

## **Military Police Branch**

### **21 June 2024**

#### **1. Unique features of Military Police branch**

a. *Unique purpose of Military Police (MP) branch.* MP enhances maneuver during large-scale combat, and multidomain operations, and leverages unique authorities to conduct persistent police and law enforcement operations throughout the spectrum of conflict. MP detects, disrupts, denies, and interdicts regular and irregular threats with specially equipped and highly trained forces in the deep operational area, the strategic support area (SSA), and in the operational support area to sustain tempo, maximize reach of US, allied and partner combat and sustainment forces. MP conducts law enforcement operations, police intelligence operations, and corrections and detention operations globally support all forces. As a significant force provider of protection capabilities in the human and physical dimensions, MP supports the Combatant Commanders in competition, crisis, and conflict. MP synchronizes protection activities with the US, host nation, partner, and allied military, police, and security forces to preserve the combat power of the force, protect key nodes, defend critical assets, protect logistics, and secure ground lines of communication. MP are empowered to conduct one or more of its five essential competencies which are unique from the foundational skills of all Soldiers: Protecting the Force, Policing, Investigations, Corrections, and Detention Operations.

(1) *Protecting the Force.* MP secure ground lines of communication throughout their area of responsibility, and throughout the depth of a Joint Area of Operation from fort (home station) to port (of embarkation), from port (of debarkation) through reception, staging, and onward movement (RSO) to the Close Area. This is synchronized with the US, host nation, partner, and allied police, military, and security forces anywhere US ground forces operate to enable the rapid employment of ground or joint combat capabilities. These enable employment when and where they are needed, including but not limited to, geo-strategic critical infrastructure, ballistic missile defense, and continuity of government.

(2) *Policing:* MP protect critical nodes and resources from disruption in close coordination with host nation police forces. During competition, crisis, and conflict, MP provide police intelligence to identify and neutralize criminal or defeat irregular forces along critical nodes. MP also manage dislocated civilians to enable freedom of maneuver. MP forces advise and assist commanders with crime prevention and investigative capabilities necessary to preserve the force, safeguard families, and secure camps, posts, and stations around the world. MP operate within the human dimension to detect, deter, degrade, and enforce the Uniformed Code of Military Justice against criminal activity that erodes force readiness, mission effectiveness, and operational success. Because of this unique competency as Federal Law Enforcement Officers, MP are trained to conduct policing in both developed and austere areas and, if necessary, with other state, federal, joint, or host national law enforcement organizations.

(3) *Investigations:* MP provide criminal investigation expertise to the Army to reduce fear, crime, disorder and help commanders maintain good order and discipline, and readiness. The expertise is employed in many forms, from traffic accidents, domestic violence, and misdemeanor investigations common to our installations. MP also respond to, initiate, investigate, and transfer criminal investigations that rise to the felony level to the Department of the Army Criminal Investigations Division (DACID).

(4) *Corrections:* In the continental United States (CONUS) and around the world, MP conduct expert corrections in support of commanders to assist them with the enforcement of good order and discipline, secure, and rehabilitate those US prisoners confined within the US Army Corrections System (ACS). The ACS maintains and certifies US Army correctional facilities and administers the confinement of military prisoners for deterrence, incapacitation, and rehabilitation, in accordance with DoD policy.

(5) *Detention Operations:* MP conduct expeditionary detention to support deployed commanders to conduct detainee operations to sustain the tempo of maneuver forces and reduce delays to sustainment forces, and to provide the care, custody, and control of those detained under the Law of Armed Conflict and Rules of Engagement. Detention operations include capture, initial detention, screening, transportation, treatment, protection, housing, transfer, and release of a wide range of persons who could be categorized as detainees. Detention Operations include (ADP 3-37):

- (a) Interning US military prisoners in forward locations.
- (b) Interning privileged belligerents and enemy prisoners of war, unprivileged belligerents, retained personnel, and civilian internees.
- (c) Supporting host nation corrections and detention reform.

b. *Unique competencies performed by the MP branch.* The five critical competencies of MP enable the rapid, sustained, and efficient movement of friendly forces due to its unique integration of combat and policing skills. MPs integrate with host nation or local police forces without reducing the available combat power of maneuver forces. MP units operate in any environment, in support of any commander or federal agency, and execute with the credentialed authority of a federal law enforcement agency validated by DoD Peace Officer Standards and Training (POST). MP thrive in joint, interagency, intergovernmental, and multinational (JIIM) environments and thus are a force of choice. Its five critical competencies require unique skills that can only be found in the MP Corps:

(1) *Protecting the Force.* Using expertise gained while conducting home station law enforcement or defense to civil support agencies, MP are experts at identifying, deterring, resolving, or mitigating risks to the force, critical assets, key partners, and the mission. Using physical security, Anti-Terrorism / Force Protection (AT/FP), protected logistics, Mission Assurance, and the latest identity intelligence (I2) or police intelligence capabilities, MP work closely with other federal, state, or local agencies along with military or defense intelligence organizations to identify threats or trends that require immediate action or further investigative activities. Additionally, due to MP peacetime operations, MPs are experts at employing the principles of mission command making MP units capable of operating in small elements far from command and control (C2) nodes and with minimal oversight. The use of police intelligence and I2 capabilities enables proactive threat detection and elimination or provides maneuver commanders with information that informs their assessment of the operating environment.

(2) *Policing.* Policing involves both proactive data-driven crime reduction activities and law enforcement operations. Law enforcement at home stations or in forward operating areas, during defense support to civilian authorities (DSCA), or other-directed locations and environments, can only be conducted by MP. As federally credentialed law enforcement professionals, MPs are proficient at providing and projecting law enforcement capabilities and expertise anywhere in the world. MP are certified in less-than-lethal capabilities, unarmed self-defense, and highly trained in compliance with the standing rules for the use of force including de-escalation and interpersonal communication. MP are experts in carefully balancing their combat and law enforcement roles, ensuring commanders at all echelons can preserve and employ their combat power when and where it is needed.

(3) *Investigations.* MP Investigations are provided to the Army through the expertise of MP Soldiers. This expertise is employed in many forms: AR 15-6 investigations conducted by officers in Garrisons, traffic accident and misdemeanor investigations common to our installations, and complex and proactive data-driven policing operations. Investigative skills developed in Garrisons 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 as well as identity and police intelligence operations both at home station and abroad.

(4) *Corrections.* When members of the force fail to comply with military or federal law, they may be ordered into confinement using a non-judicial or judicial process. When this occurs, Commanders rely on the MP to take custody of, safeguard, care for, and rehabilitate service members so they can either return to the force as effective members or they can return to civilian life as quality members of society. Conducting military corrections is critical to our preparation for and execution of detainee operations, a critical component of all combat operations.

(5) *Detention Operations.* As a core discipline for the Military Police Corps, detention operations enable us to protect the force, enable maneuver, and shape the security environment in support of combat operations and decisive action against any enemy in any operating environment. Detention Operations begin at the point of capture, through movement to a detainee collection point, detainee holding area (division or corps), or a theater / strategic detention facility, and end with detainee transfer, release, or repatriation.

c. *Unique features of work in the MP branch.* MP officers can command at the company grade through the general officer ranks and are vital members of the Army and Joint staffs at every level. Their growth as leaders who thrive in decentralized environments makes them well suited to operate as members or leaders in high-intensity organizations across joint and multi-national forces. MP officers have the most experience operating in the protection sphere of operations and planning both unilaterally and multi-laterally. MP are the choice to lead protection directorates in the Army and Joint Headquarters. MP

integrate effectively with maneuver and sustainment leaders and planners as they are often relied upon to preserve their combat power through deliberate threat disruption, mitigation, or defeat. MP are called to conduct security assistance training in remote corners of the globe without other military forces nearby. MP are tasked with being a part of or leading joint task forces, leading the synchronization and integration of protection capabilities in close coordination with partners. MP assist military intelligence professionals to understand the environment through a policing framework within the human dimension. MP officers can:

- (1) Command at every level of our Army.
- (2) Lead policing organizations to manage proactive law enforcement and police investigations.
- (3) Lead staffs at every level of our Army, in the joint force, interagency, and multi-national organizations.
- (4) Advise Commanders, across all components and in the joint force and multi-national forces, on all matters of policing, investigations, corrections, or detainee operations.
- (5) Lead or participate in the development of operational plans, contingency plans, component support plans, campaign plans, or other plans, as part of a member of a staff in Army, Joint, or Multi-national Headquarters.
- (6) Synchronize policing operations with local, state, federal, host nation, or other interagency partners in the US and around the world.
- (7) Advise and assist police and security forces in an expeditionary and LSCO environment.
- (8) Develop doctrine and policy covering all aspects of MP core competencies.
- (9) Lead protection planning, collaboration, and the execution of the Protection WfF and Army Protection Program for the commander in coordination with the host nation, partners, Allies, and the joint force.

## **2. Officer characteristics required**

MP officers are skilled in leadership at all levels; experts in MP doctrine, tactics, techniques, and procedures, knowledgeable in the fair and impartial enforcement of the UCMJ, and the Protection WfF; possess strong Army values, leader attributes, and leader skills; can quickly adapt to changing dynamics when dealing with people in the human dimension and encountering complex situations; and fully understand the key leadership actions that must be taken to ensure success. Additionally, there are branch-unique knowledge, skills, and behaviors that require professional development.

a. *Unique skills.* MP officers are confident and competent in the collective tasks of all MP core competencies and capable of leading protection efforts as leaders or members of staff at every level of the Army and in the joint environment. MP officers are skillful at operating in the human dimension. MP must exercise the principles of mission command and balance the different challenges associated with conducting large-scale combat operations, protecting the force and families, preserving combat power, conducting policing operations, and safeguarding critical assets. MP uniquely conducts military corrections, and detainee operations, and provides critical enablers to the interagency or special operations communities as enthusiastic community leaders that conduct law enforcement operations. As the operational tempo of MP leaders remains high, in deployed or non-deployed environments, protecting the Army is a persistent mission that must be done deliberately, proactively, and professionally every day, and at every location. MP officers must be specifically skilled at:

- (1) Human dimension interpersonal skills.
- (2) Policing to include law enforcement, investigations, and crime reduction strategies.
- (3) Providing criminal or police intelligence support.
- (4) Conflict resolution and de-escalation in high-stress and volatile environments.
- (5) Employment of the standing rules of the use of force, graduating from verbal warnings and less than lethal capabilities to the use of military working dogs and use of deadly force.
- (6) Protected logistics.
- (7) Occupational Risk Management.
- (8) Detainee operations.
- (9) Military Corrections.
- (10) Anti-terrorism.
- (11) Physical Security / Force Protection.
- (12) Emergency Management.
- (13) Protection WfF integration into current and future operations.

b. *Unique knowledge.* MP officers have the technical competence in local laws, policing techniques, and police intelligence that drive proactive data-driven crime reduction efforts in any operating environment, globally. They understand the laws, regulations, policies, agreements, or other shaping documents wherever they operate to maximize the effective and efficient conduct of military operations and to enable MP leaders to properly advise commanders at all levels. MP officers use this understanding and their tactical competence to effectively lead operations that preserve combat power and enable the sustainment of operational tempo. MP officers understand the capabilities and vulnerabilities of the forces they are tasked to protect.

c. *Unique attributes.* The knowledge, skills, and behaviors (KSBs) needed to function as an MP officer supplement the 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 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 are in a trusted position to enforce the laws, policies, and standards of the Army. MP officers must demonstrate unwavering commitment to the Army Values, maintain high standards of conduct, and possess integrity that is beyond reproach. MP officers are physically fit, mentally agile, and emotionally resilient. All MPs are empathetic, active listeners, and professional to those that we serve.

(2) Professional attributes. MP officers must demonstrate professionalism that reinforces the Army's values, standards, and traditions. Skill proficiency, dedication, teamwork, and flexibility, coupled with dignity and respect for others, highlight the essential traits demanded of every MP Soldier, regardless of rank. These professional attributes form the basis for the trust 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 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 in unique opportunities utilizing their unique skills. Some MP officers may be assigned in a joint or NATO billet. MP officers are selected as experts in protection and operate in intergovernmental or interagency organizations. These include the Drug Enforcement Administration (DEA) or Federal Bureau of Investigation (FBI), the Joint Terrorism Task Forces, the Secretary of General Staff, and the Office of Legislative Liaison. MP officers may also serve in Recruiting and Cadet accessions assignments that broaden understanding, recourse management, community outreach and partnership, and campaign planning. MP officers also gain exposure to the management of the Department of the Army Civilians (DAC) and other branches and civil authorities. MP officers in these positions provide cultural, ethical, political, and ideological factors that transcend society.

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

a. *Career Progression.* The MP Branch is a part of the Operations Division, but MP Officers can expect to operate across all divisions. This places great emphasis on development through professional military education, leading Soldiers in all environments, assignments to key developmental (KD) positions, self-development, and competing for broadening opportunities.

b. Company grade officers. MP company grade officer key developmental (KD) assignments include Platoon Leader, Desk Operations Branch Chief in Law Enforcement Activities (LEA), and Detachment / LEA / Company level command. MP Company grade officers hone their skills and become experts in the application of police and law enforcement tactics across the spectrum of operations in a diverse range of operational environments.

c. Lieutenant.

(1) Education. MP Lieutenants will complete the Basic Officer Leader Course (BOLC) before reporting to their first duty station. BOLC emphasizes leadership, tactics, policing, training operations, maintenance, supply, and physical training. Lieutenants graduate BOLC POST certified. Additional

areas of concentration include MP Law and Order (L&O) operations, driver training, weapons training, communication skills, and personnel administration. 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 five 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 the willingness to live by the Army Values. MP Lieutenants possess a firm understanding 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 Interservice Nonlethal Individual Weapons Instructors Course (INIWIC), Special Reaction Team (SRT), Anti-terrorism/Force Protection (AT/FP) Program Manager (designed for those engaged in AT/FP at brigade level organizations or higher), Domestic Violence Intervention Course (DVIT), Crime and Criminal Intelligence Analyst Course (CCIAC), Airborne, Air Assault, Ranger or Sapper School, to support follow-on assignment requirements and to complement professional development.

(2) Key Developmental (KD) Assignments. Following an MP Lieutenant's initial branch assignment, Lieutenants are required to complete KD time. Options for KD include a Platoon Leader within an MTOE MP company, a Detention / Corrections MP company, or a Desk Operations Branch Chief in an LEA. All Lieutenants should serve a minimum of 12-18 months in a KD assignment. While serving in a KD assignment, 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 in a KD assignment include conducting police/detention operations with platoons and serving as a duty officer/watch commander which enhances their tactical skill set at the platoon level. Beyond a KD assignment, Lieutenants should take advantage of opportunities to broaden their technical, tactical, and leadership skills in additional or broadening assignments such as Company XO or staff officer positions at battalion or brigade level (MP or BCT) or within an installation PM/DES office. Participation in a combat or operational deployment or other real-world operational mission is especially valuable in preparing Lieutenants for company or detachment command in today's expeditionary Army.

(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 receiving 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 before a promotion to Captain. The 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, no later than 3 months before the requested DCP start date.

#### d. Captain.

(1) Education. Officers are eligible to attend the MP Captain's Career Course (MPCCC) between their 3rd and 8th-year of commissioned service. Select officers 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, LEA, or Detachment Command of any type are the KD assignments for a Captain. A command 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. Some Captains may be offered a second command of units such as BDE or higher HHCs or recruiting.

(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 (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, G34 operations officer, observer/controller/trainer (OC/T) or

BCT PM or ACOM, ASCC or DRU level. Attendance at branch-specific functional training courses is encouraged, depending on timing and opportunity. Opportunities exist to attend the following courses: Law Enforcement Senior Leaders (LESL) course, AT Level II Program Manager course, Crime and Criminal Intelligence Analyst Course (CCIAC), Special Reaction Team (SRT) Courses, C-USAS/sUAS planner course, Protection Integrator Course (PIC), Protective Services Training Course (PSTC), Interservice Non-Lethal Individual Weapons Instructor Course (INIWIC), and the Physical Security Course.

(4) Captains are also eligible for nominative or generalist jobs, such as USMA faculty and staff, Cadet Command, Recruiting Command, Omar Bradley Fellowships/Joint Staff/HQDA Fellowships, and Aide-De-Camp. Assignment to one of these career-enhancing opportunities is discussed between the officer 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 the combat training center (CTC) observer/controller/trainer (OC/T) 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. Several 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 (ACS) Program and the Performance Based Graduate School Incentive Program (PB-GSIP). These programs are generally focused on officers in their 8th to 12th-year. MP Branch focuses ACS allocations on competencies such as corrections, criminal justice, or security management. The goal of the PB-GSIP, offered post-commissioning to officers with high potential, is the 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 (e.g., Corrections Master to the United States Disciplinary Barracks or a like unit). MP officers may attend a partially funded cooperative degree program while attending MPCCC, or through competitive broadening opportunities such as the General Omar N. Bradley (JCS/OSD/ARSTAF) Fellowship, as well as the USAMA Blue Book program. 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. Field Grade Officer. In the field grade ranks, the focus for MP Officers is to develop skills and expertise in the application of law enforcement authorities across the spectrum of conflict and in a range of operational environments. Critical troop-leading related duty positions include Battalion S-3, Battalion XO, Brigade S-3, Brigade XO, Deputy Division Provost Marshal (PM), SAMS Planner, Installation Deputy Director for Emergency Services (DES), Battalion Command, and Installation DES. MP field grade officers should also serve within a division, Corps, or Field Army PM cell or MP-coded staff positions within the command post (e.g. Protection Cell). MP field grade officers may also serve in a detention operation unit on staff or as a commander. Other professional development assignments include instructor duty at the MP School or one of the senior leadership institutions, e.g., Command and General Staff Officers' 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. A small number of officers are selected for the School of Advanced Military Studies (SAMS). SAMS utilization tours are key developmental assignments and are completed upon graduation from CGSOC. MP officers should spend 12 months, with a goal of 18-24 months, in the MAJ KD positions listed below. Regardless of the duty position, individual success is ultimately and inseparably tied to performance and potential. It is in the field grade ranks where MP officers should look to become joint qualified when they get the opportunity to be competitive for higher level command opportunities.

f. Major.

(1) Education. Command and General Staff Officers' Course (CGSOC), including foreign and sister service CGSOC options, for Majors are required for their professional development and promotion. Officers should continue to pursue other professional development goals including 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, active component basic branch officers attend a 7-month Advanced Operations and Warfighting Course (AOWC) at Fort Leavenworth, KS, 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 Level-I qualified. History, leadership, and joint instruction receive heavy emphasis throughout the curriculum. Simulations are used extensively to drive learning, and officers have multiple opportunities to practice their warfighting competencies and skills. Other valuable qualifications include language skills and proficiency.

School of Advanced Military Studies (SAMS) – Advance Military Studies Program (AMSP). Following successful resident or field completion of CGSOC, MP officers may compete to attend the Advanced Military Studies Program (AMSP) at Fort Leavenworth. This one-year resident course offers officers of all branches a rigorous graduate-level education that prepares officers to be agile, adaptive leaders capable of critical and creative thinking at strategic and operational levels of conflict. MP AMSP graduates receive a master's degree in Military Operational Art and Science. Graduates can be expected to serve in high-level staff positions at multi-star commands for a one-year utilization tour in a KD position reserved only for AMSP graduates working on some of the toughest problems facing today's Army. After the utilization assignment, the MP officer should seek an additional 12 months in MAJ KD positions.

(2) Self-Development. MP Majors should strive to complete a master's degree before competing for promotion to Lieutenant Colonel (LTC). Advanced Civil Schooling is still available for Majors and is recommended for post-KD Majors who still do not possess a master's degree. MP Majors, who are post-KD, are encouraged to seek joint experience as well as attendance to JPME II.

(3) Key Developmental Assignments. KD assignments include Battalion or Brigade S-3 or XO in any capacity or unit, Chief of Operations at the Disciplinary Barracks, SAMS Planner, Deputy Division PM, Field Army or Corps G34 / Protection Operations Officer, Installation Deputy DES or PM (when authorized MAJ or higher), and Joint Regional Corrections Facility (JRCF) Commander (when authorized a Major), or CID Field Office Commander (when authorized a Major). Majors should complete a minimum of 12, with a goal of 18-24 months in KD assignments.

(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 experience. Other typical assignments include Corps staff, ACOM, ASCC, DRU/Joint/DoD/Army staff, CGSOC faculty and staff, USMA faculty and staff, Inspector General, service school instructor, or RC support. Majors can also serve in other branch/generalist 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 assignments can include post KD fellowships, TWI, Military Police Exchange Program, Military Police Security Force Assistance Team (SFAB), ASCC staff, Mission Command Training Program (MCTP), Joint Staff/HQDA Fellowships, NATO assignments, USAMPS Staff, OPMG Staff, Chief of Strategic Initiatives (USAMPS or OPMG), and Executive Officer for a GO.

g. 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 an 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 KD assignments for LTC are Battalion Command and Division Provost Marshal identified through the Centralized Selection List (CSL) process. An HQDA central selection board will select a limited number of officers for battalion command and key billet positions. Selection rates for commands 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 installation DES or PM (when authorized a LTC), brigade S-3 or XO, deputy brigade commander, OPMG division/branch director, USAMPS staff, and

deputy Field Army or deputy Corps PM. MP LTCs that are post-KD should seek joint experience and attendance to JPME II.

(4) Broadening Assignments. Officers can also be assigned to JIIM/DoD/Army/NATO/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.

h. Colonel.

(1) The primary objective during this phase of an officer's career is to maximize the use of their technical and strategic capabilities, leadership and management skills, and other executive skills in positions of senior responsibility. Officers who have obtained the rank of Colonel are expected to run projects, systems, and program portfolios in the operational and strategic realms of Army or Joint operations. A wide variety of critical positions are available, including Corps, Field Army, ACOM, ASCC, NATO or DRU PM, service school director, OPMG division director, protection directors, and JIIM/DoD/Army staff assignments.

(a) An HQDA centralized board will select a limited number of officers for brigade command and Corps Provost Marshal key billets identified through the CSL process. Selection rates for command and key billets vary due to the number of commands available and the year group size.

(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, US Army Recruiting, USMA faculty and staff, Inspector General, and NATO which may or may not be directly related to the MP branch but are important to the Army. The priority for Former Brigade Command (FBC) and Former Key Developmental Positions assignments is Military Police coded critical assignments. These critical assignments include Assistant Commandant, IMCOM PM, and PMG XO as examples.

(c) Joint assignments. MP officers can expect to be considered for joint duty assignments worldwide. After assignment to a CSL or non-CSL billet, or after serving as a former Brigade Commander or Corps Provost Marshal, 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 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, Interagency Fellowships, or the United Nations, NATO, DEA, and FEMA, as well as MP branch representatives at Allied service schools.

*i. 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 KSBs that require professional development.

(2) MP warrant officers must possess expert knowledge and skill in investigations, policing, and protection. 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) Supervise and lead teams of Special Agents through the course of 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 subordinates.

(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.

(4) 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 Commandant, and satisfactory completion of all required training (see AR 195-3), for authorities and applicability to Active Army, the Army National Guard, and the US Army Reserve).

(2) MP warrant officers serve as accredited and credentialed Department of the Army Criminal Investigation Command (DACID) 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 Warrant Officer Candidate School (WOCS) and appointment to the grade WO1, each officer will attend Warrant Officer Basic Course (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 Field Office, or as a team chief at a mid-sized or small Field 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 S~~D~~ACID~~C~~ 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 possesses a baccalaureate degree, the 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 at both FORSCOM and TRADOC/IMCOM installations and deployments in order to expose Team Chiefs to a variety of felony level investigations.

(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 Warrant Officer Intermediate Level Education (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 Field Offices or Assistant Special Agents in Charge (ASAC). Those demonstrating exceptional performance may have the opportunity to serve as special agents in charge at the office level or mid-size CID Field Office. 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 an SGL).
4. Warrant Officer Advanced Course manager (recognition as an 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 required for consideration for CW4 unless serving as a Poly or DFE.

#### 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 DACID Field Offices. 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 DACID Office of the Inspector General as an assistant IG/technical inspector. Selection for these assignments is contingent upon approval from the CG, DACID and vetting by The Army Inspector General. Other select CW4s may serve a broadening / career enhancing assignment within the DACID Director of Training and Education as the Chief.

(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 Field Office. 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 DACID Office of the Inspector General as the senior technical inspector. Selection for this assignment is contingent upon approval from the Director, DACID 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. DACID Command Chief Warrant Officer.

(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 officers is to produce and sustain highly qualified 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 in the AIM process from officers for assignments that 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 in the sequence of assignments. Typically, MP officers should seek the following assignments: MP BOLC, platoon leader, desk operations branch chief in an LEA, staff officer in an MP battalion or brigade, installation PM operations officer, MPCCC, company/LEA/detachment command of any type, USAMPS Instructor, battalion/brigade/division staff, nominative assignments, CGSOC, battalion S-3 or XO or brigade S-3 (as a Major), SAMS Planner, Field Army/Corps G34 operations officer, JIIM opportunities, battalion command (CSL), division PM (CSL), installation PM, deputy Corps PM, Senior Service College (SSC), brigade command (CSL), Corps PM (CSL), Field Army protection director and ACOM, ASCC or DRU PM.

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

(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 KSBs 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 officers should seek the opportunity to perform 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 successfully served in key developmental leadership positions listed above. These positions are critical in that they ensure the MP officer can 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 or desk operations branch chief in an LEA. Lieutenants should serve in KD for a minimum of 12 months, with a goal of 18-24 months. MP Lieutenants should be afforded maximum opportunities where they can develop their professional policing skills by serving as Military Police Duty Officers or Corrections Watch/Duty Officers and learning the fundamentals of the Military Working Dog program.

(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 Captain Career Course will be considered to have met this educational prerequisite.

(2) Captains should serve as a company, LEA, or detachment command of any type for a minimum of 12 months, with a goal of 18-24 months. MP Captains, by position, are recognized by Army leaders as experts in our core law enforcement and correction missions. Post-command Captains should have a professional knowledge of the fundamentals of law enforcement and corrections management and be ready to assume positions of greater responsibility as members of a Directorate of Emergency Services (DES), or as staff at higher echelons.

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

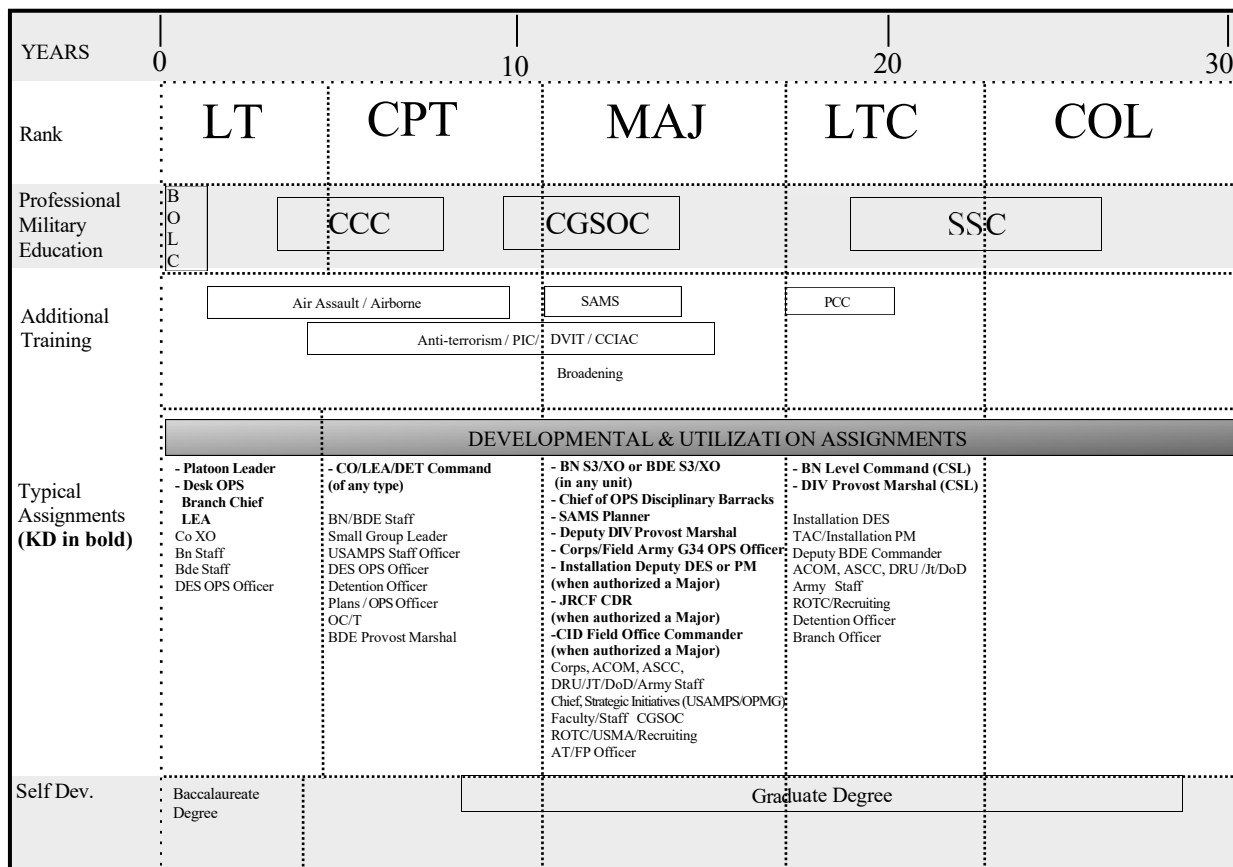
- (1) Complete CGSOC.
- (2) Serve a minimum of 12 months, with a goal of 18-24 months, as a Battalion or Brigade S-3 or XO in any capacity or unit, Chief of Operations at the Disciplinary Barracks, SAMS Planner, Deputy Division PM, Corps G34/Field Army Protection Operations Officer, Installation Deputy DES or PM (when authorized a Major), Joint Regional Confinement Facility Commander (when authorized a Major), and CID Field Office Commander (when authorized a Major).

(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 (CSL) or Division Provost Marshal (CSL). If selected by an HQDA board, MP Lieutenant Colonels should complete 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:

- (1) Brigade Commander (CSL) or Corps Provost Marshal (CSL).
- (2) Branch-related positions on joint/DoD/Army/ACOM, ASCC, or DRU or multinational staffs; ACOM, ASCC, or DRU PM; or senior director at USAMPS or other service schools.
- (3) Staff or faculty position at an CGSOC-equivalent service school or USMA.
- (4) Division chief or higher position on joint/DoD/Army/ACOM, ASCC, DRU, NATO, or interagency staff.
- (5) Division or Corps G3 or Chief of Staff.
- (6) Nominative or specialized position outside of DoD.

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



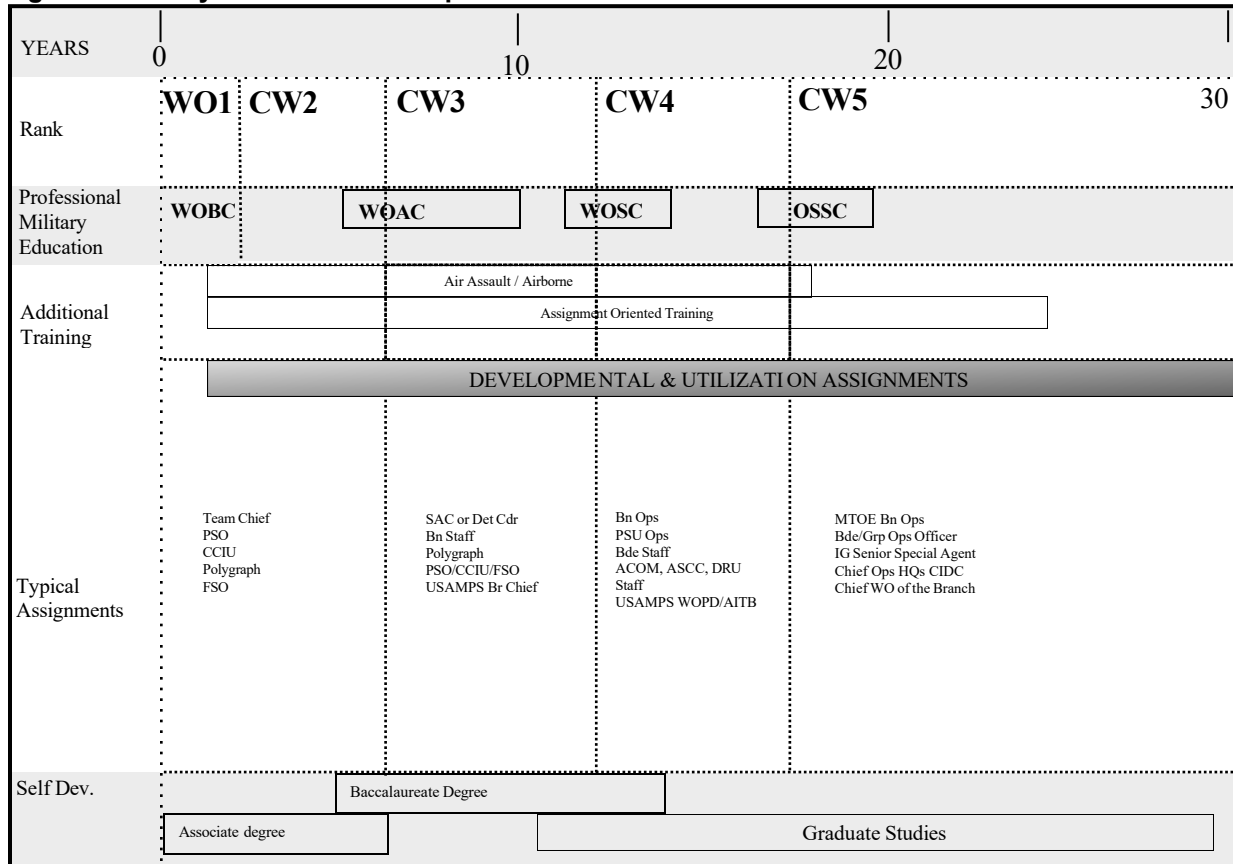
*b. MP Warrant Officer CID Special Agent preferences and precedence.*

(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 that 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 in 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 Field Office, MP Warrant Officer Advanced Course, Special Agent-in-Charge of a large CID Field Office or CID Field Office commander, MP School instructor, Battalion/Group investigative staff officer, MP Warrant Officer Staff Course, battalion operations officer, DACID 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.

c. *MP Warrant Officer CID Special Agent Assignments.* Figure 16-2 displays an MP branch timeline 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 HRC MP branch assignment officer.

## 6. Officer life-cycle initiatives for MP Corps

a. *Structure.* Any changes to the authorizations of MP units will be based on 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 will meet the physical and aptitude requirements specified in AR 40-501 and DA PAM 611-210. 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 on 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*. The goal of the MP branch is to coach MP officers in their assignment preferences based on the officer's unique talents. The goal is to develop their individual KSBs and broaden their experience base to best prepare them for higher levels of responsibility and service to the Army. Officers compete in the Market for the opportunity to serve in operating force and generating force assignments to fully develop their knowledge of how the Army operates. Officers may also rotate between CONUS and OCONUS assignments. Officers will have more time to gain the requisite skills in their branch and their branch/functional area generalist assignments. Career managers will coach MP officers to rotate between assignments to ensure they develop the full range of KSBs necessary to perform as senior combined arms leaders.

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 ILE. Officers selected for Colonel should complete SSC if selected by a HQDA board.

e. *Deploy*. MP officers are warfighters who remain personally and professionally prepared to deploy worldwide at all times. Whether assigned to MTOE units or TDA-organizations, all MP officers must be deployable to support Unified Land Operations for Combatant Commanders 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 officers must prepare themselves and their Families for this most challenging experience.

f. *Sustain*.

(1) Promotion. MP officers will compete for promotion in the Operations Division.

(2) Command/Key Billets. Senior MP officers will continue to be centrally selected for command and key billets. Command and key billet 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; key billets are DIV and CORPS/ASCC PMs. The results of the command/key billets 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. Most requirements in the MP Corps are in the RC, and certain specialized organizations such as 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), 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, most positions are in MTOE units. Their duties and responsibilities will be fundamentally the same as their AC counterparts, except 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 to achieve technical and tactical success. The MP officer must be tactically and technically proficient and capable of executing the four MP competencies of Police operations, Detention, 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 must 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 the appointment of ARNG officers are listed in NGR 600-100.

(3) National Guard warrant officer federal recognition and related qualifications, personnel actions, and professional development, are referenced in NGR 600-101.

*c. Developmental Model.* There are two career paths available for Reserve component officers; Traditional Troop Program Unit (TPU) in which the officer usually serves 24 - 48 Multiple Unit Training Assembly (MUTA) days and up to 29 annual training days per year, and Active Guard Reserve (AGR) in which the officer serves in the Army Reserve full time.

*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 with 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 Lifelong 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 all 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 successfully lead 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 ILE. RC officers are required to complete ILE 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 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 ILE common core and AOC to be selected for promotion to the rank of Colonel. Although not required, following ILE common core and AOC completion, RC Lieutenant Colonels are encouraged to compete for, and complete SSC to better contend for promotion to Colonel. 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 remains eligible for promotion to Colonel as long as they continue to serve in an active status and meet the selection criteria.

### (5) Colonel.

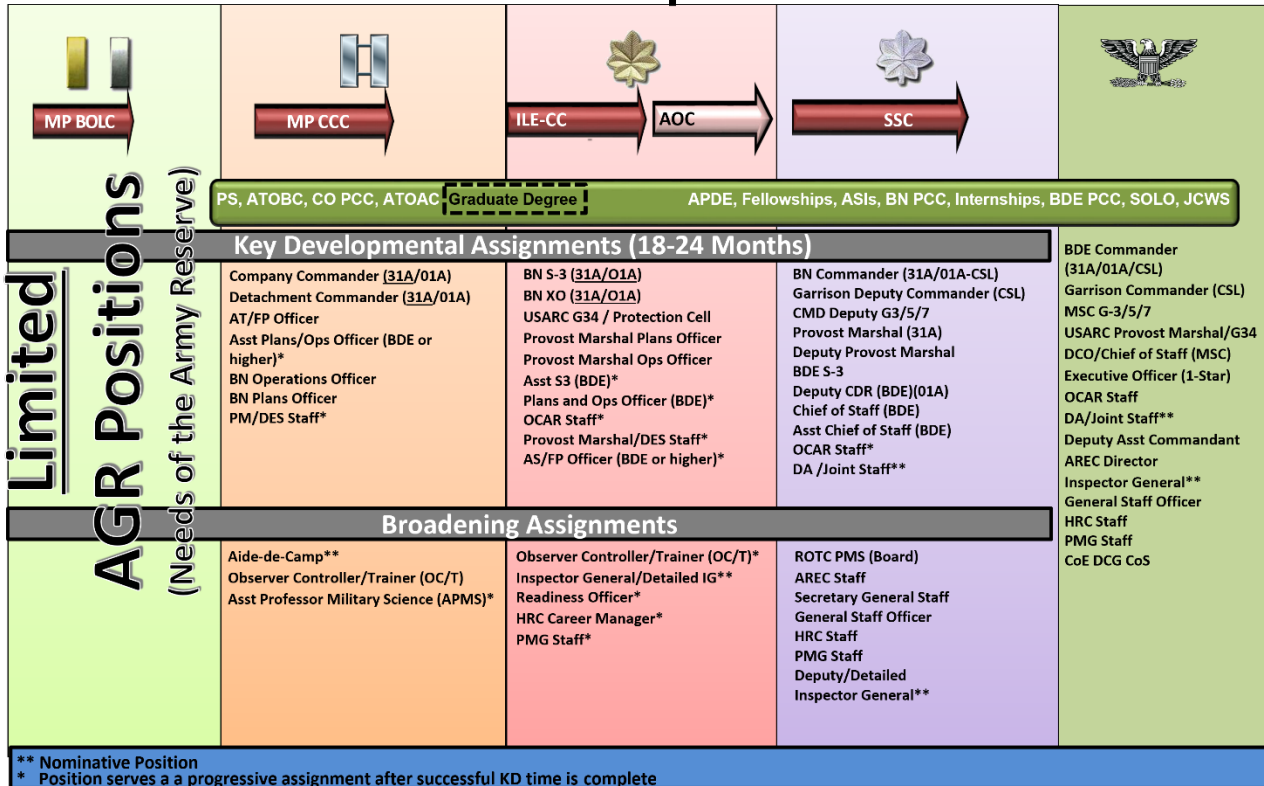
(a) The primary objective for this phase is the maximum use of the officer's technical and tactical capabilities and their managerial and executive skills in positions of senior responsibility.

(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 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

# AGR 31A Officer Career Development Timeline Proposed



\*\* Nominative Position

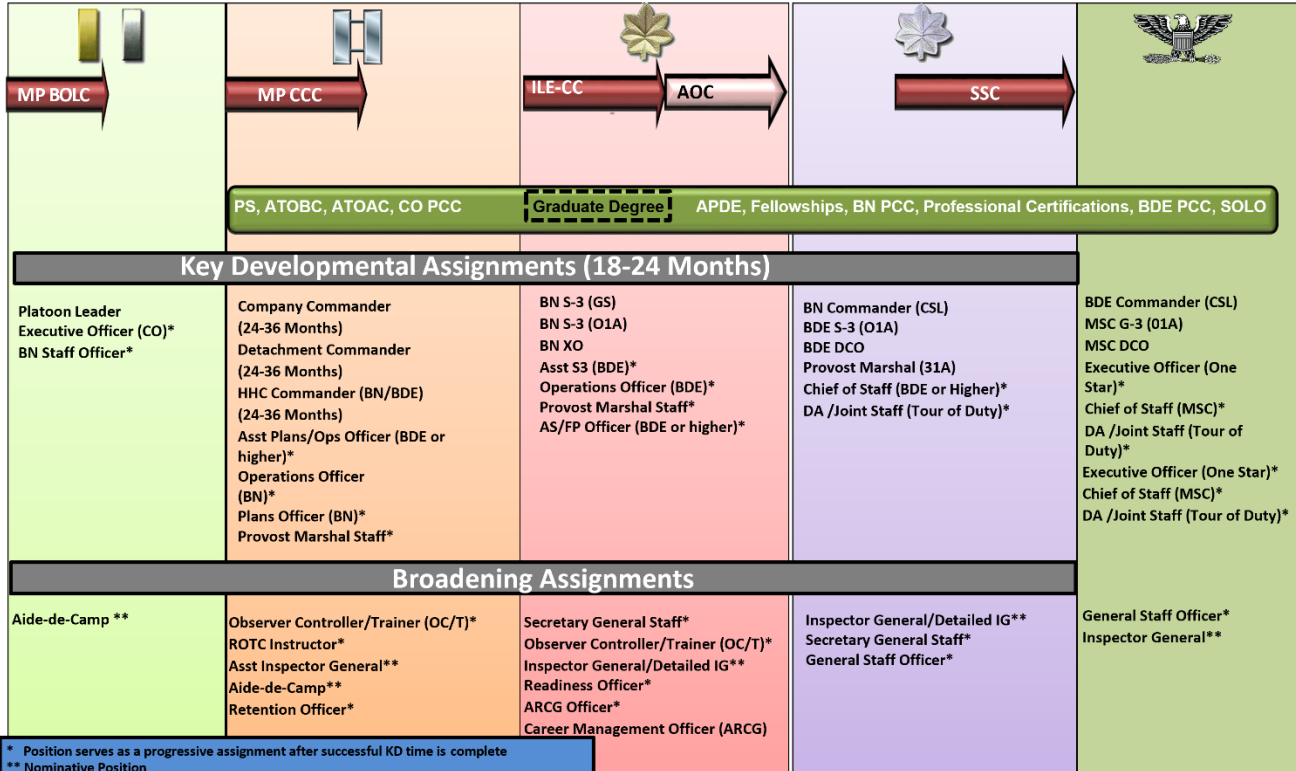
\* Position serves a progressive assignment after successful KD time is complete

As of: 20230330

Note: 01A (non-31A) positions available at all rank levels

CU

# TPU 31A Officer Career Development Timeline Proposed



As of: 20230301

/UNCLASSIFIED