

CAPITOL HILL CONNECTION

weeks a year, can retire at the same age as those Reservists who have served on active duty for numerous years and multiple deployments.

Proposals that still have promise are the tiered retirement based on longevity; an annuity model, similar to one proposed by Sen. Zell Miller (R-Ga.) in the 108th Congress; revisions to the Chambliss proposal; a DoD plan to credit periods of active duty after 20 years of service; or a model ROA is developing combining longevity with amount of service.

The annuity model would work similar to Social Security. If a Reservist took retirement earlier, the annuity account would be spread over more years, reducing the monthly amount received.

The longevity and service model is based not only on age and years served but the amount of retirement points an individual has attained. Individuals who have 20 federal years would still retire at age 60, but every active-duty year above five years would equate to one earlier year of retirement. Service would not be linked to types of orders and would include periods of Active Duty for Special Work (ADSW) and non-paid Inactive Duty Training (IDT). As one stays beyond 20 years, more retirement points accrue.

ROA will continue to work earlier retirement. We are seeking a plan that recognizes all types of service and would encourage volunteerism beyond 20 years.★

Guard and Reserve Commission Set

The Commission on the National Guard and Reserve exemplifies what can happen when Reserve service organizations work together on a legislative issue. Pursued by the ROA, National Guard Association of the United States (NGAUS), Naval Reserve Association (NRA), Reserve Enlisted Association (REA), Enlisted Association of the National Guard of the United States (EANGUS) and others, Congress established a Guard and Reserve Commission via the Fiscal Year 2005 National Defense Authorization Act (Public Law 108-375).

The Guard and Reserve Commission is an independent commission directed by Congress to recommend reforms and policy for the Guard and Reserve. It will address Guard and Reserve roles, missions, and structure; how the Reserve Component can be best utilized, trained, and funded to maintain readiness; and the effectiveness of existing policies.

DoD and Congress took more than eight months to select the 13 commissioners, with additional time spent selecting staff from the major services and both the Active and Reserve Components (see box on page 21).

The Guard and Reserve Commission was to meet for the first time in February. In November, the commissioners met with House and Senate leadership, including Sen. Saxby Chambliss (R-Ga.). He encouraged continued consideration of ways to equalize benefits for Guard and Reserve members in order to increase morale, retain current members, and attract future members. Yet, when the commission reports to Congress after its one-year tenure, it may have findings far more extensive. The Commission's chairman, MajGen Arnold L. Punaro, USMC (Ret.), has served on the Senate armed services committee and is known for his contributions to the

Goldwater-Nichols Act, which led to improved joint service operations. The commission may similarly influence law and future policy between Active and Reserve Components.

DoD is seeking changes to the Reserve Component without benefit of an overall evaluation of their effects. The Guard and Reserve Commission will review these proposals and may provide the needed assessments on proposed changes. "The recommendations of the Guard and Reserve Commission will likely affect the Reserve Component for the next 10 to 20 years," said LtGen Dennis McCarthy, USMC (Ret.), ROA executive director.

For this reason ROA will be working closely with the Guard and Reserve Commission. ROA headquarters is submitting a white paper to the commission, which has asked for copies of THE OFFICER's December and January/February issues as references.★

NATIONAL GUARD & RESERVE COMMISSION MEMBERS

Sen. John Warner (R-Va.), chairman of the Senate armed services committee appointed:
COL Less Brownlee, AUS (Ret.), former acting secretary of the Army;
Ms. Patricia Lewis, former SASC staff member;
GEN Jack Keane, AUS (Ret.), past vice chief of staff of the Army.

Rep. Duncan Hunter (R-Calif.), chairman of the House armed services committee, appointed:
Lt Gen Jim Sherrard, USAF, past chief of the Air Force Reserve;
CPT Wade Rowley, ARNG, military construction consultant;
Mr. Clinton Dan McKinnon, founder and CEO of North American Airlines and former Navy pilot.

Sen. Carl Levin (D-Wis.) made the following two appointments:
MG Gordon Stump, ANG (Ret.), former Michigan adjutant general and head of the department of military and veteran affairs;
BG Larry K. Eckles, ARNG (Ret.), former area defense counsel, 35th Infantry Div.

Rep. Ike Skelton (D-Mo.) made the following two appointments:
RADM J. Stanton Thomson, USNR (Ret.), recent special assistant for Reserve matters to the commander, U.S. Northern Command and North American Aerospace Command;
Lt Col Donald L. Stockton, USAFR (Ret.), former commander of 934th Maintenance Sqdn. and past ROA Air Force section vice president.

DoD's three appointments were:
MajGen Arnold L. Punaro, USMC (Ret.), who served as USMC director of Reserve affairs;
Mr. William L. Ball III, past secretary of the Navy, assistant secretary of state and former Naval Reserve officer;
Mr. Rhett B. Dawson, president and CEO of the Information Technology Industry Council, past assistant to the President for operations, and director of the President's Blue Ribbon Commission on defense management during the Reagan administration. ✪

Framework for 21st Century Reserve

*Excerpts From a White Paper for The
Commission on the National Guard and Reserve*

BY THE STAFF DIRECTORS

Summary Recommendations

The Reserve Components of our Armed Forces constitute an indispensable portion of our national security capabilities. Consisting of both individuals and units, each Reserve Component has a role to expand the size and capability of our Active Component forces in all mission areas and across the entire spectrum of military operations. This spectrum includes combat, combat support, and combat service support missions.

To fulfill this assigned role, the Reserve Components must be assigned to specific missions and must be organized, trained, and equipped with a specific view toward the accomplishment of those missions. These missions may be assigned to Reserve Component forces in the context of armed conflict, homeland defense and security, peacekeeping, and theater engagement. Multiple missions may be assigned to a single Reserve Component unit or element, provided due consideration is given to permit adequate training with proper equipment prior to deployment.

Separate Funding Mandates

There is a need to maintain separate and identifiable Active Component and Reserve Component Personnel and Operation and Maintenance (O&M) funds. Congress needs to establish permanently the National Guard and Reserve Equipment Appropriation (NGREA) as a separate account to ensure more adequate procurement of needed equipment for the Reserve Components. Guard and Reserve Personnel Entitlement Accounts need to be fully funded to 48 scheduled drills and a minimum of 14 days of annual training to permit maximum flexible management of Reserve Component training.

Resetting the Force

Units are returning from the theater without their mission-essential equipment due to loss or damage and because it will be required by units



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taking their place. Units not deploying immediately have also cross-leveled equipment to units bound for the theater. This leaves insufficient resources at home station for training. Filling equipment shortages through normal appropriations or NAREA needs to be fully funded.

Annual Report to Congress

In order for the Congress to have oversight on equipment funding and readiness shortfalls for the Guard and Reserve, Congress should mandate an Annual Report from each Reserve Chief to ensure accountability.

The Reserve Components must be assigned to specific missions and must be organized, trained, and equipped with a specific view toward the accomplishment of those missions.

Joint Service Qualification

Title 10 should be amended to fully support the Joint Professional Military Education (JPME) strategy and the following:

- Allow Reserve Component officers not on the active duty list to qualify for Joint Specialty Officer (JSO) designation upon completion of the three-phase qualification;

- Eliminate the

extended waiver, requiring Reserve Component three-star positions to be JSO qualified; and,

- Permit Phase II qualification through blended learning courses that combine distant learning with face-to-face education, as well as courses taught by the service colleges.

Integrated Pay System

Implementation is needed of a DoD-wide, single integrated pay and personnel system that will provide standardized data for cost comparisons across Active, Reserve, and retiree populations. Service personnel will be paid more accurately and on time, and readiness will be enhanced.

Reserve Component Qualification

Mandatory Reserve Component duty assignment or qualification should be required as a condition to advance to general or flag rank in the Active Component.

Improve Employer Relationships

To enhance predictability of mobilizations and demobilizations of deployed employees, provide Guard members and Reservists at least 30 days' notification before the mobilization day. Provide employers with DoD unclassified briefing on mobilizations.

Modification of Reserve Component retirement plan

The retirement system should be modified to provide a more flexible approach that recognizes and rewards higher levels of commitment at the far end of the Reserve Component participation continuum, regardless of the type of orders that support it.

Modify ROPMA and High Year Tenure Restrictions

The Reserve Officer Personnel Management Act (ROPMA) should be amended to allow the continuation in service of Reserve Component officers who are otherwise qualified beyond the statutory time in service provision. Similar adjustments should be made to enlisted High Year Tenure policy.

Reserve Component Assignment to USNORTHCOM

Command and Control of U.S. Northern Command should consist of a commander or deputy commander who is from the Reserve Components.

Reserve Forces Policy Board

Reconstitute the Reserve Forces Policy Board (RFPB) so that it can accomplish Congress's original intent. Membership of the RFPB can be changed to include more stakeholders: add three distinguished civilians; add at least one representative from the Senior Enlisted Advisors (SEA), or make an SEA official an adviser to the Board; and drop one or more of the Regular officers.

Amend the RFPB charter so the Board reports directly to the Secretary of Defense through the Undersecretary for Personnel and Readiness and is considered an "independent" policy adviser. The "through" language is intended only to provide information-sharing, not to be provided for "approval" or delayed for extensive review or discussion. ★