



A New Era Begins in the Personnel Realm

By Captain Matt Zajac

In today's era of reduced resources and escalating print costs, those of us in the personnel realm must determine how to disseminate information to the greatest number of people in the shortest amount of time. While we recognize the power of the Internet, we also recognize that not everyone has access to information posted electronically.

Personnel Update

With these concerns in the forefront, the Engineer Personnel Propensity Office (EPPO), the officer branch, and the enlisted branch proposed adding a new department—entitled "Personnel Update"—to the *Engineer Professional Bulletin*. The purpose of the "Personnel Update" is not to duplicate information available on the Internet but rather to focus on major issues facing the branch today.

This issue of *Engineer* includes articles on initiatives that have far-reaching impacts on both engineer officers and enlisted soldiers. The article on OPMS XXI (page 3) describes where we are and where we see ourselves headed, and "Changes in NCO Structure" on page 6 tells of our success during this endeavor. We ask you to take time to consider your future and provide EPPO some guidance. The EPPO staff will measure the success of the new department by the level of response received from you.

Internet Sites

Three Internet sites focus on engineer-specific personnel issues.

The *Engineer Personnel Propensity Office* maintains a site at http://155.9.32.3/EPPO/eppo_hp.htm. EPPO provides advice and assistance to the Engineer School commandant to attract, develop, and retain engineer officers, warrant officers, and soldiers. Typical articles cover the impacts of Department of the Army decisions on the branch, proposals on restructuring the branch, and "what-if" articles that ask field personnel where the branch should be headed. Topics currently at the EPPO site include creating a 12B additional skill identifier for combat engineer equipment, consolidating MOSs in the 62 series, and recent successes in expanding engineer Project Warrior positions to the Combat Maneuver Training Center and expanding Ranger coding in engineer units that support light, airborne, and air-assault infantry units.

The *Engineer Officer Situation Report (SITREP)*, which replaces the discontinued paper *Engineer Officer Bulletin*, is maintained by the Engineer Branch at PERSCOM. The *Engineer Officer SITREP* reports the latest engineer-specific information on schools, promotions, and assignments. From it you can access links to related home pages (such as Army, PERSCOM, Fort Leonard Wood, USACE, OPMS XXI, and the *Engineer Unit Directory*).

The *Engineer Officer SITREP* is published biannually and updated as necessary. Through this medium, the Engineer Branch continues to provide timely and accurate information, trends, and statistical data to assist officers in managing their careers. Current topics include results of the FY97 Advanced Civil Schooling/Small-Group Instructor/Observer-Controller and the Year Group '91 Functional Area Designation Boards and upcoming board dates. The SITREP is available at <http://www-perscom.army.mil/opmd/engineer/enbull.htm>.

The *Engineer Enlisted Newsletter*, maintained by the enlisted branch, focuses on information enlisted soldiers need to successfully plan their future. Articles in the current *Engineer Enlisted Newsletter* include information on adjustments to the Selective Re-enlistment Bonus, force structure cuts, and an after-action review from the last promotion board for sergeant first class. The *Engineer Enlisted Newsletter* is at http://www-perscom.army.mil/enlist/eng_ltr.htm.

Essays!

With the addition of this new department to *Engineer*, the personnel realm has gained an axis to ensure that you receive the information you need when you need it. As always, suggestions on ways to improve the Engineer Branch are welcome. Send correspondence to CPT Matt Zajac at zajacm@wood.army.mil.