

NCFA Staff Paper

Full-Time Support

Purpose: Explain statutory and policy roles, requirements determination process, and history of the Full Time Support (FTS) program.

Summary: FTS perform essential day to day operations to ensure predictable foundational readiness for the community-based Reserve Component (RC), enabling commanders to achieve higher level of readiness when required. FTS facilitate efficiency, through the nominal cost to maintain a ready RC in dwell compared to maintaining Regular Army units. FTS executes Secretary of the Army's statutory functions for the community based reserve components and is essential to conduct day to day operations to ensure predictable foundational readiness to allow commanders to achieve collective readiness similarly to Department of the Army Civilians on installations.

Background: The majority of RC Soldiers (>80%) are traditional drilling reservists that perform 48 drill periods and 15 days of annual training a year. A small number of FTS personnel execute the statutory functions of recruiting, organizing, administering, maintaining, instructing, or training the reserve componentsⁱ. FTS personnel generally accomplish tasks that would otherwise have to be performed by mobilization-day Soldiers during limited weekend drills.

Facts: The Secretary of the Army is responsible to determine FTS levels which are managed by the Reserve Chiefs. FTS requirements are determined using the universal Army process to determine manpower requirement to accomplish the directed tasks in Tables of Distribution and Allowance organizations. This workload based process is used to determine manpower requirements at Army headquarters like FORSCOM and across all Army Posts, Camps, and Stations.

- a. Title 10 USC section 10216, 10217, 12310, and Title 32 section 315 state FTS provides full-time permanent manpower to organize, administer, recruit, instruct, or train the RC. DOD Instruction 1205.18 reflects statute that FTS personnel may augment their primary purpose and advise Active units when it doesn't interfere with the performance of their primary duties of organizing, administering, etc.ⁱⁱ DODI 1205.18 identifies five categories FTS; Active Component Personnel, Military Technicians (Dual Status & Non-Dual Status), Active Guard and Reserve Personnel and Department of the Army Civilians.
- b. FTS fulfill foundational functions leveraging Army management and information systems such as Standard Installation/Division Personnel System, Automated Fund Control Order System, Defense Enrollment Eligibility Reporting System, Medical Protection System, Property Book Unit Supply Enhanced, Digital Training Management System, to recruit, organize administer, supply, and maintain Army capabilities stationed in the RC.

- c. Army FTS requirements are continuously rigorously studied and evaluated, current resourcing is based on the 1999 decision to achieve a high risk to readiness for a strategic reserve. In 2005 the FTS requirement methodology was revalidated and in 2012 the Secretary of the Army reported to the Congress a total FTS requirement of 123,000 in response to a NDAA 2008 directive. Currently the requirement is filled at FY 67% for FY16.ⁱⁱⁱ
- d. The Army predominately uses RC manpower to satisfy FTS requirements. FTS comprises 17% of ARNG and 14% of USAR end strength, 33% short of 1993 DA requirements. The Army is defined by its RC and needs it to conduct operations of any duration, invests the least of all the services. The DOD FTS average is 19.1% in relation to ES. The FTS investment by service is Navy FTS 21%, USMC 16%, the Air Force RCs have the highest corresponding levels of readiness at 36% for the Air National Guard and 23 % for the Air Force Reserve. If FTS is compared to Department of the Army civilians which provide similar foundational installation type administer and maintenance activities the level is nearly 46% (225K/490K)^{iv}. The majority of FTS (~90%) are deployable unlike the preponderance of Army civilians providing additional flexibility to meet OCONUS demands.
- e. During the peak of RC contributions to the Wars in Iraq and Afghanistan 2006 through 2009 the FTS shortage was mitigated through temporary FTS primarily Active Duty for Operational Support and selective early mobilization.

Conclusion: The Army's defining characteristic is size; a well administered and ready reserve component makes Army deterrence credible. To ensure the administration and maintenance of part-time soldiers (80%) less than 20% provide critical support functions. FTS is essential to the affordability and cost effectiveness of the RC. FTS executes the Secretary of the Army's statutory functions in support of the community based reserve components and is essential to conduct day to day operations to ensure predictable foundational readiness to allow commanders to achieve collective readiness.

ⁱ Title 10 USC § 12310 – (b).

ⁱⁱ Department of Defense, Instruction 1205.18, Full-Time Support of the Reserve Components, May 2014.

ⁱⁱⁱ Department of the Army, Army Management Action Group FTS Review, as briefed NOV 14.

^{iv} FY2014 US Army Posture statement page 1 (MILTECHS are included in the number of DA Civilians) were removed for this comparison (37,055 dual status and non-dual status subtracted from 263,000).

Note: FTS functions are enduring and predate the Army, the 1636 Act that organized the Massachusetts Bay Colony's Militia companies into three regiments, also required a full-time "Mustermasters"^{iv} in each regiment, 139 years before the Army was established^{iv}. The current "technician" program dates from 1916, when FTS when became Army employees who were also members of the Reserve. The Army expanded FTS program in the 1970s, when the Army adopted the total force policy, which required the RC achieve higher levels of readiness.