

Testimony – Full Time Support

I am MG Greg Lusk the Adjutant General North Carolina National Guard. I am speaking in my capacity as North Carolina's senior military officer. I am not on active duty orders and no one in the Defense Department has seen, reviewed or approved my remarks.

Today, I am going to speak to you about full time support (FTS). I'd like to clarify the purpose of FTS, its foundations, and the difference between FTS and what we will call enablers – like ADOS, FTNGD (Full time National Guard duty) and 12304b authorization and funding.

In his recent testimony General Odierno stated that *“It would be a more prudent and effective use of our scarce readiness dollars to reduce the Full Time Support program and move those funds into ADOS and 12304b.”* He also asserted that, the reason for the increase in FTS was due to rotational demands. Neither of these statements gives you the true picture about FTS. So I'd like to present a clearer picture and suggest an alternative.

First, I want to address the role of FTS as opposed to using enablers like ADOS and 12304b. The white paper I have submitted along with my testimony has a very detailed account of the regulatory differences between these three and how they should be used, so I will keep my comments at the macro level and refer you to the White Paper for specifics. Bottom line: there is a distinct difference in the purpose, funding and use of FTS versus enablers.

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FTS is the full time professional force that ensures the foundational readiness of the National Guard. These are Soldiers that work to ensure the unit's readiness is kept at appropriate levels in the areas of training, logistics, and administration. Their careers are managed as a professional force and the years of experience that they bring to the unit and to the National Guard are invaluable to the continuity and success of unit. They are essential to the unit's foundational readiness. They are the primary connection between the unit and its community and the link between Soldiers in the unit. FTS are the subject matter experts that administer the numerous automated system used to support our traditional Soldiers. The requirements are continual and ever changing and must be accurate and timely, one example is the required changes in DEERs upon the repeal of "*Don't Ask Don't Tell*". If we would change out these FTS personnel with temporary personnel as the Chief suggested, it would be akin to having an apprentice mechanic fix your car every time you brought it to the shop as opposed to the mechanic who has been working on cars every day for the last ten years and is familiar with your car and previous maintenance history.

I have with me today FTS representatives from the NC National Guard:

- SFC Jason Jones is a Readiness NCO and a member of the 725th Equipment Support PLT in Butner NC. He holds the MOS of 12N (Horizontal Construction Engineer) & 12B (Combat Engineer). The 725th Equipment

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Support PLT authorized strength is 42. He is the sole full time member of his unit and he manages the day to day operations in Training, Administration, Supply, and all other required duties.

- SSG Rachel Ross is an Admin/Training NCO and is a member of HHC 130th MEB in Charlotte, NC. She hold the MOS of 31B (Military Police), 92G (Food Service Specialist), 42A (Human Resources Specialist). The unit is authorized 190. She manages the day to day operations in Training, Administration, and all other required duties.
- SFC Derek Morgan is a Readiness NCO and is a member of Co B (-) 1-252nd in Smithfield, NC. He holds the MOS of 11B (Infantryman), 88M (Motor Transport Operator), 12T (Technical Engineer). The (-) is authorized 94. Det is authorized 41. Total for unit is 135. He is the full time supervisor of both the (-) and Det and manages the day to day operations and all other required duties.
- SSG Robert Penick is a Supply Sergeant and is a member of Co B (-) 1-252nd in Smithfield, NC. He holds the MOS of 92Y (Unit Supply Specialist), 11B (Infantryman), 14H (Air Defense). The (-) is authorized 94. Det is authorized 41. Total for unit is 135. He manages the day to day operations in Supply for both the (-) and the Det and all other required duties.

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- CW4(P) Tom McAuliffe is the 449 TAB Standardization Instructor Pilot. He is a former Active Duty AH-64 Pilot, and a veteran of Iraq and Bosnia. His FTS position is Flight Operations Officer, and AH-64 Instructor Pilot as AASF #1.
- MAJ Benny Collins the 1-130 Attack RECON Battalion XO and also a FTS MilTech serving as the Commander for AASF #1 located in Morrisville, NC. MAJ Collins served on active duty with the 82nd Airborne Division prior to joining the NCARNG.

These FTS ensure foundational readiness in the Army National Guard.

Enablers certainly have utility for the Guard. They are intended to be used as gap fillers, short duration positions to fill specific needs like mobilization preparation, or to assist in the weeks building up to a CTC rotation. Enablers are a great way to rapidly build capability above foundational readiness.

Now, let's address FTS funding levels – **please project the FTS chart**. To orient you to the chart, the x-axis is man-years and the y-axis is a fiscal year timeline. The legend appears at the top, the blue area at the bottom of the chart depicts FTS authorization levels, the green area represents ADOS, and the orange area represents mobilized Soldiers. The red line with triangles represents the DA FTS ramp and the black line with boxes representing DA FTS requirements. Overlaid on the FTS blue area are major operations and events from FY-98 to present. General Odierno stated FTS levels increased due to rotational demands.

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Although, the Army National Guard FTS levels are higher than they were pre-war, they were not raised because of recent conflicts. In 1999 the House Armed Services Committee concurred with the findings of the Department of the Army which stated that FTS levels in the Army National Guard fell dreadfully short of the requirement needed to be an operational reserve. In 2001, ❶ then Brigadier General Raymond Odierno, said that the efforts to integrate the National Guard into the operational force required more FTS. He implemented an increase of FTS to bring the National Guard up to levels appropriate to their operational tasking. Again, this memo was written in January 2001, well before the events of 911 and the resulting contingency operations. The suggested increase in FTS was all about foundational readiness during normal operations and nothing about as yet unforeseen conflicts like OIF and OEF.

During the last 14 years of contingency operations there have been increased levels of support over and above FTS, but those personnel were FTNGD or ADOS depicted in the green area on the chart, not FTS which is depicted by the blue area. Additionally, FTS personnel were increased because our nation chose to build operational capacity for the Homeland. ❷ Almost 1,200 FTS positions were added for programs such as CERF-Ps, CSTs, and HERFs.

❸ In 2008, the House armed services committee again confirmed the need to increase FTS levels in order to maintain the operational reserve, and we've

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referenced that memo, as well as the one signed by General Odierno, in our white paper.

As a recap, in 1999, 2001 and, 2008, all parties involved agreed that an increase in FTS was justified and needed. These increases had nothing to do with Contingency operations like OIF and OEF. What you do not know is that even though the requirements were supported and validated, the Army chose not to fund FTS at the approved levels. ④ Currently, the National Guard is only funded at 71% of validated requirements. Let me say that again, while the Department of the Army is stating that we have too many FTS, we are only funded by the Army at 71% of what they say we should have. That's having a football team's offense without a center, a linebacker, a receiver and a left guard. In a recent information paper on FTS, they called this a *calculated risk*.

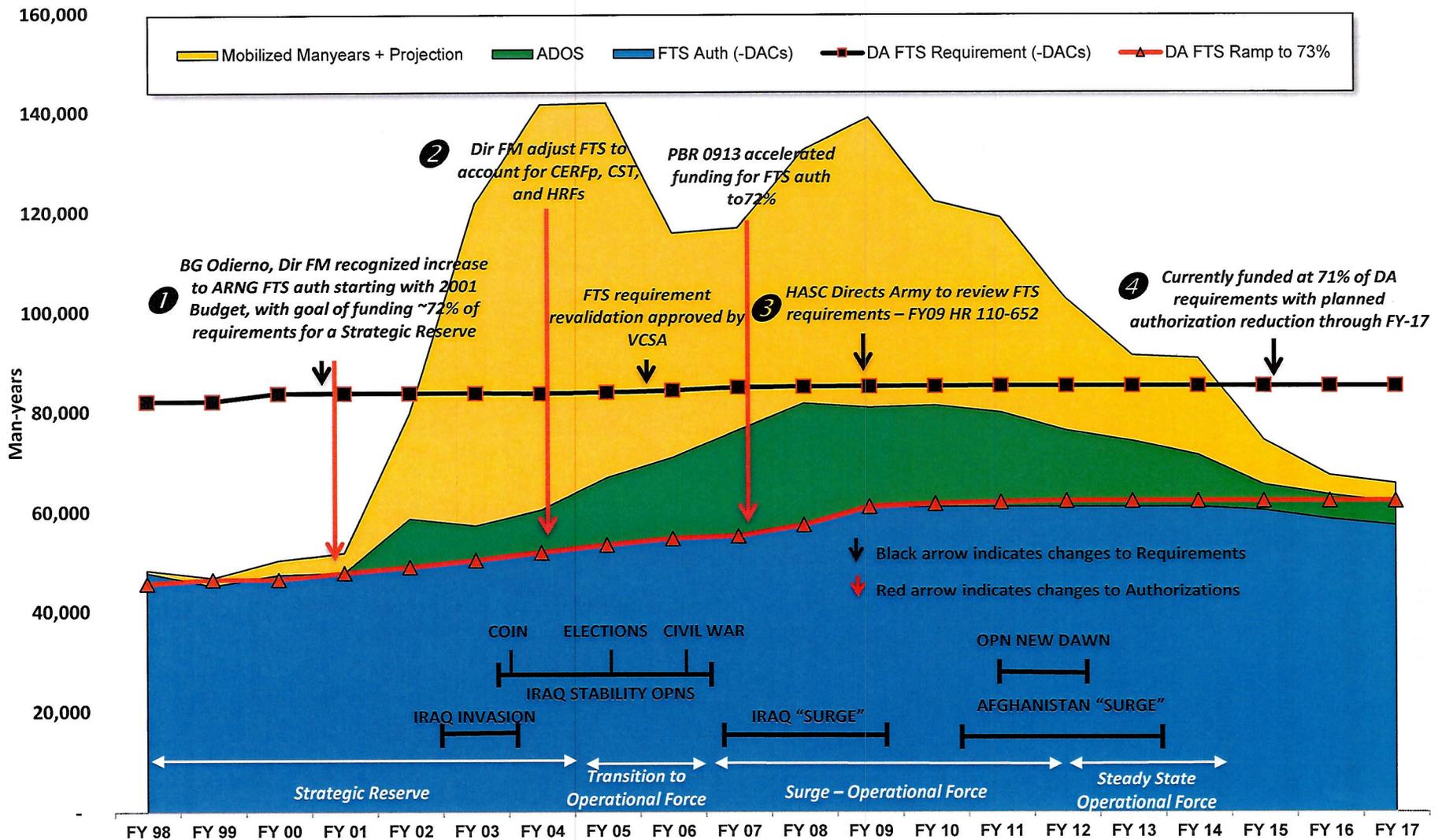
I would like to close with a couple of recommendations about the future of FTS. I believe there exists a baseline of FTS that is required to maintain an operational reserve. That level has already been validated. There is also a need to surge capacity via enablers when units are approaching an operational rotation. In order to maintain our units as an operational reserve we should do the following:

First, continue resourcing the validated requirements of Full Time Support, including the planned ramp increases in authorizations to ensure foundational readiness.

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Second, Use enablers, ADOS for contingencies and 12304b for planned operations, to attain unit collective readiness in preparation for support of combatant commands.

Historical ARNG Manpower Utilization



The validated requirements are unrelated to the 'Grow the Army' effort or war fight missions. The 1999 and 2001 FTS requirements were established to support the pre-9/11 Strategic Reserve strategy. ADOS was used between 2001 & 2015 in order to support collective unit readiness and preparations for deployment