



DEPARTMENTS OF THE ARMY AND THE AIR FORCE
JOINT FORCE HEADQUARTERS
OFFICE OF THE ADJUTANT GENERAL - CALIFORNIA NATIONAL GUARD
9800 GOETHE ROAD - P.O. BOX 269101
SACRAMENTO, CALIFORNIA 95826-9101

NGCA-JSD-PP

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Subject: California Army National Guard (CA ARNG) Duty Days Served

1. PURPOSE:

Conduct a fact-based analysis to determine the average number of duty days served by California Army National Guard Soldiers in a given year.

2. BACKGROUND:

The Department of Defense has been charged with reducing its budget in light both economic constraints as well as the drawdown of forces from Iraq and Afghanistan. In determining the optimal size of the future force the DoD is presented with the challenge of balancing capability and cost to meet the nation's strategic requirements without exceeding its fiscal resources. At the center of this debate are the personnel costs that account for the majority of the Army's budget. In particular the issue of the appropriate force mix between the active and reserve components has been a point of contention. Although the reserve component has been repeatedly demonstrated to be a more cost-effective solution, concerns remain over its ability to perform to the same level as its active component counterparts, or at least to a level that will meet mission requirements. This issue was highlighted by GEN Odierno, Chief of Staff of the Army (CSA), who framed the perceived readiness shortfalls in the reserve component as a lack of training; stating that reserve units trained only 39 training days a year, while contrasting that to active component Soldiers who serve for the entire year. This assertion directly contradicted the findings of a recent Reserve Forces Policy Board (RFPB) study that found that reservists actually perform an average of 94 duty days a year. The CNG J5 initiated its own analysis of a sample population of CA ARNG Soldiers to determine the average number of days served per year in response to the CSAs comments and in order to determine a factually supported number that accurately reflected the amount of duty our Soldiers perform.

3. SUMMARY OF FINDINGS:

The J5 analyzed a population of 723 CA ARNG Soldiers (approximately 4.5% of the CA ARNG force) and found that based on the 365-day calculation for a year of active

service, that the population served an average of 119.87 days. When analyzing the data based on the 219-day calculation for a year of service (taking into account weekends, holidays and leave) the same population averaged 93.15 days of service.

4. METHODOLOGY:

The J5 conducted a sample analysis of 4.5% of the CA ARNG force to determine the actual number of days served in the 2012-2013 year (Exact dates are unique to each Soldiers' service anniversary date). The study analyzed a total of 723 Soldiers in all ranks in seven company level units within the 79th Infantry Brigade Combat Team as well as a cross-section of other CA-ARNG units was selected including Aviation, Military Police, Engineer, Quartermaster, Transportation and a Headquarters Company. The Brigade Combat Team was selected as the primary focus of this analysis as it is the basic deployable unit of maneuver in the US Army. One of the multiple units studied, one was deployed during the selected time-period. During this same timeframe, overall deployments ranged from 5-17% of the CA ARNG total force; down from a high of nearly 40% in the 2005-2006 timeframe, so utilizing a deployed unit within the study was consistent with deployment patterns over the past 12 years.

In order to characterize the CA ARNG duty days, the J5 calculated duty day service using two methodologies. Both methodologies utilize the Reserve Points History Statement (RPAS) which documents the award of points for time served over a Soldiers career. In the first method, active duty service was calculated using 365 days per year for assigned points. The second method utilized the active duty service day total of 219 days per year as stated in the RFPB study. This number reduces the total duty days per year to account for Federal Holidays, 30 days annual leave, and weekends where Soldiers are generally considered to be off-duty.

a) 365-Day Methodology: This method utilized the RPAS study which awards points to National Guard Soldiers for military service. The statement divides attendance in three categories, Inactive Duty Training (IDT) which includes attendance at monthly drills. It is important to note that Soldiers are awarded 1 point for each 4 hour block of service. Therefore a Soldier is awarded 2 points per duty day. As a result, the total points were divided by two to accurately calculate the days served. The second category is Funeral Honor Detail (FHD) in which one point is awarded for duty performed by Soldiers on an honor guard at a military funeral. The total number of points awarded in this study for FHD service has a negligible impact in the study's outcome. The third type of service is Active Duty (AD) service, which includes all service not in the other two categories. Service in this category includes attendance at Annual Training, any days served in addition to mandatory IDT days, attendance at military schools, deployments, and other active service, such as Active Guard and Reserve

(AGR) and Active Duty for Operational Support (ADOS). In this methodology all points were totaled and then divided by total number of Soldiers to achieve average duty day served in a 12-month period.

b) 219-Day Methodology: In this method the 365-day service model was modified to equate to the RFPB model. This model was based on a 219-day active duty service days per year, accounting for weekends, holidays, and annual leave. In order to systematically modify the RPAS active duty calculation of 365 days of service per year to the RFPB 219-day model, a factor of 60% was applied to the RPAS AD service ($365 \text{ days} / 219 \text{ days} = 60\%$). The 60% figure was applied to all active duty service totaling over 60 days. 60 days was utilized as Soldiers serving less than 60 days are typically in training environments and cannot take advantage of holidays, weekends, and leave. Once a Soldiers surpass the 60-day mark, they are more likely to be on extended orders such as AGR and ADOS and are likely to receive time off for weekends and holidays and also have the ability to take annual leave. There is one notable exception; Soldiers who are deployed do not get weekends and holidays off but can take annual leave during pre and post deployment. Since the RPAS does not differentiate between types of active duty the 60% figure was applied to all active duty service above the 60-day threshold even though the reality for deployed Soldiers is that they likely worked all weekends and holidays. Finally, the RFPB study included the full-time service of Dual Status Federal Technicians at 219 days per year. There are 1,100 technicians amongst the approximately 16,000 Soldiers in the CA ARNG. The technicians full-time service equates to an average of 15 days of service per Soldier in the CA ARNG ($219 \text{ days} \times 1,100 / 16,000 = 15 \text{ days}$). This total is added into the total average days served analysis.

5. CONCLUSION:

a. The actual amount of duty days served by CA ARNG Soldiers is significantly greater than the minimum requirement of 39 days, as much as 200% greater depending on the methodology used. Therefore any perception of readiness based on the notion of 39 days of training is fundamentally flawed. A figure of between 93 and 120 days best reflects the duty days performed by an average CA ARNG Soldier and is influenced by such factors as additional schooling, deployments and full-time unit staffing.

b. Other factors to be considered when addressing readiness include the quality and nature of the duty performed as well as the length of the duty day itself. Though these factors were not considered in the scope of this study it is worth noting the following:

i. The duty days performed by Guardsmen are routinely executed under the construct that the most must be made of limited training time and therefore a great deal of emphasis is placed on maximizing training during IDT and AT periods.

ii. Deployments and schools account for significant amounts of the additional duty performed by Guardsmen. Both of these environments maximize training and execution and tend to reflect longer days and fewer opportunities for time off.

iii. This study does not account for all of the unpaid training and effort that goes on throughout the year but is typically not captured by RPAS because there is no pay or formal retirement point calculation involved. This is typical of training meetings, time spent planning and studying and dealing with Soldier readiness issues throughout the month.

iv. This study also does not account for applicable training and experience gained throughout the year during the performance of a Guard member's civilian occupation. Teachers, medical professionals, emergency services workers, tradesmen and endless roster of civilian training, education and work experience provides great benefit to the force at no cost to the military, but is routinely overlooked because it occurs out of uniform.

v. All of these are critical factors in determining the real-world capability of the reserve component and help to illustrate why they have been so successful executing their combat mission despite requiring significantly fewer resources than their active component counterparts.

vi. It should also be noted that although active component service members are compensated for 365 days of service, that in no way equates to 365 days of training and is decremented not only by weekends, holidays, and leave, but also by garrison and administrative responsibilities and activities that have limited ties to readiness

Enclosures:

- 1) CA ARNG Duty Day Analysis
- 2) CA ARNG Duty Day Analysis Spreadsheet
- 3) RFPB Duty Day Analysis Briefing

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Enclosure 1 (CA ARNG Duty Day Analysis)

CAARNG Duty Day Analysis

Rank	IDT/2	FHP	AD	# Soldiers	Total	
					365 Day	219 Day
E1	257.50	-	1,455.00	28	1,712.50	1,146.10
E2	513.50	37.00	4,621.00	43	5,171.50	3,247.10
E3	751.50	29.00	5,171.00	56	5,951.50	3,842.70
E4	4,363.50	148.00	23,719.00	274	28,230.50	18,939.70
E5	2,336.50	166.00	16,599.00	161	19,101.50	12,518.55
E6	1,009.00	223.00	9,103.00	69	10,335.00	6,634.20
E7	247.50	-	4,750.00	22	4,997.50	3,090.10
E8	22.00	-	743.00	3	765.00	473.00
1SG	65.00	-	1,034.00	5	1,099.00	693.00
E9	23.50	-	28.00	1	51.50	51.50
O1	167.50	-	482.00	10	649.50	463.30
O2	418.00	-	2,670.00	24	3,088.00	2,046.80
O3	175.50	-	1,933.00	8	2,108.50	1,265.10
O4	27.00	-	764.00	3	791.00	474.60
O5	23.50	-	49.00	1	72.50	72.50
W2	322.00	-	1,394.00	10	1,716.00	1,050.20
W3	93.50	-	735.00	5	828.50	497.10
Totals				723	86,669.50	56,505.55
Avg Days/Year/Soldier 365 Day Model					119.87	78.15
Technician Service for 219 Day Model						15.00
Total Average Days/Year/Soldier 219 Day Model						93.15

Notes:

- 1) IDT - Inactive Duty Training - Soldiers awarded two retirement points for each duty day.
these figures were divided by two to obtain days served.
- 2) 365 Day Model - Analysis conducted based on Soldier's Retirement Point History Statement. This statement awards points for each day of military service and will award 365 points for a year of service.
- 3) 219 Day Model - The Reserve Forces Policy Board (RFPB) equated 219 days of duty with full-time service to account for days off due to weekends, holidays and 30 days of annual leave. We reduced Active Duty service of the personnel with over 60 days of AD service in this study using a factor of 60% (365/219).
- 4) Technician Service - The RFPB included technician service in their survey. In order to equate our study to the RFPD we factored in Technician service by adding 15 days (There are 1,100 technicians amongst the 16,000 CA ARNG Soldiers $219 \text{ days} \times 1,100 / 16,000 = 15 \text{ days}$ when added to the average days of service per Soldier.

Legend:

Rank - Ranks of Soldiers in the analysis

IDT/2 - Inactive Duty Training. Calculated in 4 hour increments so total points are divided by 2 to get the days

FHP - Funeral Honors Program - Soldiers receive one point for each funeral (2 hrs)

AD - Active Duty - all service other than IDT and FHP

Soldiers - Number of Personnel in the study by rank and in total