

EXECUTIVE SUMMARY

(U) Joint Statement Mr Lamont (ASA M&RA) & LTG Bostick (DCS-G1)

After nearly 10 years at war, our Soldiers, Civilians, and Families are stretched and strained, yet still resilient. The Army reached its objective end strength, which combines "Grow the Army" and Temporary End Strength Increase (TESI). Now the Army must prepare to drawdown this force in a deliberate and careful manner. Army end strength will return to the congressionally approved active component end strength of 547,400 by the end of FY13. For FY12, the Army National Guard end strength will remain 358,200 and the USAR will maintain 205,000.

The Army is on track to achieve a sustainable deployment tempo for our forces and restore balance to the Army beginning in FY12. We will continue to face multiple challenges on multiple fronts including an ever increasing non deployable population resulting from multiple deployments. This problem, coupled with an inefficient disability system, does not effectively support Army Readiness, our Soldiers and their Families.

In FY 12, the base military personnel appropriation comprises the largest portion of the Army's budget at \$60.6B or 42%. In FY10, with Congressional support, the Army spent \$4.4B on recruiting and retention. In FY11, the Army plans to spend \$4.4B to fund contracts written between FY07 and FY10 due to continued obligations of anniversary payments to Soldiers. Recently, incentive contracts have dropped dramatically for new accessions. Average recruiting bonuses dropped from over \$13K in FY09 to just under \$3K in FY11, and are only used to incentivize longer term enlistments in a small percentage of critical skills. In FY10, the active Army experienced the highest percentage of high school diploma graduates since FY92 (increasing from 94.7% in FY09 to 98.3% in FY10). The Army met its skill-set needs, achieving over 99% Military Occupational Specialty (MOS) precision. We entered FY11 positioned for continued success, with 33,276 future Soldiers in the delayed entry pool. The last time the delayed entry pool topped 33,200 was in 1996. The Army collectively

decreased the number of ineligibility waivers provided for enlistments and appointments by 4.20% from the previous fiscal year.

In FY10, the Active Army reenlisted 68,105 Soldiers towards an annual mission of 60,000. Soldiers extending to complete deployments with their units represented 8,100 of the total. The Army Reserve reenlisted 10,921 Soldiers, exceeding their annual goals by 6%. The Army National Guard accomplished their mission as well by achieving 106% of their assigned mission; a total of 32,156 Soldiers. During FY10 and into FY11, retention bonuses were carefully monitored and adjusted to ensure that the Army met its retention goals while remaining fiscally responsible.

From FY07 to FY10, the Army more than doubled its investment in Family programs. These various programs are intended to provide a broad spectrum of support and include important programs as Mobilization and Deployment Readiness, Family Advocacy, New Parent Support, Army Spouse Employment Partnership, Survivor Outreach Services, Family Assistance Centers (ARNG), Yellow Ribbon Reintegration, Army Reserve Teen Panel, Army Affiliated Child Care & Youth Programs and Core Community Recreation Programs and Services.

Since September 11, 2001, we increased the civilian workforce in military functions from 222,000 to 286,654 (plus 24,694 Civil Works) due to overseas contingency operations, Defense Health Program increases, Family and Soldier Support initiatives, acquisition workforce growth, in-sourcing functions performed by contractors, military technician increases, and Military-to-Civilian conversions.

The Department of the Army implemented a Civilian Workforce Transformation plan that will invigorate development of the Civilian Workforce by addressing critical issues of structure, accession, development, retention and succession planning to ease the transition from one generation to the next.

While we begin to transform to a smaller Army, we remain dedicated to improving readiness, building resilience and rebalancing the force by FY12. The well-being and balance of our Force are absolutely dependent upon congressional support.