



Human Resources Command  
**Overview Brief to the  
National Commission on  
the Future of the Army**

20 July 2015



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Overall Classification of this brief is:  
**UNCLASSIFIED**



# Purpose and Agenda



**PURPOSE:** Provide an overview of the United States Army Human Resources Command, their mission, roles, and lines of effort to the leaders of the National Commission on the Future of the Army.

- **Mission, Organization, and Lines of Effort**
- **Who We Support**
- **Discussion / Conclusion / Questions**



# HRC Mission and Vision Statements



## Mission Statement

**Execute career management, sustainment, distribution, and transition of personnel in order to optimize Army personnel readiness, enable leader development, and strengthen an agile and versatile Army that can Prevent, Shape, and Win.**

## Vision Statement

**Total Army...Total Victory**

- **A Team of disciplined, dedicated, passionate and inspired professionals executing the mission with compassion, care and precision**
- **A team oriented on and engaged with Commanders and Soldiers**
- **A transparent, flexible, innovative and agile command – focused on improving and transforming**
- **Focused on holistic “personnel readiness” to enable the Army to Prevent, Shape, and Win**
- **Committed to strengthening the All-Volunteer Army**



# HRC Lines of Effort and Objectives



## Lines of Effort

## Objectives





# HRC – the Scope of the Mission and Support



## Who We Support

## Scope of the Mission

More than the “Request for Orders” or Enlisted Assignment

Active Component	490,328
US Army Active Guard & Reserve (AGR)	15, 975
Individual Ready Reserve (IRR)	94,197
Individual Mobilization Augmentee (IMA)	2,609
USAR Troop Program Unit (TPU)	179,990
Retirees	837,681
Veterans	9,297,000
<b>Total</b>	<b>10,917,780</b>

### Very Broad Mission Set...including...

- Veteran Inquiries (over 20 thousand annually)
- Military Documents processed into Interactive Personnel Electronic Records Management System (iPERMS) (17 million annually)
- Combat Related Special Compensation
- Traumatic Servicemembers Group Life Insurance (TSGLI)
- Reserve Career Counselor on Installations
- Voting
- Selection Boards (95 in Fiscal Year 14)
- Phones for US Army Recruiting Command
- Military Mail System
- Reserve Component Mobilization Orders
- Married Army Couples / Exceptional Family Member Program
- Tuition Assistance
- Past Conflict and Repatriation
- Individual Ready Reserve Management

### Stakeholders

- Soldiers, Families and Veterans
- Units
- Army leaders
- Congress
- Office of the Secretary of Defense
- American People
- US Army Recruiting Command
- US Army Cadet Command
- US Army Reserve and Army National Guard



U.S. ARMY

# Human Resources Command



Assigned Strength	
Military	841
Civilian	1668
Contractor	999
<b>TOTAL</b>	<b>3508</b>

**HUMAN RESOURCES COMMAND**  
**COMMANDING GENERAL**  
 MG Thomas C. Seamands  
 (502) 613-8845



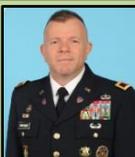
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 CSM Charles E. Smith  
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**CoS**  
 (Chief of Staff)  
 COL "BJ" Constantine  
 (502) 613-8846



**XO**  
 (Executive Officer)  
 LTC Chad Froehlich  
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**DIRECTORATES**

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 (The Adjutant General Directorate)  
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 COL Lemuel A. Thomas Jr.  
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# Discussion/Questions



# Backups



# Questions for Discussion



- **Total Army Talent Management, where are we going?**
- **Under Army Total Force Policy, how is HRC standardizing personnel business practices (not just IPPS-A)?**
- **What laws, policies, regulations, and guidance require change to improve personnel management?**
- **How will Army achieve an Integrated Personnel System?**
- **What assignment policies enable or limit transfer from Regular Army to RC units and RC to Regular Army units? During recent site visit, West Virginia TAG expressed frustration with policies that do not enable. He wanted to assign a Regular Army CSM to ARNG unit.**
- **Are there laws, policies or regulations that need to be relooked in relation to Officer Accessions? Are the differences in officer accessions standards still needed?**