

Space Professional Personnel Update



by LTC Mike Powers

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First, let us wish all Army Space professionals a happy New Year and continued success in 2005.

2004 was a significant year for the functional area; primarily because of the hard work and dedication exhibited every day. The beginning of the year finds FA40s transforming in step with the Army, while continuing to meet the demands of an Army at war. Some of the significant accomplishments for the functional area over the year include establishment of UEx Space Support Elements (SSE), execution of two enhanced Space Operations Officer Qualification Courses that now includes National Security Space Institute (NSSI) instruction, further development and definition of the Space cadre, the first selection of an FA40 to general officer, and continued success in promotions and selection to schools.

Overall the functional area is healthy; FA40s are being promoted at or above the Army selection rate, and the career development model and strategy the Functional Area has been operating under since its inception in 1998 has been validated in the recent Army-wide updates to DA Pamphlet 600-3 and OPMS III. These, combined with the operational impact 40s have every day in support of the Global War on Terrorism and the significant authorization growth expected over the next three to five years, indicate a bright future for Space operations in the Army, and for the functional area as a whole.

There are some challenges to address as the Functional Area transforms and as the Space cadre is developed further. Some of the key issues include gaining additional officers to meet our authorization

growth; balancing the professional development/promotion pyramid to allow for optimal opportunities for promotion; and ensuring maintenance or growth in the presence and impact at the joint and national level while increasing authorizations at the corps/UEy level and below. These issues will be examined in more detail later in this update.

The priorities the Proponent Office will execute over the next six months are largely related to meeting these challenges, but there are several other key tasks that need to be completed as well. In addition to these priorities, and what can only be described to be non-negotiable, is to open up and maintain communications with FA40s and all other Space professionals in the Army and across the Department of Defense. These updates in ASJ are just one small way to keep you all informed and is one of several routine methods available to ensure there is greater understanding of the type and status of issues the proponency office is engaged in, and so input on what you need and what you are thinking can be received and acted upon. The most important job in the Proponent Office is supporting the entire Army Space cadre and its career development needs and concerns. The Proponent Office is committed to working that as the number one priority. Some of the other methods are monthly e-mail updates, quarterly cadre video teleconferences with the deputy commander for operations, SMDC, travel out to FA40 locations, and enhanced use of the Space Operations Network.

The following are updates on what is going on for FA40s and the Space cadre.

Army Space Cadre

FA40s are the Army's Space cadre as defined by the commanding general, Space and Missile Defense Command, and briefed to Under Secretary of the Air Force, Peter B. Teets and Congress over the past months. There has been significant confusion over this in the past. There is a comprehensive HQDA G3 study/analysis going on that most FA40s have heard about, the Army Space Cadre Force Management Analysis (FORMAL) that will determine the future cadre, specifically what role warrant officers, non-commissioned officers/enlisted and civilians will have, but until then, FA40s are the cadre. Additionally, the FORMAL will assess role/inclusion of other officers such as 3Ys (Space activities) and how they could be developed and integrated as part of the cadre, and will be completed in August 2005. Recently, during a forum with SMDC's deputy commander for operations, and chaired by Under Secretary Teets an update was provided on our cadre and the types of professional development, training, and missions we are involved in.

It was well received and all felt that the Army is on track with current force and plans for the future. The briefing is posted on SONET for review and information, and will be updated regularly. The other significant change for the Army Space cadre is designation of the FA40 Personnel Proponent Office as the Army Space Cadre Office and as the focal point for cadre issues and integration with National Security Space Office and Office of the Secretary of Defense efforts. This was a result of a finding during the 2004 Government Accountability Office (GAO) review of Space cadres throughout Department of Defense, and will greatly enhance our ability to work cadre issues and speak with one voice.

Air Force Space and Missile Badge

The Air Force will soon be retiring the Air Force Space and Missile Badge that has been worn over the past several years. The Air Force Space Cadre Badge will replace it, and initial discussions have begun with the Air Force to set up a similar agreement for wear of the new badge. Timeline for this entire happening is yet to be determined, but the transition will most likely occur in the upcoming 6-9 months.

There will be new criteria set for the cadre badge aligned with the AF concept for how they certify their Space cadre, but it will be based on experience in Space related assignments and training at a minimum. It would be premature to provide more details at this point, but the Proponent Office is considering how FA40s can align within their model as one of the courses of action. It is expected that a larger Army population than the current policy will be authorized the badge for wear, where only FA40s and satellite controllers have authorization. Since it is a cadre badge, it is logical to expect that all members of the Army cadre would wear it. There will be much more to follow.

A proposal is under development to change wear of the current badge that is being worked at senior levels within Air Force Space. Closure is expected within the month and could be approved by the time this Army Space Journal is printed. It also opens up authorization for wear to enlisted, warrant officer and additional officer specialties, and is also based on training and experience. The proposal outlines specialized training and/or certification requirements many of the Soldiers in SMDC/ARSTRAT complete, and entails one-year experience in a Space related assignment. We will keep you posted as this action comes to closure.

Accessions

The functional area recently acquired seven new FA40s in the past month, two through a Career Field Designation Appeals Board, and five through a new early CFD process implemented by Human Resources Command. The officers are MAJ Sam Amber, MAJ Ed Anderson, CPT Jon Matey, CPT Dave Perry, CPT Gary Prater, CPT Jawara Riley and CPT Dennis Wiley.

Two officers were gained on appeal, there were five officers who submitted appeals who were not selected. The Proponent Office is working with some of them on branch transfers and other alternatives. The new early CFD process selected officers currently in an Advanced Civil School (ACS) program sponsored by functional areas. All FA40 officers that are at Naval Postgraduate School were included.

There will still be a CFD board in March 2005 to select additional FA40s. This guarantees the branch will receive officers that are gaining specialized Space education and training and offers these folks more clarity on their future a little earlier in their careers. FA40 information packets were sent out recently to all FA40 Functional Area Designated (FAD) captains encouraging them to put FA40 as their first preference for the March 2005 board. FA40s are encouraged to work with any year group 95 officers coming up for CFD this year to look hard at FA40 as their future. If you need assistance, call the Proponent Office.

Promotions

FA40 had four officers selected for Colonel during the board that met in August 2004: LTC (P)s Todd Day, Rick Schantz, Dave Taylor and Bruce Smith. That is great news for them and the functional area, especially considering FA40s are overstrength at the colonel level.

It's a testimony to the strength of these officers' performance, for there was no promotion requirement or "floor" for FA40 this year. It also validates what the field has been told repeatedly over the past several years, that the most important factor in promotions is performance of duty, no matter what position or assignment the officer holds. It is extremely difficult to identify any other trend.

There were no similarities in education (master's degree/no masters degree), experience (joint/non joint), selection for Space support element (selectee/non selectee), etc. Neither MAJ Jay Driscoll, the Human Resources Command FA40 Assignment Officer, nor the Proponent Office can provide more data, but it really came down to duty performance.

Space Operations Network (SONET)

The Space Operations Network (<https://sonet.smdc.army.mil>) is in the midst of exciting updates while continuing to provide the latest news and relevant briefings, papers and periodical articles.

The next expansion in the SONET will be to the Learn section where training modules for download can be posted in addition to the latest information on Space-related training and education. SONET has recently been opened up beyond the FA40 community, so please encourage other Space professionals to log in. SONET is all about supporting your needs for exchanging information, collaborating on common issues and contributing to professional development. It's a good source of daily Space news as well, and with the growth of the career field and increase of disparate elements pocketed throughout the force, it can be a powerful tool for bringing the information needed to stay informed and support your needs. Log in daily and let us know what you want to see and how SONET can improve. An Army Knowledge Online (AKO) account is required to access SONET.

FA40 Authorization Growth

FA40s are increasingly in demand, and near term organizational changes within the 1st Space Brigade and those associated with Army Transformation are significantly increasing authorizations. The career field as a whole is undergoing a big shift as FA40s integrate more fully in transforming tactical forces, specifically within Space support elements at the UEx and UEys over the next three to five years. The functional area additionally has authorizations in some of the subordinate UAs, such as the Fires and Reconnaissance, Intelligence, Surveillance, and Target Acquisition units.

The exact numbers are in flux, as the branch tries to firmly determine what capability is needed at each echelon, but anywhere from 40-60 percent authorization growth between now and FY08/09 is expected depending on the Transformation timeline. We've been working the numbers to clearly identify what our requirements will be so we can start increasing the number of FA40s to meet the needs in time to get them trained and assigned. Some of this will be worked as part of the Army Space Cadre Force Management Analysis over the upcoming six months, but we will also try to impact upcoming Career Field Designation boards, CFD transfers, and look at other solutions as well as increase our numbers. The next key event to impact this action is the March 29 CFD board for year group 95 officers, and we are working with the Army staff to help us address our shortage for that board.

Annual FA40 Training Conference

The Proponent Office is putting together the initial concept for this year's conference. Based on the guidance during last year's event, it is proposed that the conference take place at Long Beach, Calif., again as part of the Association of the United States Army convention, but that is extremely tentative pending staffing/approval through the chain of command. The dates for the AUSA conference are June 3-4, so would be looking at May 31 - June 3 for our event. These are only initial, tentative planning dates; we will keep you all posted and look forward to including you all in the planning.

Recent trips we've made to meet with the FA40s to U.S Strategic Command and National Reconnaissance Office were extremely informative and enjoyable, and we look forward to getting out to meet the Space support elements and to Colorado Springs, Colo., in the near future.

There are lots of exciting changes going on at STRATCOM regarding organization and some new opportunities for FA40s. No significant growth, but great opportunities for assignments in the Joint Functional Component Commands they are establishing. We will always try to have MAJ Jay Driscoll make the trips, so all personnel issues you may have can be fully addressed. Please contact LTC Mike Powers at powersm@smdc.army.mil if you wish to have us come out and we can schedule to best meet your needs.

DA Pamphlet 600-3 Update (Management of Commissioned Officers)

HQDA G-1 is leading the Army effort to update the October 1998 version of DA Pamphlet 600-3, Management of Commissioned Officers. It's been under revision for the past year and has gone through several iterations. This should be the last staffing for this year. It is scheduled for update annually to keep pace with Army Transformation.

There are significant changes to the document since the last staffing in May 2004, specifically the overall philosophy for officer management. Officer development of the future force will balance breadth and depth of experience with all jobs being an important part of an officer's multifunctional career path. Previously accepted conventions for "branch qualification" and singular paths for success are gone. The new focus will be on gaining experience needed to perform in the Joint, Interagency and Multinational (JIM) environment and supporting a Campaign Quality Army with success being measured by the quality of duty performance at every assignment vice the number of type positions held.

As mentioned previously, the concepts for FA40 outlined in Chapter 42 are, and have been, largely consistent with the new philosophy. There are several other changes regarding force stabilization and unit manning policies, training and education, and the evaluation system, many that are already being implemented such as Intermediate Level Education and elimination of senior rater blocks for company grade officers.

Thanks to all who supported the development and staffing of the document in November and December, the deputy commander for operations and commanding general have approved and it has been submitted to DA staff. Please review Chapter 42 of the update when published, it is specific to FA40s, and provides a clearer outline of what an FA40 does and what is required than in previous versions. The final draft of the document is posted on SONET, but is not yet approved. Approval was expected in February 2005 but has not yet been released.

OPMS III Review

Department of the Army is also conducting a review of OPMS III, and recommendations were to be forwarded for final decision in late January. The majority of the effort is focused on the Operations Career Field and ensuring Army officers receive joint experience and training earlier, all of this driven largely by where the Army is going in Transformation and on lessons from OPERATION IRAQI FREEDOM and OPERATION ENDURING FREEDOM. The two most relevant issues to FA40s concern realigning branches and career fields across the Army and conducting Career Field Designation transfers earlier than the current 10-year point, most likely at seven years. Final decisions have not yet been made, but the realignment issue is expected to be studied further before decision and implementation and the early CFD initiative are implemented in the near term.