



DEPARTMENT OF THE ARMY
OFFICE OF PERSONNEL OPERATIONS
WASHINGTON, D.C. 20315

OPFA

IN REPLY REFER TO

29 January 1971

SUBJECT: Junior Officer Retention

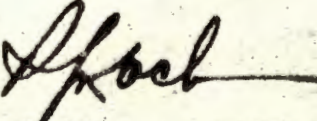
TO: Field Artillery Commanders

Attached is a letter which I recently received from a young captain resigning from the Army after four and a half years of commissioned service. I believe you will find his observations in the attached memorandum interesting in view of the current emphasis on junior officer retention and the modern volunteer Army concept. This officer's opinions acquire added credibility as a result of his demonstrated manner of performance. During his short career, he performed a variety of Field Artillery duties in an exceptionally outstanding manner.

Although this officer's comments are more detailed than most, similar observations are contained in many of the requests for separation processed by the Branch. Most of the discontent revealed through our contacts with young officers centers about job satisfaction. In addition, several recent studies have identified this as an area of primary concern among the more outstanding battery grade officers.

The attached is being sent to all Division Artillery, Group and Battalion commanders as a matter of interest. I hope you find it helpful in your retention efforts. Best of luck and good shooting.

Incl
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Colonel, FA
Chief, Field Artillery Branch, OPD