



DEPARTMENT OF THE ARMY
HEADQUARTERS, III ARMORED CORPS AND FORT HOOD
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AFZF-CG

COMMANDING GENERAL'S
POLICY LETTER # 5

27 JUN 2025

MEMORANDUM FOR RECORD

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

1. REFERENCES:

- a. Army Regulation (AR) 600-3, The Army Personnel Development System, dated 7 February 2025.
- 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 Hood units and personnel.

3. POLICY: The III Armored Corps Commanding General is the final approval authority for the III Armored Corps and Fort Hood 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 XX-02 Summer Manning Cycles):

- a. Set Conditions (PHASE-1):
 - i. JUN-JUL: All Stakeholders work with Senior Branch Representatives (reference paragraph 6.e) to verify officers for internal moves, YMAV adjustments, projected retirements, REFRAD, and PCS / Officers Identified to Move (OIM). Senior Branch Representatives and Stakeholders conduct internal synchronization of requirements and prioritization through the end of the movement cycle.
 - ii. JUL-AUG: Units conduct Mission Essential Requirements submission (MER) IAW published HRC timeline. Stakeholders work with Senior Branch Representatives to update position details (duty descriptions, etc).

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iii. SEP: IIIAC G1 staff attends the HRC ATAP Conference to determine validated requisitions.

b. Execute the Market (Phase-2):

i. SEP-OCT: **IIIAC and FHTX FG Slate Conference #1** (with validated requisitions and vacancies). Senior Branch Representatives, Stakeholders, and IIIAC G1 staff prioritize and redistribute validated requisitions IAW operational priority and CG guidance. The consolidated Field Grade Officer slate is updated from this conference and routed through the IIIAC CG for review.

ii. SEP-NOV: ATAP Marketplace actions. Stakeholders conduct interviews and preferencing.

c. Clear the Market (Phase-3):

i. DEC-FEB: HRC begins publishing assignments. All Stakeholders work with Senior Branch Representatives to verify officer inbounds, monitor marketplace fluctuations, and project risk to mission.

ii. FEB-MAR: **IIIAC and FHTX FG Slate Conference #2** (with a majority by-name list of gains). Senior Branch Representatives, Stakeholders, and IIIAC G1 staff update and validate the distribution of inbound personnel IAW operational priority and CG guidance. The consolidated Field Grade Officer slate (Annex A) will be updated from this conference and routed through the IIIAC CG for approval. Any changes to this slate must be approved by the IIIAC CMD GRP.

5. Stakeholders are all unit/staff representatives, strength managers, and hiring officials. Stakeholder responsibilities include:

a. Coordinate with Senior Branch Representatives to maintain a Field Grade Slate at least 12 months out including gains / backfills and report dates, losses / YMAVs, inter-post transfers, KO time, and any other pertinent information (IAW Annex A).

b. Attend IIIAC and FHTX 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, requested YMAV adjustments, projected retirements, REFRAD, and areas of potential risk to mission.

c. Report any changes to Field Grade officer timelines within unit/staff formations to the Senior Branch Representative (YMAV adjustment, UQR, Retirement, nominative assignment, etc).

d. Inter-post transfers between DMSLs will be conducted IAW Annex B.

e. It is highly recommended that all Stakeholders participate in the annual online MER (JUL) and Marketplace (SEP) training conducted by HRC.

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6. FHTX Senior Branch Representatives are the senior member of every branch. These leaders and their action officers are uniquely suited to act as subject matter experts on the career development of Field Grade Officers within their branch. Senior Branch Representative responsibilities include:

a. Coordinate with Stakeholders to maintain a Field Grade Slate at least 12 months out for assigned branch officers. Must include gains / backfills w/report dates, losses, YMAVs, inter-post transfers, KD time, and any other pertinent information (IAW Annex A).

b. Attend IIIAC and FHTX 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, requested YMAV adjustments, projected retirements, and areas of potential risk to mission.

c. Review MER OML, conduct CGSC visit (if available) and ATAP marketplace interviews for interested officers. Inform IIIAC G1 Strength Management Branch (Paragraph 10) of any projected conflicts or turnover that may affect the Senior Branch Representative's ability to perform the duties assigned here.

d. Inter-post transfers between DMSLs are conducted IAW Annex B.

e. It is highly recommended that all Senior Branch Representatives participate in the annual online MER (JUL) and Marketplace (SEP) training conducted by HRC.

e. FHTX Senior Branch Representatives are listed below by position:

BRANCH	SENIOR BRANCH REP	BRANCH	SENIOR BRANCH REP
AD	1CD / IIIAC AD	IO/FA30	IIIAC IO
AG	IIIAC G1	JA	IIIAC SJA
AV	1CD / IIIAC AV	LG	13ACSC CDR / IIIAC G4
CA	IIIAC CA	MED	IIIAC SURGEON / IMB
CH	IIIAC CHAPLAIN	MI	504EMIB CDR / IIIAC G2
CM	48 CM CDR / IIIAC CM	MP	89MP CDR / IIIAC PMO
DATA	IIIAC DATA	PAO/FA46	IIIAC PAO
EN	36ENG CDR / IIIAC ENG	PO/PSYOPS	IIIAC PO
FA	1CD / IIIAC FA	SC	11CSB CDR / IIIAC G6
FI	IIIAC G8	SIM/FA57	IIIAC KMO
IN / AR	1CD / IIIAC G3	SPACE/FA40	IIIAC SPACE

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

8. Recommended Field Grade Officer movements and draft Field Grade Slates (IAW Annex A) are reviewed by the IIIAC CoS and DCG-M for their input to the IIIAC CG for final approval following the IIIAC and FHTX FG Slate Conference #2 (FEB-MAR). Any changes to the

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approved Field Grade Slate are routed through IIIAC CoS and DCG-M for approval (IAW Annex B).

9. EXPIRATION: This III Armored Corps and Fort Hood policy memorandum remains in effect until superseded or rescinded.

10. The point of contact for this memorandum is IIIAC G1 Strength Management Branch, at 254-288-2846 or IIIACG-1SMB@army.mil.



KEVIN D. ADMIRAL
Lieutenant General, USA
Commanding

Annexes:

Annex A – Field Grade Slate Template

Annex B – Inter Post Transfer Process

DISTRIBUTION:

IAW FH Form 1853: A