

Human Resources Force Design/Force Structure Smartbook – April 2013



Captures end state FY15 including TAA14-18/15-19 pre-decisions, grade plate review
& HROC FDU Jr. impacts

CAPABILITIES DEVELOPMENT & INTEGRATION DIRECTORATE

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POC Listing

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SSI CDID POCs

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Human Resources (HR) Core Competencies

Man The Force

Provide HR Services

**Human Resources
Core Competencies**

**Coordinate
Personnel Support**

**Conduct HR Planning
And Operations**

HR Core Competencies Description

➤ **Man The Force** – Impacts the effectiveness of all Army organizations and affects the ability to successfully accomplish all other HR core competencies and functions. Manning the force includes five functional tasks:

1. Personnel Readiness Management
2. Personnel Accountability
3. Strength Reporting
4. Retention Operations
5. Personnel Information Management

➤ **Provide HR Services** – Functions that directly impact a Soldier's status, assignment, qualifications, financial status, career progression and quality of life. HR Services include:

1. Essential Personnel Services
2. Postal Operations
3. Casualty Operations

➤ **Coordinate Personnel Support** – Tasks that require coordination by or fall under the responsibility of the G1s/S1s. These tasks include:

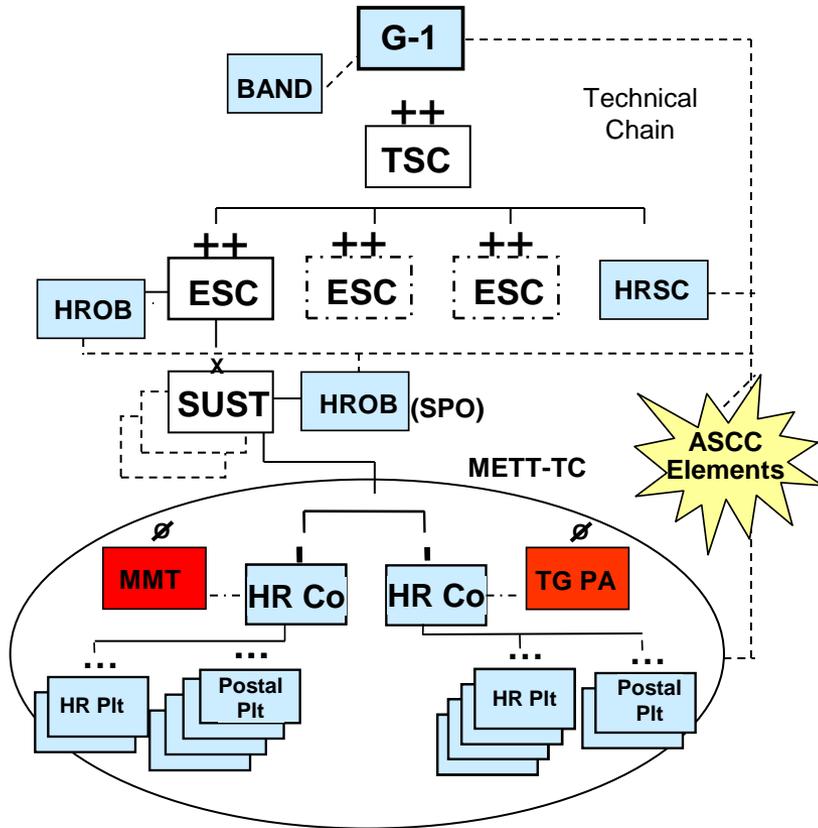
1. Family and Morale, Welfare, and Recreation (FMWR)
2. Command Interest Programs
3. Band Operations

➤ **Conduct HR Planning and Operations** – HR providers envisions a desired HR end state in support of the operational commander's mission requirements. HR providers are required to have a full understanding of HR unit's/organization's capabilities. Tasks include:

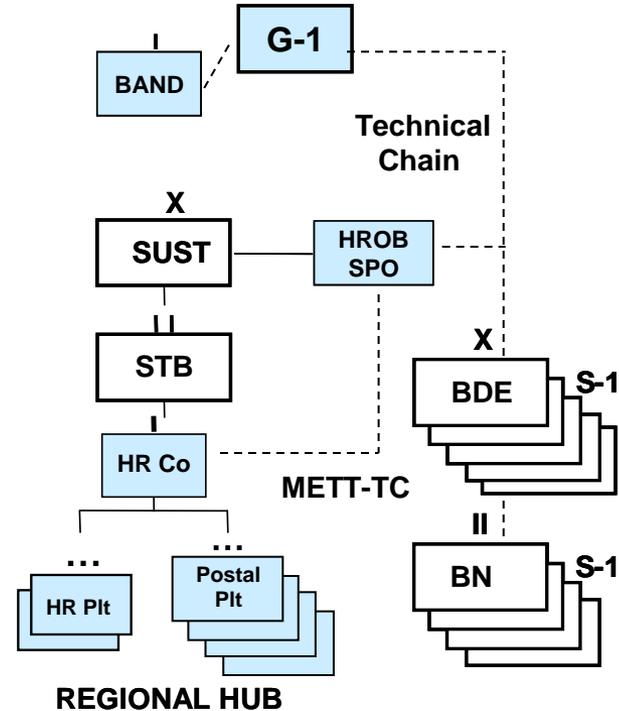
1. HR Planning and Operations
2. Operate HR Command and Control Nodes

Modular HR Concept of Support

ARMY/ASCC



CORPS/DIVISION



— ASSIGNED/ATTACHED
 - - - - TECHNICAL GUIDANCE

HR SUPPORT COMPETENCIES

- **Manning the Force**
 - ✓ Pers Readiness Mgmt
 - ✓ Strength Reporting
 - ✓ Personnel Accountability
 - ✓ Pers Information Mgmt
 - ✓ Retention Ops
- **Provide HR Services**
 - ✓ Casualty Ops
 - ✓ Essential Pers Services
 - ✓ Postal Ops
- **Coordinate Personnel Support**
 - ✓ MWR Ops
 - ✓ Command Interest Programs
 - ✓ Army Band Ops
- **Conduct HR Planning & Ops**
 - ✓ HR Planning & Ops
 - ✓ Operate HR C2 Nodes

Total Army Analysis (TAA) Defined

- ❖ TAA develops Requirements & Authorizations defining the force structure the Army must Build, Raise, Provision, Sustain, Maintain, Train and Resource -- providing the Combatant Commanders with the proper force structure to execute the National Military Strategy and Strategic/Joint Planning Guidance's tasks.
- ❖ TAA provides the analytical underpinning for developing, explaining and defending the Army force structure in the Program Objective Memorandum.

What Does TAA Accomplish?

- Captures the Army's Combat warfighting requirements (MTOE/TOE)
- Generates the Army's Support Force warfighting requirements (MTOE)
- Captures the Army's Generating Force warfighting requirements (TDA)
- Resources the Force (MTOE & TDA / All COMPOs)
- Decisions captured in the Army Structure Message (ARSTRUC)
- Provides the Force Structure foundation for the next POM

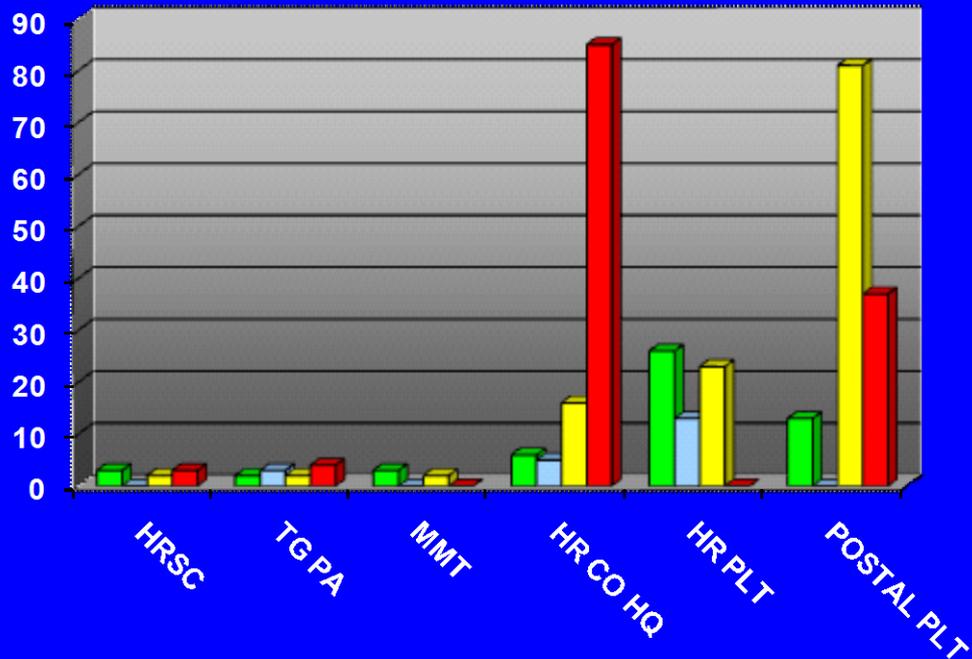
ARSTRUC: Army Structure Message
COMPO: Component (COMPO 1= AC, COMPO 2 = ARNG,
COMPO 3= USAR)
TOE: Table of Organization & Equipment
MTOE: Modified Table of Organization & Equipment

POM: Program Objective Memorandum
TAA: Total Army Analysis
TDA: Table of Distribution & Allowance

Human Resources TAA 12 – 17 Results (Required, Resourced & Unresourced)

UNIT	ACTIVE	NG	USAR	REQ/UNRES	TOT REQ	TOT RES	% RES
HRSC	3	0	2	3	8	5	63%
TG PA	2	3	2	4	11	7	64%
MMT	3	0	2	0	4	5	125%
HR CO HQ	6	5	16	85	112	27	24%
HR PLT	26	13	23	0	0	62	100%
POSTAL PLT	13	0	81	37	131	94	72%

% OF RESOURCED BY COMPO		
AC - 60%	NG - 0%	USAR - 40%
AC - 29%	NG - 42%	USAR - 29%
AC - 60%	NG - 0%	USAR - 40%
AC - 22%	NG - 19%	USAR - 59%
AC - 42%	NG - 21%	USAR - 37%
AC - 14%	NG - 0%	USAR - 86%



TAA 08-13 to 14-18/15-19(T) Summary

TAA	08-13			GTA			10-15			12-17			FMR13-17			14-18 (T)			15-19 (T)			TOTAL
	C 1	C 2	C 3	C 1	C 2	C 3	C 1	C 2	C 3	C 1	C 2	C 3	C 1	C 2	C 3	C 1	C 2	C 3	C 1	C 2	C 3	
HRSC	2	0	2	1	0	0	3	0	2	3	0	2	0	0	0	3	0	2	3	0	2	5
HQ, HR CO	5	2	15	2	1	0	7	3	15	6	5	16	1	0	0	7	5	16	11	5	14	30
POSTAL PLT HQ	9	0	79	4	0	1	13	0	80	13	0	81	2	0	0	15	0	81	15	0	81	96
HR PLT	0	0	0	0	0	0	0	0	0	26	13	23	1	0	0	27	13	23	25	13	23	61
MMT	3	0	2	0	0	0	3	0	2	3	0	2	0	0	0	3	0	2	3	0	2	5
TG PA TM	2	1	2	0	2	0	2	3	2	2	3	2	1	0	0	3	3	2	2	3	2	7
(T)-Tentative																						
GTA- Grow the Army																						
TAA-Total Army Analysis																						
= Chg																						

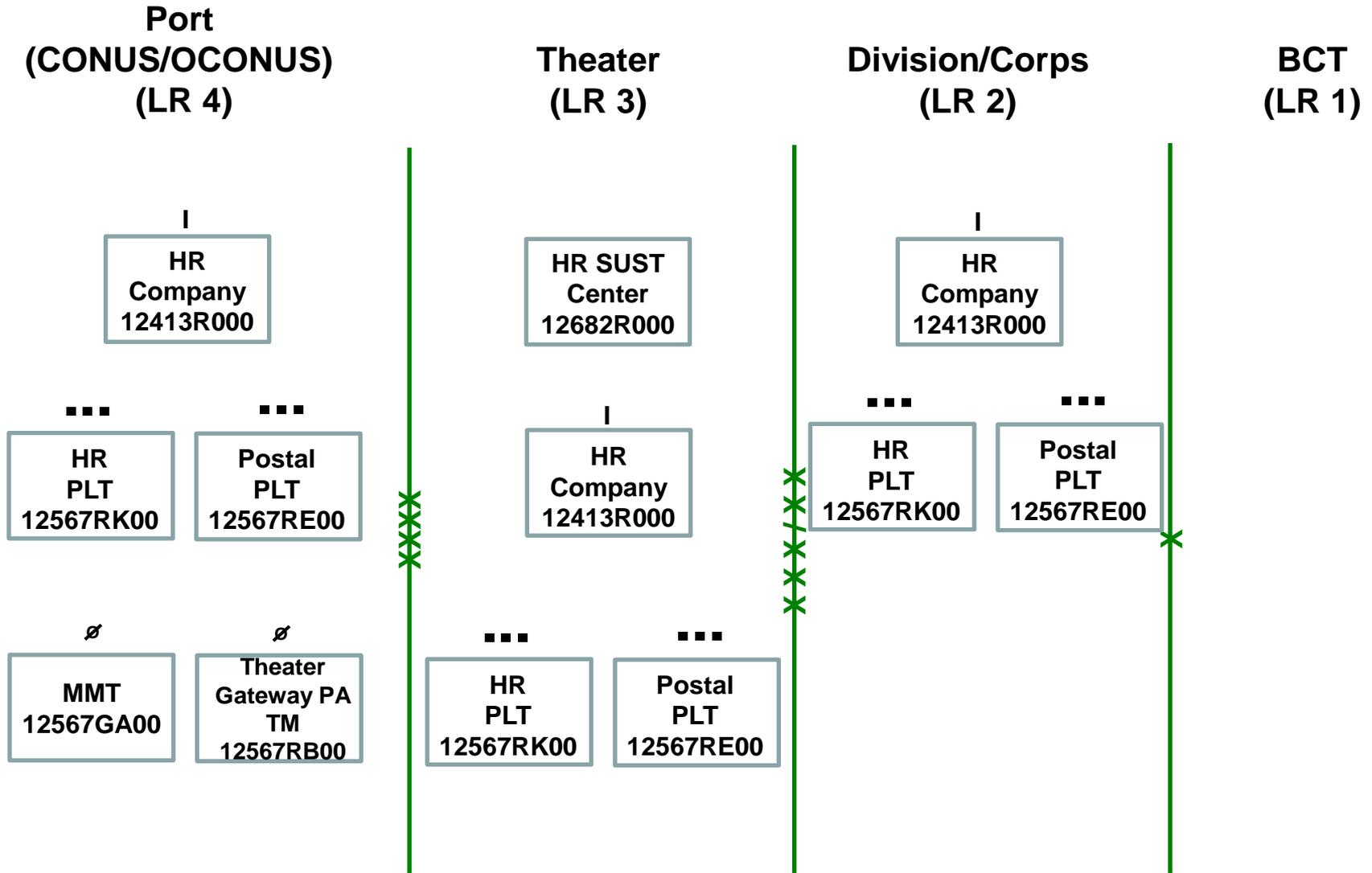
Blue Font

FMR – Force Management Review - Change resulted from an emerging requirement in USARPAC. Director Force Management approved conversion of the 1st Repl Co to the 1st TG (10 auths) and the 19th Postal Co to the 19th HR Co (94 auths), Co Hqs (27), HR PLT (21) and Postal PLT (23X2)) to mitigate USARPAC's HR capability gap.

Red Font

- TAA 15-19 (T)** - HR Co HQs FDU Jr to align one HR Co HQs per Sustainment Bde was approved 31 Jan 2103; requirement adds an additional 5 units to inventory; USAR agreed to reduce two HR Cos from their inventory
- HR proponent reduces two HR Plts to meet Army designated target for emerging requirements
 - TG PAT in Korea deactivates in 2015

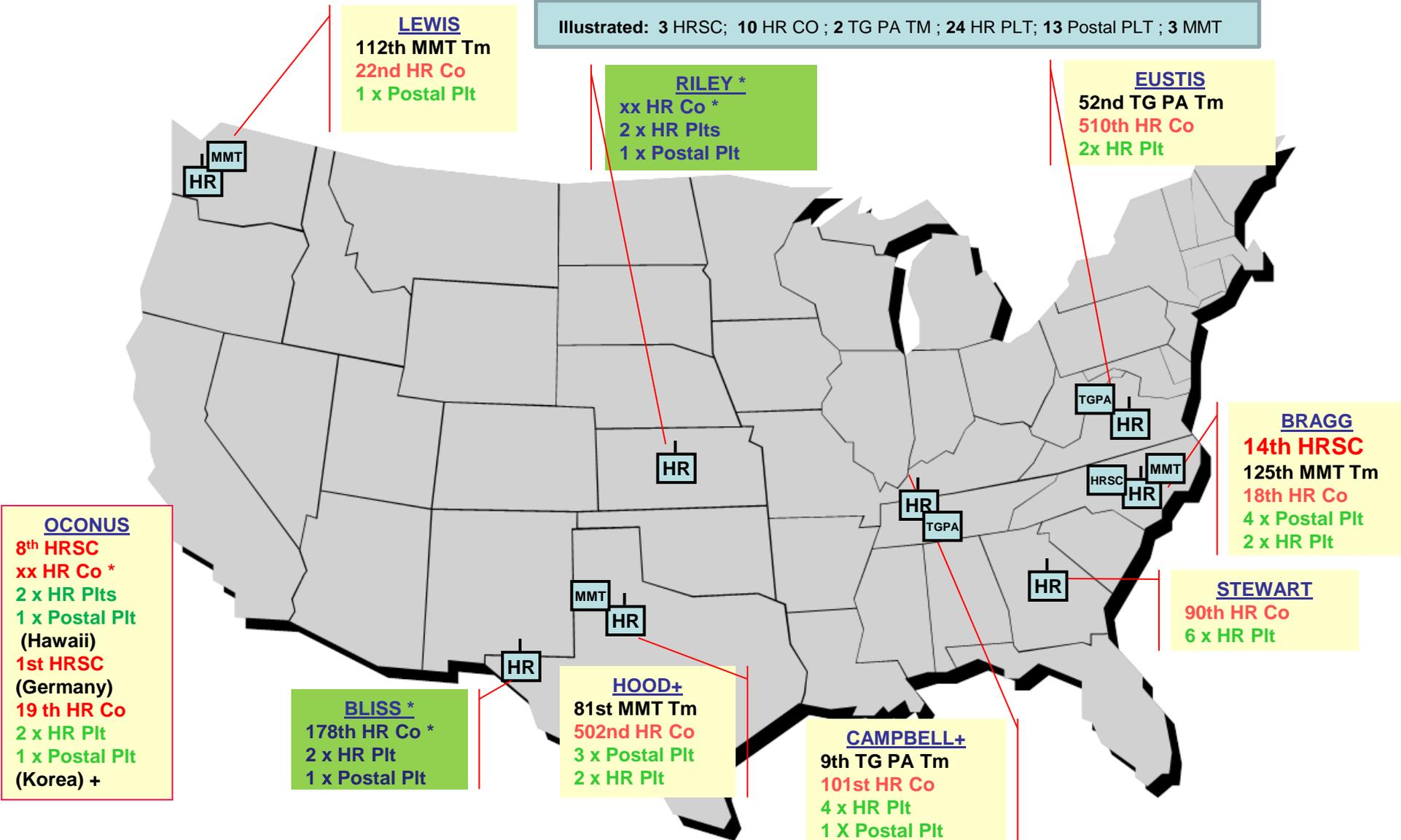
HR Echelons of Support when Deployed



LR = Logic Region. Logic regions are used to depict where units are deployed on the battlefield for modeling by Center for Army Analysis personnel

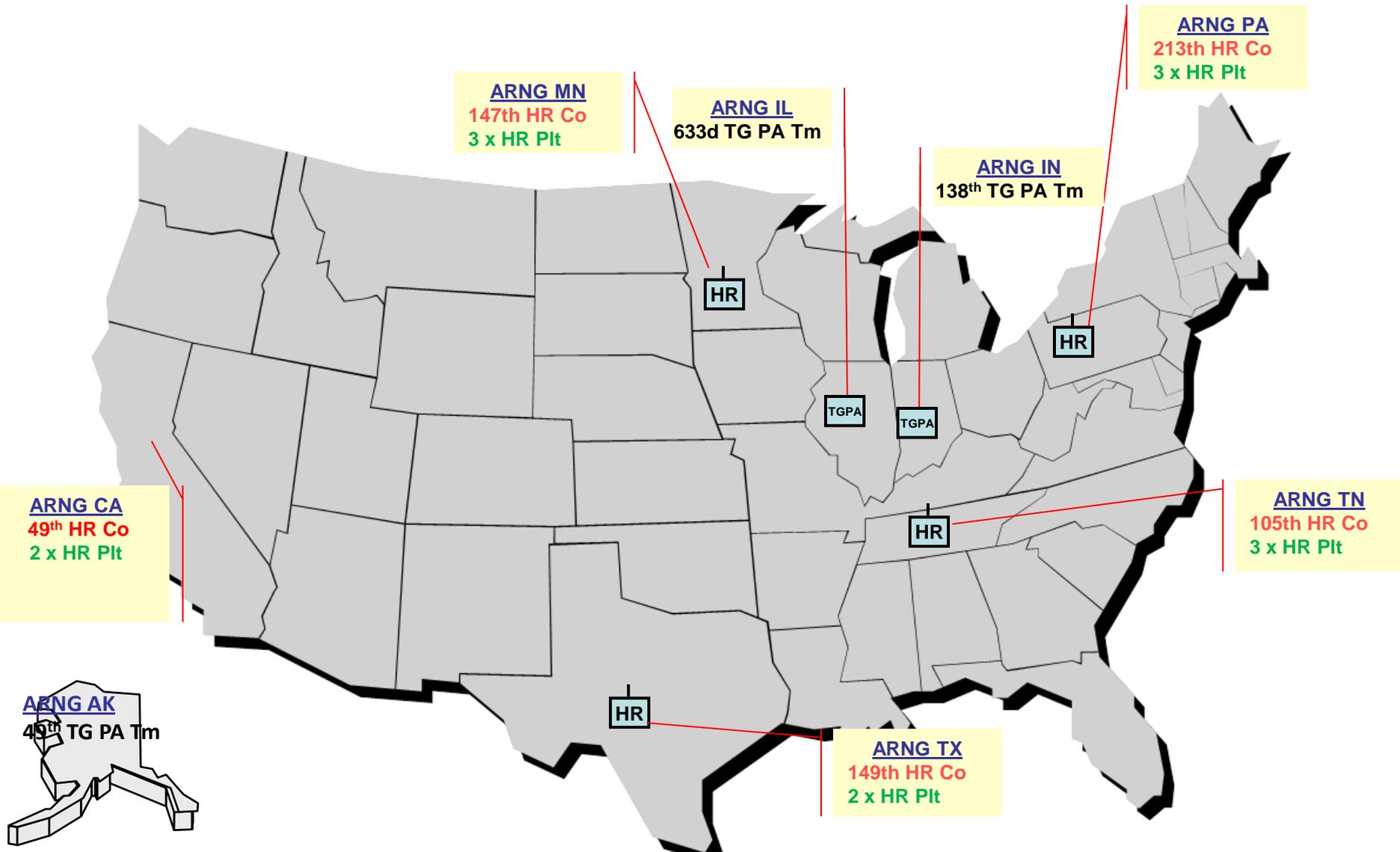
COMPO 1 HR Units Endstate (FY15)

Illustrated: 3 HRSC; 10 HR Co ; 2 TG PA Tm ; 24 HR PLT; 13 Postal PLT ; 3 MMT



• Activation of HR Co HQs at Bliss/Riley/Hawaii; relocation of 2x HR Plts from Campbell & 1x Postal Plt from Hood to Bliss; relocation of 2 HR Plts from Eustis & 1 Postal Plt from Hood to Riley; activation of 2 HR Plts & 1 Postal Plt in Hawaii; deactivation of 4 HR Plts (2x Hawaii/2x Korea) & 2 Postal Plts from JBLM; relocate 1x Postal Plt from Bragg to Campbell.
+ Hood/Campbell/Korea HR Co HQs converted to new design 17 pax; Korea 1x Postal Plt converts to HR Plt

COMPO 2 HR Units Endstate (FY15)



Illustrated: 0 HRSC; 5 HR CO ; 3 TG PA TM ; 13 HR PLT; 0 Postal PLT ; 0 MMT

COMPO 3 HR Units Endstate (FY15)

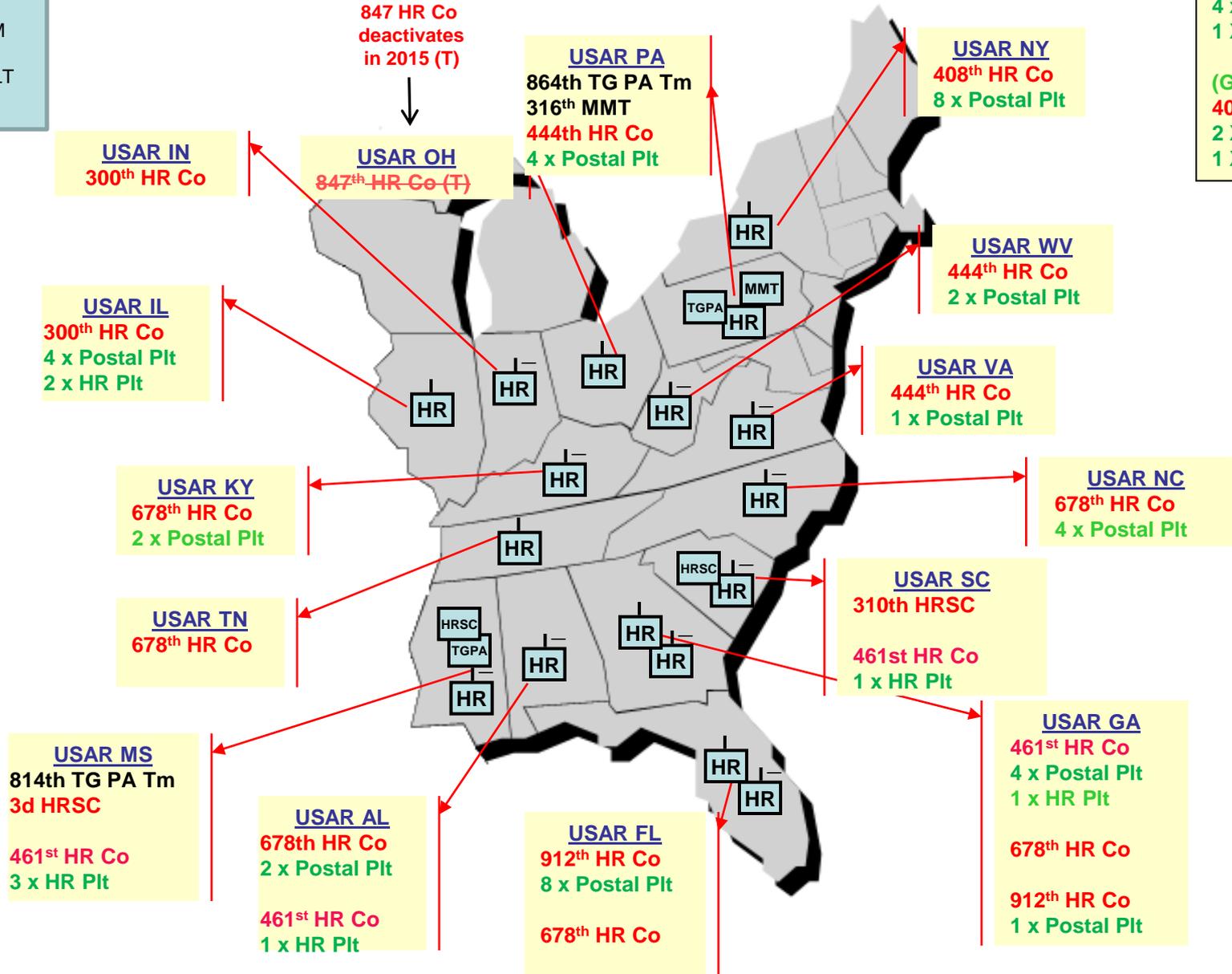
Illustrated Total:

- 2 HRSC
- 14 HR CO
- 2 TG PA TM
- 23 HR PLT
- 81 Postal PLT
- 2 MMT

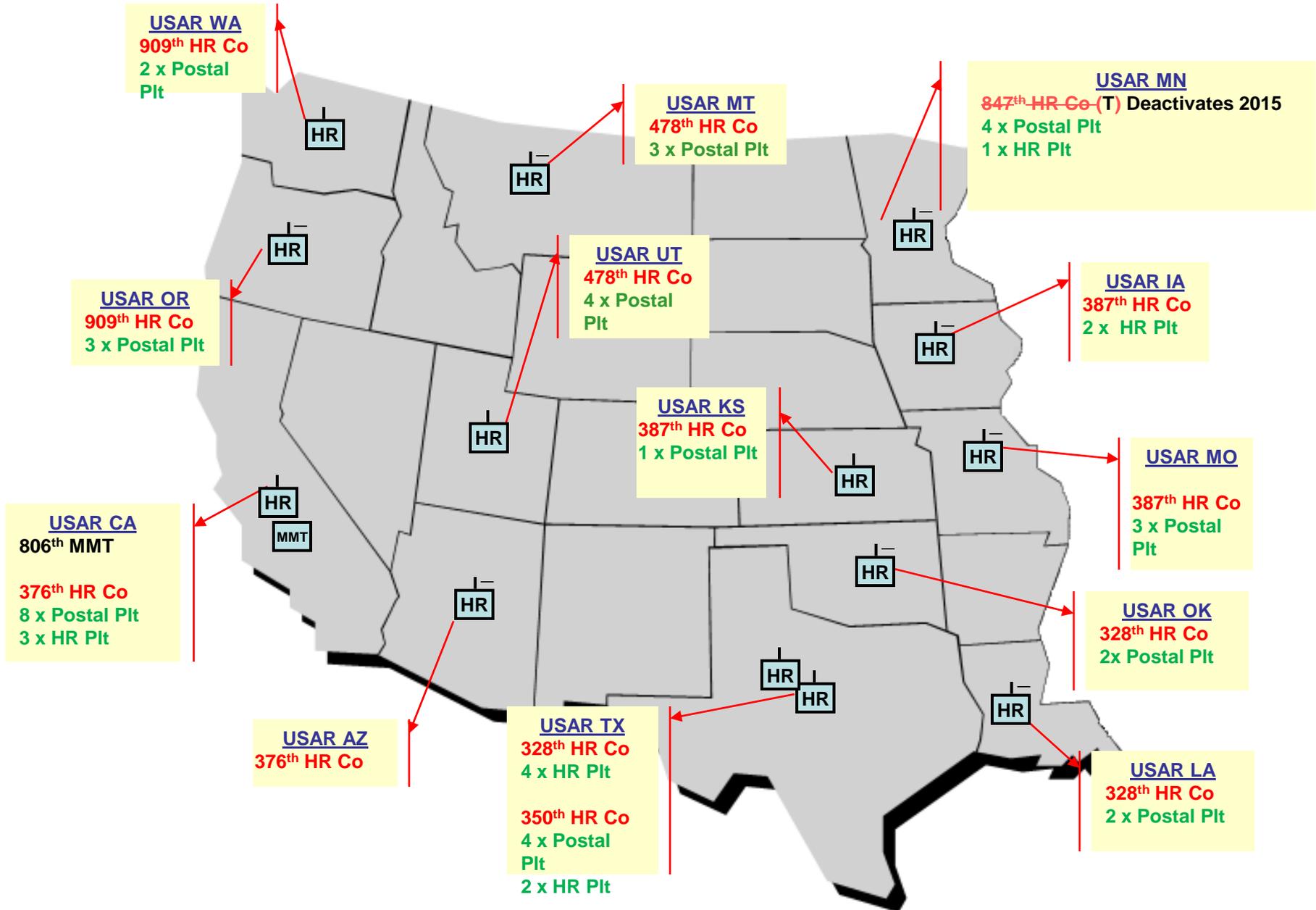
OCONUS

- (Puerto Rico)
- 271st HR Co
- 4 x Postal Plt
- 1 X HR Plt

- (Germany)
- 406th HR Co
- 2 X HR Plt
- 1 X Postal Plt



COMPO 3 HR Units Endstate (FY15)



HQs, Human Resources Company

SRC: 12413R000

TAA 14-18/15-19(T)
RESOURCED:
AC – 11
NG - 5
USAR - 14
TOTAL: 30

FDU 12-01 increases AC by
5 in 2015; USAR deactivates
2 Companies in TAA 15-19

MISSION: provide command and control and provide technical support to all assigned or attached platoons and teams. (Human Resources and/or Postal)

CAPABILITIES:

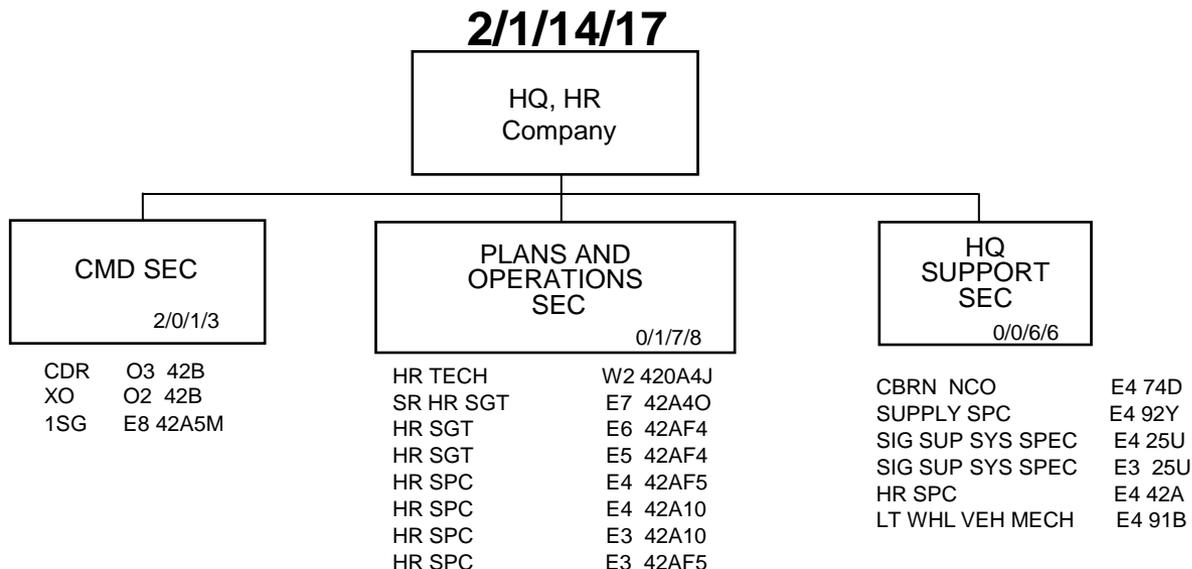
- (1) At Level 1, this unit provides:
 - (a) Command and control of assigned or attached HR and/or Postal platoons.
 - (b) Technical support to all assigned or attached HR and/or Postal platoons and teams.
 - (c) Capability to communicate digitally through web and voice to elements of attached platoons, G1 and S1 sections, transportation and logistical elements.
 - (e) Field feeding support for organic and attached units.
 - (f) Communications support.
- (2) This unit is not adaptable to a Type B organization.
- (3) Level 1 is designed to be used to calculate the categories established by AR 220-1, Unit Status Reporting.
- (4) This unit is designated a Category II organization.
- (5) Individuals of this organization can assist in the coordinated defense of the unit's area or installation.
- (6) This unit is dependent upon the appropriate elements of the Sustainment Brigade for religious, legal, health service support, finance, and personnel and administrative services.

ASSIGNMENT (Echelon) : assigned to the Special Troops Battalion (STB) or Combat Sustainment Support Battalion (CSSB) of the Sustainment Brigade.

Section I Basis Of Allocation: 1 per 3-7 platoons (Human Resources, Postal, or any combination), 1 per Military Mail Terminal Team (Existence), 1 per Theater Gateway Personnel Accountability Team (Existence)

12413R000 HQ, Human Resources Company

GR	MOSLIN	TITLE	AUTH
03	42H00	COMMANDER	1
02	42B00	EXECUTIVE OFFICER	1
E8	42A5M	FIRST SERGEANT	1
W2	420A04J	MIL PERS TECH	1
E7	42A4O2S	OPERATIONS SERGEANT	1
E6	42A3OF4	POSTAL SUPERVISOR	1
E5	42A2OF4	POSTAL SERGEANT	1
E4	42A1OF5	POSTAL SPECIALIST	1
E3	42A1OF5	POSTAL CLERK	1
E4	42A1O	HUMAN RESOURCES SPC	1
E3	42A1O	HUMAN RESOURCES SPC	1
E4	74D1O	CBRN SPC	1
E4	92Y1O	SUPPLY SPC	1
E4	25U1O	SIGNAL SPT SYS MAINT	1
E3	25U1O	SIGNAL SPT SYS SP	1
E4	42A2O	HUMAN RESOURCES SGT	1
E4	91B1O	WHEELED VEH MECH	1
			17



MAJOR EQUIPMENT

QTY	LIN	TYPE
1	T56383	TRK UTIL EXPANDED M1165A1
1	T37588	TRK UTIL EXPANDED M1152A1
1	T95992	Light Tactical TRLR
1	T59948	TRK LMTV
1	W98825	Water Trailer – 400 gal
8	Z39781	AHRW
5		AHRW Printer
1	J97857	VSAT

Functions: Provides mission command to subordinate platoons, oversees HR technical mission comprised of personnel accountability, casualty and postal operations in area of responsibility and in support of the full range of military operations.

HQ, Human Resources Company

1 of 3

12413R000

Approved 22 December 2009

HEADQUARTERS HUMAN RESOURCES COMPANY

DESIGNATION: HEADQUARTERS, _____ PERSONNEL COMPANY (HUMAN RESOURCES)

1. OPERATIONAL INFORMATION.

1.A. MISSION. Provides command and control and technical support to Human Resources (HR) and Postal platoons.

1.B. ASSIGNMENT AND DEPENDENCIES.

1.B.1. Assignment. To a Special Troops Battalion (STB) or Combat Sustainment Support Battalion (CSSB), within a Sustainment Brigade, TOE 63402G2A0.

1.B.2. Dependencies. This unit is dependent upon the appropriate elements (STB/CSSB) of the Sustainment Brigade for field maintenance, religious, legal, force health protection, finance, field feeding, logistics, supplemental transportation support, communications, and personnel and administrative services.

1.C. EMPLOYMENT. The HR Company HQ is a existence and workload command and control based organization employed with any combination of three to seven HR and/or Postal platoons. It operates in the Aerial Port of Debarkation (APOD), when augmenting a Military Mail Terminal, TOE 12567GA00 or a Theater Gateway Personnel Accountability Team, TOE 12567RB00; and on an area support basis to the Division, Corps, or Theater, as directed by the Division, Corps, and Theater G1's.

1.D. BASIS OF ALLOCATION. 1 per 3-7 HR and/or Postal platoons; 1 per Military Mail Terminal; 1 per Theater Gateway Center (Personnel Accountability).

1.E. CAPABILITIES:

1.E.1. This unit provides:

1.E.1.a. Command and control of assigned or attached HR and/or Postal platoons.

1.E.1.b. Technical support to all assigned or attached HR and/or Postal platoons.

1.E.1.c. Capability to communicate digitally through web and voice to elements of attached platoons, G1, and S1 sections, transportation, and sustainment elements.

1.E.2. This unit is not adaptable to a Type B organization.

1.E.3. Individuals of this organization can assist in the coordinated defense of the unit's area or installation.

1.E.4. This unit does perform field level maintenance on its organic equipment.

HQ, Human Resources Company

2 of 3

1.F. FUNCTIONS.

1.F.1. Paragraph 01, Command Section. The Command Section exercises command and control over assigned Personnel Accountability, Postal, and/or Casualty platoons based on ROA and METT-TC. Administers discipline and UCMJ, and assumes operational control over attached, co-located HR elements. Coordinates external support functions such as life support, force protection, logistics, and transportation.

1.F.2. Paragraph 02, Plans and Operations Section. The Plans and Operations section provides policy review and direction for HR operations, coordinates the consolidation of critical wartime function reports for the commander, advises and coordinates with higher, lateral, and subordinate organizations on personnel matters. Provides long and short range planning and guidance during the execution of current operations. Coordinates with the HR Commander, the SB and ESC HR SPO branches for all related operations. This section prepares operational orders and plans, exercises control, and provides guidance regarding Personnel Accountability, Casualty Liaison, and Postal Operations.

1.F.2.a. Specific to Personnel Accountability (PA). Section monitors movement of personnel and future operations to ensure personnel accountability support matches projected flow of personnel throughout theater. Ensures data integration of personnel accountability information.

1.F.2.b. Specific to Casualty Operations. Section maintains locations of the theater medical facilities and performs all necessary communication with hospitals, Mortuary Affairs, supported units and higher and lower headquarters to perform mail redirect operations. Makes recommendations to adjust mission support based on battlefield operations.

1.F.2.c. Specific to Postal Operations. Section provides operational management and technical support when postal platoons are attached to the company. It supports the Directory Service function covering casualty mail operations, Enemy Prisoner of War (EPW) mail operations, inspections and international mail.

1.F.3. Paragraph 03, Headquarters Support Section. Headquarters Support Section manages personnel actions, ammunition and limited (POL, messing, billeting), supply, energy conservation, sanitation, and transportation for assigned and attached personnel. Personnel perform integrated materiel maintenance for automotive and ground support equipment including tactical wheeled and general-purpose vehicles.

HQ, Human Resources Company

3 of 3

1.G. MOBILITY. The plans and operations section requires 100% mobility; however, the remainder of the unit requires 50 percent mobility of its TOE equipment to be transported in a single lift using organic vehicles.

1.H. DESIGN. The following design publication is applicable to the operation of this organization and may be accessed at hyperlink (<https://www.us.army.mil/suite/kc/1009632>):

FDU 09-1, Human Resources Force Design Update, dated 20 May 2009.

1.I. MARC DEVIATIONS/EXEMPTIONS. None.

2. ADMINISTRATIVE INFORMATION.

2.A. Personnel Information. None.

2.B. Equipment Information:

2.C. Paragraph Information. None.

2.D. Headquarters, Human Resources Companies are Global Force Pool units of operational forces. In support of ARFORGEN, HR HQs are typically categorized as Theater Available Structure, deployed under combatant command authority and established for the primary purpose of fulfilling global operational requirements of both an enduring and rotational nature. These capabilities are service-assigned geographically to support Theater Armies for operations on a per mission basis. (See the Specific MTOE to determine the Global Force Pool categorization of a Specific UIC.)

HQ, Human Resources Company

Mobility Snapshot

**Paragraph 01
CMD SECTION
2 / 0 / 1 // 3**

EQUIPMENT

(1) R68044 AN/VRC-90F(C)
(3) Z39781 ARMY H RES WORK STATION



HMMWV T56383



COMMANDER
O3
42B00



Executive
OFF
O2
42B00

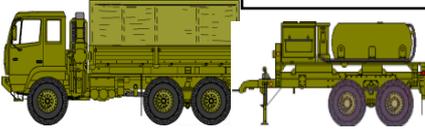


1SG
E8
42A5M

**Paragraph 03
Headquarters
Support
Section
0 / 0 / 6 // 6**

EQUIPMENT

(1) C27707 PBUSE V1
(1) P99881 CAISI 2.0
(1) R68044 AN/VRC-90F(C)
(1) G07641 GEN 10KW
(1) Z39781 ARMY H RES WORK STATION



TRK CARGO: WO/WINCH T59448
400 GAL WATER TRLR W98825



SIG
SUP SYS
SPC
25U10



SIG
SUP SYS
PFC
25U10



SUP SPC
SPC
92Y10



WHLD VEH
MECH
SPC
91B10



CBRN
SPC
74D109

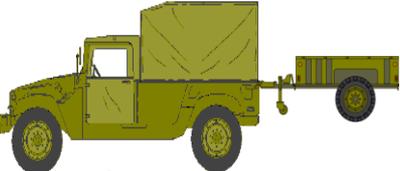


HR
SPC
42A10

**Paragraph 02
PLANS AND
OPERATIONS SECTION
0 / 1 / 7 // 8**

EQUIPMENT

(1) R68044 AN/VRC-90F(C)
(4) Z39781 ARMY H RES WORK STATION



HMMWV T37588
LT TAC TRLR T95992



HR
TECH
W2
420A4J



OPS
SGT
SFC
42A40



POSTAL
Supervisor
SSG
42A30



POSTAL SGT
SGT
42AF5



HR SPC
SPC
42A10



POSTAL SPC
SPC
42AF5



POSTAL
CLERK
PFC
42AF5



HR SPC
PFC
42A10

Military Mail Terminal (MMT) Team

SRC: 12567GA00

TAA 14-18/15-19(T)

RESOURCED:

AC - 3

NG - 0

USAR - 2

TOTAL: 5

MISSION: Provide postal support to a Theater of Operations by coordinating, receiving and processing incoming mail as well as dispatching mail to CONUS.

CAPABILITIES:

(1) At Level 1 this unit:

- (a) Establishes and runs the Army component of a Joint Military Mail Terminal, if established, with the manpower support of a Human Resources Company and attached or assigned postal Platoons at the Aerial Port of Debarkation (APOD).
- (b) Provides Specialized postal expertise and experience to process incoming mail and dispatch mail at the APOD.

(2) This unit is not adaptable to a Type B organization.

(3) Level 1 is designed to be used to calculate the categories established by AR 220-1, Unit Status Reporting.

(4) This unit is designated a Category III organization.

(5) Individuals of this organization can assist in the coordinated defense of the unit's area or installation.

(6) This unit is dependent upon appropriate elements of the sustainment brigade for religious, legal, force health protection, finance, security, personnel and administrative support, and supplemental transportation and the unit to which assigned for field feeding, field maintenance, logistical support, equipment, communications, security support and facilities.

ASSIGNMENT (Echelon): Ports Area

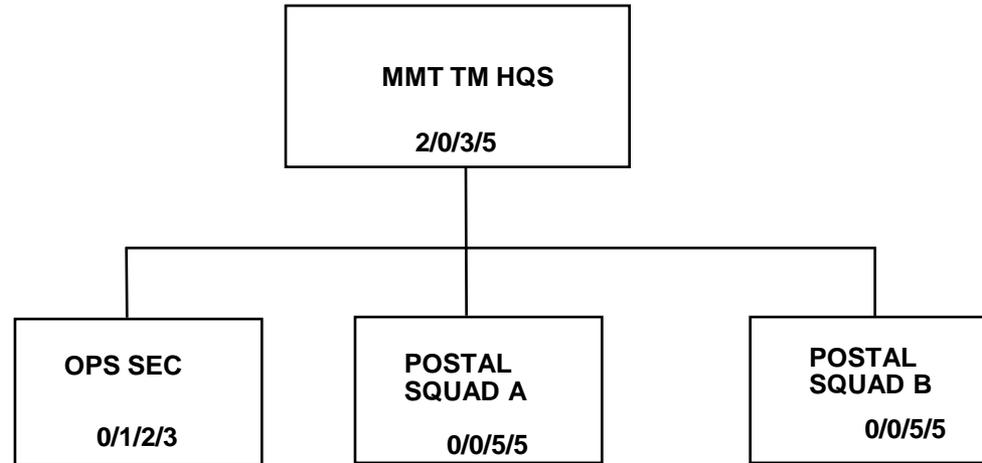
Section I Basis of Allocation: One per Intertheater APOD.

MMT is required only at intertheater APODs receiving bulk mail

12567GA00 Military Mail Terminal (MMT) Team

GR	MOS	LIN	TITLE	CUR	Grd Plate
Q5	42H00		DIRECTOR	4	0
Q4	42H00		DEPUTY DIRECTOR	4	0
O3	42B00		CHIEF	0	1
O2	42B00		DEPUTY CHIEF	0	1
E9	42A6S		CH HUMAN RESOURCES SGT	4	0
E7	42A40		SR HR SGT	0	1
E5	91BR1		WHEELED VEH MECH	1	1
E4	91BR1		WHEELED VEH MECH	1	1
W4	420A4J		CH, PERS MGT	4	0
W2	420A4J		CH, PERS MGT	0	1
E7	42AF4		OPERATIONS SERGEANT	4	0
E6	42AF4		OPERATIONS SERGEANT	0	1
E4	42AF5		HUMAN RESOURCES SPC	1	1
E6	42AF4		POSTAL SUPERVISOR	1	1
E5	42AF5		POSTAL SERGEANT	1	1
E4	42AF5		POSTAL SPECIALIST	1	1
E3	42AF5		POSTAL CLERK	2	2
E6	42AF4		POSTAL SUPERVISOR	1	1
E5	42AF5		POSTAL SERGEANT	1	1
E4	42AF5		POSTAL SPECIALIST	1	1
E3	42AF5		POSTAL CLERK	2	2
				18	18

2/1/15/18



MAJOR EQUIPMENT		
QTY	LIN	TYPE
2	F06972	CONVEYOR BELT, PORTABLE
2	T37588	TRK UTIL M1152A1
1	T56383	TRKK UTIL EXP CAP ENHANCED 4x4: M1165A1
3	T95992	TRLR CARGO, HI MOB ¾ T
1	T62359	TRK VAN M1079A1
2	T73347	TRK LIFT FORK VAR REACH (ATLAS 10 K)
1	R16611	TRK LIFT: FORK VARIABLE REACH ROUGH TERRAIN (RTCH)
5	Z39781	AHRW
2		AHRW PRINTERS

Military Mail Terminal (MMT) Team - Section I

1 of 1

Approved 11 December 2008
12567GA00

MILITARY MAIL TERMINAL TEAM

DESIGNATION: _____ADJUTANT GENERAL DETACHMENT (POSTAL)

1. OPERATIONAL INFORMATION.

1.A. MISSION. Provides postal support to a theater of operations by coordinating, receiving and processing incoming mail as well as dispatching mail to CONUS.

1.B. ASSIGNMENT AND DEPENDENCIES.

1.B.1. Assignment. To a Sustainment Brigade, 63400G000/H.

1.B.2. Dependencies. This unit is dependent upon:

1.B.2.a. Appropriate elements of the sustainment brigade for religious, legal, force health protection, finance, security, personnel and administrative support, and supplemental transportation support for all Materiel Handling Equipment (MHE), field feeding, field maintenance, logistical support, equipment, communications, security support and facilities.

1.C. EMPLOYMENT. The Military Mail Terminal Team (MMT) is an existence based organization, co-located with the Brigade Troops Battalion (BTB), Sustainment Brigade. It is employed in the theater opening mission to establish the Joint Military Mail Terminal (JMMT) or MMT in the theater (ports) area with the augmentation of a Human Resources (HR) Company Headquarters. As the theater matures, on order, the MMT Team and augmenting HR Company will transition to the theater distribution mission. The MMT Team receives technical guidance from the Military Postal Service Agency (MPSA) and the Postal Operations Division of the HR Sustainment Center, TOE 12682R000. Operational guidance and directives come from the theater G1. The MMT does not have command and control over the HR Company, but does have overall control of the JMMT or MMT and provides all technical direction to the HR Company Commander operating at the JMMT or MMT.

1.D. BASIS OF ALLOCATION: One per Inter-theater Aerial Port Of Debarkation (APOD).

1.E. CAPABILITIES:

1.E.1. This unit provides:

1.E.1.a. Establishes and runs the Army component of a Joint Military Mail Terminal with the manpower support of a HR Company at the APOD.

1.E.1.b. Provides Specialized postal expertise and experience to process incoming mail and dispatch mail to the Continental United States (CONUS) at the APOD.

1.E.2. This unit is not adaptable to a Type B organization.

1.E.4. Individuals of this organization can assist in the coordinated defense of the unit's area or installation.

1.E.5. This unit does not perform field level maintenance on its organic equipment.

1.F. FUNCTIONS.

1.F.1. Paragraph 01, HQS Section. Supervises and controls the MMT Team, maintains discipline, and coordinates with other services for space at the terminal area, flight scheduling, and ground transportation of the mail. Provides expertise and experience to support the theater G1.

1.F.2. Paragraph 02, Operations Section. Provides logistical planning, operating guidance, and all other postal staff support and is the vital link for all theater postal operations planning. Implements all necessary input from other services and Military Postal Service Agency (MPSA) guidance into operating plan. Manages postal routing scheme for area of operation.

1.F.3. Paragraph 03, Postal Squad. Receives, sorts, safeguards, directs, and redirects mail to the appropriate unit within theater. It also maintains postal routing schemes.

1.F.4. Paragraph 04, Postal Squad. Receives, sorts, safeguards, directs, and redirects mail to the appropriate unit within theater. It also maintains postal routing schemes.

1.G. MOBILITY. This unit requires 50% of its non-MHE TOE equipment transported in a single lift using organic vehicles. (Source: FM 1-0)

12567GA00 Military Mail Terminal (MMT) Team

Mobility Snapshot

Paragraph 01
MMT
Team
HQ
Section
2 / 0 / 3 // 5

EQUIPMENT

- (1) P99881 CAISI 2.0
- (3) Z39781 ARMY H RES WORK STATION



LT TAC TRLR T95992

- | | | | | |
|-----------------------------|------------------------------|------------------------------|-----------------------------------------|-----------------------------------------|
| | | | | |
| CHIEF
O3
42B4J | HR OFF
O2
42B4J | SR HR
SGT
42A40 | WHLD
VEH MECH
SGT
91B20 | WHLD
VEH MECH
SPC
91B10 |

Paragraph 03
Postal
Squad
0 / 0 / 5 // 5

EQUIPMENT

- (1) G18358 GEN SET 3KW
- (1) R68044 AN/VRC-90F(C)



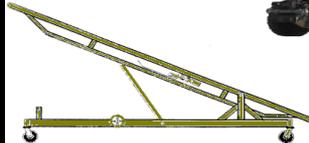
HMMWV T37588
 LT TAC TRLR T95992



RTCH R16611



10K RT FORKLIFT T73347



(1) ELEC CONVEYOR F06972

- | | | | |
|---------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------------|
| | | | |
| POSTAL
SUPV
SSG
42AF4 | POSTAL
SGT
SGT
42AF5 | POSTAL
SPC
SPC
42AF5 | (2) POSTAL
CLERK
PFC
42AF5 |

Paragraph 02
Operations
Section
0 / 1 / 2 // 3

EQUIPMENT

- (1) G18358 GEN SET 3KW
- (1) R68044 AN/VRC-90F(C)
- (2) Z39781 ARMY H RES WORK STATION



TRK VAN : M1079A1P2 WO/WINCH T62359

- | | | |
|------------------------------------|----------------------------------|---------------------------------------|
| | | |
| OPS
SGT
SSG
42A3F4 | HR
TECH
W2
420A0 | POSTAL
SPC
SPC
42A1F5 |

Paragraph 04
Postal
Squad
0 / 0 / 5 // 5

EQUIPMENT

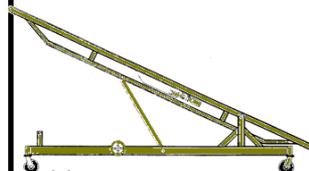
- (1) G18358 GEN SET 3KW
- (2) R68044 AN/VRC-90F(C)



HMMWV T37588
 LT TAC TRLR T95992



10K RT FORKLIFT T73347



(1) ELEC CONVEYOR F06972

- | | | | |
|---------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------------|
| | | | |
| POSTAL
SUPV
SSG
42AF4 | POSTAL
SGT
SGT
42AF5 | POSTAL
SPC
SPC
42AF5 | (2) POSTAL
CLERK
PFC
42AF5 |

Theater Gateway Personnel Accountability (PA) Team

SRC: 12567RB00

TAA 14-18/15-19(T)
RESOURCED:
AC - 2
NG - 3
USAR - 2
TOTAL: 7

*Korea inactivates 1 TG PAT
in 2015

MISSION: Provide personnel accountability support to the theater by coordinating and providing Joint Operations Area (JOA)-level reception, replacement and redeployment support to gain/maintain personnel accountability of transiting personnel.

CAPABILITIES:

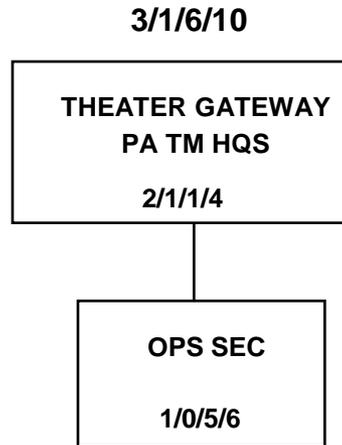
- (1) At Level 1 this unit provides:
 - (a) Coordination with other services and other supporting units for operating space at the terminal, flight schedules, follow-on transportation and all logistical support.
 - (b) Logistical planning, movement control and transportation planning, operating guidance, and all other necessary coordination.
 - (c) Vital link with logistical support units, forward S1 and G1 sections, and CONUS based staging areas.
- (2) This unit is not adaptable to a Type B organization.
- (3) Level 1 is designed to be used to calculate the categories established by AR 220-1, Unit Status Reporting.
- (4) This unit is designated a Category III organization.
- (5) Individuals of this organization can assist in the coordinated defense of the unit's area or installation.
- (6) This unit is dependent upon the appropriate elements of the sustainment brigade for religious, legal, force health protection, finance, personnel and administrative support, field feeding, field maintenance, logistical support, equipment and facilities, and supplemental transportation support.

ASSIGNMENT (Echelon): Ports area

Section I Basis of Allocation: One per Inter-theater Aerial Port of Debarkation (APOD).

12567RB00, Theater Gateway Personnel Accountability (PA) Team

GR	MOS	LIN	TITLE	CUR	GRD	PLATE
O5	42H00		DIRECTOR	1	0	
O4	42H00		DEPUTY DIRECTOR	1	0	
E9	42A60		CH HUMAN RESOURCES SGT	1	0	
O3	42B00		CHIEF	0	1	
O2	42B00		DEPUTY CHIEF	0	1	
E7	42A40		SR HR SGT	0	1	
W2	420A0		MIL PERS TECH	1	1	
O3	42B00		OPERATIONS OFFICER	1	0	
*W2	420A0		MIL PERS TECH	0	1	
E6	42A30		OPERATIONS SERGEANT	1	1	
E5	88N20		TRANS MGMT NCO	1	1	
E4	42A10		HR SPC	1	1	
E4	88N10		TRANS MGMT COORD	1	1	
E3	42A10		HR SPC	1	1	
			TOTAL	10	10	



MAJOR EQUIPMENT

QTY	LIN	TYPE
1	T37588	TRK UTIL M1152A1
2	T95992	TRLR CARGO, HI MOB ¾ T
6	Z39781	AHRW
2		AHRW PRINTER

Blue Font – Grade Plate review chgs

***- Used as part of the HROC FDU bill paying strategy; if approved this unit goes to 9 pax**

Theater Gateway Personnel Accountability (PA) TEAM

SECTION I

1 of 2

12567RB00

Approved 8 January 2010

THEATER GATEWAY PERSONNEL ACCOUNTABILITY TEAM

DESIGNATION: _____PERSONNEL DETACHMENT (PERSONNEL ACCOUNTABILITY)

1. OPERATIONAL INFORMATION.

1.A. MISSION. Provides support to the theater of operations by providing personnel accountability of transient personnel entering, departing, or transiting the theater.

1.B. ASSIGNMENT AND DEPENDENCIES.

1.B.1. Assignment. To a Sustainment Brigade, TOE 63402G2A0, with a theater opening mission.

1.B.2. Dependencies. This unit is dependent upon:

1.B.2.a. Appropriate elements of the sustainment brigade for religious, legal, force health protection, finance, personnel and administrative support.

1.B.2.b. The Special Troops Battalion (STB) or Combat Sustainment Support Battalion (CSSB) of the Sustainment Brigade for field maintenance, vehicle recovery, field feeding, and logistical support.

1.C. EMPLOYMENT. The Theater Gateway Personnel Accountability Team is an existence based organization employed in the theater opening mission to establish a Theater Personnel Accountability in port area with the augmentation of an HR Company. As the theater matures, on order, the Theater Gateway Personnel Accountability Team and the augmenting HR Company will transition to the Theater Distribution Mission. The Theater Gateway Personnel Accountability Team receives technical guidance from the Personnel Accountability Operations Division of the HRSC. Operational guidance and directives come from the theater/ASCC G1. The Theater Gateway Personnel Accountability Team does not have command and control over the HR Company, but does have overall control of the Personnel Accountability Center and provides all technical direction to the HR Commander.

1.D. BASIS OF ALLOCATION. One per Sustainment Brigade with Theater Opening mission.

1.E. CAPABILITIES.

1.E.1. This unit provides:

1.E.1.a. Coordination with other services and other supporting units for operating space at the terminal, flight schedules, follow-on transportation and all logistical support.

1.E.1.b. Logistical planning, movement control and transportation planning, operating guidance, and all other necessary coordination.

1.E.1.c. Vital link with sustainment support units, forward S1 and G1 sections, and CONUS based staging areas.

1.E.2. This unit is not adaptable to a Type B organization.

1.E.3. Individuals of this organization can assist in the coordinated defense of the unit's area of installation.

1.E.4. This unit does not perform field level maintenance on its organic equipment.

Theater Gateway Personnel Accountability (PA) Team

SECTION I

2 of 2

1.F. FUNCTIONS.

1.F.1. Paragraph 01, Theater Gateway Personnel Accountability Team. Executes personnel accountability function as METT-TC dictates. Provides accurate accountability of transient personnel entering, departing, or transiting the theater.

1.F.2. Paragraph 02, Operations Section. Prepares operations orders and plans, exercises control, and provides guidance; provides for accountability of personnel, coordinates personnel accountability operations, transportation, and re-equipping.

1.G. MOBILITY. This unit requires 100% of its TOE equipment transported in a single lift using organic vehicles.

1.H. DESIGN. The following design publication is applicable to the operation of this organization and may be accessed at hyperlink <https://www.us.army.mil/suite/kc/1009632>:

FDU 09-1, Human Resources Force Design Update, dated 20 May 09.

1.I. MARC DEVIATIONS/EXEMPTIONS. None.

2. ADMINISTRATIVE INFORMATION.

2.A. Personnel Information. None.

2.B. Equipment Information. FFR 5.2 (Force Protection Enhancements: One Vehicular SINCGARS Mounted Radio per Tactical Wheeled Vehicle) has been verified.

2.C. Paragraph Information. None.

2.D. Theater Gateway Personnel Accountability Teams are Global Force Pool units of operational forces. In support of ARFORGEN, TG Personnel Accountability Teams are typically categorized as Theater Available Structure, deployed under combatant command authority and established for the primary purpose of fulfilling global operational requirements of both an enduring and rotational nature. These capabilities are service-assigned geographically to support Theater Armies for operations on a per mission basis. (See the Specific MTOE to determine Global Force Pool categorization of a Specific UIC.)

Theater Gateway Personnel Accountability (PA) Team

12567RB00 Mobility Snapshot

<p>Paragraph 01 Accountability Team Headquarters 2 / 1 / 1 // 4</p>  <p>LT TAC TRLR T95992</p>  <p>CHIEF O3 42B4J</p>  <p>HR OFFICER O2 42B4J</p>  <p>HR TECH W2 420A0</p>  <p>SR HR SGT SFC 42A40</p>	<p><u>EQUIPMENT</u></p> <p>(1) P99881 CAISI 2.0 (4) Z39781 ARMY H RES WORK STATION</p>	<p>Paragraph 02 Operations Section 0 / 1 / 5 // 6</p>  <p>EXPANDED CAP TRK UTIL ENHANCED M1152A1 (HMMWV) T37588 LT TAC TRLR T95992</p>  <p>HR TECH W2 420A0</p>  <p>OPNS SGT SSG 42A40</p>  <p>TRANS MGT NCO SGT 88N20</p>  <p>TRANS MGT CORD SPC 88N10</p>  <p>HR SPC SPC 42A10</p>  <p>HR SPC PFC 42A10</p>	<p><u>EQUIPMENT</u></p> <p>(1) G18358 GEN 3KW (1) R68044 AN/VRC-90F(C) (2) Z39781 ARMY H RES WORK STATION</p>
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Postal Platoon

SRC: 12567RE00

TAA 14-18/15-19(T)
RESOURCED:
AC – 13
NG - 0
USAR - 81
TOTAL: 94

*Korea inactivates 2
Postal Plts in 2015

MISSION: provide postal support to all individuals and units in an assigned area.

CAPABILITIES:

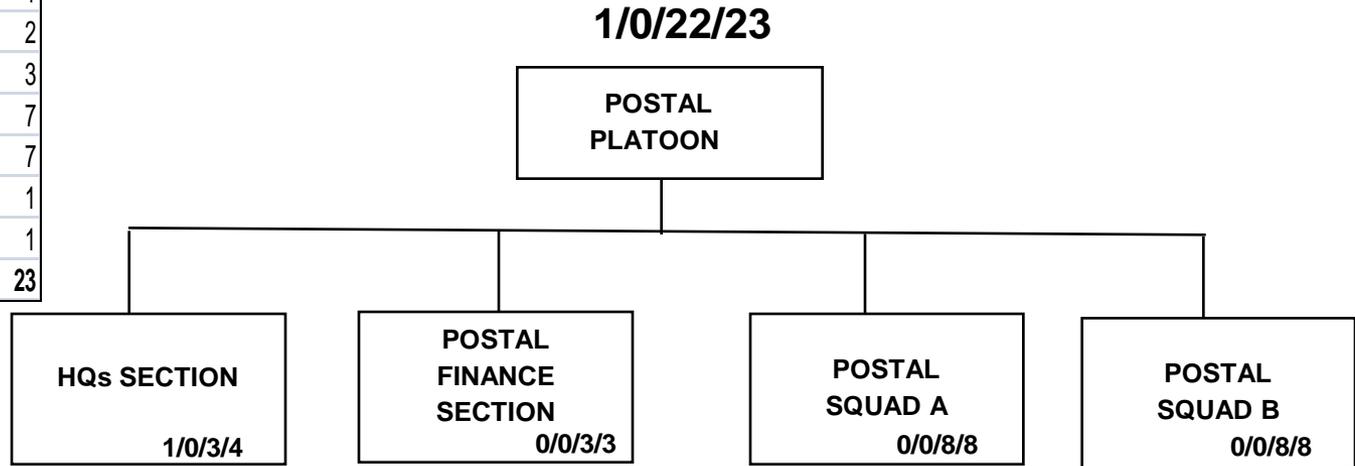
- (1) At Level 1 this unit:
 - (a) Provides postal support including postal finance services, and operation support to 6,000 personnel.
 - (b) Communicates digitally through web and voice to HR Company Headquarters, logistical support elements and G1/S1 sections of units in the assigned area.
- (2) This unit is not adaptable to a Type B organization.
- (3) Level 1 is designed to be used to calculate the categories established by AR 220-1, Unit Status Reporting.
- (4) This unit is designated a Category II organization.
- (5) Individuals of this organization can assist in the coordinated defense of the unit's area or installation.
- (6) This unit is dependent upon:
 - (a) Appropriate elements of the Division or Corps for religious, legal, force health protection, finance, personnel and administrative support.
 - (b) The unit is dependent upon appropriate elements of the sustainment brigade for field feeding, field maintenance, logistical support, equipment and facilities, and supplemental transportation support.

ASSIGNMENT (Echelon) : HR Company

Section I Basis of Allocation: One per 6,000 personnel; 4 per Military Mail Terminal Team when requirement for bulk mail exists.

12567RE00, Postal Platoon

GR	MOSLIN	TITLE	AUTH
O2	42B4J	PLATOON LEADER	1
E7	42AF5	PLATOON SERGEANT	1
E6	42AF4	POSTAL SUPERVISOR	2
E5	42AF5	POSTAL SERGEANT	3
E4	42AF5	POSTAL SPECIALIST	7
E3	42AF5	POSTAL CLERK	7
E5	91B20	WHL VEH MECH	1
E4	91B10	WHL VEH MECH	1
TOTAL			23



MAJOR EQUIPMENT

QTY	LIN	TYPE
4	F06972	CONVEYOR BELT: PORT DRIV UNIT ELEC
1	T56383	TRK UTIL EXPANDED: M1165A1
2	T37588	TRK UTIL EXPANDED: M1152A1
2	T95992	TRLR CARGO, HI MOB ¾ T
1	T62359	TRK VAN M1079A1
1	T59448	TRK CGO M1078A1 LMTV
1	T96564	TRLR, FLATBED (LMTV)
2	T49255	TRK LIFT FORK 4K
2	Z39781	AHRW
1		AHRW PRINTER

Postal Platoon - Section I

1 of 2

12567RE00

Approved 22 December 2009

POSTAL PLATOON

DESIGNATION: _____ PLATOON (POSTAL), _____ PERSONNEL COMPANY (HUMAN RESOURCES)

1. OPERATIONAL INFORMATION.

1.A. MISSION. Provides postal support to all individuals and units in an assigned area or to serve as an element of a Military Mail Terminal (MMT).

1.B. ASSIGNMENT AND DEPENDENCIES.

1.B.1. Assignment. To a Human Resources Company, TOE 12410R100.

1.B.2. Dependencies. This unit is dependent upon:

1.B.2.a. Appropriate elements within the theater for religious, legal, force health protection, finance, personnel and administrative support.

1.B.2.b. The unit to which attached for field feeding, field maintenance, logistical support, equipment and facilities, and supplemental transportation support.

1.C. EMPLOYMENT. The Postal Platoon deploys to the AO and provides modular, scalable and flexible postal support including postal financial management, services, and mail distribution.

The Postal platoon is a multifunctional organization providing postal support for up to 6,000 personnel or serving as one of four platoons in support of an MMT.

This universal modular platoon is capable of performing the complete Spectrum of postal functions from postal service and postal finance to postal operations. It includes processing incoming bulk mail, coordinating mail transportation to forward platoons, and processing outgoing mail to CONUS.

1.D. BASIS OF ALLOCATION. One per 6,000 personnel; four per MMT.

1.E. CAPABILITIES.

1.E.1. This unit provides:

1.E.1.a. Postal support including postal service, postal finance, and postal operations support to 6,000 personnel.

1.E.1.b. Digital communications through web and voice to HR Company Headquarters, logistical support elements and G1/AG and S1 sections of units in the supported area.

1.E.2. This unit is not adaptable to a Type B organization.

1.E.3. Individuals of this organization can assist in the coordinated defense of the unit's area or installation.

1.E.4. This unit does perform field level maintenance on organic equipment.

1.F. FUNCTIONS.

1.F.1. Paragraph 01, HQS Section, the platoon headquarters section supervises and controls the platoon, maintains discipline, coordinates with the company headquarters on postal support policies, and directs daily postal operations.

Postal Platoon - Section I

2 of 2

1.F.2. Paragraph 02, Postal Finance Section, the postal finance section sells money orders and stamps and provides accountable mail services. This section has a mobile capability to provide these services at theater level and below.

1.F.3. Postal Squad (X2), the Postal Squad receives, sorts, safeguards, directs, and redirects mail to the appropriate unit within the theater. It also maintains the postal routing schemes.

1.G. MOBILITY. This unit requires 100 percent mobility of its TOE equipment less materiel handling (forklift trucks and conveyors) to be transported in a single lift using organic vehicles.

1.H. DESIGN. The following design publication is applicable to the operation of this organization and may be accessed at hyperlink ():

FDU 09-1, Human Resources Force Design Update, dated 20 May 2009.

1.I. MARC DEVIATIONS/EXCEPTIONS. None.

2. ADMINISTRATIVE INFORMATION.

2.A. Personnel Information. None.

2.B. Equipment Information. None.

2.C. Paragraph Information. None.

2.D. Postal Platoons are Global Force Pool units of operational forces. In support of ARFORGEN, Postal Platoons are typically categorized as Theater Available Structure, deployed under combatant command authority and established for the primary purpose of fulfilling global operational requirements of both an enduring and rotational nature. These capabilities are service-assigned geographically to support Theater Armies for operations on a per mission basis. (See the Specific MTOE to determine the Global Force Pool categorization of a Specific UIC.)

12567RE00, Postal Platoon Mobility Snapshot

Paragraph 01
Postal
Platoon HQ
Section
1 / 0 / 3 // 4

EQUIPMENT

- (1) G18358 3KW
- (1) P99881 CAISI 2.0
- (2) R68044 AN/VRC-90F(C)
- (2) Z39781 AHRW PER SSI/DA G1

LMTV T59448
LMTV TRL T96564
LMTV TRK VAN T62359

PLT LDR O2 42B4J	PLT SGT SFC 42AF5	WHLD VEH MECH SGT 91B20	WHLD VEH MECH SPC 91B10

Paragraph 02
Postal
Finance
Section
0 / 0 / 3 // 3

	POSTAL SGT SGT 42AF5
	POSTAL SPC SPC 42AF5
	POSTAL CLERK PFC 42AF5

Paragraph 03
Postal
Squad A
0 / 0 / 8 // 8

EQUIPMENT

- (1) R68044 AN/VRC-90F(C)
- (1) G42488 GEN 5KW

HMMWV T37588
LT TAC TRLR T95992
(2) ELEC CONVEYOR F06972
4K FORKLIFT T49255

POSTAL SUPV SSG 42AF5	POSTAL SGT SGT 42AF5	(3) POSTAL SPC SPC 42AF5	(3) POSTAL CLERK PFC 42AF5

Paragraph 03
Postal
Squad B
0 / 0 / 8 // 8

EQUIPMENT

- (1) R68044 AN/VRC-90F(C)
- (1) G424888 GEN 5KW

HMMWV T37588
LT TAC TRLR T95992
(2) ELEC CONVEYOR F06972
4K FORKLIFT T49255

POSTAL SUPV SSG 42AF5	POSTAL SGT SGT 42AF5	(3) POSTAL SPC SPC 42AF5	(3) POSTAL CLERK PFC 42AF5

Human Resources (HR) Platoon

SRC: 12567RK00

TAA 14-18/15-19(T)
RESOURCED:
+ AC - 24*
NG - 13
USAR - 23
TOTAL: 60

*Korea inactivates 1 HR Plt in 2015; 2 are reduced in TAA15-19

MISSION: provide personnel accountability and casualty liaison functions to support to all individuals and units in an assigned area.

CAPABILITIES:

- (1) At Level 1 this unit:
 - (a) Provides personnel accountability and casualty liaison support to 6,000 personnel.
 - (b) Communicates digitally through web and voice to HR Company Headquarters, logistical support elements and G1/AG and S1 sections of units in the assigned area.
- (2) This unit is not adaptable to a Type B organization.
- (3) Level 1 is designed to be used to calculate the categories established by AR 220-1, Unit Status Reporting.
- (4) This unit is designated a Category II organization.
- (5) Individuals of this organization can assist in the coordinated defense of the unit's area or installation.
- (6) This unit is dependent upon:
 - (a) Appropriate elements of the Division or Corps for religious, legal, force health protection, finance, personnel and administrative support.
 - (b) The unit is dependent upon the appropriate elements of the sustainment brigade for field feeding, field maintenance, logistical support, equipment and facilities, and supplemental transportation support.

ASSIGNMENT (Echelon) : HR Company

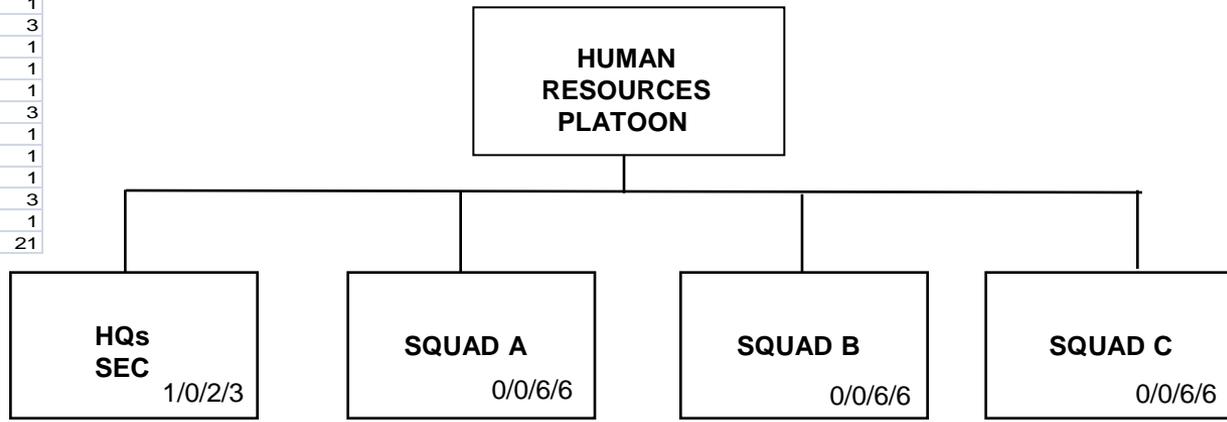
Section I Basis of Allocation: 2 per Theater Gateway Personnel Accountability (PA) Team; 1 per 1800 transiting thru APOD offset by 2 per TG PA Tms; .333 per intra-theater locations w/transient POP of 600 x day; .333 per Level III Medical Treatment Facility; .333 per HRSC Casualty Operations Division; .333 per GO level command (except ASCC/TSC); .333 per Mortuary Affairs Company.

+ -HROC FDU Jr. uses two remaining excess plts for bill paying strategy; if approved total inventory goes to 22

12567RK00 Human Resources (HR) Platoon

GR	MOSLIN	TITLE	AUTH
O2	42B00	PLATOON LEADER	1
E7	42A40	PLATOON SERGEANT	1
E4	91B10	WHEELED VEH MECH	1
E6	42A30	HUMAN RESOURCES SGT	1
E5	42A20	HUMAN RESOURCES SGT	1
E4	42A10	HUMAN RESOURCES SPC	3
E3	42A10	HUMAN RESOURCES SPC	1
E6	42A30	HUMAN RESOURCES SGT	1
E5	42A20	HUMAN RESOURCES SGT	1
E4	42A10	HUMAN RESOURCES SPC	3
E3	42A10	HUMAN RESOURCES SPC	1
E6	42A30	HUMAN RESOURCES SGT	1
E5	42A20	HUMAN RESOURCES SGT	1
E4	42A10	HUMAN RESOURCES SPC	3
E3	42A10	HUMAN RESOURCES SPC	1
E6	42A30	HUMAN RESOURCES SGT	1
E5	42A20	HUMAN RESOURCES SGT	1
E4	42A10	HUMAN RESOURCES SPC	3
E3	42A10	HUMAN RESOURCES SPC	1
			21

1/0/20/21



MAJOR EQUIPMENT

QTY	LIN	TYPE
3	T37588	TRK UTIL EXPANDED M1152A1
4	T95992	TRLR, 3/4T HIGH MOB
11	Z39781	AHRW
7		AHRW PRINTERS

HR Platoon - Section I

1 of 2

12567RK00

Approved 8 January 2010

HUMAN RESOURCES PLATOON

DESIGNATION: _____ PLATOON (HUMAN RESOURCES) _____ PERSONNEL COMPANY (HUMAN RESOURCES)

1. OPERATIONAL INFORMATION.

1.A. MISSION. Provides personnel accountability and casualty liaison function as METT-TC dictates. Provides accurate accountability of transient personnel entering, departing, or transiting the theater. Provides accurate casualty information (reporting and tracking) at medical facilities, mortuary affairs collection points, and division and higher headquarters as well as facilitates the development of real-time casualty statistics throughout the course of an operation.

1.B. ASSIGNMENT AND DEPENDENCIES.

1.B.1. Assignment. To a Human Resources Company HQs, SRC 12413R000.

1.B.2. Dependencies. This unit is dependent upon:

1.B.2.a. Appropriate elements of the Sustainment Brigade, SRC 63402G2A0 for religious, legal, force health protection, finance, and personnel and administrative services.

1.B.2.b. The Special Troops Battalion (STB) or Combat Sustainment Support Battalion (CSSB) of the Sustainment Brigade for field maintenance, vehicle recovery, field feeding and logistical support.

1.C. EMPLOYMENT. The HR Platoon is a workload based organization primarily employed at the theater level Aerial Port of Debarkation (APOD), Sea Port of Debarkation (SPOD), Sea Port of Embarkation (SPOE) or Division/Corps intra-theater APOD. The HR Platoon also provides squads to execute critical casualty support missions at ASCC/TSC (HRSC), medical facilities, Mortuary Affairs collection points and the G1 Sections at ESC, Corps and Division. HR squads rely on their platoon headquarters for all guidance.

1.D. BASIS OF ALLOCATION. One per 6000 personnel, 2 per Theater Gateway (TG) Personnel Accountability Team (12567RB00).

1.E. CAPABILITIES.

1.E.1. This unit provides:

1.E.1.a. Coordinates personnel accountability for transient personnel.

1.E.1.b. Accurate and timely reporting and tracking casualty information.

1.E.1.c. Real-time casualty information for commanders' staffs.

1.E.1.d. Assistance in the management of casualty operations as needed.

HR Platoon - Section I

2 of 2

1.E.1.e. Digital communications through web and voice to HR Company Headquarters, sustainment support headquarters, and G1/S1 sections of units in the assigned area.

1.E.2. This unit is not adaptable to a Type B organization.

1.E.3. Individuals of this organization can assist in the coordinated defense of the unit's area of installation.

1.E.4. This unit does perform field level maintenance on its organic equipment.

1.F. FUNCTIONS.

1.F.1. Paragraph 01, Headquarters Section. The platoon headquarters supervises and controls the platoon, maintains discipline, coordinates with the Human Resources company headquarters on support policies, and directs daily platoon operations.

1.F.2. Paragraph 02, HR Squad (X3). When conducting the Personnel Accountability function, responsible for capturing and maintaining personnel accountability for all personnel that enter, transit, or depart theater where a flow rate of 600 personnel or more, per day, exists. Provides personnel to support the TG PAT accountability mission, and updates the accountability database of record for all transiting personnel. When conducting the Casualty Liaison function, provides casualty information (reporting and tracking) at medical facilities, mortuary affairs collection point and higher headquarters. Facilitates real-time casualty information for commanders by providing updated information from supported sites. Assists in the management of casualty operations as needed, based on location (G1 area).

1.G. MOBILITY. This unit requires 100% of its TOE equipment transported in a single lift using organic vehicles.

1.H. DESIGN. The following design publication is applicable to the operation of this organization and may be accessed at hyperlink <https://www.us.army.mil/suite/kc/100963>

2: FDU 09-1, Human Resources Force Design Update, dated 20 May 09.

1.I. MARC DEVIATIONS/EXEMPTIONS. None.

2. ADMINISTRATIVE INFORMATION.

2.A. Personnel Information. None.

2.B. Equipment Information. None.

2.C. Paragraph Information. None.

2.D. Human Resources platoons are Global Force Pool units of operational forces. In support of ARFORGEN, HR platoons are typically categorized as Theater Available Structure, deployed under combatant command authority and established for the primary purpose of fulfilling global operational requirements of both an enduring and rotational nature. These capabilities are service-assigned geographically to support Theater Armies for operations on a per mission basis. (See the Specific MTOE to determine the Global Force Pool categorization of a Specific UIC.)

12567RK00 Human Resources (HR) Platoon Mobility Snapshot

Paragraph 01
Human Resources
Platoon
Headquarters
Section
1 / 0 / 2 // 3

EQUIPMENT

- (1) G18358 3KW
- (1) P99881 CAISI 2.0
- (2) Z39781 ARMY H RES WORK STATION

PLT LDR
O2
42B00

PLT SGT
SFC
42A40

WHLD VEH
MECH
SPC
91B10

Paragraph 02
Human
Resources
Squad B
0 / 0 / 6 // 6

*EQUIPMENT

- (1) G18358 3KW
- (1) P99881 CAISI 2.0
- (1) R68044 AN/VRC-90F(C)
- (3) Z39781 ARMY H RES WORK STATION

HMMWV T37588
LT TAC TRLR T95992

SQUAD LDR
SSG
42A30

HR SGT
SGT
42A20

(3) HR SPC
SPC
42A10

HR SPC
PFC
42A10

Paragraph 02
Human
Resources
Squad A
0 / 0 / 6 // 6

*EQUIPMENT

- (1) G18358 3KW
- (1) P99881 CAISI 2.0
- (1) R68044 AN/VRC-90F(C)
- (3) Z39781 ARMY H RES WORK STATION

HMMWV T37588
LT TAC TRLR T95992

SQUAD LDR
SSG
42A30

HR SGT
SGT
42A20

(3) HR SPC
SPC
42A10

HR SPC
PFC
42A10

Paragraph 02
Human
Resources
Squad C
0 / 0 / 6 // 6

*EQUIPMENT

- (1) G18358 3KW
- (1) P99881 CAISI 2.0
- (1) R68044 AN/VRC-90F(C)
- (3) Z39781 ARMY H RES WORK STATION

HMMWV T37588
LT TAC TRLR T95992

SQUAD LDR
SSG
42A30

HR SGT
SGT
42A20

(3) HR SPC
SPC
42A10

HR SPC
PFC
42A10

Human Resources Sustainment Center (HRSC)

SRC: 12682R000

TAA 14-18/15-19(T)
RESOURCED:
AC - 3
NG - 0
USAR - 2
TOTAL: 5

MISSION: The HRSC is a multifunctional, modular standard requirement code (SRC) 12 organization (staff element) and theater-level center assigned to a Theater Sustainment Command (TSC) that integrates and executes the HR functions of Personnel Accountability (PA), casualty, postal and HR planning and operations throughout the theater; and as defined by the policies and priorities established by the Army Service Component Command (ASSC) in operational orders or plans. The HRSC provides limited support to the ASSC in the accomplishment of their personnel readiness management (PRM) and personnel information management (PIM) missions. This support normally consists of analysis of HR reports, casualty information, and locations of theater HR units or teams.

CAPABILITIES:

- (1) At Level 1, this unit provides:
 - (a) oversight of all casualty reporting within the Theater of Operations.
 - (b) technical support to Postal; HR (personnel accountability) and HR (casualty) units within Theater of Operations.
 - (c) personnel guidance to G1s and S1s as needed.
- (2) this unit is not adaptable to a Type B organization.
- (3) Level 1 is designed to be used to calculate the categories established by AR 220-1, Unit Status Reporting.
- (4) this unit is designated a Category II organization.
- (5) individuals of this organization can assist in the coordinated defense of the unit's area or installation.
- (6) this unit is dependent upon the appropriate elements of the Special Troops Battalion (STB) of the Theater Sustainment Command (TSC) for religious, legal, health service support, finance, and personnel and administrative services.

ASSIGNMENT (Echelon): To a Senior Army Sustainment HQs (TSC or ESC).

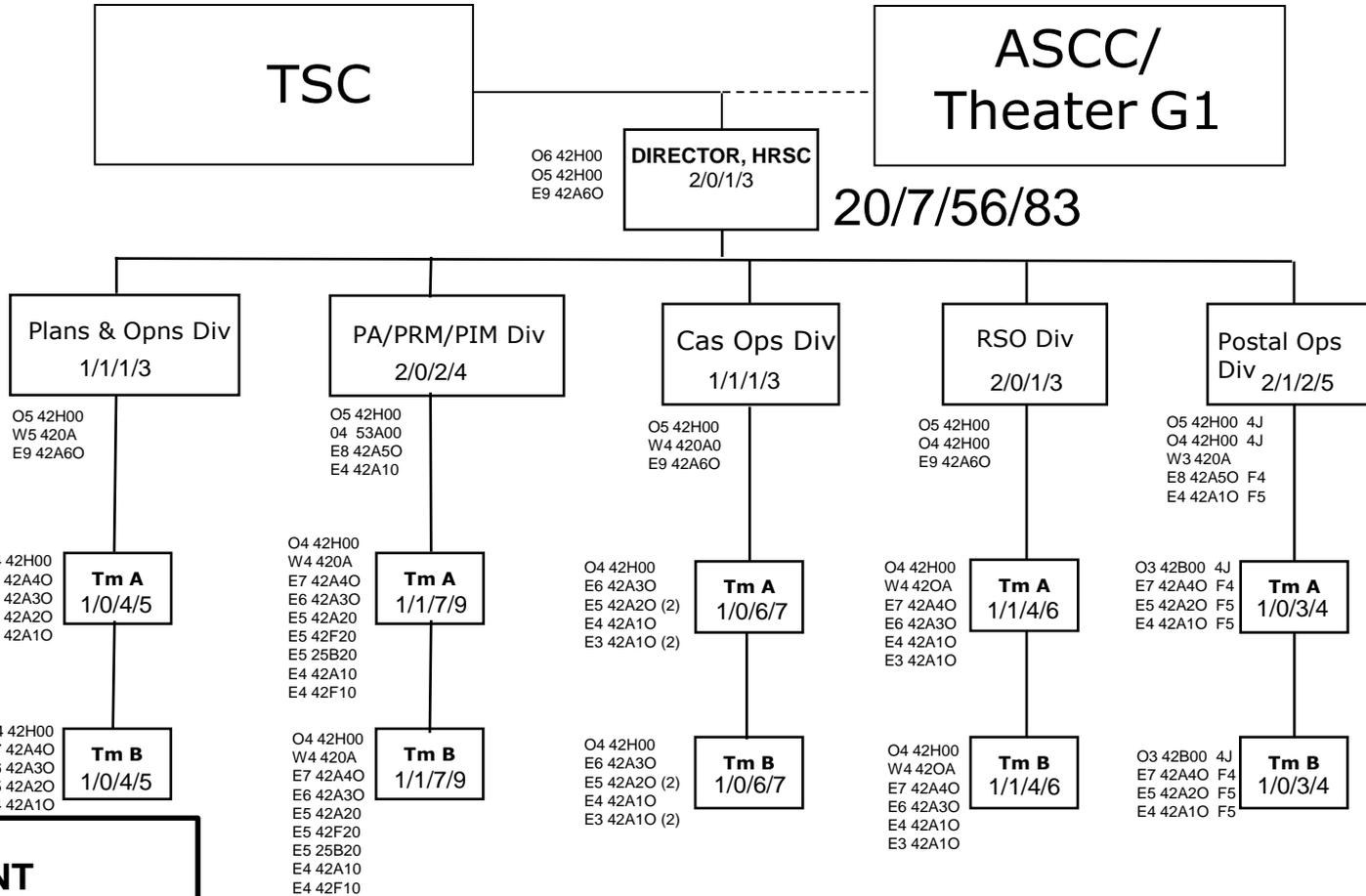
Section I Basis of Allocation: One per TSC or ESC

Theater Committed: All five of the HRSC's are designated as theater committed:

- 1st HRSC/EUCOM (AC)
- 8th HRSC/PACOM (AC)
- 14th HRSC/SWA (AC)
- 3d HRSC/SOUTHCOM (RC)
- 310th HRSC/NORTHCOM (RC)

12682R000 Human Resources Sustainment Center (HRSC) Current

GR	MOSLIN	TITLE	AUTH
O6	42H00	DIRECTOR	1
O5	42H00	DEPUTY DIRECTOR	1
O5	42H00	DIVISION CHIEF	5
O4	42H00	PERS ACTIONS OFF	1
O4	42H00	PERS OFFICER	4
O4	42H00	PERS SERVICES OFF	3
O4	42H00	PLANS OFFICER	2
O4	53A00	INFO MGMT OFFICER	1
O3	42B00	POSTAL OFFICER	2
W5	420A0	MIL PERS TECH	1
W4	420A0	MIL PERS TECH	5
W3	420A0	MIL PERS TECH	1
E9	42A60	CH HUMAN RESOURCES SGT	4
E8	42A50	SR HUMAN RESOURCES SGT	2
E7	42A40	OPERATIONS SERGEANT	2
E7	42A40	POSTAL SUPERVISOR	2
E7	42A40	SR HUMAN RESOURCES SGT	4
E6	42A30	CASUALTY OPS NCO	2
E6	42A30	HUMAN RESOURCES SGT	6
E5	25B20	SR INFO SYS SP	2
E5	42A20	HUMAN RESOURCES SGT	8
E5	42A20	POSTAL SERGEANT	2
E5	42F20	HR INFO SYS MGMT SP	2
E4	42A10	HUMAN RESOURCES SPC	9
E4	42A10	POSTAL CLERK	2
E4	42A10	POSTAL SPECIALIST	1
E4	42F10	HR INFO SYS MGMT SP	2
E3	42A10	HUMAN RESOURCES SPC	6
TOTAL			83



MAJOR EQUIPMENT		
QTY	LIN	TYPE
1	T59448	LMTV
1	T96564	TRLR FLATBED M1082 CARGO LMTV W/DROPSIDES
4	T37588	TRK UTIL EXPANDED: M1152A1
2	T95992	TRLR CARGO ¾ T
47	Z39781	AHRW
24		AHRW Printers
2	J97857	VSAT

For grade plate review and FDU Jr. impact go to page 80.

HRSC Section I

1 of 5

12682R000 Approved 25 January 2010

Revised 11 August 2011

HUMAN RESOURCES SUSTAINMENT CENTER DESIGNATION: _____ PERSONNEL CENTER (HUMAN RESOURCES SUSTAINMENT)

1. OPERATIONAL INFORMATION.

2. 1.A. MISSION. The Human Resources Sustainment Center (HRSC) plans, integrates, and sustains human resources (HR), administrative and soldier support systems for the Theater/Army Service Component Command (ASCC) Headquarters and other echelons as directed by the Theater/ASCC G1 or as determined by Mission, Enemy, Terrain and Weather, Troops, Time available and Civil considerations (METT/TC). Advises the G1 on HR management issues, staff planning, technical assistance; develops policies, establishes HR support procedures, and provides mobilization information. Provides theater level management of personnel accountability, data access/reporting/analysis, casualty operations, postal operations, and personnel accountability operations.

1.B. ASSIGNMENT AND DEPENDENCIES.

1.B.1. Assignment. To a Theater Sustainment Command, TOE 63702R000.

1.B.2. Dependencies. This unit is dependent upon the appropriate elements of the Theater Sustainment Command (TSC), TOE 63702R000, for religious, legal, force health protection, finance, personnel and administrative services, logistical services, transportation, field maintenance, unit supply, field feeding, and Uniformed Code of Military Justice (UCMJ).

1.C. EMPLOYMENT. The HRSC is an existence based organization employed when called upon by the Theater/ASCC Commander as part of the theater Special Troops Battalion (STB). All or part of the HRSC may deploy to the theater of operations depending on the population supported. The HRSC supports postal, personnel accountability, and personnel information flow, but does not play a direct role in the execution of functions unless otherwise directed by the theater/ASCC G1. The HRSC receives technical guidance from the HRC and operating guidance from the theater/ASCC G1. The HRSC is designed with two deployable teams in each division, so that teams representing each function are available to augment other theater level staffs. Additionally, the tailorable design of the HRSC allows for smaller elements of the whole to accompany Deployable Command Posts (DCP) of various theater level C2 nodes.

1.D. BASIS OF ALLOCATION. One per theater.

1.E. CAPABILITIES.

1.E.1. This unit provides:

1.E.1.a. Oversight of all casualty reporting within the theater of operations.

1.E.1.b. Technical support to postal, HR (personnel accountability), and HR (casualty) units within the theater of operations.

1.E.1.c. Personnel guidance to G1(s) and S1(s) as needed.

HRSC Section I

2 of 5

1.E.2. This unit is not adaptable to a Type B organization.

1.E.3. Individuals of this organization can assist in the coordinated defense of the unit's area or installation.

1.E.4. This unit does not perform field level maintenance on its organic equipment.

1.F. FUNCTIONS.

1.F.1. Paragraph 01, Command Section, plans, integrates, and coordinates human resources, administrative and soldier support systems for the theater. Receives technical guidance from HRC and receives all employment and command guidance from the theater Commander through the G1. Assumes organizational responsibility for training certification and readiness of the HR companies (with corresponding plugs and platoons), Military Mail Terminal (MMT) Team, and Theater Gateway Personnel Accountability Team in conjunction with the theater G1.

1.F.2. Paragraph 02, Plans and Operations Division, assists the G1 as needed in managing current operational requirements and planning long and short range personnel management missions across the theater. Develops and maintains internal plans and policies for training. Manages internal deployment plans, physical security and contingency operations as well as assist the HRSC Chief and theater G1 with internal mission support, planning executing support operations and coordinating operational security. Conducts short range planning and integration of G1 and associated functions. Analyze personnel strength data to determine current capabilities and assist in projecting future requirements. Incorporate MWR into support plans.

1.F.3. Paragraph 03, Plans and Operations, Team A, subordinate element of Plans and Operations Division, performing missions IAW functions listed in Paragraph 02. Provides technical leadership and guidance to HR companies and S1 sections in the area of operations.

1.F.4. Paragraph 04, Plans and Operations, Team B, subordinate element of Plans and Operations Division, performing missions IAW functions listed in Paragraph 02. Provides technical leadership and guidance to HR companies and S1 sections in the area of operations.

1.F.5. Paragraph 05, PASR/PRM/IM Division, provides the theater G1 with theater readiness analysis, personnel accounting and strength reporting and personnel information management. Assesses unit readiness and identifying critical personnel requirements. Analyzes and provides projected readiness status allowing the G1 and the Commander to assess combat capability and support intelligence and logistical preparation on the battlefield. Ensures Personnel Accountability Operations Division has all necessary strength reports to implement appropriate replacement priorities based on guidance from the theater G1 and the theater Commander. Provides management of theater databases (currently DTAS/eMILPO in the future DIMHRS).

1.F.6. Paragraph 06, PASR/PRM/IM Team A, subordinate element of PASR/PRM/IM Division, performing missions IAW functions listed in Paragraph 05. Provides technical leadership and guidance to HR companies and S1 sections in the area of operations.

1.F.7. Paragraph 07, PASR/PRM/IM Team B, subordinate element of PASR/PRM/IM Division, performing missions IAW functions listed in Paragraph 05. Provides technical leadership and guidance to HR companies and S1 sections in the area of operations.

HRSC Section I

3 of 5

1.F.8. Paragraph 08, Casualty Operations Division, oversees all casualty reporting in theater. Collects casualty reports from the BCT S1s and the HR (Casualty) Platoons and submits to HRC. Maintains and provides casualty data and briefings for the theater G1. Coordinates with the G4 on all mortuary affairs issues including research needed to identify remains for determining the disposition of remains. Assists with validating casualty mail information. Reports all casualties from contractors, DOD civilians, multi-national forces, and personnel from other services and coordinates all joint casualty requirements.

1.F.9. Paragraph 09, Casualty Operations Team A, subordinate element of Casualty Operations Division, performing missions IAW functions listed in Paragraph 08. Provides technical leadership and guidance to HR companies and S1 sections in the area of operations.

1.F.10. Paragraph 10, Casualty Operations Team B, subordinate element of Casualty Operations Division, performing missions IAW functions listed in Paragraph 08. Provides technical leadership and guidance to HR companies and S1 sections in the area of operations.

1.F.11. Paragraph 11, Personnel Accountability Operations Division, provides theater G1 with planning and operational oversight of personnel accountability operations in theater. Coordinates with various staff elements for deployment and redeployment plans and interfaces with Air Force elements for movement requirements and scheduling. Interfaces with PASR/PRM Division for theater G1's guidance on replacement priorities. Ensures CONUS Replacement Centers are following theater replacement guidance. Develops theater R&R policy and implementation plan based on theater G1 and Commander's guidance. Provides technical support to the Theater Gateway Personnel Accountability Team and all personnel accountability elements in theater.

1.F.12. Paragraph 12, Personnel Accountability Operations Team A, subordinate element of Personnel Accountability Operations Division, performing missions IAW functions listed in Paragraph 11. Provides technical leadership and guidance to HR companies and S1 sections in the area of operations.

1.F.13. Paragraph 13, Personnel Accountability Operations Team B, subordinate element of Personnel Accountability Operations Division, performing missions IAW functions listed in Paragraph 11. Provides technical leadership and guidance to HR companies and S1 sections in the area of operations.

1.F.14. Paragraph 14, Postal Plans Division, provides technical oversight and compliance support to all postal units in the theater including the MMT Team. Assists with theater locator and directory service, establishes theater postal policy, assists with execution of EPW mail, and ensures appropriate Military Postal Services resources for postal responsibilities in the theater as requested by theater or JFLCC Commander.

1.F.15. Paragraph 15, Postal Operations Team A, subordinate element of Postal Operations Division, performing missions IAW functions listed in Paragraph 14. Provides technical leadership and guidance to HR companies and S1 sections in the area of operations.

1.F.16. Paragraph 16, Postal Operations Team B, subordinate element of Postal Operations Division, performing missions IAW functions listed in Paragraph 14. Provides technical leadership and guidance to HR companies and S1 sections in the area of operations.

1.G. MOBILITY. This unit requires 50% of its TOE equipment transported in a single lift using organic vehicles. (Source: FM 1-0)

1.H. DESIGN. The following design publication is applicable to the operation of this organization and may be accessed at hyperlink : FDU 05-2, Human Resources Transformation (Personnel Services Delivery Redesign, 10 February 2006.)

HRSC Section I

4 of 5

1.I. MARC DEVIATIONS/EXEMPTIONS. One (1) E4 91B Wheeled Vehicle mechanic is required at the objective level but the position is not documented in this TOE as a MARC deviation.

2. ADMINISTRATIVE INFORMATION.

2.A. Personnel Information.

2.A.1. The following HQDA approved Officer Grade Plate directed personnel changes were made to this document:

Paragraph 05, 1, Division Chief, 05/42H, downgraded to HR TECH, CW5/420A.

Paragraph 05, 1, INFO MGMT OFF, 04/53A, downgraded to INFO Services TECH, CW3/255A. Paragraph 06, 1, PERS Services OFF, 04/42H, downgraded to HR TECH, CW3/420A.

Paragraph 07, 1, PERS Services OFF, 04/42H, downgraded to HR TECH, CW3/420A.

Paragraph 09, 1, PERS Actions OFF, 04/42H, downgraded to HR TECH, CW3/420A.

Paragraph 10, 1, PERS Actions OFF, 04/42H, downgraded to HR TECH, CW3/420A.

2.B. Equipment Information.

2.B.1. FFR5.2 (Force Protection Enhancements: One Vehicular SINCGARS Mounted Radio per Tactical Wheeled Vehicle) has been applied.

2.B.2. The following HQDA approved Tactical Wheeled Vehicle Study (TWVS Phase II) directed equipment changes were made to this document:

Paragraph 02, -1, LIN T37588, HMMWV M1152A1 was deleted IAW TWVS 2011.

Paragraph 02, +1, LIN T96564, M1082 TRLR was added IAW TWVS 2011.

Paragraph 03, -1, LIN T37588, HMMWV M1152A1 was deleted IAW TWVS 2011.

Paragraph 03, -1, LIN T95992, HMT TRLR was deleted IAW TWVS 2011.

Paragraph 04, -1, LIN T37588, HMMWV M1152A1 was deleted IAW TWVS 2011.

Paragraph 04, -1, LIN T95992, HMT TRLR was deleted IAW TWVS 2011.

Paragraph 05, -1, LIN T37588, HMMWV M1152A1 was deleted IAW TWVS 2011.

Paragraph 06, -1, LIN T37588, HMMWV M1152A1 was deleted IAW TWVS 2011.

Paragraph 06, -1, LIN T95992, HMT TRLR was deleted IAW TWVS 2011.

Paragraph 07, -1, LIN T37588, HMMWV M1152A1 was deleted IAW TWVS 2011.

Paragraph 07, -1, LIN T95992, HMT TRLR was deleted IAW TWVS 2011.

Paragraph 08, +1, LIN T95992, HMT TRLR was added IAW TWVS 2011.

Paragraph 09, -1, LIN T37588, HMMWV M1152A1 was deleted IAW TWVS 2011.

HRSC Section I

5 of 5

Paragraph 09, -1, LIN T95992, HMT TRLR was deleted IAW TWVS 2011.
Paragraph 10, -1, LIN T37588, HMMWV M1152A 1 was deleted IAW TWVS 2011.
Paragraph 10, -1, LIN T95992, HMT TRLR was deleted IAW TWVS 2011.
Paragraph 11, +1, LIN T95992, HMT TRLR was added IAW TWVS 2011.
Paragraph 12, -1, LIN T37588, HMMWV M1152A1 was deleted IAW TWVS 2011.
Paragraph 12, -1, LIN T95992, HMT TRLR was deleted IAW TWVS 2011.
Paragraph 13, -1, LIN T37588, HMMWV M1152A1 was deleted IAW TWVS 2011.
Paragraph 13, -1, LIN T95992, HMT TRLR was deleted IAW TWVS 2011.
Paragraph 14, -1, LIN T37588, HMMWV M1152A1 was deleted IAW TWVS 2011.
Paragraph 15, -1, LIN T37588, HMMWV M1152A1 was deleted IAW TWVS 2011.
Paragraph 15, +1, LIN T56383, HMMWV M1165A1 was added IAW TWVS 2011.
Paragraph 16, -1, LIN T37588, HMMWV M1152A1 was deleted IAW TWVS 2011.
Paragraph 16, +1, LIN T56383, HMMWV M1165A1 was added IAW TWVS 2011. 2.C.
Paragraph Information. None. 2.D. The Human Resources Sustainment Centers are theater committed units.

12682R000 Human Resources Sustainment Center (HRSC)

Mobility Snapshot 1 of 4 Post FDU/Grade Plate

Paragraph 01
Director
Section
2 / 0 / 1 // 3

EQUIPMENT

- (1) P99881 CAISI 2.0
- (3) Z39781 ARMY H RES WORK STATION



DIRECTOR
O6
42H00

DEPUTY DIRECTOR
O5
42H00

CH HUMAN RES SGT
SGM
42A6S

Paragraph 03
Plans and Operations
Division
Team A
1 / 0 / 4 // 5

EQUIPMENT

- (1) P99881 CAISI 2.0
- (3) Z39781 ARMY H RES WORK STATION



PLANS OFF
O4
42H00

OPNS SGT SFC
42A2S

(2) HR SGT SGT
42A2O

HR SPC SPC
42A10

Paragraph 02
Plans and Operations
Division
1 / 1 / 1 // 3

EQUIPMENT

- (1) J97857 VSAT
- (2) P99881 CAISI 2.0
- (1) R68044 AN/VRC-90F(C)
- (1) Z01330 GEN 10KW
- (3) Z39781 ARMY H RES WORK STATION



MTV T59448

TRLR FLATBED: M1082 CARGO W/DROPSIDES T96564



HR TECH
W3
420A0

DIV CH
O5
42H00

CH HR SGT
SGM
42A6S

Paragraph 04
Plans and Operations
Section
Team B
1 / 0 / 4 // 5

EQUIPMENT

- (3) Z39781 ARMY H RES WORK STATION



PLANS OFF
O4
42H00

OPNS SGT SFC
42A2S

(2) HR SGT SGT
42A2O

HR SPC SPC
42A10

12682R000 Human Resources Sustainment Center (HRSC)

Mobility Snapshot 2 of 4 Post FDU/Grade Plate

Paragraph 05
HR SYSTEMS DIV
0 / 1 / 2 // 3

EQUIPMENT

- (2) C27963 TBC CLIENT WS
- (1) J97857 VSAT
- (1) P99881 CAISI 2.0
- (2) Z39781 ARMY H RES WORK STATION



INFO MGT TECH W2 255A0	HR SGT SGT 42A20	INFO SYS SP SPC 25B10
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Paragraph 07
HR SYSTEMS DIV
Team B
0 / 0 / 4 // 4

EQUIPMENT

- (2) Z39781 ARMY H RES WORK STATION



(2) HR SGT SGT 42A20	HR SPC SPC 42A10	HR SPC PFC 42A10
----------------------------	------------------------	------------------------

Paragraph 06
HR SYSTEMS DIV
Team A
0 / 0 / 4 // 4

EQUIPMENT

- (1) P99881 CAISI 2.0
- (2) Z39781 ARMY H RES WORK STATION



HR SGT SGT 42A20	INFO SYS SP SPC 25B10	HR SPC SPC 42A10	HR SPC PFC 42A10
------------------------	-----------------------------	------------------------	------------------------

Paragraph 08
Casualty
Operations
Division
1 / 1 / 1 // 3

EQUIPMENT

- (1) P99881 CAISI 2.0
- (1) R68044 AN/VRC-90F(C)
- (3) Z39781 ARMY H RES WORK STATION



HMMWV T37588



DIV CH O4 42H00	HR TECH W2 420A0	SR HR SGT SFC 42A40
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12682R000 Human Resources Sustainment Center (HRSC)

Mobility Snapshot 3 of 4 **Post FDU/Grade Plate**

Paragraph 09
Casualty
Operations
Division
Team A
0 / 1 / 6 // 7

EQUIPMENT

- (1) P99881 CAISI 2.0
- (4) Z39781 ARMY H RES WORK STATION



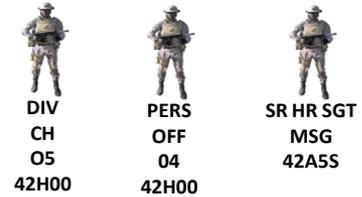
Paragraph 11
Personnel
Accountability
Operations
Division
2 / 0 / 1 // 3

EQUIPMENT

- (1) P99881 CAISI 2.0
- (1) R68044 AN/VRC-90F(C)
- (3) Z39781 ARMY H RES WORK STATION



HMMWV T37588



Paragraph 10
Casualty
Operations
Division
Team B
0 / 1 / 6 // 7

EQUIPMENT

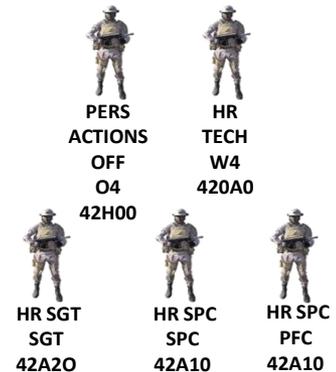
- (4) Z39781 ARMY H RES WORK STATION



Paragraph 12
Personnel
Accountability
Operations
Division
Team A
1 / 1 / 3 // 5

EQUIPMENT

- (1) P99881 CAISI 2.0
- (4) Z39781 ARMY H RES WORK STATION

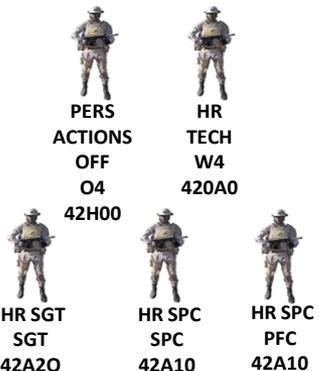


12682R000 Human Resources Sustainment Center (HRSC)

Mobility Snapshot 4 of 4 **Post FDU/Grade Plate**

Paragraph 13
Personnel
Accountability
Operations
Division
Team B
1 / 1 / 3 // 5

EQUIPMENT
 (4) Z39781 ARMY H RES WORK STATION



PERS
ACTIONS
OFF
O4
42H00

HR
TECH
W4
420A0

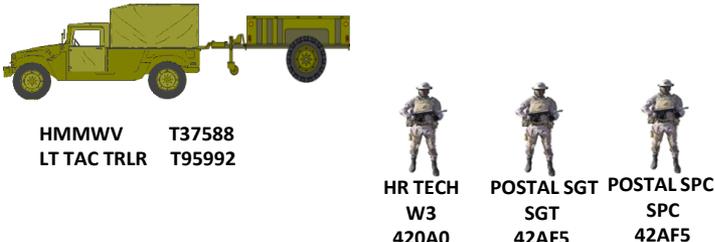
HR SGT
SGT
42A20

HR SPC
SPC
42A10

HR SPC
PFC
42A10

Paragraph 15
Postal
Opns
Team A
0 / 1 / 2 // 3

EQUIPMENT
 (1) R68044 AN/VRC-90F(C)
 (1) G18358 GEN 3KW
 (2) Z39781 ARMY H RES WORK STATION



HMMWV T37588
 LT TAC TRLR T95992

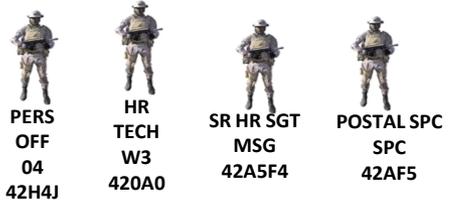
HR TECH
W3
420A0

POSTAL SGT
SGT
42AF5

POSTAL SPC
SPC
42AF5

Paragraph 14
Postal
Opns
Division
1 / 1 / 2 // 4

EQUIPMENT
 (1) P99881 CAISI 2.0
 (3) Z39781 ARMY H RES WORK STATION



PERS
OFF
O4
42H4J

HR
TECH
W3
420A0

SR HR SGT
MSG
42A5F4

POSTAL SPC
SPC
42AF5

Paragraph 16
Postal
Opns
Team B
0 / 1 / 2 // 3

EQUIPMENT
 (1) G18358 GEN 3KW
 (1) R68044 AN/VRC-90F(C)
 (2) Z39781 ARMY H RES WORK STATION



HMMWV T37588
 LT TAC TRLR T95992

HR TECH
W3
420A0

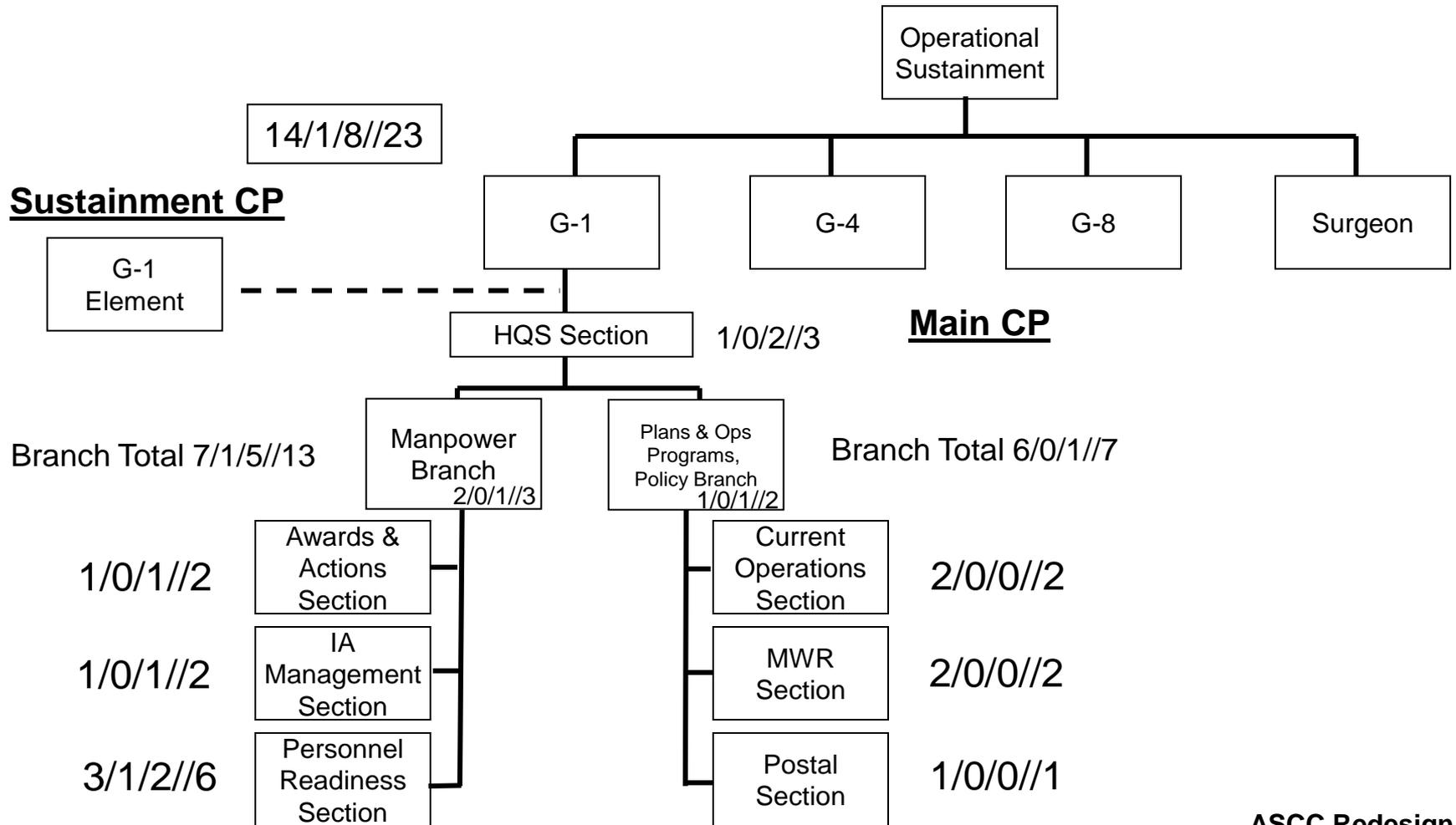
POSTAL SGT
SGT
42AF5

POSTAL SPC
SPC
42AF5

Non SRC 12 HR Support Organizations

- Army Service Component Command G-1
- Corps G-1
- Division G-1
- Brigade S-1
- Battalion S-1

Army Service Component Command (ASCC) G-1



ASCC Redesign 5.4

MISSION/CAPABILITIES

The ASCC G-1 is responsible for enhancing the readiness and operational capabilities of theater forces and ensures HR support is properly planned, prioritized and manage. HR support includes manning the force, providing HR services, coordinating personnel support and conducting human resources planning and operations.

ASCC G-1 Functions

The Army/ASCC G-1 is the senior HR advisor to the Army/ASCC Commander. The mission of the Army/ASCC G-1 is to enhance the readiness and operational capabilities of forces within the ASCC and ensure HR support is properly planned and executed. The Army/ASCC G-1 has responsibility for the following:

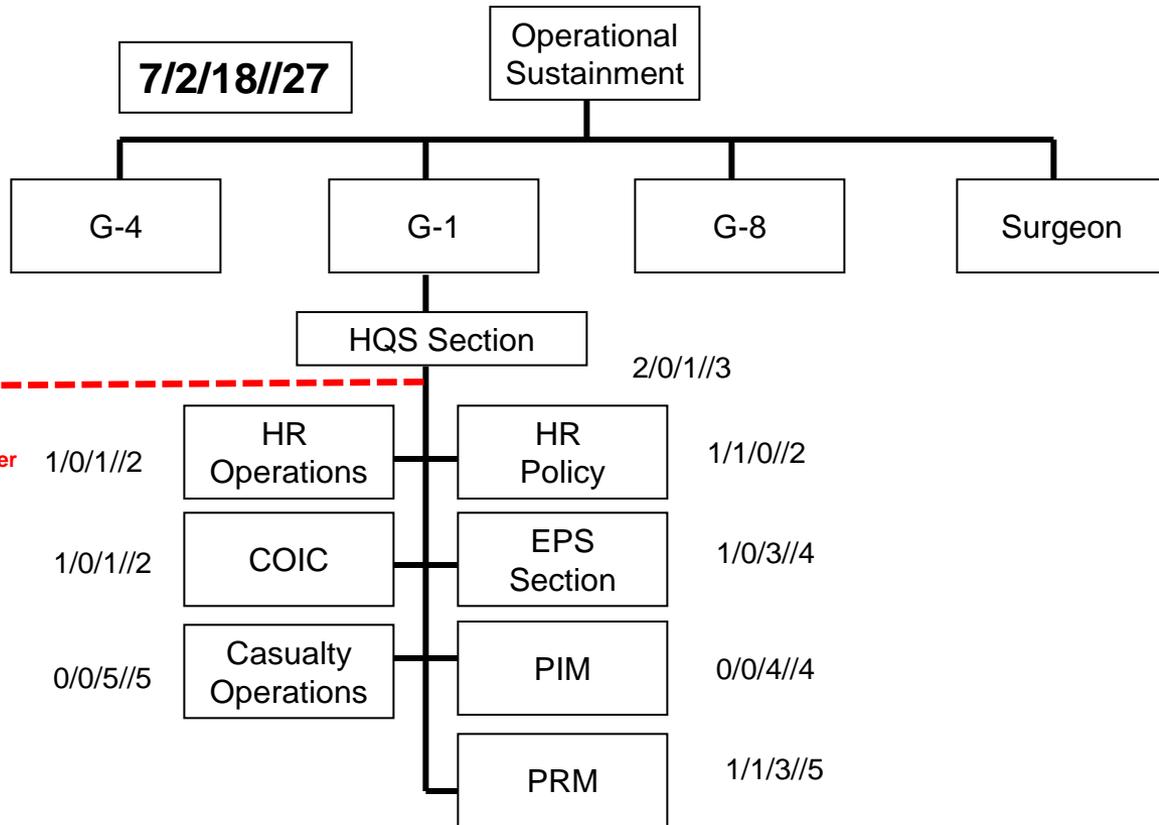
- Manages and supports all HR core competencies.
- Planning, development, and coordination for long term and current operational personnel policies.
- Provides technical oversight for policy execution across the entire Spectrum of Theater level HR support.
- Coordinate and manage force flow of HR units.
- Identifying and coordinating external requirements in support of HR operations.
- Conducting HR functions for all supported personnel when serving as a Joint HQ.
- Establish deployed theater Casualty Area Command (CAC) utilizing the Casualty Operations Division of the supporting HRSC.
- Establish and monitor the deployed theater database for all Army forces, and, on order, joint forces.
- Planning and integrating civilian HR support.
- Maintaining the manpower staffing for the Army/ASCC headquarters (e.g. Joint Manning Document, individual augmentees, etc.). May include the development of modified documents.
- Integrate all HR Support for the Army/ASCC in both the Army/ASCC AOR and any contingency JOAs. As Army/ASCC G-1 priority of support is to Army component forces, when serving as CFLCC/JFLCC C-1/J-1, the G-1 must ensure HR support for not only Army forces but all land component forces.
- Direct other Command Interest Programs as directed by the CDR.
- Direct operations for all military bands assigned or attached to the Army/ASCC headquarters and synchronize band operations with MWR activities.

Organizational Design – CORPS G-1

HROC Functions
 Provides visibility and integration of Army HR information and enterprise systems at EAB; focuses on personnel readiness, talent management and HR performance metrics; provides operational training and technical guidance

Once FDU Jr. approved

HROC
 1/1/5// 7
 Human Resources Operations Center



Corps Redesign 4.1

CAPABILITIES

The corps G-1 section is a multifunctional organization that provides human resources support to the division/corps that include: manning the force, providing human resources services, coordinating personnel support and conducting human resources planning and operations. The G-1 is responsible for enhancing the readiness and operational capabilities of corps/division forces and ensures HR support is properly planned, prioritized and manage.

CORPS G-1 Functions

The Corps G-1 is the Corps Commander's principal staff officer for HR management, and when the Corps serves as a Joint Task Force (JTF), serves as the coordinating staff officer responsible for the development of joint personnel plans, policies, and guidance on manpower and personnel issues. When serving as an element of a JTF, the G-1 (J-1) becomes the principle coordinating staff element for manpower and personnel support and synchronizes the efforts of subordinate service components. The Corps G-1 also provides technical guidance to subordinate G-1s, S-1 sections, and other component personnel staff sections and is responsible for the mentorship and leader development of junior HR officers and Soldiers. The Corps G-1 has the following responsibilities:

- Plan, direct and manage HR core competencies and joint personnel core competencies when serving as a JTF.
- Monitor PASR system to accurately track personnel status of subordinate elements, and where necessary, direct the cross-leveling of strength as required to support the operational requirements of the Commander.
- Coordinate all aspects of HR support within the Corps/JTF. Ensure activities support tactical plans, their branches and sequels, and the commander's desired end-state.
- Prepare personnel estimates and annexes to plans.
- Establish and document Corps/JTF HR policies and SOPs.
- Coordinate with higher headquarters G-1s/J-1s and the supporting Theater Sustainment Command, Expeditionary Sustainment Command and Sustainment Brigades to obtain external HR support for the Corps/Army element of the JTF.
- Coordinate essential personnel services as directed for all assigned or attached JIIM personnel.
- Monitor and review casualty reports in compliance with all local, theater, and joint policies. Ensure all subordinate service element casualty office provides guidance and information for service-specific reporting.
- Ensure compliance of command responsibility for casualty correspondence (e.g., letters of condolence and sympathy).
- Coordinates command interests programs as directed; e.g. voting assistance program, CFC, AER, community support programs, etc.
- Direct the military and civilian HR/personnel systems.
- Serve as a member of any Force Sustainment/Joint Logistics Boards within the staff which require HR expertise.
- Manage all JMD requirements to fill and augment the JTF staff, as required/directed.
- Coordinate all required individual augmentation requirements to fill/maintain the JTF staff.
- Be prepared to serve as JTF/CJTF/JFLCC J/C-1, with JIIM augmentation, as required when Corps is designated as a joint forces headquarters.

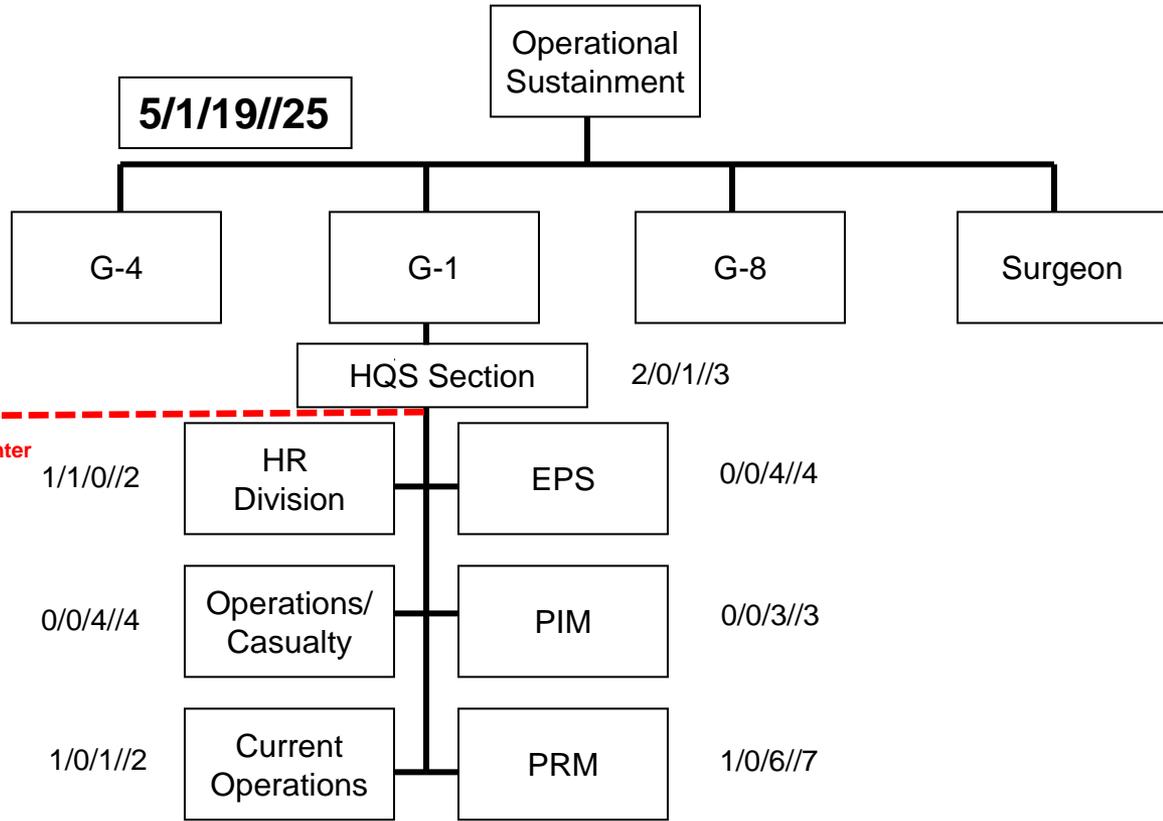
Organizational Design – Division G-1

HROC Functions
 Provides visibility and integration of Army HR information and enterprise systems at EAB; focuses on personnel readiness, talent management and HR performance metrics; provides operational training and technical guidance from the G1/AG to Bde/Bn S1s.

Once FDU Jr. approved

HROC
 1/1/5// 7

Human Resources Operations Center



Division Redesign 9.1

CAPABILITIES

The division G-1 section is a multifunctional organization that provides human resources support to the division/corps that include: manning the force, providing human resources services, coordinating personnel support and conducting human resources planning and operations. The G-1 is responsible for enhancing the readiness and operational capabilities of corps/division forces and ensures HR support is properly planned, prioritized and manage.

Division G-1 Functions

1 of 2

The Division G-1 is the Division Commander's principal staff officer for HR management. The Division G-1 also provides technical direction to subordinate unit S-1 sections and is responsible for the mentorship and leader development of junior HR officers and Soldiers. The Division G-1 has the following responsibilities:

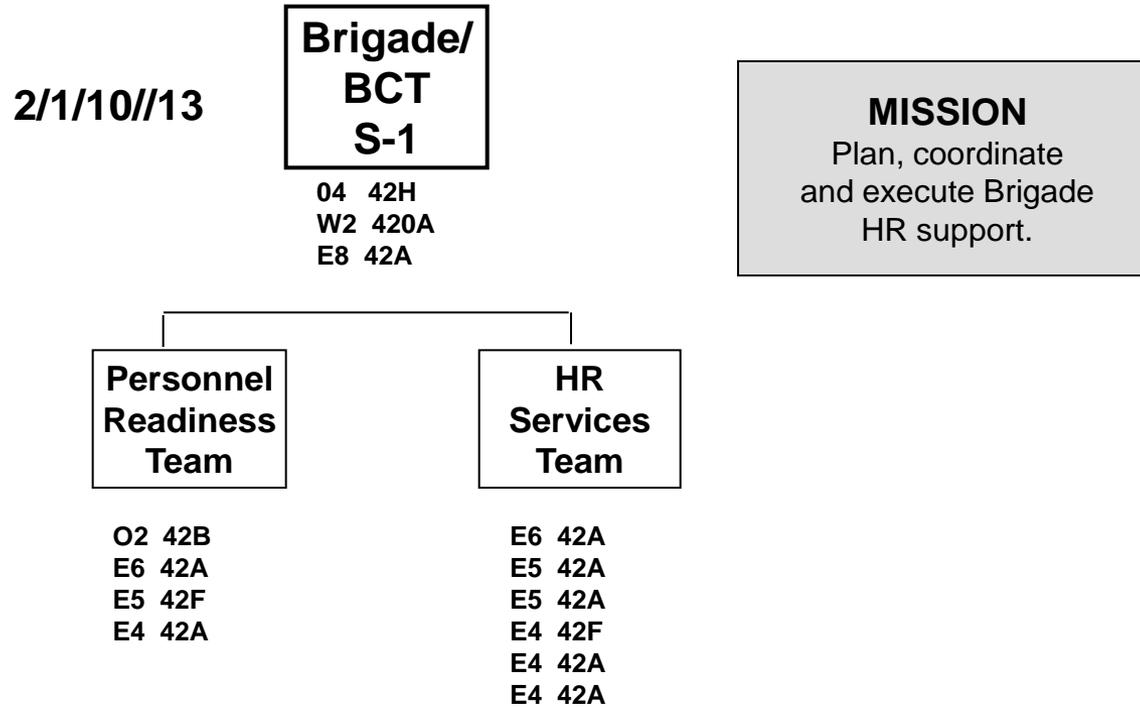
- Plan, direct and manage HR core competencies.
- Monitor the Division PASR system in order to cross-level strength as required to support the operational requirements of the Commander. While not directly performing strength management, the G-1 ensures the PRM priorities of the Commander and the Army are enforced, and facilitates the “by exception” management of the Commander in subordinate personnel readiness of assigned organizations.
- Coordinate all aspects of HR support within the Division. Ensure activities support tactical plans, their branches and sequels, and the commander's desired end-state.
- Prepare personnel estimates and annexes to plans.
- Provide oversight for internal Army Records Information Management System (ARIMS) compliance.
- Provide or coordinate forms and publications management, official mail distribution, Privacy Act and Freedom of Information Act inquiries, managing Congressional Inquiries (CI) within the Division headquarters and subordinate units.
- Establish and document Division HR policies and SOPs.
- Coordinate with higher headquarters G-1s and the supporting Expeditionary Sustainment Command and Sustainment Brigades to obtain external HR support for the Division.
- Coordinate essential personnel services as directed for all assigned or attached JIM personnel.
- Coordinate legal support of certain personnel activities to include service transfers and discharges, line of duty investigations, conscientious objector processing, summary court officer appointments, and military justice.
- Monitor and review casualty reports in compliance with all local, theater, and Army policies.
- Ensure compliance of command responsibility for casualty correspondence (e.g., letters of condolence and sympathy).
- Coordinates command interests programs as directed; e.g. voting assistance program, CFC, AER, community support programs, etc.
- Integrate all HR support activities within the Division.
- Coordinate the preparation of plans and orders for all HR Support activities to include the chaplain, surgeon, dentist, civilian personnel officer, and staff judge advocate, if directed by the Chief of Staff.

Division G-1 Functions

2 of 2

- Direct the military and civilian HR/personnel systems.
- Manage the Soldier readiness program.
- Recommend replacement allocations and priorities of fill to the Division Commander/Division G-3 if executing theater replacement operations.
- Serve as a member of any Force Sustainment Boards within the staff which require HR expertise.
- Be prepared to serve as JTF/CJTF/JFLCC J/C-1, with JIIM augmentation, as required when Division is designated as a joint forces headquarters.

Organizational Design – Brigade S-1 Section PSDR (Example)



CAPABILITIES

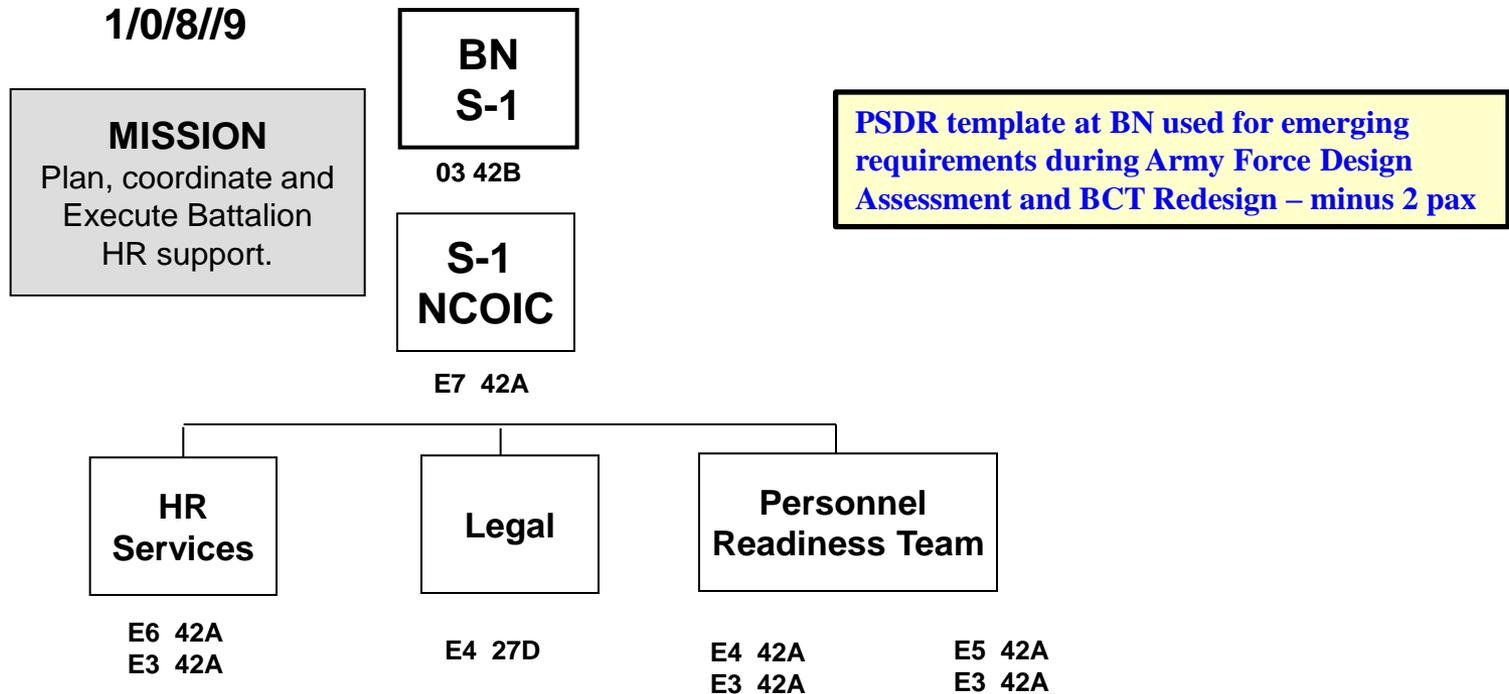
The Brigade S-1 section is a multifunctional organization that provides HR support to the brigade that include: manning the force, providing HR services, coordinating personnel support, and conducting HR planning and operations. Functional tasks include: personnel readiness management, personnel accountability, Strength reporting, casualty operations, personnel information management, postal operations Management, MWR support, HR planning, and essential personnel services.

Division G-1 Functions

The Brigade/BCT S-1 is the Brigade Commander's principal staff officer for HR Support. The Brigade/BCT S-1 also provides technical direction to subordinate unit S-1 sections and is responsible for the mentorship and leader development of junior HR officers and Soldiers. The Brigade/BCT S-1 has the following responsibilities:

- Plan, direct and manage HR core competencies.
- Coordinate all aspects of force health protection, military pay, and religious support within the Brigade.
- Ensure activities support tactical plans, their branches and sequels, and the commander's desired end-state.
- Prepare personnel estimates and annexes to plans.
- Manages the personnel strength of the Brigade/BCT and all subordinate units. Manages the assigned strength Distribution Management Sub-Level (DMSL).
- Provide oversight for internal Army Records Information Management System (ARIMS) compliance.
- Perform PAS management for the Brigade/BCT.
- Serves as the personnel records custodian for the Military Personnel File (MPF).
- Provide or coordinate forms and publications management, official mail distribution, Privacy Act and Freedom of Information Act inquiries, and manage Congressional Inquiries (CI) within the brigade headquarters and subordinate units.
- Establish and document Brigade/BCT personnel policies and SOPs.
- Coordinate with the HR Ops cell of the supporting Sustainment Brigade to obtain external HR support for the brigade.
- Coordinate essential personnel services as directed for all assigned or attached personnel.
- Prepare casualty reports in compliance with all local, theater, and Army policies.
- Ensure compliance with command responsibility for casualty correspondence (e.g., letters of condolence and sympathy).
- Coordinates command interests programs as directed; e.g. voting assistance program, CFC, AER, community support programs, etc.
- Coordinate legal support of certain personnel activities to include service transfers and discharges, line of duty investigations, conscientious objector processing, summary court officer appointments, and military justice.
- Performs limited HR support functions other S-1 Sections cannot perform such as records management, casualty information processing, data reconciliation, systems administration, strength management and production of ID cards.

Organizational Design - Battalion S-1 Section (Example)



CAPABILITIES

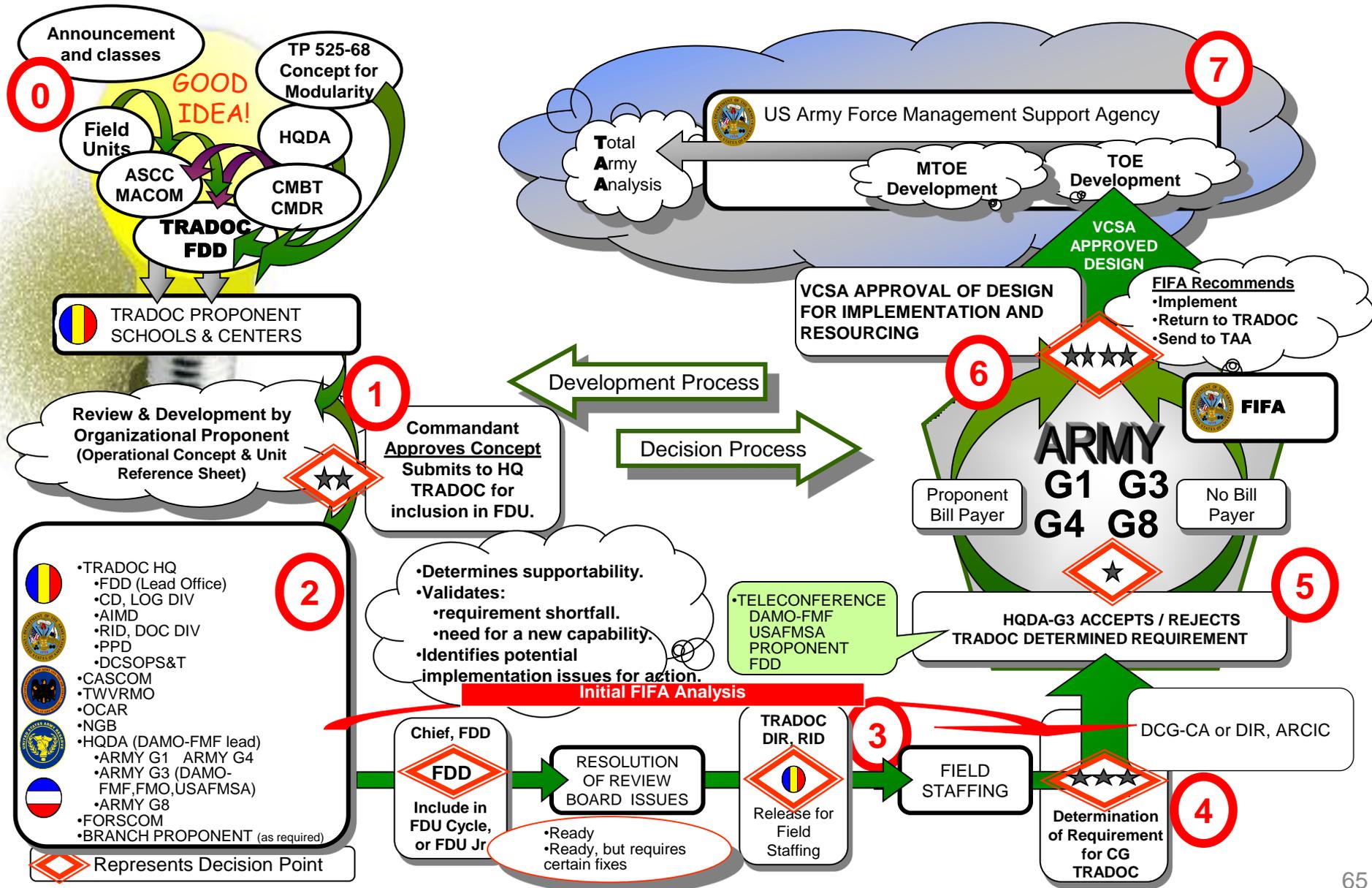
The Battalion S-1 section is a multifunctional organization that provides HR support to the brigade that include: manning the force, providing HR services, coordinating personnel support, and conducting HR planning and operations. Functional tasks include: personnel readiness management, personnel accountability, Strength reporting, casualty operations, personnel information management, postal operations Management, MWR support, HR planning, and essential personnel services. Battalion S1 section size determined by MARC rules and supported population.

Battalion S-1 Functions

The Battalion S-1 Section is the Battalion commander's principal staff section for HR support. The S-1 has the following responsibilities:

- Plan, direct and manage HR core competencies.
- Maintain accountability of all assigned, attached, or other personnel who deploy with the Battalion.
- Ensure timely personnel accounting and strength reporting is conducted in compliance with all local, theater, and Army policies.
- Coordinate all aspects of force health protection, military pay, religious, legal, and command information support within the Battalion.
- Ensure activities support tactical plans, their branches and sequels, and the commander's desired end-state.
- Prepare personnel estimates and annexes to plans.
- Provide oversight for internal Army Records Information Management System (ARIMS) compliance. (Note: The Military Personnel File (MPF) is maintained at the MPD/Brigade/BCT S-1).
- Provide or coordinate forms and publications management, official mail distribution, Privacy Act and Freedom of Information Act inquiries, and Congressional Inquiries (CI) within the Battalion headquarters and subordinate units.
- Establish and document Battalion HR policies and standing operating procedures (SOP).
- Coordinate with higher headquarters to obtain external HR support.
- Coordinate essential personnel services as directed for all assigned or attached personnel.
- Coordinate legal support of certain personnel activities to include service transfers and discharges, line of duty investigations, conscientious objector processing, summary court officer appointments, and military justice.
- Ensure compliance with command responsibility for casualty correspondence (e.g., letters of condolence and sympathy).
- Coordinate command interest programs as directed; e.g. voting assistance program, CFC, AER, community support programs, etc.

Force Design Update (FDU) Process



Human Resources Operations Center (HROC) FDU Jr.

PURPOSE

To obtain VCSA/CSA approval for the proposed establishment of the Human Resources Operations Center (HROC) within Corps and Division G1/AGs focusing on mitigating those capability gaps associated with personnel readiness through evaluation of HR performance metrics, training and talent management.

REQUIREMENT

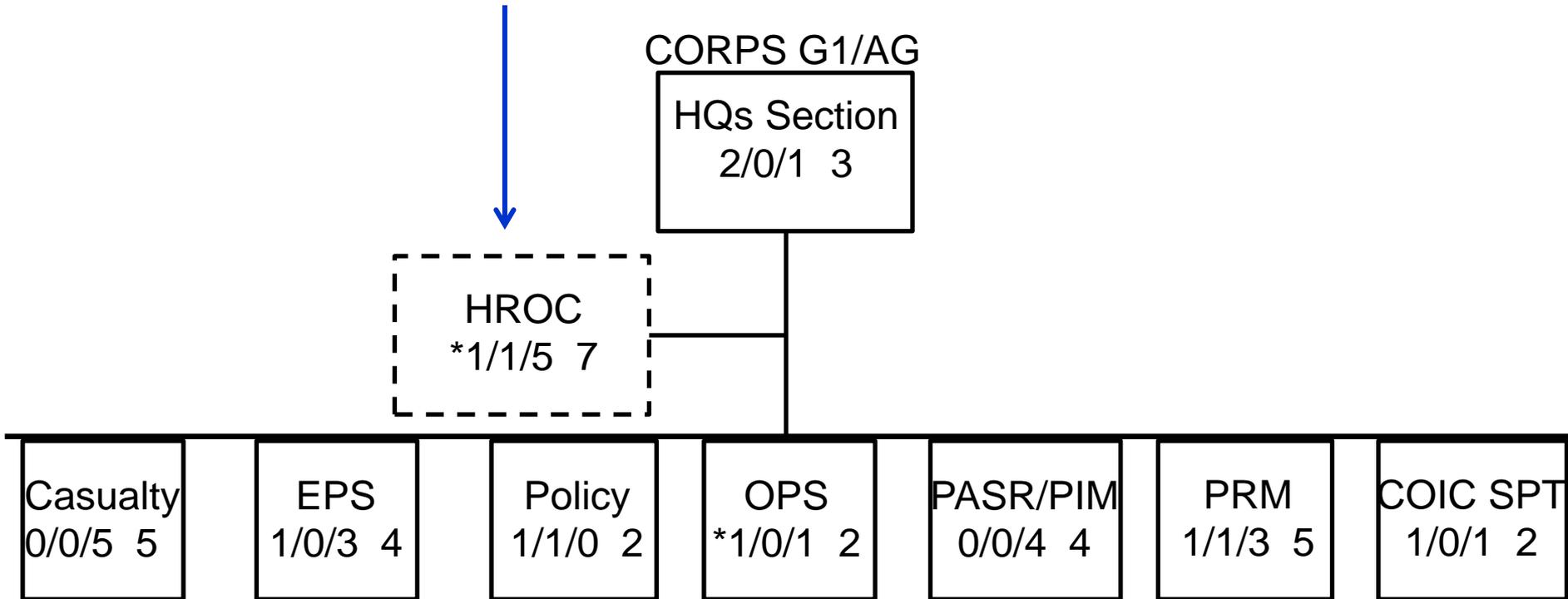
Design a seven person Human Resources Operations Center that can evaluate the execution of HR delivery to units the senior commander has training and resourcing authority over; can coordinate and/or provide training when needed; and can facilitate the G1's supporting role in the talent management process.

STRATEGY

Develop an HR structure that best supports the Corps and Division G1/AGs ability to perform critical HR functions impacting the entire range of military operations.

Human Resources Operations Center (HROC) FDU Jr.

New Design Proposal SRC 12567xx000



Human Resources Operations Center (HROC)

FDU Jr.

New Design SRC 12567xx000



DIV G1/AG

HQs Section
2/0/1 3

HROC
*1/1/5 7

Casualty
0/0/4 4

EPS
0/0/4 4

Policy
1/1/0 2

OPS
*1/0/1 2

PASR/PIM
0/0/3 3

PRM
1/0/6 7

Human Resources Operations Center (HROC) FDU Jr. – Driving Force

Senior Army leaders acknowledge that Personnel Services Delivery Redesign (PSDR) has been effective for a brigade centric fight and that the future Corps and Division G1/AGs require additional capability to provide visibility of, integrate and synthesize HR information at echelons above brigade level. *As the Army transitions back to Corps and Divisions having training, readiness oversight of brigades, the need to focus on factors associated with personnel readiness, talent management and HR performance metrics have increased emphasis on unit readiness.* Therefore, G1s need a higher level capability to rapidly collect, process and evaluate the raw HR data from numerous HR systems of record, overlay that information against DA Manning Guidance and deployment readiness models, and translate it into useful information for a commander to make readiness decisions and to set the Army for 2020 and beyond.

Human Resources Operations Center (HROC) FDU Jr. - Background

In 2001 a Division G1 had 45 Soldiers with five senior leaders (E9-O5). Division redesign and PSDR added a Major but reduced the number of enlisted Soldiers to 19. This has created a shortage of enlisted personnel to execute basic tasks within the G1. Therefore, any option that uses brigade or battalion structure as a bill-paying strategy potentially creates a similar problem in the S1, who will be forced to do some of the basics and then struggle to maintain and accomplish all the leadership/management requirements. The proposed changes facilitate the G1's ability to focus on the HR operational and strategic vision of the commander. This is an SRC 12 structure, assigned to every active Corps and Division, providing an opportunity for the AG proponent to inform on any future FDU. Any option that shifts the structure to another SRC from SRC 12 immediately puts HR structure at risk over time due to future leadership or mission command priority shifts within respective Corps and Division HQs.

Human Resources Operations Center (HROC) FDU Jr.- Assumptions

- **Proponent for SRC 12 retains ownership of this Corps/Division HR capability package**
- **HR Co HQs FDU Jr. is approved**
- **National Guard uses residual spaces from HR Co and subsequent HROC FDUs to build HROC capability for its Divisions**
- **The United States Army Reserve uses the spaces gained by FDUs towards emerging requirements**
- **Restationing of the majority of personnel is accomplished during normal attrition and rotation**

Human Resources Operations Center (HROC) FDU Jr. – Courses of Action (COA)

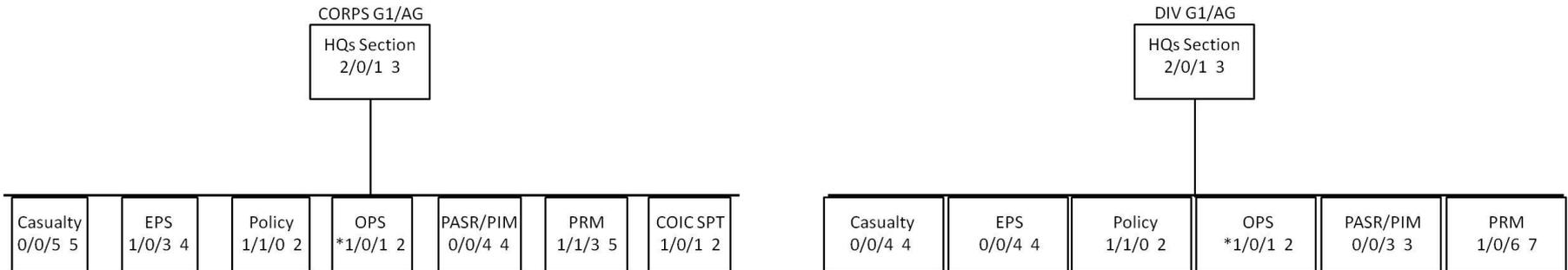
COA #1 Status Quo. Everything remains the same.

COA #2 Design/build HROC Capability Package (Recommended COA)

COA #3 Revise Rules of Allocation

Human Resources Operations Center (HROC) FDU Jr. – COA #1 Status Quo

Current CORPS/DIV G1/AG Section

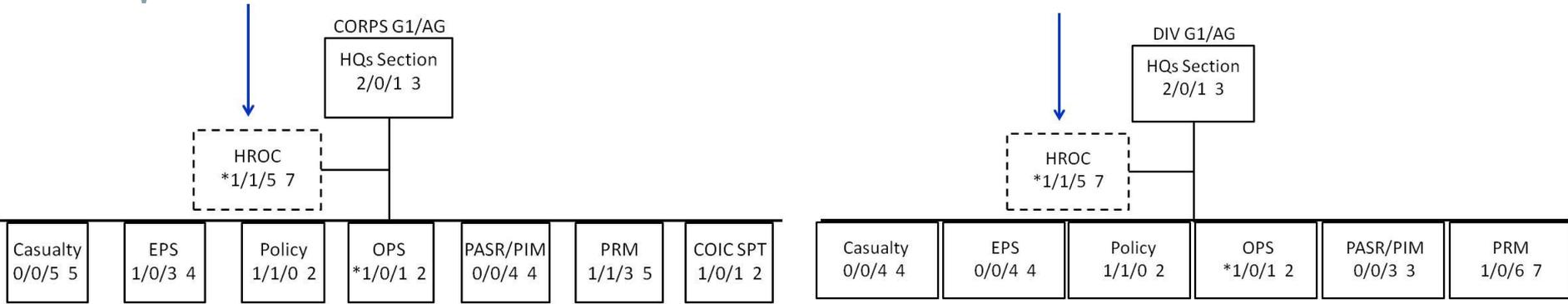


Pros: No additional personnel/equipment costs; no revision of SRCs/TOEs/MTOEs required nor Standards of Grade tables/distribution pyramids updates. Supports recent AAA audit results asserting Corps and Division G1s when properly manned have necessary capability to meet mission requirements.

Cons: Everything remains the same. No change means whatever capability gaps were experienced in the past continue to be experienced in the future.

Human Resources Operations Center (HROC) FDU Jr. – COA #2 Design/Build HROC

Recommended COAs



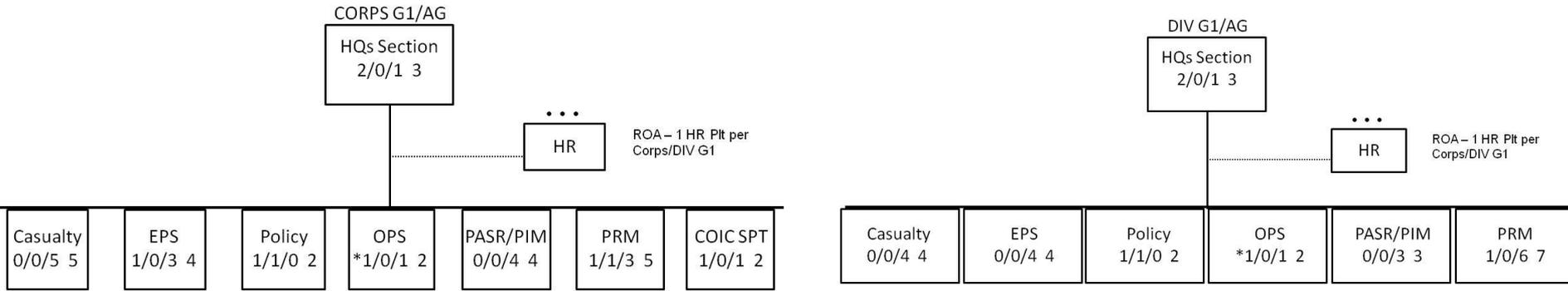
* - MAJ in G1 exchanged with a CPT to lead HROC

Pro: Creates a core of personnel to mitigate capability gap; provides Corps/Division G1/AGs a dedicated workforce to manage personnel readiness, talent management and HR performance metrics; provides Corps/Division G1s with flexibility to train Bde/Bn S1s.

Con: Increased initial personnel/equipment turbulence transferred from one organization to another; requires revision of Standards of Grade tables and updating of officer/enlisted career development maps and applicable regulations (DA Pam 600-3, 600-21, etc.) Requires TOE updates to document changes and creation of new SRC.

Human Resources Operations Center (HROC) FDU Jr. – COA #3 ROA Update

Current CORPS/DIV G1/AG Section with ROA Change



Pros: The least invasive course of action to SRC 12 structure; zero costs; reinforces recent AAA audit findings.

Cons: Doesn't meet grade requirements.

Human Resources Operations Center (HROC) FDU Jr.– Evaluation Criteria

- **Operational Depth** – design’s ability to increase effectiveness of the organization by providing the right grade structure and size to manage HR operations, thereby improving overall capability of the unit to provide HR support to commanders, staffs, and Soldiers.
- **HR Capability** – design’s ability to enhance Corps/Division G1/AG’s ability to rapidly collect, process and evaluate raw HR data from numerous enterprise systems and convert data into meaningful information to inform commanders.
- **Alignment** – design’s ability to increase effectiveness of the organization by standardizing it with a capability package and ensuring one is customarily associated with a particular Corps or Division.

Human Resources Operations Center (HROC) FDU Jr.– DOTMLPF Impact

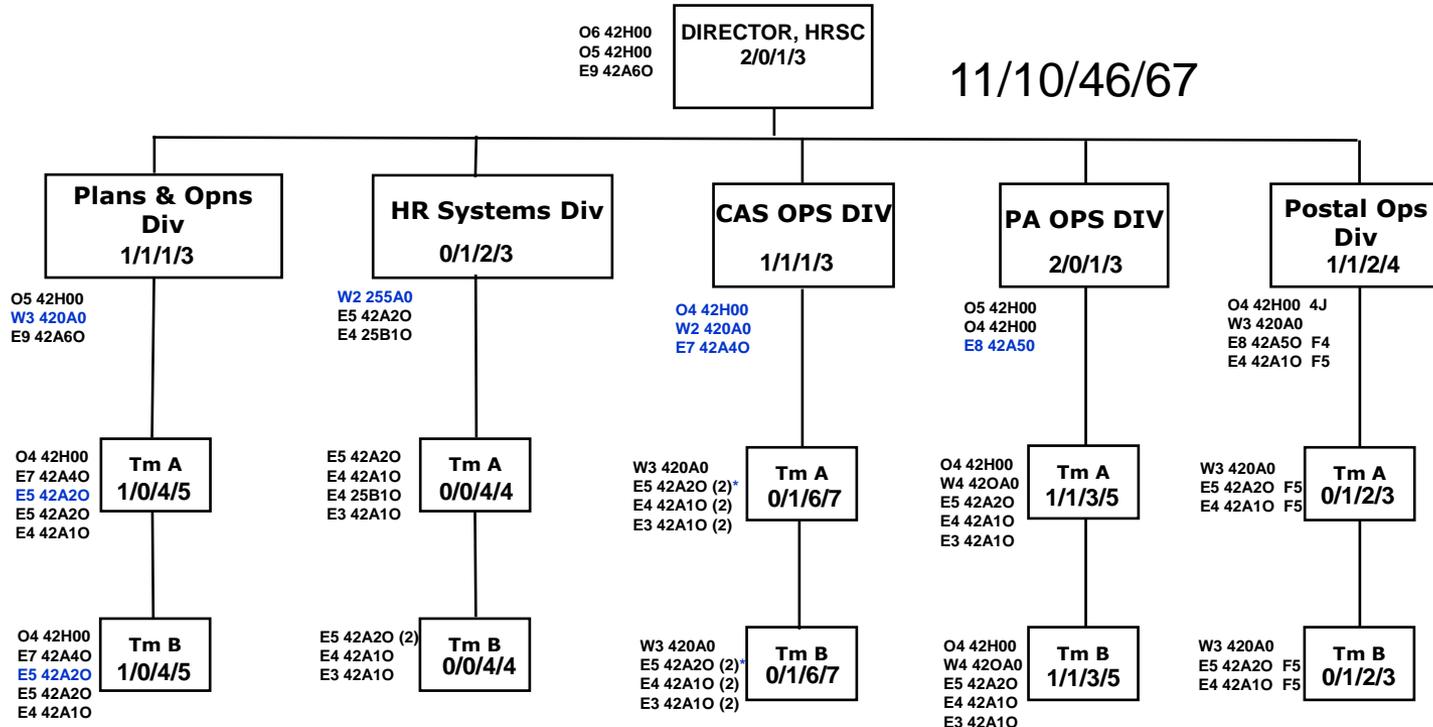
- **DOCTRINE – MODERATE.** Requires updates to the following publications as a minimum: FM 1-0, Human Resources Support, JP 1-0, Joint Personnel Support, ADP and ADRP 4-0, Sustainment, ADP and ADRP 3-0, Unified Land Operations, ATP 1-0.1, S-1 Operations and ATP 1-0.2, Theater Level HR Support, FM 3-0, Operations.
- **ORGANIZATION – MODERATE.** Requires new SRC and TOE/MTOE updates capturing restructuring actions.
- **TRAINING – MINIMAL.** Requires HROC training course to ensure HR professionals understand section responsibilities and functions; requires updates to PME curriculum including functions of talent management.
- **MATERIEL – MINIMAL.** New designs and alignment result in transfer of protective equipment.
- **LEADERSHIP AND EDUCATION – MINIMAL.** Requires revision of DA Pams 600-3 (Officer Career Management) and 611-21 (Enlisted Career Management) and development maps. Must continue to educate sustainment and operational personnel on HR doctrine and employment during all possible events (PCC/CPX/MRE, etc). Requires STRATCOMs and training strategy.
- **PERSONNEL – MINIMAL.** This FDU does not create a new MOS but requires standards of grade and distribution matrix adjustments. Additionally, this section may drive an additional skill identifier – proponent is currently conducting feasibility study.
- **FACILITIES – MINIMAL.** The facilities for the current organizations will be adequate to support the realignment. May require further coordination with FORSCOM, re: billeting, motor pools, training areas, family housing, etc.

Human Resources Operations Center (HROC) FDU Jr.– Bill Payer Strategy

		Current			Proposed			Delta		
GRD	MOS	C1	C2	C3	C1	C2	C3	C1	C2	C3
O6	42H	3	0	2	3	0	2	0	0	0
O5	42H	9	0	6	9	0	6	0	0	0
O4	42H	25	17	47	25	12	31	0	5	16
O3	42B	19	22	49	6	10	26	13	12	23
1LT	42B	4	8	18	2	8	18	2	0	0
W5	420A	3	0	2	0	0	0	3	0	2
W4	420A	6	0	4	6	0	4	0	0	0
W3	420A	24	0	16	18	0	12	6	0	4
W2	420A	11	23	39	9	20	37	2	3	2
W2	255A	3	0	2	3	0	2	0	0	0
E9	42A	6	0	6	6	0	6	0	0	0
E8	42A	9	17	37	6	7	26	3	10	11
E7	42A	31	24	61	19	22	49	12	2	12
E6	42A	20	18	35	2	18	27	18	0	8
E6	92Y	0	5	16	0	0	0	0	5	16
E5	42A	64	37	110	58	17	69	6	20	41
E5	88N	2	3	2	2	3	2	0	0	0
E4	25B	6	0	4	6	0	4	0	0	0
E4	25U	0	5	16	0	5	16	0	0	0
E4	42A	62	43	112	35	18	72	27	25	40
E4	92Y	0	10	32	0	5	16	0	5	16
E4	92G	0	5	16	0	0	0	0	5	16
E4	91B	2	5	16	0	5	16	2	0	0
E4	91D	0	5	16	0	0	0	0	5	16
E4	88N	0	5	16	0	0	0	0	5	16
E4	74D	0	5	16	0	5	16	0	0	0
E3	25U	0	5	16	0	5	16	0	0	0
E3	42A	32	18	66	26	13	50	6	5	16
E3	88N	2	3	2	2	3	2	0	0	0
Tot		343	283	780	243	176	525	100	107	255
REQ								91	56	0
							Savings	9	51	255

Human Resources Sustainment Center (HRSC) Proposed

Result of HROC FDU Jr. and Grade Plate Review



Blue font – Grade plate review adjustments
 * One E6 to E5 roll down during grade plate review

Human Resources Operations Center (HROC) FDU Jr.– TG PAT Reorganization

Current

3/1/6/10

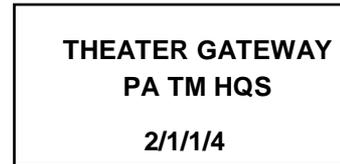


O5 42H DIRECTOR
O4 42H DEP DIRECTOR
W3 420A PER TECH
E9 42A TM SGM

O3 42A OPS CH
E7 42A NCOIC
E5 88N TRANS MGT NCO
E4 88N TRANS MGT COORD
E4 42A HR SPC
E3 42A HR SPC

Proposed

2/1/6/9



O3 42B DIRECTOR
O2 42B DEP DIRECTOR
W2 420A PER TECH
E7 42A TM SGM

W2 420A OPS CH
E6 42A NCOIC
E5 88N TRANS MGT NCO
E4 88N TRANS MGT COORD
E4 42A HR SPC
E3 42A HR SPC

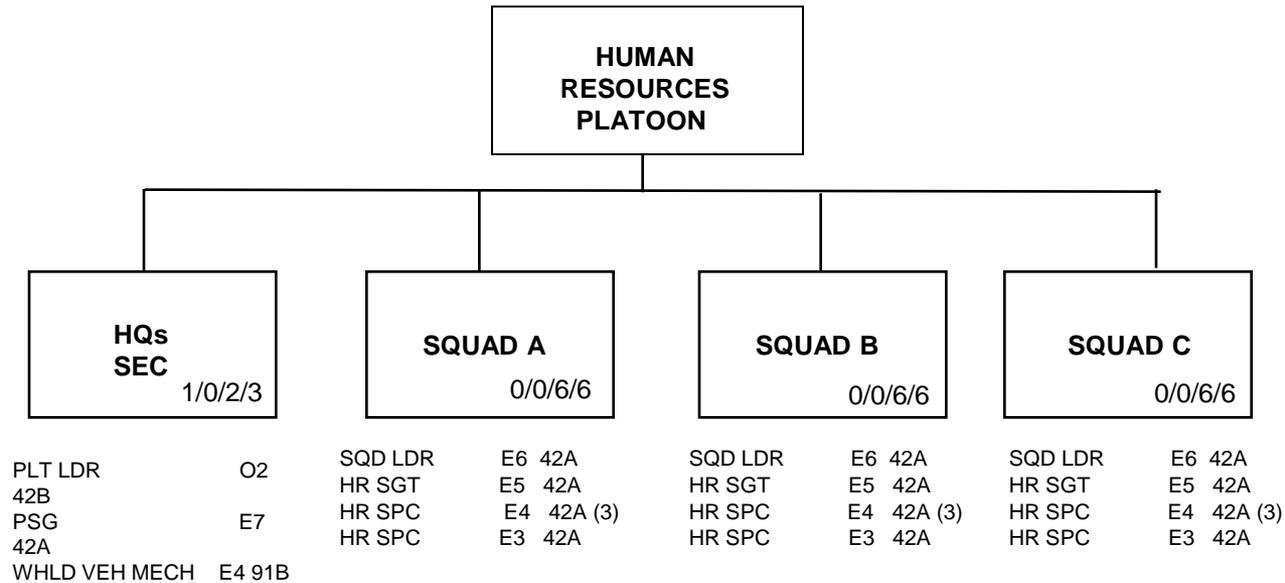
LEGEND:

BLUE – GRADE PLATE CHANGES

Red font – Billpayers for HROC

Human Resources Operations Center (HROC) FDU Jr. – HR Plt Bill Payer

1/0/20/21



**2 HR Plts from Ft Eustis used as bill payers
AC inventory reduced by 2**

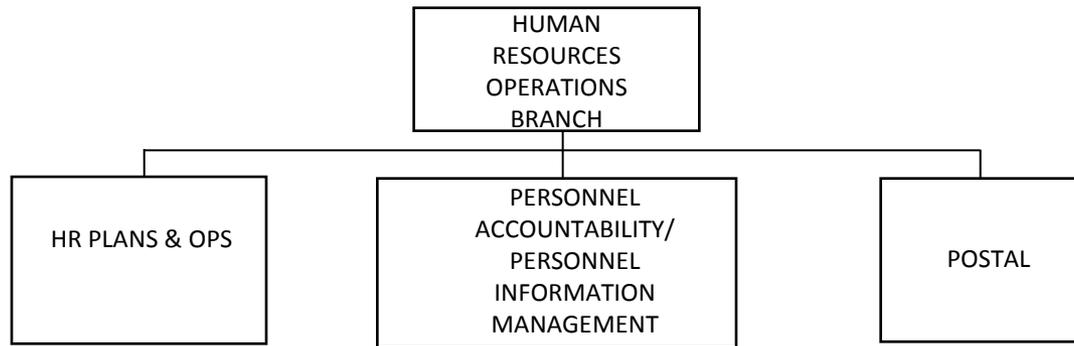
Human Resources Operations Center (HROC) FDU Jr. – ESC HROB Reorganization

Current
3/1/5/9

HROB Structure

O4- 42H HR SPT OPS OFF
O3- 42B OPS OFF (2)
W2- 420A HR Tech
E8- 42A SR HR SGT
E7- 42A SR HR SGT (3)
E5- 42A HR SGT

SRC 63302R000



Proposed
2/1/4/7

HROB Structure

O4- 42H HR SPT OPS OFF
O3- 42B OPS OFF
W2- 420A HR Tech
E8- 42A SR HR SGT
E7- 42A SR HR SGT (2)
E5- 42A HR SGT

Functions: planning, coordinating, integrating, and synchronizing PA, casualty, and postal operations missions within the Sustainment Brigade's AO.

LEGEND:
Red font – billpayers for HROC

Rules of Allocation

Human Resources

HR ROA

MCO, SO, Enable Civil Authorities	HRSC	HRCO	MMT	Postal	HR Plt	TG PA
1 per committed SR Sustainment HQs (TSC or ESC)	X					
1 per committed Sustainment Bde		X				
1 Per 3-7 platoons (HR, Postal, or any combination)		X				
1 Per Theater Gateway PA Team		X				
1 Per Military Mail Terminal		X				
1 per Inter-theater APOD that receives bulk mail			X			
1 Per 6000 Supported				X		
4 Per Military Mail Terminal				X		
2 Per Theater Gateway PA Team					X	
1 per 1800 transiting thru APOD offset by 2 per TG PA TMs					X	
.333 per intra-theater locations w/transient POP of 600 x day					X	
.333 per Level III Medical Treatment Facility					X	
.333 per HRSC Casualty Operations Division					X	
.333 per GO level command (except ASCC/TSC)					X	
.333 per Mortuary Affairs Company					X	
1 per Inter-theater APOD						X

Habitual Alignment Initiative

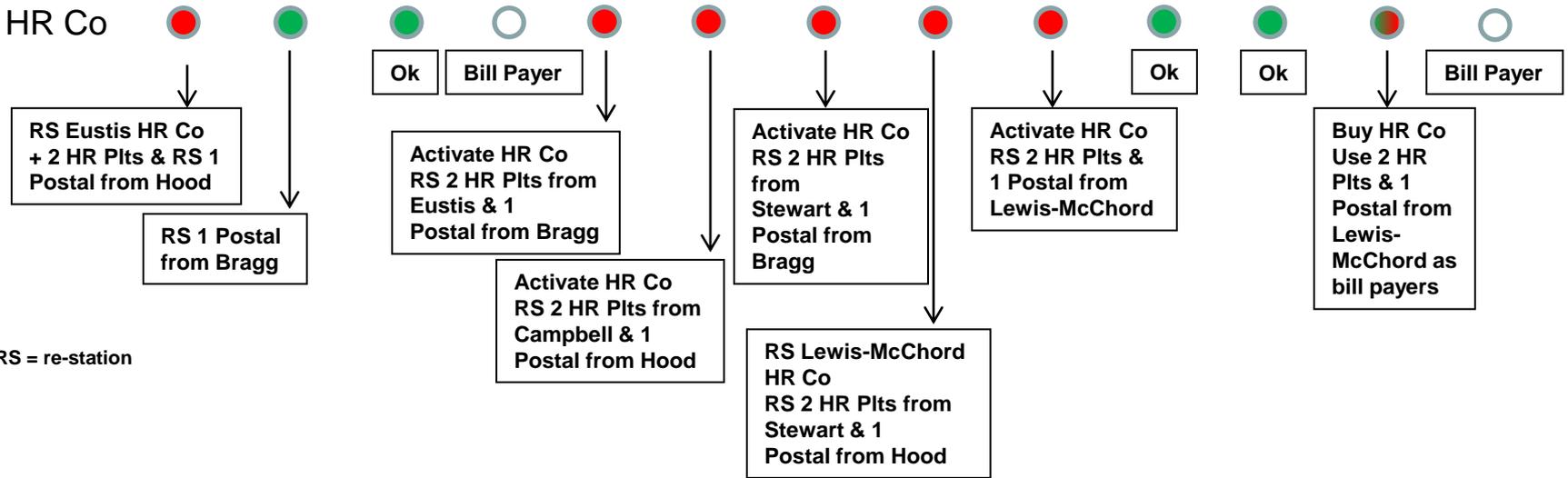
Background and Requirement. The non standard task organization of Sustainment Brigades (SBDE) compared to Maneuver BDEs has resulted in different boots on the ground (BOG) dwell times of functional units with their companies; causing excessive amounts of relief in place (RIP) and transfer of authority (TOA) for SBDEs to manage. Mission command, training and leadership challenges were also created due to this spur-of-the-moment task organization from Battalion to Company level including FM/HR units. This has affected not only organizations across vast geographical boundaries, but also added to the confusion in its effect across all COMPOs. To mitigate this issue, FORSCOM has asked the Sustainment Warfighting community to explore a method of reducing the number of RIP/TOAs during contingency operations. This effort has led to the establishment of habitual alignments within the Sustainment Brigades.

End State. Standardize the SBDE with a habitual capability package, ensuring one Financial Management Support Unit (FMSU) plus three FM Detachments and one HR Company Headquarters (HR Co HQs) plus three platoons (2x HR/1x Postal) are aligned with it.

HR Habitual Alignment Strategy



Station	Riley	Stewart	Hood	Eustis	Drum	Bliss	Germany	Carson	Hawaii	Bragg	Campbell	Korea	Lewis-McCord
	1st	3rd	4th	7th	10th	15th	16th	43rd	45th	82nd	101st	501st	593rd
SBDE													

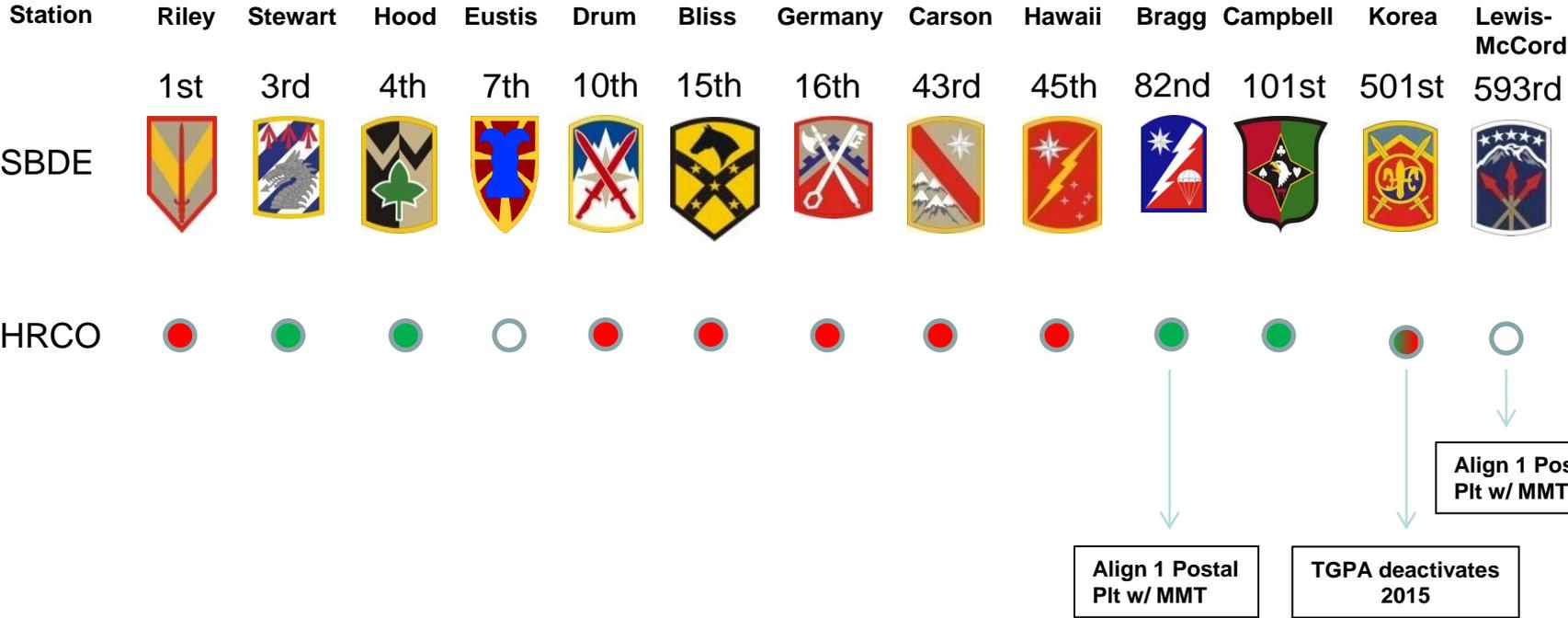


- No HR Co capability
- HR Co capability
- HR Co capability that requires restationing
- HR Co capability deactivating in 2015

Summary: 11 HR Cos
22 HR Plts
11 Postal Plts

Balance: 0 HR Cos
4 HR Plts (minus 2x TAA15-19 & 2x FDU Jr.)
2 Postal Plts

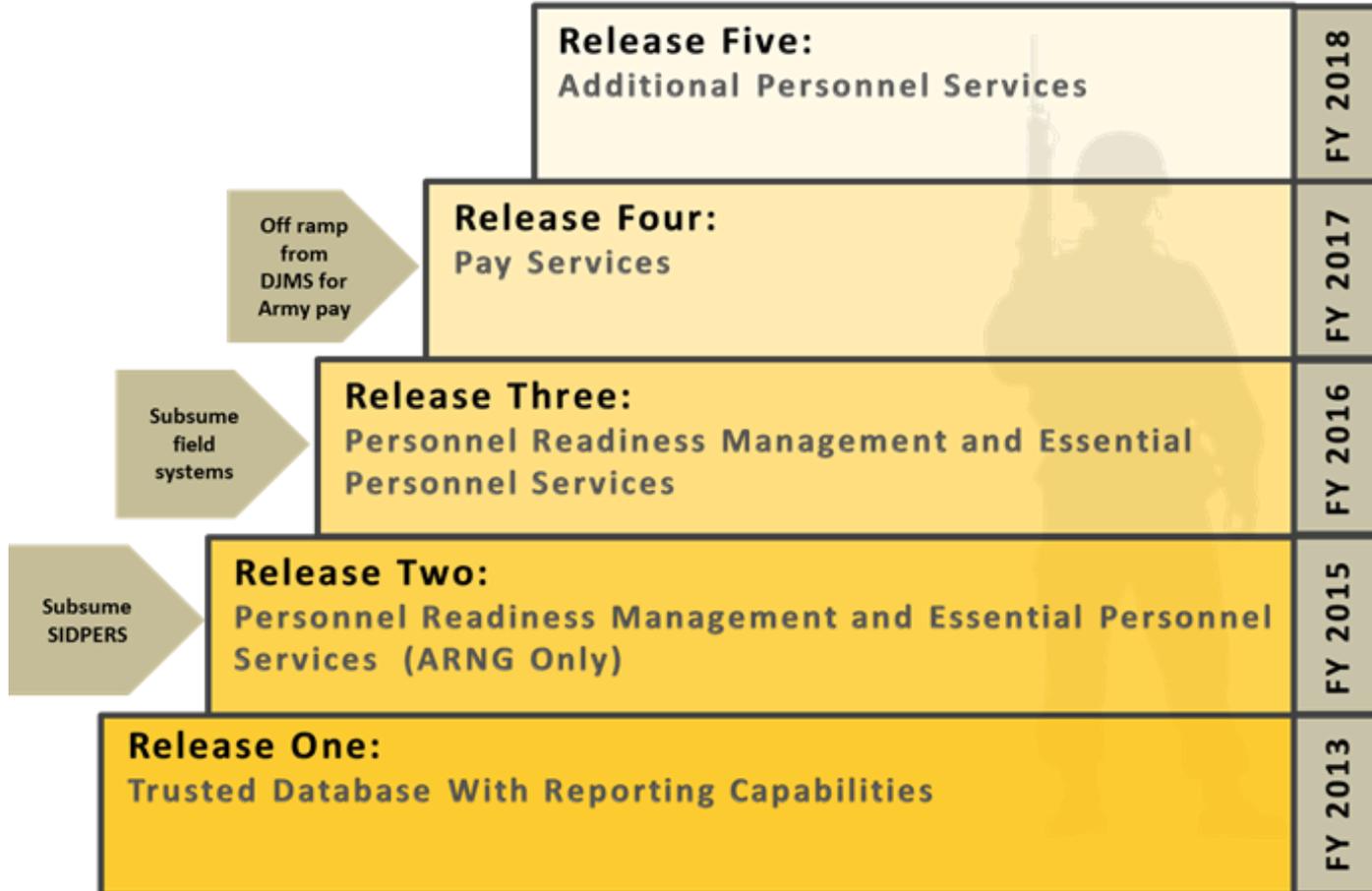
HR Habitual Alignment Recommendations/Strategy for Balance



IPPS-A

- **The Integrated Personnel Pay System – Army (IPPS-A) is a Commercial-off-the-Shelf (COTS) Enterprise Resource Planning (ERP) product providing a web-based, integrated personnel and pay system for all components of the Army (Active, Reserve, and National Guard) designed to support peacetime and wartime readiness requirements**
- **It provides each Soldier a single, comprehensive record of service featuring a self-service menu that allows them to update selected personal information. (HR Specialists, Cdrs, and others will have access to Soldiers' personnel and pay information as required to support their decisions and responsibilities across the Army)**
- **It's an HR tool available 24 hours a day**

IPPS-A Status



Army Human Resource Workstation (AHRW) (LIN Z39781) AN/TYQ-116(V)3, Support System, Tactical

- ✓ **AHRW is the theater, division, corps, echelon above corps, installation, brigade/brigade combat team level unit personnel laptop that supports the Army's human resource applications for personnel operations**
- ✓ **It's connected to the local area network in support of Army military human resource management operations including personnel accountability and personnel tracking**

Electronic Military Personnel Office (*EMILPO*) Training Database

What is it? The primary purpose of the *eMILPO* training system is to provide the US Army with a reliable, timely, and life-like, system to train our Soldiers on *eMILPO*. The *eMILPO* system provides visibility of the location, status, and skills of Soldiers both from the high level (top of the system) and unit level (bottom of the system). This visibility is vital in determining the war fighting capability of the Army and subordinate commands within the Army.

The Product Director, Army Human Resource Systems (AHRIS) in partnership with SSI – AGS has developed a web-based training system that significantly enhances the ability of the US Army to train Soldiers and equip them with the knowledge to manage live personnel data in support of unit personnel readiness. The following chart reflects the rewrite of 78 total lesson plans across all courses.

We have fully implemented the new *eMILPO* training database throughout all courses in the AGS and Noncommissioned Officer Academy.

Acronyms and Abbreviations

1 of 13

AAA – Army Audit Agency
AAE – Army Acquisition Executive
AAEFS – Army and Air Force Exchange System
AAMDC – Army Air and Missile Defense Command
AAMMP – Active Army Military Manpower Program
AAR – After Action Review
ABO – Army Budget Office
AC – Active Component, Army Command
ACIDS – Army Capabilities Integration and Development System
ACOM – Atlantic Command
ACP – Army Campaign Plan, Access Control Point, Army Cost Position Airspace Control Plan
ACR – Army Capabilities Review
ACS – Advanced Civil Schooling or Army Concepts Strategy
ACS(IM) – Assistant Chief of Staff (Installation Management)
ACTD – Advanced Concepts & Technology Demonstrations
ACU – Area Common User
ACWP – Actual Cost of Work Performed
ADCON – Administrative Control
ADCS, G-3/5/7 – Assistant Deputy Chief of Staff, G-3/5/7
ADM – Acquisition Decision Memorandum
AFM – Army Flow Model
AGR – Active Guard Reserve
AHRC – Army Human Resources Command
ALO – Authorized Level of Organization
ALT – Army Liaison Team, Acquisition, logistics, and technology team
AMC - Army Materiel Command, Air Mobility Command
AOLCM – Army Organizational Life Cycle Model
AOR – Areas of Responsibility
APB – Acquisition Program Baseline
APGM – Army Program Guidance Memorandum
APOD – Aerial Port of Debarkation
APO – Army Procurement Objective
APR – Army Procurement Requirement
APS – Army Prepositioned Stock or Army Planning System
APPG – Army Planning Priorities Guidance
APPN – Appropriation

Acronyms and Abbreviations

2 of 13

ARB – Army Resources Board
ARCENT – Army Forces Central Command
ARCIC – Army Capabilities Integration Center
ARFOR – Army Force
ARFORGEN – Army Forces Generation
ARMS – Army Readiness Management System
ARM-G & ARM-R – Automated Requirements Model Guard and Reserve
ARNG – Army National Guard
ARO – Army Research Office
AROC – Army Requirements Oversight Council
AR2B – Army Requirements & Resourcing Board
ARPL – Army Resourcing Priority List
ARSOF – Army special operations force
ARSTAF – Army Staff
ARSTRAT – Army Forces Strategic Command (US Army Strategic Command)
ARSTRUC – Army Structure
ARTEP – Army Training and Evaluation Plan
AS – Acquisition Strategy, Area Support
ASA (ALT) – Assistant Secretary of Army (Acquisition, Logistics, and Technology)
ASA(FMC) – Assistant Secretary of Army (Financial Management & Comptroller)
ASARC – Army Systems Acquisition Review Council
ASAS – All Source Analysis System
ASC – Army Service Component
ASCC – Army Service Component Commander
ASD – Assistant Secretary of Defense
ASG – Area Support Group
ASI – Additional Skill Identifier
ASIP – Army Stationing & Installation Plan
ASLP – Army Strategic Logistics Plan
ASMP – Army Strategic Mobility Program
ASORTS – Army Status of Resources and Training Systems
ASOS – Army Support to Other Services
ASPG – Army Strategic Planning Guidance
AT – Anti-terrorism
ATEC – Army Test and Evaluation Command
AT/FP – Anti-terrorism and Force Protection

Acronyms and Abbreviations

3 of 13

ATRRS – Army Training Requirements and Resource System
AUTH - Authorizations
AUTL – Army Universal Task List
BCP – Budget Change Proposal
BCT – Brigade Combat Team
BCS3 – Battle Command Sustainment Support System
BCWP – Budgeted Cost for Work Performed
BCWS – Budgeted Cost for Work Schedule
BDGT - Budget
BES – Budget Estimate Submission
BOE – Basis of Estimate
BOIP – Basis of Issue Plan
BOS – Base Operating Support, or Battlefield Operating System
BRAC – Base Realignment and Closure
C2 – Command and Control
C4/IT – command, control, communications, and computers/information technology
CAA – Center for Army Analysis
CAC – Combined Arms Center
CAE – Component Acquisition Executive
CARD – Catalog of Approved Requirements Documents
CASCOM – Combined Arms Support Command
CBA – Capability Based Assessment
C-bA – Cost Benefit Analysis
CBRNE – Chemical, Biological, Rad\\ot Based Requirements System
CBTDEV – Combat Developer
CCDOR – combatant commanders daily operations requirements.
CCDOR – Combatant Commanders Directed Operational Requirements
CCIR – Commander’s Critical Information requirements
CCO – Contingency Contracting Officer
CDD – Capabilities Development Document
CD&E – Concept Development & Experimentation
CDR - Commander
CENTCOM – Central Command
CENTAF – United States Air Forces, United States Central Command
CERP – Commander’s Emergency Response Program
CFLCC – Coalition Land Forces Component Command

ACRONYMS AND ABBREVIATIONS

4 OF 13

CIA – Central Intelligence Agency
CIDS – Capabilities Integration and Development System
CJCS – Chairman Joint Chiefs of Staff
CJTF – Commander, Joint Task Force
CLT – Casualty Liaison Team
CM – Consequence Management
CMO – Civil Military Operations
CMOC – Civil-Military Operations Center; Cheyenne Mountain Operations Center
CNA – Capabilities Needs Assessment
COA – Course of Action
COC – Council of Colonels
COCOM – Combatant Command
COE – Centers of Excellence, or Chief of Engineers, or Common Operating Environment
COIN – Counter Insurgency, anti-guerilla warfare
COMPO – Component
COMPO 1 – Active Component
COMPO 2 – National Guard
COMPO 3 – United States Army Reserve
COMSEC – Communications Security
CONUS – Continental United States
CONOPS – Contingency or Continuous Operations
CONPLAN – Concept Plan
COP – Common Operating Picture
COR – Contracting Officer's Representative
COO – Chief Operating Officer
COS – Chief of Staff
COTS – Commercial Off the Shelf
CP – Command Post
CPD – Capability Production Document
CPLAN – Command Plan
CPX – Command Post Exercise
CRM – Composite Risk Management
CS – Cyber Strike, Combat Support or Civil Support
CSA – Chief of Staff, Army
CS/CSS – Combat Support/Combat Service Support
CSL – Command Select List

Acronyms and Abbreviations

5 of 13

CSS – Combat Service Support
CSSAMO – Combat Service Support Automation Management Office
CTA – Common Table of Allowances
CVS – Commercial Vendor Services
DA – Department of the Army
DAB – Defense Acquisition Board
DAC – Department of Army Civilian
DAE – Defense Acquisition Executive
DAS – Director, Army, Staff, or Defense Acquisition System
DCG – Deputy Commanding General
DCR – DOTLMPF Change Recommendations
DCS – Deputy Chief of Staff, G1-8
DFAS – Defense Finance Accounting System
DIMHRS – Defense Integrated Military Human Resource System
DOD – Department of Defense
DOI, G8 – Director of Integration (G-8)
DODAAC – Department of Defense Activity Address Code
DOL – Director of Logistics
DOM, G-8 – Director of Material (G-8)
DOR, G-8 – Director of Resources (G-8)
DOTMLPF – Doctrine, Organization, Tng, Materiel, Ldr Development, Personnel & Facilities
DPG – Defense Planning Guidance
DRU – Direct Reporting Unit
DUSA – Deputy Under Secretary of the Army
ECC – Eagle Cash Card
EECP – Early Entry Command Post
EPW – Enemy Prisoner of War
ERC – Equipment Readiness Code
EW – Electronic Warfare
FAA – Functional Area Analysis
FAD – Funding Authorization Document
FAR – Federal Acquisition Regulation
FCB – Functional Capabilities Board
FCS – Future Combat System
FDU – Force Design Update
FFR – Force Feasibility Review

Acronyms and Abbreviations

6 of 13

FG – Fiscal Guidance
FIFA – Force Integration Feasibility Analysis
FM – Field Manual
FMS – Force Management System
FMTP – Financial Management Tactical Platform
FNA – Functional Needs Analysis
FOC – Full Operational Capability
FP – Force Protection
FRAGO – Fragmentary Order
FRP – Full Rate Production
FSA – Functional Solution Analysis, Functional Support Analysis, or Forward Support Area
FSO – Full spectrum operations
FSP – Force Support Package
FTX – Field Training Exercise
FYDP – Future Years Defense Program
GAO – General Accounting Office
GBL – Government Bill of Lading
GC – General Counsel
GCSS-A Global Combat Support System-Army
GDAS – Global Deployment Analysis System
GFEBS – General Funds Enterprise Business System
GO – General Officer
GO/FO – General Officer/Flag Officer
GOSC – General Officer Steering Committee
GOWG – General Officer Working Group
GSA – General Services Administration
GWOT – Global War on Terror
HAZMAT – Hazardous Material
HLD/HLS – Homeland Defense Homeland Security
HMMWV – High-Mobility Multipurpose Wheeled Vehicle
HQDA – Headquarters, Department of the Army
HRC – Human Resources Command
HSOC – Home Station Operations Center
HUMINT – Human Intelligence
IAW – In Accordance With
IBCT – Infantry Brigade Combat Team

Acronyms and Abbreviations

7 of 13

ICD – Initial Capabilities Document
ICT – Integrated Concept Teams
ICP – Incremental Change Package
IED – Improvised Explosive Device
IG – Inspector General
ILE – Intermediate Level Education
IMA – Installation Management Agency
IMO – Information Management Office
INFOSEC – Information Security
INSCOM – US Army Intelligence and Security Command
IOC – Initial Operational Concept
IOC – Initial Operating Capability
IOT – Initial Operational Test
IPPS-A- Integrated Personnel Pay System - Army
IPR – Interim Program Review; in-process review
IRR – Individual Ready Reserve
ISB – Intermediate Staging Base
ISR – Intelligence, Surveillance, and Reconnaissance
IT – Information Technology
JCB – Joint Capabilities Board
JCET – Joint Combined Exercise for Training
JCS – Joint Chiefs of Staff
JCIDS – Joint Capabilities Integration & Development System
JFC – Joint Functional Concepts or Joint Integrating Concepts or Joint Force Commander
JFCOM – Joint Forces Command
JFLCC – Joint Force Land Component Commander
JIM – Joint Interagency, and Multinational
JOA – Joint Operations Area
JOC – Joint Operational Concepts
JOE – Joint Operating Environment
JOPES – Joint Operations Planning & Execution System
JPG – SecDef Joint Planning Guidance
JRB – Joint Requirements Board
JROC – Joint Required Operational Capability
JROCM – Joint Requirements Oversight Council Memorandum
JTF – Joint Task Force

Acronyms and Abbreviations

8 of 13

KPP – Key Performance Parameters
LBE – Left Behind Equipment
LIN – Line Item Number
LNO – Liaison Officer
LOC – Lines of Communication
LOGCAP – Logistics Civil Augmentation Program
LRIP – Low Rate of Initial Production
LSS – Lean Six Sigma
LUT – Limited User Test
M FORCE – Master Force
M&S – Modeling & Simulation
MAA – Mission Area Analysis
MACA – Military Assistance to Civil Authorities
MACDIS – Military Assistance to Civil Disturbance
MARC – Manpower Requirements Criteria
MANPRINT – Manpower and Personnel Integration Program
MATDEV – Material Developer
MBI – Major Budget Issue
MCO – Major Combat Operations
MDA – Milestone Decision Authority, Missile Defense Agency
MDAP – Major Defense Acquisition Program
MDEP – Management Decision Package
MDMP – Military Decision Making Process
MDR – Milestone Decision Review
ME – Maneuver Enhancement
MED – Medical
MEF – Marine Expeditionary Force
MEDCOM – Medical Command
MEU – Marine Expeditionary Unit
METL – Mission Essential Task List
METT-TC – Mission, Enemy, Terrain, Troops Available, Time & Civilians
MFP – Material Fielding Plan or Maritime Prepositioned Force
MFS – Material Fielding Schedule
MILDEP – Military Deputy
MILTECH – Military Technician
MMC – Materiel Management Center

Acronyms and Abbreviations

9 of 13

MNS – Mission Needs Statement
MOA – Memorandum of Agreement
MOB – Main Operating Base
MOU – Memorandum of Understanding
MP – Military Police
MPSA – Military Postal Support Agency
MRL – Material Requirements List
MS – Milestone
MTOE – Modification of Table of Organization and Equipment
MWR – Morale, Welfare & Recreation
NATO – North Atlantic Treaty Organization
NBC – Nuclear Biological, Chemical
NDAA – National Defense Authorization Act
NDS – National Defense Strategy
NET – New Equipment Training
NETT – New Equipment Training Team
NGB – National Guard Bureau
NGO – Non-governmental Organization
NLT – No later than
NMS – National Military Strategy
NSA – National Security Agency
NSC – National Security Council
NSDD – National Security Decision Directive
NSG – National Strategic Guidance
NSN – National Stock Number
NSPS – National Security Personnel System
NSS – National Security Strategy
NTC – National Training Center
OCONUS – Outside Continental US
OCP – Operational Command Post
OEF – Operation Enduring Freedom
OIF – Operation Iraqi Freedom
OMA – Operations, Maintenance, Army
OMB – Office of Management & Budget
ONA – Operation Needs Assessment
ONS – Operational Needs Statement

Acronyms and Abbreviations

10 of 13

O & O – Operational & Organizational
OOC – Out of Cycle
OPA – Other Procurement, Army Appropriation
OPLAN – Operations Plan
OPSEC – Operations Security
OPTEMPO – Operational Tempo
ORD – Operational Requirements Document
OSD – Office Secretary of Defense
OSHA – Occupational Safety & Health Administration
PA&E – Program Analysis & Evaluation (G-8)
PAM - Pamphlet
PB – President's Budget
PBAS – Program Budget Accounting System
PBD – Program Budget Decision
PBG – Program Budget Guidance
PCC – Personal Check Converter
PCP – Program Change Proposal
PDD – Presidential Decision Directive
PDM – Program Decision Memorandum
PEG – Program Evaluation Group, Organize, Man, Train, Equip, Sustain, Installation
PEO – Program Executive Officer
PM – Program/Project/Product Managers
PMAD – Personnel Management Authorization Document
PMJ – Professional Military Judgment
PMO – Program Management Office or Provost Marshal Office
POC – Point of Contact
POD – Point of Debarkation
POL – Petroleum, Oils & Lubricants
POM – Program Objective Memorandum
PPBE – Planning, Programming, Budget & Execution (PROCESS)
PPG - Planning and Programming Guidance
PSS – Personnel Service Support
QA/QC – Quality Assurance and Quality Control
QDR – Quadrennial Defense Review
QRF – Quick Reaction Force
RC – Reserve Component

Acronyms and Abbreviations

11 of 13

RCC – Regional Combat Commander
RCTC – Reserve Component Training Center
RDA – Research Development and Acquisition
RDAP – Research Development and Acquisition Plan
RDS – Requirements Documentation System
RDT&E – Research, Development, Test and Evaluation
RFF – Request for Forces
RFI – Rapid Fielding Initiative or Request for Information
RSOI – Reception, Staging Onward Movement and Integration
SA – Secretary of the Army
SACS – Structure and Composition System
SaaS – Soldier as a system Concept
SAE – Service Acquisition Executive
SAMAS – Structure and Manpower Allocation System
SAT – Systems Approach to Training
SB – Sustainment Brigade
SBE – Stay Behind Equipment
SBCT – Stryker Brigade Combat Team
SDTE – Swiftly Defeat the Enemy
SECARMY – Secretary of the Army
SECDEF – Secretary of Defense
SES – Senior Executive Service
SI – Systems Integrator
SITREP – Situation Report
SMDC – Space and Missile Defense Command
SMDR – Structure Management Decision Review
SMU – Special Mission Units
SO – Stability Operations
SoF – Show of Force
SOFA – Status of Forces Agreement
SO/LIC – Special Operations/Low Intensity Conflict
SOP – Standard Operating Procedure
SoS – System of Systems
SoSM – System of Systems Manager
SOW – Statement of Work
SPG – SecDef Strategic Planning Guidance or Strategic Planning Guidance

Acronyms and Abbreviations

12 of 13

SPOD – Sea Ports of Debarkation
SRC – Standard Requirements Code
SRP – Soldier Readiness Processing
S&T – Science & Technology
STAMIS – Standard Army Management Information System
STANFIN – Standard Financial System
TAA – Total Army Analysis
TAADS – The Army Authorization Documentation System
TACON – Tactical Control
TADSS – Training Aids, Devices, Simulations, and Simulators
TAEDP – Total Army Equipment Distribution Plan
TAG – The Adjutant General
TAP – The Army Plan
TASS – The Army School System
T&E – Test and Evaluation
TCF – Tactical Combat Force
TD – Training Development
TDA – Table of Distributions and Allowances
TIG – The Inspector General
TNGDEV – Training Developer
TO – Task Order
TOA – Total Obligation Authority
TOE – Table of Organization & Equipment
TPF – Total Package Fielding
TPSN – Troop Program Sequence Number
TRAC – TRADOC Analysis Center
TRADOC – US Army Training and Doctrine Command
TRAP – Training Arbitration Panel
TRO – Training, Readiness Oversight
TSC – Theater Sustainment Command
TSG – The Surgeon General
TSOC – Theater Special Operations Support Command
TTP – Tactics, Techniques, and Procedures
UA – Unit of Action
UAH - Uparmored HMMWV
UAV – Unmanned Aerial Vehicle

Acronyms and Abbreviations

13 of 13

UCP – Unified Command Plan
UCMJ – Uniform Code of Military Justice
UIC – Unit Identification Code
UE – Unit of Employment
UFR – Unfunded Requirements
UJTL – Universal Joint Task List
ULLS-G – Unit Level Logistics System-Ground
UN – United Nations
URS – Unit Reference Sheet
US – United States
USACE – United States Army Corps of Engineers
USAID – United States Agency for International Development
USAIC – United States Army Infantry Center
USMA – United States Military Academy
USARCENT – US Army Central Command
USAREUR – US Army European Command
USARSO – US Army Southern Command
USASMDC/ARSTRAT – US Army Space and Missile Defense Command/Army Strategic CMD
USARC – United States Army Reserve Command
USARPAC – US Army Pacific Command
USASOC – US Army Special Operations Command
USAWC – United States Army War College
USC – United States Code
USD – Under Secretary of Defense
USD(AT&L) – Under Secretary of Defense (Acquisition, Technology, and Logistics)
USF – Unit Set Fielding
USJFCOM – US Joint Forces Command
UXO – Unexploded Ordnance
VCCT – Virtual Combat Convoy Trainer
VCJCS – Vice Chairman Joint Chiefs of Staff
VCSA – Vice Chief of Staff, Army
VSAT – Very Small Aperture Satellite
WMD – Weapons of Mass Destruction
WMD CST – Weapons of Mass Destruction Civil Support Teams