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HEADQUARTERS
DEPARTMENT OF THE ARMY
WASHINGTON, DC, 18 April 1975

PERSONNEL—GENERAL
**OFFICER PERSONNEL MANAGEMENT SYSTEM
SPECIALTY PROPONENCY**

Effective 1 July 1975

This regulation establishes and delineates responsibilities for Department of the Army Staff agencies and major Army commands with respect to the specialties within the Officer Personnel Management System (OPMS) as explained in detail in DA Pamphlet 600-3, Officer Professional Development and Utilization. It also supersedes so much of AR 614 series as pertains 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)), 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 OPMS.

b. OPMS is applicable to all commissioned officers of all branches of the Army except those of the Medical Department, Chaplains, and the Judge Advocate General's Corps.

c. OPMS 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 OPMS are to—

a. Develop officers in the right numbers and with the right skills to satisfy Army requirements, taking maximum advantage of the inherent abilities, aptitudes, and interests of the individual officer.

b. Assign officers according to the Army's needs and the individual's competence and desires.

c. Improve the motivation and professional satisfaction of the officer corps.

3. Explanation of terms. *a. Specialty.* A grouping of duty positions whose skill and job re-

quirements are mutually supporting in the development of competence in an officer to perform through the grade of colonel in the specialty.

b. Primary specialty. The specialty designated for an officer, which will receive emphasis in the professional development and utilization of the officer.

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

d. 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 OPMS.

b. The CG, US Army Military Personnel Center (CG, MILPERCEN) operates the system within the policy guidance of the DCSPER and is responsible for—

*This regulation supersedes the following publications, including all changes: AR 614-104, 4 May 1973; AR 614-131, 13 December 1971; AR 614-132, 11 May 1971; AR 614-133, 21 July 1973; AR 614-135, 7 September 1972; AR 614-136, 2 March 1972; AR 614-138, 14 January 1972; AR 614-139, 15 July 1968; AR 614-140, 28 February 1972 and AR 614-142, 6 March 1973.

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(1) Preparing, monitoring, and updating regulatory guidance.

(2) Determining personnel requirements for the established specialties.

(3) Selecting and designating officers' primary and alternate specialties 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.

c. The HQDA Proponent Agency (see app) provides technical advice and assistance to the DCSPER/CG, MILPERCEN and is responsible for—

(1) Assisting in the development of prerequisites for specialty designation.

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

(3) Assisting in information programs publicizing significant developments in the specialty field.

(4) Providing recommendations as to appropriate training, education, including curriculum guidance for graduate students, and professional development plans for personnel within their designated specialty.

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

(6) Coordinating recommendations rendered to DCSPER/CG MILPERCEN with other necessary and interested DA agencies as required.

(7) Determining the need for, and establishing as necessary, specialty proponent committees to assist the heads of the staff elements concerned in the discharge of the responsibilities described in (1) through (6) above. If established, committee membership will consist of senior experienced individuals and will include representation from agencies having joint interest in the specialty. Establishment of committees will be in accordance with AR 15-1 and other applicable directives.

d. Commanders are responsible for—

(1) Properly utilizing officers within their designated specialties.

(2) Correctly annotating officer personnel requisitions to reflect specialty requirements.

(3) Annotating authorization documents to identify the necessary specialty skills required by the position.

(4) Insuring appropriate entries on officer personnel records to reflect OPMS specialty designation and qualifications.

(5) Providing the opportunity for appropriate training and education.



APPENDIX
Proponent Agencies For OPMS Specialties

Table with 2 columns: Specialty and Proponent Agency. Lists various specialties like Procurement, Automatic Data Processing, Atomic Energy, etc., and their corresponding agencies like OASA (I&L), OCSA (MISD), ODCSOPS, etc.

*Denotes Basic Entry Specialties.

The proponent agency of this regulation is the US Army Military Personnel Center. Users are invited to send comments and suggested improvements on DA Form 2028 (Recommended Changes to Publications and Blank Forms) direct to HQDA (DAPC-OPD-PD) Alexandria, VA 22332.

By Order of the Secretary of the Army:

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