

# Military Police Branch

## 1. Unique features of Military Police branch

a. *Unique purpose of Military Police (MP) branch.* MP Corps officers contribute to operational success by leading MP in missions supporting unified land operations including offense, defense, stability and civil support operations. These missions span across the range of military operations from stable peace to major decisive action consisting of lethal or nonlethal engagement against the wide range of threats. The MP Corps' diverse capabilities are fully integrated at every level and mission within the operating environment (OE). MP Officers are developed to meet the challenges and demands inherent across the range of military operations. MP Officers must understand: campaign plan execution; cultural, ethnic, political, tribal, religious and ideological factors; and the dimensions of war (measured in maturity, timing, infrastructure, and civil authority) that cross through all MP competencies. MP Officer experiences and competencies at each progressive level of operations (tactical, operational, and strategic) are inherent in developing leaders within the MP Corps. The MP Corps has four unique critical competencies: Soldiering, Policing, Investigations and Corrections. These competencies are further defined in paragraph b, below, but introduced here:

(1) *Soldiering:* MP Soldiers are the Army's Warrior Police, fully supporting the Army mission to fight and win our nation's wars. MP Soldiers exist "of the troops and for the troops". MP Soldiers at all levels, are empowered to think creatively and find solutions that rapidly exploit unforeseen opportunities.

(2) *Policing:* The MP core competency of policing summarizes all the technical capabilities MP provide to enable commanders in maintaining safe and secure environments while preserving readiness and combat power, enhancing the Army's ability to consolidate operational gains to achieve sustainable security outcomes, building partner capacity to shape the security environment.

(3) *Investigations:* MP provide expertise to the Army for the conduct of criminal investigations. The expertise is employed in many forms, from the traffic accident and investigations common to our installations, to the complex procurement fraud and felony-level investigations conducted by Criminal Investigations Division (CIDC).

(4) *Corrections:* The MP Corps, through the Army Corrections System administers the confinement of military prisoners for the purpose of deterrence, incapacitation, punishment and rehabilitation, in accordance with DoD policy. Detainee operations encompasses the capture, initial detention and screening, transportation and protection, housing, transfer, and release of the wide range of persons who could be categorized as detainees.

b. *Unique competencies performed by the MP branch.* MP perform four critical competencies, which support the range of military operations in all environments. These functions and supporting actions are performed during unified, joint, interagency, intergovernmental, and multinational (JIIM) operations as well as during operations exclusive to the Army:

(1) *Soldiering* is the primary competency of MP and shapes the actions and perspective of MP Soldiers and leaders in the conduct and execution of all other disciplines. MP Soldiers are the Army's Warrior Police, fully supporting the Army mission to fight and win our Nation's wars. If called upon, the U.S. Army will win decisively and dominate against our enemies. As MP Soldiers shoot, move and communicate on the battlefield, MPs are positioned to support commanders at all echelons for prompt, sustained land dominance across the full range of military operations. MP display unparalleled strength and endurance in order to prevent conflict, shape outcomes, create multiple options for resolving conflict, and when necessary, win decisive in combat. Our Regiment of Warrior Police fully embraces the Soldiers creed and the Warrior Ethos in all we do. MP Soldiers exist "of the troops and for the troops". MP are trusted with the mission of protecting both military formations and communities at home and abroad. Dedication as Soldiers and commitment to defense of the United States Constitution is inherent in each individual. MP Soldiers, at all levels are employed to think creatively and to find solutions that rapidly exploit unforeseen opportunities. The MP Soldier possesses the confidence, competence, and critical thinking skills necessary to respond to unexpected situations under austere and complex conditions.

(2) *Policing* summarizes all the technical capabilities MP provide to enable commanders in maintaining safe and secure environments while preserving readiness and combat power. Policing enhances the Army's ability to consolidate operational gains to achieve sustainable security outcomes, and build partner capacity to shape the security environment. Our Policing skills are improved through exceptional training every day, both deployed and at home. The unique opportunity to exercise our technical capabilities under various operational conditions distinguish MP as playing a vital role in countering hybrid threats, reducing crime, establishing order, preserving readiness and enforcing rule of law. No other force is uniquely resourced, trained, and organized to provide policing capabilities in support of the Army and its joint partners. Policing has three components – maintaining civil order, preventing crime and threats, and enforcing the law – executed through active engagement with communities.

(3) *Investigations* is provided to the Army through the expertise of MP Soldiers. This expertise is employed in many forms, from the traffic accident and investigations common to our installations, to the complex procurement fraud and felony-level criminal investigations conducted by CID special agents worldwide. Investigative skills developed in garrison in the performance of law enforcement duties translate directly to the contingency operations environment. Traditionally, the Army has focused investigative capability on war crimes, the prevention of profiteering and loss through theft in the supply lines, and the maintenance of good order and discipline. More recently, Army investigative capability has been employed to support detainee operations and prosecution by military commissions, host nation counter-corruption efforts and embedded with special operations forces to conduct sensitive site exploitation.

(4) *Corrections* is provided by the MP Corps, through the Army Corrections System, which administers the confinement of military prisoners for the purpose of deterrence, incapacitation, punishment, and rehabilitation, in accordance with DoD policy. Corrections is the broad term that refers to the incarceration of U.S. military prisoners. Army Corrections System provides safe, secure, and humane environments for the worldwide incarceration of military prisoners to protect society while simultaneously preparing applicable prisoners for their release. In concert with partners within and outside the Army, the Corrections system provides focused treatment programs along with traditional vocational training services to rehabilitate prisoners. Detainee operations encompasses the capture, initial detention and screening, transportation and protection, housing, transfer, and release of the wide range of persons who could be categorized as detainees. During the conduct of military operations, the potential requirement to detain individuals exists and therefore MP professionals are expected to expertly lead and conduct these operations to ensure all detainees are treated humanely in accordance with the U.S. law, the rule of law, law of war, applicable policy and the Geneva Convention. Performance of detention operations serves as the foundation for the establishment of host nation corrections systems. Conducting detainee operations in a complex security and joint/multi-national environment requires detention experts at all echelons of the MP Corps to provide unparalleled and unwavering support to leaders operating in Joint Operations Areas.

*c. Unique features of work in the MP branch.* MP Officers work at all levels of command and staff, providing daily interaction with JIIM law enforcement organizations participating in joint tasks forces (JTFs) and multinational force missions. Additionally, MPs participate in a broad spectrum of protection and contingency operations ranging from security assistance missions to combat operations. MP Soldiers frequently deploy as the contingency force in support of US policy objectives. MP Soldiers and units are recognized for their unique mission capabilities. These capabilities include, but are not limited to, expertise in dealing with the demands of cross-cultural operations; universal acceptability as a force focused on security and safety; and the ability to apply interpersonal communication skills in conflict resolution using minimum force techniques enhanced through practical experience gained during post, camp, and station L&O mission execution. These traits make MP units invaluable in supporting contingency and nation-building assistance operations. Additionally, MP officers will:

- (1) Command and control MP, Corrections and Detention and CID units and organizations.
- (2) Provide MP coordination and liaison at all Army, Joint, and Allied levels as appropriate.
- (3) Serve as host nation police/corrections advisors and mentors up to the national level (Ministry of Justice and Ministry of Interior)
- (4) Develop doctrine, organizations and equipment for future MP missions.
- (5) Serve as instructors at various pre-commissioning programs, service schools, and service colleges.
- (6) Serve as MP advisors and commanders to USAR and ARNG organizations.

## 2. Officer characteristics required

The MP branch requires officers who are skilled in leadership at all levels; knowledgeable in MP tactics, techniques, and procedures; possess strong Army values, leader attributes and leader skills; can quickly adapt to changing dynamics when dealing with people and encountering complex situations; and fully understand the key leadership actions that must be taken to ensure success. Additionally, there are branch-unique skills, knowledge, and attributes that require professional development.

a. *Unique skills.* MP officers must possess skill proficiency related to the individual and associated collective tasks that are part of the four MP competencies. This includes not only knowledge of the tasks, but the ability to execute them under a variety of conditions and at progressive levels of command responsibility. MP officers must be versatile leaders as they deal with complexity in both peace and war where decisions are always critical and high impact, from saving lives, to conducting combat operations, to enforcing laws in a manner that will be upheld under court scrutiny.

(1) Decision-making skills. MP officers often work in an environment where time available for problem analysis is constrained and sound timely decisions are urgent. Available information in this environment will vary in its completeness and ambiguity. The ability to operate under stress, develop viable courses of action, make decisions, and accomplish the mission, regardless of constraints is critical to an MP officer's success.

(2) Human dimension skills. MP officers must develop skills that allow them to deal effectively with various cross-cultural, ethnic and human dimensional attitudes encountered in the majority of MP-related activities. A thorough understanding of these attitudes and emotions is critical to MP success. MP officers deal with a broad range of domestic and international issues that require application of the core human values of fairness, patience, and compassion. Therefore, an effective grasp of the human dimension is pivotal in managing situations of stress or conflict, and in the proper use of conflict resolution or deterrence.

(3) Leadership skills. Effective leadership is the overarching trait required of all MP officers. It summarizes the Army's seven core values of loyalty, duty, respect, selfless service, honor, integrity, and personal courage. Leaders inspire Soldiers with the will to win and provide purpose, direction and motivation in all operational environments. MP officers are expected to study the profession, becoming both tactically and technically proficient. Equally important, however, they must continually demonstrate strong character and high ethical standards in order to infuse these traits into their units and Soldiers. Lastly, MP leaders must take responsibility for their decisions, be loyal to superiors, subordinates and peers and inspire and direct assigned resources toward a purposeful end, and provide a vision that focuses and anticipates the future. The MP officer must constantly refine these skills to successfully lead MP Soldiers.

b. *Unique knowledge.* Army and MP professional development programs produce versatile and competent Soldiers and leaders. The unique aspects of MP knowledge include the development of special qualifications needed to perform such duties as provost marshal, area security / force protection officer, physical security officer, corrections, detention and criminal investigations. To be successful, MP officers must possess a high degree of technical knowledge about how the Army, as well as the MP Corps, functions, and laws and regulations at local, state, federal, and international levels. Knowledge of the Army should include general knowledge of combined arms; joint, interagency, and multinational operations; and how the MP Corps supports each of them. Branch officers must maintain a proper balance between technical skills and the ability to understand and apply the appropriate tactics, techniques and procedures at the right time and place. These abilities can only be gained and developed through repetitive operational assignments and continuous professional study and self-development. MP officers must have the ability to operate independently and articulate the capabilities of MP Soldiers to others across the full spectrum of military operations.

c. *Unique attributes.* The skills and knowledge needed to function as an MP officer supplement core attributes required of all Army officers. Army officers are expected to maintain the technical proficiency and flexibility necessary to perform any branch related mission. However, the nature of the four MP competencies often demands that MP officers possess certain attributes unique to the MP Corps. The most critical of these unique requirements are:

(1) Personal attributes. MP officers must possess exceptionally high moral and ethical values. The MP mission is to enforce laws, directives, and punitive regulations. This demands that the standards of the MP officer be above reproach. Finally, MP officers must also recognize the critical importance of physical fitness and personal bearing if they, as warfighters, are to lead MP Soldiers effectively across the full range of MP competencies.

(2) Professional attributes. MP officers must demonstrate professional attributes that reinforce MP Corps values and traditions. Skill proficiency, dedication, teamwork and flexibility, coupled with fairness and respect for others, highlight the essential traits demanded of every MP Soldier, regardless of rank. These professional attributes form the basis for the trusts that the Army has placed in the MP Corps and is reflected in the mission to impartially enforce the law.

(3) Multi-functionality. As MP branch officers progress in their careers, they can expect their assignments to become increasingly diverse. Initially, officers will perform duties related to their branch. Eventually, as officers become more familiar with their specialty and the Army, they can expect to be called upon to perform a wide range of military duties. This may include serving in various leadership positions, as well as serving in branch/functionally aligned generalist assignments. MP officers may perform duty outside the branch working JIIM opportunities utilizing their unique skills. Some MP officers may perform in a joint billet as an expert in protection, intergovernmental or interagency working at the Drug Enforcement Administration (DEA) or Federal Bureau of Investigation (FBI) in countering terrorism (Joint Terrorism Task Forces) or multifunctional such as Secretary of General Staff, Office Chief of Legislative Liaison, etc.

### **3. Officer developmental assignments**

a. *Career Progression.* MP officers are a part of the Operational Division. This is an environment which places great emphasis on leading Soldiers. For company grade officers, the focus is on the platoon leader, company or detachment command, brigade combat team (BCT) staffs, MP brigade and battalion staffs and PM operations officers as key and developmental (KD) assignments.

b. In the field grade ranks, the focus for MP Officers is on KD critical troop leading related duty positions such as battalion S-3, battalion XO, brigade S-3, deputy division Provost Marshal (PM), installation deputy Director for Emergency Services (DES), and battalion command. MP field grade officers could also serve within a Division or Corps PM cell or MP coded staff positions within the command post (i.e. Protection Cell). MP field grade officers also serve as Detention unit staff and commander and installation DES or PM. Other professional development assignments include instructor duty at the MP School or one of the senior leadership institutions, e.g., Command and General Staff Officer Course (CGSOC), United States Military Academy (USMA), etc., and service on Joint/DoD/Army/Army Command (ACOM), Army Service Component Command (ASCC), or Direct Reporting Unit (DRU) staffs. School of Advanced Military Studies (SAMS) utilization tours are 'developmental' (not key) assignments accomplished after an MP officer attends CGSOC. After completion of a SAMS utilization assignment, the MP officer should spend 12-24 months in MP MAJ KD positions such as BN or BDE S3 / XO or Deputy Division PM. Regardless of the duty position, individual success is ultimately and inseparably tied to performance.

c. Lieutenant.

(1) Education. The MP Lieutenant's first objective is to complete the Basic Officer Leader Course (BOLC). BOLC emphasizes leadership, tactics, training operations, maintenance, supply and physical training. Additional areas of concentration include MP L&O operations, communication skills, personnel administration, drivers training, and weapons training. Graduates of BOLC possess the technical and tactical skills, physical fitness, and leadership qualities required to successfully lead a platoon. They are familiar with the four competencies of the MP Corps and are trained on the most critical tasks required of a platoon leader. These officers demonstrate a thorough understanding of and willingness to live by the Army values and a firm grasp of the attributes, skills and actions that form the foundation of a competent and confident leader. Following BOLC, selected officers may attend specialized courses, such as the Interservice Nonlethal Individual Weapons Instructors Course (INIWIC), Special Reaction Team (SRT), DA Police Academy, Anti-terrorism/Force Protection (AT/FP) Program Manager (designed for those engaged in AT/FP at brigade level organizations or higher), and Airborne, Air Assault or Ranger School, to support follow-on assignment requirements and to complement professional development. Key MP Schools include Physical Security and the Crime and Criminal Intelligence Analyst Course

(CCIAC).

(2) Assignment. The second objective is a branch assignment with troops. Consistent with Army requirements, Lieutenants can expect an initial assignment as a platoon leader in an MP company. Platoon leader is a critical developmental assignment. All lieutenants should serve a minimum of 12-18 months as a platoon leader. While serving as a platoon leader, Lieutenants should develop a comprehensive understanding of Army operations and military life that will provide a solid foundation for assuming the challenge of company command. Additional skill sets learned as a platoon leader are conducting police operations with their platoons and serving as a duty officer which enhances their tactical policing skill set at the platoon level. Beyond a platoon leader assignment, Lieutenants should take advantage of opportunities to broaden their technical, tactical and leadership skills in company XO or staff officer positions at battalion or brigade level (MP or BCT) or within an installation PM office. Participation in a combat or contingency deployment or other real-world operational mission is especially valuable in preparing Lieutenants for company or detachment command in today's expeditionary Army. MP Officers serving as Transportation, Sustainment Brigade, or Air Defense Platoon Leaders should work with their Human Resources Command (HRC) Assignment Officer or the senior MP on the installation to acquire additional Platoon Leader time in an MP formation.

(3) Self-Development. Officers who have not completed an undergraduate degree must do so at this point in their careers. The Degree Completion Program (DCP) allows selected officers to complete baccalaureate degrees at their own expense while still drawing full pay and allowances at their current rank as full-time students at accredited colleges or universities. Officers are required to have a baccalaureate degree from an accredited university prior to promotion to Captain. Time allotted for degree completion is normally limited to 12 months. Officers interested in the DCP must submit applications through their chain of command to the Operations Division, Officer Personnel Management Directorate, ATTN: AHRC-OPB-L 1600 Spearhead Division Ave, Fort Knox, Kentucky 40122, not later than 3 months prior to the requested DCP start date.

d. Captain.

(1) Education. Officers are eligible to attend the MP Captain's Career Course (MPCCC) between their 3<sup>rd</sup> and 8<sup>th</sup>-year of commissioned service. Select officer may attend other career courses, such as the Maneuver CCC or the Marine Corps equivalent course. This course prepares officers to command at the company or detachment level and to serve in MP staff positions. MPCCC trains officers to successfully function as staff officers and ensures that officers possess the technical, tactical, and leadership skills required to successfully lead companies. Graduates of MPCCC will have a firm grasp of the attributes, skills, and knowledge that form the foundation of competent and confident leaders.

(2) Key Developmental (KD) Assignments. Company Command is the only KD assignment for a Captain. Command of an MP unit (company or detachment) provides invaluable leadership experience for an MP Captain. Captains who have not commanded should be assigned, if possible, to locations that provide an opportunity for command for a minimum of 12 to 18 months. Command of a modified table of organization and equipment (MTOE) or selected table of distribution and allowances (TDA) units are considered equivalent assignments. Because of current and projected strengths and the number of available companies, MP company grade officers should not expect more than one assignment to a command or other KD position. Some Captains may be offered a second command of units such as BDE or higher HHC's.

(3) Developmental and Broadening Assignments. MP Captains should continue developing their technical and tactical skills. Maximum hands-on experience in a variety of MP leadership positions should be sought during this phase (CID, Detention, PM, Division Staff, Combat Support (CS) Units). Other valuable assignments for MP captains include staff officer positions at the battalion or brigade level, small group leader (SGL) or staff officer at United States Army Military Police School (USAMPS), DES or PM operations officer at the installation or BCT PM or ACOM, ASCC or DRU level. Captains should seek out DES or installation PM operations officer positions when available to include dual-hatting when serving in command positions. Attendance at branch-specific functional training courses is recommended, depending on timing and opportunity. Opportunities exist to attend the following courses: Law Enforcement Senior Leaders (LESL) course, AT Level II Program manager course, CCIAC, SRT Course, Protective Services Training Course (PSTC), INIWIC, and Physical Security.

(4) Captains are also eligible for nominative or generalist jobs, such as USMA faculty and staff, Cadet Command, Recruiting Command or Reserve Component. Assignment to one of these career opportunities is discussed between the Soldier and the HRC branch assignment manager, and will be confirmed based on the professional development needs of the officer and Army requirements.

(5) Project Warrior. A small number of Captains may participate in Project Warrior, a program designed to spread the expertise developed by combat training center (CTC) observer/controllers (O/C) to the rest of the MP Corps. After 12 to 24 months at a CTC, Project Warrior officers are assigned to the MP School as SGLs to provide additional combined arms tactical experience to MP instruction and allow CTC lessons learned to be incorporated into the training base.

(6) Self-Development. Officers are encouraged to obtain a master's degree from an accredited college or university. A number of opportunities exist for highly qualified MP officers to participate in fully funded and partially funded graduate civilian education. Two fully funded programs exist, the MP Branch Advanced Civil Schooling program and the Performance Based Graduate School Incentive Program (PB-GSIP). These programs are generally focused for officers in their 8<sup>th</sup> to 12<sup>th</sup>-year. MP Branch focuses ACS allocations in competencies such as corrections, criminal justice or security management. The goal of the PB-GSIP, offered post-commissioning to officers with high potential, is development of broader skills such as language, regional knowledge, diplomacy, governance, etc. Officers selected to participate in the Advanced Civil Schooling Program will be assigned to a follow-on utilization tour within an MP unit that best utilizes their degree (i.e., Corrections Master to the United States Disciplinary Barracks or a like unit). MP officers may attend a partially funded cooperative degree program while attending the MPCCC, or through the Joint Chiefs of Staff Army Internship Program (JCS-Internship program), as well as the USAMA Blue Book program.

(7) Attendance at the FBI National Academy (FBINA) is offered to high potential, active duty MP Captains and Majors who have completed a baccalaureate degree and the MPCCC, and have successfully commanded. Subjects taught during the 10-week course include: forensic science, criminal law, behavioral science, and management applications. Upon graduation officers will be assigned to a follow-on utilization tour that best utilizes the skills learned at the FBINA. MP Captains should also seek out professional certifications from accredited civilian organizations such as ASIS International, FEMA and ACA. There are also opportunities for MP Captains to attend Training with Industry (TWI) programs as well after completing command and MPCCC.

e. Major.

(1) Education. Command and General Staff College (CGSOC) for Majors is essential for their professional development. Officers should continue to pursue other professional development goals to include completing a graduate level degree if their job requirements permit. The 3-month CGSOC Common Core Course will be delivered in residence at Fort Leavenworth for most basic branch officers and Reserve Component (RC) officers, and a complement of sister service and international officers. Immediately following the common core course, AC basic branch officers attend a 7-month Advanced Operations and Warfighting Course (AOWC) at Fort Leavenworth, focused on planning and executing the range of military operations at the tactical and operational levels. RC officers may attend through The Army School System (TASS) which has classrooms located in the Continental United States (CONUS) and overseas, or can take the common core via an Advanced Distributed Learning (ADL) course. Officers completing the CGSOC Common Core Course and AOWC are Joint Professional Military Education. I qualified. History, leadership, and joint instruction receive heavy emphasis throughout the curriculum. Simulations are used extensively to drive the learning, and officers have multiple opportunities to practice their warfighting competencies and skills. Other valuable qualifications include language skills and proficiency.

(2) Self-Development. MP Majors should strive to complete a Masters Degree prior to competing for promotion to Lieutenant Colonel (LTC). Advanced Civil Schooling is still available for Majors and is recommended for post-KD Majors that still do not possess a Masters Degree.

(3) Key Developmental Assignments. KD assignments include MP battalion S-3 or XO, MP brigade S-3 or XO, group S3 or XO, deputy division PM, installation deputy DES or PM (when authorized MAJ or higher), brigade/division MP Planner, OPMG staff officer and Regional Corrections Facility (RCF) or CID Field Office commander (when authorized a Major).

(4) Developmental. MP Majors should perform duty in strategic staff positions (i.e., HQDA, USAMPS, ACOM, ASCC or DRU staff) and maneuver unit staffs (i.e. Corps, Division, BCT), and acquire institutional experience to include; Corrections and Detention and CID experience. Other typical assignments include corps staff, ACOM, ASCC, DRU/Joint/DoD/Army staff, CGSOC faculty and staff, USMA faculty and staff, USACIDC, Inspector General, service school instructor, or RC support. Majors can also serve in other branch/generalist positions. A small number of officers are selected for the SAMS. SAMS utilization tours are 'developmental' (not key) assignments and are completed upon graduation from CGSOC. After SAMS utilization tours MP majors should seek out 12-24 months in MP

MAJ KD positions.

(5) Broadening. After promotion to Major officers will be closely managed by HRC. MP Branch is responsible for branch assignments and generalist assignments. Possible assignment can include post KD fellowships, TWI, Military Police Exchange Program, Military Police Security Force Assistance Team, ASCC, and Joint Staff/HQDA Fellowships

f. Lieutenant Colonel.

(1) Lieutenant Colonels (LTC) are encouraged to continue their individual professional development by completing the Senior Service College program. Selection for the resident phase and the US Army War College Distance Education Course continues to be done by a HQDA central selection board. Officers should consider attending the LESL course early for added value to DES or PM duties.

(2) Key Developmental Assignments. The only KD assignment for LTC is Battalion Command. A HQDA central selection board will select a limited number of officers for battalion command and key billet positions. Selection rates for command vary because of the number of commands available and the size of the year group under consideration.

(3) Developmental. MP LTCs can expect assignment to senior staff positions where they will be employed in a wide variety of operational or key branch/generalist positions or Protection Functionally aligned positions. Developmental assignments include division PM, installation DES or PM (when authorized a LTC, brigade or MEB S-3 or XO, deputy brigade commander, OPMG division/ branch director and MP School staff.

(4) Broadening Assignments. Officers can also be assigned to JIIM/DoD/Army/ACOM, ASCC, DRU staff assignments, Reserve Officers Training Corps (ROTC) or RC support and should seek JIIM assignments and internships with appropriate state and federal law enforcement/corrections agencies.

g. Colonel.

(1) The primary objective during this phase of an officer's career is to maximize use of their technical and tactical capabilities, leader and management skills and other executive skills in positions of senior responsibility. A wide variety of critical positions are available, to include Corps, ACOM, ASCC or DRU PM, service school director, OPMG division director, Corps/ASCC/GCC, protection directors and JIIM/DoD/Army staff assignments.

(a) A HQDA centralized board will select a limited number of officers for brigade command and key billets. Selection rates for command vary because of the number of commands available and the size of the year group under consideration.

(b) Branch, functionally aligned (Protection) and area generalist assignments. Officers can expect to serve in generalist assignments, such as ROTC, service in a cross-component billet liaison, U.S. Army Recruiting, USMA faculty and staff, and Inspector General, which may or may not be directly related to the MP branch but are important to the Army.

(c) Joint assignments. MP officers can expect to be considered for joint duty assignments worldwide. After assignment to KD positions, colonels should aggressively seek opportunities for joint qualification. Joint experience is important to the Army and is essential to individual officers for their advancement into senior leadership positions. An officer on the active duty list may not be appointed to the grade of O7 unless the officer has completed a full tour of duty (24 months) in a joint duty assignment. The spectrum of possible assignments is large, and these assignments can be characterized as highly responsible and important, requiring mature, skilled officers. MP officers should broaden their assignments by serving in positions in JIIM opportunities and seeking functionally aligned assignments within the Protection Warfighting Function.

(2) Other assignments. MP branch officers may be assigned to organizations and duties beyond those indicated above. These other assignments may include White House Fellowships, duty with the National Security Council, Joint Chiefs of Staff Internship, or the United Nations, DEA, FEMA, as well as MP branch representatives at Allied service schools.

*h. Warrant Officer MOS qualification, professional development and assignments.*

*a. Unique knowledge and skills of a MP warrant officer.* Warrant officers must maintain the level of officer characteristics identified in paragraph 2.

(1) Army warrant officers, a cohort within the officer corps, are the Army's premier land force technical experts and systems integrators and are expected to provide expedient solutions to increasingly complex problems. In their unique roles, warrant officers must possess the deep knowledge and technical expertise

necessary to integrate systems throughout the force, and be able to develop innovative methods to support future requirements. They have branch-unique skills, knowledge, and attributes that require professional development.

(2) MP warrant officers must possess expert knowledge and skill in the protection warfighting function. This knowledge includes practical experience in conducting segments of law and order operations as outlined in FM 3-39 and ADP 3-37.

(3) At a minimum, MP warrant officers must possess knowledge and skill in the following areas:

(a) Investigate felony and other significant crimes of interest to the Army as defined by military regulations and Federal law.

(b) Plan, organize, conduct, and supervise felony investigations.

(c) Examine and supervise the processing of crime scenes.

(d) Collect, preserve, and evaluate physical evidence for scientific examination by laboratories and use in judicial proceedings.

(e) Obtain and execute apprehension and search authorizations, as well as DoD Inspector General Subpoenas.

(f) Plan, organize and supervise raids and task force operations.

(g) Interview victims and witnesses, interrogate suspects and subjects, and obtain written statements under oath.

(h) Develop, coordinate, and control the activities of sources.

(i) Represent the Army's interests in joint investigations conducted with the DoD, the Department of Justice, and various federal, state, local, and foreign investigative agencies.

(j) Testify before an assortment of disciplinary and administrative boards, at Courts Martial, in Federal District Courts, and before other judiciary tribunals.

(k) Write, review, and approve technical investigative reports.

(l) Recommend crime prevention measures to commanders.

(m) Conduct personal security vulnerability assessments.

(n) Provide personal security for designated officials.

(o) Supervise investigative case management and overall investigative operations.

(p) Provide technical guidance and direction to subordinate.

(q) Collect, analyze and disseminate criminal intelligence to commanders in support of their force protection efforts.

(r) Develop, conduct, and supervise instruction in criminal investigative methods and techniques.

(5) MP warrant officers sustain knowledge through institutional training and education, duty in operational assignments and continuous self-development. Warrant officers may deploy with their units or as individuals in support of joint, multinational, humanitarian and peace keeping missions.

#### *b. Military Police warrant officer classification.*

(1) Warrant officer MOS 311A (CID special agent) is an accessions MOS. The enlisted feeder MOS is 31D (see Smartbook DA Pam 611-21 at: <https://www.milsuite.mil/book/groups/smartbookdapam611-21>). Classification of individuals in MOS 311A is contingent upon acceptance by the CG, USACIDC, and satisfactory completion of all required training (see AR 195-3), for authorities and applicability to Active Army, the Army National Guard, and the U.S. Army Reserve).

(2) MP warrant officers serve as accredited and credentialed United States Army Criminal Investigation Command (CIDC) special agents. All special agents are recognized as federal agents (law enforcement officers) under 28 Code of Federal Regulation (CFR), Section 60.3(a)

#### *c. Military Police warrant officer*

(1) *Development.* Warrant Officer One (WO1).

(a) *Education.* Upon graduation from the WOCS and appointment to the grade WO1, each officer will attend the WOBC. The CID Special Agent WOBC is a 5-week resident course that provides MP warrant officers with technical training in specialized skills, doctrine, tactics, and techniques associated with MOS 311A. The course is designed to instill the core competencies that every MP warrant officer requires for success, regardless of the operational environment.

(b) *Developmental assignments.* Developmental assignments are designed to enhance some aspect of warfighting skill, increase levels of responsibility, develop a greater understanding of interoperability among Army branches, and/or expose officers to branch related opportunities that directly contribute to success as an innovative and adaptive leader. The primary objective for new MP



warrant officers is leadership within a CID unit. Consistent with Army requirements, WO1 special agents can expect an initial assignment as a senior special agent assisting a team chief at a large detachment, or as a team chief at a mid-sized detachment or small office. Each WO1 is expected to be the senior member of a two-person tactical, deployable investigative team.

(c) *Self-development.* The WO1 should actively pursue self-development opportunities to fully master all aspects of investigative operations. All warrant officers are required to possess at least an undergraduate degree; those who were granted a waiver for education should continue to work toward this goal. Self-development includes attendance at USAMPS functional courses, distributive learning courses, and training with government and other law enforcement organizations.

(d) The WO1 must have a minimum of 2 years' experience as an enlisted CID special agent (MOS 31D). The WO1 should continue to reinforce and hone technical, tactical, and officer skills. Prior to promotion to CW2, warrant officers must possess an in-depth knowledge of criminal investigative operations gained through on the job training.

### (2) Chief Warrant Officer Two (CW2).

(a) *Education.* Warrant officers with at least 2 years' time in grade as a CW2 are eligible to attend the MP Warrant Officer Advance Course (WOAC) at the USAMPS. Officers should complete the WOAC prior to consideration for promotion to CW3.

(b) *Developmental assignments.* CW2s should seek operational assignments that enhance both leadership and technical skills. CW2 special agents will continue to fill junior leadership roles within a CID unit, with the primary focus on a successful tour as a team chief. The CW2 is expected to continue as the senior member of a two-person tactical, deployable investigative team. Assignments such as personal security officer (PSO) and operations staff officer at a CID battalion or group are available. A limited number of opportunities exist for highly qualified CW2s to participate in fully funded advanced civil schooling as forensic science officers (FSO), or for training and utilization as a polygraph examiner or digital forensic examiner DFE. Staff and specialty training and assignments should normally only be considered after a successful tour as a team chief.

(c) *Broadening opportunities.* Select CW2s may serve in broadening/career enhancing assignments as USAMPS instructors or training developers. Selection for these assignments is the responsibility of the MP Corps Regimental Chief Warrant Officer in coordination with the USACIDC Command Chief Warrant Officer.

(d) *Self-development.* Every CW2 eligible for selection to CW3 is expected to have completed undergraduate studies and earned a baccalaureate degree. If the CW2 possess a baccalaureate degree, pursuit of graduate studies is highly encouraged. Additional training opportunities include: the FBI National Academy, Canadian Police Academy, and advanced training in specific investigative skills that focus on advanced investigative techniques, such as drug suppression, economic crime, protective services, interviews and interrogations, forensics, and police intelligence operations or criminal intelligence management.

(e) *Desired experience.* Warrant officers should seek maximum exposure by serving in multiple CID assignments and deployments.

### 3. Chief Warrant Officer Three (CW3).

(a) *Education.* Not later than 1-year after promotion to CW3, the warrant officer special agent should complete the WOAC. Officers are eligible to attend WOILE after 2 years' time in grade as a CW3, and should complete WOILE prior to consideration for promotion to CW4.

(b) *Developmental assignments.* CW3s should be assigned as team chiefs of large CID detachments. Those demonstrating exceptional performance may have the opportunity to serve as special agents in charge at the office level or mid-size CID detachment. Assignments above the tactical level include staff and specialty positions such as personal security officer, police intelligence officer, and battalion, group, or DRU staff officer. Opportunities exist for highly qualified CW3s to participate in fully funded advanced civil schooling as FSO, or for training and utilization as a polygraph examiner or (DFE). Staff assignments and specialty training should only be considered after a successful tour as a team chief or special agent in charge.

(c) *Broadening opportunities.* Select CW3s may serve in broadening / career enhancing assignments with the USAMPS Directorate of Training and Education (DoT&E). Selection for these assignments is the responsibility of the MP Corps Regimental Chief Warrant Officer in coordination

with the USACIDC Command Chief Warrant Officer. In addition to instructor and training development assignments, opportunities include:

1. Physical Evidence Branch Chief
2. Testimonial Evidence Branch Chief
3. Warrant Officer Basic Course manager (recognition as a SGL).
4. Warrant Officer Advanced Course manager (recognition as a SGL).
5. Special Victims Capability Course manager.
6. Protective Services Training Course manager.

(d) *Self-development.* Every CW3 is expected to have completed undergraduate studies and earned a baccalaureate degree. Pursuit of graduate studies is strongly encouraged, with a recommended goal of completing a master's degree prior to becoming eligible for promotion to CW4. CW3s should continue to seek functional training and operational assignments that enhance both leadership and investigative skills. Additional training opportunities include: the FBI National Academy, Canadian Police Academy, and advanced training in specific investigative skills that focus on advanced investigative techniques, such as drug suppression, economic crime, protective services, interviews and interrogations, forensics, and police intelligence operations or criminal intelligence management.

(e) *Desired experience.* Warrant officers should seek maximum experience by serving in multiple CID assignments, deployments, and assignments at the USAMPS. Successful service as a team chief or special agent in charge is highly desired.

#### 4. Chief Warrant Officer Four (CW4).

(a) *Education.* Not later than 1-year after promotion to CW4, the warrant officer special agent should complete WOILE at the Warrant Officer Career College (WOCC). Officers are eligible to attend Warrant Officer Senior Service Education (WOSSE) after 2 years time in grade as a CW4, and should complete WOSSE prior to consideration for promotion to CW5.

(b) *Developmental assignments.* CW4s should be assigned as the special agent in charge of flagged CID detachments. Although the majority of these assignments are identified command positions, the emphasis and focus is on supervision, management, and control of investigative operations. Those successfully completing tours as a special agent in charge are eligible for assignment to senior staff positions at the battalion, group and DRU levels where they will be required to provide oversight and guidance to CID field elements, as well as input to joint, interagency, and multi-national investigative operations.

(c) *Broadening opportunities.* A very select few CW4s will have the opportunity to serve with the USACIDC Office of the Inspector General as an assistant IG/technical inspector. Selection for these assignments is contingent upon approval from the CG, USACIDC and vetting by The Army Inspector General. Other select CW4s may serve a broadening /career enhancing assignment within the USAMPS Director of Training and Education as the Chief, MP Investigations Division. Selection for this assignment is contingent upon approval from the MP Corps Regimental Chief Warrant Officer and the CIDC Command Chief Warrant Officer.

(d) *Self-development.* Every CW4 is expected to have completed graduate studies and earned a degree from an accredited institute of higher learning. Those not possessing a graduate degree are strongly encouraged to do so prior to becoming eligible for promotion to CW5. MP warrant officers must continue to actively pursue self-development opportunities in order to fully master all aspects of criminal investigations, including performance at multiple echelons and in joint operations. At this level, the warrant officer should further enhance their understanding of how the Army runs and Army operational concepts, in preparation for possible assignment at the strategic level.

(e) *Desired experience.* MP warrant officers will serve at multiple echelons and various positions throughout their tenure as a CW4, to include successful service as the special agent in charge of a CID detachment. They should also seek opportunities to serve in career enhancing assignments and positions that provide exposure to joint, interagency, and multi-national operations.

#### 5. Chief Warrant Officer Five (CW5).

(a) If not already completed, the CW5 is expected to attend WOSSE at the WOCC, no later than 1-year time in grade.

(b) *Developmental assignments.* Newly promoted CW5s should expect assignment as a battalion operations officer, where their technical and tactical experience, and leadership and management skills can be best utilized and further developed. After successfully completing a tour as

a battalion operations officer, select CW5s will be considered for limited positions as a group operations officer and at the DRU level as chief of investigative operations.

(c) Broadening opportunities. A very select few CW5s will have the opportunity to serve with the USACIDC Office of the Inspector General as the senior technical inspector. Selection for this assignment is contingent upon approval from the CG, USACIDC and vetting by The Army Inspector General.

(d) Nominative assignments. Selected CW5s with the appropriate skills, operational experience and requisite PME will have opportunity to serve the needs of the Army in the following nominative positions:

1. USACIDC Command Chief Warrant Officer.

2. MP Corps Regimental Chief Warrant Officer.

3. Branch immaterial leadership positions (011A) such as deputy commandant of the Warrant Officer Career College, senior-level TRADOC position, and HQDA-level positions. Those selected to serve as USACIDC Command Chief Warrant Officer and MP Corps Regimental Chief Warrant Officer should attend the Army Force Management Course and Army War College Senior Leader Seminar.

(e) *Self-development*. Every CW5 is expected to have completed graduate studies and earned a degree from an accredited institute of higher learning. All CW5s must continue to enhance their understanding of Army operations at the executive/strategic level and be able to provide constructive input to all facets of the DOTMLPF process.

(f) *Desired experience*. MP CW5s are considered master-level technical and tactical experts who perform the primary duties of technical leader, manager, integrator, and advisor. They provide direction, guidance, resources, and the assistance and supervision necessary for subordinates to perform their duties. They provide leader development, talent and lifecycle management, mentorship, advice and counsel to enlisted Soldiers, warrant officers, and branch officers within their assigned units and at higher echelon

#### **4. Assignment preferences and precedence**

*a. MP Corps Branch Officer preferences and precedence.*

(1) Preferences. The MP branch has diverse assignment opportunities that allow for numerous career development paths for commissioned officers. The goal of the professional development of MP branch officers is to produce and sustain highly qualified, tactically and operationally oriented officers to lead MP Soldiers during wartime, contingency, and other assigned missions. Assignments in the MP Corps will develop the officer's ability to achieve that goal. Requests from officers for assignments that do not contribute to achieving that goal will likely be rejected. MP field grade officers should look at opportunities to perform as a strategic leader on a Joint Staff.

(2) Precedence. Assignment to developmental leadership positions will have precedence, although there is flexibility on the sequence of assignments. Typically, MP branch officers should seek the following assignments: MP BOLC, platoon leader, staff officer in an MP battalion or brigade, installation PM operations officer; MPCCC, company or detachment command, battalion, brigade or division staff,

nominative assignments, JIM opportunities, CGSC, battalion S-3 or XO or brigade S-3 (as a Major), battalion command, Division PM, Installation PM, SSC, brigade command, and ACOM, ASCC or DRU PM.

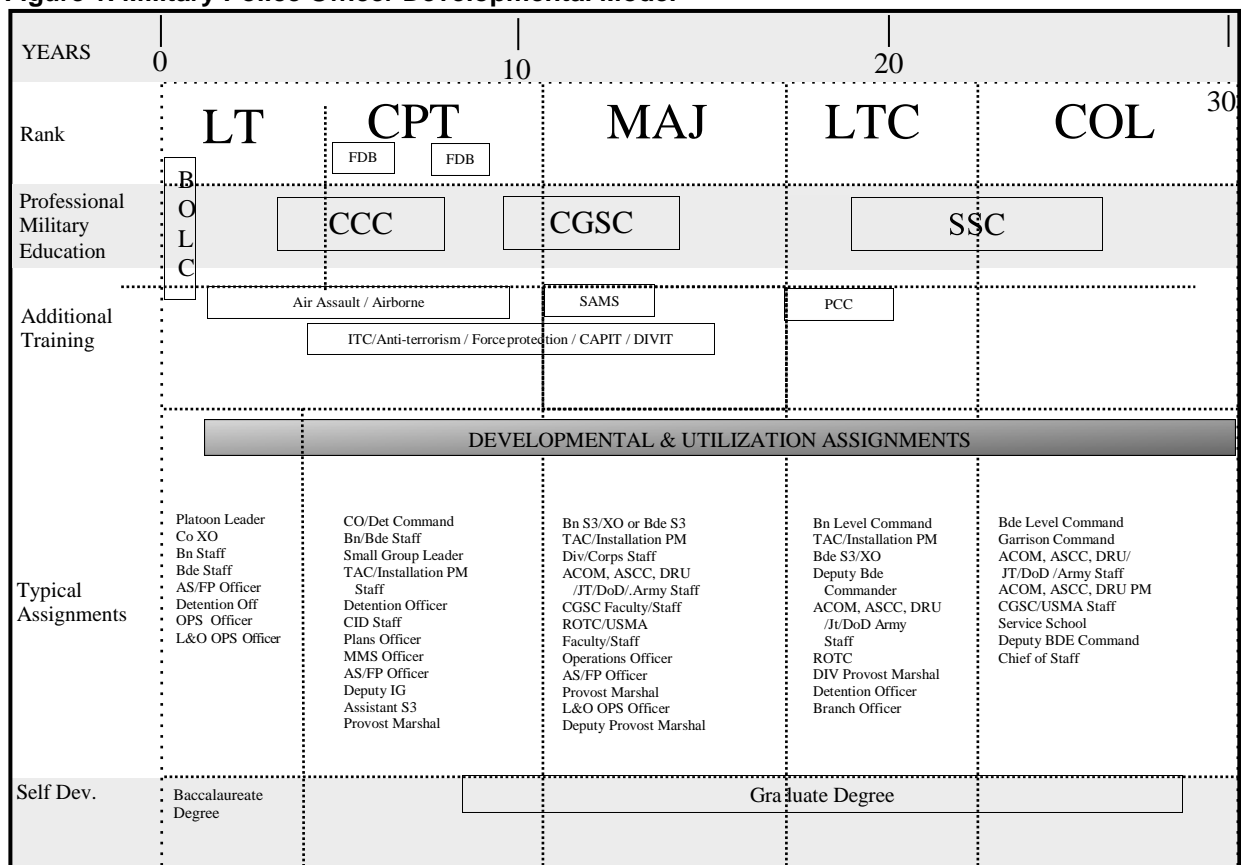
*b. MP Warrant Officer CID Special Agent preferences and precedence.*

(1) Preferences. The MP Warrant Officer has diverse assignment opportunities, which allow for numerous career development paths. The goal of the professional development of MP Warrant Officers is to produce and sustain highly qualified and tactically and operationally oriented warrant officers to lead CID special agents and other Soldiers during wartime and on other assigned investigative missions in tactical and garrison environments for the joint and expeditionary Army force. Assignment within the MP Corps and the USACIDC will develop the warrant officer's ability to achieve that goal. Requests from warrant officers for assignments which do not contribute to achieving that goal will likely be rejected.

(2) Precedence. Assignment to developmental leadership positions will have precedence, although there is flexibility on the sequence of assignments. Typically, MP Warrant Officers should seek assignments and training in the following order: Warrant Officer Candidate School, MP Warrant Officer Basic Course, CID Team Chief, Special Agent-in-Charge of a small CID office, MP Warrant Officer Advanced Course, Special Agent-in-Charge of a large CID office or CID detachment commander, MP School instructor, Battalion/Group investigative staff officer, MP Warrant Officer Staff Course, battalion operations officer, USACIDC investigative staff officer, MP School Division Chief, Warrant Officer Senior Staff Course, group or USACIDC level investigative operations officer, Command Chief Warrant Officer Advisor to the CG of USACIDC, and Regimental Warrant Officer of the MP Corps Regiment.

(3) *MP branch officer assignments.* MP officers should use the chart at figure 16-1 to determine KD positions throughout their careers.

**Figure 1. Military Police Officer Developmental Model**



(4) *Requirements.* Officers should meet certain standards in terms of schooling, operational assignments, and manner of performance within the MP Corps at each rank. Meeting these standards ensures that the officer has acquired the skills, knowledge and attributes to remain proficient in the MP Corps at that rank. With this proficiency, the officer is qualified for promotion/retention in the branch. These standards for schooling and operational assignments best prepare an officer for command or positions of greater responsibility in the branch. All MP branch officers should seek the opportunity to perform in KD assignments at each rank/grade.

(5) *Company grade KD assignments.* Because of the wide variety of MP missions and units, no one quantitative standard will define success. The most important objective for MP Corps company grade officers is to have served in leadership positions (preferably Platoon Leader and Company Commander). Platoon Leader and Company Command positions are critical in that they ensure the MP officer is able to lead, train and care for Soldiers. Additionally, the MP officer must be well rounded in the basic techniques needed to execute wartime missions. Company grade officers should complete the following requirements within the MP Corps.

(a) *Lieutenant.* As an MP Lieutenant, the officer must complete MP BOLC and one assignment as a platoon leader. Lieutenants should serve as platoon leaders for a minimum of 12 months, with a goal of 18-24 months.

(b) *Captain.* As an MP Captain, the officer must meet the following requirements:

(1) Complete the MP Captains Career Course. Officers who are branch transferred after successful completion of any branch Captains Career Course will be considered to have met this educational prerequisite.

(2) Captains should serve as a company or detachment commander for a minimum of 12 months, with a goal of 18-24 months.

(c) *Major.* As an MP Major, the officer should meet the following requirements:

(1) Complete CGSC.

(2) Serve a minimum of 12 months, with a goal of 18-24 months, as a battalion or brigade S-3 or XO, deputy division PM, RCF/CID Field Office commander (when authorized a Major), Installation Deputy PM, branch-related position on joint/DoD/Army ACOM, ASCC, or DRU or multinational staffs, instructor at a branch service school, transition team member, or in any MP branch position that is coded at the rank of Major or above.

(d) *Lieutenant Colonel.* As an MP Lieutenant Colonel, the officer should serve a minimum of 12 months, with a goal of 18-24 months, as a battalion commander, division provost marshal, installation PM (when authorized a Lieutenant Colonel), brigade S-3 or XO, deputy brigade commander, transition team commander, branch related position on joint/DoD/Army/ACOM, ASCC, or DRU or multinational staffs, or in any MP branch position which is coded at the rank of Lieutenant Colonel or above. If selected by a HQDA board, MP Lieutenant Colonels should complete resident or nonresident SSC.

(e) *Colonel.* As an MP Corps Colonel, the officer should serve a minimum of 12 months, with a goal of 18-24 months, in any one of the positions listed below that is coded at the rank of Colonel in the MP Branch:

(1) Brigade Commander.

(2) Branch-related positions on joint/DoD/Army/ACOM, ASCC, or DRU or multinational staffs; ACOM, ASCC, or DRU or Corps PM; or senior director at USAMPS or other service schools.

(3) Staff or faculty position at a CGSC-equivalent service school or USMA.

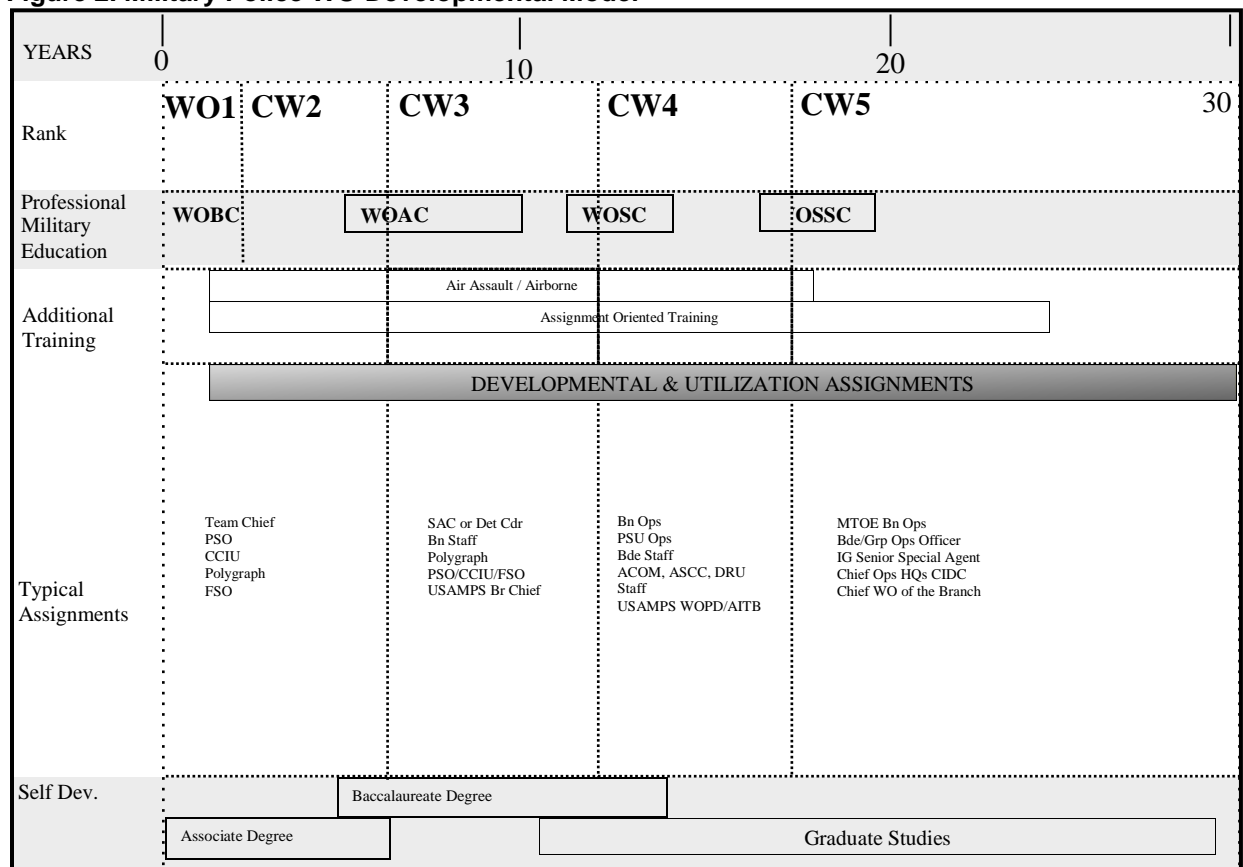
(4) Division chief or higher position on joint/DoD/Army/ACOM, ASCC, DRU or interagency, staff.

(5) Garrison commander or installation chief of staff.

(6) Nominative or specialized position outside DOD.

c. *MP Warrant Officer CID Special Agent Assignments.* Figure 16-2 displays an MP branch time line with KD positions for warrant officers. Additionally, it identifies those positions that serve as KD jobs for MP warrant officers.

**Figure 2. Military Police WO Developmental Model**



**5. Requirements, authorizations and inventory**

The number of authorized MP billets, by grade, will vary as force structure decisions are made, and actions to implement them are taken. The goal of the MP Corps is to maintain a healthy, viable career path for MP officers while providing an agile, adaptive, and ready force to execute all assigned missions. To do this, the field grade inventory must be optimized in order to meet branch authorizations, to provide sufficient flexibility to support branch/functional area generalist positions, and to provide Majors with up to 2 years of KD position time. Officers desiring more information on MP branch authorizations or inventory, by grade, are encouraged to contact the USAMPS Personnel Proponency Office or HRC MP Branch assignment officer.

**6. Key officer life cycle initiatives for MP Corps**

a. *Structure.* Any changes to the authorizations of MP units will be based on the restructuring and recoding. Additional changes may result due to the iterative nature of the restructuring and recoding process.

b. *Acquire.* The majority of commissioned officers in the MP Corps are accessed directly from ROTC and USMA and, to a lesser extent, OCS. All officers should meet the physical and aptitude requirements specified in AR 40-501. Designation of the MP Corps as an initial branch is regulated by HQDA through the various commissioning sources. The remainder of commissioned officers in the MP Corps is acquired through in-service branch transfers. Accession via branch transfer is directed by HQDA and may be voluntary or involuntary based upon the needs of the Army. Officers of other branches who desire a transfer to the MP Corps may submit a written request for branch transfer in accordance with AR 614-100.

c. *Distribute*. MP branch officers will continue to rotate between Operating Force and Generating Force units in CONUS and OCONUS with a goal of longer assignments at one station (consistent with Army Force Stabilization policies; see AR 600-35). Officers should have more time to gain the requisite skills in their branch and their branch/functional area generalist assignments. In particular, Majors should receive more KD position time and increased stability. Maneuver, Fires, and Effects Functional Category MP officers will work either in branch or branch/functional area generalist positions.

(1) Officers assigned to installations with ample professional opportunities may be stabilized at that installation for extended periods. Additionally, some company grade officers may be offered the opportunity to attend the MPCCC and return to their initial unit of assignment. Individual timelines are affected by Army, MP and ARFORGEN requirements.

(2) Lifecycle Managed (LM) Units. Consistent with Army focus on force stabilization (see AR 600-35), officers at all levels assigned to LM units (generally SBCT/IBCT/HBCT) will remain in the unit for a minimum of 3 years.

(3) Cyclic Units. The majority of installations will be managed on a cyclic manning system. Replacements will be sent to these units and installations periodically to maintain readiness of the units. Tour lengths and developmental position opportunities can vary.

d. *Train & Develop*. Today's MP officer is confronted by two diverse and complex challenges. First, the officer should lead and train Soldiers who can achieve tactical success; protect and expedite the movement of critical resources; evacuate, process and intern enemy prisoners of war; and support law enforcement operations. Second, in the garrison environment the officer manages technical planning and supervision in the areas of law enforcement, crime prevention, criminal investigations, anti-terrorism, physical security, and corrections. To master the skills required to meet these challenges, MP officers selected for Major must complete CGSC. Officers selected for Colonel should complete SSC if selected by a HQDA board. Professional development can also occur through TASS via select self-development courses.

e. *Deploy*. MP branch officers are warfighters who remain personally and professionally prepared to deploy worldwide at all times. Whether assigned to Operating Force MTOE units or Generating Force (fixed site TDA) organizations, all MP officers must be deployable to accomplish missions across the full spectrum of conflict. MP officers may deploy tomorrow with their units to deter potential adversaries and to protect national interests; or as individuals to support joint and multinational operations other than war such as humanitarian and peace keeping missions. MP branch officers must prepare themselves and their Families for this most challenging experience.

f. *Sustain*.

(1) Promotion. MP branch officers will compete for promotion only within the Maneuver, Fires, and Effects Functional Category.

(2) Command. Senior MP branch officers will continue to be centrally selected for command. Command opportunities for MP Corps officers are included within the Operations, Strategic, Recruiting and Training, and Installation categories. MP commands generally fall within four groups: Combat Support, Corrections and Detention, Criminal Investigation, and Law Enforcement. The results of the command selection process are announced in the Centralized Selection List (CSL).

(3) Officer Evaluation Report. The OER will reinforce the linkage between officer development and OPMS starting with Captain, the rater and senior rater will recommend the rated officer for the Functional Category which best suits their abilities and interests.

g. *Transition*. The separation process for MP Officers remains unchanged.

h. *Compensate*. Pay and benefits are handled through G1, with special recruiting or retention benefits staffed through the Office of the Provost Marshal General.

## **7. MP Reserve Component officers**

a. *General career development*. MP officers in the RC play a vital role in the total

force structure during peace as well as mobilization. A majority of requirements in the MP Corps are in the RC, and certain specialized organizations such as Corrections and Detention units exist almost entirely within the USAR and ARNG. To fulfill its wartime mission, the MP Corps must rely on extensive interaction with the RC. Wartime effectiveness will depend to a large extent on the quality and level of training RC MP officers receive. RC MP officers serve the same roles and missions as their Active Component (AC) counterparts.

b. *Reserve Component officer qualifications and development.* To meet professional development objectives, RC officers should rotate among Troop Program Units (TPUs) (USAR) or M-Day units (ARNG), Individual Ready Reserve (IRR), and Individual Mobilization Augmentee (IMA) assignments. Those interested in serving the National Guard or Army Reserve on a full-time basis may apply for entry into the Active Guard Reserve (AGR) program. Officers selected for the AGR program may elect to complete an active duty career in support of either the National Guard or Army Reserve. RC officers are assigned to positions in MTOE and TDA organizations; however, the vast majority of positions are in MTOE units. Their duties and responsibilities will be fundamentally the same as their AC counterparts, with the exception of those personnel management, administrative and operational requirements unique to the National Guard and Army Reserve.

(1) The RC MP officer has a challenging and complex mission. The officer should lead and train Soldiers who can achieve tactical success. The MP officer must be tactically and technically proficient and capable of executing the four MP competencies of Police operations, Detention and Security and Mobility support. Additionally, the ARNG MP officer plays a major role in preparing for and providing assistance to their state during natural disasters, sensitive public activities, consequence management events, and civil disturbances. A requirement for proficiency in both battlefield operations and peacetime MP skills usually means a wide variety of educational opportunities and challenging assignments for the MP officer.

(2) The majority of RC officers appointed for assignment in the MP Corps come from ROTC, federal and state OCS programs. All officers meet the prerequisites specified in AR 135-100 for appointment in the RC of the Army. HQDA and area commanders regulate appointment to the MP Corps as an initial branch. Additional requirements for appointment of ARNG officers are listed in NGR 600-100.

(3) Positions in all MP skills are available to RC officers. National Guard warrant officers federal recognition and related qualifications, personnel actions, professional development, are referenced in NGR 600-101.

c. *Development Model.* There are three phases of professional development for RC MP Corps officers. (See fig 16-3, RC MP Corps Development Model) These phases are related to military rank and depict broadly based goals and career opportunities at each rank so that an officer may expand capabilities and optimize performance. These objectives are flexible since the actual course of an officer's professional development and utilization will be influenced by RC requirements and the officer's strengths, experiences, performance and desires.

d. *The professional development objectives for RC officers by grade are as follows:*

(1) Lieutenant.

(a) The MP Lieutenant's first objective is to complete MP BOLC. Lieutenants appointed without concurrent active duty should complete MP BOLC within 18 months of the date of appointment. This course emphasizes leadership, tactics, training operations, maintenance, supply, and physical training. Additional areas of study include MP operations, law, communication skills, personnel administration, drivers training, and weapons training. Graduates of MP BOLC possess the technical and tactical skills, physical fitness, and leadership qualities of the MP Corps and are trained on the most critical tasks required of a platoon leader. These officers demonstrate a thorough understanding of and willingness to live by the Army values and a firm grasp of the attributes, skills, and actions that form the foundation of a competent and confident leader. Following MP BOLC, selected officers may attend such specialized courses as Airborne and Air Assault to support their follow-on assignment.

(b) The second objective is a branch material assignment with troops. Consistent with Army requirements, RC MP Lieutenants can expect an initial assignment as a platoon leader for a minimum of 24 months (with a goal of 24-36 months). This will ensure Lieutenants develop a comprehensive understanding of Army operations and military life that will provide a solid foundation for assuming the challenge of company or detachment command. Lieutenants should seek leadership positions and



every opportunity to broaden technical, tactical and leadership skills in support of the MP combat and peacetime missions. Some assignments may also be with a battalion or brigade headquarters staff. Nearly all are with CS or Detention organizations.

(c) RC MP Lieutenants are eligible for promotion to Captain when they meet the service and educational requirements contained in DA PAM 600-3.

## (2) Captain.

(a) RC officers of the MP Corps in the rank of first lieutenant or higher who have completed an officer BOLC are eligible to attend the MPCCC. The MPCCC may be taken in residence at the MP School or an RC officer may complete the MPCCC-RC, which consists of four phases in combination of distance learning (DL) and resident training, and is designed for the RC officer to complete each resident phase in an annual training period. This course is sequential; therefore, the student must complete each phase before moving to the next. Phases one and three are DL and Phases two and four are resident phases. The DL portions are taken on-line with instructor-to-student and student-to-student interaction capability either in asynchronous or synchronous mode through the MSCoE's Life Long Learning Center. Each DL phase prepares the officer to successfully complete each resident phase. The culminating event of MPCCC-RC is the Joint Warfighter Exercise (Phase four). MP, CM, and EN captains participate in this exercise, taking everything they have learned and effectively applying it throughout the exercise. The phases, coupled with the resident phases, allow instructors to keep the course material current and compliant with the Operating Environment (OE). MPCCC-RC prepares officers to command at the company or detachment level and to successfully function as a staff officer and ensure that the officers possess the technical, tactical, leadership, and physical fitness skills required to lead successfully a company or detachment.

(b) The most critical leadership position for an MP Captain to hold is commander of a company or detachment for a minimum of 24 months (with a goal of 24-36 months). Officers should seek maximum hands-on experience in a variety of MP leadership positions as Captains. RC Captains should actively pursue assignments in both TPU/M-day units and as IMAs to broaden their professional experience and enhance opportunities for training and education. Captains can expect to serve in a broad range of command and staff assignments, including a variety of generalist opportunities. MP Captains should continuously strive to develop their technical and tactical skills in preparation for a field grade assignment.

(c) RC Captains are required to complete CCC to be selected for promotion to Major. RC Captains who are serving in an active status and meet educational, performance and service requirements may be selected for promotion by a centralized mandatory board or by a unit board convened to fill vacancies.

## (3) Major.

(a) The primary professional development objective of an RC MP Corps Major is to continue to strengthen MP skills. KD assignments at this rank are battalion or brigade S-3 or XO, or deputy division/RRC PM for a minimum of 24 months (with a goal of 24-36 months).

(b) The needs of the service increasingly dictate that an officer serve in positions away from troops. KD positions at this rank include observer/controller in an exercise division in support of unit training and readiness; instructor/staff officer in an institutional training division in support of the TASS; and staff officer at a BDE or above.

(c) Regardless of their career track, MP Majors should ensure they attend DL or resident CGSC. RC officers are required to complete CGSC common core to be considered for promotion to Lieutenant Colonel, timely completion is key to remaining competitive. RC officers may attend AOWC through The TASS which has classrooms located in the Continental United States (CONUS) and overseas, or can take the common core via an ADL course

(d) RC Majors who are serving in an active status and meet educational and service requirements may be selected for promotion by a centralized mandatory board or by a unit board convened to fill position vacancies based on status. Majors not selected for promotion after consideration by two consecutive mandatory boards are not retained beyond 20 years of commissioned service unless selectively continued.

## (4) Lieutenant Colonel.

(a) Lieutenant Colonels can expect assignments to senior staff positions where they will be

employed in a variety of branch and generalist positions in units, training centers and headquarters elements. Division PM, brigade S-3 or XO, or deputy brigade commander are key assignments during this phase.

(b) At this phase, officers may be selected for battalion command or its equivalent, as identified by their JFHQ or US all-Designated Positions List. Only a very small percentage of eligible officers will actually have an opportunity for battalion command because of the limited number of command positions available. RC officers not selected for battalion command should seek out positions of increased responsibility that capitalize on skills. Promotion to Colonel without battalion command is possible based on the overall strength of the officers' file.

(c) Lieutenant Colonels are required to complete CGSC common core and AOC to be selected for promotion to the rank of Colonel. RC Lieutenant Colonels are encouraged to complete SSC, if selected by the ARNG and the USAR boards. Standards for the selection process can be found in AR 350-1.

(d) RC Lieutenant Colonels are eligible for selection to Colonel upon completion of the requisite service requirements listed in DA PAM 600-3. Lieutenant Colonels remain eligible for promotion to Colonel as long as they continue to serve in an active status and meet the selection criteria.

(5) Colonel.

(a) The primary objective for this phase is maximum use of the officer's technical and tactical capabilities and their managerial and executive skills in positions of senior responsibility.

(b) Colonels are encouraged to complete SSC. Both the ARNG and USAR conduct SSC selection boards, and standards for the process can be found in AR 350-1.

Only a very small percentage of eligible officers will actually have an opportunity for brigade or equivalent command because of the limited number of command positions available. RC officers not selected for brigade command should seek out positions of increased responsibility that capitalize on skills. Promotion to Brigadier General without brigade command is possible based on the overall strength of the officers' file.

**Figure 3. Military Police RC Development**

