

# 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) <b>HELIXON, WILLIAM M.</b>			b. SSN [REDACTED]	c. RANK <b>CPT</b>	d. DATE OF RANK Year: <b>1999</b> Month: <b>01</b> Day: <b>01</b>	e. BRANCH <b>JA</b>	f. DESIGNATED SPECIALTIES / PMOS (WO) <b>27A</b>
g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND <b>U.S. Army Trial Defense Service, w/duty at Hanau, GE, APO AE 09165 USALSA</b>					h. REASON FOR SUBMISSION <b>19 HRC-Directed</b>		
i. PERIOD COVERED			j. RATED MONTHS <b>7</b>	k. NONRATED CODES <b>0</b>	l. NO. OF ENCL		m. RATED OFFICER COPY (Check one and date)
FROM: Year <b>2004</b> Month <b>05</b> Day <b>20</b>			THRU: Year <b>2004</b> Month <b>12</b> Day <b>31</b>		1. Given to Officer		Date: <b>MAR 22 2005</b>
					2. Forwarded to Officer		n. PSB INITIAL <b>[Signature]</b>
							o. CMD CODE <b>SZ</b>
							p. PSB CODE <b>SA01</b>

## PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Parts I-VII and the admin data is correct)

a. NAME OF RATER (Last, First, MI) <b>M [REDACTED], C [REDACTED]</b>	SSN [REDACTED]	RANK <b>LTC</b>	POSITION <b>Region Defense Counsel</b>	DATE <b>MAR 22 2005</b>
b. NAME OF INTERMEDIATE RATER (Last, First, MI)	SSN	RANK	POSITION	DATE
c. NAME OF SENIOR RATER (Last, First, MI) <b>B [REDACTED], I [REDACTED]</b>	SSN [REDACTED]	RANK <b>COL</b>	POSITION <b>Chief, USATDS</b>	DATE <b>MAR 22 2005</b>
SENIOR RATER'S ORGANIZATION <b>U.S. Army Trial Defense Service, 901 N. Stuart St., Arlington, VA 22203-1837</b>			BRANCH <b>JA</b>	SENIOR RATER TELEPHONE NUMBER [REDACTED]
d. This is a referred report, do you wish to make comments? <input type="checkbox"/> No <input type="checkbox"/> Yes, comments are attached <input type="checkbox"/> No				DATE <b>MAR 22 2005</b>

## PART III - DUTY DESCRIPTION

a. PRINCIPAL DUTY TITLE <b>Senior Defense Counsel</b>	b. POSITION AOC/BR <b>27A00</b>
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES. REFER TO PART IVa, DA FORM 67-9-1 <b>Serves as Senior Defense Counsel, responsible for the Hanau Field Office and the Friedberg Branch Office. Supervise, train, and rate two defense counsel, two paralegal NCOs and senior rate one paralegal NCO. Responsible for providing legal defense services to over 15,000 1st Armored Division and V Corps Soldiers in the Hanau, Giessen and Friedberg military communities. Assign and detail counsel to courts-martial and administrative separation proceedings. Represent and advise Soldiers facing court-martial charges, Article 15s, and adverse administrative proceedings. Review and forward attorney travel, case management, and case status reports for entire field office. Prepare counsel for deployment in support of Global War on Terror. Region VII training officer; plans, coordinates and conducts regional advocacy training events.</b>	

## 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 deed		<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. <b>Comments are mandatory in Part Vb for all "No" entries.</b>						
b.1. ATTRIBUTES (Select 1)	<input checked="" type="checkbox"/> <b>MENTAL</b> (Possesses desire, will, initiative, and discipline)	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	2. <b>PHYSICAL</b> (Maintains appropriate level of physical fitness and military bearing)	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	3. <b>EMOTIONAL</b> (Displays self-control; calm under pressure)	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
b.2. SKILLS (Competence) (Select 2)	<input checked="" type="checkbox"/> <b>CONCEPTUAL</b> (Demonstrates sound judgment, critical/creative thinking, moral reasoning)	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	<input checked="" type="checkbox"/> <b>INTERPERSONAL</b> (Shows skill with people: coaching, teaching, counseling, motivating and empowering)	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	3. <b>TECHNICAL</b> (Possesses the necessary expertise to accomplish all tasks and functions)	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
	4. <b>TACTICAL</b> (Demonstrates proficiency in required professional knowledge, judgment, and warfighting)	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO				
b.3. ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving						
<b>INFLUENCING</b> (Method of reaching goals while operating / improving)	<input checked="" type="checkbox"/> <b>COMMUNICATING</b> (Displays good oral, written, and listening skills for individuals / groups)	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	2. <b>DECISION-MAKING</b> (Employs sound judgment, logical reasoning and uses resources wisely)	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	3. <b>MOTIVATING</b> (Inspires, motivates, and guides others toward mission accomplishment)	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
<b>OPERATING</b> (Short-term mission accomplishment)	<input checked="" type="checkbox"/> <b>PLANNING</b> (Develops detailed, executable plans that are feasible, acceptable, and suitable)	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	<input checked="" type="checkbox"/> <b>EXECUTING</b> (Shows tactical proficiency, meets mission standards, and takes care of people/resources)	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	6. <b>ASSESSING</b> (Uses after-action and evaluation tools to facilitate consistent improvement)	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
<b>IMPROVING</b> (Long-term improvement in the Army its people and organizations)	7. <b>DEVELOPING</b> (Invests adequate time and effort to develop individual subordinates as leaders)	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	8. <b>BUILDING</b> (Spends time and resources improving teams, groups and units; fosters ethical climate)	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	9. <b>LEARNING</b> (Seeks self-improvement and organizational growth; envisioning, adapting and leading change)	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO

c. APFT: PROFILE	DATE: <b>OCT 2004</b>	HEIGHT: <b>72</b>	WEIGHT: <b>260</b>	YES
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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"/>
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MAR 22 2005

**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,    
  UNSATISFACTORY PERFORMANCE,    
  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.

Clearly a top 10% officer, CPT Will Helixon has served magnificently as Senior Defense Counsel, Hanau Field Office. No matter what the task, Will Helixon is the Senior Defense Counsel I can count on without fail. I trust him implicitly. His memoranda reflect his careful and thorough research of issues, his wise and astute analysis, and his reasoned conclusions. Will Helixon is also the very best defense counsel in my two Regions. His advocacy skills are head and shoulders above his peers and have earned him the respect of the Military Judges, his fellow defense counsel, and his adversaries. He is the counsel I always select when I need the most seasoned defense counsel to handle the most complex, high-profile cases. He deployed to Iraq on a moment's notice when I detailed him to represent a company commander accused of shooting an Iraqi insurgent in a mercy killing. Will's outstanding defense of this officer was absolutely extraordinary and is typical of his outstanding efforts on behalf of all his clients. A natural instructor, CPT Helixon prepared all the training materials for a bi-regional conference for all trial defense counsel in Europe, and masterfully presented three top notch criminal law and trial advocacy classes. Will has repeatedly demonstrated his exceptional leadership skills, providing superb mentorship to his subordinate paralegals and to the junior attorneys in his Field Office. Will can do it all, and he does it all extraordinarily well.

An absolute must select for promotion to Major now. Destined for leadership in the JAG Corps. Unlimited ability and potential.

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**

**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 rate 21 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

NO BOX CHECK

RO: CPT HELIXON WILLIAM M

SR: COL [REDACTED]

DATE: 2005 03 22

TOTAL RATINGS:

RATINGS THIS OFFICER:

c. COMMENT ON PERFORMANCE/POTENTIAL

CPT Will Helixon is a top 10% officer and he is the very best trial attorney assigned to the US Army Trial Defense Service. Will Helixon routinely seeks out the most complex and factually difficult cases and consistently obtains superior results for his clients. Bright, hard-working, and incredibly skilled, Will provided superb leadership and mentorship as a senior defense counsel, and he excelled as a trainer. Will expertly trained every defense counsel within TDS Regions VII & VIII in the art of advocacy and pretrial preparation. As a direct result of his efforts, these counsel are among the most skilled trial advocates in the Army. Will Helixon has unlimited potential and will excel in leadership positions advising senior commanders. Assign next to the Graduate Course, promote immediately to Major and select for resident Command and General Staff College.

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.

Professor, Criminal Law Division, TJAGLCS; Branch Chief, Defense Appellate Division; Action Officer, OTJAG, Criminal Law Division