

OFFICER EVALUATION REPORT

For use of this form, see AR 623-105; the proponent agency is ODCSPER

SEE PRIVACY ACT STATEMENT
ON DA FORM 67-9-1

PART I - ADMINISTRATIVE DATA

| | | | | | | | | |
|---|--|--|-----------------------|---|--|---|------------------------|---|
| a. NAME (Last, First, Middle Initial) HELIXON, WILLIAM M. | | b. SSN [REDACTED] | c. RANK CPT | d. DATE OF RANK Year: 1999, Month: 01, Day: 01 | | | e. BRANCH JA | f. DESIGNATED SPECIALTIES / PMOS (WO) 55A00 |
| g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND HHC, 1st Infantry Division, APO AE 09036 USAREUR | | | | | | h. REASON FOR SUBMISSION 22 SR Option | | |
| i. PERIOD COVERED | | | | j. RATED MONTHS 10 | | k. NONRATED CODES | | |
| FROM Year: 2000, Month: 08, Day: 16 | | THRU Year: 2001, Month: 06, Day: 28 | | l. NO. OF ENCL 0 | | m. RATED OFFICER COPY (Check one and date) | | |
| | | | | 1. Given to Officer | | Date: 20010828 | | |
| | | | | 2. Forwarded to Officer | | n. PSB INITIAL: SOM | | |
| | | | | | | o. CMD CODE: UX | | |
| | | | | | | p. PSB CODE: EU22 | | |

PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Part I)

| | | | | |
|---|-------------------|---------------------|---|--------------------------|
| a. NAME OF RATER (Last, First, MI) M [REDACTED] M [REDACTED] | SSN [REDACTED] | RANK MAJ | POSITION OIC, Law Center | DATE 28 Aug 01 |
| b. NAME OF INTERMEDIATE RATER (Last, First, MI) E [REDACTED], J [REDACTED] | SSN [REDACTED] | RANK LTC | POSITION D. Staff Judge Advocate | DATE 28 Aug 01 |
| c. NAME OF SENIOR RATER (Last, First, MI) C [REDACTED], M [REDACTED] | SSN [REDACTED] | RANK LTC | POSITION Staff Judge Advocate | DATE 28 Aug 01 |
| SENIOR RATER'S ORGANIZATION HHC, 1st Infantry Division APO AE 09036 | | BRANCH JA | SENIOR RATER TELEPHONE NUMBER [REDACTED] | DATE 28 Aug 01 |
| d. This is a referred report, do you wish to make comments <input type="checkbox"/> Yes, comments are attached <input type="checkbox"/> No | | | | |

PART III - DUTY DESCRIPTION

| | |
|---|------------------------------------|
| a. PRINCIPAL DUTY TITLE Administrative and Civil Law Attorney | b. POSITION AOC/BR 55A00 |
| c. SIGNIFICANT DUTIES AND RESPONSIBILITIES. REFER TO PART IVa, DA FORM 67-9-1 Serve as Administrative Law Attorney and Claims Judge Advocate for a military community of approximately 9,000. Advises Base Support Battalion commander and post agencies, three brigade commanders, six tenant unit battalion commanders, company and battery commanders, and staffs on various administrative law matters, to include administrative separations, reports of survey, line duty investigations, AR 15-6 investigations, private organizations, standards of conduct, civilian misconduct, and Morale, Welfare and Recreation operations. Serve as Staff Judge Advocate's representative on the Family Advocacy Program's Case Review Committee, legal advisor to Article 32 investigating officers and summary courts-martial officers. Serve as Part-Time Military Magistrate and the installation Ethics Counselor. | |

PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)

CHARACTER Disposition of the leader: combination of values, attributes, and skills affecting leader actions

| | | | | | | |
|--|---|--|---|--|---|--|
| a. ARMY VALUES (Comments mandatory for all "NO" entries. Use PART Vb.) | | Yes | No | Yes | No | |
| 1. HONOR: Adherence to the Army's publicly declared code of values | | <input checked="" type="checkbox"/> | <input type="checkbox"/> | 5. RESPECT: Promotes dignity, consideration, fairness, & EO | | |
| 2. INTEGRITY: Possesses high personal moral standards; honest in word and | | <input checked="" type="checkbox"/> | <input type="checkbox"/> | 6. SELFLESS-SERVICE: Places Army priorities before self | | |
| 3. COURAGE: Manifests physical and moral bravery | | <input checked="" type="checkbox"/> | <input type="checkbox"/> | 7. DUTY: Fulfills professional, legal, and moral obligations | | |
| 4. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and the soldier | | <input checked="" type="checkbox"/> | <input type="checkbox"/> | | | |
| b. LEADER ATTRIBUTES / SKILLS / ACTIONS: First, mark "YES" or "NO" for each block. Second, choose a total of six that best describe the rated officer. Select one from ATTRIBUTES, two from SKILLS (Competence), and three from ACTIONS (LEADERSHIP). Place an "X" in the appropriate numbered box with optional comments in PART Vb. Comments are mandatory in | | | | | | |
| b.1. ATTRIBUTES (Select 1) | <input checked="" type="checkbox"/> MENTAL Possesses desire, will, initiative, and discipline | <input checked="" type="checkbox"/> NO | 2. PHYSICAL | <input checked="" type="checkbox"/> NO | 3. EMOTIONAL | <input checked="" type="checkbox"/> NO |
| b.2. SKILLS (Competence) (Select 2) | <input checked="" type="checkbox"/> CONCEPTUAL Demonstrates sound judgment, critical/creative thinking, moral reasoning | <input checked="" type="checkbox"/> NO | <input checked="" type="checkbox"/> INTERPERSONAL Shows skill with people: coaching, teaching, counseling, motivating and empowering | <input checked="" type="checkbox"/> NO | <input checked="" type="checkbox"/> TECHNICAL Possesses the necessary expertise to accomplish all tasks and functions | <input checked="" type="checkbox"/> NO |
| | 4. TACTICAL Demonstrates proficiency in required professional knowledge, judgment, and warfighting | <input checked="" type="checkbox"/> NO | | | | |
| b.3. ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving | | | | | | |
| INFLUENCING Method of reaching goals while operating / improving | <input checked="" type="checkbox"/> COMMUNICATING Displays good oral, written, and listening skills for individuals / groups | <input checked="" type="checkbox"/> NO | <input checked="" type="checkbox"/> DECISION-MAKING Employs sound judgment, logical reasoning and uses resources wisely | <input checked="" type="checkbox"/> NO | 3. MOTIVATING Inspires, motivates, and guides others toward mission accomplishment | <input checked="" type="checkbox"/> NO |
| OPERATING Short-term mission accomplishment | 4. PLANNING Develops detailed, executable plans that are feasible, acceptable, and suitable | <input checked="" type="checkbox"/> NO | 5. EXECUTING Shows tactical proficiency, meets mission standards, and takes care of people/resources | <input checked="" type="checkbox"/> NO | 6. ASSESSING Uses after-action and evaluation tools to facilitate consistent improvement | <input checked="" type="checkbox"/> NO |
| IMPROVING Long-term improvement in the Army its people and organizations | 7. DEVELOPING Invests adequate time and effort to develop individual subordinates as leaders | <input checked="" type="checkbox"/> NO | 8. BUILDING Spends time and resources improving teams, groups and units; fosters ethical climate | <input checked="" type="checkbox"/> NO | <input checked="" type="checkbox"/> LEARNING Seeks self-improvement and organizational growth; envisioning, adapting and leading | <input checked="" type="checkbox"/> NO |

| | | | | |
|----------------------|-----------------------|-------------------|--------------------|-----|
| c. APFT: PASS | DATE: APR 2001 | HEIGHT: 72 | WEIGHT: 238 | YES |
|----------------------|-----------------------|-------------------|--------------------|-----|

| | | | | |
|---|---|-----|----|-------------------------------------|
| d. JUNIOR OFFICER DEVELOPMENT - MANDATORY YES OR NO ENTRY FOR RATERS OF LTs AND WO1s. | WERE DEVELOPMENTAL TASKS RECORDED ON DA FORM 67-9-1a AND QUARTERLY FOLLOW-UP COUNSELINGS CONDUCTED? | YES | NO | <input checked="" type="checkbox"/> |
|---|---|-----|----|-------------------------------------|

PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)

a. EVALUATE THE RATED OFFICER'S PERFORMANCE DURING THE RATING PERIOD AND HIS/HER POTENTIAL FOR PROMOTION

OUTSTANDING PERFORMANCE, MUST PROMOTE **SATISFACTORY PERFORMANCE, PROMOTE** **UNSATISFACTORY PERFORMANCE, DO NOT PROMOTE** **OTHER (Explain)**

b. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE AND POTENTIAL FOR PROMOTION. REFER TO PART III, DA FORM 67-9 AND PART IVa, b, AND c DA FORM 67-9-1.

CPT Helixon demonstrated stalwart performance during this rating period. He is an outstanding and continually developing attorney. His arrival in October 2000 added a whole new dimension to the Bamberg Law Center. CPT Helixon is highly motivated. He works extremely hard and efficiently in the admin law position. A true innovator, he is constantly examining existing office systems looking for improvements. CPT Helixon is a teacher and a mentor. During the rating period he briefed over 40 investigating officers in a myriad of diverse AR 15-6 inquiries, from basic Reports of Survey, Article 139 and Line of Duty investigations to highly sensitive inquiries concerning allegations of sexual harassment. He handled all of these inquiries with tact and efficiency and rendered superb written legal reviews for the appointing authorities. CPT Helixon clearly and succinctly provided advice to over ten summary court-martial officers. He taught Law of War and ROE classes to our combat troops, the limited use policy to our ADAPCP personnel, deployed in support of the Division's Victory Focus and Warfighter exercises. He single-handedly organized our OGE Form 450 filing requirements for the Ethics program and taught the personnel required to receive annual training. CPT Helixon is the model Judge Advocate officer. He authored dozens of written legal opinions during the rating period to include fund-raising, home based businesses, private organizations and other JER topics. He served with skill and distinction as a part-time military magistrate for the Division. CPT Helixon achieved these significant results by combining intelligent oversight, great energy, enthusiasm and superb managerial skills to each endeavor he undertakes. Select for CVI status and groom him for leadership positions. His potential is unlimited.

c. IDENTIFY ANY UNIQUE PROFESSIONAL SKILLS OR AREAS OF EXPERTISE OF VALUE TO THE ARMY THAT THIS OFFICER POSSESSES. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

PART VI - INTERMEDIATE RATER

CPT Will Helixon is a soldier and lawyer of exceptional merit. Will has performed superbly as an administrative law attorney and military magistrate for the Bamberg community. His legal opinions are always well-researched, legally accurate, and consistently praised by commanders and supervising judge advocates. His writing ability is truly exceptional. In addition to his outstanding work in Bamberg, CPT Helixon was also a crucial member of the Division operational law team for the Division BCTP Warfighter exercise. Will's vast legal knowledge, analytical ability and leadership skill make him the ideal judge advocate.

PART VII - SENIOR RATER

a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE

BEST QUALIFIED **FULLY QUALIFIED** **DO NOT PROMOTE** **OTHER (Explain below)**

I currently senior 22 officer(s) in this grade
 A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review **YES** **NO (Explain in c)**

b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)

HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED

CENTER OF MASS

RO: CPT HELIXON WILLIAM M

SR: LTC [REDACTED]

DATE: 2001 09 21

TOTAL RATINGS: 63

RATINGS THIS OFFICER: 1

c. COMMENT ON PERFORMANCE/POTENTIAL

CPT Helixon is one of my finest captains. A superb soldier and outstanding advocate, CPT Helixon is a solid team player who transforms the most complex tasking into simple, understandable and excellent products. He aggressively seeks additional responsibility without seeking recognition for his uniformly excellent performance. He epitomizes selfless service. A natural leader, he relates well to subordinates, superiors and peers in accomplishing the mission. He is so good that I personally selected him to be part of our operational law team, and he performed magnificently in three field exercises including the BCTP Warfighter. Will has all the attributes of a successful judge advocate. He is bright, mature, dedicated and a true soldier/lawyer. A must select for CVI and promotion. This stellar young officer has unlimited potential.

d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

Trial Counsel; TDS Counsel; Division Section Chief