUNCTIONAL AREA, THE OPMS STUDY ELIMINATES SPECIALITIES AS SUCH. ALL OFFICERS WILL HAVE ONE BRANCH AND MAY BE PARTICIPATING IN ONE OTHER CAREER FIELD CALLED A FUNCTIONAL AREA.

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FOREIGN AREA OFFICER WILL BE ONE OF THE FUNCTIONAL AREAS. OFFICERS WILL STILL BE DESIGNATED AS FOREIGN AREA OFFICERS AND POSITIONS WILL CONTINUE TO SHOW REQUIREMENTS FOR FOREIGN AREA OFFICERS.

B. CAREER PATTERNS. THE CURRENT OPMS PROVIDES THAT OFFICERS PURSUE A CAREER IN TWO SPECIALTIES. IN THEORY, OFFICERS ALTERNATE ASSIGNMENTS BETWEEN THESE TWO SPECIALTIES. THE OPMS STUDY RECOGNIZES THAT IN PRACTICE SOME OFFICERS HAVE SINGLE-TRACKED IN ONE SPECIALTY, EITHER THEIR INITIAL "BRANCH SPECIALTY" OR THEIR ADDITIONAL SPECIALTY; OTHER OFFICERS HAVE ALTERNATED FROM ONE SPECIALTY TO OTHER. THE STUDY "LEGITIMIZES" CURRENT PRACTICE AND PROVIDES THAT OFFICERS MAY REMAIN IN THEIR BRANCH, MAY REMAIN IN ANOTHER BRANCH, MAY REMAIN IN THEIR FUNCTIONAL AREA, OR MAY HAVE ALTERNATING ASSIGNMENTS IN THEIR BRANCH OR THEIR FUNCTIONAL AREA. OFFICERS WILL NO LONGER BE AUTOMATICALLY DESIGNATED WITH A SECOND SPECIALTY AT THEIR EIGHTH YEAR OF COMMISSIONED SERVICE.

C. FAO POSITION CODING. THE OPMS STUDY MADE A TECHNICAL CHANGE TO THE MANNER IN WHICH FAO POSITIONS ARE CODED THAT WILL HAVE AN IMPORTANT IMPACT. THE STUDY PROVIDES THAT THE PRIMARY CODING OF FOREIGN AREA OFFICER POSITIONS WILL BE EXPRESSED IN TERMS OF THE REGIONAL EXPERTISE REQUIRED, NOT THE FUNCTIONAL SKILL. IN SHORT,

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THE STUDY REVERSED SSIIS AND ASIIS, THE IMPLICATION IS IMPORTANT: IF A POSITION DOES NOT REQUIRE AN AREA SPECIALIST, IT IS NOT A FOREIGN AREA OFFICER POSITION.

D. THE NEW POSITION CODING PLAN WILL BE AS FOLLOWS:

NEW SSI	OLD SSI	AREA
48A	4Z	GENERAL (FOR POSITIONS ONLY)
48B	4A	SUB-SAHARAN AFRICA
48C	4C	WEST EUROPE
48D	4E	RUSSIA/EAST EUROPE
48E	4G	MIDEAST/NORTH AFRICA
48F	4K	LATIN AMERICA
48G	4M	CHINA
48H	4N	NORTHEAST ASIA
48I	4Q	SOUTH ASIA
48J	4R	SOUTHEAST ASIA

E. PSYCHOLOGICAL OPERATIONS/CIVIL AFFAIRS OPERATIONS, THE OPMS STUDY REMOVES PSYCHOLOGICAL OPERATIONS AND CIVIL AFFAIRS OPERATIONS FROM FOREIGN AREA OFFICER AND PLACES THEM IN THE FUNCTIONAL AREA OF SPECIAL OPERATIONS.

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F. IMPLEMENTATION, CAREER FIELD PROponents, MILPERCENT, AND MAJOR COMMANDS AND STAFF AGENCIES WILL BE WORKING TOGETHER TO

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