



Multi Component Unit (MCU)
National Commission on the Future of the Army
17 Aug 2015



Agenda



- Historical Context
- Problem Statement
- Multi Component Unit Framework
- MCU Implementation Timeline
- Pilot Assessment Objectives
- MCU Pilot Manning Status
- MCU Historical Analysis
- Implementation Friction Points



Historical Context



1. On 26 Nov 12, the Chief of Staff (CSA) directed the Army to look into creating multi-component units, a result of the 2012 Defense Planning Guidance
 - Corps/Division Headquarters (HQs) (minimum of 50 spaces each)
 - Find ways to reduce Active Component (AC) end strength without reducing quantity or quality of capabilities
 - Ensure interoperability between AC and Reserve Component (RC)

2. CSA Guidance (23 Apr 13)
 - Integration in AC Corps / Division HQs provides broadening opportunity for the RC
 - Review and make recommended changes to policies regulating Army Reserve and National Guard Soldiers serving within Active Component units
 - Examine why the Army moved away from multi-component units and does it make sense to go back

3. In Progress Review to CSA on Corps and Division HQ Redesign (18 Feb 14)
 - CSA directed US Army Forces Command (FORSCOM) to lead an Operational Planning Team (OPT) to examine options for creating a RC “plug” for the Corps / Division HQs to offset the AC reductions
 - CSA directed a review and as necessary make recommended changes to policies regulating RC Soldiers serving within AC units

4. FORSCOM/Army National Guard (ARNG) / United States Army Reserve (USAR) OPT formed 19 Feb 14
 - OPT Course of Action (COA) recommendation approved by CSA 2 Jul 14.
 - MCU Pilot Implemented with XVIII Airborne Corps 16 Mar 15 E-Date and 101st Air Assault (AA) Division 16 Jun 15 E-Date



Problem Statement

Given these conditions:

- The current fiscal constraints and required downsizing of Corps and Division HQs have created operational gaps in the HQs that will affect mission command
- The Army must mitigate the operational gaps by converting applicable Corps and Division HQs into multi-component units in accordance with DOTMLPF-P (Doctrine, Organization, Training, Materiel, Leadership & Education, Personnel, Facilities, Policy) to support national and geographic combatant command requirements
- The current Corps and Division HQ design may be impacted by emerging Army initiatives (Mission Support Elements, Division Artillery, Corps Fires Brigades) to include adjustments to Army warfighting requirements.

How does:

- The Army apply and/or adjust policies and laws to implement the Corps/DIV MCUs
- The RC recruit, train, qualify and provide support (full and part time) to man Corps and Division MCUs
- FORSCOM enable Corps and Division Commanders to effectively manage Corps/DIV MCUs for training, exercises and employments no earlier than FY16 and no later than FY 19



Multi Component Unit Framework

XVIII Corps Timeline Mission Force Pool

| | | |
|---------------|--------------------|--------------|
| Corps | AC | Division |
| 619 | | 481 |
| + | | + |
| 56 10% FTE | RC * FTS 3 4 | 128 7% FT |
| 675 | | 609 |



Recruit / Train / Qualify from ARNG and USAR units;
Integrate in Corps and Division HQs

101st AA Division Timeline Rotational Force Pool



Total FTS ≈ 49

Total RC spaces ≈ 1448

Pilots

- Begin 2nd Quarter, FY 15
- * FTS is additive for Corps and dual-hatted for Division
- Corps is Co-located
- Division is not Co-located

Access Methods

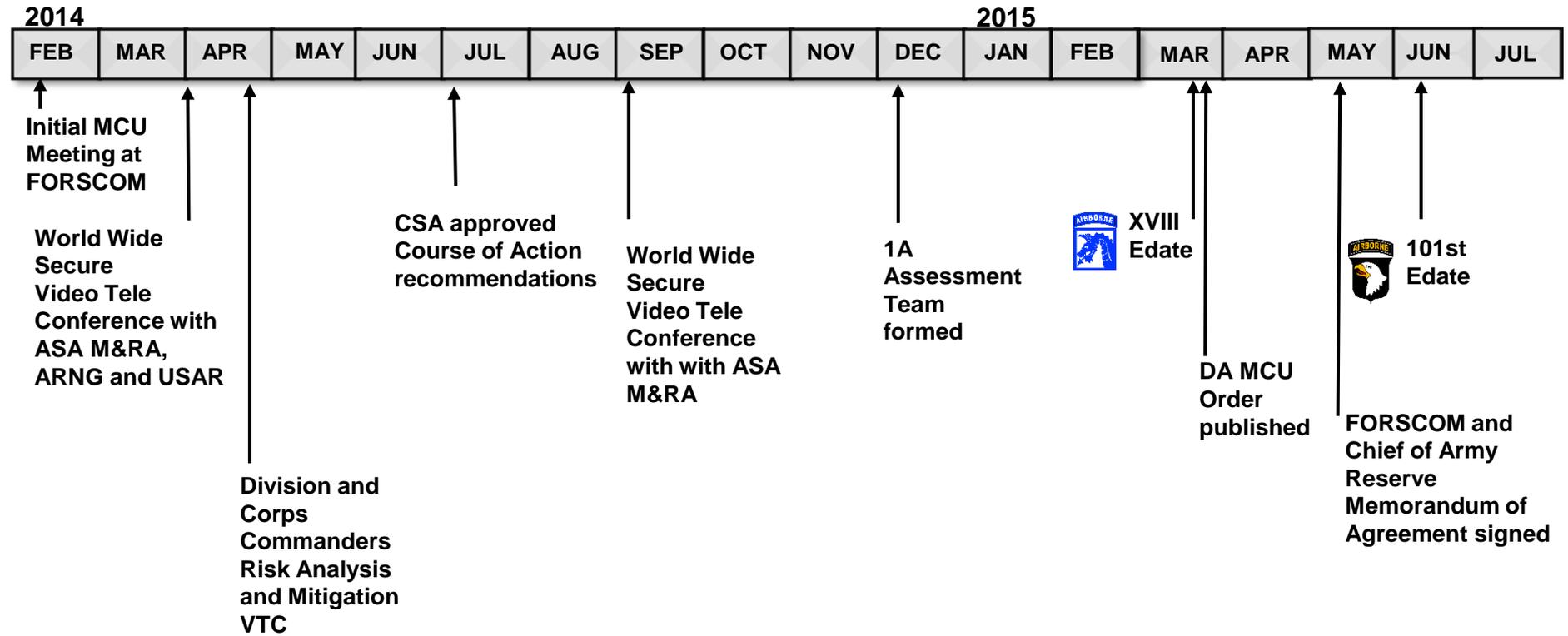
- Fragmented or Annual Training (AT)
- Active Duty for Training (ADT)
- Unit Training Assemblies (UTA) (IDT)
- Rescheduled Training (RST)
- Active Duty for Operational Support (ADOS)
- Mobilization

Employment Methods

- Warfighters
- Exercises
- Home Station Training
- Deployments (planned)
- Contingency/Crisis



MCU Implementation Timeline





Pilot Assessment Objectives



Assessment activities per methodology during MCU HQs IDT, AT periods and CTEs

| | | | |
|----------------------------------|--|---|--|
| Initial Assessment Period | | 1st Report to FC CG and DA G3 | Final Assessment Period |
| RC MCU Build | <p>HQs E-Date = MCU IOC 16 March</p> <p>Assessment Team Formed Methodology, Checklists, Questions developed Brief CG FORSCOM on Assessment Plan occurred 15 Dec 2014</p> | <p>Assessment Areas</p> <ul style="list-style-type: none"> • Pilot Commander's Assessment • Implementation Effectiveness • Training Plan Development and Coordination • RC - Recruit, Train, Qualify • Resourcing / Funding Req • Full Time Support Req • Legal Authorities • Policy Implications • MCU HQ Design | <p>Assessment Areas</p> <ul style="list-style-type: none"> • Pilot Commander's Assessment • Mission Effectiveness (ME) • Training Plan Execution • RC - Recruit, Train, Qualify • Resourcing / Funding Req • Full Time Support Req • Legal Authorities • Policy Implications • MCU HQ Design <p>Final Report to FC CG and CSA</p> |



MCU Pilot Manning Status



XVIII ABN Corps:

- 33 of 56 assigned – 59%
 - 28/51 TPU assigned
 - 5/5 deployable AGR LNOs assigned
- 3/3 non-deployable AGR FTS assigned

101st ABN:

- 122 of 128 assigned – 95%
 - 53/53 Utah ARNG assigned
 - 66/66 Wisconsin ARNG assigned
 - 2/4 deployable ARNG FTS/FTE assigned (FCKY based)
 - 1/5 USAR assigned,
 - 1 pending transfer.
 - Vacancies: (2) O4 / CA Officers, (1) E7 / Sr. PO NCO,



MCU Historical Analysis



| Risk | Historical Reference | Implications to Corps/Division MCUs |
|----------------------------|---|---|
| Full Time Support | <p>On report to DA on 4th ID in 1998 recommended manning a FTS cell to advise CDR and support the TPU</p> <p>An MCC Study Work Group found the need for AGR support necessary for MCU success (1:8 ratio or 10% for ARNG)</p> <p>A study on the 52nd Engineer BN (tri-component MCU) recommended increasing full time manning to achieve desired integration</p> | Provide 10% Full Time Equivalents in both the Corps and Division; fund |
| Geographic Footprint | <p>4th ID had stationing issues related to geographical stationing of assigned ARNG units, was unable to fill its authorized 333 RC TPU spaces, recruiting difficulties</p> <p>An MCC Study Work Group stated challenges may occur in stationing a MCU near a Division due to Grade/MOS mismatch</p> <p>A study on the 52nd Engineering BN recommended reducing the geographic footprint by reducing the unit to only two components</p> | RC element must be Co-Located with Corps and Division headquarters |
| Access and Availability | <p>4th ID noted insufficient access to RC for training</p> <p>MCC Study Work Group found the need to fund additional training days for M-day Soldiers to better support exercises and training requirements throughout the year</p> | Involuntary access above statutory 39 RC training days. Current law and policy limit access to the RC to meet required Corps and Division training requirements; fund |
| Multiple Chains of Command | Multiple states Guardsman participation increases the complexities of command | Source the Corps / Division HQs with a single RC component. |
| Equipment | 4 th ID had funding issues related to maintaining/resourcing individual equipment | Equipment will be maintained and located at the Corps and Division |



Implementation Friction Points

MCU implementation Framework requirements approved during 2 Jul 14 brief to CSA and captured in the DA draft EXORD

| | Requirement | ARNG Position | USAR Position | 9 Feb 2015 Recommendation | 16 Mar 2015 CG Decision | Legal Review |
|---|--|--|--|---|---|---|
| 1 | Training days - 75 Division and 81 Corps | 54 days for Division | 53 days for Corps is supportable – 81 difficult but will pilot | Pilot 53 for USAR and 54 for ARNG | 81 days for Corps; 54 days for Division | RC Soldiers can only serve above 53/54 in a voluntary status. |
| 2 | Mission command (organic DUIC) ARNG – OPCON; USARC – Assigned. | TRO for Main Command Post-Operational Det (MCP-OD) | Assigned | Establish a separate ARNG UIC for TRO – First Army will validate in post-mobilization; USAR is assigned to AA UIC | Organize as structured DUIC to the AC AA. TRO relationship for Training | OPCON for training is not legal. TRO is appropriate. |
| 3 | Readiness reporting – AA UIC submits one report | Utah and Wisconsin submit for UICs | AA reports | ARNG submits a report for separate UICs; 101st submits an AC report; XVIII submits one report | RC structured DUIC report readiness to AC “AA” UIC | ARNG submits data to AC AA for AC AA USR. |



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|---|-------------------|------------------------------------|------------------------------|---|---|--------------|
| 4 | Special skills | Adversely impacts recruiting | Support | Do not require special skills for pilot. | No requirement for Special Skills required to join or remain in MCU | Concur |
| 5 | MOS Qualification | Cannot meet all MOS qualifications | Cannot assure DMOSQ below E5 | ARNG will manage IAW Guard policy; Ack USAR reality. | DMOSQ is the standard. By exception, a very small number can be Non-DMOSQ, but in schooling | Concur |
| 6 | Rating Scheme | ARNG only | Per the MTOE | ARNG separate UIC with own rating scheme; USAR per the MTOE | As structured DUIC to the AC AA, AC is integrated into the RC rating schemes. | Concur |
| 7 | DA Order | Non-concur | Concur with comment | Publish the DA EXORD with ARNG changes | Published 23 Mar 15 | |



Discussion