

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 / FMDS (HW) 55A00
g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND HHC, 1st Infantry Division, APO AE 09036 USAREUR				h. REASON FOR SUBMISSION 03 Change of Rater		
i. PERIOD COVERED		j. RATED MONTHS 12	k. NONRATED CODES	l. NO. OF ENCL 2	m. RATED OFFICER COPY (Check one and date)	
FROM Year: 2001 Month: 06 Day: 29 THRU Year: 2002 Month: 06 Day: 19					Date: 21020904 1. Given to Officer 2. Forwarded to Officer 80m	
					n. PSB INITIAL UX	p. PSB CODE BU22

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 4 Sept 02
b. NAME OF INTERMEDIATE RATER (Last, First, MI)	SSN	RANK	POSITION	DATE
c. NAME OF SENIOR RATER (Last, First, MI) M [REDACTED], [REDACTED]	SSN [REDACTED]	RANK LTC	POSITION Staff Judge Advocate	DATE 4 Sept 02
SENIOR RATER'S ORGANIZATION HHC, 1st Infantry Division APO AE 09036		BRANCH JA	SENIOR RATER TELEPHONE NUMBER [REDACTED]	DATE 4 Sept 02
d. This is a referred report, do you wish to make comments? <input checked="" type="checkbox"/> Yes, comments are attached <input type="checkbox"/> No				

PART III - DUTY DESCRIPTION

a. PRINCIPAL DUTY TITLE Trial Counsel	b. POSITION AOC/BR 55A00
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES. REFER TO PART IVc, DA FORM 67-9-1 Serve as principal military justice advisor to three brigade commanders, nine battalion commanders, and 36 company and battery commanders. Represent the United States Government as prosecutor in special and general courts-martial, Article 32(a) investigations, and as recorder in administrative separation hearings. Coordinate with CID special agents and military police investigators in criminal investigations and prosecutions. Advise commanders on military justice matters and provide advice as to the procedural and evidentiary requirements of justice and separation actions. Conduct briefings and classes as operational law attorney. Supervise two NCOs and two legal specialists and support their continued military and civilian training to advance their military and professional knowledge and efficiency. Perform other military duties as required.	

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	<input checked="" type="checkbox"/>
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	<input checked="" type="checkbox"/>
3. COURAGE: Manifests physical and moral bravery	<input checked="" type="checkbox"/>	<input type="checkbox"/>	7. DUTY: Fulfills professional, legal, and moral obligations	<input checked="" type="checkbox"/>
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"/>		<input checked="" 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 Maintains appropriate level of physical fitness and military bearing	<input checked="" type="checkbox"/> NO	3. EMOTIONAL Displays self-control; calm under pressure	<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	3. 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				<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: **JUN 2002** HEIGHT: **72** WEIGHT: **223** NO

d. JUNIOR OFFICER DEVELOPMENT - MANDATORY YES OR NO ENTRY FOR RATERS OF LTs AND WO1s. YES NO

WERE DEVELOPMENTAL TASKS RECORDED ON DA FORM 67-9-1a AND QUARTERLY FOLLOW-UP COUNSELINGS CONDUCTED?

10 OCT 2002

CORRECTED COPY PER PERSCOM TAPC-MSE-A, 28 MARCH 2003

11 MAR 2003

NAME **HELIXON, WILLIAM M.** SSN [REDACTED] PERIOD COVERED **20010629 - 20020619**

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 87-9 AND PART IVa, b, AND c DA FORM 87-9-1.
CPT Will Helixon is the best Trial Counsel I have ever seen. A dedicated, meticulous, and focused attorney, he assumed the trial counsel position in the midst of a serious and widespread drug problem on post. He immediately coordinated and launched a cooperative command/law enforcement response. The result was remarkable: Will identified key actors, established nearly unimaginable litigation plans, and set out on his mission to bring the perpetrators to justice. He initiated 37 general or special courts-martial, effected the pretrial confinement of 5 soldiers, and supervised the administrative elimination of another 42 soldiers. Swift, effective justice has become the hallmark of his jurisdiction. CPT Helixon's commitment to excellence inspired and invigorated everyone in the organization. In addition to record numbers of actions of all types, his personnel have processed over 240 Article 15s during the rating period. A superb teacher, coach, and mentor he trained his people superbly and has delegated increasing responsibilities to his paralegals. He is already a seasoned supervisor. A master communicator and command advisor, he has earned the absolute respect of his commanders and the community; continually briefing, advising, and educating at all levels of command. He is everywhere, doing everything, teaching numerous units UCMJ classes, attending weekly battalion C&S meetings, and regularly briefing installation commanders. He was out at guard mounts, providing FP/AT briefings to unit soldiers responsible for guarding the installation gates and school busses in response to the 11 Sept. terrorist attacks. CPT Helixon is the model judge advocate, achieving superior results, bringing intelligent oversight, great energy, enthusiasm, and superb managerial skills to each endeavor undertaken. Very fit, the only reason he does not meet screening requirements is a legitimate medical condition that in no way effects his brilliant performance. Truly unlimited potential. Promote immediately; send to the Graduate Course.

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 23 officer(s) in this grade
A completed DA Form 87-9 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

ABOVE CENTER OF MASS

RO: CPT HELIXON WILLIAM M
[REDACTED]
SR: LTC M [REDACTED]
DATE: 2002 10 10
TOTAL RATINGS: 28
RATINGS THIS OFFICER: 1

c. COMMENT ON PERFORMANCE/POTENTIAL
Awesome performance by the best of eight talent-laden trial counsel in the Army's largest tactical courts-martial jurisdiction. All three of CPT Helixon's brigade commanders and I rely completely on his advice and judgement. Will is an exceptionally intelligent and aggressive prosecutor who always tempers his advice with tact and diplomacy. His litigation plans are superb and reflect a savvy and understanding possessed only by the most seasoned trial lawyers. His trial skills are simply immense. Evidence is presented perfectly, strategy sound, arguments unbelievable--that's why he brought down the two largest drug operations in this jurisdiction. Among the best litigators I have ever seen, he is already one of the Corps' finest advocates. Immense potential and must be challenged with demanding advocacy assignments. Select for VI before all others, promote below the zone, and send him to the Graduate Course.

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.
Senior Trial Counsel; Chief, Military Justice; Litigation Division Attorney



DEPARTMENT OF THE ARMY
U.S. TOTAL ARMY PERSONNEL COMMAND
ALEXANDRIA VA

22332-0445

21 January 2003



TAPC-MSE-R (623-105a)

MEMORANDUM FOR Captain William M. Helixon, HHC, 1st Infantry Division,
APO, AE 09036


SUBJECT: Referred Evaluation Report

NAME: Helixon, William M., [REDACTED] CPT/JA, U/03
REPORT PERIOD: 20010629-20020619
SUSPENSE: 09 March 2003

1. Attached is a copy of your evaluation report, which is considered a referred report; see enclosure for reason of referral. Paragraph 3-33, AR623-105, requires that you acknowledge receipt of this report. If you wish, you may also enclose a statement. Your statement must be based upon fact and will no contain allegations concerning the character, conduct, integrity or motives of the rating officials. Your acknowledgment and statement will be filed with this evaluation report in you Official Military Personnel File for consideration in future personnel actions. No reply will be made to your comments and no further action will be taken on them since they do not constitute an appeal.
2. Your acknowledgment and your statement will be returned on the enclosed endorsement to this headquarters, ATTN: TAPC-MSE-R, no later than the above suspense date. Failure to respond will result in a copy of this letter being placed in your Official File with a memorandum for record indicating that you failed to respond. You may retain the attached copy of the evaluation report.

FOR THE COMMANDER:

Encls


WILLIAM D. SWISHER
LTC, AG
Chief, Evaluation
Reports Branch

MEMORANDUM FOR Staff Judge Advocate, 1st Infantry Division, APO AE 09036

SUBJECT: Comments to Referred OER for rating period ending 19 June 2002

1. Please consider this my comments to my otherwise outstanding OER that you referred for the rating period ending 19 June 2002. Below is the medical explanation of my technical non-compliance with AR 600-9:



DEPARTMENT OF THE ARMY
HEADQUARTERS, 1ST INFANTRY DIVISION (Mechanized)
U.S. ARMY HEALTH CLINIC BAMBERG
APO, AE 09139

REPLY TO
ATTENTION OF:

AMENU-BB

11 July 2002

MEMORANDUM FOR Staff Judge Advocate, 1st Infantry Division, APO AE 09139

SUBJECT: Medical Evaluation IAW AR 600-9 (CPT Will M. Helixon, [REDACTED])

1. CPT Will Helixon has an [REDACTED] condition. This condition will not respond favorably to dieting and exercise. Furthermore, this invalidates his body fat measurement and prevents compliance with AR 600-9.
2. [REDACTED] his orthopedic surgeon, recommended CPT Helixon for a surgical consultation because of the [REDACTED]. In turn, CPT Henry Watters, PA-C, referred CPT Helixon for a surgical evaluation for [REDACTED].
3. On 10 July 2002, LTC [REDACTED], Landstuhl Regional Medical Center, evaluated CPT Helixon and diagnosed him with [REDACTED] recommending [REDACTED]. LTC Bloustine will perform this [REDACTED] within the next 4-6 months. This procedure will [REDACTED] and is the only effective treatment for his condition.
4. But for this [REDACTED], CPT Helixon, who is otherwise physically fit and presents a good military appearance, would easily be in compliance with AR 600-9.

[REDACTED]

MAJ, MC
Commanding

2. There is nothing more I have enjoyed more in my professional life than serving my country as a judge advocate. I have elected to have a painful surgery to enable me to continue to serve my country. Consider my skills, commitment, and dedication to my job and U.S. Army in response to this referred report

[REDACTED]

WILL M. HELIXON
CPT, JA
Trial Counsel