

S/S June 69

PERSONNEL—GENERAL

ENLISTED INTELLIGENCE CAREER DEVELOPMENT PROGRAM

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1. Purpose. This regulation establishes the Army Enlisted Intelligence Career Development Program and prescribes policies and procedures for the selection, utilization, career development, and management of program members.

2. Career management and development. a. For the purpose of this regulation, career development is defined as a program of recruiting, selection, evaluation, education, training, classification, and assignment to insure that the careers of selected personnel are effectively developed and managed.

b. Career management and development includes but is not limited to the following:

- (1) Analyzing the qualifications of personnel to ascertain their potentiality to accept increased responsibilities to meet near and long term requirements of higher grades and positions.
- (2) Programming appropriate training, education, and assignment to fit personnel for positions of ever-increasing responsibility and specialization.

c. The career patterns for normal progression of Intelligence personnel are contained in DA Pam 611-8.

3. Applicability. This regulation is applicable only to enlisted personnel of the active Army designated in paragraph 5.

4. Objectives. a. General. The overall objective of this program is to establish, develop, and

maintain a broad professional base of selected enlisted personnel who are highly trained and experienced in one or more designated military occupational specialties in the Intelligence field.

b. Specific. The specific objectives of this program are to—

- (1) Improve the Intelligence capability of the Department of the Army.
- (2) Provide highly skilled enlisted personnel to fill positions in the Army Intelligence system.
- (3) Provide for the career management of individuals selected under this program on an individual name basis.
- (4) Provide opportunities and incentives for careers in the Intelligence field.
- (5) Provide an inventory of enlisted personnel directly engaged in Intelligence activities.

5. Scope. The program encompasses all enlisted personnel with a primary MOS listed below.

General Intelligence (Career Group 96)

MOS code	Title
96B.....	Intelligence Analyst.
96C.....	Interrogator.
96D.....	Image Interpreter.

Special Intelligence (Career Group 97)

97B.....	Military Intelligence Specialist.
97C.....	Area Intelligence Specialist.
97D.....	Military Intelligence Coordinator.
97Z.....	Sergeant Major.

⁰This regulation supersedes DA message 741839, 26 November 1965; and paragraphs 1, 2a, and 2b, Section II, DA message 751234, 17 February 1966.

6. Responsibilities. *a.* The Chief of Personnel Operations, under the general staff supervision of the Deputy Chief of Staff for Personnel (DCSPER), is responsible for the career management, development and assignment of enlisted intelligence personnel, and for the operation of the Enlisted Intelligence Career Development Program.

b. The Assistant Chief of Staff for Intelligence (ACSI) is responsible for establishing policies governing the utilization of enlisted intelligence personnel throughout the Department of the Army.

7. Designation and function of the program activity. *a. Program Activity.* The Enlisted Personnel Directorate, Office of Personnel Operations, Headquarters, Department of the Army, is designated the program activity within the Department of the Army for the administration of the Enlisted Intelligence Career Development Program.

b. Function of the program activity. The function of the program activity is to establish long range programs which will provide for the timely procurement, effective training, and, on an individualized basis, the projection and accomplishment of assignments in a manner which follows clearly established avenues of progression to higher skill and grade levels.

8. Eligibility. To qualify for entry into the program, an individual must—

a. For MOS 96B, 96C and 96D:

- (1) Meet the MOS qualification requirements prescribed by AR 600-200 and AR 611-201.
- (2) Be a high school graduate or the equivalent as prescribed in AR 621-5.
- (3) Never have been a member of the United States Peace Corps.
- (4) Have no record of conviction by courts-martial.
- (5) Have no record of conviction by a civil court for any offense other than minor traffic violations.
- (6) Have a standard score of 100 or higher in Aptitude Area GT.

b. For MOS 97B, 97C, 97D and 97Z. The specific prerequisites for qualification in Special Intelligence MOS (Group 97) and procedures for subsequent assignment to intelligence duties are contained in AR 601-210, AR 611-201, AR 611-202, and AR 614-40.

9. Entry into the program. *a. Award of MOS and entry into the Program.* The Enlisted Intelligence Career Development Program will include

all personnel with a primary MOS of 96B, 96C, 96D, 97B, 97C, 97D, or 97Z. Entry into the program will be effective upon award and designation of primary MOS. Award of MOS and designation as primary will be accomplished as follows:

(1) *MOS 96B, 96C and 96D.*

- (a) By an appropriate classification authority in accordance with procedures prescribed by Chapter 2, AR 600-200.
- (b) Individuals for whom a request for waiver has been submitted under the provisions of paragraph 9d will not be awarded the MOS until waiver has been approved by the appropriate approval authority designated in d below.

(2) *MOS 97B, 97C, 97D and 97Z.* By the Chief of Personnel Operations as prescribed by paragraph 6, AR 614-40.

b. Designation of MOS as primary. MOS awarded under the provisions of this regulation will be designated as primary unless otherwise directed by Headquarters, Department of the Army.

c. Submission of the Enlisted Qualification Record (DA Form 20). A copy of DA Form 20 will be prepared in accordance with paragraph 9-12, AR 600-200 for individuals in pay grade E-6 and below, following designation of primary MOS. DA Form 20 will be forwarded to the Chief of Personnel Operations, ATTN: EPADS-I, Department of the Army, Washington, D.C., 20310. DA Form 20 for individuals in pay grades E-7, E-8, and E-9 will not be submitted since forms on such personnel are on file in the Office of Personnel Operations. Report of change (DA Form 2876) will be submitted for individuals of all grades and MOS in accordance with Section III, Chapter 9, AR 600-200.

d. Waivers.

- (1) *For MOS 96B, 96C, and 96D.* Commanders may request waivers for prerequisites described in paragraphs 8a(2), (4) and (5). Action on requests for waivers will be accomplished as indicated below.
 - (a) Commanders authorized an Assistant Chief of Staff for Intelligence (G2) are designated as approval authorities for requests submitted by subordinate commands.
 - (b) Request for waiver, accompanied by a copy of DA Form 20 (reference para 9c) will be submitted to the first appropriate approval authority in the chain of command or staff. The approval authority will forward a copy of the

approved request, accompanied by DA Form 20 (properly annotated in item 22 to show the primary MOS to be awarded), to the Chief of Personnel Operations, ATTN: EPADS-I, Department of the Army, Washington, D.C., 20310. The approval authority will return disapproved requests and accompanying DA Form 20 to the originator.

- (2) *For MOS 97B, 97C, 97D and 97Z.* The Chief of Personnel Operations is designated as the approval authority. Request for waiver will be prepared and submitted to the Chief of Personnel Operations in accordance with AR 614-40.

10. Assignment. The assignment and reassignment of enlisted Intelligence technicians included in the program will be governed by the provisions of Chapter 3, Section IV, AR 600-200.

a. CONUS requirements will be filled by the Chief of Personnel Operations, ATTN: EPADS-I, in accordance with paragraph 3-15, AR 600-200, in grades E-1 through E-9, from oversea returnees, school graduates, surplus immediately available personnel, and from the reassignment of individuals between commands, consistent with changes in requirements or priorities.

b. Oversea requirements will be filled by the Chief of Personnel Operations, ATTN: EPADS-I. The Office of Personnel Operations will maintain up-to-date records of personnel in grades E-1 through E-9, arranged according to oversea eligibility by grade and MOS on a CONUS-wide basis, and persons will be selected by name to fill oversea requirements in accordance with paragraph 3-15*b*, AR 600-200.

c. Requisitions for enlisted replacements will be submitted under the provisions of AR 614-202.

11. Utilization. *a.* Except as provided in paragraph 13*b*, enlisted intelligence personnel included in the program will not be utilized for duties in other than Intelligence MOS positions without prior concurrence of the Chief of Personnel Operations.

b. For prohibited utilization of Intelligence personnel in MOS 97B, 97C, and 97D, and related information on the employment of personnel and units, see AR 381-101.

12. Evaluation of personnel. *a. In conjunction with MOS evaluation.*

- (1) The Commander's Evaluation Report (DA Form 2166) accomplished on each program member in accordance with paragraph 5-5, AR 600-200 will include

a narrative description of the individual's performance of duty by the rater and indorser.

- (2) Narrative descriptions *not* containing classified information will be entered in item 13, DA Form 2166. Narrative descriptions containing classified information will be prepared and transmitted in accordance with (4) below.
- (3) Narrative descriptions will include the following information:
- (a) *Rater:*
1. Reason for report.
 2. Duty title and number of persons supervised.
 3. Foreign languages used in performance of duty.
 4. A brief word picture of individual's overall capability prominent character traits, demonstrated proficiency in foreign language, promotion potential, recommendation for future assignments and training, or, if appropriate, consideration for elimination from the program. Recommendation for elimination from the program must be accompanied by substantiating data (see para 13).
- (b) *Indorser:*
1. Concur with narrative of the rater, or
 2. Nonconcur with narrative of the rater and state reason for his disagreement.
 3. Enter any additional information considered pertinent to the individual's career development.
- (4) Narrative descriptions, which contain classified information, will be prepared in the original only on a separate sheet of 8x10½ bond paper. The first line of the separate sheet will contain the rated individual's last name, first name, middle initial, grade of rank, service number, PMOS and DMOS, and date of report. Both the rater and indorser will sign this supplement to the report. The narrative description will be appropriately classified and transmitted in accordance with AR 380-5 and AR 381-101, and forwarded *directly* to Chief of Personnel Operations, ATTN: EPADS-I, Department of the Army, Washington, D.C., 20310.
- b. Special evaluations.*
- (1) As an exception to paragraph 5-5, AR 600-200, a Commander's Evaluation Re-

port will also be accomplished for any of the following reasons provided a period of 60 duty days or more has elapsed since submission of the last report:

- (a) Permanent change of station of rated individual.
 - (b) Change of rater.
 - (c) Significant change in duty assignment of individual.
- (2) Evaluation reports submitted under the provisions of this paragraph will be prepared in accordance with paragraph 5-14f, AR 600-200 with the following exceptions:
- (a) paragraph 5-14f(2) will not be
 - (a) Entries in headings prescribed by accomplished.
 - (b) No entry will be made in item 7.
 - (c) Narrative description containing information required by a(3) above will be entered in item 13. Inclusion of classified information is authorized.
 - (d) Evaluation reports containing classified information will be appropriately classified and transmitted in accordance with AR 380-5 and AR 380-101.
 - (e) Completed reports will be forwarded *directly* to Chief of Personnel Operations, ATTN: EPADS-I, Department of the Army, Washington, D.C., 20310.

13. Removal from the program. a. Personnel in General Intelligence MOS (96B, 96C, and 96D) may be released from the program for cause without reference to Department of the Army; however, the circumstances appropriate to release for cause will be reported to the Chief of Personnel Operations, ATTN: EPADS-I. The following are considered cogent reasons for recommending removal from the program:

(EPPM)

By Order of the Secretary of the Army:

Official:

J. C. LAMBERT,
Major General, United States Army,
The Adjutant General.

Distribution:

To be distributed in accordance with DA Form 12-9 requirements for Military Personnel Procedures, Enlisted:

Active Army: A. NG and USAR: None.

- (1) Expressed lack of desire to perform duties in the assigned MOS to include those personnel who have been involuntarily retrained and reclassified into one of these specialties.
- (2) Acts of disaffection, disloyalty or subversion.
- (3) Character deficiencies, including indiscretions or impropriety of such a nature as to cause withdrawal of the individual's security clearance.
- (4) Undesirable mental attitude relating to subversion, disloyalty, or disaffection.
- (5) Demonstrated inability to perform duties commensurate with military grade and standards.

b. Personnel in Special Intelligence MOS (97B, 97C, 97D, and 97Z) will not be removed from the program or reclassified into another primary MOS without prior approval of Headquarters, Department of the Army. Detailed criteria pertaining to the release of personnel are contained in Section III, AR 614-40. Commanders will forward request for removal, accompanied by classification board proceedings when applicable, to the Chief of Personnel Operations, ATTN: EPADS-I, Department of the Army, Washington, D.C., 20310.

c. Commanders may relieve personnel from Intelligence duties immediately following submissions of request for removal, and assign them to other duties, pending action on the request by Headquarters, Department of the Army.

d. Actions prescribed in b and c above will not be taken in lieu of, or be construed as, relieving commanders of responsibility for taking disciplinary or administrative action under the provisions of the Uniform Code of Military Justice, AR 635-209, or other regulations, as appropriate.

HAROLD K. JOHNSON,
General, United States Army,
Chief of Staff.

