



DEPARTMENT OF THE ARMY
HEADQUARTERS, III ARMORED CORPS AND FORT CAVAZOS
BUILDING 1001 761ST TANK BATTALION AVENUE
FORT CAVAZOS, TEXAS 76544-5000

AFZF-CG

12 SEP 2024

COMMANDING GENERAL'S
POLICY LETTER # 17

MEMORANDUM FOR RECORD

SUBJECT: III Armored Corps (IIIAC) and Fort Cavazos, TX (FCTX) Field Grade Officer Talent Management Policy

1. REFERENCES:

- a. Army Regulation (AR) 600-3, The Army Personnel Development System, dated 14 April 2023
- b. DA Pam 600-3, Officer Talent Management, dated 14 April 2023
- c. HQDA EXORD 226-22 ISO (FY24-26) Army Manning Guidance (AMG) dated 15 September 23
- d. HQDA EXORD 241-21 The Army Talent Alignment Process (ATAP), dated 30 September 2021

2. APPLICABILITY: This policy applies to III Armored Corps and Fort Cavazos units and personnel.

3. POLICY: The III Armored Corps Commanding General serves as the final approval authority for the III Armored Corps and Fort Cavazos Field Grade Officer slate, maintained by the IIIAC G1, to incorporate a formalized talent management process into the semi-annual officer manning cycles. This provides equitable distribution of capability on the installation, post-wide visibility of additional professional development opportunities, projection of entry level positions by newly promoted Majors, and reduces internal personnel turbulence.

4. Timeline (focused on the XX-02 Summer Manning Cycle):

- a. JUL: Identify officers for internal moves needing YMAV adjustments / verify Officers Identified to Move (OIM).
- b. JUL-AUG: Unit conducts Mission Essential Requirements submission (MER).
- c. SEP: ATAP Conference (HRC) to determine validated requisitions.
- d. SEP-OCT: **IIIAC and FCTX FG Slate Conference #1** (*with validated requisitions and vacancies*).
- e. SEP-NOV: ATAP Marketplace open for unit interviews and preferencing.

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- f. JAN-FEB: HRC begins publishing draft assignments.
- g. MAR: **IIIAC and FCTX FG Slate Conference #2** (with names of gains).

5. Unit Responsibilities:

- a. Maintain Field Grade Slate at least 12 months out including gains / backfills and report dates, losses / YMAVs, inter-post transfers, KD time, and any other pertinent information.
- b. Attend IIIAC and FCTX FG Slate Conferences (SEP/OCT and FEB/MAR) with draft FG Slate to include order of merit list to fill future vacancies, preferred internal FG Slate moves, preferred inter-post transfer moves, and requested YMAV adjustments.
- c. Report any changes to Field Grade officer timelines within unit formation (YMAV adjustment, UQR, Retirement, nominative assignment, etc).

6. FCTX Senior Branch Representative Responsibilities:

- a. Maintain branch-specific Field Grade Slate for all IIIAC and FCTX units for at least 12 months out including gains / backfills and report dates, losses / YMAVs, inter-post transfers, KD time, and any other pertinent information.
- b. Attend IIIAC and FCTX FG Slate Conferences (SEP/OCT and FEB/MAR) with all unit representation to discuss personnel movement and requirements across FCTX units.
- c. Review MER OML, conduct CGSC visit (if available) and ATAP marketplace interviews for interested officers.
- d. FCTX Senior Branch Representatives are listed below by position:

BRANCH	SENIOR BRANCH REP	BRANCH	SENIOR BRANCH REP
MI	504 CDR / IIIAC G2	JA	IIIAC SJA
LG	13ACSC CDR / IIIAC G4	CH	IIIAC CHAPLAIN
SC	11CSB CDR / IIIAC G6	CM	IIIAC CM
EN	36EN CDR / IIIAC EN	FA30	IIIAC IO
MP	89MP CDR / IIIAC PMO	FA40	IIIAC SENIOR SPACE OPS
AG	IIIAC G1	FA46	IIIAC PAO
FI	IIIAC G8	FA57	IIIAC KMO
MED	IIIAC SURGEON	IN / AR/ FA / AD / AV	1CD

7. Talent Management of Field Grade Officers on Fort Cavazos will be tracked and managed as a team effort between III Armored Corps Staff, 1st Cavalry Division, Enabling Brigades, and FCTX Tenant Units.

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8. Recommended Field Grade Officer movements and draft Field Grade Slates will be reviewed by the IIIAC CoS and DCG-M for their input to the IIIAC CG for final approval. Any adjustments to the approved Field Grade Slate must be routed through IIIAC CoS and DCG-M for approval.

9. EXPIRATION: This III Armored Corps and Fort Cavazos policy memorandum will remain in effect until superseded or rescinded.

10. The point of contact for this policy is the ACoS G-1 at 254-288-2846.



KEVIN D. ADMIRAL
Lieutenant General, USA
Commanding

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