



INSIGHT



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photo by Bob Bills

Alexander earns third star

Keith B. Alexander, commanding general, U.S. Army Intelligence and Security Command, is promoted from major general to lieutenant general by Gen. John M. Keane, acting chief of staff of the Army, with the help from Alexander's wife, Debbie, during a ceremony in front of the Nolan Building July 2.

Tides of change swirl at INSCOM

By Lt. Gen. Keith B. Alexander
commander, INSCOM

“There is a tide in the affairs of men, which, taken at the fold, leads on to fortune; omitted, all the voyage of their life is bound in shallows and in miseries. On such a full sea are we now afloat, and we must take the current where it serves,

or lose our ventures.” Shakespeare, Julius Caesar, Act IV, Scene III.

Looking at the words of Brutus as he urged his companions to grasp the advantage that time and commitment to their cause were offering, I am moved to compare his poetic speech to the circumstances we – as a Nation and

a command – find ourselves in today.

This is my last chance to “talk” to each of you in this personal way, to share with you my feelings about this outstanding organization, its wonderful, dedicated workforce and the waves of change on which we find ourselves.

Nowhere, has the current of

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transformation been as eagerly sought or as enthusiastically accepted as here at INSCOM. When I assumed command more than two years ago, the world was a different place and the work of intelligence was performed in traditional, methodical ways. The world community had received indications and warnings that the nature of conflict might be turning: the first World Trade Center attack, the embassy attacks in Africa, and the U.S.S. Cole bombing. Still, it seemed to all but a few that these were isolated incidents.

But then, with the attacks on the World Trade Center, the Pentagon and the crash of United Airlines Flight 93 in Pennsylvania, all Americans could see that the tide had turned in an abrupt and alarming way. It was immediately evident to us that we would have a definitive part to play in the new war on terrorism.

Following the tragedy of 9/11 you revealed to the Army and the Defense Department what I had always known, that I had been given command of one of the military's premier intelligence organizations. As a result of your efforts from February to September 2001, INSCOM was well into its transformation and certainly well ahead of the intelligence community. New tactics, techniques, and procedures; new systems with powerful visualization tools; new organizational structures; and some new organizations. Timelines had been reduced while mis-



photo by Bob Bills

Alexander addresses INSCOM after his promotion July 2.

sions had been expanded; and throughout it all, you, the people who make this command one of the Army's best, never faltered.

Deployments and reserve call-ups were flawlessly executed, 24/7 work schedules were taken in stride, and building and equipment renovations and replacements were accepted for the inconveniences they are – but none of these factors kept you from getting the job done and to a standard that would make any commander proud.

INSCOM's major subordinate commands rose to the challenge of doing business in a whole new way, and in many cases they became the instigators of change. From Kosovo to Afghanistan and from the Philippines to Iraq, the excellence of your work and your work ethic remain the best representatives of our command to our customers.

America, our Army, and our INSCOM are indeed afloat on a full sea of change, but unlike some others we are thriving in that environment and through our endeavors we have helped secure the future of our Nation.

Last week, I exchanged the familiar halls of the Nolan Building for the complexity of the Pentagon. I look forward to the opportunities my next assignment offers and I know I'll still see many of you frequently, but I also know that I'll miss the daily interaction with the wonderful soldiers, civilians, contractors, and families of INSCOM.

I'll never forget the successes you made possible, your loyalty, your courage and devotion to duty. I won't say "good-bye," because the intelligence community is small and the Pentagon is close. However, I will say God Bless each of you, our Army, our command, and God bless America.



photo by Bob Bills

Rumsfeld visits INSCOM

Maj. Gen. Keith B. Alexander, commanding general, U.S. Army Intelligence and Security Command, gives Donald H. Rumsfeld, secretary of defense, a tour of the Information Dominance Center in the Nolan Building June 23. During his visit, Rumsfeld received thorough briefings on INSCOM collaborative intelligence efforts and the command's advanced capabilities and visualization tools.

Intelligence, maintenance jobs offer enlistment bonus

WASHINGTON (Army News Service, June 27, 2003)

Bonuses are being offered in four more specialties this month for new recruits, but the number of jobs paying cash advances for enlisting is still down compared to last year.

Not only are the enlistment options down for individuals coming into the Army, soldiers currently serving have limited re-enlistment options, and that

probably won't change until late next fiscal year, said Sgt. Maj. James Vales, retention sergeant major for personnel and administration.

Because of intense recruiting, the U.S. Total Army Personnel Command is only offering enlistment bonuses for 56 of the Army's 240 military occupational specialties — down from last year's 76, said Sgt. Maj. Alphonsa Green, the

senior recruiting policy non-commissioned officer for the Office of the Deputy Chief of Staff for Personnel.

Soldiers can even get between \$1,000 to \$3,000 for signing a four- to six-year enlistment contract for certain jobs. The bonuses are being made available three months before the next fiscal year because a red flag was raised

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in the recruiting efforts for those particular specialties, Green said.

"People were not volunteering for those jobs, so we're offering incentives," Green said. "Enlistment bonuses are given based on the needs of the Army. For example, the Infantry Career Field is doing well. So it fell off the list."

The MOS with the highest payout and one of the longest specialties to reside on the bonus list is electronic warfare/signal intelligence specialist (Linguist), 98X. Soldiers who enlist as a linguist could net \$20,000 based on a six-year contract.

There are also several

other types of bonuses and incentives individuals can receive. "HIGRAD" is a type of bonus for individuals who have at least 30 hours of college credit or who have degrees, Green said. Then there are seasonal bonuses, which are for recruits commonly referred to as "quick ships," he said.

"Quick ships don't sit in the delayed entry program as long," Green said, explaining that delayed entries normally average 90 days.

"MOSs that are short personnel are labeled 'critical need' by PERSCOM," Green said, "and recruits are sent to basic as soon as possible to fill those slots."

The Army continues to be



over strength, Vales said, which is why the limits placed on re-enlistment options have not been lifted. The Army is authorized 480,000 troops, and Congress has mandated that the Army stay within one percent of that number, Vales said. However, personnel strength has exceeded that ceiling, he added.

Many soldiers will get new designators

By Staff Sgt. Marcia Triggs
Army News Service

Personnel specialists Army-wide are changing more than 50 percent of the enlisted force's occupational codes. For most enlisted soldiers it will just be an alphanumeric change, for others it could mean a career change. The Army has 230 military occupational specialties — a number that changes everyday, said Randy Newman, chief of the Classification Structure Branch. By fiscal year 2009, about 150 of

them will be renamed or deleted, he said.

The codes will be aligned with the officer and warrant officer codes for clarity as directed by the former Army chief of staff, retired Gen. Eric K. Shinseki. The Engineer Career Management Field will be renaming 20 specialties.

The Aviation CMF will be renaming 19 specialties.

These two have the most soldiers to receive a new nomenclature. However, these soldiers will be among the least affected by the realignment of

job designators. Decreasing confusion on what jobs fall under the Engineer CMF will be the primary benefit, said Lt. Col. Jack Smith, the Enlisted Engineer Branch chief. Engineers now have specialties ranging from diver, 00B; interior electrician, 51R; heavy construction equipment operator 62E to topographic analyst, 81T. It was quite confusing around the Army as what MOSs were engineering, Smith said. But with the CMFs 12, 51 and 81 converting to CMF 21, there won't be any doubt who's

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an engineer, he said. "The only consternation will be for those senior NCOs [noncommissioned officers] whose goal is to become a zulu and make the rank of sergeant major. Their quest will change slightly," Smith said.

Combat engineering senior sergeant, 12Z, will be converted to 21Z. However, general engineer supervisor, 51Z, will be reclassified to 21X and topographic engineering supervisor, 81Z, will be reclassified to 21Y. Bottom line, Smith said, they will be sergeants major responsible for leading troops.

The Aviation Branch is not consolidating any individual specialties, and the change will not affect promotion or assignment eligibility, said Master Sgt. David Wagner, senior career adviser for the Aviation Branch.

"The most-asked question is whether the change means that aviation soldiers will become combat arms, and the answer is no," Wagner said. "Our pilots and the officers are considered combat arms, but enlisted soldiers will still be combat support."



photo by Sgt. Michael Bracken

Aviation soldiers will be among those affected by the new designators.

Most of the realignment changes will take place during fiscal year 2004, but the process will be staggered until FY09, said Randy Newman, chief of the Classification Structure Branch.

"The reason the reclassifications will take so long is because I only have a limited number of MOS codes to use," Newman said. "For example, medical specialists, CMF 91, will be moved to CMF 68. However, right now aviation is coded CMF 68."

Medical specialists will be among the last to get their new designators, but they were the first to announce how the realignment will "doctor" its

field. In October of 2001 combat medics, 91B, and licensed practical nurses, 91C, were combined and reclassified as health-care specialists, 91W. A six-year transformation began for the active-duty medic and an eight-year transition for the reservists.

"Our medics can now operate autonomously on diverse battlefields," said Lt. Col. Ron Hamilton, the chief of the Health Services Branch. "Based on a study that looked at how civilians in the medical field are trained and medics in Ranger battalions and in the Marine Corps and Air Force, we modified how our medics are trained and re-certified."

MI battalion wins DA-level maintenance award

By Sgt. Russell C. Bassett
Army News Service

The 527th Military Intelligence Battalion received the 2002 Army Award for Maintenance Excellence.

The AAME, a Department of the Army-level award, is designed to honor units that showcase maintenance excel-

lence on a daily basis.

According to Warrant Officer Joseph E. Pickerd, officer in charge of the 527th MI Battalion's Electronic Maintenance Branch, winning the award was a team effort.

"The AAME program, as extensive as it is, falls on the shoulder of every soldier in the

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battalion,” he said. “It’s the day-in and day-out attention to detail of the soldiers and their efforts that won us this award.”

To win the award, the unit had to submit a book that explained the unit’s mission, maintenance plan, and programs. In February, evaluators from the AAME program inspected the unit.

Maj. Barry Graham, the battalion’s executive officer, said the evaluators looked at the full spectrum of the 527th MI Battalion’s maintenance

program.

“The award runs the spectrum of maintenance, from the M-16s, to the NBC gear, to the communications equipment, to our computers, which is a large portion of our equipment,” he said.

The 527th MI Battalion won the award in the large Table of Distribution and Allowances or service support category – one of six unit size and type categories of the award. The unit does have a motor pool and weapons, but most of its equipment is actually collection

equipment, computers and electronics.

Spc. Shane Rackley, an electronics technician, who daily works to ensure the battalion’s complex equipment is functioning properly, said the award comes from the command’s involvement.

“The mission is really important here, so if maintenance is slacking then the mission is slacking,” he said. “With our current command, from the brigade commander down, there is a big emphasis on maintaining the mission.”

Looking back at an Army hero



photo courtesy National Security Agency

By Karen Kovach
INSCOM History Office

Sixteen days before the Korean War ended in July 1953, 21-year-old Pvt. Jay Stoner died from a shrapnel wound after crawling onto a battlefield amid heavy shelling to fix a communications line.

For Stoner, a cryptologic technician with the 304th Communications Reconnaissance

Battalion, fixing the line meant saving lives. It connected front-line intercept stations near Chinese positions at Kumsong to American field commanders who needed tactical intelligence on when and where the enemy was advancing.

Stoner’s death came just two days before the Communist Chinese forces launched a massive final attack against Republic of Korea (ROK) Army units manning positions in the Kumsong-Kumwha area in the center of Eighth Army’s main line of resistance. The attack was eventually halted by Allied firepower, and truce talks soon brought the Korean War to an end.

Stoner’s work in signals intelligence was classified long after the Korean War ended and it wasn’t until 2001 that his heroism was publicly recognized. Pfc. Jay Robert Stoner is the first name carved on a “wall of honor” at

the National Security Agency Headquarters at Fort Meade, Md.

The wall memorializes 152 cryptologists who have died since the agency was formed in 1952. It stands as a testament to the dangers of gathering electronic intelligence from reconnaissance aircraft, ships, and battlefield listening posts and as a lesson that courage and bravery, as well as talent and intelligence, are often required to get the job done.

Because of Stoner’s sacrifice, and that of thousands of others like him, millions of men, women, and children today live in freedom on the Korean peninsula.

Stoner’s actions serve as a reminder that the servicemen and women who risk their lives on the front are not only the backbone of our armed forces, but the guarantors of our American way of life.