

MILPER Message Number: 18-180

Proponent: AHRC-PLR

Title

Recruitment of Volunteers for Service in Security Force Assistance Brigades

...Issued: [7 Jun 2018]...
<https://www.hrc.army.mil/Milper/18-180>

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- A. HQDA EXORD 156-18 (Security Force Assistance Brigade (SFAB) Capability Development).
 - B. AR 614-100 (Officer Assignment Policies, Details, & Transfers), 10 January 2006.
 - C. AR 614-200 (Enlisted Assignments And Utilization Management), 29 November 2017.
 - D. DA PAM 611-21 (Military Occupational Classification and Structure, 22 January 2007).
 - E. Memorandum, Office of the Assistant Secretary Manpower and Reserve Affairs, 24 April 2017, subject: Security Force Assistance Brigade (SFAB) Assignment Incentive Pay (AIP) Program.
 - F. Army Directive 2017-23 (Special Promotion Category: Security Force Assistance Advisors), 14 September 2017
1. This MILPER message will expire 1 May 2019.
 2. The intent of this message is to provide Security Force Assistance Brigade (SFAB) volunteers with instructions addressing the volunteer process.
 3. **Application Timeline.** The application timeline for selection to an SFAB is continuous. Qualified Soldiers may volunteer at any time with the understanding that Permanent Change of Station (PCS) windows may vary due to deployment schedules and the formation of new SFABs. Typically, time on station, career timeline, and professional military education requirements impact assignment considerations, but with the SFAB, waivers are possible to support a Soldier's desire to volunteer.
 4. **Eligibility.** Prior to assignment to an SFAB, all personnel must volunteer and meet the following criteria:
 - a. Obtain and maintain a ***secret clearance*** (minimum).
 - b. Pass the Army Physical Fitness Test (***APFT***) in current age group with a minimum score ***of 240 points (minimum of 70 points per event)*** and have ***no permanent APFT-limiting profiles.***
 - c. Possess a ***PULHES profile rating of 11221 or better.*** Vision and hearing limitations must be correctable.
 - d. Be ***deployable*** upon volunteering and maintain a deployable status throughout the assignment.
 - e. Have a ***personnel file free of derogatory information within the past three years.***
 - f. ***Pass a rigorous two-day assessment*** or a command interview and be selected for service in an SFAB.

(1) Soldiers in the rank of SFC or above, who have completed a key and developmental (KD) assignment in their current grade, will conduct an interview with the SFAB leadership and will not be required to attend the assessment.

(2) Soldiers in the grade of SSG and below, as well as SFC and above who are not KD complete will be required to complete the two-day assessment.

g. **Drill Sergeants, Recruiters.**

(1) **Drill Sergeants.** NCOs on assignment may have their school date deferred to allow for assessment except when they are within 7 days of their report date. NCOs currently attending Drill Sergeant School or serving as a Drill Sergeant must serve a minimum of 18 months prior to being assigned to an SFAB.

(2) **Recruiters.** NCOs on assignment may have their school date deferred to allow for assessment except when they are within seven days of their report date. NCOs currently attending Recruiting and Retention School or serving as a Recruiter must serve a minimum of 24 months prior to being assigned to an SFAB.

5. **Authorized SFAB Positions.** Interested personnel must review the following charts to ensure they are the correct skill and grade to fill an authorized SFAB position.

Enlisted								
MOS	E3	E4	E5	E6	E7	E8	E9	Grand Total
00L							1	1
00T							1	1
11B				73	24			97
11C					9			9
11Z						8	5	13
12A							1	1
12B				4	4			8
12H				2				2
12N					1			1
12T				2				2
12Y				1	1			2
12Z						3		3
13B				4	5			9
13F			27	1	13			41
13J				4	1			5
13Z						3	1	4
15Q				1				1
17E								0
19D				18	10			28
19Z						6	2	8
25B		4	9	3	1			17
25D				1	1			2
25E				3	2			5

MOS	E3	E4	E5	E6	E7	E8	E9	Grand Total
25N				1				1
25Q			4	2				6
25S			2	1				3
25U			29	14	7	2		52
25W					1			1
27D					1			1
29E						1		1
31B						1		1
35F			30	14	4			48
35G				2				2
35L					3			3
35M				1				1
35N				1				1
35P				1				1
35T				2				2
35X						2		2
36B					1			1
37F					1			1
38B					1			1
42A					8	1		9
56M				1				1
68J				1				1
68K			1					1
68P			1					1
68W		2	33	17	3	1		56
74D				4				4
79S				1	1			2
88M		3	1		1			5
88N					1			1
89B				1				1
89D			27	9	3	1		40
91B		9	30	10				49
91C			1	1				2
91D			1	1				2
91F				1				1
91X					2			2
92A		2	4		1	3		10
92F		2	1	1				4
92G		10	3	1	1			15
92W		1	1					2
92Y			30	9	7	1		47
94E				1				1
94F				1				1
Grand Total		33	235	216	119	33	11	647

Commissioned Officers

AOC	O3	O4	O5	O6	Total
01A		2			2
02A	3				3
02B	2	5			7
02C				1	1
02D		3		1	4
11A	26	8	3		37
12A	7	5	1		13
13A	11	5	1		17
15B		1			1
19A	13		1		14
25A	4	1			5
25G	1	1			2
27A		1			1
29A	1	1			2
31A		1			1
35D	7	2			9
35G	1				1
36A	1				1
37A		1			1
38A	1	1			2
42B	4				4
42H		1			1
46A		1			1
50A		1			1
56A		1			1
59A		1			1
62A	1				1
62B		2			2
65D	3				3
66H	1				1
70H67		1			1
72D67	1				1
74A	1				1
89E		1			1
90A	6	3	1		10
90A92	1				1
Grand Total	96	50	7	2	155

Warrant Officers

AOC	W2	W3	Total
120A	1		1
131A		1	1
255A	1		1
255N	1		1
255S		1	1
290A	1		1
350F	2	1	3
350G		1	1
351L		1	1
351M		1	1
353T		1	1
890A		1	1
915A		1	1
915A		1	1
920A		1	1
920B		1	1
Grand Total	6	12	18

a. **MOS Substitution.** The following MOS substitutions are approved for service in an SFAB.

(1) **11B30** (Infantryman). 11C30 substitutable as a Primary Advisor or an Operations NCO.

(2) **13F20** (Joint Fire Support Specialist). MOS 13F30 substitutable.

(3) **25U20** (Signal Support Systems Specialist). MOS's 25U30, 25C20/25C30, 25L20/30, and 25S20/30 substitutable. Substitutable MOSs will require additional training in tactical communication systems once assigned to an SFAB.

(4) **35F20** (Intelligence Analyst). MOS's 35F30, 35M20/30, 35N20/30, 35P20/30 substitutable. Substitutable MOSs will require additional training in IPB, fusion, production, and collection once assigned to an SFAB.

(5) **92Y20** (Unit Supply Specialist). MOS's 92Y30, 92A20/30 substitutable. No additional training is required.

(6) **89D20** (Explosive Ordnance Disposal Specialist). MOS's 12B20/30 substitutable. Substitutable MOS's will require additional training in Engineer Explosive Ordnance Clearance Agent.

b. **Special Promotion Category.** Army Directive 2017-23 (Special Promotion Category: Security Force Assistance Advisors) authorizes the creation of a special promotion category to build and develop a trained inventory of qualified Soldiers to be utilized in the SFAB. Soldiers in the rank of specialist or corporal will be promoted to the rank of sergeant on the first day of the month following graduation of the Combat Advisor Training Course (CATC) and board appearance, whichever is later.

6. **Application Procedures for Volunteers Requiring an Assessment.**

a. Volunteers requiring an assessment are defined as all Soldiers in the rank of SSG and below, as well as SFC and above who have not completed a KD assignment in their current grade.

b. **Step 1** - Soldiers wishing to volunteer must submit a DA Form 4187 signed by the Soldier and the BN Commander, as well as a signed Chronological Record of Medical Care (SF 600) to be completed by their local health care provider, indicating the Soldier meets the minimum medical requirements IAW CENTCOM MOD 13 criteria.

Link to DA Form 4187 - <https://www.hrc.army.mil/asset/18682>

Link to SF 600 - <https://www.hrc.army.mil/asset/18764>

(1) Enlisted Soldiers will submit their completed and signed DA Form 4187 and SF 600 via electronic mail to the HRC EPMD Readiness Division, SFAB Account Manager at: usarmy.knox.hrc.mbx.epmd-sfab@mail.mil.

(2) Officers will log into the AIM2 portal at <https://aim.hrc.army.mil/> and navigate to the SFAB tab to volunteer. The DA Form 4187 and SF 600 are available for download.

c. **Step 2** – Upon receipt of a Soldier’s volunteer packet, HRC will verify that the volunteer meets all of the minimum selection criteria and conduct a background check. This process may take up to two weeks to complete depending on the volume of volunteer packets received.

d. **Step 3** – If all criteria are met, HRC will forward the volunteer’s contact information to the SFAB Recruitment Detachment. The Recruitment Detachment will contact the volunteer to schedule the Soldier for an assessment class. The volunteer will receive an email notification of their reservation in Army Training Requirements and Resource System (ATRRS) providing a report date and a location for the assessment. Additional instructions (including a packing list, Defense Travel System (DTS) instructions, etc) will be provided via a separate email directly to the Soldier.

e. **Step 4** – On the report date stipulated in ATRRS, the volunteer will travel to the assessment site and conduct a two-day assessment. Volunteers will be assessed on their physical fitness, problem solving ability, MOS knowledge, judgement, and maturity, along with a host of other attributes commonly found in successful advisors. At the conclusion of the assessment, the cadre will inform the volunteer whether or not they have been selected and provide a memorandum stating their tentative report date.

f. **Step 5** – If selected, the volunteer will travel back to home station and await receipt of Assignment Instructions (AI), or a Request for Orders (RFO). The SFAB will send selectee’s information back to HRC and the Soldier will be placed on AI/RFO to begin a Permanent Change of Station (PCS) move. If not selected, the volunteer will return to home station to resume regular duties and will be encouraged to volunteer again once the Soldier has corrected any deficiencies noted during the assessment. Soldiers who fail to meet HT/WT Standards IAW AR 600-9 or who fail to meet the SFAB APFT standards must wait at least 30 days before being rescheduled for assessment. Soldiers who are not selected for any other reason must wait 180 days before being rescheduled for assessment.

7. **Application Procedures for Volunteers Requiring a Command Interview.**

a. Volunteers requiring a command interview are defined as NCOs and Officers in the rank of SFC and above who have completed a KD assignment in their current grade.

b. **Step 1** - Soldiers wishing to volunteer must submit a DA Form 4187 signed by the Soldier and the BN Commander, as well as a signed Chronological Record of Medical Care (SF 600) to be completed by their local health care provider, indicating the Soldier meets the minimum medical requirements IAW CENTCOM MOD 13 criteria.

Link to DA Form 4187 -<https://www.hrc.army.mil/asset/18682>

Link to SF 600 -<https://www.hrc.army.mil/asset/18764>

(1) Enlisted Soldiers will submit their completed and signed DA Form 4187 and SF 600 via electronic mail to the HRC EPMD Readiness Division, SFAB Account Manager at: usarmy.knox.hrc.mbx.epmd-sfab@mail.mil.

(2) Officers will log into the AIM2 portal at <https://aim.hrc.army.mil/> and go to the SFAB tab to volunteer. The DA Form 4187 and SF 600 are available for download.

c. **Step 2** – Upon receipt of a Soldier’s volunteer packet, HRC will verify that the volunteer meets all of the minimum selection criteria and conduct a background check. This process may take up to two weeks to complete depending on the volume of volunteer packets received.

d. **Step 3** - If all criteria are met, HRC will forward the volunteer’s contact information to the SFAB chain of command who will contact the volunteer to schedule an interview.

e. **Step 4** – Volunteer completes the command interview and is informed whether or not they have been accepted.

f. **Step 5** – Selectee’s information will be sent back to HRC and the NCO/Officer placed on AI/RFO to execute a PCS move.

8. HRC POC is LTC Jacob A. Blanton, Strategic Plans Officer, G3 Readiness Branch, HRC (AHRC-PLR), DSN 312 983 4611, Commercial 502 613 4182/4207/4027, or email

a. Enlisted POC is SFAB Account Manager, HRC EPMD Readiness Division, Commercial 502 613 6306, or email usarmy.knox.hrc.mbx.epmd-sfab@mail.mil.

b. Officer POC is the interested officer’s specific branch manager. A list of branch POCs can be found at: <https://www.hrc.army.mil/content/Officer%20Personnel%20Management%20Directorate>.