



MANPOWER AND FORCE MANAGEMENT CAREER PROGRAM BULLETIN

VOLUME 11 ISSUE 2 WINTER 2003



Mr. Mark R. Lewis

FROM THE FUNCTIONAL CHIEF REPRESENTATIVE

This is the second edition of the Bulletin to be published since I was named as the Manpower and Force Management Functional Chief Representative (FCR), in April 2002, a position that I have been pleased to assume. Collateral to my duties as Director, Plans, Resources and Operations in DCS, G-1, I look forward to representing the CP26 workforce at HQDA.

The HQDA Realignment Task Force, NETCOM, Transformation Installation Management, and Army Contracting Agency are examples of emerging organizations and initiatives that manpower managers are playing a key role in. During the last year, the Army has undergone significant turbulence. We are engaged in a global war on terrorism while concurrently streamlining the Army Headquarters; realigning functions; standing up new, more efficient organizations; and continuing to carry on with the transformation to the objective force. Our manpower and force management workforce are enablers of these changes, with their expertise in organizational design and workload measurement to identify the essential manpower required to perform the mission, recommend the most efficient organizational structure, and document the results.

Recently, the awards board met to recommend the winners and runners-up of the 2002 Secretary of the Army Awards for Improving Manpower and Force Management. Recipients will be recognized in an award ceremony. This event is held during our annual CP26 Planning Board so that all of the MACOMs can participate in recognizing the outstanding achievements of our careerists.

I am enjoying my role as your FCR and continue to look forward to working with the Manpower and Force Management team.

||s||
MARK R. LEWIS



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Lt General John M. LeMoynes

THE FUNCTIONAL CHIEF

Lieutenant General John M. LeMoynes serves as the Deputy Chief of Staff, G-1. The G-1 oversees personnel policy and execution for the Active, Guard, Reserve, and DA Civilian forces. The G-1 also oversees the Total Army Personnel Command as a Field Operating Agency. LTG LeMoynes's responsibilities include overseeing Officer, Warrant Officer, and Enlisted personnel programs to include manning, recruiting, retention, and promotion policy; implementing a world-class Well-Being program designed to encourage a positive work-life balance; and coordinating the Transformation of the Army's Human Resources Systems to support the Army Transformation Campaign plan.

As the Functional Chief (FC), LTG LeMoynes is responsible for monitoring effective career management within the Manpower and Force Management career program; monitoring progress of career management-related EEO goals; developing policies, procedures and program requirements; resolving career management issues; reviewing proposals for program changes; reviewing program effectiveness; projecting intern requirements; fostering broad-based employee representation and ensuring all qualified candidates are equitably considered for promotions to executive level grades; and establishing training and development requirements.

Commissioned in the Infantry out of the University of Florida ROTC program, LTG LeMoynes has served in command positions from platoon to brigade level. He served as the commander of the Infantry Center, Fort Benning, GA. just prior to assuming his current duties as the G-1. He previously served on the Army Staff as the Assistant Deputy Chief of Staff for Personnel from 1997 to 1998.

LTG LeMoynes received a Bachelor of Science Degree in Business Administration from the University of Florida, and a Masters Degree in Public Administration from Shippensburg State College.

Thinking About Going Back To School?

Need To Update Your Skills For The New Century?

It's Easier Than You Think And Financial Help May Be Available
Through
CP26 Competitive Professional Development Opportunities

Army Civilian Training, Education, and Development System (ACTEDS) funding allows the CP26 Functional Chief Representative to approve and fund training at various colleges and universities. Both part- and full-time training provides a valuable learning experience and competitive edge for future advancement in leadership positions to those attending. Tuition and book costs are centrally funded. Per diem and travel expenses are funded on a case-by-case basis.

ELIGIBILITY

- CP26 Army civilians GS-11 or above
- Complete application in Chapter 3 (CP26) of the FY03 Civilian Training, Education, and Professional Development Opportunities Catalog at <http://cpol.army.mil>
- Send applications to:

Deputy Chief of Staff, G-1
ATTN: DAPE-PRM/Mrs. Kreuser
300 Army Pentagon
Washington, DC 20310-0300

***NEXT SUSPENSE DATE IS APRIL 15, 2003 FOR CLASSES BEGINNING
JULY, AUGUST, AND SEPTEMBER***

CP26 LOGO FOR THE TRANSFORMED ARMY

The existing CP26 logo was designed nearly twenty years ago when graphics software applications were in their infancy. With advances in software, we have updated the logo over the years from black and white print "stick figures" to today's colorized version, complete with a banner. The addition of the beret to our logo two years ago completed the look. The logo represents each component of the manpower mix in our workforce.

It has been suggested by some of our careerists that the logo should be updated since the Army has undergone so many changes over the years. The logo should convey a "Total Force" concept--both people and equipment. Therefore, this office is soliciting your ideas for a new logo that will not only represent just the career program, but a design that could be used to represent the Manpower and Force Management function across the Army.

Please send your designs (or design ideas) to Janice.Kreuser@hqda.army.mil by 14 March. Our manpower analysts are creative and proficient with graphics applications so we expect to see lot of entries. Entries will be judged by members of the CP26 Board of Directors. The analyst who submits the winning idea will be invited to present it at the next annual CP26 Planning Board.

Transition from Army Civilian Career Evaluation System (ACCES) to Resumix

The Department of the Army has completed transition from Easy ACCES to Resumix. Effective on close of business January 13, 2003, Resumix has replaced ACCES as the automated recruitment tool for career program positions. To apply for positions previously covered by Easy ACCES, applicants need to use the Resumix procedures for their locations of interest. This will mean applying for individual jobs via vacancy announcements. This change affects all CP26 employees at the mandatory career referral level (GS-11 through GS-15). For additional information on job application procedures, please go to: <http://cpol.army.mil/employ/>

Once your resume is on file, employees may self-nominate for positions for which they wish to be considered. Vacancy announcements will be posted on the CPOL site under Employment and it is the employee's responsibility to check the website for vacancies.

Proponency Office Location

The Proponency Office for CP26 is located within the Deputy Chief of Staff, G-1, effective 1 April 2002. The G-1 website is <http://www.odcsper.army.mil>. To find CP26 on the web, click on Plans, Resources, and Operations, then click on DAPE-PR, and scroll down to Manpower and Force Management Career Program (CP26). The CP26 website is also still at its current location on the ASA M&RA Homepage with a link to the G-1 website.

CP26 Duties – MACOM Career Program Managers

The CP26 Proponency Office continues to be asked about how much time on the average should MACOM Career Program Managers spend on these collateral duties? There is no Army standard for this function and we expect that it varies depending on the number of CP26 careerists that the MACOM manager is responsible for within the "serviced area". Taking into consideration 5 workdays per year attending the CP26 Planning Board (including travel time); responding to taskers from the CP26 Proponency Office (estimate 8 hours per month); answering Resumix questions and checking periodically for vacancy announcements (estimate 8 hours per year); and miscellaneous (viewing CP26 website for current information, representing CP26 at local RM conferences, time spent preparing for the visit of the Functional Chief Representative, etc.) estimate at 16 hours per year. These activities add up to 160 hours per year or slightly less than 10% of your time per year on CP26 MACOM Career Program Manager responsibilities. Developing your intern's training plan probably falls within the indirect work category under supervision so that is not included in the estimate. Again, this time will vary, person to person, but we believe everyone can use this as a benchmark in determining time spent serving as a MACOM Career Program Manager.

THE TRADOC CP26 EXPERIENCE
Keith A. Johnson
Manpower Requirement Analysis Division
Manpower and Force Analysis Directorate
HQ TRADOC, ODCSR

After more than 20 years of government service, one may conclude there is no more room for professional growth and their career is coming to an end fast. Why do so many government employees feel this way? Many arrive at this conclusion because they are no longer viewed as an asset with values to contribute, but rather as a liability, which needs to move onward and make room for a younger and brighter workforce. Although these employees are ambitious with great desires to grow, they find themselves quickly cutoff from training and developmental opportunities. I am one of those 20+ year employees, but I have a different story to tell. My experience may be different from some of my counterpart. If so, I think its because the career program fostered an environment which allowed managers to invest in me as an individual and to tailor a professional/ career growth plan with the right training and challenging opportunities. There are many examples I could give of how I have grown professionally through Career Program 26, but I will only portray two, one for training and one for opportunity.

First, I would like to speak to my recent attendance at the Army Management Staff College for the Sustaining Base Leadership and Management Program (SBLM) at Fort Belvoir, VA. This program took me away from my duties as a Management Analyst for three months. My managers were willing to support the career program objectives to grow people and were willing to make a sacrifice and carry my workload, while I pursued this professional development opportunity. They took that risk, fully understanding that the experience and training would contribute to my positive attitude and productivity once I returned from training.

Secondly, because the career program has provided me with such opportunities for professional growth, it has also positioned me to be more competitive as a careerist. Upon my return from SBLM, I was given the opportunity to serve as Acting Division Chief of my organization due to the temporary absence of my supervisor. Again, management's willingness to support the career program objectives of growing people has been beneficial for me. It is a privilege for me to gain the perspective of working at this level and to gain an appreciation for the work involved. Unless one is given the opportunity to exceed or fail, they will never grow. Since being placed in this position, I have grown a great deal and gained a better understanding of my organization and its role in the bigger picture.

In conclusion, Career Program 26 is working well in TRADOC and produces positive results. It has built an environment for individual growth while guaranteeing returns that are not only beneficial to the organization, but also beneficial to the entire Army. The career program highlights the importance of training and developmental opportunities and provides managers and careerists with a path for successful growth. When the objectives of the career program are put into play, it becomes a win-win situation for the organization and the careerists. Perhaps more importantly, it fosters a commitment for support of career program goals and the development of careerists in the next generation of leaders.

Education and Training Information



Army Force Management School

The Army Force Management School, located at Fort Belvoir, VA, has announced the following schedule for the Force Management Course. More information on this course and how to enroll can be found on their home page at <http://www.afms1.belvoir.army.mil>

We announced in the last Bulletin that eligibility to attend this course was restricted to employees in grade GS-11 and above. Second year interns (both ACTEDS and local interns) at grade GS-9 are now eligible to attend the 4 week Force Management Course.

Once a year, AFMS offers a two-week Force Management course the first two weeks in December that interns are eligible to attend. It is a condensed version of the material covered in the first three weeks of the four weeks Force Management Course. Please note this course description is not posted on the AFMS website. Although it has been offered for the last few years, it has not been formally incorporated into the AFMS curriculum. The school notifies the commands in the August/September time frame and solicits applications to fill the 30 seats in the December course. The CP26 Proponency Office will also be notified of this and will get the word out through CP26 functional channels. Attendance at the two-week course will not preclude individuals from taking the four-week Force Management Course.

Intern training should be adjusted accordingly. This change will be reflected in the next update of the CP26 ACTEDS Plans.

FORCE MANAGEMENT COURSE SCHEDULE

Class Number	Start Date	End Date
04-03	03 Mar 03	28 Mar 03
05-03	31 Mar 03	25 Apr 03
06-03	28 Apr 03	23 May 03
07-03	02 Jun 03	27 Jun 03
08-03	07 Jul 03	01 Aug 03
09-03	04 Aug 03	28 Aug 03
10-03	08 Sep 03	03 Oct 03
01-04	06 Oct03	31 Oct 03
02-04	05 Jan 04	30 Jan 04
03-04	02 Feb 04	27 Feb 04
04-04	01 Mar 04	26 Mar 04
05-04	29 Mar 04	23 Apr 04
06-04	26 Apr04	21 May 04
07-04	07 Jun 04	02 Jul 04

Manpower and Force Management Course

The Manpower and Force Management Course, taught by the Army Logistics Management College, is the CP26 basic course for employees working in manpower and force management functions. Interns and functional trainees at grades GS-5/7/9 should complete this course within the first year of their training program. As a course prerequisite, nominees must be assigned to, or programmed for assignment to, a position requiring knowledge or use of manpower and force management skills. Officers, warrant officers, and enlisted personnel in the grades of E5 or above, and civilians in the grades of GS-5 or above are eligible to attend on the basis of job title and assigned responsibilities.

The curriculum concentrates on manpower and force management functions. The subject areas covered during the manpower blocks of instruction are tailored to the manpower management functions described in AR 570-4 and AR 71-32. These functions address the fundamental aspects of planning and programming, and requirements determination, with emphasis on the U.S. Army Manpower Analysis Agency 12-Step Method, Centralized Documentation (CENDOC), Civilian Manpower Integrated Costing System (CMICS), Total Army Visibility (TAV), Total Army Analysis (TAA), the allocation process, and analysis and evaluation. The force management subject areas address the fundamental aspects of force management: developing, manning, and equipping the force. Students are introduced to automated systems used to manage dollars and manpower, including the Army Resource Management Analytical Tool (ARMAT). HQDA automated manpower management information systems and current force structure issues are also discussed.

FY03 Manpower and Force Management Course Schedule

Class Number	Start Date	End Date	Nominations Due	Location
2003-002	05 May 03	16 May 03	21 Mar 03	ALMC, Ft Lee, VA
2003-705	14 Jul 03	25 Jul 03	30 May 03	Germany
2003-003	11 Aug 03	22 Aug 03	27 Jun 03	ALMC, Ft Lee, VA

See the Army Logistics Management College homepage at <http://www.almc.army.mil> for additional information.

Combat Developments Course

The Army Logistics Management College also teaches the Combat Developments Course. The course introduces the processes used to achieve desired Joint and army war fighting capabilities needed for the 21st Century. This course is recommended to those employees working in manpower, force management functions and those assigned to their initial combat development or materiel acquisition assignments. The main focus of this course is on determining, documenting and processing war fighting concepts, future operational capabilities and doctrines, training, leader development, organization, materiel and soldiers requirements (DTLOMS). The curriculum concentrates on inputs to the requirement determination (RD) process its sub-process and products.

U.S Army Logistics Management College ALMC-CD, COMBAT DEVELOPMENT COURSE SCHEDULE

Class Number	Start Date	End Date	Nominations Due	Location
2003-004	07 Apr 03	18 Apr 03	21 Feb 03	ALMC, Ft Lee, VA
2003-004	12 May 03	23 May 03	28 Mar 03	Ft Leonard Wood, MO
2003-005	08 Sep 03	19 Sep 03	25 Jul 03	ALMC, Ft Lee, VA

Army Management Staff College

An Electronic Application Process (EAP) for the Sustaining Base Leadership Management (SBLM) Program has been developed and is up and running. Everyone should now be able to access the system. The EAP is a web-based application that will allow applicants to complete their SBLM applications online at the Army Management Staff College Website. Online applications reduce or eliminate the current paper trail and allow concurrent processing by those involved in the application approval process. See the AMSC website at <http://www.amsc.belvoir.army.mil> for more information.

Army Comptroller Course (ACC)

The 4-week ACC course is Army-oriented and focuses on providing a resource management overview for newly assigned careerists and second-year interns. It is open to second year ACTEDS (centrally funded) interns and is taught at Syracuse University, Syracuse, NY. It covers Army financial management, comptrollership focusing on federal budget challenges, strategic planning, PPBES, fiscal law, activity and service-based costing, manpower management, contracting, management controls, competitive sourcing, financial operations, the legislative process and installation and major command resource management.

ACC is taught three times per year and the approximate cost is \$6,000 per student. This includes tuition, lodging, meals, travel, and per diem. Cost will vary based on the geographic location of the student. Funding is from the resources allocated for each ACTEDS intern. Students are selected through a competitive process.

The ACC course is Priority II. Since there is some duplication between the content of the ACC course and existing resource management and financial management short courses in the ACTEDS Plan, the ACC should be given preference. The ACC should not be taken in addition to these short courses. For example, if the intern attends ACC, it is duplicative to attend PPBES. The ACC Course supports the following CP26 competencies:

- T1 Manpower Policy and Guidance
- T2 Army, MACOM, and Installation Mission/Functions
- T4 Management Information and Workload Reporting Systems
- T5 System Interface
- T9 Commercial Activities Program & Other Contracting Out
- T10 Efficiency Review and Productivity Programs
- T11 Budget Preparation and Submission
- T12 Interrelationships of Force Structure, Manpower, Equipment, Budget
- T21 PPBES
- T24 DA Program Budget Guidance
- T26 Army Appropriation and Account Structure
- P3 Human Relations
- P4 Analyze
- P5 Communicate Orally
- P6 Write

**SCHOOL OF MANAGEMENT, UNIVERSITY OF SYRACUSE
THE ARMY COMPTROLLER COURSE SCHEDULE**

Class Number	Start Date	End Date	Location
ACC 03-11	28 Apr 03	22 May 03	Syracuse, New York
ACC 03-111	18 Aug 03	12 Sep 03	Syracuse, New York

More detailed information on the course and the application procedures are found in Chapter 3 under CP11 of the FY2003 ACTEDS Training Catalog on <http://cpol.army.mil>.

Government Online Learning Center

The Government Online Learning Center (GOLC) opened its doors on July 23, 2002. The GOLC is result of one of the President's Management Agenda e-Gov Initiatives to create a premier government-wide e-training site that will provide one-stop access to high quality e-training. The U.S. Office of Personnel Management developed the site in conjunction with its Federal agency partners from the Departments of Defense, Labor, Transportation, and Treasury and the General Services Administration.

The GOLC is being developed in phases. Phase I of the GOLC contains more than 30 free training courses ranging in topics from Communication to Project Management. In November 2002, additional products and services will be added to the GOLC - some free and some for a fee - including many new training courses.

The site is designed as a virtual campus that houses free training courses and knowledge resources in each of its rooms. Explore the Center by visiting GOLC website at <http://www.golearn.gov/>. You can navigate by clicking on the doors of the various rooms, which act as gateways to training and information.

Intern's Corner

Experiences and Observations of Our CP26 Interns

I have been in the CP-26 Intern program for more than one year at HQ US Army Special Operations Command (USASOC) in the Force Management Division under the guidance of Ms Bethina Gilmore. Two weeks after I started my job was September 11, a day we will all remember when the United States was attacked. Since then USASOC has been at the forefront of the War on Terrorism by sending its Special Forces soldiers into Afghanistan and other countries. The success of these Special Forces soldiers was astonishing. The President of the United States, the Vice-President, and the Secretary of Defense visited this command to express their gratitude for the performance of our Special Forces soldiers. Special operations have become a key mission to be reflected in the National Military Strategy and Defense Planning Guidance. More men and equipment will be required and resourced to this command. The 160th Special Operations Aviation Regiment (SOAR) will be getting more special equipped helicopters to carry out special operations. More Civil Affairs and Psychological soldiers will be placed in the Army Reserves and National Guard. All this means changes to Tables of Organization and Equipment (TOE), Modified TOE (MTOE), and Basis of Issue Plans (BOIP). Things that I learned in the Army Force Management Course, Combat Developments Course, Manpower and Personnel Integration (MANPRINT) in the System Acquisition Process are happening here and now. This Force Management Division is the proponent for Special Operations and has a direct link with HQDA and USAFMSA for requirements determination. We directly interface with the computer databases for Requirements Documentation System (RDS), The Army Authorization Documentation System - Redesign (TAADS-R), and Logistics Integrated Data Base (LIDB). I have had the opportunity to become familiar with each database. In the second half of my internship, I am scheduled to attend training courses in Manpower and Force Management, PPBES, and Resource Management. It looks to be a busy year.

**Charles Latham
USASOC**

Manpower and Force Management Career Program Bulletin

As a recently graduated intern, I can say that my experience was very positive, challenging and rewarding. The CP 26 Internship Program offered me great benefits both professionally and personally. I have enjoyed the challenge of formal training, and rotational assignments throughout various organizations, supervisory feedback and encouragement. I can honestly say that the program has definitely met my goals and expectations. This was indeed possible because of my personal commitment to the program, a well planned and structured Individual Development Plan (IDP), and the current support and feedback from supervisors. So, I would like to share with you, my fellow interns; some of the things that worked for me.

- Read as much as you can about the program on the web (CP 26 link or other form of literature). Be familiar with the required training in the field. Ask questions to and share your concerns with professionals in the field and other interns. Believe it or not, these individuals can be of great help.
- Use the ACTEDS Training Manual or Master Individual Development Plan (IDP) as a roadmap. This master IDP will help you to build or enhance your expertise in the field. Follow or adjust it according to your needs. Be honest with yourself; be persistent and committed to accomplish all the required training.
- Be able to articulate and present your IDP to supervisor(s) for approval and support. Take charge of your career development plan. If you have a mentor assigned to you, discuss it with him or her. Welcome any suggestions this mentor may have. But, if you don't have a mentor, just keep in mind the Master IDP becomes your professional guidance or roadmap.
- Try to include in your IDP at least 90 days rotational assignments. They will be part of your career development plan. These rotational assignments are very important and beneficial to your development. CP 26 consists of several functional areas. Try to tailor these rotational assignments to emphasize the different functional areas. There is no doubt that these rotational assignments will enhance your expertise and allow you to put into practice the skills learned in OJT or formal training.
- Keep a positive and proactive attitude when things don't go as planned. There is no doubt there will be some disappointment and discouragement. Don't let changes bring you down. Take charge of your career and enjoy the experience. As an old cliché says: Attitude is everything.... Keeping a good attitude makes us happier, healthier and stronger.

So, I hope you enjoyed reading this article and find these approaches useful in developing your own career plan. The program has a lot to offer. Enjoy and make the program work for you.

I would also like to share some perceptions and suggestions to the program. Some of these suggestions come from conversation with other interns. We strongly believe that the program has a lot to offer. However, there are some important aspects that need some consideration. So, here are some of the suggestions:

- **Rotation Length:** Rotation should be incorporated in the ACTEDS manual (IDP) and rigidly enforced. They should be at least 90 days in order to provide sufficient benefit. Rotational assignments should reflect the full range of management analysis and expose the intern to diverse assignments. These rotations will definitely enhance the interns' skills and knowledge.
- **Courses:** Realistic and achievable courses should be emphasized as mandatory in the ACTEDS manual. Many priority 2 courses will never be approved due to mission requirements and workload unless they are mandatory. These courses should reflect the full range of manpower and comptroller competencies. By taking this approach, an intern will become a multi-tasking individual and gain professional confidence in the field.
- **Promotion:** Assignments and placement should be made with an individualized approach considering the intern's strengths, preference, promotion potential, grade structure and future viability of the gaining organization. As long as the intern has met their training requirements and performance standards, promotion should be on time. Otherwise, a stagnating intern will leave the program and the Army will experience the loss of this potential.

Manpower and Force Management Career Program Bulletin

- Orientation: There should be a mandatory DA Intern Orientation. This orientation should be scheduled quarterly at HQDA. The orientation should give the intern an overview of the Department of the Army Intern program. It should also provide some other information such as who are the Career Program managers from HQDA thru MACOM level and the key personnel for discussing issues such as training, personnel actions, DFAS etc. This will avoid interns' frustration and confusion due to lack of information.
- Graduation: There should be some form of acknowledgement upon intern's graduation. An official letter or certificate of accomplishment given to the intern upon his or her graduation can give a sense of accomplishment and pride for their successful program completion.

These are just a few suggestions to the program. I think that these can reshape and make the program more appealing and successful for future interns.

Georgina Cupp
USAMAA

Editor's Note: The future of our career program is our interns. CP26 currently has 51 ACTEDS interns on board filling our manpower and force management positions across a broad spectrum of Army organizations. We want to hear from other CP26 interns (both local and ACTEDS) regarding any aspect of their intern experience. We will publish this in this "Intern's Corner" in the next CP26 Bulletin.

ANNOUNCEMENTS

PROMOTIONS

Charion L. Brown, was promoted to GS-0343-12, Management Analyst, Manpower and Requirement Criteria (MARC) Branch, CSSTD, Ft Lee, USAFMSA

Ms. Rose Mary Harris, was promoted to GS-0343-12, Management Analyst, Manpower and Requirement Criteria (MARC) Branch, CSSTD, Ft Lee, USAFMSA

Mr. Walter Hill, was promoted to GS-0343-12, Management Analyst, Logistics Personnel Quartermaster and Transportation (LPQT) Branch, CSSTD, Ft Lee, USAFMSA

Ms. Carole Hudson, was promoted to GS-0343-12, Management Analyst, Logistics Personnel Quartermaster and Transportation (LPQT) Branch, CSSTD, Ft Lee, USAFMSA

Mrs. JoEllen Smith was promoted to GS-0343-14 Chief, Manpower and Programs Division in MTMC DCSPAL.

REASSIGNMENTS

Ms. Linda Bennett, GS-0343-11, was reassigned to Logistics Personnel Quartermaster and Transportation (LPQT) Branch, CSSTD, Ft Lee, USAFMSA

Mr. Bill Hilliard, GS-0343-12, was reassigned to CSS(MTOE)D, Ft Belvoir, USAFMSA

Ms. Virginia King was reassigned to the Deputy Chief of Staff for Personnel and Logistics at MTMC HQ.

Ms. Rose Puente, GS-0434-11, was reassigned to Logistics Personnel Quartermaster and Transportation (LPQT) Branch, CSSTD, Ft Lee, USAFMSA

Ms. Sam Richmond, GS-0343-07, was reassigned to Information Management Office, Ft Carson, Colorado

Manpower and Force Management Career Program Bulletin

Mr. Fred Wilson, GS-0343-13, was reassigned to Logistics Personnel Quartermaster and Transportation (LPQT) Branch, CSSTD, Ft Lee, USAFMSA

CP26 INTERN GRADUATES

NAMES	GRADE	DUTY STATION
Regina Burns	GS-11	TRADOC, Ft Monroe, VA
Georgina Cupp	GS-11	HQDA, Ft Belvoir, VA
Julia Irvin	GS-09	TRADOC, Ft Bliss, TX
Diane McClasky	GS-11	HQDA, Ft Huachuca, AZ
Stephana Miles	GS-11	HQDA, Pentagon
Brenda Minor	GS-11	TRADOC, Ft Monroe, VA
Kristy Rudy	GS-11	TRADOC, Ft Monroe, VA

RETIREMENTS

Mr. Philip E. Hagerich, GS-0343-12, Management Analyst, Manpower and Requirement Criteria (MARC) Branch, CSSTD, Ft Lee, USAFMSA, retired 30 Sept 02.

Mr. Richard P. Kelley, GS-0343-12, Management Analyst, Manpower and Requirement Criteria (MARC) Branch, CSSTD, Ft Lee, USAFMSA, retired 3 Sept 02

Mr. James D. Manley, GS-0343-13, Logistics Personnel, Quartermaster and Transportation (LPQT) Branch, CSSTD Ft Lee, USAFMSA, retired 30 Sept 02

Congratulations and best wishes to all!!!!

BULLETIN ARTICLES

Careerists, supervisors, and managers in the Manpower and Force Management Career Program and Career Field are invited to submit articles for publication or to suggest articles or features you would like to see in this Bulletin. Submit articles, comments, or suggestions to:

**Deputy Chief of Staff, G1
ATTN: DAPE-PRM
300 Army Pentagon
Washington, DC 20310-0300
703-695-5380
Or email to:**

Diane.Schaule@hqda.army.mil

BULLETIN DISTRIBUTION

This bulletin is published electronically on the DCS, G-1 homepage. We hope you will assist us by publicizing the DCS, G-1 homepage to all CP-26 employees. This office will email our MACOM contacts when the current bulletin is available on the homepage. MACOMs in turn are asked to notify their subordinate Activity Career Program Managers (ACPM) and on down the chain until each CP26 careerist has been informed.

<http://www.odcsper.army.mil>

EDITORIAL POLICY

The Manpower and Force Management Bulletin is an official bulletin of the Office of the Deputy Chief of Staff, G1. Information in this bulletin concerns policies, procedures, and items of interest for the manpower and force management career program and career field. Statements and opinions expressed are not necessarily those of the Department of the Army. This bulletin is published under the provisions of AR 25-30 as a functional bulletin.



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