

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) 27A
g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND US Army Trial Defense Service w/duty at Hanau, GE, APO AE 09165 USALSA						h. REASON FOR SUBMISSION 03 Change of Rater	
i. PERIOD COVERED			j. RATED MONTHS 11	k. NONRATED CODES	l. NO. OF ENCL		m. RATED OFFICER COPY (Check one and date)
FROM: 2003-06-20			THRU: 2004-05-19		1. Given to Officer		Date: JUN 17 2004
					2. Forwarded to Officer		n. PSB INITIAL: [REDACTED]
							o. CMD CODE: SZ
							p. PSB CODE: SA01

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) [REDACTED]	SSN [REDACTED]	RANK LTC	POSITION Region Defense Counsel	DATE JUN 17 2004
b. NAME OF INTERMEDIATE RATER (Last, First, MI)	SSN	RANK	POSITION	SIGNATURE [REDACTED]
c. NAME OF SENIOR RATER (Last, First, MI) [REDACTED]	SSN [REDACTED]	RANK LTC	POSITION XO, USATDS	DATE JUN 17 2004
SENIOR RATER'S ORGANIZATION U.S. Army Trial Defense Service, USALSA, 901 N. Stuart Street, Arlington, VA 22203-1837		BRANCH JA	SENIOR RATER TELEPHONE NUMBER [REDACTED]	E-MAIL ADDRESS [REDACTED]
d. This is a referred report, do you wish to make comments? <input checked="" type="checkbox"/> No				e. DATE JUN 17 2004

PART III - DUTY DESCRIPTION

a. PRINCIPAL DUTY TITLE Senior Defense Counsel	b. POSITION AOC/BR 27A00
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES. REFER TO PART IVa, DA FORM 67-9-1 Officer-in-Charge of the Hanau Field Office and Friedberg Branch Office. Supervises, trains, and rates two defense counsel, two paralegal NCOs, and senior rates one paralegal NCO. Responsible for providing legal defense services to over 15,000 1st Armored Division and V Corps Soldiers in the Hanau, Geissen, and Friedberg military communities. Assign and detail counsel to court-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. Liaison with 1st Armored Division's and V Corps' Staff Judge Advocates.	

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)	<input checked="" type="checkbox"/> MENTAL Possesses desire, will, initiative, and discipline	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	2. PHYSICAL Maintains appropriate level of physical fitness and military bearing	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	3. EMOTIONAL 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"/> CONCEPTUAL Demonstrates sound judgment, critical/creative thinking, moral reasoning	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	<input checked="" type="checkbox"/> INTERPERSONAL Shows skill with people: coaching, teaching, counseling, motivating and empowering	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	3. TECHNICAL Possesses the necessary expertise to accomplish all tasks and functions	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
	4. TACTICAL Demonstrates proficiency in required professional knowledge, judgment, and warfighting	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO				<input checked="" type="checkbox"/> YES <input 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"/> YES <input type="checkbox"/> NO	2. DECISION-MAKING Employs sound judgment, logical reasoning and uses resources wisely	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	3. MOTIVATING Inspires, motivates, and guides others toward mission accomplishment	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
OPERATING Short-term mission accomplishment	<input checked="" type="checkbox"/> PLANNING Develops detailed, executable plans that are feasible, acceptable, and suitable	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	5. EXECUTING Shows tactical proficiency, meets mission standards, and takes care of people/resources	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	6. ASSESSING Uses after-action and evaluation tools to facilitate consistent improvement	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
IMPROVING Long-term improvement in the Army its people and organizations	<input checked="" type="checkbox"/> DEVELOPING Invests adequate time and effort to develop individual subordinates as leaders	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	8. BUILDING Spends time and resources improving teams, groups and units; fosters ethical climate	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	9. LEARNING Seeks self-improvement and organizational growth; envisioning, adapting and leading change	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO

c. APFT: PROFILE DATE: APR 2004 HEIGHT: 72 WEIGHT: 265 NO

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

JUN 18 2004

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.

Absolutely the best litigator I have ever seen in my 17 years as an attorney. CPT Helixon is a true student of the art of advocacy. Whether appearing in court, talking case strategy, or teaching litigation skills Will is in his element. Operating as the Region VII Training Officer he built and implemented an aggressive training program which has paid huge dividends. He set up several Regionwide training events, making use of expert witnesses who were appearing at trials. His Notes from the Bench information exchange encourage counsel throughout the Region to conduct detailed self analysis and share lessons learned from their Bridge the Gap sessions with judges. This has dramatically improved counsels' level of advocacy and prevented repeat mistakes. His lectures and supporting materials at the USAREUR TDS Spring Workshop were clearly among the best; senior leaders in attendance gave him rave reviews, as did his peers. He empowers his paralegal NCO to work cases with him, thus keeping her motivated while enhancing her individual skills. He meticulously managed the office's caseload to allow one of his attorneys to attend CAS3. Will's height/weight issue stems directly from a long-term fight to correct a prior surgical procedure. He suffers from a mass in his lower back which precludes pain-free cardio-vascular activity. He is awaiting surgery to correct the problem. Nevertheless, Will looks smart in a uniform and possesses impeccable military bearing. An outstanding officer and attorney, CPT Helixon leads from the front, selflessly working to provide the best defense services to the military communities his field office serves.

Unlimited potential. Promote CPT Helixon to Major today. Send to the Graduate Course at the conclusion of his SDC tour.

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 17 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)
 FOR A 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

DATE: 2004 06 18

TOTAL RATINGS: 87

RATINGS THIS OFFICER: 1

c. COMMENT ON PERFORMANCE/POTENTIAL

Incredible trial attorney; clearly one of the best advocates in the JAGC. CPT Helixon brings bulldog toughness, savvy street smarts, and eloquent oratory skills with him each time he enters the courtroom. Always the best prepared attorney present, he overwhelms opposing counsel with his detailed case knowledge. He brings this same level of dedication and excellence to all aspects of his leadership and managerial duties. Will has not let his painful condition stop him from vigorously representing his clients and managing his office. CPT Helixon should be assigned to duties where he can positively shape future litigators. CPT Helixon's brilliance as a litigator is eclipsed only by his unlimited potential for outstanding service in the JAG Corps and the Army. Promote to Major. Send to the Advance Course at conclusion of his SDC tour.

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.

Criminal Law Instructor, TJAGLCS; TCAP Advocacy Instructor; War Crimes Tribunal Trial Attorney