Commissioned Officer Development and Career Management:

Engineer Chapter of DA Pam 600-3 Revised

By Major David Hartley and Captain Aaron Walter

Officer Personnel Management System (OPMS) XXI is a new officer professional development and management system designed to build an officer corps that will fulfill future needs of the Army and the nation. The revised Department of the Army Pamphlet 600-3 (DA Pam 600-3) addresses officer professional development and career management under OPMS XXI. Army officers will use it as a road map when making career decisions based on OPMS XXI. DA Pam 600-3 is scheduled for publication in October 1998, so that officers will have it before the new Career Field Designation (CFD) boards convene in FY99.

The Engineer Personnel Proponency Office (EPPO) submitted a revised Engineer chapter to update DA Pam 600-3 in February 1998. This chapter includes current features of the Engineer Branch, required officer characteristics, engineer officer development information, and an updated section on engineer Reserve Component (RC) officers. The Engineer chapter provided for the updated DA Pam 600-3 is available on the Fort Leonard Wood web site (www.wood.army.mil/EPPO/eppo_hp.htm).

Some of the most significant changes to the Engineer chapter pertain to engineer officer development. This section describes branch qualification, education, leader development and command preparation, and assignments for each grade. Figure 1, the Engineer Life Cycle Development Model (Active), highlights the redefined branch qualification requirements for each grade. Other changes include goals of

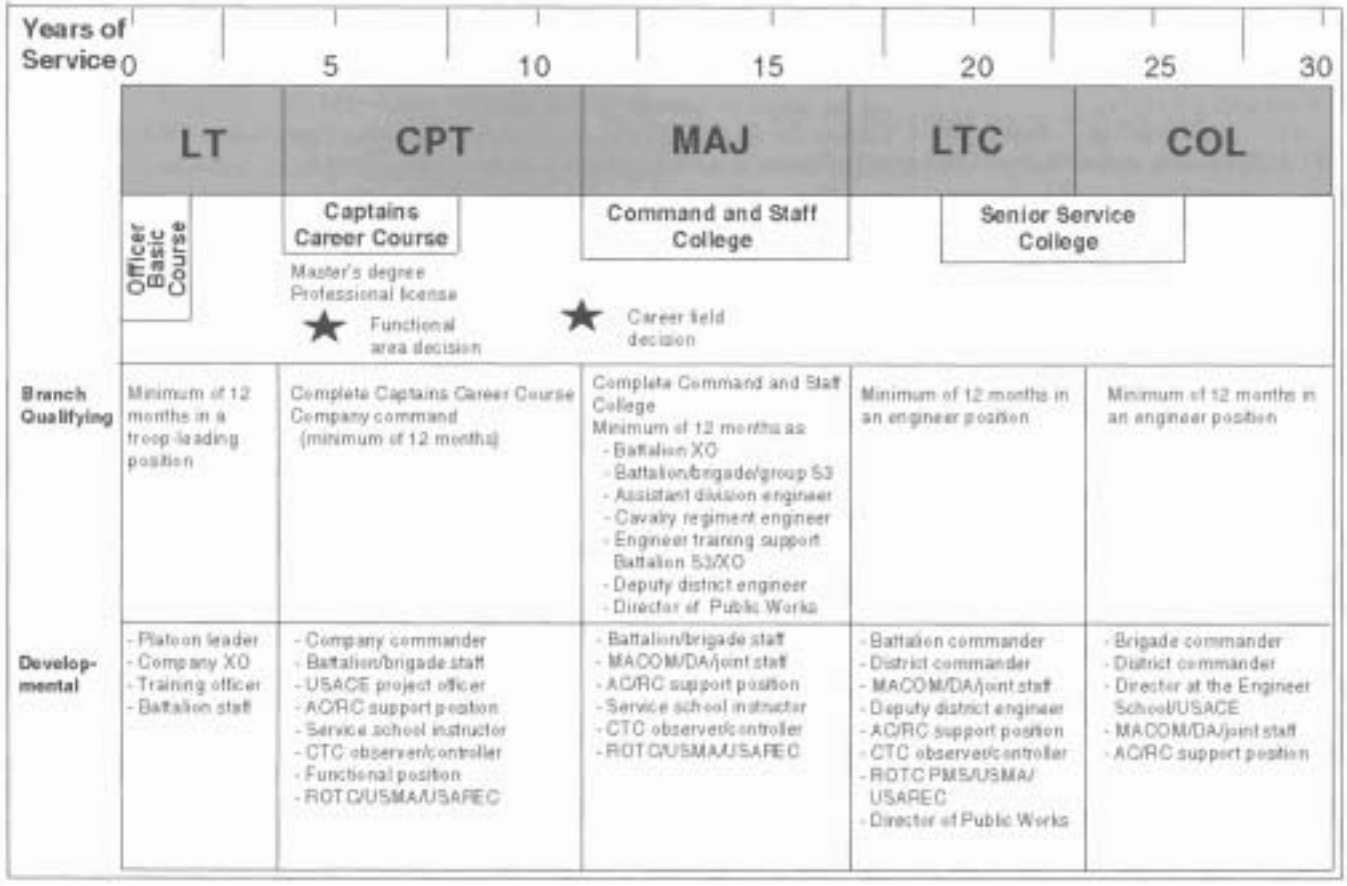


Figure 1. Engineer Life Cycle Development Model (Active), from Figure 16-1 in DA Pam 600-3.

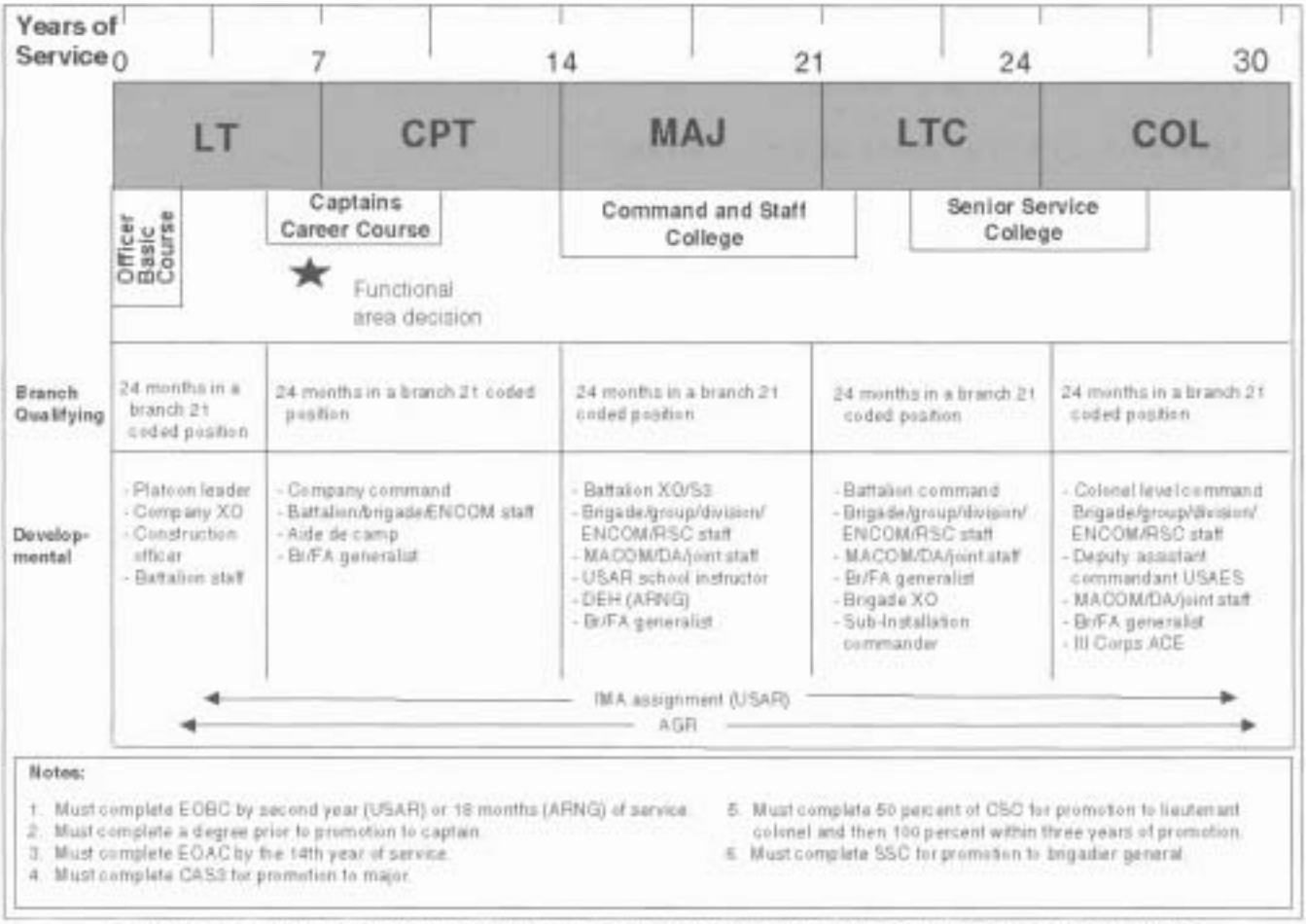


Figure 2. Engineer Life Cycle Development Model (Reserve), from Figure 16-2 in DA Pam 600-3.

15 to 18 months in command for captains and 18 to 24 months in one of the listed positions for majors. These goals are desirable for leader development and unit cohesion, as defined in the leader development and command preparation sections for these two grades.

Several changes in the updated DA Pam pertain to RC engineer officers. These changes are shown in Figure 2, the Engineer Life Cycle Developmental Model (Reserve) (from the Engineer chapter), and are briefly described below:

- Officers must complete the Engineer Officer Basic Course (EOBC) by the second (not third) year of service.
- Officers must complete a bachelor's degree before promotion to captain.

The Engineer Officer Advanced Course (EOAC) and the Combined Arms Services Staff School (CAS3) have been integrated. The new course is called *Captains Career Course.* AC and some RC engineer officers attend an 18-week EOAC, which is immediately followed by six weeks of CAS3. Most RC engineer officers, however, will continue to attend EOAC and CAS3 in its current format until EOAC-RC is reconfigured and other details are worked out.

For more information on OPMS XXI, visit the OPMS XXI web site (www.army.mil/opms) or the AR-PERSCOM web site at (www.army.mil/usar/ar-perscom/ppo.htm).

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