

MOS IDENTIFICATION 112

Captain Richard C. Lauff

Roster Nr 100, Advisor Group Nr 13, CAR Nr 1

The United States Infantry School  
Fort Benning, Georgia  
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SUBJECT: Military Occupational Specialty Identification 112.

1. PROBLEM. To determine if the current MOS 112 is adequate.
2. ASSUMPTIONS.
  - a. That Current Army Management Systems will continue in use.
  - b. That infantry weapons currently used and authorized will not significantly change in the near future.
3. FACTS BEARING ON THE PROBLEM.
  - a. Military Occupational Specialty is used to identify an individuals qualifications to perform in a given duty assignment. (1:27)
  - b. The MOS is used to put the right man into the right job. (8:48)
  - c. There are currently 27 occupational specialties assigned a designation of 112. (1:31)
  - d. Infantrymen will continue to man heavy weapons that are organic to the infantry units. (3:Item 25)
  - e. Training time is very valuable and is a major consideration in planning a training program. (4:27)
4. DISCUSSION.
  - a. Military Occupational Specialty. (Annex A)
    - (1) Definition--An MOS is a grouping of jobs or duty positions of such close relationship that a maximum degree of interchangeability among persons, so classified at any given level of skill, is possible. (8:45)
    - (2) Use--The MOS is used for three purposes: (1:27)
      - (a) Identify job requirements and individual qualifications.
      - (b) Facilitate distribution of enlisted personnel by providing for broadly trained enlisted replacements.
      - (c) Reduction of training time by facilitating more accurate estimates of manpower requirements.
  - b. The current Army Regulation 611-201 lists 27 duty assignments with a designation of 112.

(Annex B) This list enables visualization of individuals with fire direction, survey, ammunition or transportation experience and training being assigned into duty positions that they are not trained for, as all four duties are listed as 112.

c. Infantry weapons presently authorized by T. O. & E. or in use today are as follows: (6:103)

- (1) 81mm Mortar.
- (2) 4.2" Mortar.
- (3) Davy Crockett.
- (4) 106 RR.
- (5) 90mm Gun, M-56, SPAT.
- (6) SS-10, 11.
- (7) ENTAC.

d. Current training objectives for specialist training are to train individuals to carry out their T. O. & E. assignments. (2:2) These objectives are difficult if not impossible to attain in view of the seven weapons that are in use and the limited training time available in the present ATP.

e. Training time is valuable. (4:27) When considering a training program it is the most important item of consideration and therefore it is not sound to simply recommend an increase in the time frame allocated to A. I. T. weapons training.

f. Grouping the weapons systems as recommended in USCONARC Concept for MOS Structure (Annex C) would allow for an individual specializing in Direct Fire or Indirect Fire Weapons, but it does not allow for expansion into the field of missiles as a career field.

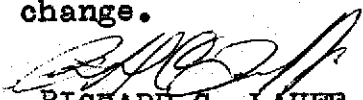
g. Grouping of the weapons systems as recommended in the Infantry School recommendation (Annex D) allows more flexibility.

5. CONCLUSIONS. The present Military Occupational Specialty 112 is not adequate to identify and assign personnel in an efficient manner.

6. ACTION RECOMMENDED.

a. That the proposed MOS structure (Annex D) be adopted by the Department of the Army.

b. That appropriate training programs be revised to support this recommended change.

  
RICHARD C. LAUFF  
Captain, Infantry

ANNEXES:

- A - Military Occupational Specialty.
- B - List of Authorized Duties MOS 112.
- C - USCONARC Concept of MOS Structure.
- D - Proposed MOS Weapons Groups.
- X - Bibliography.

CONCURRENCES: (Omitted)

NONCONCURRENCES: (Omitted)

CONSIDERATION OF NONCONCURRENCES: (Omitted)

ANNEXES ADDED: (Omitted)

ACTION BY APPROVING AUTHORITY:

Date:

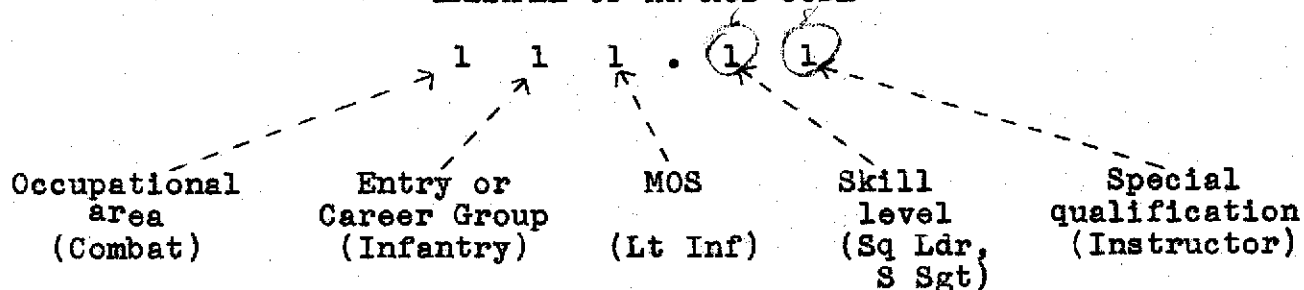
Approved (disapproved), including (excluding) exceptions.

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Signature

ANNEX A--Military Occupational Specialty. (8:47)

EXAMPLE OF AN MOS CODE



1. Occupational Area--1st Digit.
  - a. 1--Combat.
  - b. 2--Electronics.
  - c. 3--Electrical Maintenance.
  - d. 4--Precision Maintenance.
  - e. 5--Military Crafts.
  - f. 6--Motor Maintenance.
  - g. 7--Clerical.
  - h. 8--Graphics.
  - i. 9--General Technical.
  - j. 10--Special Assignments.
2. Career Group--2nd Digit.
  - a. 0--Combat.
  - b. 1--Infantry.
  - c. 2--Combat Engineers.
  - d. 3--Armor.
  - e. 4--Field Artillery Weapons.
  - f. 5--Artillery Operations and Intelligence.
  - g. 6--Field Artillery Missile Operations.
  - h. 7--Air Defense Missile Operations.
  - i. 8--Air Defense Radar Operations.
  - j. 9--Air Defense Artillery Weapons and Fire Control Operations.
3. MOS or Specialty Identification--3rd Digit. The third digit indicates a specialty within an occupation.
4. Skill Level--4th Digit. The fourth digit indicates a level of skill within a three-digit specialty.

5. Special Qualifications--5th Digit.

- a. 1--Psychological Warfare.
- b. 2--Technical Intelligence.
- c. 3--Special Forces.
- d. 4--Research and Development.
- e. 5--Dog Handler.
- f. 6--Linguist.
- g. 7--Parachutist.
- h. 8--Instructor.
- i. 9--Open.

ANNEX B--List of Authorized Duties MOS 112 (1:28)

<u>Line</u>	<u>Duty Position</u>	<u>Code</u>	<u>Grade</u>
1.	Ammunition Handler	112.0	E-2 or E-3
2.	Company Scout	112.0	E-2
3.	Agent	112.0	E-3
4.	Ammunition Bearer	112.0	E-3
5.	Assistant Gunner	112.0	E-3
6.	Messenger	112.0	E-3
7.	Radio Telephone Operator	112.0	E-3
8.	Ammunition Agent	112.1	E-4
9.	Ammunition Specialist	112.1	E-4
10.	Gunner	112.1	E-4
11.	Instrument Operator	112.1	E-4
12.	Liaison Agent	112.1	E-4
13.	Prime Mover Driver	112.1	E-4
14.	Horizontal Control Operator	112.2	E-4
15.	Fire Direction Computer	112.2	E-5
16.	Survey Specialist	112.3	E-5
17.	Ammunition Corporal	112.6	E-4
18.	Transportation Corporal	112.6	E-4
19.	Ammunition Section Leader	112.6	E-5
20.	Forward Observer	112.6	E-5
21.	Reconnaissance Sergeant	112.6	E-5
22.	Squad Leader	112.6	E-5
23.	Ammunition Chief	112.6	E-6
24.	Chief F. D. Computer	112.6	E-6
25.	Instructor	112.6	E-6
26.	Section Leader	112.6	E-6
27.	Platoon Sergeant	112.7	E-7

INDIRECT FIRE

MOS 112 Indirect Fire Entry Group  
112.0 Basic Entry into Career Pattern  
112.1 Mortar Structure  
112.2 Davy Crockett Structure  
112.3 Davy Crockett and Mortar

DIRECT FIRE

MOS 113 Direct Fire Entry Group  
113.0 Basic Entry into Career Pattern  
113.1 106mm, 120mm, 90mm  
113.2 ATGM  
113.3 M-56, 90mm  
113.4 Combination of 1 & 2

Intelligence and Operations

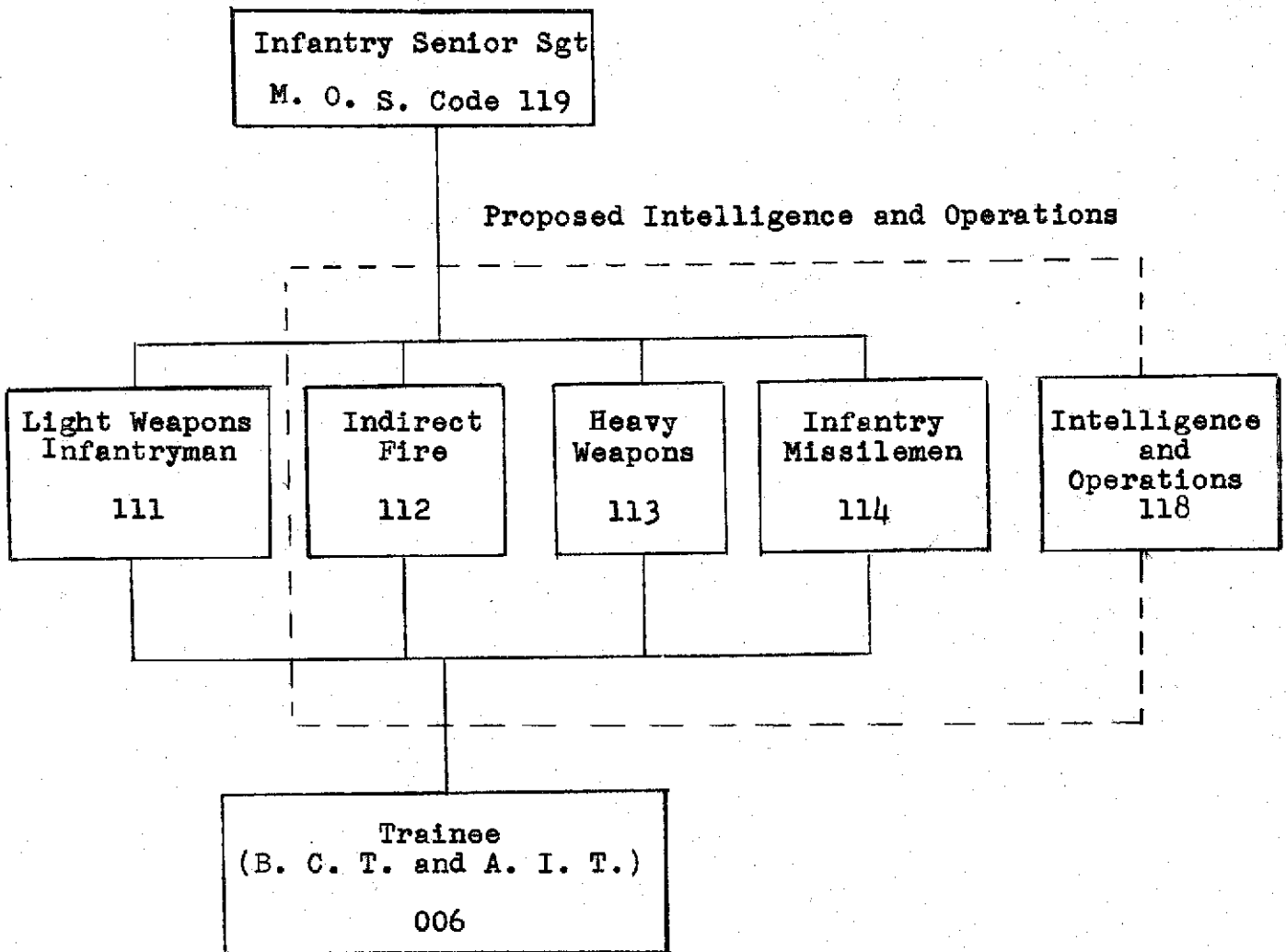
MOS 114 Intelligence and Operations Entry Group  
114.0 Basic Entry into Career Pattern  
114.1 Intelligence  
114.2 Operations  
114.3 Intelligence and Operations  
114.4 Ground Surveillance

SUPERGRADES

MOS 115 Supergrade Entry Group  
115.1 Light Weapons Career Pattern  
115.2 Indirect Fire Career Pattern  
115.3 Direct Fire Career Pattern  
115.4 Intelligence and Operations Career Pattern



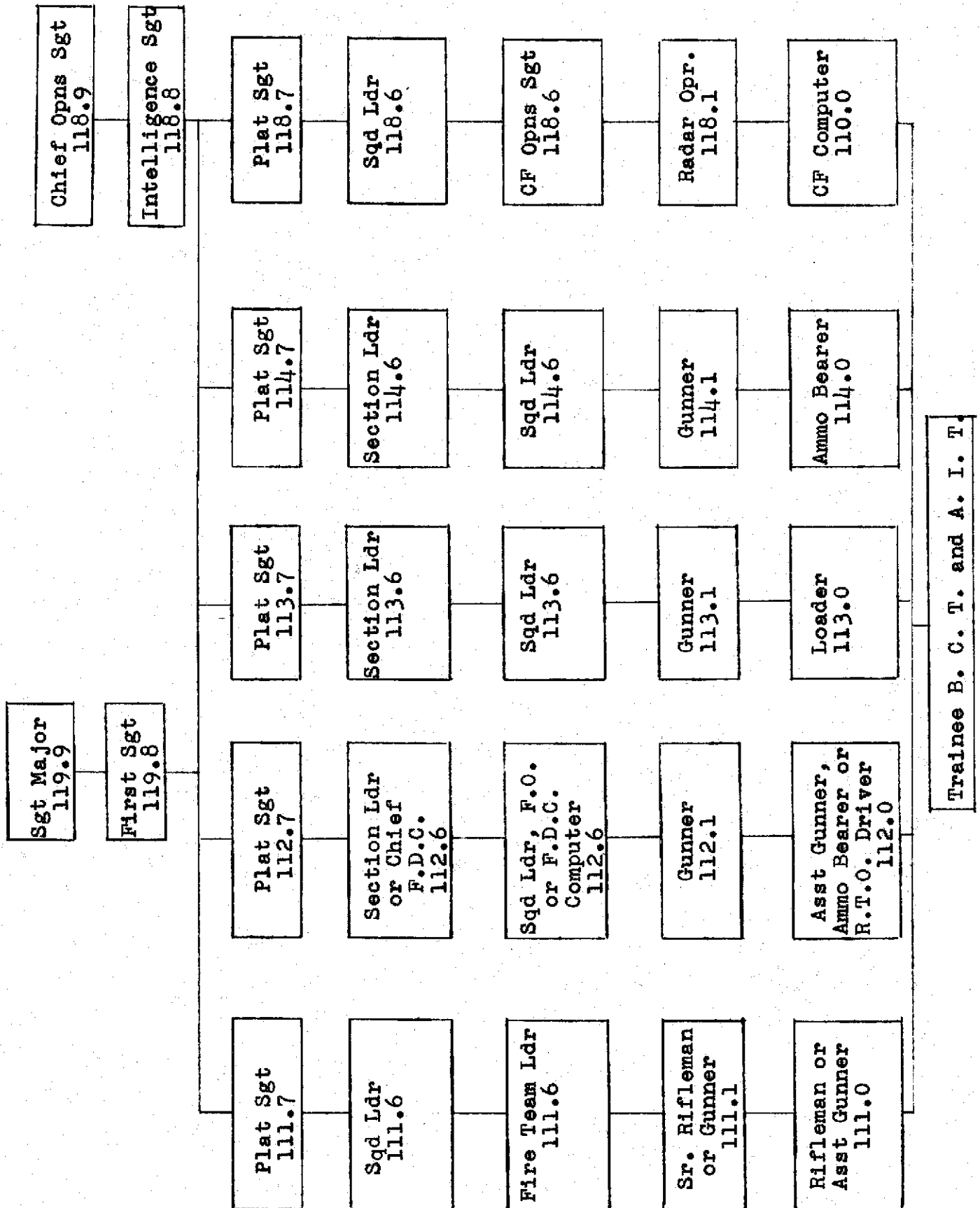
ANNEX D--Proposed MOS Weapons Groups (7)



APPENDIX

1 - Proposed M.O.S. Structure Breakdown. (7)

APPENDIX 1 to ANNEX D--Proposed M. O. S. Structure Breakdown (7)



ANNEX X--Bibliography.

1. AR 611-201, Personnel Selection and Classification Manual of Enlisted Military Occupational Specialties (Washington, D. C.: Department of the Army, June 1960).
2. Army Training Program 7-19 (Washington, D. C.: Department of the Army, March 1962).
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4. FM 21-5, Military Training (Washington, D. C.: Department of the Army, August 1959).
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7. M. O. S. Conference, Memorandum For Record (Washington, D. C.: Office of the Deputy Chief of Staff for Personnel, Department of the Army, August 1960).
8. Personnel Handbook (Fort Benning, Georgia: Command and Staff Department, United States Infantry School, March 1962).