

EXECUTIVE SUMMARY

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

America's Army, our Soldiers, Families and Civilians are strained by nearly a decade of persistent conflict. More than 1.1 million Soldiers have deployed to combat, impacting not only the Soldiers, but their families as well. Additionally, Army Civilians shoulder a majority of the Generating Force mission, and 30,000 Civilians have deployed into harm's way. Now we will transition to a smaller force, while continuing to remain vigilant of new threats and prepare for new capabilities and requirements.

To maintain an All-Volunteer Force of the highest quality Soldiers and achieve our end-strength goal, the Army must responsibly balance force shaping across accessions, retention, promotions, voluntary and involuntary separations, and natural losses. We should assist our Soldiers and Civilians who will transition from their military and civil service careers to employment in the private sector.

One of the challenges we face is the non-deployable population. The disability system is not effective and we must continue to work on an efficient solution between the services, DoD and the Veterans Administration to streamline the disability system and improve coordination for health care, compensation, and benefits. The Army also continues to focus on assisting our Soldiers and Family Members struggling with depression, substance abuse, and other Health of the Force issues.

In keeping with the National Defense Strategy, the Army is building our future force to meet the Nation's requirements. The Army is reducing its active component end strength to 490K Soldiers by FY17. Based on Total Army Analysis of future requirements, the force structure effective in FY17 requires an additional decrease of ~24K enlisted Soldiers and ~5K Officers beyond our current rate of attrition over this same period. The Army continues to reduce the

additional temporary end strength increase (TESI) of 22,000 Soldiers, approved in 2009 by the Secretary of Defense, and is on target to be at an active component end strength of 552.1K by the end of FY13. In FY14, the Army will begin to take further steps to significantly shape the force toward the 490K FY17 goal.

Our projected drawdown ramp allows for funding 490K of end strength in the base budget starting in FY14 and beyond, with all other end strength supported by OCO funding. This ramp allows for a steady enlisted accession mission of ~57K and an Active Competitive Category officer mission of ~4.3K. Our strength projections incorporate additional Soldier inventory, Temporary Endstrength Army Medical (TEAM), to mitigate impact of the Disability Evaluation System (DES) non-deployable Soldiers. This TEAM endstrength is assumed in FY13 and FY14 and fully eliminated by end of FY15.

In order to achieve expected end strength reductions, the Army expects to use various types of separation authorities across all elements of the force (Officer, Enlisted and Civilian). In order to maintain America's Army as an All-Volunteer Force of the highest quality, we are planning to execute the upcoming force reductions in a responsible and targeted fashion while maintaining a ready force.

The Army is transforming the way we transition Soldiers in order to give them the greatest opportunity for success after their military service. On August 29, 2011, the Army published a new Transition Policy, which encompasses transitions throughout the entire lifecycle of service (e.g. permanent change of station, component change, promotion, schooling, deployment, demobilization and separation/retirement).

The Army is reducing Civilian on-board strength, where necessary and appropriate, in order to meet funded targets. This reduction will draw down Civilian on-board strength in order to hold to FY10 civilian funding levels.

Headquarters, Department of the Army Staff and all Army Commands and Agencies have conducted exhaustive reviews of programs and functions in order to identify specific functions, activities and workload for elimination and/or reduction.

Entering FY12, the combined Active and Reserve Components will spend slightly over \$1.19B(AC recruiting; \$406M), AC retention (\$231M), Army National Guard recruiting and retention (\$455M), USAR recruiting and retention (\$274M). A large part of the FY12 incentives budget is a result of obligations for enlistment bonuses occurring from fiscal years 2007-2010. As a result of lower recruiting missions and the favorable recruiting environment, average Regular Army recruiting bonuses dropped from over \$13K in FY09 to \$2.5K in FY12.

The SHARP Program transition is occurring throughout the Army. Building on previous training, SHARP Mobile Training Teams (MTTs) have trained approximately 7,900 of 17,000 command-selected program personnel on a prevention-focused 80-Hour Program Certification Course. The course was approved by the National Organization for Victim Assistance (NOVA) in December 2011 and credentialed under the National Advocacy Credentialing Program (NACP).

The Army applied \$40M from FY09-FY11 to increase investigative and prosecutorial capabilities by hiring 12 highly qualified experts in the field of prosecution and investigations and 23 additional special investigators. The Judge Advocate General designated 16 special victim prosecutors and five Trial Counsel Assistance Program attorneys. Additionally, there are plans to add another seven Special Victim Prosecutors in FY12.