ALARACT 293/2012

DTG: P 181732Z OCT 12

THIS MESSAGE HAS BEEN SENT BY THE PENTAGON TELECOMMUNICATIONS CENTER ON BEHALF OF HQDA DCS G-4 WASHINGTON DC //DCS/G-3/5/7//

SUBJECT: HQDA EXORD 10-13 ISO THE HQDA FY13-15 ACTIVE COMPONENT MANNING GUIDANCE

(U) REFERENCES.
REF/A/(U)/ AR 220-1, ARMY UNIT STATUS REPORTING (USR) AND FORCE REGISTRATION - CONSOLIDATED POLICIES, 15 APRIL 2010
REF/B/(U)/ AR 525-29, ARMY FORCE GENERATION (ARFORGEN), 14 MARCH 2011
REF/C/(U)/ AR 614-30, OVERSEAS SERVICE, 30 MARCH 2010
REF/D/(U)/ AR 614-100, OFFICER ASSIGNMENT POLICIES, DETAILS, AND TRANSFERS, 10 JANUARY 2006
REF/F/(U)/ DA PAM 220-1, DEFENSE READINESS REPORTING SYSTEM-ARMY PROCEDURES, 16 NOVEMBER 2011
REF/G/(U) DA PAM 611-21, MILITARY OCCUPATIONAL CLASSIFICATION AND STRUCTURE, 22 JANUARY 2007
REF/H/(U)/ ARMY FORCE GENERATION (ARFORGEN) SYNCHRONIZATION BOARD (ASB) CHARTER ESTABLISHED, 13 OCTOBER 2009
REF/I/(U)/ ARFORGEN SYNCHRONIZATION ORDER (ASO) 2012, 5 MARCH 2012
REF/J/(U)/ ARMY TRAINING AND LEADER DEVELOPMENT CONFERENCE, DEC 2011
REF/K/(U)/ FORCES COMMAND (FORSCOM) MODULAR FORCE COMMAND AND CONTROL (C2) EXECUTE ORDER (EXORD), 30 JULY 2010
REF/L/(U)/ GLOBAL FORCE MANAGEMENT (GFM) RISK ASSESSMENT, 5 FEBRUARY 2011
REF/M/(U)/ GUIDANCE FOR THE EMPLOYMENT OF THE FORCE (GEF) FY2010-2015, 9 APRIL 2011
REF/N/(U)/ HEADQUARTERS DEPARTMENT OF THE ARMY (HQDA), ACTIVE COMPONENT (AC) MANNING GUIDANCE FOR FISCAL YEAR (FY) 2011, 17 DECEMBER 2010
REF/O/(U)/ HQDA, EXORD 185-11, REDUCTION OF NON-DEPLOYABLES, 22 APRIL 2011
REF/P/(U)/ INTEGRATED REQUIREMENT PRIORITY LIST (IRPL), 13 APRIL 2012
REF/Q/(U)/ JOINT STAFF J-33: GLOBAL FORCE MANAGEMENT ALLOCATION PLAN SOURCE (GFMAP) PLANNING ORDER (PLANORD), 11 MARCH 2011
REF/R/(U) SECARMY MEMORANDUM (4 AUGUST 2011) AND ALL ARMY ACTIVITIES (ALARACT) 298/2011, ARMY DEPLOYMENT PERIOD POLICY
REF/S/(U) ASSISTANT SECRETARY OF THE ARMY (MANPOWER AND RESERVE AFFAIRS) (ASA (M&RA)) MEMORANDUM, SUBJECT: ENLISTED INVOLUNTARY EARLY SEPARATIONS PROGRAM POLICY MEMORANDUM, 09 MAY 12
REF/T/(U) ALARACT 064/2011 (CORRECTED COPY), MILITARY OCCUPATIONAL SPECIALTY (MOS) SUBSTITUTIONS FOR ALL UNITS, DTG 241145Z FEB
REF/U/(U) MILITARY PERSONNEL (MILPER) MESSAGE #11-004 ACTIVE ARMY (AA) STOP LOSS/STOP
1. (U) SITUATION.

1.A. THE UNITED STATES REMAINS A NATION AT WAR. GLOBALLY ENGAGED AND REGIONALLY RESPONSIVE, CONCURRENTLY THE ARMY IS IN TRANSITION AS WE REDUCE THE SIZE OF OUR ARMY IN TOTAL PERSONNEL AS WELL AS IN FORCE STRUCTURE. IN FY13, THE ARMY WILL BEGIN THE INITIAL STAGES OF A FORCE DRAWDOWN, END THE TEMPORARY END STRENGTH INCREASE (TESI), REDUCE THE ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS) PERSONNEL (ENDED BY FISCAL YEAR (FY) 2015), REDUCE THE ARMY FORCE STRUCTURE (BASED ON TOTAL ARMY ANALYSIS (TAA) 14.1), AND BEGIN TO ELIMINATE THE WARTIME ALLOWANCE (COMPLETED BY FY17) REDUCING OUR MANNING FLEXIBILITY AND AFFECTING OUR ABILITY TO OVER MAN FORMATIONS.


1.B.1. FULLY MAN DEPLOYING UNITS IN SUPPORT OF (ISO) OPERATION ENDURING FREEDOM (OEF) AND OTHER PRIORITIZED OPERATIONS.

1.B.2. IN COORDINATION WITH (ICW) CURRENT STRATEGY, ASSIGN PERSONNEL TO EFFECTIVELY ENABLE ARMY UNITS TO ATTAIN THE REQUIRED COMBINED ARMS PROFICIENCY EARLIER IN THE TRAIN/READY PHASE OF THE ARMY FORCE GENERATION (ARFORGEN) CYCLE.

1.B.3. INVEST TOP QUALITY OFFICERS AND NON-COMMISSIONED OFFICERS (NCO) IN THE INSTITUTIONAL ARMY TO DEVELOP SOLDIERS IN DIVERSE AND BROADENING POSITIONS IN ORDER TO (IOT) SECURE THE DEVELOPMENT OF TOMORROW'S ARMY.

1.B.4. SYNCHRONIZE THE PERSONNEL ASSIGNMENTS PROCESS WITH THE ARFORGEN CYCLE AND WITH ARMY PRIORITIES AS ESTABLISHED BY THE ARMY G-3/5/7 AND APPROVED BY THE ARMY SENIOR LEADERSHIP.


2. (U) MISSION. PROVIDE AC ARMY WITH PERSONNEL MANNING GUIDANCE FOR FY13-15 THAT IS SYNCHRONIZED WITH THE ARMY'S PRIORITIES.

3. (U) EXECUTION.
3.A. INTENT. HQDA FY13-15 ACMG WILL RESOURCE THE ARMY WITH PERSONNEL IAW THE ARMY’S PRIORITIES AS REFLECTED IN THE INTEGRATED REQUIREMENT PRIORITY LIST (IRPL) AND OTHER PRIORITIES ESTABLISHED BY THE ARMY LEADERSHIP.

3.B. KEY TASKS.

3.B.1. MAN THE ARMY AND PRESERVE A HIGH QUALITY ALL-VOLUNTEER FORCE.

3.B.2. MAINTAIN END STRENGTH TO ENSURE THE INVENTORY MEETS FORCE STRUCTURE.

3.B.3. ALIGN MANNING LEVELS IAW THE ARMY’S PRIORITIES APPROVED BY THE ARMY SENIOR LEADERSHIP.

3.B.4. PROVIDE MINIMAL MANNING LEVELS FOR ALL UNITS.

3.B.5. INCREASE PRECISION AND PREDICTABILITY IN MANNING.

3.B.6. ESTABLISH A FORMALIZED PROCESS FOR UNITS TO REQUEST CHANGE TO THEIR UNIT’S IRPL PRIORITY THROUGH G-3/5/7.

3.C. CONCEPT OF OPERATIONS. BEGINNING 2QTR, FY13, THE ARMY WILL IMPLEMENT THE HQDA FY13-15 ACMG. THIS NEW GUIDANCE WILL ALIGN MANNING LEVELS IAW ARMY PRIORITIES AS REFLECTED IN THE IRPL AND OTHER PRIORITIES ESTABLISHED BY THE ARMY SENIOR LEADERSHIP. THE GOAL IS TO MAN ARFORGEN FORMATIONS AT NOT LESS THAN P2 DURING THE RESET PHASE AND SUSTAIN FORMATIONS AT NOT LESS THAN P1 DURING THE TRAIN/READY AND AVAILABLE PHASES. UNIT STATUS REPORTING (USR) P-LEVEL RATINGS WILL BE USED TO DETERMINE MANNING EFFECTIVENESS AS WELL AS READINESS IN DEPLOYING UNITS. UNITS WILL NOT BE MANNED ABOVE DESIGNATED LEVELS TO COMPENSATE FOR NON-AVAILABLE PERSONNEL.


3.C.2. THE HQDA FY13-15 ACMG COMBINES THE THREE IRPL CATEGORIES WITH TWO ADDITIONAL CATEGORIES FOR A TOTAL OF FIVE MANNING CATEGORIES. THESE FIVE MANNING CATEGORIES ARE: DIRECTED FILL FORCES, ARFORGEN FORCES, URGENT FORCES, ESSENTIAL FORCES, AND IMPORTANT FORCES. EACH MANNING CATEGORY IS DESCRIBED IN DETAIL BELOW.

3.C.2.A. ARMY DIRECTED FILL FORCES CONSIST OF NON-ARFORGEN FORCES WITH A PRIORITY LEVEL ESTABLISHED BY THE ARMY SENIOR LEADERSHIP. ARMY DIRECTED FILL FORCES WILL BE SUSTAINED AT A SET MANNING LEVEL THAT RANGES FROM 90% TO 100% AGGREGATE FILL. THE GOAL IS BY NLT FY15 TO APPLY GRADE METRICS TO THE ARMY DIRECTED FILL FORCES CATEGORY.

3.C.2.B.1. ALLOCATED FORCES CONSIST OF FORCES TRANSFERRED BY THE SECRETARY OF DEFENSE (SECDEF) FROM ONE COMBATANT COMMANDER (CCDR) OR SERVICE SECRETARIES TO ANOTHER CCDR FOR EMPLOYMENT; APPROVED IN THE SECDEF ORDERS BOOK (SDOB) AND DOCUMENTED IN THE GLOBAL FORCE MANAGEMENT ALLOCATION PLAN (GFMAP).

3.C.2.B.1.A. ALLOCATED UNITS WITH LADS WILL BE MANNED AT P2 DURING RESET PHASE AND SUSTAINED AT P1 DURING TRAIN/READY AND AVAILABLE PHASES WITH NO HIGHER THAN 105% ASSIGNED STRENGTH.

3.C.2.B.1.B. ALLOCATED UNITS WITHOUT LADS WILL BE MANNED AT P2 DURING RESET PHASE AND SUSTAINED AT P1 DURING TRAIN/READY AND AVAILABLE PHASES WITH NO HIGHER THAN 100% ASSIGNED STRENGTH.

3.C.2.B.2. APPORTIONED FORCES CONSIST OF FORCES AND CAPABILITIES DISTRIBUTED AS A STARTING POINT FOR PLANNING. APPORTIONMENT INFORMS A CCDR OF THOSE FORCES AVAILABLE FOR PLANNING, BUT NOT NECESSARILY AN IDENTIFICATION OF THE ACTUAL FORCES TO BE ALLOCATED FOR USE WHEN A CONTINGENCY PLAN TRANSITIONS TO EXECUTION.

3.C.2.B.2.A. APPORTIONED UNITS WILL BE MANNED AT P2 DURING RESET PHASE AND SUSTAINED AT P1 DURING TRAIN/READY AND AVAILABLE PHASES WITH NO HIGHER THAN 100% ASSIGNED STRENGTH.

3.C.2.C. URGENT FORCES CONSIST OF UNITS WITH A MINIMUM MANNING OF 100%.

3.C.2.D. ESSENTIAL FORCES CONSIST OF UNITS WITH A MINIMUM MANNING OF 90%.

3.C.2.E. IMPORTANT FORCES CONSIST OF UNITS WITH A MINIMUM MANNING OF 80%.

3.D. TASKS.


3.D.1.E. ICW FORSCOM AND ASCCS, PROVIDE VISIBILITY TO HQDA G1 (ARMY HUMAN RESOURCES COMMAND (AHRC)) OF:

3.D.1.E.1. ALL UNITS PROJECTED TO DEPLOY, BY UNIT IDENTIFICATION CODE (UIC), AS EARLY AS POSSIBLE BUT NLT NINE MONTHS PRIOR TO LAD.

3.D.1.E.2. ALL CULMINATING TRAINING EXERCISE (CTE) SCHEDULES FOR BCT, CAB, MFSB, FSB, CORPS/DIV HEADQUARTERS, AND SUSTAINMENT HEADQUARTERS, AS EARLY AS POSSIBLE BUT NLT SIX MONTHS PRIOR TO CTE.

3.D.1.E.3. EMERGING/UNDOCUMENTED REQUIREMENTS, TO INCLUDE CHANGES TO PRIORITIES OF FILL AND IDENTIFIED DONOR UNITS, AS APPLICABLE.

3.D.1.E.4. NOTIFICATION OF ANY IRPL ADJUSTMENTS.


3.D.2.A.3. ICW AHRC, provide analysis to HQDA, G-3/7 (DAMO-FM) on identified skill and grade shortfalls driven by force structure changes.

3.D.2.A.4. Assist unit commanders in reaching P1/P2 levels by providing no more than 105% aggregate assigned strength to allocated units with a LAD, and no more than 100% assigned aggregate strength to allocated units without a LAD.


3.D.3.A. Implement and adhere to the HQDA FY13-15 ACMG outlined in this document, to include implementing administrative tasks listed below to mitigate Manning shortages.

3.D.3.B. Ensure soldiers arriving at their installation/theater are assigned to the organization designated by AHRC IAW the PINPOINT ASSIGNMENT INFORMATION AND SPECIAL INSTRUCTIONS ON EACH SOLDIER'S ORDERS.

3.D.3.B.1. Senior mission commanders (SMCs) have the authority to divert inbound personnel, by exception, within an installation to meet immediate readiness requirements.

3.D.3.B.2. Diversions must be coordinated with AHRC to determine if the available inventory supports the assignment of a replacement to the installation.

3.D.3.B.3. Diversions will not exceed the 105% aggregate strength of allocated units with LADS, 100% aggregate strength of allocated units without LADS, or 100% aggregate strength of appportioned units.

3.D.3.B.4. G3's maintain a copy of the IRPL. Commanders will maintain visibility of their unit's IRPL categories through their G3.

3.D.3.C. Maintain the available, senior grade, and duty military occupational specialty qualification (DMOSQ) standards as reported through Unit Status Reporting (USR).

3.D.3.D. Use the following mitigation strategies within the current Manning environment to improve unit readiness.


3.D.3.D.2. Utilize officer/enlisted substitutions within the same grade, one grade lower or two grades higher, where possible to fill shortages.


3.D.3.D.5. Grow sergeants (E5) - promotable E4's and count as sergeant (E5); and factor them in as part of the unit's available senior grade and available DMOSQ ratings.

3.E.3.D.6. Manage non-available populations; screen, identify, properly code, and work to resolve soldiers with both temporary and permanent non-available conditions, returning as many of them as possible to an available status as soon as possible. The goal is no more than 10% of a unit's population is non-available. No units will be
MANNED ABOVE DESIGNATED LEVELS TO COMPENSATE FOR NON-AVAILABLE PERSONNEL.
3.D.3.E. IT IS THE COMMANDER'S RESPONSIBILITY (AT ALL LEVELS) TO WORK OFF NON-AVAILABLE SOLDIERS.
3.D.3.E.1. ENSURE AVAILABILITY CODING IN AUTHORITATIVE SYSTEMS OF RECORD (EMILPO AND MEDICAL PROTECTION SYSTEM (MEDPROS)) ARE ACCURATE REFLECTIONS OF UNIT READINESS, THUS ENSURING THE WEEKLY AUTOMATED REAR DETACHMENT REPORT (ARDR) GENERATED BY HQDA IS CORRECT.
3.D.3.E.2. COMMANDERS CAN OVERRIDE EXISTING NON-AVAILABLE CONDITIONS USING THE COMMANDER'S OVERRIDE FEATURE IN EMILPO TO INDICATE SOLDIER'S AVAILABILITY FOR DEPLOYMENT ON THE ARDR. THIS FEATURE WILL SYNCHRONIZE THE ARDR WITH THE COMMANDER'S READINESS ASSESSMENT.
3.D.3.F. PROACTIVELY COMMUNICATE MANNING CONCERNS AND PERSONNEL READINESS ISSUES TO AHRC THROUGH S1/G1 CHANNELS AND USR COMMANDER'S COMMENTS.

4. (U) COORDINATING INSTRUCTIONS.

4.C. ROTATIONAL AIRBORNE UNITS WILL BE FILLED WITH QUALIFIED AIRBORNE SOLDIERS TO MEET MANNING GUIDANCE METRICS IN ALL MOS/GRADIE EXCEPT WHERE THE ARMY AIRBORNE AVERAGE CANNOT ATTAIN THE REQUIRED MANNING METRIC. UNITS WILL BE FILLED TO THE ARMY AIRBORNE AVERAGE WHERE THE ARMY IS SHORT AIRBORNE QUALIFIED SOLDIERS.

5. (U) COMMAND AND CONTROL.

5.A. THE HQDA G-1 IS DESIGNATED AS THE LEAD AGENCY FOR THE HQDA FY13-15 ACMG.
5.A.1. DAPE-MPE IS THE PROONENT FOR THE HQDA FY13-15 ACMG AND ALL POTENTIAL FRAGOS TO THIS EXORD.
5.A.2. AHRC IMPLEMENTS PROONENT POLICY FOR THE HQDA, G-1.
5.B. HQDA G-3/5/7 IS THE PROONENT FOR ARMY PRIORITIES AND OPERATIONAL MISSION REQUIREMENTS.
5.C. HQDA G-3/5/7 AND G-1 ARE DIRECTLY RESPONSIBLE FOR MANAGING EXECUTION OF THE EXORD.
5.D. EXORD POINTS OF CONTACT:
5.D.1. COL ROBERT C. WHALEY, HQDA G-1, DAPE-MPE, (703)695-7992, ROBERT.C.WHALEY3.MIL@MAIL.MIL
5.D.2. MR. GERARD CRIBB, HQDA G-3, DAMO-SS, (703)614-1195, GERARD.H.CRIBB.CIV@MAIL.MIL

6. (U) EXPIRATION OF THIS MESSAGE IS WHEN SUPERSEDED BY OTHER DA GUIDANCE OR REGULATION.

ANNEX A_ HQDA EXORD 10-13 ISO_ACMG