



DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF, G-1
300 ARMY PENTAGON
WASHINGTON, DC 20310-0300

11 AUG 2011

DAPE-MPE-PD

MEMORANDUM FOR U.S. Army Military Police School, ATTN: ATSJ-P, 401 MANSCEN Loop, Suite 1089, Fort Leonard Wood, Missouri 65473

SUBJECT: Approved Revision to Department of the Army Pamphlet (DA Pam) 600-25

1. Reference DAPE-MPE-PD Memorandum, Proponent Input to HQDA Enlisted Centralized Selection Boards, 29 Nov 10.
2. Your Career Management Field (CMF) update (enclosed) to DA Pam 600-25 is approved, effective this date.
3. This office is working to formally publish the update in accordance with the provisions of AR 25-30 and existing Army Publishing Directorate (APD) staffing processes.
4. Beginning with FY12 enlisted centralized selection boards, this update (combined with a formal board Memorandum of Instruction (MOI)) will be accessible to all serving board members and serve as the medium to inform them of professional development guidance for NCOs within your respective CMF.
5. To facilitate the transition to the Army's NCO Professional Development Guide within the selection process, we ask you to post this approved update to your web site as an interim measure during the APD staffing process. This ensures complete transparency and common accessibility to all Soldiers competing for selection by a centralized board, now and in the future.
6. A copy of this memorandum will be furnished to Human Resources Command with the intent that your respective Career Branch will also post these changes to their respective website in an effort to disseminate the information to as many Soldiers as possible.
7. The point of contact for this action is Mr. Gerald J. Purcell, Personnel Policy Integrator, Directorate of Military Personnel Management, at (703) 695-7960.

FOR THE DEPUTY CHIEF OF STAFF, G-1:

Encl
as


GARY H. CHEEK
Major General, GS
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CF:
CDR, TRADOC (ATTG-TRI-GP)
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Chapter 13

Military Police (CMF 31) Career Progression Plan

13-1 Duties

The Military Police Corps consists of three very distinct arms of law enforcement. Our three unique MOSs all play a critical role in the Army everyday—be it garrison law enforcement on a military installation, tactical combat support to a brigade commander in a forward-deployed task force, confinement of former Soldiers and other military members, other detained/interned person (during time of war/conflict), or providing security to the highest echelons of the Army's leadership as they travel throughout the world.

13-2 Transformation

The Military Police Corps is the Army's lead on Police functions. The Military Police culture is strong and ever present in demonstrating the Army's Warrior Ethos. The Military Police Corps contains three Military Occupational Specialties (MOS): Military Police (MOS 31B), United States Army Criminal Investigation Command (USACIDC) Special Agent (MOS 31D), and Internment/Resettlement (I/R) Specialist (MOS 31E). The Army's "Warrior Police" consists of three different specialties that engulf the broad spectrum of law enforcement, criminal investigations, and internment/resettlement. Military Police provide a wide range of diverse support because of their agility and versatility to adapt to any mission or environment. As a combat multiplier, they support the maneuver commander by performing the five MP battlefield functions. These functions support traditional maneuver, fires and effects; operations support; and force sustainment missions and organizations and include Maneuver and Mobility Support Operations, Area Security Operations, Police Intelligence Operations, Law and Order, Internment/Resettlement Operations. Military Police Soldiers provide combat support throughout the full spectrum of Army operations. This culture, derived from operational and garrison environments, is diverse—ensuring law enforcement, internment resettlement, area security, maneuver and mobility support and police intelligence operations are correctly executed. Military Police Soldiers need to diversify their assignments by performing the law enforcement functions in both the operating force and the generating force. Soldiers should not be assigned to back to back generating force assignments and first term Soldiers should avoid the generating force for their first assignment. The levels of responsibility and commitment in securing, enforcing, planning, coordinating, and supervising activities that support the unit's mission and the safety of Soldiers make the Military Police NCOs unique. Military Police NCOs are, first and foremost, leaders of Soldiers. Military Police NCOs understand and master the characteristics of each Military Police function with the understanding that what differentiates Military Police missions is the means by which they are defined on the battlefield. Military Police NCOs also understand the characteristics of combat arms and maneuver support units. Military Police NCOs are the builders of leaders and teams that provide warfighting capabilities and, statesmanship throughout the MP Corps. They are mentally and physically disciplined and well versed in Military Police and maneuver support tactics, techniques, and procedures. They ensure that Soldiers can perform their individual MOS tasks, place the welfare of their Soldiers ahead of their own, and adhere to Army values and embody the Warrior Ethos. Modularity impacts have established a MSG Operations NCO position in the Protection/ PMO Cell. These Operations NCOs work directly for the Deputy Provost Marshal and carry out the duties and responsibilities of a senior enlisted advisor at the Division Tactical CP. CMF 31 Demanding assignments are defined as the Principal NCO in a Company, platoon and squad such as a first sergeant, platoon sergeant or squad leader that train, mentor and maintains mission readiness within their organization, capable of supporting the five battlefield functions and deploying, conducting law and order operations in support of combat and Overseas Contingency Operations (OCO).

13-3 Recommended Career Management Self-Development By Rank

a. PVT-SPC/CPL.

(1) The quality and success of a Soldier's career is in direct proportion to the Soldier's consistent commitment to excellence, regardless of the mission. Soldiers committed to achieving

high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use. Skill level I Soldiers should be assigned to an operational assignment to get a broad understanding of Military Police duties, missions and skill sets.

(2) Soldiers should study and master the following military publications: STP 21-1, Soldier's Manual of Common Tasks; FM 3-21.5, Drill and Ceremonies; FM 3-25.26, Map Reading and Land Navigation; TC 3-22-20 Physical Fitness Training; FM 4-25.11, First Aid for Soldiers; FM 21-75, Combat Skills of the Soldier; AR 670-1, Wear and Appearance of Army Uniforms and Insignia; FM 3-90.61, Brigade Troops Battalion Operations; FM 3-22.37, all -10 level maintenance manuals associated with their equipment; and battle drills associated with their current assignment.

(3) The following books are suggested for self-development: *Art of War* by Sun Tzu, *The Forgotten Soldier* by Sajer, Guy and *The Killer Angels* by Shaara, Michael. CSA Reading List, AKO, General Army Links, Army Leadership contains additional reading material for self-development.

(4) The OPTEMPO of tactical assignments may limit the opportunity for civilian education; however, those Soldiers willing to make the required sacrifices should seize the available opportunities. CLEP and DANTES are available for those Soldiers unable to pursue formal civilian courses. These self-development options are based on the Soldier's own desire to excel. Ample opportunities exist for Soldiers to participate in various correspondence courses to accomplish individual educational objectives. Soldiers with GT scores below 100 should seek to improve their scores through FAST. Taking additional civilian education courses such as English composition and basic mathematics will prepare Soldiers for the AFCT and improve promotion potential.

(5) The ACCP also provides excellent educational advancements in continued education, leadership and technical proficiency. Education opportunities can be found at the ACES website. CLEP and the DANTES tests are other resources for converting previously acquired knowledge or training into college credit. College education is a critical piece of the self-development program and Military Police should plan their college program around a degree that relates to their MOS using information provided on the SOCAD website. Soldiers may also enroll in GOARMYED, an Army program that gives Soldiers the opportunity to pursue a degree program completely online.

(6) Soldier boards such as Soldier of the Quarter/Year broaden the knowledge base, instill discipline and improve the Soldier's ability to communicate verbally.

(7) Soldiers may also earn promotion points for Technical Certification, a list of certifications can be found on the COOL website. For information on these and other education programs, visit the AEC on your installation.

(8) Soldiers may also use the Army Career Tracker (ACT) to Integrate training, education, and experiential learning into one personalized and easy to use interface Present users with an intelligent search capability of multiple Army education and training resources Provide users with a more efficient and effective way to monitor their career development Allow leaders to track and advise users on their personalized leadership development. ACT is a part of the Army Learning Concept 2015 "Learners must be supported with an online career-tracking tool, such as the Army Career Tracker, that will provide a single user interface to allow learners to manage their lifelong learning objectives and monitor their progress toward completion of required training and education requirements and career goals. Individuals will select and enroll in resident and non-resident Army courses as well as seek civilian education opportunities through partner colleges and universities.

b. SGT.

(1) The quality and success of a Sergeant's career is in direct proportion to a consistent commitment to excellence, regardless of the mission. Sergeants committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use. Sergeants should have a broad range of assignments and avoid back to back assignments in the generating force.

(2) Sergeants should study and master the following military publications: STP 21-24, Soldier's Manual of Common Tasks Skill Levels 1, 2, 3, FM 1, The Army; FM 3-0, Operations; FM 22-100, Army Leadership; FM 7-0, Training the Force; FM 7-1, Battle Focused Training; FM 3-

21.18, Foot Marches; FM 7-93, Long-Range Surveillance Unit Operations; all -10 level maintenance manuals associated with their equipment and battle drills associated with their current assignment.

(3) The following books are suggested reading for self-development: *Common Sense Training* by Collins, Presidio Press, 1980; *Small Unit Leadership* by Malone, Mike; readings on famous military leaders (i.e., Napoleon, Grant, Lee, Pershing, Patton, Bradley, Ridgeway, Westmoreland, and Schwartzkopf); *The Story of the Noncommissioned Officer Corps* (USA Center of Military History, 70-38); *Infantry Attacks* by Rommel; and *When Bad Things Happen to Good People* by Kushner, Harold S. [CSA Reading List](#), [AKO](#), [General Army Links](#), [Army Leadership](#) contains additional reading materia for self-development.

(4) The OPTEMPO of operational assignments may limit the opportunity for civilian education; however, those sergeants willing to make the required sacrifices should seize the available opportunities. Pursuing a college education at this level is not a mandatory requirement but one that will place you above your peers. Soldiers should plan their college program around a degree that relates to their MOS using information provided on the [SOCAD](#) website.

(5) Soldier boards such as NCO of the Quarter/Year and the Sergeant Audie Murphy/Sergeant Morales Clubs broaden the knowledge base, instill discipline and improve the Soldier's ability to communicate verbally.

(6) The [ACCP](#) also provides excellent educational advancements in continued education, leadership and technical proficiency. Education opportunities can be found at the [ACES](#) website.

(7) Soldiers may also earn promotion points for Technical Certification, a list of certifications can be found on the [COOL](#) website. For information on these and other education programs, visit the AEC on your installation.

(8) Soldiers may also use the Army Career Tracker (ACT) to integrate training, education, and experiential learning into one personalized and easy to use interface Present users with an intelligent search capability of multiple Army education and training resources Provide users with a more efficient and effective way to monitor their career development Allow leaders to track and advise users on their personalized leadership development. ACT is a part of the Army Learning Concept 2015 "Learners must be supported with an online career-tracking tool, such as the Army Career Tracker, that will provide a single user interface to allow learners to manage their lifelong learning objectives and monitor their progress toward completion of required training and education requirements and career goals. Individuals will select and enroll in resident and non-resident Army courses as well as seek civilian education opportunities through partner colleges and universities.

c. SSG.

(1) The quality and success of a Staff Sergeant's career is in direct proportion to a consistent commitment to excellence, regardless of the mission. Staff Sergeants who are committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use. These NCOs should study and master the additional military publications: STP 21-24, Soldier's Manual of Common Tasks Skill Levels 1, 2, 3, and 4; DA Pam 600-25, U.S. Army Noncommissioned Officer Professional Development Guide; -10 level maintenance manuals associated with their equipment; and battle drills associated with their current assignment. Staff Sergeants key and developmental position is as a squad leader in either an operating or generating force assignment.

(2) The following additional books are suggested reading for self-development; continue readings on famous military leaders (i.e., Napoleon, Grant, Lee, Pershing, Patton, Bradley, Ridgeway, Westmoreland, and Schwartzkopf); *Small Unit Administration* (Manual or automatic data processing (ADP) Systems, Stackpole Books); and *The Noncommissioned Officers' Family Guide* (Gross, Beau Lac Pub, 1985). [CSA Reading List](#), [AKO](#), [General Army Links](#), [Army Leadership](#) contains additional reading material for self-development.

(3) The OPTEMPO of operational assignments may limit the opportunity for civilian education; however, those SSGs willing to make the required sacrifices should seize the available opportunities. Soldiers should plan their college program around a degree that relates to their MOS using information provided on the [SOCAD](#) website. These self-development options are based on the SSG's own desire to excel. At this stage, SSGs should seek opportunities to

pursue completion of an Associate's Degree. Ample opportunities exist for Soldiers to participate in various correspondence courses to accomplish individual educational objectives.

(4) Military Police Regimental Association's Order of the Marechausee award is given to a small percentage of Military Police Corps personnel for significant contributions to the MP Corps. Commandants 100 is awarded to members of the United States Army Military Police Corps Regiment who distinguish themselves by meritorious achievement or meritorious service, while serving in any capacity within the Corps to recognize greatness from the young Soldiers, NCOs and Officers in our Regiment. The Military Police Corps Commandant will choose 100 of the top Military Police to receive this award.

(5) The ACCP also provides excellent educational advancements in continued education, leadership and technical proficiency. Education opportunities can be found at the ACES website.

(6) Soldiers should also consider entering a technician program to gain nationally recognized credentials in an appropriate technical discipline. A list of certifications can be found on the COOL website. For information on these and other education programs, visit the AEC on your installation.

(7) Soldiers may also use the Army Career Tracker (ACT) Integrate training, education, and experiential learning into one personalized and easy to use interface Present users with an intelligent search capability of multiple Army education and training resources Provide users with a more efficient and effective way to monitor their career development Allow leaders to track and advise users on their personalized leadership development. ACT is a part of the Army Learning Concept 2015 "Learners must be supported with an online career-tracking tool, such as the Army Career Tracker, that will provide a single user interface to allow learners to manage their lifelong learning objectives and monitor their progress toward completion of required training and education requirements and career goals. Individuals will select and enroll in resident and non-resident Army courses as well as seek civilian education opportunities through partner colleges and universities.

d. SFC.

(1) As NCOs become more senior in rank, self-motivated development becomes more important. Activities like professional reading or college courses help the Senior NCO develop organizational leadership skills needed to coach, teach and mentor Soldiers. Strive to complete a degree program or accumulate two years of college credit towards a degree. A college degree is not required for promotion but can be a deciding factor when it comes to the best qualified. Sergeant First Class primary key and developmental position is as a platoon sergeant, detachment sergeant or kennel master in either the operating force or generating force.

(2) These NCOs should study and master the following additional military publications: AR 350-1, Army Training and Leader Development; FM 3-7, NBC Field Handbook; FM 21-31, Topographic Symbols; AR 750-1, Army Materiel Maintenance Policy; all -10 level maintenance manuals associated with their equipment; and battle drills associated with their current assignment.

(3) The following books are suggested reading for self-development: *Combat Leader's Field Guide* 10th Ed., Stackpole Books; *Roots of Strategy, Book 2* by Picq, Clausewitz, Jomini, Stackpole Books; *continue* readings on famous military leaders (i.e., Napoleon, Grant, Lee, Pershing, Patton, Bradley, Ridgeway, Westmoreland, and Schwartzkopf); CSA Reading List, AKO, General Army Links, Army Leadership contains additional reading material for self-development.

(4) The OPTEMPO of operational assignments may limit the opportunity for civilian education; however, those SFCs willing to make the required sacrifices should seize the available opportunities. The self-development process should now shift to advanced skills. Ideally, a SFC should have completed an Associate's Degree by 12 years and continue studies towards an upper level degree. The SFC must continue to remain competent in technical fields while focusing on broadening management and doctrinal knowledge. Subjects such as organizational behavior, personnel management, time management, Army operations, and battle staff functions should be emphasized as essential to a Sergeant First Class.

(5) Military Police Regimental Association's Order of the Marechausee award is given to a small percentage of Military Police Corps personnel for significant contributions to the MP Corps. The Commandants 100 is awarded to members of the United States Army Military Police Corps

Regiment who distinguish themselves by meritorious achievement or meritorious service, while serving in any capacity within the Corps to recognize greatness from the young Soldiers, NCOs and Officers in our Regiment. The Military Police Corps Commandant will choose 100 of the top Military Police to receive this award.

(6) The ACCP also provides excellent educational advancements in continued education, leadership and technical proficiency. Education opportunities can be found at the ACES website.

(7) Soldiers should also consider entering a technician program to gain nationally recognized credentials in an appropriate technical discipline. Soldiers may also earn promotion points for Technical Certification, a list of certifications can be found on the COOL website. For information on these and other education programs, visit the AEC on your installation.

(8) Soldiers may also use the Army Career Tracker (ACT) to integrate training, education, and experiential learning into one personalized and easy to use interface. Present users with an intelligent search capability of multiple Army education and training resources Provide users with a more efficient and effective way to monitor their career development Allow leaders to track and advise users on their personalized leadership development. ACT is a part of the Army Learning Concept 2015 "Learners must be supported with an online career-tracking tool, such as the Army Career Tracker, that will provide a single user interface to allow learners to manage their lifelong learning objectives and monitor their progress toward completion of required training and education requirements and career goals. Individuals will select and enroll in resident and non-resident Army courses as well as seek civilian education opportunities through partner colleges and universities.

e. MSG/1SG.

(1) As NCOs become more senior in rank, self-development becomes more important. Activities like professional reading or college courses help the Senior NCO develop organizational leadership skills needed to coach, teach and mentor Soldiers. Limited authorizations and fiercely competitive records may dictate civilian education be considered a major discriminator for selection to SGM. Strive to complete a degree program or accumulate two years of college credit towards a degree. However, continuing civilian education (completion of associates or bachelor's degree) is encouraged. Master sergeants primary key and developmental position is as a First Sergeant.

(2) Masters Sergeants/First Sergeants should study and master the following military publications: AR 601-280, Army Retention Program; AR 600-20, Army Command Policy; DA Pam 611-21, Military Occupational Classification and Structure; AR 840-10, Flags, Guidons, Streamers, Tabards and Automobile and Aircraft plates and AR 220-1, Unit Status Reporting.

(3) Master Sergeants should also continue to exploit other distributed learning programs and broaden their focus to include functional training. These Soldiers should recognize their new role as a senior NCO and pursue functional course offering from various sources that will enhance their understanding of how the army runs in order to influence and improve the Army's systems and contribute to the success of their organizations.

(4) The ACCP provides an excellent educational resource in continued education, leadership and technical proficiency.

(5) Additional career enhancement may be gained by continuing to pursue technical certification for civilian certifications on the COOL website.

f. SGM/CSM.

(1) The goal of the SGM/CSM is to possess an upper level degree and be working toward a Master's Degree in their chosen discipline. Activities like professional reading or college courses help the Senior NCO develop organizational leadership skills needed to coach, teach and mentor Soldiers. Outstanding communications skills are required just by the nature of the number of Soldiers their communications reach. Skills in community and public relations are also important since the SGM/CSM will often be representing the command or Army in civic functions.

(2) The SGM/CSM should read publications on their chains of command professional reading list and CSA Reading List, AKO, General Army Links, Army Leadership. Continued reading about world politics, geo-political issues and Field Manuals relating to Army Operations and current battle doctrine enhance the knowledge base of the leader.

(3) The ACCP provides an excellent educational resource in continued education, leadership and technical proficiency.

(4) Additional career enhancement may be gained by continuing to pursue technical certification for civilian certifications on the COOL website.

(5) Soldiers may also use the Army Career Tracker (ACT) Integrate training, education, and experiential learning into one personalized and easy to use interface Present users with an intelligent search capability of multiple Army education and training resources Provide users with a more efficient and effective way to monitor their career development Allow leaders to track and advise users on their personalized leadership development. ACT is a part of the Army Learning Concept 2015 "Learners must be supported with an online career-tracking tool, such as the Army Career Tracker, that will provide a single user interface to allow learners to manage their lifelong learning objectives and monitor their progress toward completion of required training and education requirements and career goals. Individuals will select and enroll in resident and non-resident Army courses as well as seek civilian education opportunities through partner colleges and universities.

(6) Military Police Regimental Association's Order of the Marechausee award is given to a small percentage of Military Police Corps personnel for significant contributions to the MP Corps. Commandants 100 is awarded to members of the United States Army Military Police Corps Regiment who distinguish themselves by meritorious achievement or meritorious service, while serving in any capacity within the Corps to recognize greatness from the young Soldiers, NCOs and Officers in our Regiment. The Military Police Corps Commandant will choose 100 of the top Military Police to receive this award.

13-4 MOS 31B Military Police

a. Major duties. Military Police provide a wide range of diverse support because of their agility and versatility to adapt to any mission or environment. As a combat multiplier, they support the maneuver commander by performing the five MP battlefield functions. These functions support traditional maneuver, fires and effects; operations support; and force sustainment missions and organizations and include Maneuver and Mobility Support Operations, Area Security Operations, Police Intelligence Operations, Law and Order, Internment/Resettlement Operations. Military Police Soldiers provide combat support throughout the full spectrum of Army operations. Positions requiring special skills are normally lengthy, and repetitive assignments may be the norm. NCOs that are in this career track should be viewed based on the uniqueness of the position.

The purpose of the military police professional development model is to advise Soldiers and NCOs how the Military Police Corps wants their career pattern and professional development to unfold. To develop military police into professional NCOs, their assignments must focus on leadership positions at the company and battalion level. Follow-on assignments at brigade and upper-echelon levels will then add to their overall professional knowledge. Back-to-back, non-military police assignments should be avoided (e.g., going from drill sergeant to recruiter duty, instructor, or staff positions). NCOs should seek the harder, more professionally rewarding, leadership positions: squad leader, platoon sergeant, and first sergeant. They should round out their careers by serving in a variety of positions both operational and institutional.

b. Prerequisites. See DA Pam 611-21 in the HRC Smartbook for details. The waiver authority for MOS prerequisites is the Commandant, U.S. Army Military Police School (USAMPS). Formal training (completion of MOS 31B course conducted under the auspices of the USAMPS) is mandatory. All applicants for MOS 31B must be interviewed by an HRC Security Interviewer. Security waivers will only be granted by DA G1 (DAPE-MPA-RP). All AA service members reclassifying for MOS 31B must be interviewed by the local Provost NCO (SFC or above) or Provost Marshal (CPT or above). All RC service members reclassifying for MOS 31B must be interviewed by a Senior MP NCO (SFC or above) or MP officer (CPT or above) in the gaining MP unit. In either case, written endorsement must accompany the re-enlistment contract.

c. Goals for development. Proficiency in the five Military Police functions: Maneuver and Mobility Support Operations, Police Intelligence Operations, Internment/Resettlement Operations, Area Security, and Law and Order Operations. Soldiers should continue developing interpersonal communication skills (IPC), pursue other specialized training within the Military Police field such as: Special Reaction Team (SRT), Military Police Investigator (MPI), Traffic Management and Collision Investigator (TMCI), Military Working Dog Handler (MWD), Non-Lethal Weapons

Trainer, appearing before incentive boards, exceeding APFT/and basic marksman weapon standards, aggressive pursuit of further military and civilian education, continued pursuit of duties with increased responsibilities directly related to the MOS.

(1) *PVT-SPC/CPL.*

(a) *Institutional training.* OSUT and WLC. Formal training (completion of MOS 31B course conducted under the auspices of USAMPS) is mandatory.

(b) *Operational assignments.* The focus during the early years of their career should be on building a strong base of technical expertise in equipment, basic MOS skills, and common Soldier tasks. This can be acquired in operational (tactical) assignments serving as a gunner, driver, team leader etc. Although generating force assignments are not preferred for Soldiers immediately following completion of Initial Military Training, it is important that SL1 Soldiers maintain law enforcement expertise and experience. Soldiers should seek responsibility and take advantage of opportunities to display their motivation, initiative, and leadership skills in team leading.

(c) *Self-development.* For additional information on self-development, refer to para 13-3.

(d) *MOS Enhancing courses.* Military Police Investigations (MPI), Traffic Management and Collision Investigator (TMCI), Military Working Dog Handler, Child Abuse Prevention Intervention Training (CAPIT), Domestic Violence Intervention Training (DVIT), Inter-service Non-Lethal Weapons Instructor, Special Reaction Team Training (SRT) and Protective Service Training (PST).

(e) *Special assignments.* There are ample opportunities for MOS 31B Soldiers to deploy in support of Overseas Contingency Operations, although this should not be the sole determining factor it should be viewed favorably over those who have not deployed in support of GWOT or Overseas Contingency Operations (2) *SGT.*

(a) *Institutional training.* WLC, ALC and SSD I

(b) *Operational assignments.* The focus during this phase of a career should be in tactical assignments developing Soldier leadership skills, honing technical expertise, and laying a foundation of tactical knowledge. Sergeants should maintain a team leader position a minimum of 24 months prior to moving to other positions that support the generating force. At every opportunity NCOs should seek elevated positions that allow them to gain leadership experience.

(c) *Self-development.* For additional information on self-development, refer to para 13-3.

(d) *MOS Enhancing courses.* Military Police Investigations (MPI), Traffic Management and Collision Investigator (TMCI), Military Working Dog Handler, Child Abuse Prevention Intervention Training (CAPIT), Domestic Violence Intervention Training (DVIT), Inter-service Non-Lethal Weapons Instructor, Special Reaction Team Training (SRT) and Protective Service Training (PST).

(e) *Special assignments.* Service School Instructor/Writer, Recruiter, and Joint Staff Security Force.

(3) *SSG.*

(a) *Institutional training.* ALC and SLC.

(b) *Operational assignments.* The focus during this phase of their career must be on continued development and refinement of their leadership skills, tactical and technical expertise. Duty assignments in tactical units that will increase the experience and develop their leadership level are Squad Leader, Operations Sergeant, Drill Sergeant, Plans NCO and Platoon Sergeant. Staff sergeants should maintain these positions a minimum of 24 months prior to moving to other positions that support the generating force. If possible, Staff Sergeants should continuously strive for diversity in their assignments. Diversity ensures NCOs maintain their MOS proficiency throughout continuous changes in modernization, structure, and doctrine.

(c) *Self-development.* For additional information on self-development, refer to para 13-3.

(d) *MOS Enhancing courses.* Military Police Investigations (MPI), Traffic Management and Collision Investigator (TMCI), Military Working Dog Handler, Child Abuse Prevention Intervention Training (CAPIT), Domestic Violence Intervention Training (DVIT), Inter-service Non-Lethal Weapons Instructor, Special Reaction Team Training (SRT), Conventional Physical Security Course, Criminal Antiterrorism and Police Intelligence Management Course (CAPIM) and Protective Service Training (PST).

(e) *Special assignments.* Instructor/Writer, Drill Sergeant, Recruiter, ALC SGL, Joint Staff Security Force, and Senior MWD Trainer. There are ample opportunities for MOS 31B Soldiers to deploy in support of Overseas Contingency Operations, although this should not be the sole determining factor it should be viewed favorably over those who have not deployed in support of GWOT or Overseas Contingency Operations. (4) *SFC.*

(a) *Institutional training.* SLC and SSD III.

(b) *Operational assignments.* The focus during this phase of their career should be in operational assignments such as a military police platoon sergeant or kennel master for a minimum of 24 months. The platoon sergeant's/kennel master's job as the senior trainer in the platoon/kennel is essential in the development of junior leaders. It is also necessary in order to be competitive for promotion to first sergeant.

(c) *Self-development.* For additional information on self-development, refer to para 13-3.

(d) *Additional training.* Drill Sergeant Course, EOA Course, IG Course, Battle Staff, and Non-Lethal Weapons Trainer, Physical Security Course, Basic Instructor Course, Anti Terrorism Program Managers Course, Anti Terrorism Evasive Driving Course (e) *Special assignments.* Drill Sergeant, EOA, Assistant IG, AA/RC Advisor, Career Management NCO, Senior Instructor/Writer, Detachment NCO, ALC Senior SGL, SLC SGL, Joint Staff Security Force NCOIC, OC, USMA TAC NCO, and MWD Program Coordinator. There are ample opportunities for MOS 31B Soldiers to deploy in support of Overseas Contingency Operations, although this should not be the sole determining factor it should be viewed favorably over those who have not deployed in support of GWOT or Overseas Contingency Operations. (5) *MSG/1SG.*

(a) *Institutional training.* SSD IV.

(b) *Operational assignments.* The critical assignment for a MSG is first sergeant. Without a tour as a first sergeant, the opportunity for promotion to SGM is limited. It is beneficial in career development to serve as a first sergeant for at least 24 months (may consist of one or more assignments).

(c) *Self-development.* For additional information on self-development, refer to para 13-3.

(d) *MOS Enhancing courses.* Military Police Investigations (MPI), Traffic Management and Collision Investigator (TMCI), Military Working Dog Handler, Child Abuse Prevention Intervention Training (CAPIT), Domestic Violence Intervention Training (DVIT), Inter-service Non-Lethal Weapons Instructor, Special Reaction Team Training (SRT), Conventional Physical Security Course, Criminal Antiterrorism and Police Intelligence Management Course (CAPIM), Protective Service Training (PST), EOA Course, IG Course, Battle Staff, Police Transition Team Course and Law Enforcement Senior Leaders Course (LES LC).

(e) *Special assignments.* Assistant IG, AA/RC Advisor, EOA, NCOES Course Manager, and Enlisted MP Branch/Senior Career Manager Observer Controller, USASMA Instructor, Mobile Transition Team and Police Mentorship Team,

(6) *SGM.*

(a) *Institutional training.* SGM Academy.

(b) *Operational assignments.* The majority of the SGM positions are operations SGM

(c) *Self-development.* For additional information on self-development, refer to para 13-3.

(d) *MOS Enhancing courses.* Military Police Investigations (MPI), Traffic Management and Collision Investigator (TMCI), Military Working Dog Handler, Child Abuse Prevention Intervention Training (CAPIT), Domestic Violence Intervention Training (DVIT), Inter-service Non-Lethal Weapons Instructor, Special Reaction Team Training (SRT), Conventional Physical Security Course, Criminal Antiterrorism and Police Intelligence Management Course (CAPIM), Protective Service Training (PST), EOA Course, IG Course, Battle Staff, Police Transition Team Course and Law Enforcement Senior Leaders Course (LES LC).

(e) *SGM/CSM Positions.* CMF 31 SGM positions are tiered to allow for development and growth. Tier I SGM positions include Battalion S-3 SGM, DES SGM, Senior Instructor/Writer NCO, AC/RC Advisor and Director of Training SGM. Tier II SGM positions include Battalion CSM, Brigade S3 SGM, ACOM/ASCC/DRU Provost Marshal SGM, Division Provost Marshal SGM and USASMA Small Group Leader. Tier III SGM Positions include Brigade CSM and Personnel Proponency SGM. A limited number of MP Soldiers are assigned to Special Mission Units (highly demanding classified operational positions), which due to their nature limit the Soldiers' opportunities in other traditional promotion enhancing areas. MP Soldiers assigned to Special

Mission Units conduct high-risk operational missions. These assignments, due to their specialized nature, require a long term commitment by the Soldier to the Special Mission Unit. There are ample opportunities for MOS 31B Soldiers to deploy in support of Overseas Contingency Operations, although this should not be the sole determining factor it should be viewed favorably over those who have not deployed in support of GWOT or Overseas Contingency Operations(f). *Army career degrees*. See SOCAD Army Career Degree Program.
(g). *GI to Jobs*. See GI to Jobs COOL Website.

13-5 MOS 31B Professional Development Model

"Access to the Career Maps on the Professional Development Model (PDM) System can be accessed from the Soldier's AKO Page, by selecting "My Training" from the "Self Service" dropdown. PDMs then can be selected from the "Professional Development" gadget on the MT2 Page. Alternately, users may go a PDM selection menu at the following web address:
<https://ile.atsc.army.mil/pdmPublic/pdm.html>

13-6 MOS 31D United States Army Criminal Investigation Command (CID) Special Agent

a. *Major Duties*. The CID Special Agent supervises or conducts investigations of incidents and offenses or allegations of criminality affecting DA or DoD personnel, property, facilities, or activities. The CID Special Agents support the Army in peacetime and in war, and are capable of performing professional criminal investigations anywhere in the world and in any environment. In addition to the basic mission of conducting felony criminal investigations, the CID provides support to field commanders at all levels and echelons, which includes general crimes (committed against persons or property), economic crime, counter-drug operations, logistics security, and criminal intelligence both in garrison and on the battlefield. The CID Special Agent supervises and / or conducts personal security (protective services) for DoD and DA officials. Performs Personal Security Vulnerability Assessments on senior DoD and DA personnel. The CID Special Agents must possess battlefield skills and their mission expands and often intensifies during contingency operations to include war crimes, antiterrorism, protective service operations, and force protection operations. Force protection protects Soldiers, DA and DoD Civilian employees, Family Members, facilities, and equipment in garrison and deployed scenarios by providing investigative and criminal intelligence support to combating terrorism, physical and personal security, information, and law enforcement operations. Performing these missions during conflict or operations other than war requires the same skills they use every day in support to commanders during peace. The 31D MOS is the feeder MOS for Warrant Officer MOS 311A, CID Special Agent. Interested CID Special Agent NCOs serving in the rank of SGT or above, who have demonstrated leadership potential and possess well-rounded tactical and technical experience should consult with their leadership and consider applying to become a warrant officer. Positions requiring special skills are normally lengthy and repetitive assignments may be the norm. The NCOs in this career track should be viewed based on the uniqueness of the position.. Positions requiring special skills are normally lengthy, and repetitive assignments may be the norm. NCOs that are in this career track should be viewed based on the uniqueness of the position.

b. *Prerequisites*. See DA Pam 611-21 in the HRC Smartbook for details. All Soldiers entering MOS 31D must meet the requirements outlined in AR 195-3 and receive a favorable decision for acceptance by the Accreditations Division of USACIDC. Furthermore, the applicant must successfully complete the 31D course of instruction as specified in DA Pam 611-21. CID is a nonaccession MOS. See USAMPS Proponency Page and CID Homepage.

c. *Goals for development*. The CID Special Agent are proficient in criminal law, criminalistics, crime scene processing, testimonial evidence, investigations of crimes against persons and property, physical evidence, drug investigation, fraud and waste, investigative reports, special investigative techniques, and protective services. CID Special Agents may apply for and attend training to become qualified in specialized fields, areas or skills. CID Special Agents may train at or with the FBI National Academy, Federal Law Enforcement Training Center, Defense Acquisition University, Army Logistics Management College (ALMC), Canadian Police Academy, and Metropolitan Police Academy. Aggressive pursue of further military and civilian education, continued pursue of duties with increased responsibilities directly related to MOS.

(1) SGT. Key and developmental position for a Sergeant is as a Special Agent.

(a) *Institutional training.* Completion of the CID Special Agent Course (CIDSAC), ALC, WLC and SSD I.

(b) *Operational assignments.* Since this will be the Soldier's first assignment in this MOS, they must learn and reinforce basic soldiering and individual MOS skills during training and actually perform the tasks associated with their MOS at the entry level. Sergeants should seek leadership positions at every opportunity to broaden technical, tactical, and leadership skills in support of the CID combat and peacetime missions.

(c) *Self-development.* Refer to the applicable chapters of the Soldier's Manual, MOS 31D, CID Special Agent SL2 for SGTs' tasks. Soldiers at this SL with at least 2 years special agent investigative experience should consider becoming a CID Warrant Officer Special Agent, MOS 311A. For additional information on self-development, refer to para 13-3.

(d) *Additional training.* Protective Service Training, Hostage Negotiation, Advanced Crime Scene Investigative Techniques Course.

(e) *Special assignments.* Special assignments for CID Special Agents do not exist in recruiting, ROTC, and Drill Sergeant. Due to the limited deployment opportunities for MOS 31D not all Soldiers have deployed in support of Overseas Contingency Operations. Recent deployment experience is not the stand-alone assessment tool in determining a Soldier's potential

(2) SSG. Key and developmental position for a Staff Sergeant is as a Special Agent.

(a) *Institutional training.* ALC and SLC.

(b) *Operational assignments.* CID Special Agent SSGs will continue to serve primarily as case agents conducting investigations. If at all possible, CID special agents will be assigned to positions where they will serve as Detachment Sergeants, Evidence Custodians, Criminal Intelligence NCO, Digital Forensic Examiner, Team Chiefs or Protective Service Agent when they do not already possess that experience.

(c) *Self-development.* Refer to the applicable chapters of the Soldier's Manual, MOS 31D, CID Special Agent SL3 for SSGs' tasks. SSGs should continue the link between personal self-development activities and military career goals by using the professional development model. Soldiers at this SL with at least 2 years special agent investigative experience should consider becoming a CID Warrant Officer Special Agent, MOS 311A. For additional information on self-development, refer to para 13-3.

(d) *Additional training.* If appropriate and available, Airborne and Air Assault training should be conducted if assigned to units supporting such divisions. Hostage Negotiations, Child Abuse Prevention and Investigation Techniques (CAPIT), Advanced Crime Scene Investigative Techniques Course, and Criminal Intelligence Analyst, Canadian Police College, Metropolitan Police Academy, FBI National Academy, and Battle Staff.

(e) *Special assignments.* Service School Instructor/Writer, ALC SGL, and Field Investigative Unit,

(3) SFC. Key and developmental position for a Sergeant First Class is as a Detachment sergeant.

(a) *Institutional training.* The SLC, Advanced Crime Scene Investigative Techniques (ACSIT), Antiterrorism Officer (Basic and Advanced), Special Agent Lab Training and Crime and Criminal Intelligence Analyst.

(b) *Operational assignments.* CID Special Agent SFC lead CID Detachments or CID Office. They supervise and perform duties as a Detachment Sergeant and Evidence Custodians of a CID Office within military communities. Other key assignments at this phase include staff NCO positions in Bn and Bde S2/S3 sections, ACOM/ASCC/DRU staff positions, and staff and faculty positions at USAMPS.

(c) *Self-development.* Refer to the applicable chapters of the Soldier's Manual, MOS 31D, CID special agent SL4 for SFCs. SFCs should continue the link between personal self-development activities and military career goals by using the professional development model. For additional information on self-development, refer to para 13-3.

(d) *Additional training.* Canadian Police College, Metropolitan Police Academy, FBI National Academy and Battle Staff.

(e) *Special assignments.* SLC SGL and Field Investigative Unit.

(4) MSG/1SG. Key and developmental position for a Master Sergeant is as a First Sergeant.

(a) *Operational Assignments.* The critical assignment for a MSG is 1SG. Without a tour as a 1SG, the opportunity for promotion to SGM is limited. CID Special Agent MSGs can expect assignments to senior staff positions. Key positions at this rank include 1SG in a CID Battalion, Battalion/Brigade S2 or S3 Sections.

(b) *Self-development.* ISSD IV, In addition NCOs should continue to pursue individual professional development activities to include civilian education and the Career Development Model and reading program using the recommended reading lists for their appropriate SL and MOS. For additional information on self-development, refer to para 13-3.

(c) *Additional training.* Canadian Metropolitan Police College, FBI National Academy, Battle Staff.

(d) *Special assignments.* Career Advisor (HRC), NCOIC, MP Investigations Division (MPID), Inspector General NCO, and EOA.

(5) *SGM/CSM positions.* MOS 31D SGM positions are tiered to allow for growth and development. The tiers for MOS 31D are: Tier I IG SGM, Operations SGM and BN SGM. Tier II Group CSM. There are no Tier III positions for MOS 31D.

(a) *Institutional training.* SGM Academy.

(b) *Operational assignments.* The majority of the SGM positions are operations SGM positions. Lateral appointment to CSM is an option for consideration each year in conjunction with the SGM Board.

(c) *Self-Development.* Civilian education is not a requirement for promotion to SGM or lateral appointment to CSM; However, continuing civilian education (completion of a bachelor's/master's degree) is encouraged. For additional information on self-development, refer to para 13-3.

(d) *Additional training.* IG Course.

(e) *Special assignments.* CIDC IG SGM.

(f) *Army career degrees.* See SOCAD Army Career Degree Program.

(g) *GI to Jobs.* See GI to Jobs COOL Website.

13-7 MOS 31D Professional Development Model

"Access to the Career Maps on the Professional Development Model (PDM) System can be accessed from the Soldier's AKO Page, by selecting "My Training" from the "Self Service" dropdown. PDMs then can be selected from the "Professional Development" gadget on the MT2 Page. Alternately, users may go a PDM selection menu at the following web address: <https://ile.atsc.army.mil/pdmPublic/pdm.html>

13-8 MOS 31E Internment/Resettlement (I/R) Specialist

a. *Major duties.* The career progression model for the Internment/Resettlement Specialist is used to advise Soldiers and NCOs how their career pattern and professional development should unfold. To develop Internment/Resettlement Specialist into professional NCOs, their assignments must focus on a progression of leadership responsibilities within the I/R Company, I/R Battalion, Regional Correctional Facilities (RCF) and the United States Disciplinary Barracks (USDB). Soldiers should seek to balance traditional leadership positions with hard internment/resettlement specific professional positions. NCOs should avoid consecutive non-internment/resettlement assignments (such as going from drill sergeant to recruiter duty, instructor, or staff to similar positions). This reduces MOS proficiency due to continuous changes in modernization, structure, and doctrine. However, it is possible these situations will occur due to direct assignment from the DA G1. They should round out their careers with battalion/brigade operations experience at the USDB.

b. *Prerequisites.* See DA Pam 611-21 in the HRC Smartbook for details. The waiver authority for MOS prerequisites is the USAMPS Commandant.

c. *Goals for development.* Proficiency in I/R Operations include: reviewing and implementing emergency action plans that address minor/major prisoner disturbances, prisoner escapes, and mass casualty events associated with natural disasters; providing supervision of custody/control and accountability of US military prisoner or other detained/interned person (during time of war/conflict) population. Soldiers should continue developing IPC skills, pursuing other specialized training in the internment/resettlement field, participating as a member Special Reaction Team (SRT) member, appearing before incentive boards, exceeding APFT and basic

marksmanship qualification standards, aggressive pursuit of further military and civilian education, and pursuit of duties with increased responsibilities directly related to MOS.

(1) *PVT–SPC/CPL.*

(a) *Institutional training.* AIT, SSD I and WLC. Formal training (completion of MOS 31E course conducted under the auspices of USAMPS) is mandatory.

(b) *Operational assignments.* The focus during the early years of their career should be on building a strong base of technical expertise in equipment accountability, basic MOS skills and common Soldier tasks. This can be acquired by serving as a correctional officer in a variety of security and administrative positions such as access/egress security, special housing unit/domicile security, prisoner escort, and central control clerk. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation.

(c) *Self-development.* *American Corrections Association Certified Corrections Officer.* For additional information on self-development, refer to para 13-3.

(d) *Additional training.* SRT Phase I and II, Hostage Negotiation, and MPI, .

(e) *Special assignments.* MPI. Due to the limited deployment opportunities for MOS 31E, not all Soldiers have deployed in support of Overseas Contingency Operations. Recent deployment experience is not the stand-alone assessment tool in determining a Soldier's potential. 31Es assigned to GTMO are tracked through HRC as a PCS move; however this is a high stress and critical mission in direct support of Overseas Contingency Operations

(2) *SGT.*

(a) *Institutional training.* WLC and ALC.

(b) *Operational assignments.* The focus at this level of an NCO's career should be as the first-line supervisor with technical and tactical knowledge and experience to supervise and assist Soldiers in his/her charge. This NCO teaches, mentors and guides Soldiers through the most difficult stages of developing the "firm but fair" attitude needed to be successful in the internment/resettlement environment. The NCO is continuing to hone his/her leadership techniques when communicating with subordinates, US prisoners, and other detained/interned person (during time of war/conflict) while performing duties as an internment/resettlement NCO. At every opportunity SGTs should seek the positions that allow them to gain leadership experience. Sergeants' key and developmental position is as a team leader in either an operating or generating force assignment.

(c) *Self-development.* *American Corrections Association Certified Corrections Officer.* At this level NCOs must focus on self-improvement that will as a result be substantiated in their personal records annually. This reflects a positive image and sets the example of a true professional that displays excellent potential possibilities and greatly increases promotion opportunities. For additional information on self-development, refer to para 13-3.

(d) *Additional training.* SRT Phase I and II, Hostage Negotiation Team, MPI, Unarmed Self Defense (USD), Physical Security, and Inter-Service Non-Lethal Weapons Instructor Course.

(e) *Special assignments.* MPI and Physical Security NCO. Due to the limited deployment opportunities for MOS 31E, not all Soldiers have deployed in support of Overseas Contingency Operations. Recent deployment experience is not the stand-alone assessment tool in determining a Soldier's potential. 31Es assigned to GTMO are tracked through HRC as a PCS move, however this is a high stress and critical mission in direct support of Overseas Contingency Operations

(3) *SSG.*

(a) *Institutional training.* ALC, SSD III and SLC.

(b) *Operational assignments.* The focus during this phase of their career must be on continued development and refinement of their leadership skills and tactical and technical expertise. Duty assignments at the USDB, RCIF, detainee camps, and internment facilities that will increase the experience and develop the leadership level of the SSG, are Squad Leader, Physical Security NCO, Operations/Training NCO, and Internment/Resettlement NCO.

(c) *Self-development.* *American Corrections Association Certified Corrections Officer.* For additional information on self-development, refer to para 13-3.

(d) *Additional training.* SRT Phase I and II, Hostage Negotiations, and Inter-Service Non-Lethal Weapons Instructor.

(e) *Special assignments.* Service School Instructor/Writer, Drill Sergeant, Recruiter, MPI, and ALC SGL. Positions requiring special skills are normally lengthy, and repetitive assignments may be the norm. NCOs that are in this career track should be viewed based on the uniqueness of the position. Due to the limited deployment opportunities for MOS 31E, not all Soldiers have deployed in support of Overseas Contingency Operations. Recent deployment experience is not the stand-alone assessment tool in determining a Soldier's potential. 31Es assigned to GTMO are tracked through HRC as a PCS move, however this is a high stress and critical mission in direct support of Overseas Contingency Operations

(4) *SFC.*

(a) *Institutional training.* SSD III, IV and SLC.

(b) *Operational assignments.* The focus at this level of an NCO career should be in tactical and technical assignments such as a platoon sergeant for a minimum of 18 months in an internment/resettlement environment. The platoon sergeant is the primary leader and trainer in the platoon. Also, as a senior internment/resettlement NCO in the prison/detention environment, the platoon sergeant's leadership skills, institutional knowledge, and hands-on experience in handling prisoners and other detained/interned person (during time of war/conflict) are essential in the development of junior leaders.

(c) *Self-development.* *American Corrections Association Certified Corrections Supervisor.* Soldiers should possess expertise in the IPC skills, prisoner/other detained/interned person (during time of war/conflict) accountability, prison administration, Common Article III of the Geneva Conventions and emergency control operations. These Soldiers influence young Soldiers to take charge in the absence of authority. For additional information on self-development, refer to para 13-3.

(d) *Additional training.* Battle Staff Course, Physical Security, Advanced Corrections Training at Federal Bureau of Prisons (FBOP), US Navy Corrections Counselor, and Inter-Service Non-Lethal Weapons Instructor.

(e) *Special assignments.* Drill Sergeant, EOA, IG NCO, SLC SGL, USDB Special Housing Unit NCOIC, Observer Controller, AIT Platoon Sergeant and Service School Senior Instructor/Writer. Positions requiring special skills are normally lengthy, and repetitive assignments may be the norm. NCOs that are in this career track should be viewed based on the uniqueness of the position. Due to the limited deployment opportunities for MOS 31E, not all Soldiers have deployed in support of Overseas Contingency Operations. Recent deployment experience is not the stand-alone assessment tool in determining a Soldier's potential.. 31Es assigned to GTMO are tracked through HRC as a PCS move, however this is a high stress and critical mission in direct support of Overseas Contingency Operations

(5) *MSG/1SG.*

(a) *Institutional training.* SSD IV.

(b) *Operational assignments.* The critical assignment for a MSG is 1SG. Without a tour as a 1SG, the opportunity for promotion to SGM is limited. It is beneficial to career development to serve as a 1SG for at least 24 months (may consist of one or more assignments). Other important assignments for a internment/resettlement MSG are USDB watch commander and operations sergeant.

(c) *Self-development.* *American Corrections Association Certified Corrections Manager.* For additional information on self-development Soldier should possess expert knowledge of prison administration, administration and operation of an I/R Facility and Common Article III of the Geneva Conventions., refer to para 13-3.

(d) *Additional training.* Battle Staff Course and advanced corrections training at FBOP.

(e) *Special assignments.* Prisoner Admin NCOIC and Senior Career Management NCO. First Sergeants of NCOES courses are hand-selected by the Regimental Command Sergeant Major due to their exceptional leadership, experience and performance. Positions requiring special skills are normally lengthy, and repetitive assignments may be the norm. NCOs that are in this career track should be viewed based on the uniqueness of the position. Due to the limited deployment opportunities for MOS 31E, not all Soldiers have deployed in support of Overseas Contingency Operations. Recent deployment experience is not the stand-alone assessment tool in determining a Soldier's potential.. 31Es assigned to GTMO are tracked through HRC as a PCS

move; however this is a high stress and critical mission in direct support of Overseas Contingency Operations

(6) SGM/CSM Positions: MOS 31E SGM positions are tiered to allow for growth and development. The tiers for MOS 31E are: Tier I BN S3 SGM and RCF SGM . Tier II positions include BN CSM, BDE S3 SGM and USAMA small group leader. Tier III position for MOS 31E is BDE CSM.

(a) *Institutional training.* SSD V and SGM Academy.

(b) *Operational assignments.* SGM positions vary from RCF SGM to Operations SGM positions. Lateral appointment to CSM is an option for consideration each year in conjunction with the SGM Board.

(c) *Self-development.* *American Corrections Association Certified Corrections Executive.* Civilian education is not a requirement for promotion to SGM or lateral appointment to CSM. However, continuing civilian education (completion of a college degree) is encouraged. For additional information on self-development, refer to para 13-3.

(d) *Additional training.* EOA Course.

(e) *Special assignments.* USAMA Small group leader. Positions requiring special skills are normally lengthy, and repetitive assignments may be the norm. NCOs that are in this career track should be viewed based on the uniqueness of the position. Due to the limited deployment opportunities for MOS 31E, not all Soldiers have deployed in support of Overseas Contingency Operations. Recent deployment experience is not the stand-alone assessment tool in determining a Soldier's potential. *31Es assigned to GTMO are tracked through HRC as a PCS move, however this is a high stress and critical mission in direct support of Overseas Contingency Operations*

(f) *Army career degrees.* See SOCAD Army Career Degree Program.

(g) *GI to Jobs.* See GI to Jobs COOL Website.

13-9 MOS 31E Professional Development Model

"Access to the Career Maps on the Professional Development Model (PDM) System can be accessed from the Soldier's AKO Page, by selecting "My Training" from the "Self Service" dropdown. PDMs then can be selected from the "Professional Development" gadget on the MT2 Page. Alternately, users may go a PDM selection menu at the following web address: <https://ile.atsc.army.mil/pdmPublic/pdm.html>

13-10 Reserve Component

The integrated use of the RC is essential to the successful accomplishment of military operations. The RC represents substantive elements of the structure and capability of the Military Police force. The contributions of the RC cover the entire spectrum of types of forces from combat, to CS or CSS, law enforcement, and general supporting forces. The RC NCO must possess the same qualifications and capabilities as the AA counterpart. The quality and quantity of training that the RC Military Police NCO receives should be the same as the AA NCO. Duty assignments for career progression parallel that of the AA. Although geographical limitations will determine the types of units in which RC Soldiers may serve, the RC professional development NCOES satisfies both professional development and functional area requirements. The primary peacetime mission of the RC Military Police NCO is sustaining training, perfecting their combat skills, and developing their subordinates into a well-trained Military Police unit. The RC must maintain a state of readiness in preparation for deployment and combat. The ARNGUS also has a second peacetime mission, namely, the role of Citizen Soldier. Under the direction of the state government the ARNGUS Soldier may be called upon at anytime to support the community during a disaster, natural or man-made.