

# OFFICER EVALUATION REPORT

For use of this form, see AR 623-105; the proponent agency is DCS, G-1.

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## PART I - ADMINISTRATIVE DATA

a. NAME (Last, First, Middle Initial) <b>HELIXON, WILLIAM M.</b>		b. SSN [REDACTED]	c. RANK <b>CPTP</b>	d. DATE OF RANK Year: 1999, Month: 01, Day: 01	e. BRANCH <b>JA</b>	f. DESIGNATED SPECIALTIES / PMOS (MOS) <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>22 SR Option</b>		
i. PERIOD COVERED			j. RATED MONTHS <b>6</b>	k. NONRATED CODES	l. NO. OF ENCL <b>0</b>	m. RATED OFFICER COPY (Check one and date)
FROM: Year 2005, Month 01, Day 01 THRU: Year 2005, Month 06, Day 17						<input checked="" type="checkbox"/> 1. Given to Officer <input type="checkbox"/> 2. Forwarded to Officer
			n. PSB INITIAL <b>DMU</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>7 JUN 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], L [REDACTED]</b>	SSN [REDACTED]	RANK <b>COL</b>	POSITION <b>Chief, USATDS</b>	DATE <b>7 JUN 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]	DATE <b>7 JUN 2005</b>
		d. This is a referred report, do you wish to make comments? <input type="checkbox"/> Yes, comments are attached <input type="checkbox"/> No		DATE <b>7 JUN 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 Serves as Senior Defense Counsel, responsible for the Hanau Field Office and the Friedberg Branch Office. Supervises, trains, and rates two defense counsel, two paralegal NCOs and senior rates one paralegal NCO. Responsible for providing legal defense service to over 15,000 1st Armored Division and V Corps Soldiers in the Hanau, Giessen and Friedberg military communities. Assigns and details counsel to courts-martial and administrative separation proceedings. Represents and advises Soldiers facing court-martial charges, Article 15s, and adverse administrative proceedings. Reviews and forwards attorney travel, case management, and case status reports for entire field office. Prepares counsel for deployment in support of Global War on Terror. Region VII training officer; plans, coordinates and conducts regional advocacy training events.	

## 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 deed	<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 Part Vb for all "No" entries.

b.1. ATTRIBUTES (Select 1) Fundamental qualities and characteristics	<input checked="" type="checkbox"/> 1. MENTAL Possesses desire, will, initiative, and discipline	<input checked="" type="checkbox"/> 2. PHYSICAL Maintains appropriate level of physical fitness and military bearing	<input checked="" type="checkbox"/> 3. EMOTIONAL Displays self-control; calm under pressure
b.2. SKILLS (Competence) (Select 2) Skill development is part of self-development; prerequisite to action	<input checked="" type="checkbox"/> 4. CONCEPTUAL Demonstrates sound judgment, critical/creative thinking, moral reasoning	<input checked="" type="checkbox"/> 5. INTERPERSONAL Shows skill with people: coaching, teaching, counseling, motivating and empowering	<input checked="" type="checkbox"/> 6. TECHNICAL Possesses the necessary expertise to accomplish all tasks and functions
b.3. ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving	<input checked="" type="checkbox"/> 7. TACTICAL Demonstrates proficiency in required professional knowledge, judgment, and warfighting		<input checked="" type="checkbox"/> 8. NO
INFLUENCING Method of reaching goals while operating / improving	<input checked="" type="checkbox"/> 9. COMMUNICATING Displays good oral, written, and listening skills for individuals / groups	<input checked="" type="checkbox"/> 10. DECISION-MAKING Employs sound judgment, logical reasoning and uses resources wisely	<input checked="" type="checkbox"/> 11. MOTIVATING Inspires, motivates, and guides others toward mission accomplishment
OPERATING Short-term mission accomplishment	<input checked="" type="checkbox"/> 12. PLANNING Develops detailed, executable plans that are feasible, acceptable, and suitable	<input checked="" type="checkbox"/> 13. EXECUTING Shows tactical proficiency, meets mission standards, and takes care of people/resources	<input checked="" type="checkbox"/> 14. ASSESSING Uses after-action and evaluation tools to facilitate consistent improvement
IMPROVING Long-term improvement in the Army its people and organizations	<input checked="" type="checkbox"/> 15. DEVELOPING Invests adequate time and effort to develop individual subordinates as leaders	<input checked="" type="checkbox"/> 16. BUILDING Spends time and resources improving teams, groups and units; fosters ethical climate	<input checked="" type="checkbox"/> 17. LEARNING Seeks self-improvement and organizational growth; envisioning, adapting and leading change

c. APFT: PROFILE	DATE: APR 2005	HEIGHT: 72	WEIGHT: 258	YES
d. OFFICER DEVELOPMENT - MANDATORY YES OR NO ENTRY FOR RATERS OF CPTs, LTs, CW2s, AND WO1s.				<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> NA
WERE DEVELOPMENTAL TASKS RECORDED ON DA FORM 67-9-1a AND QUARTERLY FOLLOW-UP COUNSELINGS CONDUCTED?				

JUN 28 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, 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.

Absolutely outstanding performance by the very best trial attorney within Regions VII & VIII. Will possesses an amazing courtroom presence. His advocacy skills and legal acumen are unparalleled. I routinely detailed Will to try the most complex, difficult, and challenging cases, including a murder case involving a Company Commander charged with a mercy killing in Iraq. Expertly handling intense national and international media attention, Will presented the best defense case I have ever seen. He had every person in the courtroom, including me and every panel member, enraptured with his every word. Simply extraordinary. The Military Judge commented that Will's cross-examination of witnesses was absolutely perfect each and every time. Further, she commented he should teach such superb advocacy skills at the JAG School. Military Judges, Commanders, and Staffs Judge Advocate continuously sing Will Helixon's praises. Extremely poised, mature, and experienced, Will inspires confidence in his leaders. I relied upon Will for his astute analysis of issues, his carefully-considered opinions, and his well-written opinions. Will inspires confidence in his subordinates and peers, as well. He was there for them, any time and all the time, to assist with trial strategies, issue-spotting, and researching and writing of briefs. Throughout Regions VII & VIII, Will expertly trained and mentored subordinate counsel. I'd send defense counsel just to observe Will in the courtroom; they observe a master at work and exponentially improve their level of advocacy and trial skill. Will Helixon can do it all. Upon completion of the Grad Course, Will should be assigned as a Professor, Criminal Law Division. He can expertly shape, mold, and train young judge advocates into fine, effective trial advocates.

Already selected for promotion to Major, send to the Graduate Course early, and on to resident CGSC.

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 19 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: CPTP HELIXON WILLIAM M

SR: COL

DATE: 2005 06 28

TOTAL RATINGS: 25

RATINGS THIS OFFICER: 1

c. COMMENT ON PERFORMANCE/POTENTIAL

Absolutely outstanding performance. CPT (P) Will Helixon is the very best trial attorney within the entire Army Trial Defense Service. His courtroom examinations and riveting arguments are awe-inspiring. As one of the Army's premier litigators, I routinely relied upon Will to mentor, train, and counsel junior, less-experienced attorneys. He performed magnificently; nobody in TDS does it better. An exceptionally gifted instructor, Will's superb classes at the bi-regional TDS conference were praised as the very best. A poised, confident, and natural leader. Will's subordinates, peers, and superiors routinely seek out his guidance and advice. Will Helixon has unlimited potential in the JAG Corps. Already selected for promotion to Major, assign next to the Graduate Course. Select for resident CGSC and groom to be a Staff Judge Advocate. A superstar in all respects.

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: Chief, Trial Counsel Assistance Program