

**MILPER Message Number****18-126****Proponent****AHRC-OPB-S****Title****Fiscal Year 2019 Signal Regiment Officer (BR 25, FA 26, Warrant Officer) Programs****...Issued:[4/18/2018 8:14:44 AM]...**

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- A. DA Pam 600-3 (Commissioned Officer Professional Development and Career Management), 26 Jun 17.
  - B. AR 350-1 (Army Training and Leader Development), 10 Dec 17.
  - C. AR 350-100 (Officer Active Duty Service Obligations), 26 Sept 17.
  - D. AR 600-8-11 (Reassignment), 1 May 07 (RAR 001, 18 Oct 12).
  - E. AR 614-30 (Overseas Service), 22 Dec 16.
  - F. AR 614-100 (Officer Assignment Policies, Details, and Transfers), 10 Jan 06.
  - G. AR 621-1 (Training of Military Personnel at Civilian Institutions), 28 Aug 07.
  - H. AR 621-5 (Army Continuing Education System), 11 Jul 06, (RAR 001, 6 Sep 09).
  - I. AR 621-7 (Army Fellowships and Scholarships), 8 Aug 97.
1. This MILPER Message will expire NLT 19 May 19.

2. In today's operating environment, readiness is the Army's top priority. For every broadening opportunity, it means that a leader is temporarily unavailable to the

operating or generating force. For this reason, the Signal Regiment will prioritize broadening opportunities that provide an obvious and direct benefit, not just to the individual or the utilizing unit, but to the Army. This message announces the procedures for Signal Regiment personnel requesting consideration for highly competitive Signal academic programs in FY19:

a. This MILPER Message pertains to the following programs: Non-MEL4 fellowships at the Federal Communication Commission (FCC), Advanced Civil Schooling Program (ACS), and Training With Industry (TWI).

b. This MILPER Message pertains only to active component Signal Corps (SC) Branch (BR) 25 Officers, FA 26 Functional Area Officers, and 255 series Warrant Officers. Officers from other Branches / military occupations specialties should contact their respective career managers for eligibility and application criteria for programs associated with their Branch.

3. Officers with time on station (TOS) of less than one year as of 30 Sep 18 are not eligible for FY19 FCC fellowships unless they are currently assigned within the national capital region and attend under the conditions of a no-cost move. Officers within the national capital region with less than one year TOS competing for the FY19 FCC fellowship may request early release from their current O-6 commander (annotated in the DA Form 4187) for recommended approval to SC Branch. Participation in SC programs is contingent on panel selection and approval of time on station (in accordance with AR 614-100) or foreign service tour (OCONUS) curtailment (in accordance with AR 614-30) waivers as required.

4. Officers who attend any of these programs incur an ADSO through the scheduled program graduation date or through the date on which consecutively scheduled education is to be completed, whichever is later. If the Officer is terminated from the program on an earlier date, the ADSO and the additional ADSO will still apply. In accordance with AR 350-100, Officers who complete formal education or training programs incur ADSO as outlined below:

a. FCC – two years.

b. ACS and TWI– three days for every one day in school / TWI (not more than six years).

5. Requests for Branch transfers or functional area designation outside of the Signal Regiment will not be considered until after the completion of the ADSO.

6. A selection panel will consider applicants for all programs for which they are eligible. Eligible Officers must submit a signed digital copy of their application packets by email to their assignment Officers at Signal Branch, U.S. Army Human Resources Command, Fort Knox, KY, NLT 1700 (EDT) on 20 Jul 18. Assignment Officers will

review applications to determine eligibility and completeness. The selection panel will build an order of merit list (OML) based on Officers' performance files. Signal Branch, U.S. Army Human Resources Command will determine the program that applicants will attend based on the OML established by the panel.

7. Applications will consist of a self-signed DA Form 4187 containing the following:

- a. Statement that the applicant meets all eligibility criteria.
- b. For FCC fellowships, a statement accepting an additional ADSO, "I understand I will incur an additional ADSO of two years. I understand this ADSO is served concurrently with other military ADSOs."
- c. For ACS and TWI, a statement accepting an additional ADSO, "I understand I will incur an additional ADSO of three days for each day which I am educated under the provisions of this program, but not more than six years. I understand this ADSO is served consecutively with other civilian education ADSOs and concurrently with other military ADSOs."
- d. Statement acknowledging that upon acceptance into this program, Officer is not eligible to pursue a voluntary incentive transfer out of Signal Regiment until completion of utilization tour, and incurred ADSO.
- e. Statement requesting any applicable CONUS stability break, foreign service tour curtailment / extension, or waiver of post-deployment stabilization with applicable approval from chain of command.
- f. Order of preference of all programs for which the applicant is eligible from most to least desirable.
- g. The submission of a request will not affect an Officer on orders or their normal PCS rotation schedule.

8. Application timeline:

- a. 20 Jul 18, 1700 (EDT) – Deadline for all applications to SC Branch.
- b. 11-13 Sep 18 – Panel convenes.
- c. 19 Oct 18 – Selectees and non-selectees informed.
- d. 31 Jan 19 – Deadline for submission for ACS application materials, official GRE scores, and transcripts to the admissions department or school for which the applicant was approved.
- e. Jul 19 – Report date for TWI and ACS.

f. Aug 19 – Report date for FCC.

9. Federal Communication Commission (FCC) fellowship.

a. This program is available to one active component Signal Regiment Officer and one active component Signal Warrant Officer per year. The FCC fellowship will produce the unique KSAs (knowledge, skills, and abilities) required by Signal leaders serving in key positions where they will have to plan and coordinate the electromagnetic spectrum. The skills and experience acquired through this fellowship are an in-depth working knowledge of the FCC organizational culture, leadership, development, and organization. It will foster first-hand experience in a collaborative forum for the exchange of ideas on spectrum management. The fellow will be assigned to work in the policy and rules division in the office of engineering and technology at the Federal Communication Commission. Selected Officer will assist in evaluating opportunities for sharing spectrum with federal users, supporting policy and rule making activities relative to spectrum management and participating in the FCC processes for coordinating frequency assignments with the federal government. The purpose of the fellowship is both to gain insights into the FCC processes and offer insights and suggestions to the FCC from the Army's perspective.

b. Officers who complete FCC will serve a 24-month utilization tour. Utilization tours, as determined by SC Branch, will be at Army / ACOM level working with spectrum management. These organizations manage the allocations and conduct mission planning for their subordinate units. Utilization assignments include DISA joint spectrum management center, Army CIO/G6, USAREUR, USARPAC, Army North, III Corps and XVIII Airborne Corps.

c. Eligibility criteria for Officers:

(1) Active component Signal Regiment Officer in the rank of CPT-MAJ.

(2) 25A Captains must be in YG12 or later for this program.

(3) Captain's Career Course / Intermediate Level Education / Professional Military Education and career field / key developmental complete in current grade.

(4) Demonstrated outstanding potential for future service and must be competitive for promotion to the next grade.

(5) Have a DA photo at current grade, not more than three years old.

(6) Able to obtain a Top-Secret – Sensitive Compartmented Information (TS-SCI) clearance.

(7) Not flagged or pending adverse action.

d. Eligibility criteria for Warrant Officers:

(1) Active component Signal Regiment Warrant Officer CW3-CW4 (255A/255N/255S).

(2) Must have completed professional military education (PME) for current grade.

(3) Demonstrated outstanding potential for future service and must be competitive for promotion to the next grade.

(4) Have a DA photo at the current grade, not more than three years old.

(5) Able to obtain a TS-SCI clearance.

(6) Not flagged or pending adverse action.

#### 10. Training with industry (TWI).

a. TWI is a 12-month broadening program followed by a 24 month utilization requirement that will provide participating Signal Regiment Officers and Warrant Officers with hands-on experience in top defense, leading edge information technology (IT) and cybersecurity commercial companies. TWI creates a mutually beneficial relationship between commercial industry and the Army. Officers and Warrant Officers actively learn through experiential development, best business practices and advanced cyberspace IT and cybersecurity techniques and procedures with their designated industry partner. Number of available TWI allocations, selected industry partners, and utilization assignments will be based on the operational needs of the Army.

b. Upon completion of a 12-month TWI residency, Officers and Warrant Officers serve utilization assignments in validated Army Education Requirements System (AERS) positions, for a period of 24 months, that best utilize their industry experience: ARCYBER, NETCOM, MDW, USAREUR, USAPACOM, TRADOC, and DISA.

c. Eligibility criteria for Officers:

(1) Active component Signal Regiment CPT-LTC (BR25/FA 26).

(2) 25A Captains must be in YG12 or later or later for this program.

(3) Must have a minimum of three years and not more than 19 years of active federal commissioned service (AFCS) prior to requesting training under the TWI program. Officers must agree in writing to fulfill any service obligation incurred by acceptance of training.

(4) Must have enough service time left after completing TWI to fulfill the incurred service obligation.

(5) Possess a final TS-SCI clearance.

(6) Demonstrated outstanding potential for future service and must be competitive for promotion to the next grade.

(7) Captain's Career Course / Intermediate Level Education / Professional Military Education and career field / key developmental complete in current grade.

(8) Have a DA photo at the current grade, not more than three years old.

(9) Not flagged or pending adverse action.

d. Eligibility criteria for Warrant Officers:

(1) Active component Signal Regiment Warrant Officer CW2 (255A/255N/255S) with four or more years' time in grade (TIG) and CW3-CW4 (255A/255N/255S).

(2) Must not exceed 24 years of Active Warrant Officer Service (AWOS) at the time of application.

(3) Must have enough service time left after completing TWI to fulfill the incurred service obligation.

(4) Possess a final TS-SCI clearance.

(5) Demonstrated outstanding potential for future service and must be competitive for promotion to the next grade.

(6) Must have completed PME for current grade.

(7) Have a DA photo at the current grade, not more than three years old.

(8) Not flagged or pending adverse action.

e. The ADSO for TWI is three days for each day in training upon completion of the TWI assignment.

#### 11. Advanced Civil Schooling (ACS)

a. The key ACS goal for the fully funded graduate program is to provide Army Officers the best academic education in the timeliest and most cost effective manner. ACS allocations support the AERS positions that are specifically coded as requiring an advanced degree. The SC programs panel will select qualified SC Officers and Warrant Officers and nominate them for attendance to ACS.

b. Officers selected for ACS must receive SC Branch validation / approval of the intended area of study prior to applying to an academic institution.

c. Selectees will PCS to their ACS location, with assignment to United States Army

Student Detachment (USASD), Fort Jackson, South Carolina.

d. Officers who complete civilian education through the ACS program will serve a utilization tour in a Signal Regiment AERS coded position, varying from tactical to strategic based on the Officer's area of study. SC Branch will work with the Leader Development Division at HRC to determine each utilization assignment on a case-by-case basis.

e. Officers attending the ACS program or fulfilling the AERS utilization will compete for ILE in accordance with their respective board timeline. If selected for resident or satellite ILE, Officer will complete their utilization tour after ILE completion.

f. Eligibility criteria for active component Officers and Warrant Officers:

(1) Active component Signal Regiment CPT-MAJ (BR 25/FA 26). 255 series Warrant Officers in the grade of CW2 (P) and above.

(2) 25A Captains must be in YG13 or later for this program.

(3) Must have completed PME for current grade and be career field / key developmental complete.

(4) Demonstrated outstanding potential for future service and must be competitive for promotion to the next grade.

(5) Must be deployable (non-waiverable).

(6) Not flagged or pending adverse action.

(7) Have a DA photo at the current grade, not more than three years old.

(8) Not attended, graduated, or otherwise utilized another fully funded Master's degree program. Use of tuition assistance and the GI bill does not preclude ACS attendance.

(9) Not previously participated in other SC programs.

g. Officers selected for ACS attendance will provide documentation as outlined in the Fully Funded Graduate Programs Policy and Procedures Fiscal Year 2018 immediately upon notification of selection: (<https://www.hrc.army.mil/content/Fully%20Funded%20Graduate%20Programs%20Policy%20and%20Procedures%20Fiscal%20Year%202018>).

h. The ADSO for ACS is three days for each day in school upon completion of schooling.

12. Points of contact reference for this MILPER Message:

- a. Warrant Officers (Sr.): CW4 Lawrence Makuakane, COM: 502-613-6665, DSN: 312-983-6665, [lawrence.a.makuakane.mil@mail.mil](mailto:lawrence.a.makuakane.mil@mail.mil).
- b. Warrant Officers (Jr.): CW3 Alejandra Ortiz, COM: 502-613-6406, DSN: 312-983-6406, [alejandra.ortiz6.mil@mail.mil](mailto:alejandra.ortiz6.mil@mail.mil).
- c. BR 25 Captains: CPT Scott Wilson, COM: 502-613-6669, DSN: 312-983-6669, [scott.w.wilson46.mil@mail.mil](mailto:scott.w.wilson46.mil@mail.mil).
- d. FA 26 Captains: MAJ Doris J. Haynes, COM: 502-613-6664, DSN: 312-983-6664, [doris.j.haynes.mil@mail.mil](mailto:doris.j.haynes.mil@mail.mil).
- e. BR 25 Majors: MAJ Eva Millare, COM: 502-613-6658, DSN: 312-983-6658, [eva.m.millare.mil@mail.mil](mailto:eva.m.millare.mil@mail.mil).
- f. FA 26B Majors and Lieutenant Colonels: MAJ Doris Haynes, COM: 504-613-6664, DSN: 312-983-6664, [doris.j.haynes.mil@mail.mil](mailto:doris.j.haynes.mil@mail.mil).
- g. FA 26A Majors and Lieutenant Colonels: MAJ Doris J. Haynes, COM: 502-613-6664, DSN: 312-983-6664, [doris.j.haynes.mil@mail.mil](mailto:doris.j.haynes.mil@mail.mil).
- h. BR 25 Lieutenant Colonels: MAJ Graham Wood, COM: 502-613-6661, DSN: 312-983-6661, [graham.d.wood.mil@mail.mil](mailto:graham.d.wood.mil@mail.mil).