

**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 (W4) 55A
g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND HHC, 1st Infantry Division, APO AE 09036 USAREUR				h. REASON FOR SUBMISSION 05 Annual		
i. PERIOD COVERED			j. RATED MONTHS 12	k. NONRATED CODES	l. NO. OF ENCL 0	
FROM: Year 2002, Month 06, Day 20 THRU: Year 2003, Month 06, Day 19			m. RATED OFFICER COPY (Check one and date)		n. PSB INITIAL MMS	
			1. Given to Officer		o. CMD CODE UX	
			2. Forwarded to Officer		p. PSB CODE EU22	

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

a. NAME OF RATER (Last, First, MI) L [REDACTED], E [REDACTED]	SSN [REDACTED]	RANK MAJ	POSITION OIC, Law Center	DATE 20030827
b. NAME OF INTERMEDIATE RATER (Last, First, MI)	SSN	RANK	POSITION	DATE
c. NAME OF SENIOR RATER (Last, First, MI) M [REDACTED], J [REDACTED]	SSN [REDACTED]	RANK LTC	POSITION Staff Judge Advocate	DATE 20030827
SENIOR RATER'S ORGANIZATION HHC, 1st Infantry Division APO AE 09036		BRANCH JA	SENIOR RATER TELEPHONE NUMBER [REDACTED]	DATE 20030827
d. This is a referred report, do you wish to make comments?				DATE 20030827
<input type="checkbox"/> No <input type="checkbox"/> Yes, comments are attached <input type="checkbox"/> No				

**PART III - DUTY DESCRIPTION**

a. PRINCIPAL DUTY TITLE Trial Counsel	b. POSITION ACC/BR 55A00
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES. REFER TO PART IVa, 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 US Government as prosecutor in special and general courts-martial, Article 32 investigations, and as recorder in administrative separations 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 separations actions. Conduct briefings and classes as operational law attorney. Supervise two paralegal NCOs and two legal specialists and support their continued military and civilian training to advance their military and professional knowledge and efficiency. Serve as claims judge advocate when needed.	

**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"/> 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) Skill development is part of self-development; prerequisite to action	<input checked="" type="checkbox"/> CONCEPTUAL Demonstrates sound judgment, critical/creative thinking, moral reasoning	<input checked="" type="checkbox"/> NO	2. 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"/>			<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	<input checked="" type="checkbox"/> 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	9. LEARNING Seeks self-improvement and organizational growth; envisioning, adapting and leading change	<input checked="" type="checkbox"/> NO

c. APFT: PASS	DATE: JUN 2003	HEIGHT: 71	WEIGHT: 232	YES
d. JUNIOR OFFICER DEVELOPMENT - MANDATORY YES OR NO ENTRY FOR RATERS OF LTs AND WO1s.				<input checked="" type="checkbox"/>
WERE DEVELOPMENTAL TASKS RECORDED ON DA FORM 67-9-1a AND QUARTERLY FOLLOW-UP COUNSELINGS CONDUCTED?				<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 is one of the best military prosecutors and command advisors I have ever observed. His performance as trial counsel in our busiest jurisdiction has been nothing short of phenomenal and represents the incredible convergence of intellect, personality, advocacy, and dedication. As a litigator, CPT Helixon has no rival. His superb analysis, preparation, organization, and natural advocacy skills set him apart as the model trial counsel. His outstanding motions practice, formidable negotiation tactics, and focused aggressiveness produced consistently superior results in the 50 plus cases he processed during this rating period. Military judges, peers, and adversaries alike praise his hard work, incisive intelligence, technical acumen, and boundless energy. Precisely because of his immense talents and due to real world deployments, Will was selected to become the Senior Trial Counsel for the entire footprint. Whether performing in that role or as an informal leader among peers, Will is the consummate team player and made incredible contributions to the OSJA and command teams. Despite his full court docket and additional supervisory responsibilities, CPT Helixon was always available for commanders at all levels. Frequently touted as the best trial counsel they had ever worked with, every senior leader in Bamberg actively sought his advice and wise counsel without hesitation. There is no better lawyer, officer, soldier in the JAG Corps. I've seen none better.

CPT Helixon is an enormously talented officer with unlimited potential. He should be placed in the most challenging positions and is exceptionally qualified for difficult litigation work. CPT Helixon has the prerequisite talents to rise to the very top of the JAG Corps; select immediately for VI status and promote to major on the first look.

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 26 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

**ABOVE CENTER OF MASS**

RO: CPT HELIXON WILLIAM M

SR: LTC [REDACTED]

DATE: 2003 09 03

TOTAL RATINGS: 59

RATINGS THIS OFFICER: 2

c. COMMENT ON PERFORMANCE/POTENTIAL

CPT Will Helixon is in the top 1% of trial counsel that I have seen in 16 years. I receive call after call from commanders that praise his value and importance to mission accomplishment. Judges respect him because his work is flawless and presented with perfection; defense counsel fear him because he is always 3 steps ahead; and the DSJA and I seek his advice on every complex case. An informal leader among his peers, he makes his very impressive mark footprint wide. Will always goes out of his way to help his colleagues succeed. A certified MJ expert, use his abilities to train our young advocates or try the most complex cases. Immensely talented, CPT Helixon possesses limitless potential and already performs like a senior major--promote now. Absolute must select for VI and 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.

Chief, Military Justice; Senior Defense Counsel; TJAGSA Professor