

HQDA ACTIVE ARMY MANNING GUIDANCE



Four brave men who do not know each other will not dare to attack a lion. Four less brave, but knowing each other well, sure of their reliability and consequently of mutual aid, will attack resolutely.
-- Ardant du Picq, 1870

MANNING GUIDANCE

Winning
the Global War on Terrorism
and
Transformation
remain the Army's top priorities.

MANNING GUIDANCE

G-1 memo provides guidance concerning manning levels IAW CSA priorities

- HQDA (G-1) Memorandum, Subject: HQDA Active Component Manning Guidance for Fiscal Year 2004 and Beyond, dated 27 Feb 04.
- Goal is to provide increased stability and predictability in order to provide fully manned, ready and capable units for combatant commanders.

THE NEW MANNING SYSTEM (cont'd)

- Force Stabilization
 - > Focus on initial-term Soldiers
 - > Normally assigned to CONUS installations with large combat formations
 - > Serve extended tours (6 to 7 years)
 - > May serve dependent-restricted tour with return to home base
 - > Installation may serve as Soldier's home base throughout their career
- UFS
 - > Life-cycle Manning –
 - Focus on deployable combat units
 - 3 phases—
 - Reset (2-3 months) - Programmed gains/losses
 - Train-up (6-8 months)
 - Ready (25-29 months)
 - 36 month stabilized tour
 - > Cyclic Manning –
 - Focus on command and control elements and low density/high impact units
 - Annual operational schedule
 - 2 phases—
 - Sustain (1 or 2 months) - Programmed gains/losses
 - Ready (10 or 11 months)
 - 24-36 month stabilized tour
- Rest of the Army
 - > Manned IAW the Enlisted Distribution Target Model (EDTM)

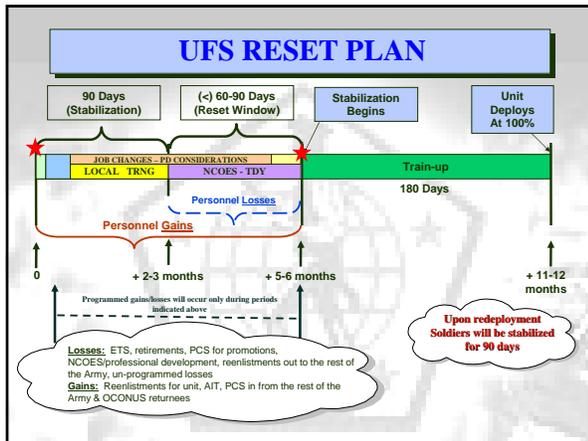
THE NEW MANNING SYSTEM (cont'd)

- Professional Development – Soldiers assigned to a UFS lifecycle unit or deployed will—
 - > Not PCS or be sent TDY to attend schools or educational programs during the unit lifecycle
 - > Use web-based technology to support professional development goals and requirements
- Retention - Soldiers assigned to UFS will be offered reenlistment options within the parameters of unit readiness and unit's lifecycle.
- Modularity - "Brigade based" forces that will—
 - > More responsive to regional combatant commanders' needs
 - > Better employ Joint capabilities
 - > Facilitate force packaging and rapid deployment
 - > Provide self-contained units capable of full spectrum operations

MANNING PRIORITIES

- Manning Priority (MP) 1 –
 - > 98 - 102% in the aggregate
 - Goal of 100% MOS/Grade Band
 - > When required MTO&E units will receive additional fill above authorizations to deploy at 100% available strength IAW AR 220-1, Unit Status Reporting
 - > Units/positions listed in Encl 1 of memo
- Manning Priority (MP) 2 –
 - > After fill of MP1, given current and projected strengths, should be filled between 90 - 97% in the aggregate
 - > Remainder of the Army (ROTA)
- Headquarters Manning –
 - > 105% or less
 - > Fill over 100% of authorizations will come from Command internal assets

• Army Auth: 482.4K
• 30K End strength plus up approved



SPECIAL OR NOMINATIVE ASSIGNMENTS

- ◆ Recruiter, Drill Sergeant Program, Instructors, OC, JRTC, AC/RC, EOA, IG, Contracting and any special assignments covered in AR 614-200).
- ◆ HT/WT IAW AR 600-9
- ◆ Some require Security Clearance
- ◆ Display good military bearing and has demonstrated performance in positions of increased responsibility
- ◆ Have no record of disciplinary action or letter of reprimand filed in OMPF in last five years

SPECIAL OR NOMINATIVE ASSIGNMENTS

- ◆ Be competitive for promotion to the next higher grade as evidenced by NCOER
- ◆ Have GT score of 100 or higher
- ◆ No Back to Back Special or Nominative Assignment
- ◆ Priority is given to Deployed soldiers first
- ◆ Next assignment: needs of the Army (Division or Korea)
- ◆ Update AKO with duty and home phone numbers

DRILL SERGEANT

- SSG / SFC
- GT Score of 100 or higher (Waiver to 95 on a case- by- case basis)
- Minimum physical profile of 111221
- BNCOC Graduate
- Age 40 or less
- Meet AR 600-9 standards
- Have a min of 4 yrs continuous active Federal Service
- <https://www.perscomonline.army.mil/epinf/dsvolunteer.htm>

RECRUITER

- SGT, SSG, SFC
- US citizen or Naturalization
- GT Score of 110 or higher (or min GT 100 with ST 100)
- Minimum physical profile of 132221 and No Shaving Profile
- NCOES: SGT (PLDC Grad), SSG (BNCOC Grad), and SSG(P)/SFC (ANCOC Grad)
- Age limits; SGT-37, SSG/SFC-39
- Dependents limit; SGT-2, SGT(P)-3, SSG-4, SSG(P)/SFC-5
- Not a Sole Parent
- Financially stable; no history of indebtedness
- <https://www.perscomonline.army.mil/epag/Recruiting2.htm>

INSTRUCTORS

- SSG / SFC
- OEF or OIF experience preferred
- Be fully qualified in the MOS (must have MOS experience)
- Have recently held a leadership assignment.
- Possess writing and communication skills
- 24 Month assignment

AC/RC

- SSG, SFC, MSG
- TOE assignment within the last two years
- Be in possession of or be able to obtain a civilian driver's license and have no limitations preventing the operation of a military vehicle
- 36 months assignment

ASSIGNMENT PROCESS

- ◆ NEEDS OF THE ARMY
 - GWOT
 - TRADOC
 - ROTA
- ◆ PROFESSIONAL DEVELOPMENT
 - 1SG DUTY
- ◆ ASSIGNMENT PREFERENCE
- ◆ 1SG/ Battle Staff Course: Only if you are going to position that requires the SQI M or 2S

ASSIGNMENT PROCESS

- ◆ Requisition:
 - Created by Distribution Division
- ◆ Fence Release Process:
 - 7 day Turnaround
 - Approval/Disapproval depends on the AGG strength
- ◆ Waiver (TOS):
 - 72 hrs Turnaround

MARRIED ARMY COUPLE PROGRAM

- Regular Army soldiers married to members of Regular Army, other services, Reserve Components
- Consideration automatic for both Regular Army soldiers once enrolled
- Considers tour equity and career development
- Reassigned in soldier's grade and PMOS only
- No special rights or privileges are granted
- Korea assignment is NOT a JD assignment.

EXCEPTIONAL FAMILY MEMBER

- Must be enrolled prior to notification of assignment
 - Enrollment is mandatory
 - Update enrollment every three years
- Considers Family Members special needs during assignment selection process
- Soldiers with approved applications are still eligible for worldwide assignment

HOMEBASE/ADVANCED ASSIGNMENT

- HOMEBASE ASSIGNMENT: RETURN to prior permanent duty station
- ADVANCE ASSIGNMENT: projected for assignment to a duty station OTHER THAN the prior permanent duty station
- Is NOT a contract
- May accept or decline HAAP during the levy briefing
- Guidelines for HAAP priorities are based on:
 - Needs of the Army
 - Professional Development
 - Assignment Preference
 - Least Cost Factors

CURRENT ISSUES

- GWOT: MANNING 105%
- TRADOC: 100%
- ROTA: 91%
- INCREASE IN BDE
 - 10M
 - 101
 - 82D
 - 3ID
- NCOES
- MILPER MESSAGE #04-109: CHANGE OF RCP FOR SSG (ETS ON OR BEFORE 30 SEP 05, 20 TO 22 YRS)
