



**U. S. Army Human Resources Command
200 Stovall Street
Alexandria, VA 22332**

For media information contact:

LTC Richard McNorton
Public Affairs Officer
(703) 325-8499
hrcpao@conus.army.mil

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Transition Teams and Provincial Reconstruction Teams to be considered Key and Developmental positions for majors and designated Centralized Selection List positions for lieutenant colonels

Washington, DC – The Chief of Staff Army (CSA) has directed the immediate implementation of new policies and procedures regarding service on Transition Teams and Provincial Reconstruction Teams at the rank of major and lieutenant colonel.

“Soldiers who serve on our Transition Teams (TT) and our Provincial Reconstruction Teams (PRT) are developing exactly the type of knowledge, skills and abilities that are vital for our Army to be effective in an era of persistent conflict,” said Gen. George Casey, Army Chief of Staff.

The tasks associated with TTs from direct combat to stability operations, will be a major part of full-spectrum engagement in theaters of interest now and for the foreseeable future. As such, personnel requirements for transitional functions will evolve as teams with labels such as Military Transition Team, Special Police Transition Team, Border Team, and PRT grow from our experience with current and future operations.

“The experiences gained from these types of operations, serving on Transition Teams, are critically important for our present and future operations. This is the right thing to do for our majors and lieutenant colonels,” said Col. Brian Baldy, Director, Officer Personnel Management Directorate, U.S. Army Human Resources Command. This new policy recognizes that serving in these challenging leadership positions, provides the key experiences needed for the continued career growth of these officers.

The Army's pamphlet on Commissioned Officer Professional Development and Career Management will be immediately revised to reflect major positions on these teams, for all branches, as Key and Developmental (KD). Any major holding a position on a TT or PRT is serving in a key and developmental position. These positions are key because they are critical to accomplishing the strategic aims of the Global War on Terror and they are developmental because they provide officers the chance to develop the skills and experiences that the Army requires in its officer corps now and in the future.

Additionally, these officers will be afforded the opportunity, should they request, to serve an additional 12/24 months in a branch specific KD position (e.g. XO, S-3, etc).

Promotion board guidance already stresses the importance of these positions and this additional information will be added to all upcoming board instructions to give full recognition of the officer's experience in line with the CSA's emphasis.

Additionally, because the success of these teams requires our best leaders, the Army will implement a plan to award Centralized Selection List (CSL) credit for lieutenant colonels, serving specifically in the TT commander positions, who have direct leadership responsibility for a training/transition team. The CSA has directed we create a new CSL sub-category called, "Combat Arms Operations." It will be open to all eligible officers in the Maneuver, Fires and Effects (MFE) branches and to Foreign Area Officers (FAO). It will fall under the Operations category and be effective when the Fiscal Year (FY) 2010 CSL board convenes in September 2008.

As a bridging strategy for FY 2009, HRC will select officers for these command positions from the alternate lists of all four major MFE command categories - Operations, Strategic Support, Training, and Installation. Officers accepting and who serve will be awarded CSL credit in the Operations category for serving as a TT commander. Additionally, if selected by the FY 2010 CSL board in a different CSL category, the officer may opt to command in the category they are selected for, after completion of their TT command. Those who do command will receive credit for a second CSL command. If chosen, and they opt not to command the second unit, they still will receive credit for their TT command.

The Army's ability to train and operate effectively with indigenous forces will be a key element of 21st century land power. Those officers with the depth of experience in advisory positions and breadth of experience in nation building are the officers most prepared and competitive for future positions of responsibility, command and key billet positions. Likewise, the Army's senior leadership agrees we need our best officers involved as we move the Army forward.

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