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Caveats: NONE

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TO ALARACT
ZEN/ALARACT @ AL ALARACT(UC)
BT
UNCLAS ALARACT 100/2005 F O U O
SUBJECT: ARMY PERSONNEL REPLACEMENT OPERATIONS FOR OIF AND OEF

(FOUO) REFERENCES:

- A. HQDA MESSAGE DATED 19 FEB 04 1:20AM, SUBJECT: PERSONNEL POLICY GUIDANCE FOR REGULAR ARMY AND RESERVE COMPONENT UNIT REPLACEMENT OPERATIONS
- B. HQDA MESSAGE DATED 19 FEB 04 1:16AM, SUBJECT: IMPLEMENTING INSTRUCTIONS FOR THE ARMY REPLACEMENT POLICY FOR OPERATIONS ENDURING FREEDOM, IRAQI FREEDOM, AND NOBLE EAGLE
- C. ARMY MOBILIZATION AND OPERATIONS PLANNING AND EXECUTION SYSTEM (AMOPES) ANNEX E, APPENDIX 6
- D. ASA (M&RA) LETTER DATED 9 JUL 04, SUBJECT: REQUEST FOR USARC AUGMENTATION UNIT DERIVATIVE UNIT IDENTIFICATION CODE
- E. HQDA MESSAGE 191945Z JUNE 04, SUBJECT: HQDA EXORD: TRAINING OF NON-UNIT RELATED PERSONNEL AND INDIVIDUAL UNIT REPLACEMENTS.
- F. HQDA MESSAGE 241247 JUNE 04, SUBJECT: MOD 1 TO HQDA EXORD: TRAINING OF NON-UNIT RELATED PERSONNEL AND INDIVIDUAL UNIT REPLACEMENTS.

1. (FOUO) GENERAL GUIDANCE

1.A. EFFECTIVE THE DATE TIME GROUP OF THIS MESSAGE, THIS POLICY BECOMES THE PRIMARY METHOD FOR THE CENTCOM THEATER TO RECEIVE RESERVE COMPONENT (RC) REPLACEMENTS. THE POLICY IN REFERENCE A ABOVE REMAINS IN EFFECT (PARAGRAPH 1.C.4. OF REFERENCE A IS AMENDED BELOW) AND WILL BE USED BY THE THEATER ONLY TO REQUEST REPLACEMENTS FOR RC UNITS WHEN REPLACEMENT REQUIREMENTS ARE NOT PROVIDED FOR IN THE PROCEDURES OUTLINED IN PARAGRAPH 4 BELOW. THE CURRENT POLICY REMAINS THE PRIMARY METHOD FOR ALL OTHER THEATERS OF OPERATION.

1.B. ACTIVE ARMY UNITS WILL CONTINUE TO FLOW REPLACEMENTS TO THEATER THROUGH THEIR REAR DETACHMENT AS OUTLINED IN REFERENCE A. THOSE ACTIVE ARMY UNITS WITH NO REAR DETACHMENTS MAY REQUEST REPLACEMENTS THROUGH THE THEATER PERSCOM IN ACCORDANCE WITH REFERENCE A.

1.C. THE GUIDANCE OUTLINED IN REFERENCE A, PARAGRAPH 1.C.4., IS CHANGED AS FOLLOWS: THE ARMY'S POLICY IS TO PROVIDE REPLACEMENTS TO SUSTAIN UNITS AT 100% OF MISSION REQUIRED STRENGTH.

1.D. THIS POLICY ALLOWS THE FORCE PROVIDING MACOMS, UNITED STATES ARMY RESERVE COMMAND (USARC), NATIONAL GUARD BUREAU (NGB), 7TH ARMY RESERVE COMMAND (ARCOM), AND 9TH REGIONAL READINESS COMMAND (RRC) TO DEVELOP SUPPORTING EXECUTION PLANS THAT TAKE INTO ACCOUNT THEIR UNIQUE

CIRCUMSTANCES. THE POLICY ENVISIONS THE USE OF THE USARC AUGMENTATION UNIT (UAU) AS A MEANS TO DEPLOY ARMY RESERVE SOLDIERS. IT ALSO SUPPORTS NGB USING THE PREDICTIVE MODEL TO ASSIGN OR ATTACH REPLACEMENT SOLDIERS TO THE REAR DETACHMENTS OF DEPLOYED ARMY NATIONAL GUARD (ARNG) UNITS AND MOBILIZE THEM WHEN TASKED AS OUTLINED IN REFERENCE A. THE PREDICTIVE MODEL IDENTIFIES REQUIREMENTS BY COMPONENT (ARNG AND USAR) AND NOT BY UNIT, JFHQ-ST, OR RRC.

1.E. FORCE PROVIDING MACOMS NOTED IN THIS POLICY ARE FORCES COMMAND (FORSCOM), UNITED STATES ARMY PACIFIC (USARPAC), AND UNITED STATES ARMY EUROPE (USAREUR).

1.F. EFFECTIVE UPON RELEASE OF THIS MESSAGE THE PERSONNEL READINESS DEPLOYMENT CRITERIA FOR RC UNITS IS DEPLOYMENT AT 100% OF MISSION REQUIRED STRENGTH. PARAGRAPH 1.G. BELOW PROVIDES GUIDANCE ON DEPLOYING UNITS AT MORE THAN 100% MISSION REQUIRED STRENGTH. CFLCC AND HQDA DEFINE MISSION REQUIRED STRENGTH AS THE NUMBER OF SOLDIERS (REGULAR ARMY, ARNG, AND USAR) REQUIRED TO MEET THE UNIT MISSION TASKING. THIS NUMBER IS DEVELOPED BY THE COMBATANT COMMANDER AND IS VALIDATED BY FORSCOM. ASA (M&RA) FURTHER DEFINES MISSION REQUIRED STRENGTH AS THE APPROVED STRENGTH OF A UNIT MISSION TASKING REQUIREMENT, AS IT EXISTS, ON THE APPROVED UNIT MOBILIZATION PACKET OR ACTIVE COMPONENT DEPLOYMENT ORDER (SPECIFIC TO A UNIT IDENTIFICATION CODE).

1.G. WHEN APPROVED BY THE (SEC)DEF AND AS STATED IN THE RC UNITS APPROVED MOBILIZATION ORDER, UNITS WILL BE AUTHORIZED TO MOBILIZE UP TO AN ADDITIONAL 10% PERSONNEL. SECDEF GUIDANCE IS TO INCLUDE THE REQUIREMENT TO MOBILIZE MORE THAN 100% OF MISSION REQUIRED STRENGTH AS PART OF THE INITIAL MOBILIZATION REQUEST PRESENTED TO HIM FOR APPROVAL. THE FORSCOM COMMANDER, IN COORDINATION WITH THE APPROPRIATE RC CHIEF AND THE CONUSAS, WILL IDENTIFY THE SELECTED UNITS AND PROVIDE TO G-3 THE PERCENTAGE ABOVE MISSION REQUIRED STRENGTH (UP TO 10%) NEEDED TO ADDRESS ANTICIPATED LOSSES DURING MOBILIZATION, PRE-DEPLOYMENT TRAINING AND VALIDATION. HQDA G-1 HAS, IN MANY CASES, HISTORICAL DATA ON MOB SITE ATTRITION TO ASSIST IN THIS PROCESS.

1.G.1. THE PURPOSE OF THE ADDITIONAL 10% IS TO

- (1) POSTURE RC UNITS FOR SUCCESS IN DEPLOYING AT A MINIMUM OF 100% STRENGTH,
- (2) IF ALL OR A PORTION OF THE ADDITIONAL 10% ARE DEPLOYABLE, THEY MAY DEPLOY WITH THE UNIT OR BE CROSS-LEVELED TO OTHER DEPLOYING UNITS,
- (3) MITIGATES REPLACEMENT REQUIREMENTS, AND
- (4) PROVIDES FLEXIBILITY TO THE FORCE PROVIDING MACOMS TO SIMULTANEOUSLY ASSIGN REPLACEMENT SOLDIERS TO RC UNITS WHILE SOLDIERS WHO ARE A LOSS TO THE UNIT ARE BEING REMOVED FROM 10 UNITED STATES CODE (USC) 12302 MOBILIZATION AUTHORITY.

1.G.2. FORCE PROVIDING MACOMS, BASED ON MISSION ANALYSIS, WILL DETERMINE WHICH POSITIONS IN THEIR UNITS WILL BE AUTHORIZED ABOVE THE MISSION REQUIRED STRENGTH.

1.H. TROOP PROGRAM UNIT (TPU) ARNG REPLACEMENT SOLDIERS ASSIGNED TO ARNG BRIGADE COMBAT TEAMS (BCT) WILL MOBILIZE, SRP, RECEIVE EQUIPMENT,

TRAIN, AND DEPLOY FROM THE SUPPORTING INSTALLATION IN ACCORDANCE WITH REFERENCE E, PARAGRAPH 4.B.3.A. ARNG BCT REPLACEMENT SOLDIERS MAY ALSO DEPLOY THROUGH THE CRC AS REQUIRED.

1.I OTHER REPLACEMENT SOLDIERS (UAU AND SOLDIERS NOT ALIGNED WITH A BCT), INCLUDING THOSE IDENTIFIED IN REFERENCE E, PARAGRAPH 4.B.3, WILL MOBILIZE, SRP, RECEIVE EQUIPMENT, TRAIN, AND DEPLOY THROUGH THE DESIGNATED CRC.

1.J. THE AREA OF RESPONSIBILITY (AOR) THEATER PERSCOM WILL NOT ASSIGN RC REPLACEMENT SOLDIERS TO UNITS THAT ARE WITHIN 90 DAYS OF REDEPLOYMENT. THE ARMY COMPONENT COMMANDER, BY EXCEPTION, MAY AUTHORIZE ASSIGNMENT OF REPLACEMENTS TO UNITS WITHIN 90 DAYS OF REDEPLOYMENT WHEN IN THE BEST INTEREST OF THE COMBATANT COMMANDER.

1K. THE FINAL DECISION FOR ASSIGNING REPLACEMENT SOLDIERS TO ARMY UNITS WILL BE MADE IAW THE COMBATANT COMMANDERS NEEDS; HOWEVER, THE FOLLOWING ASSIGNMENT PRIORITIES WILL SERVE AS A BASELINE FOR THE COMBATANT COMMANDERS DECISIONS:

1.K.1. ACTIVE ARMY SOLDIERS TO ACTIVE ARMY UNITS.

1.K.2. USAR SOLDIERS TO USAR UNITS.

1.K.3. ARNG SOLDIERS TO ARNG UNITS (STATE TO STATE AND/OR UNIT TO UNIT RELATIONSHIP WHENEVER POSSIBLE)

1.L. REDEPLOYMENT POLICY: REPLACEMENT SOLDIERS WILL REDEPLOY WITH THE UNIT THEY ARE ASSIGNED TO AS A REPLACEMENT.

1.L.1. REPLACEMENT SOLDIERS MAY VOLUNTEER TO REMAIN IN THEATER USING THE PROCEDURES OUTLINED IN REFERENCE A, PARAGRAPH 2.B.3.B.1. 1.L.2. UAU, IRR, AND NON-BCT REPLACEMENT SOLDIERS WILL REDEPLOY WITH THEIR GAINING THEATER UNIT AND BE TRANS SHIPPED TO THE APPROPRIATE CRC FOR DEMOBILIZATION. EXCEPTIONS TO THIS ARE AUTHORIZED WHEN THE MOBILIZATION STATION COMMANDER DETERMINES IT IS IN THE BEST INTEREST OF THE ARMY AND THE SOLDIER. MOBILIZATION STATION COMMANDERS MUST COORDINATE WITH THE APPROPRIATE CRC FOR THE TRANSFER OF EQUIPMENT AND PERSONNEL RECORDS (AS NECESSARY) TO COMPLETE DEMOBILIZATION PROCESSING.

1.M. TASKING AUTHORITY: UNDER THIS POLICY, HRC IS GRANTED THE AUTHORITY TO TASK ALL MACOMS, WITH THE EXCEPTION OF USASOC, TO FILL REPLACEMENT REQUIREMENTS FROM THE AC. HRC WILL TASK FORCE PROVIDING MACOMS AND OTHER ORGANIZATIONS USING THE DEFENSE MESSAGING SYSTEM. HRC WILL DIRECT TASKING MESSAGES TO THE MACOM G-3.

2. (FOUO) SITUATION:

2.A. THE ARMY REQUIRES AN RC REPLACEMENT POLICY THAT IS PROACTIVE AND IS RESPONSIVE TO THE COMBATANT COMMANDERS RC REPLACEMENT REQUIREMENTS. HRC-A DCSOPS HAS DEVELOPED A PREDICTIVE MODEL THAT FORECASTS THE THEATERS FUTURE REQUIREMENTS BY MILITARY OCCUPATIONAL SPECIALTY (MOS), GRADE, AND COMPONENT.

2.B. THE PREDICTIVE MODEL SERVES AS THE BASIS TO SUSTAIN MANNING LEVELS OF SECDEF APPROVED UNITS DEPLOYED TO THEATER. IT IS USED TO IDENTIFY REPLACEMENT REQUIREMENTS FOR RC UNITS AND MOBILIZING, TRAINING,

EQUIPPING AND DEPLOYING RC REPLACEMENT SOLDIERS TO THE THEATER ON A MONTHLY BASIS.

3. (FOUO) MISSION: THE ARMY IDENTIFIES, MOBILIZES, TRAINS, EQUIPS, AND DEPLOYS RC REPLACEMENT SOLDIERS MONTHLY WITH THE FIRST REPLACEMENTS BEGINNING TO ARRIVE IN THE CENTCOM THEATER UNDER THIS POLICY IN AUG 05 IN SUPPORT OF OIF AND OEF.

4. (FOUO) EXECUTION:

4.A. INTENT: TO ENSURE THE COMBATANT COMMANDER RECEIVES TIMELY REPLACEMENTS TO SUSTAIN HIS WAR FIGHTING UNITS MISSION REQUIRED STRENGTH. THIS DOES NOT LIMIT THE COMBATANT COMMANDERS ABILITY TO TASK ORGANIZE OR TO FILL SOME UNITS ABOVE OR BELOW THEIR MISSION REQUIRED STRENGTH; REPLACEMENT FLOW WILL CONSIDER INDIVIDUAL UNIT STRENGTH TEMPERED BY THE OVERALL STRENGTH OF THE THEATER.

4.B. CONCEPT OF OPERATION: THE ARMY WILL EXECUTE A FIVE PHASED OPERATION TO PROVIDE REPLACEMENTS FOR RC UNITS USING THE PREDICTIVE MODEL.

4.B.1. PHASE I: IDENTIFICATION AND SOURCING OF REQUIREMENTS: THE PRIORITY FOR SOURCING REPLACEMENTS IS TPU SOLDIERS IN NGB AND USAR UNITS, IRR SOLDIERS (WITHIN THE AUTHORIZED CAP AND USED UP FRONT TO FILL UNITS), AND SOLDIERS FROM THE ACTIVE ARMY. HRC-A DCSOPS WILL TASK REPLACEMENT REQUIREMENTS FOR TPU SOURCING TO THE USARC, ARNG, 9TH RRC, 7TH ARCOM, AND COPY FURNISH THE FORCE PROVIDING MACOMS NLT 120 DAYS PRIOR TO THE REPLACEMENT SOLDIERS REPORT DATE TO THEATER. THE TASKING MESSAGE WILL ORGANIZE THE REQUIREMENTS BY MOS/SPECIALTY, GRADE, AND COMPONENT. WITHIN 30 DAYS OF RECEIPT OF THE TASKING MESSAGE, USARC, ARNG, 9TH RRC, AND 7TH ARCOM WILL REPORT TO HRC-A DCSOPS STANDARD NAME LINE, SOCIAL SECURITY NUMBER (SSN), GRADE, MOS, AND COMPONENT OF REPLACEMENT SOLDIERS. IF THE TASKED SOLDIER WAS PREVIOUSLY MOBILIZED AND IS BEING REMOBILIZED, THE RC COMPONENT WILL PROVIDE ALL PREVIOUS MOBILIZATION HISTORY OF THE SOLDIER. MOBILIZATION HISTORY WILL INCLUDE: ALL PREVIOUS MOBILIZATIONS, MOBILIZATION DATE AND DEMOBILIZATION DATE, LOCATION OF MOBILIZATION, DESCRIPTION OF WHAT OPERATION THE MOBILIZATION SUPPORTED, AUTHORITY UNDER WHICH THE SOLDIER WAS MOBILIZED AND WHETHER OR NOT THE MOBILIZATION WAS VOLUNTARY OR INVOLUNTARY (E.G. SOLDIER X INVOLUNTARILY MOBILIZED UNDER PRC FROM X DATE TO Y DATE IN SUPPORT OF OPERATIONS IN KOSOVO; SOLDIER VOLUNTARILY MOBILIZED UNDER PARTIAL MOB AUTHORITY FROM DATE TO DATE IN SUPPORT OF OPERATION NOBLE EAGLE AIRPORT SECURITY MISSION). REGARDLESS OF THE SOLDIERS PRIOR MOBILIZATION HISTORY, USARC AND NGB WILL ANNOTATE WHETHER OR NOT THE TASKED SOLDIER IS A VOLUNTEER OR NON-VOLUNTEER FOR THE REPLACEMENT MOBILIZATION REQUEST BEING PRESENTED TO THE SECDEF FOR APPROVAL. HRC DCSOPS, UPON RECEIPT OF STANDARD NAME LINE REPORTS, WILL PROVIDE COPIES TO THE THEATER PERSCOM. REQUIREMENTS THAT CANNOT BE MET WILL BE PASSED BACK TO HRC-A DCSOPS FOR FILL FROM THE ACTIVE ARMY; UNDER THIS POLICY, HRC IS GRANTED THE AUTHORITY TO TASK ALL MACOMS, WITH THE EXCEPTION OF USASOC, TO FILL REPLACEMENT REQUIREMENTS FROM THE AC. REPLACEMENT REQUIREMENTS NOT FILLED WITHIN THE 30 DAY PERIOD WILL BE CLOSED AND RECORDED AS UNFILLED FOR HISTORICAL PURPOSES. REPLACEMENT SOLDIERS IDENTIFIED BUT MISSING THE 30 DAY SUSPENSE MAY BE PROGRAMMED AGAINST REPLACEMENT REQUIREMENTS FOR THE UPCOMING MONTH. HRC WILL PROVIDE THE REPLACEMENT J4 REPORT TO HQDA G-3 AND HQDA G-1 NLT DAY 35 AFTER RELEASE OF THE TASKING MESSAGE. HQDA G-3 WILL PRESENT THE REPLACEMENT J4 REPORT

AT THE WEDNESDAY MORNING BRIEF TO THE USD (PERSONNEL AND READINESS) IN ORDER TO OBTAIN SECDEF APPROVAL. UPON SECDEF APPROVAL, HQDA G-3 WILL NOTIFY HRC WHO IN TURN WILL NOTIFY USARC AND NGB. PHASE I ENDS WHEN REPLACEMENT SOLDIERS ARE IDENTIFIED AND THE SECDEF HAS APPROVED THE MOBILIZATION OF THE REPLACEMENT PUSH PACKAGE.

4.B.2. PHASE II: MOBILIZATION, SOLDIER READINESS PROCESSING (SRP), EQUIPMENT ISSUE, AND TRAINING.

4.B.2.A. RC TROOP PROGRAM UNIT (TPU) REPLACEMENT SOLDIERS: WHEN USAR REPLACEMENTS ARE ASSIGNED TO THE USARC UAU THEIR MOBILIZATION REQUIRES A SEPARATE APPROVAL BY THE ASA (M&RA) FOR THEIR MOBILIZATION DUIC. ARNG REPLACEMENT SOLDIERS WILL MOBILIZE USING THE AUTHORITY OF PREVIOUS SECDEF APPROVED MOBILIZATION ORDER OF DEPLOYED ARNG UNITS. FORCE PROVIDING MACOMS WILL ALERT REPLACEMENT SOLDIERS IN SUFFICIENT TIME TO ALLOW 30 DAYS ALERT PRIOR TO MOBILIZATION AND TO ENSURE THEY ARRIVE IN THEATER NLT THE DESIGNATED REPORT DATE. FORCE PROVIDING MACOMS WILL ORDER THE REPLACEMENT SOLDIERS TO THE DESIGNATED CRC OR SUPPORTING INSTALLATION FOR SRP, EQUIPMENT ISSUE, TSIRT, AND DEPLOYMENT TO THE THEATER OF OPERATIONS.

4.B.2.B. IRR SOLDIERS: VOLUNTARY MOBILIZATION OF IRR SOLDIERS MAY BE APPROVED BY ASA (M&RA). INVOLUNTARY IRR MOBILIZATION MUST BE APPROVED BY SECDEF. WHEN AUTHORIZED BY ASA(M&RA) OR SECDEF, AS APPROPRIATE, HRC WILL MOBILIZE IRR SOLDIERS IN ACCORDANCE WITH THE IRR TRAINING STRATEGY. IRR SOLDIERS WILL BE ADMINISTRATIVELY PROCESSED AT A RECEPTION BATTALION (RECBN), MEDICALLY SCREENED, RECEIVE COMMON TASK TRAINING (CTT), AND COMPLETE MOS/AOC REFRESHER TRAINING IN TIME TO REPORT TO THE DESIGNATED MOBILIZATION STATION FOR COLLECTIVE AND THEATER SPECIFIC INDIVIDUAL READINESS TRAINING (TSIRT), SRP, AND EQUIPMENT ISSUE. THE FIRST PRIORITY FOR USING IRR SOLDIERS IS TO FILL DEPLOYING UNITS. IRR SOLDIERS MAY BE USED AS REPLACEMENTS IN ACCORDANCE WITH THE PRIORITIES AS ESTABLISHED IN REFERENCE A.

4.B.2.C. USAREUR/7TH ARCOM WILL DIRECT DEPLOY RC REPLACEMENTS TO THE THEATER. USARPAC/9TH RRC MAY DIRECT DEPLOY RC REPLACEMENTS TO THEATER OR MAKE COORDINATION FOR DEPLOYMENT THROUGH A CRC OR FORSCOM SUPPORTING INSTALLATION/POWER PROJECTION PLATFORM (PPP). WHEN DIRECT DEPLOYING RC REPLACEMENTS, USAREUR/7TH ARCOM, AND USARPAC/9TH RRC WILL INFORM HRC-A DCOSPS OF THE DEPLOYMENT USING EMAIL. SUBMIT REPORTS TO HRC DCSOPS AHRC-PLO-CT@HOFFMAN.ARMY.MIL. TELEPHONE NUMBERS FOR HRC DCSOPS IS DSN 221-0898/7501. PHASE II ENDS WHEN SOLDIERS ARE VALIDATED FOR DEPLOYMENT.

4.B.2.D. ACTIVE COMPONENT PASSBACK. WHEN HRC DETERMINES THAT THE BEST SOURCE FOR A REPLACEMENT / FILLER TO A RESERVE COMPONENT UNIT IS AN ACTIVE COMPONENT SOLDIER THEY WILL TASK THE APPROPRIATE MACOM TO FILL THE REQUIREMENT. HRC WILL DETERMINE THE APPROPRIATE MACOM TO PROVIDE THE FILL AND THEN TASK THAT MACOM TO CUT A TEMPORARY CHANGE OF STATION (TCS) ORDER (ORDERS FORMAT 401) FOR THE SOLDIER WITH THE TIME PERIOD ON THE TCS ORDER REFLECTING "FOR AN INDETERMINATE PERIOD OF TIME". ORDERS ANNOTATED AS SUCH WILL PROVIDE SOLDIERS THE FOLLOWING ENTITLEMENTS AS AUTHORIZED BY THE JOINT FEDERAL TRAVEL REGULATION (JFTR) PARAGRAPHS U4600 AND U4605-B2A., DEPENDENT TRANSPORTATION AT GOVERNMENT EXPENSE TO A CONUS LOCATION IS AUTHORIZED. TRANSPORTATION INCLUDES MOVEMENT OF DEPENDENTS AND SHIPMENT OF HOUSEHOLD GOODS (JFTR APPENDIX A DEFINITION OF TRANSPORTATION, THIS AUTHORIZATION DOES NOT INCLUDE ENTITLEMENT TO

PER DIEM OR DISLOCATION ALLOWANCE. THE STATEMENT TO BE USED IN THE TCS ORDER FOR THIS AUTHORIZATION IS DEPENDENT TRANSPORTATION TO A CONUS LOCATION IS AUTHORIZED. HRC WILL COORDINATE WITH THE GAINING UNIT TO DETERMINE THE APPROPRIATE END DATE FOR THE TCS ORDER, AT WHICH TIME THEY WILL TASK THE UNIT THAT PROVIDED THE TCS ORDER TO PUBLISH AN AMENDMENT TO THE TCS ORDER THAT PROVIDES THE TERMINATION DATE OF THE TCS. FORCE PROVIDING MACOMS WILL ALERT REPLACEMENT SOLDIERS IN SUFFICIENT TIME TO ALLOW 30 DAYS ALERT PRIOR TO DEPLOYMENT AND TO ENSURE THEY ARRIVE IN THEATER NLT THE DESIGNATED REPORT DATE. FORCE PROVIDING MACOMS WILL ORDER THE REPLACEMENT SOLDIERS TO THE DESIGNATED CRC OR SUPPORTING INSTALLATION FOR SRP, EQUIPMENT ISSUE, TSIRT, AND DEPLOYMENT TO THE THEATER OF OPERATIONS. 4.B.3. PHASE III: DEPLOYMENT. HRC-A DCSOPS IS RESPONSIBLE FOR THE TRACKING OF ALL REPLACEMENT SOLDIERS TASKED THROUGH HRC-A.

4.B.3.A. CRC/PPP RESERVATIONS. USARC, ARNG, JFHQ-ST, 9TH RRC, AND 7TH ARCOM WILL COORDINATE WITH HRC-A DCSOPS MOBILIZATION DIVISION FOR CRC AND PPP RESERVATIONS BY CALLING 1-800-582-5552 OR SEND AN EMAIL REQUEST TO ATAC@HOFFMAN.ARMY.MIL. HRC WILL ESTABLISH PPP REPORT DATES AND SCHEDULE ARNG BCT AND DIVISIONAL SOLDIERS FOR DEPLOYMENT PROCESSING IN ACCORDANCE WITH FORSCOM GUIDANCE. USAREUR/7TH ARCOM AND USARPAC/9TH RRC WHEN DIRECT DEPLOYING REPLACEMENT SOLDIERS TO THEATER MUST INFORM HRC-A DCSOPS AS INDICATED BELOW.

4.B.3.B. REPORTING REQUIREMENTS: PRECISE AND CONSTANT TRACKING OF REPLACEMENT PERSONNEL IS ESSENTIAL TO MAINTAINING ACCOUNTABILITY OF REPLACEMENT SOLDIERS.

4.B.3.B.1. CRC/PPP. ALL CRCS AND PPPS WILL USE THE WEB-BASED REPLACEMENT OPERATIONS AUTOMATION MANAGEMENT SYSTEM (ROAMS II) TO PROVIDE VISIBILITY OF REPLACEMENT SOLDIERS PROCESSING THROUGH THE CRCS AND PPPS. ROAMS II TRAINING IS PROVIDED BY HRC-A DCSOPS MOBILIZATION DIVISION AND MAY BE SCHEDULE BY CALLING DSN 221-0898/7501 OR COMM 703-325-0898/7501.

4.B.3.B.2. FOR MACOMS NOT YET TRAINED ON ROAMS, MANUAL REPORTING REQUIREMENTS ARE REQUIRED. WITHIN 48 HOURS OF REPLACEMENT SOLDIERS ARRIVING AT THE PPP, FORSCOM, USAREUR/7TH ARCOM, AND USARPAC/9TH RRC WILL PROVIDE HRC-A DCSOPS A REPORT THAT INCLUDES THE STANDARD NAME LINE, SSN, GRADE, AND MOS OF RC REPLACEMENT SOLDIERS ALONG WITH THEIR FLIGHT INFORMATION. THE REPORT WILL BE BY COMPONENT.

4.B.3.B.3. HRC-A DCSOPS WILL PROVIDE COPIES OF THE REPORT TO THE THEATER PERSCOM TO ENSURE THE THEATER HAS ADVANCE NOTIFICATION OF INCOMING RC REPLACEMENT SOLDIERS.

4.B.3.B.4. UPON ARRIVAL OF REPLACEMENTS IN THEATER, THE THEATER PERSCOM WILL CONDUCT RECEPTION, STAGING, ONWARD MOVEMENT, AND INTEGRATION (RSOI). PHASE III ENDS WHEN SOLDIERS HAVE COMPLETED RSOI.

4.B.4. PHASE IV: EMPLOYMENT: UPON COMPLETION OF RSOI, RC REPLACEMENT SOLDIERS WILL BE ASSIGNED AS INDICATED ABOVE IN PARAGRAPH 1.K.. WHEN SOLDIERS ARE WITHIN 30 DAYS OF REDEPLOYMENT, THEATER PERSCOMS WILL PROVIDE A REPORT TO HRC-A DCSOPS THAT INCLUDES STANDARD NAME LINE, SSN, GRADE, MOS, AND COMPONENT OF REDEPLOYING RC SOLDIERS. THIS PHASE ENDS WHEN RC REPLACEMENT SOLDIERS LEAVE THEATER ENROUTE BACK TO CONUS FOR DEMOBILIZATION.

4.B.5. PHASE V: REDEPLOYMENT AND DEMOBILIZATION. RC REPLACEMENT SOLDIERS WILL REDEPLOY TO CONUS BASED MOBILIZATION STATIONS WITH THE UNIT THEY ARE ASSIGNED TO AS A REPLACEMENT. UPON ARRIVAL AT THE MOBILIZATION STATION, FORCE PROVIDING MACOMS WILL IDENTIFY THOSE SOLDIERS ASSIGNED TO THE UNIT AS REPLACEMENTS AND WILL DEMOBILIZE THEM IN ACCORDANCE WITH PARAGRAPH 1.L. ABOVE. UPON ARRIVAL AT THE CRC OR MOBILIZATION STATION, REPLACEMENT SOLDIERS WILL CONDUCT REVERSE SRP, MEDICAL SCREENINGS, EQUIPMENT TURN-IN, AND COMPLETE ALL DEPLOYMENT CYCLE SUPPORT (DCS) TASKS AS REQUIRED. RC SOLDIERS WILL BE DEMOBILIZED AND RETURNED TO THEIR PARENT UNITS.

4.C. TASKS TO HRC, FORCE PROVIDING MACOMS, THEATER PERSCOMS/PERSONNEL GROUPS, AND TRADOC.

4.C.1. HRC.

4.C.1.A. HRC IS RESPONSIBLE FOR THE PLANNING, SYNCHRONIZATION, AND EXECUTION OF THIS POLICY.

4.C.1.B. IN COORDINATION WITH THE THEATER PERSCOM, REVALIDATE THE PREDICTIVE MODEL QUARTERLY, OR MORE OFTEN AS REQUIRED, TO ENSURE IT ACCURATELY ACCOUNTS FOR PERSONNEL ATTRITION IN THE THEATER OF OPERATIONS. HRC, IN COORDINATION WITH G-1, WILL PROVIDE A FACE-TO-FACE BRIEFING TO THE ASA (M&RA) AT LEAST ONCE PER QUARTER THAT SHOWS HOW THE PREDICTIVE MODEL WAS RE-VALIDATED AND WHAT ADDITIONAL CONTROL MEASURES (IF NECESSARY) ARE IN PLACE TO PROPERLY IDENTIFY REPLACEMENT REQUIREMENTS.

4.C.1.C. WHEN AUTHORIZED BY THE ASA (M&RA) OR SECDEF, AS APPROPRIATE, TO MOBILIZE IRR SOLDIERS TO MEET FILLER REQUIREMENTS IN ACCORDANCE WITH THE IRR TRAINING STRATEGY WITHIN THE AUTHORIZED IRR MOBILIZATION CAP.

4.C.1.D. RELEASE TASKING MESSAGES TO THE FORCE PROVIDING MACOMS AND COPY FURNISH USARC, NGB, 9TH RRC, AND 7TH ARCOM TO ALLOW TIME FOR THE ALERT, MOBILIZATION, TRAINING, AND DEPLOYMENT OF RC REPLACEMENT SOLDIERS TO ARRIVE IN THEATER IN ACCORDANCE WITH THEIR ESTABLISHED REPORT DATE.

4.C.1.E. KEEP THE THEATER PERSCOM INFORMED OF THE STATUS OF REPLACEMENT ACTIONS.

4.C.1.F. WHEN REPLACEMENTS ARE REQUESTED BY THEATER FOR REQUIREMENTS NOT PROVIDED FOR IN THE PREDICTIVE MODEL, RELEASE TASKING MESSAGES TO THE FORCE PROVIDING MACOMS AND COPY FURNISH NGB, USARC, 7TH ARCOM, 9TH RRC TO PROVIDE REPLACEMENTS USING REFERENCE A.

4.C.2. FORCE PROVIDING MACOMS

4.C.2.A. DEPLOY UNITS AT 100% OF MISSION REQUIRED STRENGTH.

4.C.2.B. AS APPROPRIATE, PERIODICALLY MONITOR USARC, NGB, 7TH ARCOM, AND 9TH RRC COMPLIANCE TO IDENTIFY REPLACEMENT SOLDIERS AND SCHEDULE CRC/PPP RESERVATIONS.

4.C.2.C. CONDUCT SRP, TSIRT, EQUIPMENT ISSUE, AND VALIDATE BCT REPLACEMENT SOLDIERS AT THE SUPPORTING INSTALLATION/PPP IN ACCORDANCE WITH REFERENCE E, PARAGRAPH 4.B.3.A.

4.C.2.D. FORCE PROVIDING MACOMS/INSTALLATIONS NOT USING ROAMS II FOR REPLACEMENT REPORTING AND TRACKING AS DIRECTED IN PARAGRAPH 4.3.B.1, WILL PROVIDE TRACKING DATA AS REQUIRED IN PARA 4.B.3.

4.C.2.E. WHEN USING ROAMS, THE MANUAL REPORT NOTED IN PARAGRAPH 4.C.2.D. ABOVE IS NOT REQUIRED.

4.C.2.F. WHEN UNITS REDEPLOY AND ARRIVE AT DEMOBILIZATION STATIONS, IDENTIFY SOLDIERS ASSIGNED TO THE UNIT AS REPLACEMENTS AND COORDINATE THE FOLLOWING ACTIONS:

4.C.2.F.1. DETERMINE BEST COURSE OF ACTION TO DEMOBILIZE REPLACEMENT SOLDIERS AND DEMOBILIZE ON SITE OR TRANS SHIP SOLDIERS TO THE APPROPRIATE CRC/MOBILIZATION STATION FOR DEMOBILIZATION.

4.C.2.F.2. COORDINATE WITH CRC AND MOBILIZATION STATION COMMANDERS, AS APPROPRIATE, TO TRANSFER PERSONNEL AND EQUIPMENT RECORDS TO SUPPORT DEMOBILIZATION.

4.C.2.F.3. DEMOBILIZE BCT REPLACEMENT SOLDIERS AT THE SUPPORTING INSTALLATION/PPP. 4.C.3. THEATER PERSCOM.

4.C.3.A. REQUEST REPLACEMENTS USING REFERENCE A WHEN SPECIAL CIRCUMSTANCES EXIST THAT ARE NOT REFLECTED IN THE PREDICTIVE MODEL.

4.C.3.B. UPON ARRIVAL OF REPLACEMENTS IN THEATER, PROVIDE HRC DCSOPS AN ARRIVAL REPORT SHOWING SOLDIERS PERSONAL INFORMATION AS INDICATED IN PARAGRAPH 4.B.3.

4.C.3.C. DISTRIBUTE RC REPLACEMENT SOLDIERS TO LIKE COMPONENT UNITS AS NOTED IN PARAGRAPH 1.K.1-3 AND IN ACCORDANCE WITH THE COMBATANT COMMANDERS PRIORITIES.

4.C.3.D. WHEN APPROPRIATE, RETURN RC REPLACEMENT SOLDIERS TO CONUS FOR DEMOBILIZATION WITH THE UNIT TO WHICH THEY ARE ASSIGNED AS A REPLACEMENT.

4.C.3.E. WHEN SOLDIERS FROM CONUS ARE ASSIGNED TO UNITS FROM OCONUS BASES, RETURN THOSE SOLDIERS TO THE APPROPRIATE CONUS BASED CRC FOR DEMOBILIZATION.

4.C.4. TRADOC. 4.C.4.A. IN-PROCESS AND PROVIDE PRE-DEPLOYMENT CERTIFICATION TRAINING FOR MOBILIZED IRR SOLDIERS IN ACCORDANCE WITH THE IRR TRAINING STRATEGY.

4.C.4.B. CONDUCT TSIRT AND DEPLOYMENT PROCESSING FOR IRR AND REPLACEMENT SOLDIERS NOT DESTINED FOR A BCT AT THE CRCS AND IN ACCORDANCE WITH REFERENCE E, PARAGRAPH 4.B.3.C.

4.C.4.C. DEMOBILIZE REPLACEMENT SOLDIERS AT THE CRC.

4.C.5. USARC, ARNG, 9TH RRC, AND 7TH ARCOM.

4.C.5.A. DEVELOP AND PUBLISH SUPPORTING EXECUTION PLANS AND OBTAIN APPROVAL BY THE APPROPRIATE FORCE PROVIDING MACOM. 4.C.5.B. IDENTIFY RC REPLACEMENT SOLDIERS WITHIN 10 DAYS OF RECEIVING TASKING MESSAGE AND PROVIDE STATUS REPORTS TO HRC-A DCSOPS THAT INCLUDE STANDARD NAME LINE, SSN, GRADE, MOS, AND COMPONENT OF REPLACEMENT SOLDIERS.

4.C.5.C. WHEN MOBILIZATION IS AUTHORIZED BY THE ASA (M&RA) OR SECDEF, AS APPROPRIATE, PUBLISH INDIVIDUAL MOBILIZATION ORDERS AND MOVE REPLACEMENT SOLDIERS TO THE DESIGNATED CRC OR PPP. ORDERS ISSUING AUTHORITY WILL INCLUDE IN THE PURPOSE LINE OF THE ORDERS THE HRC-A REPLACEMENT CONTROL NUMBER.

4.C.5.D. AS APPROPRIATE, MAKE COORDINATION WITH HRC-A DCSOPS TO SCHEDULE RC REPLACEMENT SOLDIERS FOR DEPLOYMENT THROUGH THE APPROPRIATE CRC OR PPP.

4.D. COORDINATING INSTRUCTIONS

4.D.1. REPLACEMENT FLOW TO THEATER WILL OCCUR THROUGHOUT THE MONTH ON AN EVEN FLOW BASIS. HRC IN COORDINATION WITH FORCE PROVIDING MACOMS MAY ADJUST REPORT DATES WHEN COORDINATING THE FLOW OF REPLACEMENT SOLDIERS THROUGH PPPS AND CRCS.

4.D.2. THE PRIORITY OF SOURCING REPLACEMENTS IN THIS POLICY APPLIES TO THIS POLICY ONLY AND DOES NOT CHANGE THE PRIORITY OF SOURCING IN REFERENCE A.

4.D.3. MEDCOM WILL MANAGE AMEDD INDIVIDUAL MEDICAL REPLACEMENT SOLDIERS IN AOC SERIES 60F, 61F, 62F, 63F, AND 66F IAW OSD GUIDANCE AND THE CENTRALIZED MANAGEMENT PLAN FOR THOSE SOLDIERS.

4.D.4. HQDA G-1 IN COORDINATION WITH HRC, TRADOC, FORSCOM, USARC, AND NGB WILL ESTABLISH A CRC AND PPP DEPLOYMENT PROCESSING SCHEDULE TO SUPPORT THE DEPLOYMENT OF REPLACEMENT SOLDIERS.

4.D.5. WHEN AVAILABLE, ARMY RESERVE AND NATIONAL GUARD UNITS ARE RESPONSIBLE FOR FILLING ORGANIZATIONAL CLOTHING AND INDIVIDUAL EQUIPMENT (OCIE) REQUIREMENTS FOR REPLACEMENT SOLDIERS TO INCLUDE WEAPONS.

4.D.6. REPLACEMENT SOLDIERS WILL REPORT TO THE CRC OR PPP WITH ANY ASSIGNED OCIE TO INCLUDE WEAPON. CRC OR PPP COMMANDERS WILL COORDINATE WITH THE SUPPORTING CENTRAL ISSUE FACILITY (CIF) TO MAKE UP ANY SHORTAGES TO ENSURE SOLDIERS DEPLOY WITH THE PROPER EQUIPMENT.

4.D.7. DEPLOYMENT AND REDEPLOYMENT GUIDANCE.

4.D.7.1. ARNG REPLACEMENT SOLDIERS MOBILIZATION ORDERS WILL REFLECT THE AMOUNT OF TIME REMAINING ON THE ORIGINAL UNITS MOBILIZATION ORDER.

4.D.7.2. USAR REPLACEMENT SOLDIERS MOBILIZATION ORDERS PUBLISHED BY THE UAU WILL REFLECT A MINIMUM OF 12 MONTHS.

4.D.7.3. IN ACCORDANCE WITH PARAGRAPH

4.B.5 ABOVE, ALL REPLACEMENT SOLDIERS WILL REDEPLOY WITH THE UNIT THEY ARE ASSIGNED TO AS A REPLACEMENT REGARDLESS OF TIME REMAINING ON THEIR MOBILIZATION ORDERS.

5. (FOUO) SERVICE SUPPORT: FORCE PROVIDING MACOMS AND OTHER ORGANIZATIONS WILL COORDINATE AS REQUIRED.

6. (FOUO) RECOMMENDATIONS AND AREAS OF CONCERN:

6.A. MAXIMIZE VOLUNTEERISM THROUGH THE USE OF COTTADS IN THEATER TO MITIGATE REPLACEMENT REQUIREMENTS.

6.B. TRACKING AND ACCOUNTABILITY OF REPLACEMENTS IS CRITICAL TO THE SUCCESSFUL EXECUTION OF THIS POLICY.

6.C. THEATER, HRC, AND FORCE PROVIDING MACOMS MUST ESTABLISH REPORTING REQUIREMENTS NECESSARY TO PROVIDE A COMMON OPERATING PICTURE AND ABILITY TO MEASURE THE SUCCESS OF REPLACEMENT OPERATIONS.

6.D. SYNCHRONIZING MOBILIZATION STATIONS AND CRCS TO BE USED AS REPLACEMENT POWER PROJECTION PLATFORMS TO ENSURE OVERALL VISIBILITY OF REPLACEMENT OPERATIONS.

6.E. MANY SOLDIERS WILL RETURN TO CONUS FOR DEMOBILIZATION AT AN INSTALLATION THAT IS DIFFERENT THAN THE ONE WHERE THEY MOBILIZED. MOBILIZATION STATION COMMANDERS AND CRC INSTALLATION COMMANDERS MUST DETERMINE THE BEST COURSE OF ACTION TO PROPERLY DEMOBILIZE THE SOLDIER, CONDUCT DCS TASKS, AND ACCOUNT FOR EQUIPMENT.

6.F. REPLACEMENT OPERATIONS MUST RESPECT THE INTEGRITY OF THE UNITS APPROVED MISSION REQUIRED STRENGTH. 7. (FOUO) COMMAND AND SIGNAL:

7.A. COMMAND: N/A

7.B. SIGNAL: HQDA G-1 POC IS LTC BRISCHKE AT DSN 223-2106 OR COMM 703-693-2106.

8. (FOUO) EXPIRATION DATE CANNOT BE DETERMINED.