

NCFA Staff Paper

“Process for Allocating Army National Guard Personnel and Force Structure”

WHAT THIS IS: The National Defense Authorization Act of Fiscal Year 2015 directed the National Commission on the Future of the Army to consider an identification and evaluation of the strategic basis or rationale, analytical methods, and decision-making processes for the allocation of the Army National Guard (ARNG) personnel and force structure to the States and territories. The Institutional Subcommittee has identified and evaluated these items.

POSITION/PERSPECTIVE: The subcommittee found that allocation of personnel and force structure to the States and territories is accomplished within the Army’s Total Army Analysis (TAA) process managed by the Army G-3/5/7. Within that process, Army G-3/5/7 informs the Chief, National Guard Bureau (NGB) of the overall personnel and force structure changes to be applied to the ARNG. The Chief, NGB has processes within the ARNG for making recommendations for allocating these changes to States and territories that are consistent with national security objectives and priorities to produce the refined allocation recommendations. The process used depends on the complexity of the changes, as well as whether decrements or increases are to be allocated. Employing these processes, the Director, ARNG reviews and approves the changes before the Chief, NGB provides an allocation recommendation that is incorporated into the overall Army personnel and force structure changes generated by TAA. All changes are submitted to the Secretary of the Army for review and approval.

Additionally, the subcommittee found that the allocation processes used by the NGB begins by using objective, quantified metrics, which were vetted through the States and territories. The metrics produce an order of merit list of either specific reductions to be applied or specific increases in personnel authorizations and force structure. A board or working group then uses the analytical products, as well as input from the States and territories that addresses the types of force structure sought. An additional consideration is the balance of National Guard forces across the States and territories in order to provide capacity and available forces for both domestic and overseas contingency operations. These boards and working groups are conducted in a transparent manner, either with representatives from the States and territories on the board or having representatives present to observe these boards.