

STATEMENT OF MAJOR GENERAL THOMAS J. PLEWES

CHIEF, ARMY RESERVE

ARMY RESERVE OVERVIEW

Introduction

Mr. Chairman, members of this committee, thank you for the opportunity to testify on behalf of the more than 380,000 men and women serving in Army Reserve units and as individual mobilization assets—all soldiers of The Army. The United States Army Reserve (USAR), now 92 years young, enters the first century of the new millennium as an indispensable and strategically responsive force, an essential component of The Army.

The opportunity to testify before this subcommittee comes at a time of new challenges in which we are transforming our force in support of the Chief of Staff of the Army's Vision. The Army Reserve is no longer a force in reserve; it is integral to all Army operations today. Our task through the next decade is to remain flexible and responsive to the needs of our Army.

At the outset, I wish to convey my sincere appreciation to this subcommittee for its consistent, strong support of your citizen-soldiers of America's Army Reserve. Providing us the opportunity to discuss the challenges we are faced with is another demonstration of your concern for our Reserve forces and how well they can fulfill the missions assigned to them.

On the occasion of his welcome as the 34th Army Chief of Staff, Gen. Eric K. Shinseki made the following declaration:

"Today I declare that we are The Army. Totally integrated with a unity of purpose. No longer the Total Army, no longer the one Army. We are The Army and we will march into the 21st century as The Army."

Gen. Shinseki's statement recognizes just how indispensable the components of the Army — each complementing and augmenting the other — have become to making the Army function as a whole. Never has this been truer than it is today with the Army Reserve.

This is not just rhetoric but the plain truth as the new millennium dawns: the U.S. Army today cannot do its missions without the support and augmentation of the U.S. Army Reserve. The USAR is being used more frequently and to a greater extent than ever before, an indispensable Army partner. Indeed, we are becoming a new Army Reserve — one increasingly more committed to our national defense in several important ways.

The scope and variety of USAR activities show how frequently the Army Reserve is being called upon as part of the Army in answering the nation's needs. USAR soldiers continue to take part in the full spectrum of missions we face at the beginning of the new century. These missions range from combat operations to peacekeeping, from disaster relief to major training events, both at home and abroad. We support communities as a hometown organization, honoring our past, while managing change to prepare ourselves for the future.

This past year alone, the Army Reserve has proven itself to be vital to the Army along the full spectrum of operations, from war to peacekeeping, from humanitarian assistance to training of the entire force. Army Reservists provided aid to over 4,000 Kosovo refugees at Fort Dix, New Jersey, rebuilt roads and schools in Guatemala and El Salvador, and gave basic medical care to disaster victims across Central America. Army Reserve soldiers supported NATO operations in the former Republic of Yugoslavia and continue to support peacekeeping operations in Bosnia and Kosovo. Additionally, Army Reserve civil affairs and logistical soldiers even supporting the U.S. mission in East Timor.

As I testify today, we have over 1,100 Reserve soldiers supporting

contingency operations in Operations Joint Forge and Joint Guardian (Bosnia and Kosovo) in the European Theater. These Reservists comprise the latest rotation in support of operations spanning four years and totaling over 13,000 troops. We remain the most employed Reserve Component across the entire spectrum of operations. Overall in FY 1999 the USAR deployed over 71,000 soldiers to 64 countries, such as those in Central America and Southwest Asia, as well as places like East Timor, and we provided 1.8 million mandays. The Army Reserve did this at the same time that it achieved its highest readiness status in history. As of January 2000, 82 percent of our units reported being combat ready. Much of this achievement was the direct result of your support to improve our full-time manning and provide the funding required for our operating tempo and training requirements.

Engaged worldwide, the Army Reserve is a vital Federal, community-based force. Ninety percent of us are part-time citizen-soldiers. We provide an all-important link to the American people. This link to hometown America tests and drives the national will to use American soldiers, sailors, airmen and Marines to support the National Security Strategy. The Army Reserve contributes essential elements to the Army's warfighting capability — providing 30 percent of the combat support units, 45 percent of the combat service support units. At Fort McCoy, Wisconsin, and Fort Dix, New Jersey, we provide two of the Army's 15 power projection platforms. Combined with their civilian skills and expertise, Army Reserve soldiers become essential providers for training and support operations around the world.

The Army Reserve's key challenges are consistent with the rest of the Army — provide trained and ready units and soldiers. In order for the Army Reserve to maintain its full spectrum of capabilities and continue to meet the requirements of the National Military Strategy, we need your continued support in providing critical resources for full-time support, recruiting and retention, equipment procurement and modernization, information technology, and facility revitalization.

Recruiting and Retention

An area of the highest importance to the Army Reserve is recruiting and retention. The Army Reserve is a major participant in supporting and training a 21st century Army. This requires the best soldiers America can provide. In this regard, we are most appreciative of the help your committee has provided us. We certainly would be remiss if we did not thank you for the attention you paid to our recruiting needs in last year's legislation.

The current Army Reserve recruiting environment remains difficult. Based on historical production trends, projections for FY 2000 indicate the U.S. Army Recruiting Command (USAREC) may miss its enlisted accession mission for the Army Reserve by 5,000 soldiers. However, the Army Reserve expects to meet FY 2000 end strength requirements by continuing our successful retention initiatives. The challenges remain to increase recruiter productivity and obtain resources necessary to overcome market effects of a strong economy offering increased alternatives for youth and reinforcing a low propensity to enlist. These issues are being addressed in the current recruiting study that we are preparing at the request of Congress and that we will be providing to you this summer.

In an increasingly challenging recruiting environment, USAREC is exploring a variety of initiatives for FY 2000. One of these initiatives is to outsource and hire contract recruiters to fill Army Reserve recruiter vacancies. We will ensure they are fully utilized and welcomed into our recruiting team.

Recruiting resources pay dividends beyond the year of execution. For example, Army Reserve advertising in FY 2000 influences potential recruits making enlistment decisions in FY 2001-2003. Thus, we must look at recruiting resources over time and not limit consideration to the current or next fiscal year.

Resourcing the Army Reserve sufficiently to achieve its average recruiting workload over the next several years enables the USAR to achieve its end strength. A steady, even flow of resources ensures a better recruiting environment.

Budget and Program Data

	PRIOR (FY 99)	CURRENT (FY 2000)	BUDGET (FY 2001)	FYDP (FY 02- 05)	TOTAL
Recruiter Support (\$M)	19.6	18.0	22.4	92	152.0
Advertising (\$M)	30.7	40.8	32.4	171.0	274.9
ADSW (\$M)	1.6	1.6	1.7	5.7	10.6
Total AGRs	1,970	1,970	1,970	1,970	
Foxhole Recruiters	1,504	1,504	1,504	1,504	
Civilians	106	95	95	95	

Civilian Work- years	106	95	95	95
Grandfathered GS-7s	13			

Media advertising costs continue to increase. Television is most effective at targeting desired Army audiences because it dramatically illustrates the Army experience through sight, sound, and motion. Due to the drawdown and significant advertising resourcing shortfalls over the last five years, the enlisted recruiting mission has not been met. Fortunately, end strength the last four years has been within the two-percent variance allowed by Congress and codified in the FY 2000 National Defense Authorization Act. Successfully meeting the recruiting mission comes from many complex and rapidly changing factors. The recruiting advertising program, however, is one of the few factors that we can control.

The USAR uses the non-prior service and prior service enlistment bonuses, the Montgomery GI Bill (MGIB) Kicker and the Student Loan Repayment Program in combinations to attract soldiers to fill critical MOS and priority unit shortages. Program funding must be increased to attract and retain both prior and non-prior service soldiers. The Army Reserve must be able to provide a variety of enlistment and retention incentives in order to attract and retain quality soldiers.

The Army Reserve enlisted attrition rate reached 37.5 percent at the end of FY 1997, which prompted a corporate approach to retaining quality soldiers. Retention management was a staff responsibility before FY 1998. In a mostly mechanical approach to personnel management, strength managers simply calculated gains and losses and maintained volumes of statistical data. Unfortunately, this approach did nothing to focus commanders on their responsibility of retaining their most precious resource — our soldiers.

To correct this shortcoming, the USAR developed the Commander's Retention Program. A crucial tenet of this program places responsibility and

accountability for retention with commanders at every level of the organization. Commanders now have a direct mission to retain their soldiers and must develop annual retention plans. Additionally, first line leaders must ensure all soldiers are sponsored, receive delivery on promises made to them, and are provided quality training. In this way, the Commander's Retention Program ensures accountability because it establishes methods and standards and provides a means to measure and evaluate every commander's performance.

To provide commanders support and assistance in meeting annual retention goals, my office authorized 40 new retention positions and better aligned another 120 authorizations. Additionally, each major subordinate command is now authorized a full-time retention staff to support its initiatives. An Army Reserve Retention and Transition Division was established to support and manage the program. In FY 1999 I directed commanders to reduce attrition by another two percent by targeting specific categories such as unsatisfactory performers, voluntary transfers to the Individual Ready Reserve and no-shows.

The Army Reserve also is experiencing a company grade officer shortfall. Retention goals focused commanders and first line leaders on junior officers, as well.

Since the introduction of the Commander's Retention Program, the Army Reserve has reduced attrition by nearly 9 percent in the past two years. The enlisted attrition rate in FY 1999 was 28.6 percent. However, persistent pressure from increased job market competition that is intensified by a robust economy makes it difficult to maintain this degree of improved retention. Consequently, funding delays and projected program shortages threaten our goal of continuing to reduce attrition.

Retention Initiatives

(1) Designated Unit Pay - (\$567,000) - This is a test program that will pay soldiers \$10.00 per Unit Training Assembly in high priority, multi-component, and retention-challenged units.

(2) Contract Lodging - (\$10 million) - This is a test program in four regional support commands to determine if any retention benefit is derived when Reservists are provided no-cost lodging to alleviate expenses for those soldiers who live at considerable distance from their units and must remain overnight for drills. An independent contractor will evaluate success of the program and feasibility of its expansion.

(3) Tuition Assistance – This is a popular program and an established benefit that has been unresourced for several years. This program helps Reservists pay their college tuition up to 75 percent per course, with a limit of \$3,500 per year, per soldier. We hope to compete with the Army National Guard and other services starting in October 2000. The Army Reserve has \$4 million programmed in the FY 2001 budget for troop program unit members.

(4) MGIB Kicker – There are three money options that can be offered \$100, \$200, and \$350 per month for full-time attendance and can be paid up to 36 months. This is over and above other education benefit programs. This program, targeted to the USAR, has been enthusiastically received. It is an effective tool in our recruiting efforts, and Kicker funds bring demonstrated recruiting dividends.

(5) Expanded Bonus Eligibility and Increased Incentives – During the past several years the Army Reserve has worked hard to expand and increase the enlisted incentives program. In November 1997, the eligibility window for the reenlistment and prior service bonuses was increased from 10 to 14 years, allowing approximately 40 percent more soldiers to receive these incentives. The National Defense Authorization Act for FY 2000 changed the law to increase the maximum amount of the non-prior service bonus from \$5,000 to \$8,000 and allowed soldiers to join for less than six years. This change is expected to attract younger Americans into the Army

Reserve.

Reserve Health Care Reform

The Army Reserve has been a driving force in creating the Federal Strategic Health Alliance. We created this Alliance with the support of, and in coordination with, the Office of the Surgeon General and National Guard Bureau. With it, we link the medical and dental assets of two other Federal agencies – the Veterans Health Administration and the Division of Federal Occupational Health of the Department of Health and Human Services – to provide the services prescribed by law for Reserve Component soldiers. The Alliance provides an extensive network of health care providers across the nation that covers nearly all of our soldiers, and it diminishes the time spent away from training.

Active Component and Reserve Component Integration

The Army Reserve has fully embraced Active Component/Reserve Component (AC/RC) Integration. The Active Army and the Reserve Component must, by necessity, work together for the Army to accomplish the goals and objectives of the National Military Strategy.

The USAR is pursuing many initiatives that integrate Army Reserve soldiers into high priority missions and operations. These support critical Army mission shortfalls, minimize operational costs, share operational and personnel tempo, and enhance the Army's readiness. Some of these initiatives are multi-component units, the Logistics Civil Augmentation Program, Joint Reserve Units, and Information Operations.

Multi-compo units

The intent of multi-component units is to integrate soldiers from the three components, enhance Total Force capabilities, and leverage the unique capabilities of each component. An excellent example of a multi-compo unit is the U.S. Army Civil Affairs and Psychological Operations Command (USACAPOC), a major subordinate command of the U.S. Army Special Operations Command. USACAPOC commands and controls both active and Army Reserve civil affairs and psychological operations units. It is headed by an Army Reserve general officer, and most of its assets are USAR. USACAPOC is a model for the seamless concept. USACAPOC soldiers, Active and Reserve Component, wear the same patch, train together and deploy together.

Another example is the 4th Infantry Division, the Army's first digitized division. USAR soldiers join AC and Army National Guard soldiers in the make-up of this unit. The first USAR soldiers reported to the 4th Infantry Division in April 1999. The multi-component structure of the 4th Division will carry forward to other heavy divisions as they reorganize.

Logistics Civil Augmentation Program (LOGCAP)

LOGCAP is a Department of the Army initiative for peacetime planning using civilian contractors in wartime and other contingencies while releasing military units for other missions. The Army Materiel Command has program management responsibility of LOGCAP. The USAR supports this program with the Army Reserve LOGCAP Support Element that activated in October 1999 and consists of 66 Army Reserve soldiers. This unit's mission is to provide the Active Component commander rapid interface capability between the customer and the LOGCAP contractor in war or small-scale contingency. The LOGCAP Support Element can deploy teams worldwide.

Joint Reserve Unit (JRU) Program.

This is an Army Reserve initiative supporting Army and Defense Department Active Component and Reserve Component integration goals. The JRU program leverages military experience, civilian skills and individual availability to provide trained and ready Army Reserve soldiers to augment the combatant commands and selected combat support defense agencies. Currently, there are 15 JRUs augmenting seven of the nine combatant commands and two of the six combat support defense agencies. Additional JRUs are planned for U.S. Space Command, U.S. Strategic Command, National Imagery and Mapping Agency, and Defense Intelligence Agency.

Information Operations

Information Operations (IO) defend one's own information and information systems while disrupting enemy capabilities. IO ensures that our leaders have the information they need, when they need it, in a form they can use to win the fight and protect America's vital interests.

These are not new concepts. The Army has long understood the importance of controlling the decision cycle. Units with IO capabilities that intercept or interrupt communications, that collect and analyze information about the battlefield and that influence the attitudes and will of the opposition, are a legacy in the USAR structure. The Army Reserve provides a myriad of expertise to accomplish these missions, such as Civil Affairs, Psychological Operations, Public Affairs, Military Intelligence and Signal. The Land Information Warfare Activity (LIWA), the National Ground Intelligence Center and the Joint Reserve Intelligence Program now are utilizing Army Reserve units, facilities and personnel to conduct Information Operations.

The Army Reserve also is building additional capability to reinforce Army information and LIWA operations. When complete, nearly half of LIWA manpower will be USAR soldiers. The Defense Information Systems Agency (DISA) has created a 22-member Joint Web Risk Assessment Cell (JWRAC). This cell will monitor and evaluate Department of Defense web sites to ensure no one compromises national security by revealing sensitive defense information. Personnel in the cell are Drilling Individual Mobilization Augmentees of the Army Reserve.

Further, the Army Reserve is actively carving its niche in this evolving area of cyber warfare by creating the Reserve Information Operations Structure (RIOS). This organization will be activated to provide contributory

support to the Army's Computer Network Defense and information assurance efforts. Army Reserve Information Operation Centers (IOCs) identify and respond to viruses and intruders in Army computer networks. Currently, Army Reserve IOCs are forming in the National Capital Region, Massachusetts and Texas. Information Operations support the Army's portion of the Defense Information Infrastructure to ensure the availability, integrity and confidentiality of information systems. The Army Reserve also is forming a Land Information Warfare Enhancement Center that directly expands the scope and sophistication of our information capabilities.

Deployment Tempo

Operating tempo, or OPTEMPO, drives the financing of consumables, reparables, and fuel used in the execution of collective training and is a major fiscal component of near-term readiness. In FY 2001, the President's budget fully funds the Army Reserve's critical level OPTEMPO requirements. This allows us to improve our training program and the level of maintenance of our equipment, thus ensuring our "First-to-Fight" units will have the required resources to support our war plans. Proper funding enables the Army Reserve to fulfill its critical combat support, combat service support and power projection roles in the national military strategy. This funding level is testimony to the USAR's relevance to our national security.

Assuming Active Component Peacetime Missions

The challenge of defending America's Homeland continues to grow. Although the Army Reserve is not a "first responder" organization, we are ready to provide assistance to support and sustain those organizations that do respond first. The Civil Support mission requires capabilities resident in the Army Reserve.

Civil Support and Weapons of Mass Destruction (WMD) operations are combat support and combat service support intensive. Army Reserve core capabilities enable the Army to provide rapid support that complements the Federal response that sustains local responders. Readily accessible, America's Army Reserve responds with a multi-faceted capability. USAR Civil Affairs units contain 97 percent of the Army's expertise to rebuild shattered infrastructure—social, civil and physical. Military Police units can shelter up to 56,000 displaced persons. The USAR, ready to respond to a chemical incident, contains 63 percent of the Army's chemical capability. Today, the Army Reserve has the largest chemical decontamination capability within DoD. The USAR is currently training 100 out of a total of 127 decontamination platoons and 8 of the 15 reconnaissance platoons called for in Defense Reform Initiative Directive 25 (DRID 25). Our medical professionals are working closely in DoD and among the interagency community to leverage our capabilities in WMD Consequence Management. Residing within the Army Reserve are 59 percent of the Army's medical assets. The USAR contains 50 percent of resourced Mortuary Affairs units, 83 percent of Psychological Operations units, as well as Aviation, Logistics, Engineer and Signal units, which are essential capabilities for WMD Consequence Management. The Army Reserve stands ready to support WMD Consequence Management operations in combat, in the homeland or overseas in support of our coalition partners.

Natural Disasters (CONUS)

While statutes restrict Army Reserve personnel from being called to duty for disaster response, the USAR can provide assistance during a declared disaster when officially tasked by the Department of the Army acting on requests from the Federal Emergency Management Agency. The only exception to this would be an "immediate response" to prevent the loss of life or property during any declared or undeclared disaster. During the past year the USAR provided the following assistance:

- In late 1999, soldiers from the 65th Regional Support Command (RSC) in Puerto Rico served on extended annual training in support of the Hurricane Georges relief effort for a total of 4,467 mandays.

- Last year 167 Army Reserve soldiers served over 14,000 mandays for the U.S. Army Corps of Engineers to augment Public Works responsibilities as outlined in the Federal Response Plan.
- In October 1999, the 461st Engineer Company (Pipeline) executed an immediate response mission in Casper, WY. The unit executed debris removal on vital roadways in order to allow emergency vehicles to reach disaster victims and emergency facilities.
- In November 1999, an Army Reserve quartermaster unit executed an immediate response mission in Neodesha, Kansas. The unit, at the request of the county sheriff, assisted in the evacuation of citizens from local flood areas.
- USAR Emergency Preparedness Liaison Officers were placed on active duty orders last April to support the NATO Summit held in Washington, D.C.
- In May 1999, the Oklahoma State Emergency Preparedness Liaison Officer and NCO were activated in support of the Oklahoma tornado disaster.
- That same month, the 445th Medium Truck Company executed an immediate response by evacuating civilians from raging floodwaters in Dunkerton, Iowa.
- Last August 12 Army Reserve emergency preparedness teams for were activated in support of Hurricane Dennis relief preparations.

SOUTHCOM

At the request of U.S. SOUTHCOM, the United States Army Reserve Command (USARC) planned, organized, and deployed three joint task forces to El Salvador and Guatemala in support of Hurricane Mitch relief operations. This effort, named Enhanced New Horizons (New Horizons II), ultimately provided engineer and humanitarian assistance by over 7,200 USAR soldiers from 100 different units. Army Reservists conducted Medical Readiness Training Exercises and Veterinarian Readiness Training Exercises at 27 locations in Guatemala and El Salvador, treating over 80,000 patients and over 22,000 animals. Engineer units constructed nine schools, drilled eight wells; built a health clinic capable of treating up to 3,000 patients per month, and constructed a community center to serve a community of 5,000 people. Our soldiers improved 50 miles of roads and 14 flood control projects. The nation re-building effort also included four low-water crossings, a bridge abutment, four dikes, and nine culverts to control future flooding.

During the winter, USAR engineer equipment was prepared for New Horizons 2000 at Comalapa Air Base in El Salvador. We currently have 192 soldiers deployed in support of Task Force Santa Fe, this year's mission in El Salvador. While the need may not be as great in FY 2000, the Army Reserve is prepared for another year of rewarding training and assistance to Central America. These exercises provide combined readiness training opportunities for Army Reserve units working alongside host nation personnel and demonstrate continued U.S. support for our Southern neighbors.

Counter Drug Operations

The Army Reserve provides intelligence, linguistic, transportation, maintenance, and engineer support to drug law enforcement agencies and unified commanders-in-chief in an ongoing program since 1989. A total of 150 counter drug missions involved over 300 USAR soldiers during FY1999, and the USAR supplied 75 percent of all Intelligence Analysis. The USAR supports local, state and federal law enforcement agencies in operations designed to reduce the flow of illegal drugs both within and outside of American borders. Feedback from High Intensity Drug Trafficking Area directors was overwhelmingly positive. The Army Reserve also participates with the Drug Demand Reduction Program to help reduce the demand for illegal drugs and alcohol abuse through education and through deterrence by randomly testing our soldiers on a regular basis. We received a program funding increase to raise our testing level to more closely match the Active Component testing level.

The increased funding also allows the retention of those civilians most critical to program administration.

Innovative Readiness Training

In FY 1999, the Army Reserve conducted over 20 major Innovative Readiness Training Projects in partnership with sister services and other reserve components. The majority of these projects were engineering improvements of existing infrastructure in local communities, and in some cases, the creation of new recreational areas in America's communities. We provided veterinary and dental services to remote villages of Alaska and, in response to the President's Initiatives to Support Indian Tribes, provided much needed medical support to Native Americans on reservations in Montana and South Dakota.

Civilian Acquired Skills

As the Army Reserve information operations capabilities evolve, new skill sets are required that encompass knowledge, experience and skills too complex to be integrated within the Army's training and education capacity. Among the greatest strengths within the Army Reserve are skills our citizen-soldiers develop in their civilian occupations. Thus, the Army Reserve invested in a database application that allows Reservists to self-assess their civilian acquired skills and experience using the Internet. The application performs two functions. First, it allows Reservists to complete a resume and assess their individual skills. Second, the record created by the Reservist is added to a searchable database used to provide an extensive inventory of the skills Army Reserve soldiers possess that might be of use in any possible contingency.

Individual Training

Army Reserve soldiers are fully integrated into the Army's training base. The Army School System (TASS) combines Active Component schools, former USAR Forces Schools and National Guard State Military Academies. The Army formed seven TASS regions built around Army Reserve institutional training divisions to facilitate coordination of training for all components. Moreover, Active Component soldiers will attend many TASS courses and receive full resident credit.

The Army School System brings individual institutional training to Active and Reserve Component soldiers through the coupling of the Army's Distance Learning (DL) program. When completely fielded, this will result in increased readiness, cost savings and more time for the soldier at home station with all soldiers trained to the same tasks, conditions and standards. The Army Reserve plays an important role in the Army's DL program. Implemented as a redesign, it will serve as a modernized institutional training base for all components of the Army linked together by a network of information and automation architectures and delivery systems.

The initial distance learning classrooms or Digital Training Facilities (DTF) within the Army Reserve have been installed at Fort Dix, New Jersey, and Fort McCoy, Wisconsin. The Army Reserve is scheduled to receive 183 DTF's in 90 locations. Our goal is to eventually have a distance learning capability in every USAR center.

The Army's distance learning program provides training and education for the Active and Reserve Components and Department of the Army civilians. This training will be available in a variety of media ranging from printed form to computer-based multimedia instruction over the World Wide Web. Courses will be available over a communications infrastructure leveraging existing and future commercial communications systems. When completed, 95 percent of all Active and Reserve Component soldiers will be within an hour commute of a distance learning classroom. Yet, our goal remains to eventually have distance learning capabilities in every USAR

center, and to do that would cost \$385 million over a period of 13 years.

I intend to make these facilities available to other military users, and perhaps other agencies, and do so without any charge or usage fee. I am convinced by making distance learning and education readily available to every soldier, sailor, airman and marine we can and will promote increased inter-operability and joint readiness training efforts across all the services both Active and Reserve Component

Through our Institutional Training Divisions, or DIV (IT) s, the Army Reserve is supporting the Army Division Redesign Study (ADRS) to convert combat arms units within the Army National Guard. Under the redesign program the ARNG is reclassifying combat soldiers into combat support and combat service support military occupational specialties. This reclassification training began this year and will train approximately 800 National Guard soldiers, with an another 1,300 in fiscal year 2001. Throughout the 10-year redesign program, Army Reserve DIV (IT) s will reclassify over 19,000 ARNG soldiers. Eventually, much of the training provided would be accomplished away from the traditional schoolhouse and closer to the soldiers' units of assignment and homes as distance learning classrooms come on-line.

The Senior Reserve Officers' Training Corps (ROTC) Alternate Staffing Test continues to study ways the Army Reserve can offset Active Component personnel tempo. This would allow reinvestment of Active Component personnel into warfighting units. This prototype program has Reservists teaching ROTC cadets, freeing up active duty soldiers for other assignments. The USAR began the test at three universities in the Southeast and expanded it to include nine additional universities and then ten more schools. The Army Reserve, working jointly with the Army National Guard, developed a multi-component ROTC organization at the Community College of Southern Nevada.

The Army Chief of Staff set a goal for the Reserve Component to achieve and sustain an 85 percent Duty Military Occupational Skill Qualification (DMOSQ) and Noncommissioned Officer Education System

(NCOES) qualification level by fiscal year 2005. Recent increases in funding have raised both MOSQ and NCOES qualification rates by several percentage points. The USAR is projecting that DMOSQ rates will climb to 85 percent by FY 2005 and NCOES qualification rates will achieve 85 percent by FY 2004 due to programmed increases to our funding level. Your continued support of our mutual goal to have a trained and ready force is essential to reaching that goal.

A collateral benefit of increased funding for individual training is the positive impact on collective training. When this individual training is underfunded, it forces soldiers and leaders to attend MOS-producing schools and NCOES courses in lieu of annual training and has a negative effect on collective training. The absence of even a relatively small portion of a unit's personnel degrades its ability to train on the collective, lower level, mission essential tasks required to meet the Commander-in-Chief's (CINC's) wartime mission requirements. The funding levels currently requested will permit DMOSQ and NCOES rates to climb to an acceptable level while allowing USAR units to train on collective wartime mission essential tasks. Full funding for Professional Development Education is essential to prevent RC leaders from attending schools in lieu of annual training.

Summary

For nearly 92 years, the United States Army Reserve has served as a community-based federal force of trained and ready units and individuals supporting The Army, here and abroad. We are adaptable, relevant and an integral part of The Army. The citizen-soldiers of the Army Reserve are proud of their country. They share a deep sense of satisfaction and accomplishment in the peace and stability they help create on behalf of all Americans. We are grateful to the Congress and the Nation for supporting the Army Reserve and our most valuable resource, our soldiers — the sons and daughters of America. Thank you.