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Military Publications

## The Army Specialty Proponent System

**Summary.** This regulation has been revised. It describes proponent involvement in specialty management for most commissioned officer specialty codes and warrant officer military occupational specialties under the Officer Personnel Management System. It also covers enlisted personnel career management fields under the Enlisted Personnel Management System. Responsibility for these systems has been transferred from the Army Staff to the field—school commandants when appropriate. This regulation establishes the HQDA Specialty Proponent Steering Committee and specialty proponent committees in the field. Proponents have been designated for the officer and enlisted specialty systems. This includes the special branches (Chaplain Corps, the Judge Advocate General's Corps, and the Army Medical Department). Proponent responsibilities have been changed and expanded, and extended to the Reserve Components.

**Applicability.** This regulation applies to the Active Army, the Army National Guard, and the US Army Reserve. It

applies specifically to all personnel involved in the Army's Specialty Management System.

**Impact on the New Manning System.** This regulation does not contain information that affects the New Manning System.

**Supplementation.** Supplementation of this regulation is prohibited unless prior approval is obtained from HQDA(DAPE-MPD-CD), WASH DC 20310.

**Interim changes.** Interim changes to this regulation are not official unless they are authenticated by The Adjutant General. Users will destroy interim changes on their expiration dates unless sooner superseded or rescinded.

**Suggested improvements.** The proponent agency for this regulation is the Office of the Deputy Chief of Staff for Personnel. Users are invited to send comments and suggested improvements on DA Form 2028 (Recommended Changes to Publications and Blank Forms) directly to HQDA (DAPE-MPD-CD), WASH DC 20310.

✓ This regulation supersedes AR 600-101, 5 October 1977.

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### 1. Purpose

This regulation—

*a.* Prescribes policies, procedures, and responsibilities for proponent involvement in the Army's personnel systems.

*b.* Designates proponent agencies for all commissioned officer specialty codes (SCs), warrant officer military occupational specialties (MOSs), and enlisted career management fields (CMFs).

*c.* Establishes the HQDA Specialty Proponent Steering Committee and specialty proponent committees at proponent agencies.

### 2. References

Required and related publications are listed in appendix A.

### 3. Explanation of terms

*a. Specialty.* In this regulation, denotes commissioned officer SCs, warrant officer MOSs, and enlisted CMFs. These specialties are used to classify commissioned officer, warrant officer, and enlisted positions in authorization documents. Specialties also identify individuals who are qualified to perform or are eligible to serve in specific positions.

*b. Proponent agency.* An organization assigned primary responsibility for providing recommendations to Office of the Deputy Chief of Staff for Personnel (ODCSPER). Included are specialty development and changes to personnel management policies in specific occupational specialties.

*c. Coordination points.* Affiliated commands, organizations, activities, and agencies. They are specifically requested by proponent agencies or named by higher authorities to advise and assist proponents in their specialty management responsibilities.

*d. Principal coordination points.* Army Staff agencies named in appendix B that advise and assist proponent agencies with their proponent-related activities (including active participation in the planning and execution of proponent responsibilities). These Army Staff agencies also evaluate all recommendations which fall within their agencies' area of expertise.

*e. Coordination requirement.* The requirement to coordinate with specific coordination points when handling actions pertaining to specified specialties. (See apps C through E for proponent agencies.)

*f. Designated schools.* Service schools or other Army schools, organizationally or physically separated from proponent agencies. These schools are assigned educational responsibilities for selected specialties for which they are not proponent agencies. Programs are coordinated with the respective proponent agencies and coordination points.

*g. Reserve Component personnel agency.* Includes

Army National Guard and US Army Reserve personnel agencies.

### 4. Specialty proponent system objectives.

The objectives of the specialty proponent system are shown below.

*a.* Set responsibilities throughout the Army for all specialty-related matters involved in life-cycle personnel management functions. These functions include structure, acquisition, individual training and education, distribution, unit deployment, sustainment, professional development, and separation.

*b.* Insure that a single agent is identified and made responsible for analysis of the functional role of all personnel in each specialty.

*c.* Insure that personnel management policies, programs, and procedures established by HQDA incorporate specialty-related considerations.

*d.* Foster achievement of the goals and objectives of the Army's Officer Personnel Management System (OPMS), warrant officer career management policies and programs, and the Enlisted Personnel Management System (EPMS). This includes the special branches and Reserve Components.

### 5. Responsibilities

*a.* The Deputy Chief of Staff for Personnel (DCSPER) is responsible for the Army's personnel system as prescribed by law and other regulatory guidelines. This regulation does not delegate this responsibility. The Director, Military Personnel Management (DMPM), ODCSPER, has overall management responsibility for the Army Specialty Proponent System.

(1) Approves general policy for and exercises staff supervision of the Army's personnel management and service systems.

(2) Convenes the DA Specialty Proponent Steering Committee as required.

*b.* The Commanding General, US Army Military Personnel Center (CG, MILPERCEN) operates the Active Component personnel system. The CG, MILPERCEN is not responsible for the Reserve Components or commissioned and warrant officer specialties of the special branches. The CG, MILPERCEN is responsible for the following:

(1) Classifying and reclassifying personnel in accordance with Army requirements and individual qualifications, experience, and desires.

(2) Incorporating long-range functional reviews in professional development considerations.

(3) Presenting data to the proponents during annual in process reviews (IPR) scheduled for the third quarter of each fiscal year. Demographic data will be displayed by SC and MOS by grade.

(4) Assisting proponents in evaluating current issues and initiatives.

(5) Designating commissioned officer initial specialties and additional specialties to meet Army requirements. Proponent recommendations and individual preferences will be considered.

(6) Executing professional development policies for all SC, MOS, and CMF as approved by the DCSPER.

(7) Assigning personnel to meet Army requirements in accordance with the following:

(a) Department of the Army Master Priority List (DAMPL).

(b) Available inventory.

(c) Professional development patterns.

(d) Individual preferences.

(8) Monitoring the health of each SC or MOS to identify needed corrective action.

(9) Providing representatives for specialty proponent committees and the HQDA Specialty Proponent Steering Committee.

c. The Deputy Commander, US Army Soldier Support Center-National Capital Region (SSC-NCR) maintains the specialty classification structures and is responsible for the following:

(1) Receiving, analyzing, staffing, and recommending additions, changes, or deletions to specialty classification. This occurs when there are changes in force structure or when new and improved equipment is introduced. (See AR 611-1.)

(2) Assisting in the evaluation of proponent issues and coordinating their recommendations with the MACOMs and the Army Staff. (See AR 611-1, AR 611-101, AR 611-112, and AR 611-201.)

(3) Serving as the ODCSPER focal point for the Specialty Proponent System. (Proponent initiatives and recommendations will be forwarded through channels to the SSC-NCR Specialty Proponent Coordination Center (ATZI-NCR-1) for staffing and processing to ODCSPER for decision.)

(4) Giving technical guidance to the Army Staff on proponent matters.

(5) Providing feedback to all proponents on status of proposals, problems incurred, and technical requirements.

(6) Providing members for specialty proponent committees.

d. The Chief, National Guard Bureau, operates the Army National Guard personnel system.

e. The Commanding Generals of the US Army Forces Command (FORSCOM) and the US Army Reserve Components Personnel and Administration Center (RCPAC) operate the Reserve Component personnel systems.

f. The Surgeon General, the Chief of Chaplains, and The Judge Advocate General exercise personnel management authority over commissioned and warrant offi-

cer personnel (excluding general officers) in their special branches.

g. Proponent agencies will perform the following:

(1) Gather and evaluate data.

(2) Identify issues and initiatives.

(3) Formulate alternatives.

(4) Coordinate actions.

(5) Recommend policy changes to the DCSPER.

(6) Advise and assist MILPERCEN and Reserve Component personnel agencies. (In discharging their responsibilities, proponent agencies will deal with their specialties in a collective sense.) They will not exercise any authority over individual personnel management decisions normally the responsibility of the CG, MILPERCEN or Reserve Component personnel agencies.)

h. In carrying out assigned responsibilities, proponents should consider the following personnel management life-cycle management functions:

(1) *Structure.*

(a) Analyze individual spaces on The Army Authorization Documents System (TAADS) (AR 310-49).

(b) Recommend changes to table of organization and equipment (TOE).

(c) Insure standardization of grade and specialty coding in TOE and table of distribution and allowances (TDA) units.

(d) Recommend classification criteria, by specialty, for inclusion in AR 611-101, AR 611-112 and AR 611-201.

(e) Evaluate the number of future authorizations, by specialty, based on projected requirements.

(2) *Acquisition.*

(a) Recommend accession criteria according to force modernization changes for commissioned officers, warrant officers, and enlisted personnel.

(b) Perform job task analysis of specialties.

(c) Recommend procurement numbers by year and specialty.

(d) Recommend criteria for selected recall programs in support of active duty and mobilization requirements.

(e) Recommend minimum percentages of company grade inventory to be assigned into initial commissioned officer specialties.

(3) *Individual training and education.*

(a) Identify training criteria, by specialty, for force modernization changes.

(b) Identify civilian education available.

(c) Identify requirement for the development and revision of training.

(d) Recommend standards for personnel who instruct in other service schools and who participate in the Personnel Exchange Program (PEP) overseas.

(e) Validate Army Educational Requirements

Board positions by specialty, grade, and academic discipline.

(f) Recommend criteria for selection of personnel by DA centralized boards. (Recommended changes pertaining to commissioned officers and warrant officers will be forwarded as proposed changes to DA Pamphlet 600-3 and DA Pamphlet 600-11, respectively. All recommendations will be forwarded to HQDA (DAPE-MPD-C), WASH DC 20310, for review and final determination. Time sensitive recommendations must be received by the date indicated in the board announcement message for any possible use by an annual centralized board. Proponents are not authorized to communicate directly with selection boards.)

(g) Insure that training for additional specialty development agrees with other aspects of commissioned officer professional development.

(4) *Distribution.*

(a) Assess an inventory of personnel against authorizations.

(b) Assess number of personnel, by grade, available for schooling.

(c) Identify additional specialty codes in which commissioned officers can participate.

(d) Recommend changes to Army policy relating to assignments, details, and transfers.

(e) Recommend initiatives to counter the adverse impact on personnel serving in a space-imbalanced MOS (SIMOS).

(5) *Unit deployment.*

(a) Evaluate unit distribution and home basing concept related to the regimental system.

(b) Evaluate the effects of mobilization on personnel management systems.

(6) *Sustainment.*

(a) Establish and maintain communication with constituency.

(b) Represent the professional interests of constituents.

(c) Foster a positive attitude toward personnel systems and programs.

(d) Evaluate continuation and retention rates of specialties.

(e) Assess and recommend changes to improve the health of specialties.

(f) Recommend changes to stabilize or improve retention.

(g) Recommend maximum percentages, by grade, to be designated into other commissioned officer specialties.

(7) *Professional development.*

(a) Establish professional development patterns for specialties.

(b) Conduct analysis of training and education

requirements against assignment priorities. Recommend policy that will insure individual and unit stabilization.

(8) *Separation.*

(a) Recommend selected shortage specialties as an exception to elimination policy.

(b) Recommend minimum qualification standards at selected grades by specialty.

(c) Recommend changes to retirement policies.

(d) Recommend minimum time of service for personnel who have received military or civilian training or education prior to separation.

## 6. HQDA Specialty Proponent Steering Committee.

a. *Establishment.* The HQDA Specialty Proponent Steering Committee is hereby established as an intra-Army continuing committee.

b. *Mission.* This committee will consider specialty proponent matters and related issues, and make recommendations to the DCSPER.

c. *Composition.* The committee will consist of the following:

(1) Director of Military Personnel Management (DMPM), ODCSPER, who will serve as chairman.

(2) Members (general officer or equivalent) from the Army elements shown below (as required).

(a) Army Secretariat (when items being discussed are within the respective secretariat area of responsibility).

(b) ODCSPER.

(c) Army Staff (principal coordination points).

(d) National Guard Bureau.

(e) Office of the Chief, Army Reserve.

(f) Office of The Adjutant General.

(g) US Army Training and Doctrine Command (TRADOC) and TRADOC integrating Centers.

(h) MILPERCEN.

(i) SSC-NCR.

(j) Specialty proponent agencies.

(k) Others as required.

d. *Direction and control.*

(1) The committee will meet at the call of the chairman.

(2) The chairman will report to the DCSPER on activities of the committee.

(3) Members will provide agenda items to the chairman when needed.

e. *Administrative support.*

(1) ODCSPER will provide all administrative support (space, clerical, and equipment) for the committee.

(2) Funds for travel, per diem, and overtime will be provided by the parent organization of the member.

f. *Correspondence.* All correspondence to the committee will be sent to HQDA (DAPE-MPD-CD), WASH DC 20310.

**7. Specialty proponent committees.**

*a. Mission.*

(1) Review and evaluate issues in their specific specialty areas.

(2) Prepare recommendations to be acted on by the HQDA Specialty Proponent Steering Committee.

*b. Composition.* The composition of each committee will be determined by the proponent agency. However, the committee must include one or more members from each of the following elements:

(1) Army Staff agencies designated as principal coordination points.

(2) MILPERCEN.

(3) SSC-NCR.

(4) Reserve Component personnel agencies.

*c. Direction and control.* Proponent agencies will be responsible for the activities of their specific committees.

*d. Administrative support.* Proponent agencies will furnish all administrative support to their committees. Funds for travel, per diem, and overtime for committee members will be provided by the parent organization of the member.

## Appendix A References

### Section I Required Publications

- AR 310-49 (The Army Authorization Documents System (TAADS)). Cited in paragraph 5*h*(1)(*a*).
- AR 611-1 (Military Occupational Classification Structure Development and Implementation). Cited in paragraph 5*c*(1) and (2).
- AR 611-101 (Commissioned Officer Specialty Classification System). Cited in paragraph 5*c*(2) and *h*(1)(*d*).
- AR 611-112 (Manual of Warrant Officer Military Occupational Specialties). Cited in paragraph 5*c*(2) and *h*(1)(*d*).
- AR 611-201 (Enlisted Career Management Fields and Military Occupational Specialties). Cited in paragraph 5*c*(2) and *h*(1)(*d*).

### Section II Related Publications

- AR 10-6 (Branches of the Army).
- AR 135-215 (Officer Periods of Service on Active Duty).
- AR 145-1 (Senior ROTC Program: Organization, Administration, and Training).
- AR 145-2 (Junior Program and National Defense Cadet Corps: Organization, Administration, Operation, and Support).

- AR 350-series (Training)
- AR 351-series (Schools)
- AR 351-5 (Army Officer Candidate Schools).
- AR 351-12 (Nomination to the United States Military Academy: Enlisted Categories-Army).
- AR 570-series (Manpower and Equipment Control).
- AR 600-200 (Enlisted Personnel Management System).
- AR 600-series (Personnel-General).
- AR 601-series (Personnel Procurement).
- AR 611-series (Personnel Selection and Classification).
- AR 612-series (Personnel Processing).
- AR 614-series (Assignments, Details, and Transfers).
- AR 621-series (Education).
- AR 635-series (Personnel Separations).
- DA Pamphlet 140-1 (US Army Reserve Officers Professional Development and Utilization).
- DA Pamphlet 570-series (TAADS Staffing Guide).
- DA Pamphlet 600-3 (Commissioned Officer Professional Development and Utilization).
- DA Pamphlet 600-4 (Army Medical Department Officer Professional Development and Utilization).
- DA Pamphlet 600-8 (Military Personnel Management and Administrative Procedures).
- DA Pamphlet 600-11 (Warrant Officer Professional Development).

## Appendix B Consolidated Specialty Proponents and Principal Coordination Points

<i>Branch</i>	<i>Location of Proponent</i>	<i>Commissioned Officer Specialty Code</i>	<i>Warrant Officer Military Occupational Specialty</i>	<i>Enlisted Career Management Field</i>
Adjutant General	Fort Benjamin Harrison	*40—Personnel Mgmt **42—Admin & Pers Sys Mgmt **43—Community Act Mgmt	**021A—Club Manager **031A—Bandmaster *711A—Pers/Admin Tech	*71—Administration *79—Rec & Reenlistment **97—Band
<i>Principal Coordination Point</i> *ODCSPER **TAGO				
Air Defense Artillery	Fort Bliss	*14—Air Defense Artillery	**221B—Msl Assy Tech, NIKE **222B—Msl FC Tech, NIKE **222C—Msl Sys Tech, PATRIOT **223B—Msl Sys Tech, HAWK **224B—SHORAD Sys Tech	**16—Air Defense Artillery **23—Air Def Msl Maint **27—Blstc/Land Cbt Msl Lt Wpns Sys Maint
<i>Principal Coordination Point</i> *ODCSOPS **ODCSLOG				
AMEDD	OSTSG (HQDA)	60—62—Medical Corps 63—Dental Corps 64—Veterinary Corps 65—Army Med Specialist Corps 66—Army Nurse Corps 67, 68—Medical Service Corps	011A—Phys Asst 051A—Food Insp Tech 202A—Bio-Med Equip Rep Tech	91—Medical
Armor	Fort Knox	12—Armor	.....	19—Armor
<i>Principal Coordination Point</i> ODCSOPS				
Chaplain	OCCH (HQDA)	56—Chaplain	.....	.....
Chemical	Fort McClellan	74—Chemical	.....	54—Chemical
<i>Principal Coordination Point</i> ODCSOPS				
Engineer	Fort Belvoir	21—Engineer 22—Topographic Engr 23—Contract/Construction Management Engineer	310A—Util Ops & Maint Tech 621A—Engr Equip Rep Tech 811A—Photo Map Tech 821A—Survey Tech 833A—Repro Tech 841A—Terrain Anal Tech	12—Combat Engineer 51—General Engineering 81—Topographic Engr

<i>Branch</i>	<i>Location of Proponent</i>	<i>Commissioned Officer Specialty Code</i>	<i>Warrant Officer Military Occupational Specialty</i>	<i>Enlisted Career Management Field</i>
<i>Principal Coordination Point</i> OCE (Plus ODCSLOG for MOS 621A and ACSI for MOS 841A)				
Field Artillery	Fort Sill	*13—Field Artillery	**201A—Met Tech **211A—Tgt Acq Radar Tech **214E—Pershing Msl Sys Tech **214G—Lance Msl Sys Tech	13—Field Artillery
<i>Principal Coordination Point</i> *ODCSOPS **ODCSLOG				
Finance	Fort Benjamin Harrison	44—Finance	.....	.....
<i>Principal Coordination Point</i> OCA				
Infantry	Fort Benning	11—Infantry	.....	11—Infantry
<i>Principal Coordination Point</i> ODCSOPS				
JAG	OTJAG(HQDA)	55—Legal	713A—Legal Admin Tech	.....
Military Intelligence	Fort Huachuca	30—Intel Mgmt 35—Military Intel 36—CI SIGSEC & HUMINT 37—SIGINT-Elec Warfare	285A—EW/Intcp Equip Rep Tech 961A—Attache Tech 962A—Imagery Interp Tech 964A—Op Tech 971A—CI Tech 972A—Area Intel Tech 973A—Interrogation Tech 982A—Traffic Anal Tech 983A—Eman Anal Tech 984A—Morse Intcp Tech 985A—Non-Morse Intcp Tech 986A—Emit Loc/ID Tech 988A—Voice Intcp Tech	33—EW/Intercept Sys 96—Military Intel 98—EW/CRYPTO Ops
<i>Principal Coordination Point</i> OACSI				
Military Police	Fort McClellan	31—Military Police	951A—Criminal Investigator	95—Law Enforcement
<i>Principal Coordination Point</i> ODCSPER				
Ordnance	Aberdeen Proving Ground	73—Msl Mat Mgmt 75—Mun Mat Mgmt	260A—Nuc Wpn Tech 271A—LCMS Rep Tech	55—Ammunition 63—Mech Maint

<i>Branch</i>	<i>Location of Proponent</i>	<i>Commissioned Officer Specialty Code</i>	<i>Warrant Officer Military Occupational Specialty</i>	<i>Enlisted Career Management Field</i>
		91—Maint Mgmt	411A—Ammo Tech 421A—Arms Rep Tech 441A—Rep Shop Tech 630A—Auto Rep Tech	
<i>Principal Coordination Point</i> ODCSLOG				
Quartermaster	Fort Lee	81—Petroleum Mgmt 82—Subsistence Mgmt 92—Mat/Svc Mgmt	041A—Food Svc Tech 401A—Airdrop Equip Tech 761A—Gen Sup Tech 762A—Spt Sup Tech	76—Supply & Svc 92—Petroleum 94—Food Svc
<i>Principal Coordination Point</i> ODCSLOG				
Signal	Fort Gordon	*25—Comm-Elec *27—Comm-Elec Eng **72—Comm-Elec Mat Mgt Off	**252A—Calbr Rep Tech *286A—C-E Equip Rep Tech *287A—DPS Rep Tech *290A—Telecom Tech	**28—Avn Comm-Elec *29—Comm-Elec Maint *31—Comm-Elec Opns *74 (Subfield 742) Auto Data Process
<i>Principal Coordination Point</i> OADCSOPS (C4) ODCSLOG				
Transportation	Fort Eustis	71—Aviation Logistics 95—Transportation Mgmt	160A—Avn Maint Tech 500A—Marine Deck Off 510A—Marine Eng Off	64—Transportation 67—Aviation Maint
<i>Principal Coordination Point</i> ODCSLOG				
Aviation	Fort Rucker	15—Aviation	100A—Multi Eng Util Hel Pilot 100B—Util/Obsn Hel Pilot 100C—Cargo Hel Pilot 100D—HV Lift Hel Pilot (Res Comp) 100E—Atk Hel Pilot 100Q—Cbt Svc Spt FW Pilot 100R—Cbt Surv FW Pilot 100K—Multiengine Attack Hel Pilot 150A—Air Traffic Control Tech	.....
<i>Principal Coordination Point</i> ODCSOPS (Plus ACSI for MOS 100R)				
.....	Fort Benjamin Harrison	*41—Personnel Programs Management **53—Automated Data Systems Management	*741A—Data Process Tech	**74 (Subfield 741)—Auto Data Process

<i>Branch</i>	<i>Location of Proponent</i>	<i>Commissioned Officer Specialty Code</i>	<i>Warrant Officer Military Occupational Specialty</i>	<i>Enlisted Career Management Field</i>
<i>Principal Coordination Point</i>				
ODCSPER				
OADCSOPS(C4)				
.....	OCA	45—Comptroller	.....	.....
.....	OCPA	46—Public Affairs	.....	84—Pub Affairs & Aud Vis
.....	ODCSOPS	48—Foreign Area Officer	.....	.....
.....	Fort Leavenworth	*49—OR/SA **52—Nuclear Wpns *54—Opns, Plans, Tng/Force Dev	.....	.....
<i>Principal Coordination Point</i>				
*ODCSOPS				
** Nuc & Chem Agency				
.....	DARCOM	51—Research & Develop 97—Procurement	.....	.....
<i>Principal Coordination Point</i>				
ODCSRDA				

## Appendix C

### Proponent Agencies for Commissioned Officer Specialists

<i>Specialty code</i>	<i>Title</i>	<i>Proponent Agency</i>
11	Infantry	US Army Infantry Center and School
12	Armor	US Army Armor Center and School
13	Field Artillery	US Army Field Artillery Center and School
14	Air Defense Artillery	US Army Air Defense Artillery Center and School
15	Aviation	US Army Aviation Center and Fort Rucker <sup>1</sup>
21	Engineer	US Army Engineer Center and School
22	Topographic Engineer	US Army Engineer Center and School
23	Contract/ Construction Management Engineer	US Army Engineer Center and School
25	Communications-Electronics	US Army Signal Center and School
27	Communications-Electronics Engineering	US Army Signal Center and School
30	Intelligence Management (Position Identifier Code)	US Army Intelligence Center and School
31	Military Police	US Army Military Police School and Training Center
35	Military Intelligence	US Army Intelligence Center and School
36	Counterintelligence-Signal Security and Human Intelligence	US Army Intelligence Center and School
37	Signal Intelligence-Electronic Warfare	US Army Intelligence Center and School
40	Personnel Management (Position Identifier Code)	US Army Soldier Support Center
41	Personnel Programs Management	US Army Soldier Support Center
42	Administrative and Personnel Systems Management	US Army Soldier Support Center
43	Community Activities Management	US Army Soldier Support Center <sup>2</sup>
44	Finance	US Army Soldier Support Center
45	Comptroller	Office of the Comptroller of the Army
46	Public Affairs	Office of the Chief of Public Affairs <sup>3</sup>
48	Foreign Area Officer	Office of the Deputy Chief of Staff for Operations and Plans <sup>4</sup>
49	Operations Research/Systems Analysis	US Army Combined Arms Center
51	Research and Development	US Army Materiel Readiness and Development Command
52	Nuclear Weapons	US Army Combined Arms Center
53	Automated Data Systems Management	US Army Soldier Support Center
54	Operations, Plans, Training and Force Development	US Army Combined Arms Center

<i>Specialty code</i>	<i>Title</i>	<i>Proponent Agency</i>
55	Legal	Office of The Judge Advocate General
56	Chaplain	Office of the Chief of Chaplains
60	Medical Corps	Office of The Surgeon General
61	Medical Corps	Office of The Surgeon General
62	Medical Corps	Office of The Surgeon General
63	Dental Corps	Office of The Surgeon General
64	Veterinary Corps	Office of The Surgeon General
65	Army Medical Specialist Corps	Office of The Surgeon General
66	Army Nurse Corps	Office of The Surgeon General
67	Medical Service Corps	Office of The Surgeon General <sup>5</sup>
68	Medical Service Corps	Office of The Surgeon General
71	Aviation Logistics	US Army Transportation Center and School <sup>6</sup>
72	Communications-Electronics Materiel Management	US Army Signal Center and School
73	Missile Materiel Management	US Army Ordnance Center and school <sup>7</sup>
74	Chemical	US Army Chemical School and Training Center
75	Munitions Materiel Management	US Army Ordnance Center and School <sup>7</sup>
81	Petroleum Management	US Army Quartermaster Center and School
82	Subsistence Management	US Army Quartermaster Center and School
91	Maintenance Management	US Army Ordnance Center and School
92	Materiel/Services Management	US Army Quartermaster Center and School
95	Transportation Management	US Army Transportation Center and School
97	Procurement	US Army Materiel Readiness and Development Command

## Footnotes:

<sup>1</sup>Proponent agency for SC 15 coordinates with US Army Intelligence Center and School for SSI 15M; US Army Armor Center and School and US Army Infantry Center and School concerning SSI 15B; US Army Transportation Center and School concerning SSI 15C; US Army Signal Center and School concerning SSI 15S.

<sup>2</sup>Proponent agency for SC 43 coordinates with US Army Element, School of Music, Naval Amphibious Base, Norfolk, Virginia, for SSI 43d, Army Band.

<sup>3</sup>Proponent agency for SC 46 coordinates with US Army Audio Visual Center concerning ASI 5B.

<sup>4</sup>Proponent agency for SC 48 coordinates with US Army Institute for Military Assistance concerning SSI 48B, D, E and F.

<sup>5</sup>Proponent agency for SC 67 coordinates with US Army Aviation Center and School concerning SSI 67J.

<sup>6</sup>Proponent agency for SC 71 coordinates with US Army Aviation Center and School.

<sup>7</sup>Proponent agency for SC 73 and 75 coordinates with US Army Missile and Munitions Center and School.

## Appendix D Proponent Agencies for Warrant Officer Military Occupational Specialties

<i>MOS</i>	<i>Title</i>	<i>Proponent Agency</i>
011AO	Military Physician's Assistant	Office of the Surgeon General
021AO	Club Manager	US Army Soldier Support Center
031AO	Bandmaster	US Army Soldier Support Center <sup>1</sup>
041AO	Food Service Technician	US Army Quartermaster Center and School
051AO	Food Inspection Technician	Office of The Surgeon General
100AO	Multiengine Utility Helicopter Pilot	US Army Aviation Center and Fort Rucker (USAAVNC) <sup>2</sup>
100AA	Air Traffic Control Technician	USAAVNC <sup>2</sup>
100AB	Flight Safety Technician	USAAVNC <sup>2, 16</sup>
100AC	Instructor Pilot	USAAVNC <sup>2</sup>
100AD	Aeromedical Evacuation Pilot	USAAVNC <sup>2, 17</sup>
100AF	Instrument Flight Examiner	USAAVNC <sup>2</sup>
100AG	Aircraft Maintenance Technician	USAAVNC <sup>2, 5</sup>
100AJ	Engineering Test Pilot	USAAVNC <sup>2, 18</sup>
100BO	Utility/Observation Helicopter Pilot	USAAVNC <sup>2, 3</sup>
100BA	Air Traffic Control Technician	USAAVNC <sup>2, 3</sup>
100BB	Flight Safety Technician	USAAVNC <sup>2, 3, 16</sup>
100BC	Instructor Pilot	USAAVNC <sup>2, 3</sup>
100BD	Aeromedical Evacuation Pilot	USAAVNC <sup>2, 3, 17</sup>
100BF	Instrument Flight Examiner	USAAVNC <sup>2, 3</sup>
100BG	Aircraft Maintenance Technician	USAAVNC <sup>2, 3, 5</sup>
100BH	Aerial Scout	USAAVNC <sup>3</sup>
100BJ	Engineering Test Pilot	USAAVNC <sup>2, 3, 18</sup>
100CO	Cargo Helicopter Pilot	USAAVNC <sup>5</sup>
100CA	Air Traffic Control Technician	USAAVNC <sup>5</sup>
100CB	Flight Safety Technician	USAAVNC <sup>2, 3, 16</sup>
100CC	Instructor Pilot	USAAVNC <sup>5</sup>
100CF	Instrument Flight Examiner	USAAVNC <sup>5</sup>
100CG	Aircraft Maintenance Technician	USAAVNC <sup>5</sup>
100CJ	Engineering Test Pilot	USAAVNC <sup>5, 18</sup>
100DO	Heavy Lift Helicopter Pilot	USAAVNC <sup>5</sup>
100DA	Air Traffic Control Technician	USAAVNC <sup>5</sup>
100DB	Flight Safety Technician	USAAVNC <sup>5, 16</sup>
100DC	Instructor Pilot	USAAVNC <sup>5</sup>
100DF	Instrument Flight Examiner	USAAVNC <sup>5</sup>

<i>MOS</i>	<i>Title</i>	<i>Proponent Agency</i>
100DG	Aircraft Maintenance Technician	USAAVNC <sup>5</sup>
100DJ	Engineering Test Pilot	USAAVNC <sup>5, 18</sup>
100EO	Attack Helicopter Pilot	USAAVNC <sup>3</sup>
100EA	Air Traffic Control Technician	USAAVNC <sup>3</sup>
100EB	Flight Safety Technician	USAAVNC <sup>3, 16</sup>
100EC	Instructor Pilot	USAAVNC <sup>3</sup>
100EE	Aircraft Armament Maintenance Technician (Rated)	USAAVNC <sup>3, 5</sup>
100EF	Instrument Flight Examiner	USAAVNC <sup>3</sup>
100EG	Aircraft Maintenance Technician	USAAVNC <sup>3, 5</sup>
100EJ	Engineering Test Pilot	USAAVNC <sup>3, 18</sup>
100KO	Multiengine Attack Helicopter Pilot	USAAVNC <sup>3</sup>
100KA	Air Traffic Control Technician	USAAVNC <sup>3</sup>
100KB	Flight Safety Technician	USAAVNC <sup>3, 16</sup>
100KC	Instructor Pilot	USAAVNC <sup>3</sup>
100KE	Aircraft Armament Maintenance Technician	USAAVNC <sup>3, 5</sup>
100KF	Instrument Flight Examiner	USAAVNC <sup>3</sup>
100KG	Aircraft Maintenance Technician	USAAVNC <sup>3, 5</sup>
100KJ	Engineering Test Pilot	USAAVNC <sup>3, 18</sup>
100QO	Combat Service Support Fixed Wing Pilot	USAAVNC
100QA	Air Traffic Control Technician	USAAVNC
100QB	Flight Safety Technician	USAAVNC <sup>16</sup>
100QC	Instructor Pilot	USAAVNC
100QF	Instrument Flight Examiner	USAAVNC
100QG	Aircraft Maintenance Technician	USAAVNC <sup>5</sup>
100QJ	Engineering Test Pilot	USAAVNC <sup>18</sup>
100RO	Combat Surveillance Fixed Wing Pilot	USAAVNC <sup>6</sup>
100RA	Air Traffic Control Technician	USAAVNC <sup>6</sup>
100RB	Flight Safety Technician	USAAVNC <sup>6, 16</sup>
100RC	Instructor Pilot	USAAVNC <sup>6</sup>
100RF	Instrument Flight Examiner	USAAVNC <sup>6</sup>
100RG	Aircraft Maintenance Technician	USAAVNC <sup>5, 6</sup>
100RJ	Engineering Test Pilot	USAAVNC <sup>6, 18</sup>
150AO	Air Traffic Control Technician (Nonrated)	USAAVNC

<i>MOS</i>	<i>Title</i>	<i>Proponent Agency</i>
160AO	Aviation Maintenance Technician (Nonrated)	US Army Transportation Center and School <sup>4</sup>
160AE	Aircraft Armament Maintenance Technician (Nonrated)	US Army Transportation Center and School <sup>4</sup>
201AO	Meteorology Technician	US Army Field Artillery Center and School <sup>7</sup>
202AO	Biomedical Equipment Repair Technician	Office of The Surgeon General
211AO	Target Acquisition Radar Technician	US Army Field Artillery Center and School <sup>7</sup>
214EO	PERSHING Missile System Technician	US Army Field Artillery Center and School
214EV	PERSHING DS/GS Repair Technician	US Army Field Artillery Center and School <sup>8, 9</sup>
214GO	LANCE Missile System Technician	US Army Field Artillery Center and School
221BO	NIKE Missile Assembly Technician	US Army Air Defense Artillery Center and School
222BO	NIKE Missile Fire Control Technician	US Army Air Defense Artillery Center and School
222BV	NIKE DS/GS Repair Technician	US Army Air Defense Artillery Center and School <sup>8, 9</sup>
222CO	PATRIOT Missile System Technician	US Army Air Defense Artillery Center and School
223BO	HAWK Missile System Technician	US Army Air Defense Artillery Center and School
223BV	HAWK DS/GS Repair Technician	US Army Air Defense Artillery Center and School <sup>8, 9</sup>
224BO	Short Range Air Defense Systems Technician	US Army Air Defense Artillery Center and School
224BV	SHORADS DS/GS Repair Technician	US Army Air Defense Artillery Center and School <sup>8, 9</sup>
252AO	Calibration and Repair Technician	US Army Signal Center and School <sup>9</sup>
260AO	Nuclear Weapons Technician	US Army Ordnance Center and School <sup>9, 12</sup>
271AO	Land Combat Missile Systems Repair Technician	US Army Ordnance Center and School <sup>9</sup>
285AO	Electronic Warfare/Intercept Equipment Repair Technician	US Army Intelligence Center and School
286AO	Communications-Electronic Equipment Repair Technician	US Army Signal Center and School
287AO	Data Processing Systems Repair Technician	US Army Signal Center and School
287AY	Telecommunications Systems Analyst	US Army Signal Center and School
290AO	Telecommunications Technician	US Army Signal Center and School
290AL	COMSEC Logistics Technician	US Army Signal Center and School
290AV	COMSEC Equipment Repair Technician	US Army Signal Center and School
290AW	ADP Operations Technician	US Army Signal Center and School
290AY	Telecommunications Systems Analyst	US Army Signal Center and School
310AO	Utilities Operation and Maintenance Technician	US Army Engineer Center and School
310A5	Power Systems Technician	US Army Engineer Center and School

<i>MOS</i>	<i>Title</i>	<i>Proponent Agency</i>
410AO	Airdrop Equipment Repair Technician	US Army Quartermaster Center and School
411AO	Ammunition Technician	US Army Ordnance Center and School <sup>9</sup>
421AO	Armament Repair Technician	US Army Ordnance Center and School
441AO	Repair Shop Technician	US Army Ordnance Center and School
500AO	Marine Deck Officer	US Army Transportation Center and School
500A1	Master, Coastal Vessels (250 gross tons)	US Army Transportation Center and School
500A2	Master, Coastal Vessels (500 gross tons)	US Army Transportation Center and School
500A3	Vessel Master, Unlimited	US Army Transportation Center and School
500A4	Harbormaster or Pilot	US Army Transportation Center and School
510AO	Marine Engineering Officer	US Army Transportation Center and School
510A1	Chief Engineer, Coastal Vessel (1200 Horsepower)	US Army Transportation Center and School
510A2	Chief Engineer Coastal Vessels (750 Horsepower)	US Army Transportation Center and School
510A3	Chief Engineer, Unlimited	US Army Transportation Center and School
510A4	Marine Inspector	US Army Transportation Center and School
621AO	Engineer Equipment Repair Technician	US Army Engineer Center and School <sup>15</sup>
621AV	Support Repair Technician	US Army Engineer Center and School <sup>15</sup>
630AO	Automotive Repair Technician	US Army Ordnance Center and School
630AV	DS/GS Repair Technician, Automotive	US Army Ordnance Center and School
711AO	Personnel/Administrative Technician	US Army Soldier Support Center
713AO	Legal Administrative Technician	Office of The Judge Advocate General
741AW	ADP Operations Technician	US Army Soldier Support Center
741AX	ADP Programmer/Systems Analysis Technician	US Army Soldier Support Center
761AO	General Supply Technician	US Army Quartermaster Center and School
762AO	Support Supply Technician	US Army Quartermaster Center and School
811AO	Photomapping Technician	US Army Engineer Center and School
821AO	Survey Technician	US Army Engineer Center and School
833AO	Reproduction Technician	US Army Engineer Center and School
841AO	Terrain Analysis Technician	US Army Engineer Center and School
951AO	Criminal Investigator	US Army Military Police School and Training Center
951AK	Polygraph Examiner	US Army Military Police School and Training Center <sup>13</sup>
951AL	Criminal Investigation Logistics Technician	US Army Military Police School and Training Center <sup>13</sup>
951AM	Latent Fingerprint Examiner	US Army Military Police School and Training Center <sup>13</sup>
951AN	Forensic Photographer	US Army Military Police School and Training Center <sup>13</sup>

<i>MOS</i>	<i>Title</i>	<i>Proponent Agency</i>
951AP	Questioned Document Examiner	US Army Military Police School and Training Center <sup>13</sup>
951AR	Forensic Chemist	US Army Military Police School and Training Center <sup>13</sup>
951AS	Firearms and Toolmark Examiner	US Army Military Police School and Training Center <sup>13</sup>
961AO	Attache Technician	US Army Intelligence Center and School <sup>14</sup>
962AO	Imagery Interp Technician	US Army Intelligence Center and School
964AO	Order of Battle Technician	US Army Intelligence Center and School
971AO	Counterintelligence Technician	US Army Intelligence Center and School <sup>20</sup>
971AK	Polygraph Examiner	US Army Intelligence Center and School <sup>19, 20</sup>
972AO	Interrogation Technician	US Army Intelligence Center and School <sup>19, 20</sup>
972AK	Polygraph Examiner	US Army Intelligence Center and School <sup>19, 20</sup>
973AO	Interrogation Technician	US Army Intelligence Center and School
982AO	Traffic Analysis Technician	US Army Intelligence Center and School
983AO	Emanations Analysis Technician	US Army Intelligence Center and School
984AO	Morse Intercept Technician	US Army Intelligence Center and School
985AO	Non-Morse Intercept Technician	US Army Intelligence Center and School
986AO	Emitter Location/Identification Technician	US Army Intelligence Center and School
988AO	Voice Intercept Technician	US Army Intelligence Center and School

## Footnotes:

<sup>1</sup>Proponent coordinates with US Army Element, School of Music, Naval Amphibious Base, Norfolk, Virginia.

<sup>2</sup>Proponent coordinates with US Army Infantry Center and School, Fort Benning, Georgia.

<sup>3</sup>Proponent coordinates with US Army Armor Center and School, Fort Knox, Kentucky.

<sup>4</sup>Proponent coordinates with US Army Aviation Center and Fort Rucker, Fort Rucker, Alabama.

<sup>5</sup>Proponent coordinates with US Army Transportation Center and School, Fort Eustis, Virginia.

<sup>6</sup>Proponent coordinates with US Army Intelligence Center and School, Fort Huachuca, Arizona.

<sup>7</sup>Proponent coordinates with US Army Signal Center and School, Fort Gordon, Georgia.

<sup>8</sup>Proponent coordinates with US Army Ordnance Center and School, Aberdeen Proving Ground, Maryland.

<sup>9</sup>Proponent coordinates with US Army Missile and Munitions Center and School, Redstone Arsenal, Alabama.

<sup>10</sup>Proponent coordinates with US Army Field Artillery Center and School, Fort Sill, Oklahoma.

<sup>11</sup>Proponent coordinates with US Army Air Defense Artillery Center and School, Fort Bliss, Texas.

<sup>12</sup>Proponent coordinates with Commander, US Army Nuclear and Chemical Agency, (HQDA(DAMO-NC), WASH DC.

<sup>13</sup>Proponent coordinates with US Army Criminal Investigation Command, Falls Church, Virginia.

<sup>14</sup>Proponent coordinates with Office of the Deputy Chief of Staff for Operations and Plans ODCSOPS, HQDA.

<sup>15</sup>Proponent coordinates with US Army Engineer Center, Fort Leonard Wood, Missouri.

<sup>16</sup>Proponent coordinates with Office of the Deputy Chief of Staff for Personnel (HQDA(DAPE-HRS)).

<sup>17</sup>Proponent coordinates with Office of The Surgeon General (OTSG), HQDA.

<sup>18</sup>Proponent coordinates with Office of the Deputy Chief of Staff for Research, Development, and Acquisition (ODCSRDA) (HQDA (DAMA-WSA)).

<sup>19</sup>Proponent coordinates with US Army Military Police School and Training Center, Fort McClellan, Alabama.

<sup>20</sup>Proponent coordinates with Office of the Deputy Chief of Staff for Personnel.

## Appendix E

### Proponent Agencies for Enlisted Career Management Fields

<i>Career Management Field</i>	<i>Title</i>	<i>Proponent Agency</i>
11	Infantry	US Army Infantry Center and School
12	Combat Engineers	US Army Engineer Center and School
13	Field Artillery	US Army Field Artillery Center and School
16	Air Defense Artillery	US Army Air Defense Artillery Center and School
19	Armor	US Army Armor Center and School
23	Air Defense Missile Maintenance	US Army Air Defense Artillery Center and School <sup>1</sup>
27	Ballistic/Land Combat Missile and Light Air Defense Weapon Systems Maintenance	US Army Air Defense Artillery Center and School <sup>2</sup>
28	Aviation Communications—Electronics	US Army Signal Center and School <sup>3</sup>
29	Communications-Electronics Maintenance	US Army Signal Center and School <sup>4</sup>
31	Communications-Electronics Operations	US Army Signal Center and School <sup>5</sup>
33	Electronic Warfare/Intercept Systems Maintenance	US Army Intelligence Center and School
51	General Engineering	US Army Engineer Center and School
54	Chemical	US Army Chemical School
55	Ammunition	US Army Ordnance Center and School <sup>6</sup>
63	Mechanical Maintenance	US Army Ordnance Center and School <sup>7</sup>
64	Transportation	US Army Transportation Center and School <sup>8</sup>
67	Aviation Maintenance	US Army Transportation Center and School <sup>9</sup>
71	Administration	US Army Soldier Support Center <sup>10</sup>
74	Automatic Data Processing	US Army Soldier Support Center
(Subfield 741)		
74	Automatic Data Processing	US Army Signal Center and School <sup>11</sup>
(Subfield 742)		
76	Supply and Service	US Army Quartermaster Center and School <sup>12</sup>
79	Recruitment and Reenlistment	US Army Soldier Support Center <sup>13</sup>
81	Topographic Engineering	US Army Engineer Center and School
84	Public Affairs and Audiovisual	Office of the Chief of Public Affairs, HQDA in coordination with Training Directorate, Office of the Deputy Chief of Staff, Operations, <sup>14</sup>
91	Medical	Office of The Surgeon General

Career Management Field	Title	Proponent Agency
92	Petroleum	US Army Quartermaster Center and School
94	Food Service	US Army Quartermaster Center and School <sup>15</sup>
95	Law Enforcement	US Army Military Police School and Training Center
96	Military Intelligence	US Army Intelligence Center and School <sup>16</sup>
97	Band	US Army Soldier Support Center <sup>17</sup>
98	Electronic Warfare/Cryptologic Operations	US Army Intelligence Center and School <sup>16</sup>

## Footnotes:

<sup>1</sup>Proponent agency for CMF 23 coordinates with US Army Ordnance Center and School and US Army Missile and Munitions Center and School concerning MOS 22L, N; 23N, U, W; 24H, J, K, L; 24C, E, G, Q, U, V; 25J, L; 26H and with US Army Signal Center and School concerning MOS 26H.

<sup>2</sup>Proponent agency for CMF 27 coordinates with US Army Ordnance Center and School and US Army Missile and Munitions Center and School concerning MOS 21L; 27B, E, F, G, H, N, Z; 46N, and with the US Army Field Artillery School for MOS 21G.

<sup>3</sup>Proponent agency for CMF 28 coordinates with US Army Intelligence Center and School concerning MOS 26E, F, M, N; 26K; 41G.

<sup>4</sup>Proponent agency for CMF 29 coordinates with US Army Intelligence Center and School concerning MOS 26C; US Army Field Artillery School concerning MOS 26B; US Army Ordnance Center and School and US Army Missile and Munitions Center and School concerning MOS 35B.

<sup>5</sup>Proponent agency for CMF 31 coordinates with US Army Field Artillery Center and School concerning MOS 31V.

<sup>6</sup>Proponent agency for CMF 55 coordinates with US Army Missile and Munitions Center and School.

<sup>7</sup>Proponent agency for CMF 63 coordinates with US Army Quartermaster School concerning MOS 41J; US Army Engineer Center and School concerning MOS 52C, D and 62B; US Army Armor Center and School concerning MOS 45E, N, T, and 63D, E, N, T, Y; US Army Infantry Center and School concerning MOS 45T and 63T; and US Army Field Artillery Center and School concerning MOS 45D and 63D.

<sup>8</sup>Proponent agency for CMF 64 coordinates with US Army Aviation Center and School and the Air Traffic Control Activity, US Army Communications Command concerning MOS 71P, 93H, J, and the US Army Field Artillery Center and School concerning MOS 93E.

<sup>9</sup>Proponent agency for CMF 67 coordinates with US Army Aviation Center and School.

<sup>10</sup>Proponent agency for CMF 71 coordinates with Office of The Judge Advocate General, HQDA, concerning MOS 71D, and E; Office of the Chief of Chaplains, HQDA, and Chaplains School concerning MOS 71M; Office of The Adjutant General concerning MOS 71L, 03C and 00J; Comptroller of the Army for MOS 73C, D and Z and Office of the Deputy Chief of Staff for Personnel for MOS 00U.

<sup>11</sup>Proponent agency for CMF 74 (Subfield 742) coordinates with the US Army Ordnance Center and School and the US Army Field Artillery School for MOS 34Y.

<sup>12</sup>Proponent agency for CMF 76 coordinates with Office of The Surgeon General, HQDA, concerning MOS 76J; and US Army Ordnance Center and School for MOS 76C.

<sup>13</sup>Proponent agency for CMF 79 coordinates with US Army Recruiting Command.

<sup>14</sup>Proponent agency for CMF 84 coordinates with US Army Soldier Support Center (Defense Information School) concerning training for MOS 71Q and R; US Army Signal Center and School (US Army Element, Lowry AFB, CO) concerning training for MOS 26T, 41E, 84B, C, F, and T. Actions concerning MOS 71Q, 71R, and 84Z are the primary interest of Office, Chief of Public Affairs (OCPA) in coordination with ODCSOPS. Actions concerning MOS 26T, 41E, 81E, 84B, C, F, and T are the primary interest of ODCSOPS in coordination with OCPA. OCPA has primary interest in public affairs professional development for all members of the CMF while ODCSOPS has primary interest in audiovisual professional development. Close coordination is maintained to insure opportunities and qualifications are provided for career progression.

<sup>15</sup>Proponent agency for CMF 94 coordinates with Office of The Surgeon General, HQDA concerning MOS 94F.

<sup>16</sup>Proponent agency for CMF 96 and CMF 98 coordinates with the Defense Language Institute.

<sup>17</sup>Proponent agency for CMF 97 coordinates with US Army Element, School of Music, Norfolk, Virginia, and Director, Army Band Program, TAGO.

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By Order of the Secretary of the Army:

JOHN A. WICKHAM, JR.  
*General, United States Army*  
*Chief of Staff*

Official:

ROBERT M. JOYCE  
*Major General, United States Army*  
*The Adjutant General*

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