

***OFFICER
PERSONNEL
MANAGEMENT
DIRECTORATE***



***BG RHETT HERNANDEZ
DIRECTOR***



“Serving an Army at War...while Transforming” Schedule



5 August

- 1100-1200 Health Fair and Registration
1200-1300 Welcome Lunch and OPMD Overview
1315-1430 Know yourself and others...Myers-Briggs overview
1430-1500 Health and Fitness overview
1500-1530 Break
- 1530-1700 OPORD brief and discussion

Spouses

- OPMD Organization overview
- Army Campaign Plan
- Directorate-wide events

- 1700-1800 Free Time
1800-1900 Social Hour
1900- Dinner with guest speaker and entertainment

6 August

- 0730-0830 Prayer Breakfast
0830-1030 Work Groups
1045-1200 Backbriefs and Close out
1200 Check out
1300 Golf/Shopping (optional)



“Serving an Army at War... While Transforming”

- DoD Video



“This Is Not Business As Usual”

**Our Nation is at War,
Our Army is at War...while Transforming and
Our Officer Corps is Responding**

OEF

OIF



Stabilizing



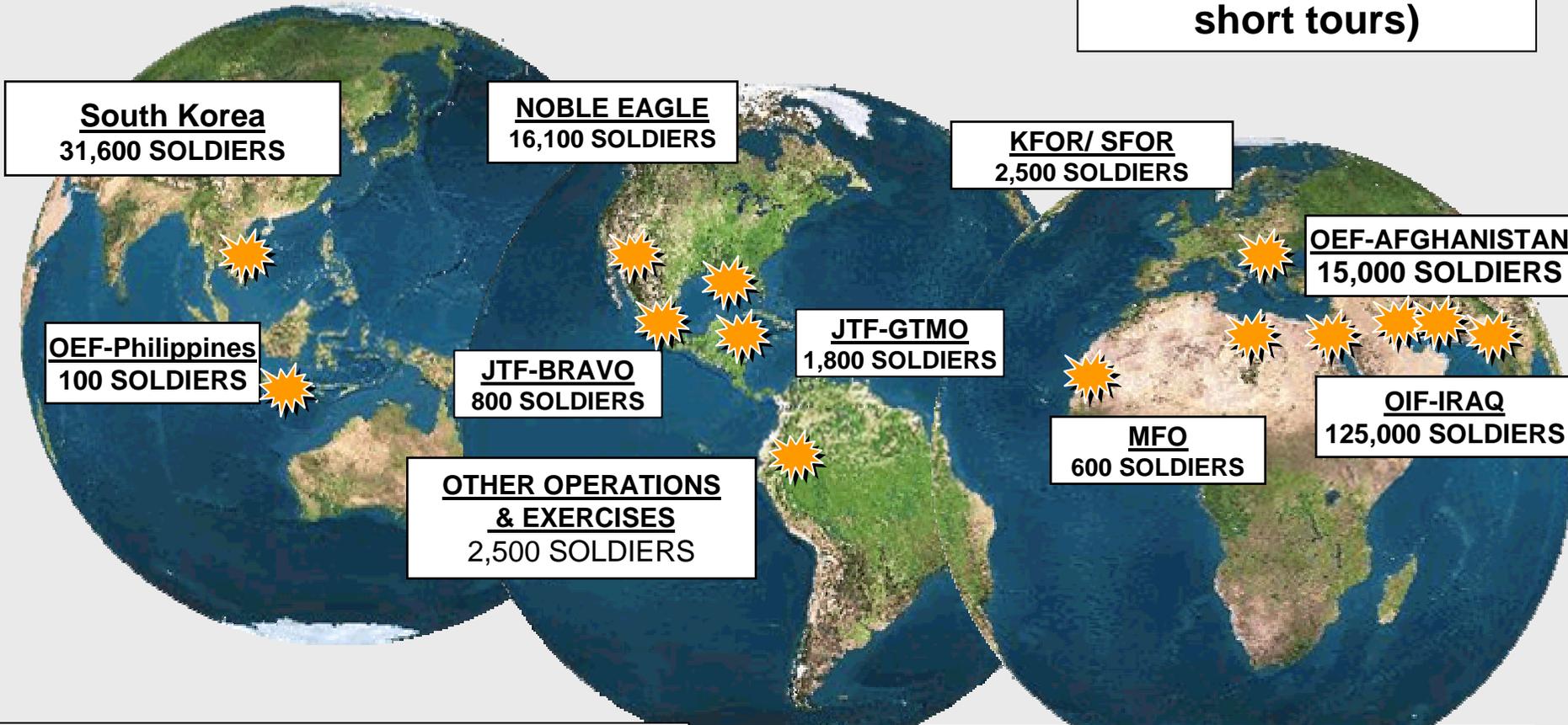
Rebalancing

Restructuring



Army Global Commitments

**318,000 soldiers overseas in 120 countries
(165,000 on oversea short tours)**



- 27 of 34 (83%) AC BCTs will be deployed overseas in FY04
- 24 of 45 (53%) NG SB battalions will be deployed overseas in FY04

| <u>Army Personnel Strength</u> | | |
|--------------------------------|-----------|---------------------------|
| <u>Component</u> | | <u>Currently Deployed</u> |
| - Active: | 495,000 | 181,000 |
| - Reserve: | 211,000 | 50,000 |
| - National Guard: | 343,000 | 87,000 |
| - Total: | 1,049,000 | 318,000 |



OPMD...what we do

Mission

“To direct the Army’s Officer Personnel Management System, to include assignment and career management of officers worldwide” to meet Army requirements.

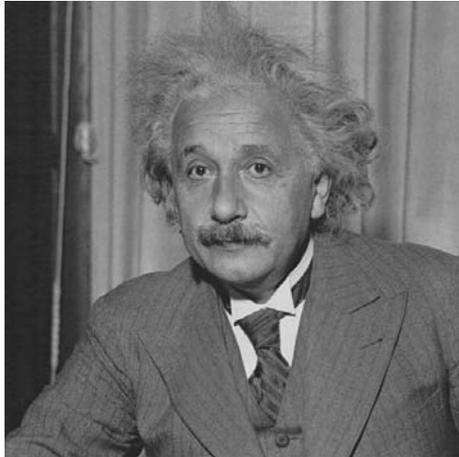
Expectation

- **Serve** our Army and the Officer Corps... for the nation, the commander, the Soldier & family
 - Meet Army Requirements
 - Manage Professional Development
 - Assign the right officer to the right place at the right time...skills and experience
- Maintain trust and confidence
- Have an attitude...positive, responsive and passionate
- Communicate
- Do the right thing--to standard

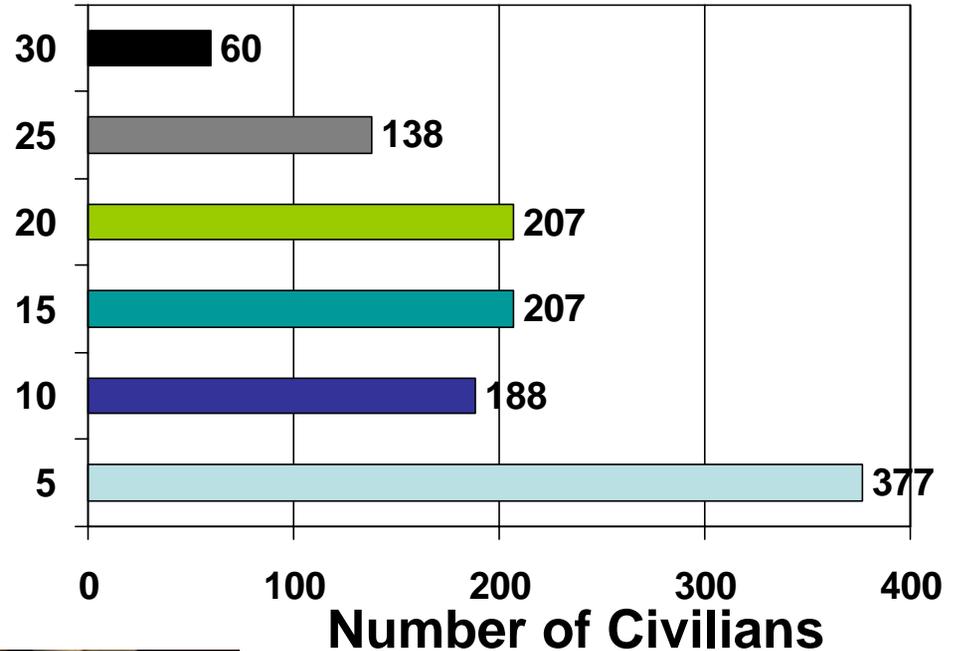
PRIORITIES—GWOT, Transformation



But...who Are We?



Years
Of Service



Civilians

- Our experts & voice of experience
- Most > 10 years service

Military

- Our field experts
- Avg 15.6 years service
- Avg 15.5 mo tour
- 36 prior tour



- **453 Off/WO/ENL/Civ**
 - 216 Officers
 - 19 Warrant Officers
 - 4 Enlisted
 - **214 Civilians**



OPMD Experience...

a voice from the field



| | |
|----------------------------|-----------|
| Combat Experience | 96 |
| Grenada / Panama | 11 |
| Desert Storm | 60 |
| Haiti | 10 |
| Mogadishu / Somalia | 6 |
| Bosnia | 47 |
| Kosovo | 25 |
| Afghanistan | 17 |
| OIF / Iraq | 26 |

| CAREER FIELD | # Asgd* |
|-------------------------|----------------|
| OPCF | 102 |
| OSCF | 17 |
| IOCF | 7 |
| ISCF | 27 |
| AMEDD | 36 |

*Does not include CPTs and WOs.

**Operators but,
We're all "Personnelists"**



OPMD Team... “but what did you do today?”



- **453 Off/WO/EM/Civ**

- **216 Off**

- **19 WO**

- **4 EM**

- **214 Civ**



- **Counsel & Advise**
- **Coordinate Assignments**
- **Communicate with Officer Corps**
- **Slate Schools & Training**
- **Conduct Team Visits**
- **Maintain Files & Web Sites**

- **Most positions are branch specific**
- **Average 1 Assignment Officer per 700 officers**
- **Routine :**

- **Assignment coordination = 6hours daily**
- **35 Phone Calls daily (3 hours)**
- **40 E-mails daily (2 hours)**
- **TDY trips = monthly (5 days)**
- **Shotguns/Blackbooks = 2 hours weekly**
- **Correspondence = 1 hour daily**

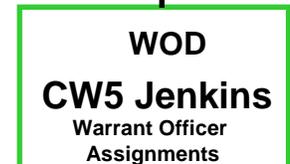
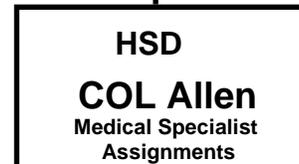
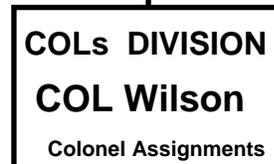
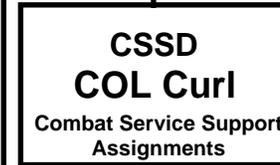
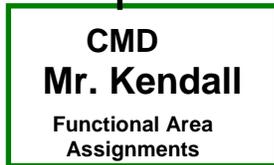
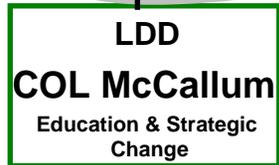
**Challenging and Rewarding
Experience...Touch and Impact
People Daily**



Our Organization



OPERATING DIRECTORATES



8 Assignment Divisions

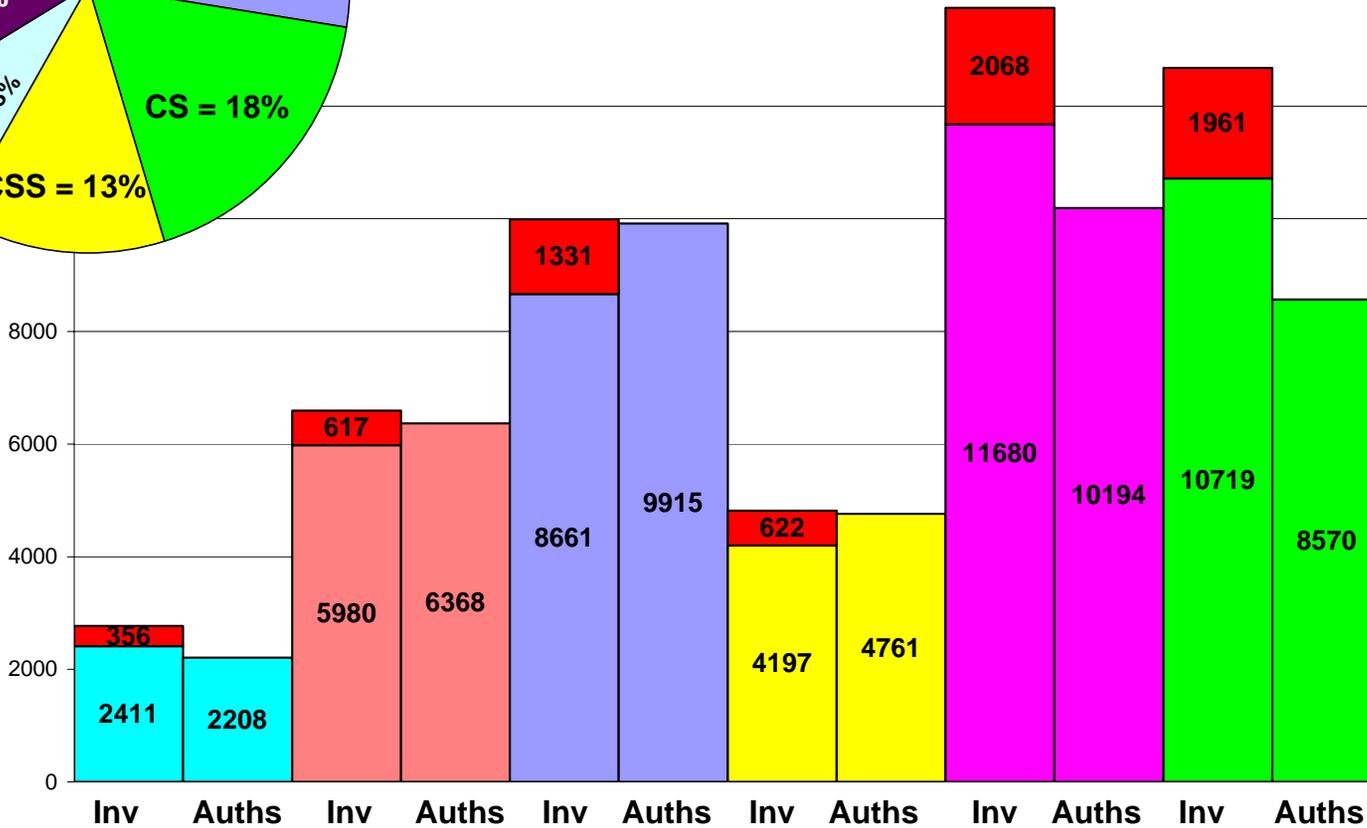
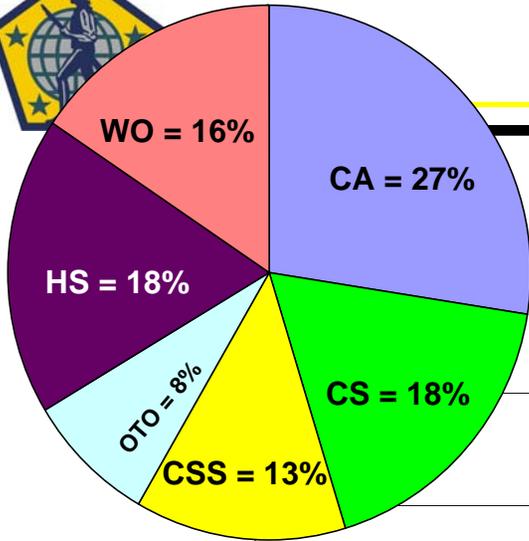
1 Operations Division

1 Officer Professional Development Division

But...who do we Serve? Officer Distribution



77k+ Officers



 = THS

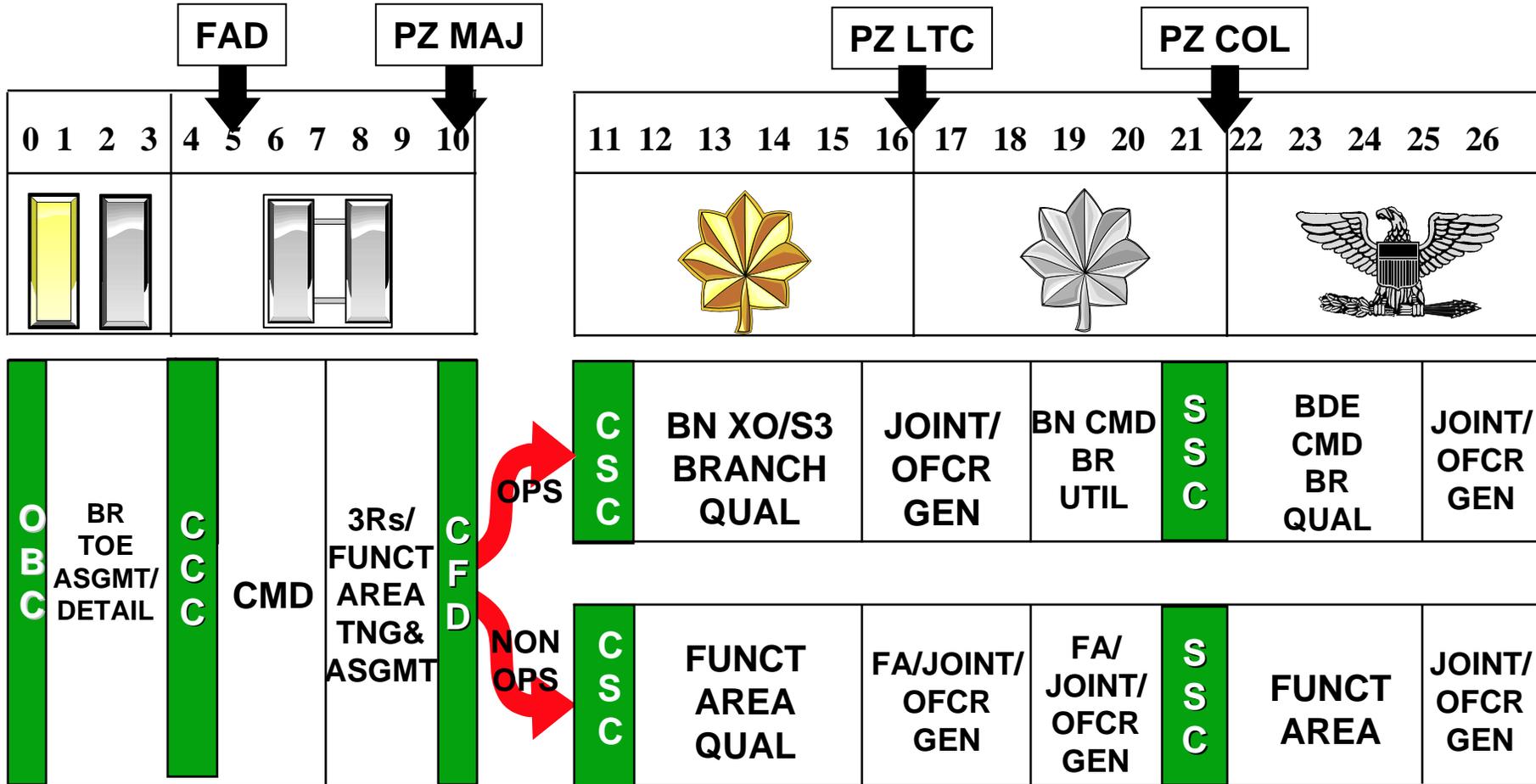
PEOPLE ALWAYS... MISSION FIRST!



Professional Development... Leader Development Timeline



DA Pam 600-3:





See
Your Career
Manager
Notes

DA Photo
Management
Information
System

DAPMIS

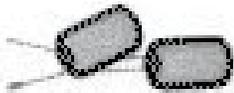
See your photo



See your record

Officer
Assignment
Preference

See
all
jobs!




- Allows officers to access their own ORB
- Secure via AKO
- Can view, print, save and send
- Now With Photos on your ORB

| Availability | | Date of Last PCS | | Date of Last OER | | Duty Station | | Duty Title | | DMOS | |
|--------------|----------|------------------|---------|-----------------------|------------|--------------|------|--------------------------|-----------|------|------|
| F | FROM | MD | UNIT NO | ORGANIZATION | STATION | LOC | OOMD | DUTY TITLE | DMOS | F | FROM |
| | 20030813 | | 13 | US TOTAL ARMY PERSC | ALEXANDRIA | 7 | VA | MP | 01A000000 | | |
| | 20010305 | | 23 | US TOTAL ARMY PERSCOM | ALEXANDRIA | 7 | VA | MP | 74B000000 | | |
| | 20000926 | | 14 | CM HHD 3MK GEN | FT HOOD | 5 | TX | FC | 74B000000 | | |
| | 19990715 | | 10 | 1ST CAV DIVISION | FT HOOD | 5 | TX | FC | 74B000000 | | |
| | 19930118 | | 12 | USAMWD DA SPT ACT | PENTAGON | 7 | VA | MW | 74A000000 | | |
| | 19950112 | | 12 | USAMWD DA SPT ACT | PENTAGON | 7 | VA | MW | 74A000000 | | |
| | 19950112 | | 03 | 4IN | FT HOOD | 5 | TX | FC | 74A000000 | | |
| | 19951219 | | 03 | CHEMICAL CO | FT HOOD | 5 | TX | FC | 74A000000 | | |
| | 19940715 | | 17 | CHEMICAL CO | FT HOOD | 5 | TX | FC | 74A000000 | | |
| | 19930529 | | 14 | AD-HHB ARTY | FT HOOD | 5 | TX | FC | 74A000000 | | |
| | 19921202 | | 09 | CHEMICAL CO. 2AD | FT HOOD | 5 | TX | FC | 74B000000 | | |
| | 19930911 | | 04 | CHEMICAL CO. 5ID | FT HOOD | 5 | TX | FC | 74B000000 | | |
| | 19910928 | | 06 | FA BDE HNB | BABENHASN | GE | ES | BRIGADE CHEMICAL OFFICER | 74B000000 | | |
| | 19910411 | | 05 | FA BN D1 HNB MLRS | BABENHASN | GE | ES | BN CHEMICAL OFFICER | 74B000000 | | |
| | 19907129 | | 04 | FA BN G1 HNB MLRS | DAHMAN | SA | ES | BN CHEMICAL OFFICER | 74B000000 | | |
| | 19890921 | | 22 | FA BN D1 HNB MLRS | BABENHASN | GE | ES | BN CHEMICAL OFFICER | 74B000000 | | |



PEOPLE ALWAYS. . . MISSION FIRST!



Serving an Army at War... While Transforming



➤ With the passing of months and years, it is the natural human desire to resume a quiet life and to put that day behind us... **The hope that danger has passed is comforting, is understanding, and it is false...**” President Bush

- Our enemies in the War on Terror—“Men who believe, literally, that **they are on a mission from God to destroy your civilization** and who regard death as a promotion.” Ralph Peters
- “Our Army has passed from a time of contingency operations into an **undetermined period of continuous operations.**” Mr Brownlee





GWOT...#1 Priority



- Sustain deployed units
 - Create no turbulence in units
 - Provide immediate backfills

- Set deploying units
 - Units Filled at 105% Authorized (Aggregate)
 - Stabilize Unit Teams 90 Days Prior to Deployment
 - Unit Level Stop Loss/Stop Move
 - Stabilize Bde / Bn Cdrs

- Reset redeployed units
 - Stabilized 90 days after redeployment
 - Minimize turbulence but...UAs, Professional Development
 - Man the force—AC/RC, TRADOC, Korea
 - Return 50% to same unit
 - Complete CSL Change of Commands (+90)



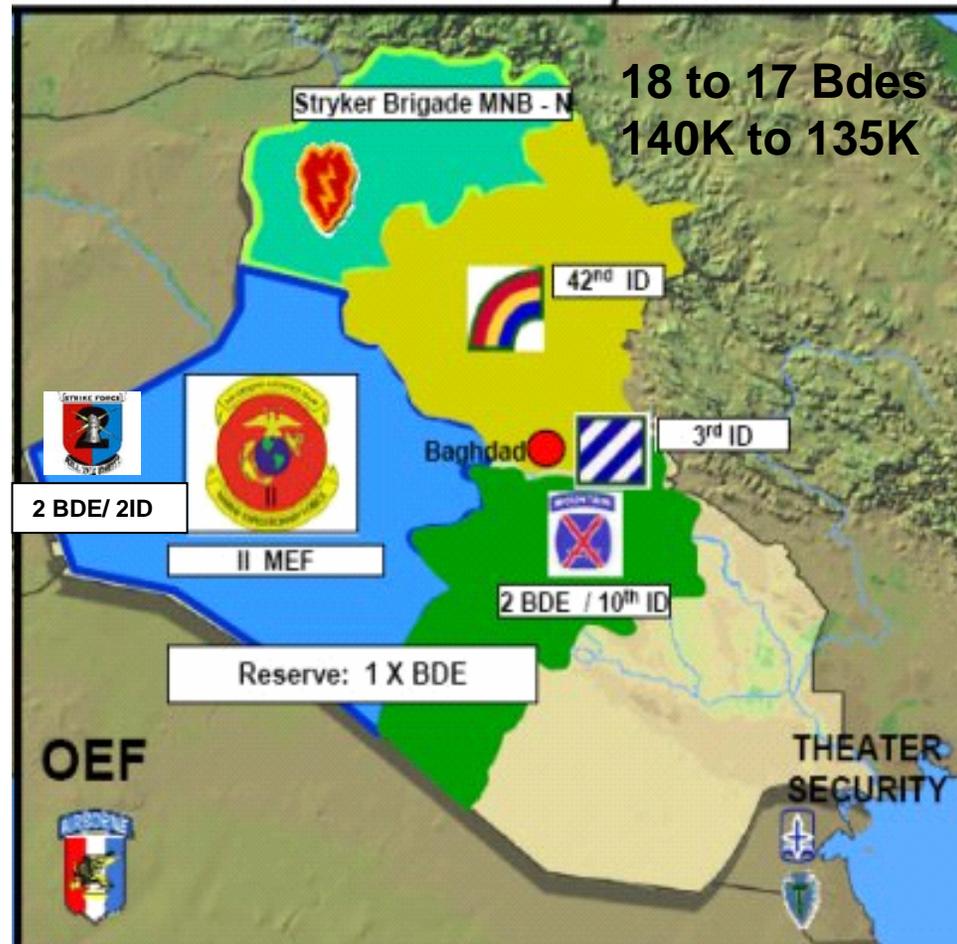
OIF 3 Force Flow And Disposition



FORCE FLOW

| UNIT | DEPLOYMENT |
|---|-----------------------------------|
| 2nd Brigade, 10th Mtn.Div. | Underway |
| 11th and 24th Marine Expeditionary Units | Underway |
| 1st Brigade, 25th ID (SBCT) | November |
| 3rd Infantry Division -- Two 3rd ID brigades -- 3rd Brigade, 1st AD -- 256th Brigade, Louisiana NG | November through March 2005 |
| 42nd Infantry Division, New York NG -- Two 3rd ID brigades -- 116th Brigade, Idaho National Guard -- 178th Brigade, Tennessee NG | December through February 2005 |
| 56th Brigade, Texas National Guard | January |
| 155th Armored Brigade, Mississippi NG | February |
| II Marine Expeditionary Force -- Two Marine regiments -- Army's 2nd Brigade, 2nd ID | March 2005 |
| 29th Brigade, Hawaii National Guard | March 2005 |
| 3rd Armored Cavalry Regiment | March 2005 |

OIF 3 US Force Disposition





Serving an Army at War... While Transforming



- "Given the fanatical commitment, asymmetric capabilities, and adaptability of the threat, it is vitally important to defeat our enemies wherever they are found. ***Adapting our forces to meet the challenges of the GWOT will require a capabilities-based, modular, flexible and rapidly employable Joint-Army Team.***" From The Way Ahead
- To defeat the enemies who threaten our freedoms, ***we cannot remain static, trapped in a web of our own no longer relevant policies, procedures, and processes.*** From the Way Ahead





The Army is Changing **NOW**



- To reduce stress of **deployments**
- To improve unit & family **stability**
- To create more **flexible** organizations

*But **HOW** will this happen*

***WHEN** will it happen, and*

***WHAT** does it mean to me?*

This is Hard Work, and you will play an integral role in our Army's future success



CSA Focus Areas



- **Train & Equip Soldiers & Grow Leaders**
 - ★ Develop Soldiers With Warrior Ethos
 - ★ Train / Educate Army Members of Joint Team
 - Prepare Future Generations of Senior Leaders (Bench)
 - Examine Army Aviation Role on the Joint Battlefield
 - Focus Training (Context, Joint, Expeditionary)

- **Provide Relevant and Ready Land Power**
 1. Create Modular, Capabilities-Based Unit Designs
 2. Ensure Unit Stability and Predictability (Force Stabilization)
 - ★ Develop a Joint and Expeditionary Mindset
 - ★ Align AC/RC [Balance] within the Current Security Context



Modularity Status



| Divisions (UEx) | FY04  JUL04  SEP04 | FY05  DEC04  SEP04 |  FY06  OCT05  OCT05  JUN06 | FY07  NOV06  APR07  APR07 |
|---------------------------|--|---|---|--|
| New Brigades (UAs) |  JUL04 <i>3rdID</i>  SEP04 <i>101st</i>  SEP04 <i>10thMt</i> |  DEC04 <i>4thID</i>  SEP04 <i>10thMt</i>  JUL05 <i>25thID</i> |  OCT05 <i>1stCAV</i>  NOV05 <i>25th ID</i>  JAN06 <i>82nd</i>  JUN06 |  JAN 07 <i>2 ID</i>  APR 07 <i>2 ID</i>  JUN 07 <i>1stID</i>  APR 07 <i>1stAR</i>  AUG 07 <i>AK</i> |
| Converting Brigades (UAs) |  JUL04  SEP04  SEP04 |  DEC04  SEP05  SEP05 |  OCT05  OCT05 <i>25th ID</i>  JUN06  JUN06  JUN06 <i>82nd</i> |  NOV06  APR07  APR07  APR07  APR07  MAY07 <i>2 ID</i>  APR07 <i>1stAR</i> |
| Stryker | |  APR-JUN05 SBCT4 |  DEC05 SBCT5 | |

 3ACR
 TBD
 SBCT1
 TBD
 SBCT2
 TBD
SBCT3

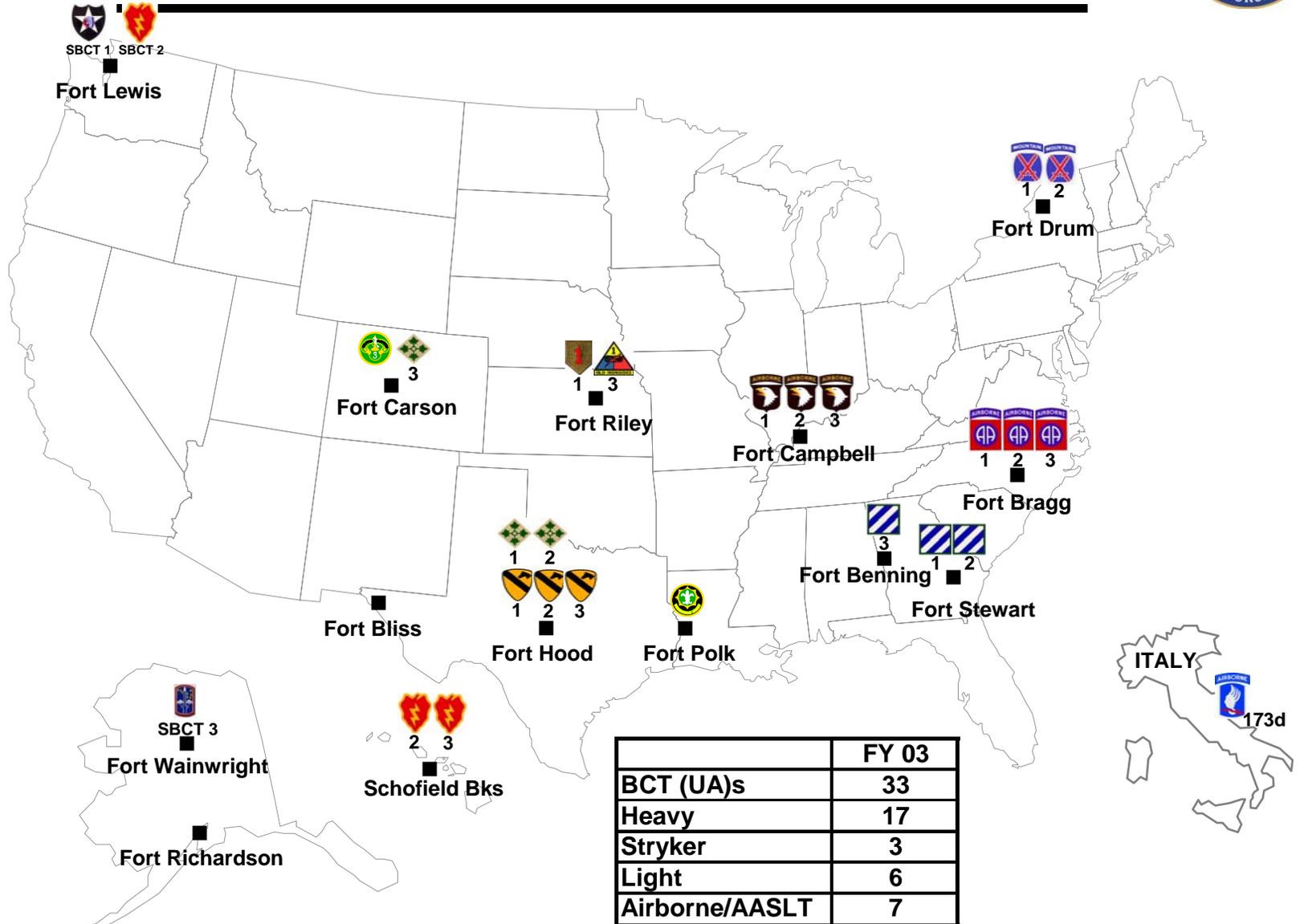
As of: 29Jul 04

 - 5 final UAs

 Decision to implement final 5 BCTs(UAs) subject to operational necessity and OSD approval

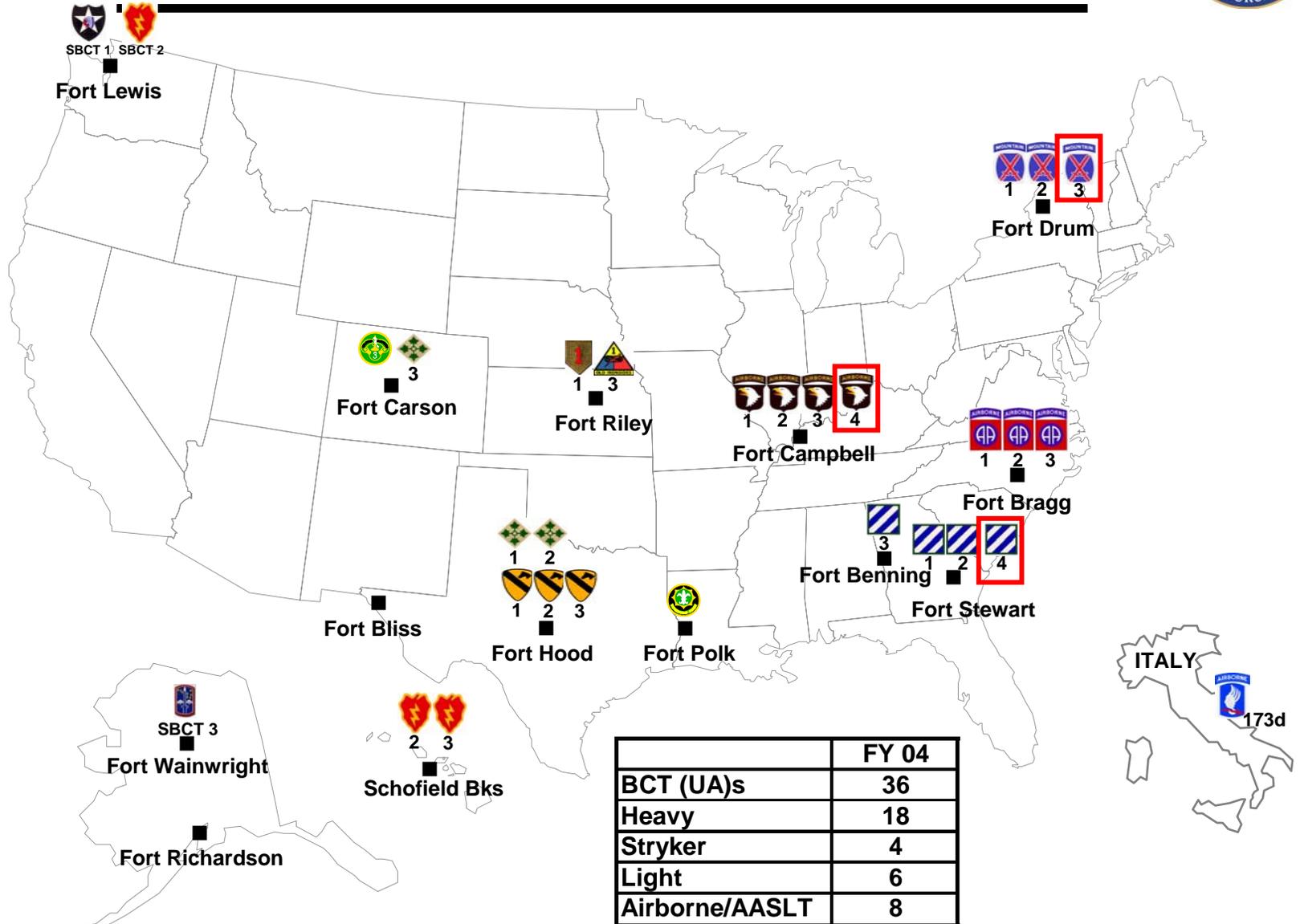


Modularity: Oct 03



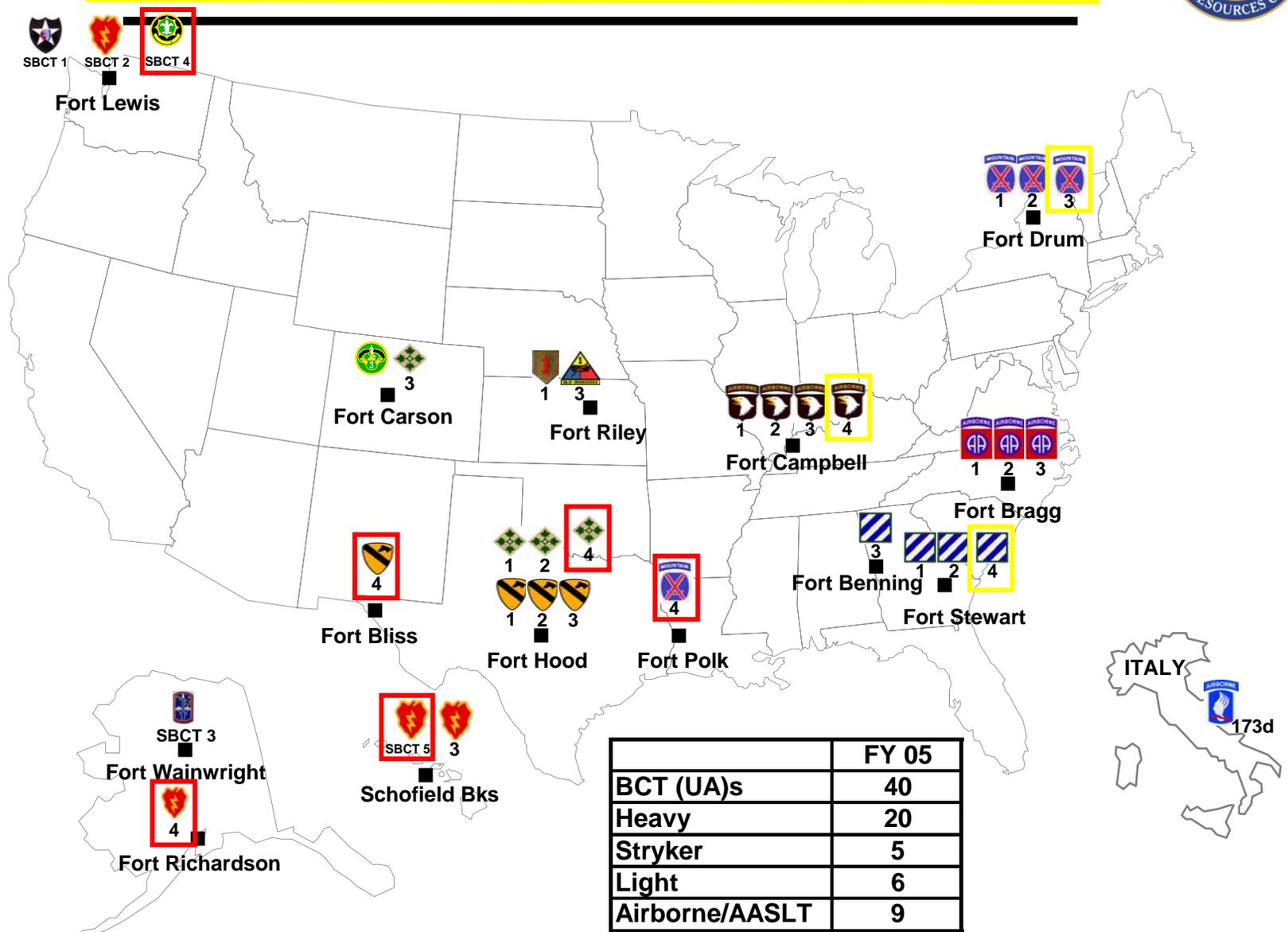


Modularity: Oct 04



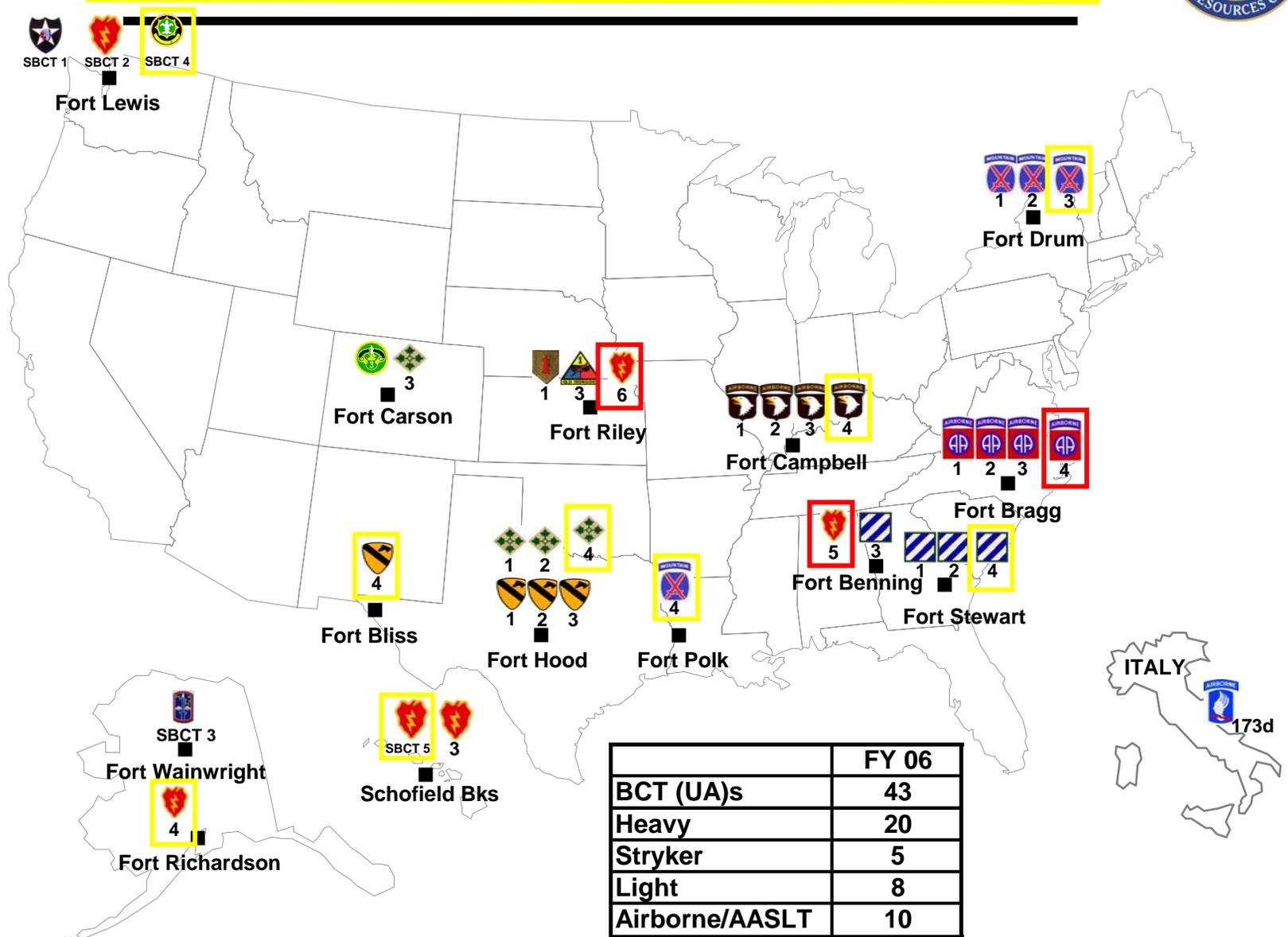


Modularity: Oct 05





Modularity: Oct 06





Force Stabilization: How We Will Man The Force



Stabilization

- Most stability and predictability
- Longer assignments for CONUS-based Soldiers and Families
- Extended initial tours
- Enables higher levels of cohesion
- Uses a regional approach
- Multiple opportunities to return to same post

Unit Focused Stability

- Synchronizes with Unit Operational Cycle
- Minimizes Soldier losses for deployed units
- Provides combat ready, agile, cohesive units
- Uses Lifecycle and Cyclic Manning Management

Individual Replacement System (IRS)

- Current system doesn't go completely away
- Used for most OCONUS units until return to CONUS
- Used for the Institutional Army (TRADOC, etc)
- Some low density specialties will always stay IRS



How is the Army Changing?



Improve Deployments

- Increase high demand skills
- Create larger rotation pool
- Improve deployment predictability

***24 - 32 % more
combat units***

More Stability

- Reduce PCS moves
- Stabilize Soldiers and Leaders
- Synchronize Soldier tour with unit deployments
- Focus training around replacement cycles

***Less moves
longer tours***

Improved Flexibility

- Standardize unit design
- Organize by task
- Create interchangeable units
- Center on brigades (vice large division)

***Common AC/RC
unit design***

**More Cohesive, Agile, Combat-Ready Forces More
Stable, Predictable Lifestyle**



What Does Stabilization Mean?



No Change

Improved

For the Soldier

- Promotion potential
- Training/education
- Leader development

- Unit cohesion
- Combat ready
- Agile, deployable units
- Deployment predictability
- Rotational base

For the Family

- Commitment to families
- Current benefits and entitlements

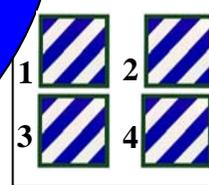
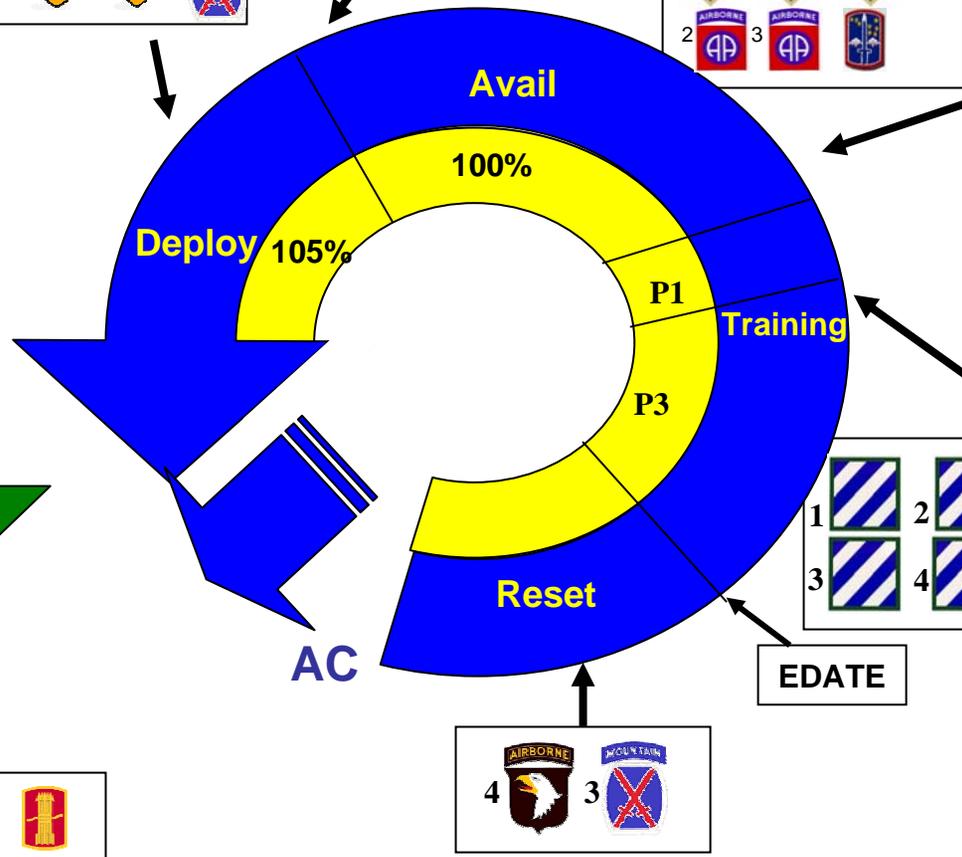
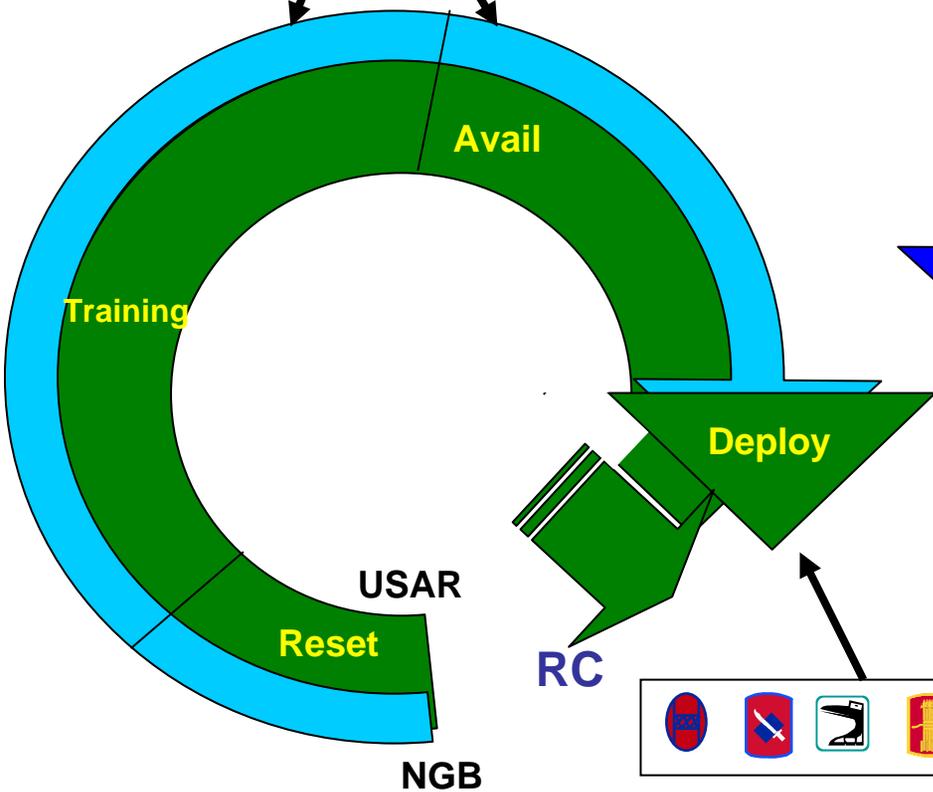
- Community roots
- Spouse employment
- Family relocation
- School continuity
- Home investments
- Healthcare continuity

For the Nation

- Relevant and Ready Army
- Soldiers first
- Joint context
- Larger pool for rotation

- Meet the nation's needs
- Return on investment

Requires us to think differently...adaptive and innovative...





What I Value



- People always
 - Serve soldiers & families...passion
- Teamwork...Pride, Esprit
- Trust & confidence
- Commitment and competence
- Standards and discipline
- Initiative & tenacity – attack spirit...Warrior Ethos
- Adaptive and flexible
- Fitness
- Sense of humor
- Positive attitude

ARMY VALUES...
INTEGRITY, SELFLESS SERVICE, MORAL COURAGE



Top 3 Things You Can Do to Serve



1. Demonstrate a Warrior Ethos, Instill a Joint, Expeditionary Mindset
 - Embrace “OUR ARMY AT WAR”
 - Be Ready to Deploy
2. Remain “Relevant and Ready”
 - Stay tuned to the on-going changes...Be Adaptive
 - Help Lead and Communicate Change
3. Serve Soldiers & Families
 - Train, Counsel, Coach, Mentor
 - Remain a Role Model
 - Help Manage Expectations



What Isn't Changing?



The Soldier is the Centerpiece of all our Units.

Soldiers are:

- The most effective, flexible, and adaptable asset we possess
- The Army's best sensor – receives, processes information better than any technology
- The face of the United States overseas



Everything We Do is Designed to Support Them



Warrior Ethos



PEOPLE ALWAYS. . . MISSION FIRST!



Questions ?



ARNG Modularity Status



| | FY05 | FY06 | FY07 | FY08 | FY09 | FY10 |
|---------------------------------|--|--|--|--|---|---|
| Division (UEx) | 34th Infantry Div (MDM) ** Minnesota | 42d Infantry Div (M) New York * 35th Infantry Div (MDM) ** Kansas | 38th Infantry Div (MDM) ** Indiana 28th Infantry Div (M) Pennsylvania | 36th Infantry Div (M) Texas * 40th Infantry Div (M) California * | 29th Infantry Div (L) Virginia | |
| Brigade Combat Team (UA) | 30 HVY 81 HVY 39 IN | 116 HVY 86 IN 256 HVY 155 HVY 278 ACR (HVY) 1 HVY | 48 HVY 2 IN 41 IN 55 HVY 218 HVY 37 IN | 56 IN 50 IN 49 IN 149 IN 3 IN 2 IN 56 SBCT | 53 IN 2 IN 45 IN 92 IN 32 IN 29 IN | 1 IN 76 IN 3 IN 66 IN 26 IN 207 IN |



Changing to Brigade-Centric Organizations

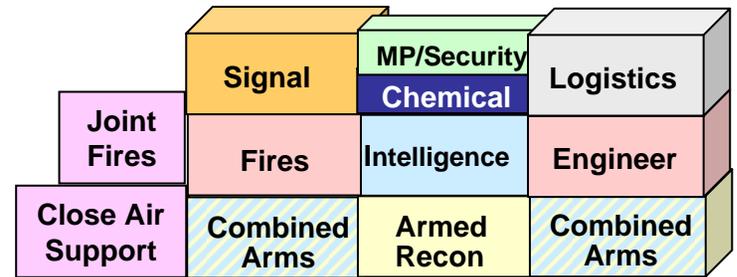
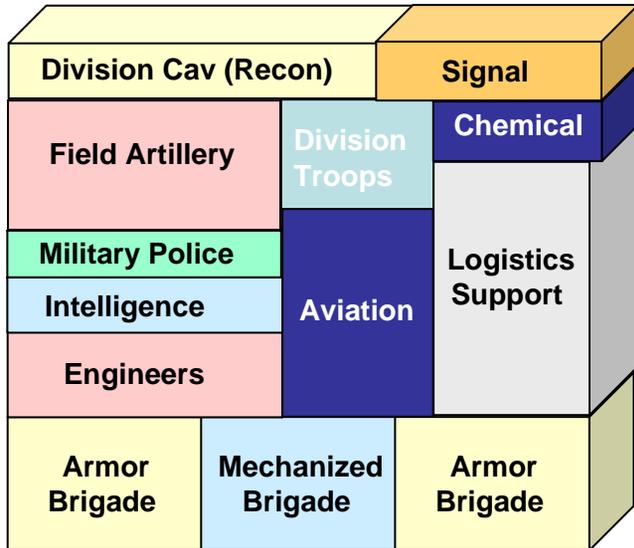


An Army Based Around **10** Large, Powerful, Fixed Organizations

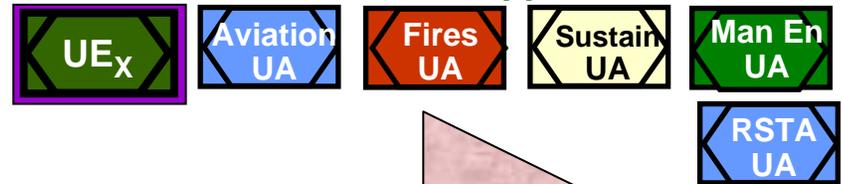
An Army Designed Around **43- 48** Smaller, Tailorable Organizations

10 X **XX**
Division (Armored Division Shown)

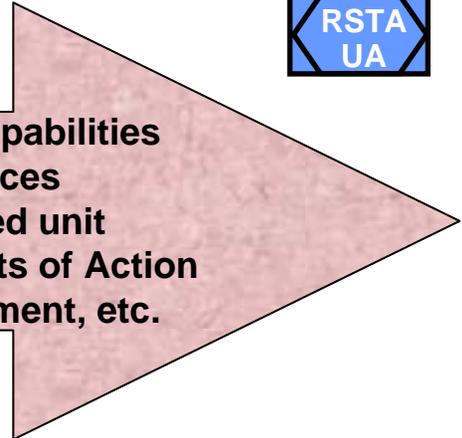
43- 48 X **Unit of Action** (Heavy UA Shown)



....Augmented by an Unit of Employment & Standard Support UAs:

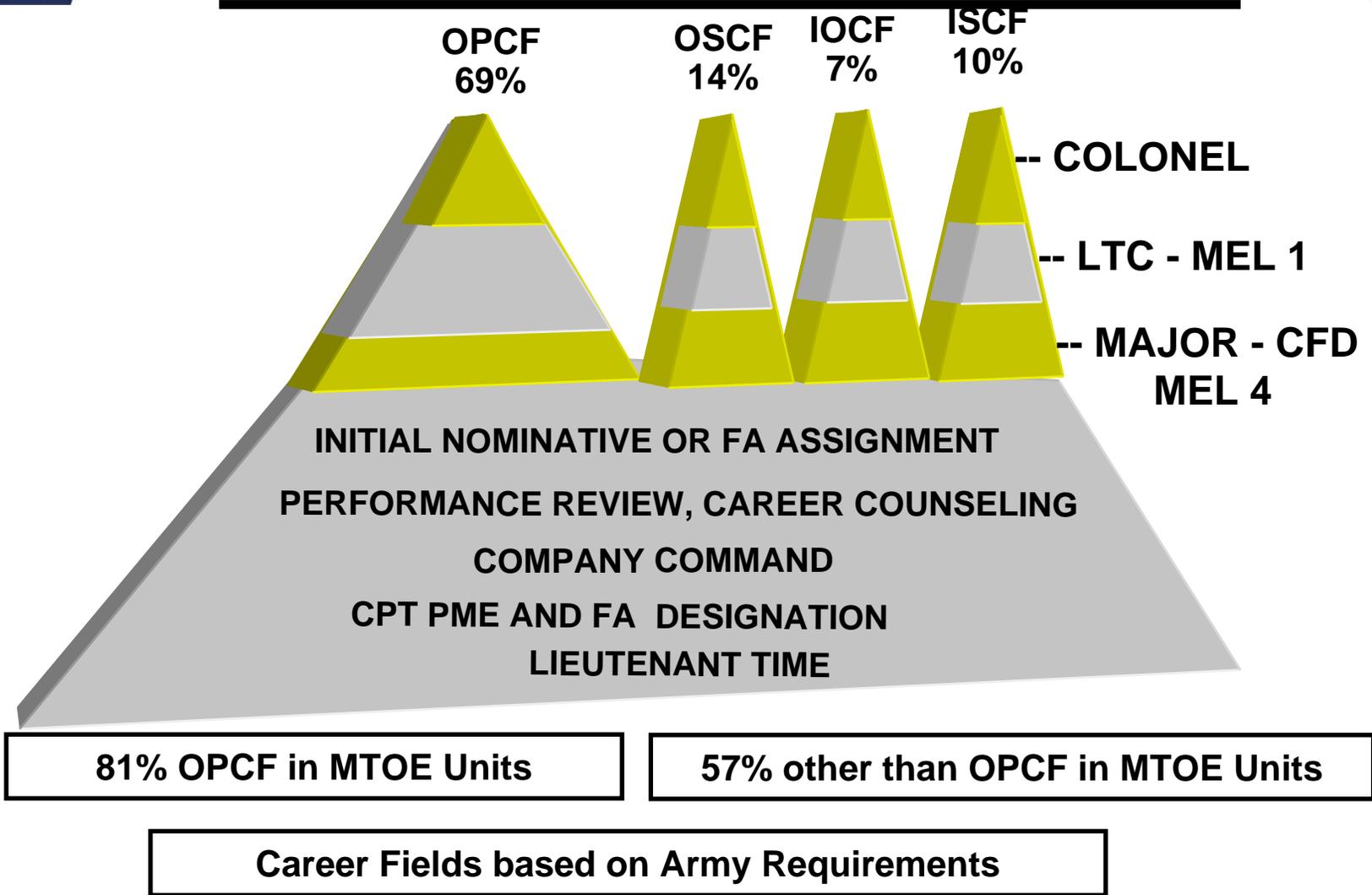


- Optimized for Specific Missions ----- Standard, Broad, Embedded Capabilities
- Army-Centric ----- Inherently Linked to Other Services
- Independent ----- Independent, More Self-contained unit
- Support from Corps/Army level ----- UE_x Augmented by Support Units of Action
- Division Logistics/Aviation Units ----- Support UAs: Aviation, Sustainment, etc.





Officer Personnel Management System III



You compete for promotion within your Career Field -- NOT a shortcut



The Career Fields

Operations 69%

- Basic Branches
- FA 39 PSYOP and Civil Affairs
- FA 90 Multifunctional Logistician

Operational Support (OS) 14%

- FA 48 Foreign Area Officer
- FA 51 Army Acquisition Corps

Information Operations (IO) 7%

- FA 24 Information Systems Engineering
- FA 30 Information Operations
- FA 34 Strategic Intelligence
- FA 40 Space Operations
- FA 46 Public Affairs
- FA 53 Information Systems Management
- FA 57 Simulation Operations

Institutional Support (IS) 10%

- FA 43 Human Resource Management
- FA 45 Comptroller
- FA 47 USMA Permanent Instructor
- FA 49 Operations Research/Systems Analysis
- FA 50 Force Management
- FA 52 Nuclear Research and Operations
- FA 59 Strategic Plans and Policy

EXPERIENCE IS INCREASING... NOT ALL ARE AS HEALTHY AS THEY NEED TO BE