



Multiple- Component



**Brief to
FY04 Commander's Conference**

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A dark, low-contrast photograph of a man in a suit, possibly a historical figure, with the text "Changing during War" overlaid in white. The man is in the center, looking slightly to the right. The background is very dark and indistinct.

Changing during War



Agents of Change



People are central to everything else we do in The Army. Institutions don't transform; people do. Platforms and organizations don't defend this nation; people do. And finally, units don't train; they don't stay ready; they don't grow and develop leadership; they don't sacrifice; and they don't take risks on behalf of the nation; people do.

CSA AUSA Symposium 2001

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Multiple- Component (MC)

To provide an overview of the Department of the Army initiative which established MC units/structure and the current status with the USAR.



Understanding each other



What is a MC organization?



➔ **Multiple-Component Organization:** A organization which, on a single document, is authorized personnel from more than one component (AC, ARNG, and/or USAR).

➔ **Objectives:**

- Enhance AC-RC integration
- Improve readiness & resource posture
- Optimize unique capabilities of each component
- Improve documentation



➔ **Intent:** Within regulatory and legal constraints, integrate resources from more than one component into a cohesive, fully capable Army unit. Provide unity of command and control similar to that of single-component units/structure.

“Multi-Compo” does not change a organization’s doctrinal (TOE) requirements for personnel and equipment. All Army units/structures (both AC and RC) are “eligible” for Multi-Compo resourcing, subject to Army leadership approval and concurrence from each participating component.

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Minimum Requirements for a MC Nomination.



- ➔ **Current status of the unit/structure and each component element (if they exist already): SRC, UIC(s), locations(s), component, and aggregate strengths.**
- ➔ **Rationale for making the unit/structure MC.**
- ➔ **Proposed resourcing mix by component:**
 - Proposed EDATE
 - MACOM/component who will own the flag
 - Proposed locations, component, and aggregate strengths of each element
 - Component(s) who will own the unit's equipment
 - Anticipated equipment bills
 - Proposed RC full-time support requirements
- ➔ **Composition (by component) of the Aug TDA, if one is required.**
- ➔ **POCs in each affected component from whom concurrence was obtained.**

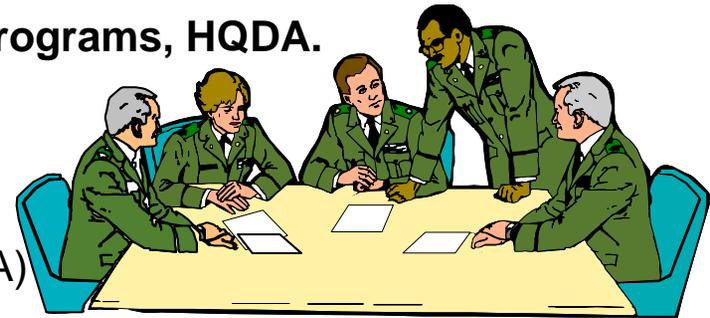




Considerations for Nominating an Organization to be MC.



- ➔ All Army MTOE units are technically eligible for MC resourcing. However, the decision to do so will consider readiness implications, mission requirements, efficiencies to be gained, unique component capabilities and limitations, and the ability and willingness of each component to contribute the necessary resources.
- ➔ The approval authority is the Director of Force Programs, HQDA.



- ➔ **Additional Considerations:**

- Multi-Compo does not change doctrinal (TOE/TDA) equipment.
- **Recognize mobilization limitations of the RC.**
- **Recognize the reduced number of training days available for RC soldiers.**
- Management of the unit is easier if all the elements of the unit are geographically proximate.
- It is advantageous if all elements of the unit have a similar level of modernization at the time they are brought together to form the Multi-Compo unit. Otherwise, the Army could incur an equipment bill.
- It is advantageous if a pre-existing training relationship exists among the elements of the unit/structure.
- What are the anticipated advantages in making the unit/structure MC?
- Do the HQDA Organizational Integrator and all participating MACOMs (including NGB/OCAR) concur with making the organization MC?

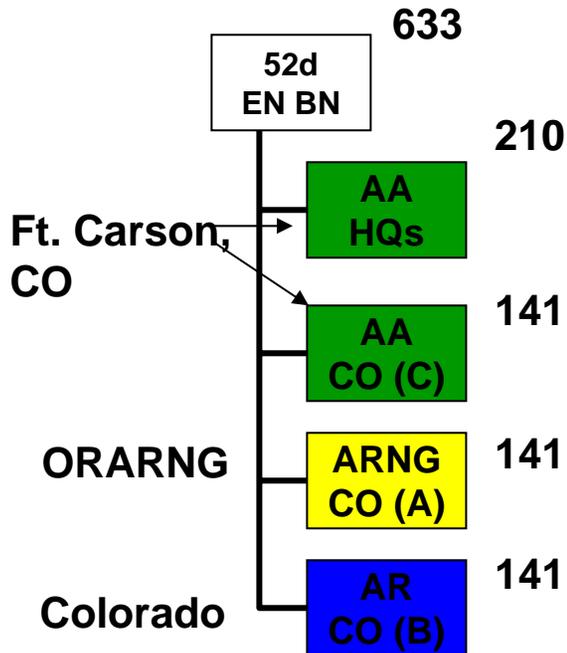
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Examples of Resourcing Alternatives for MCUs

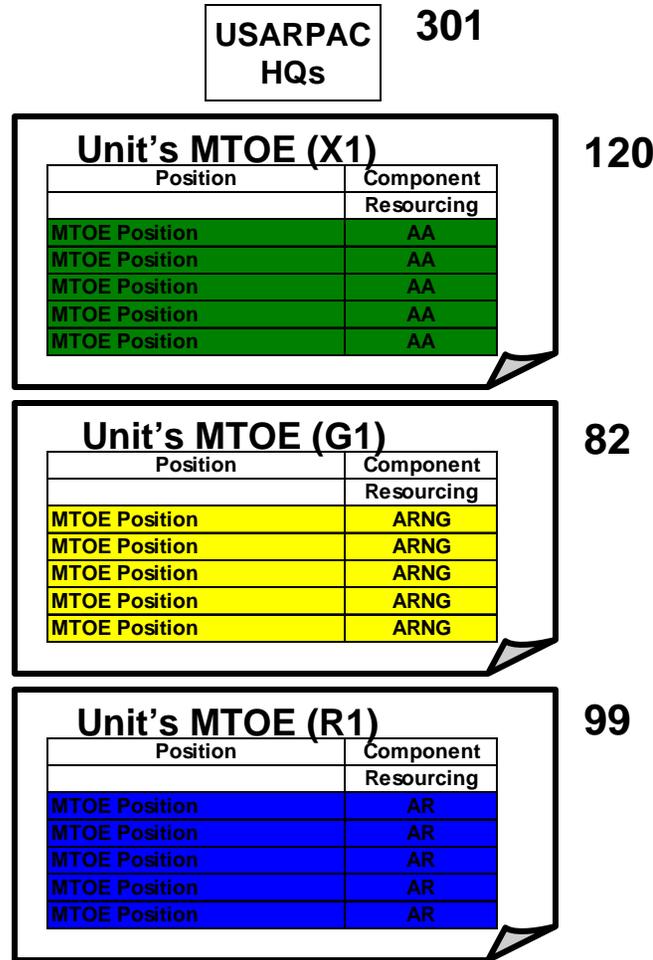


Organic structure

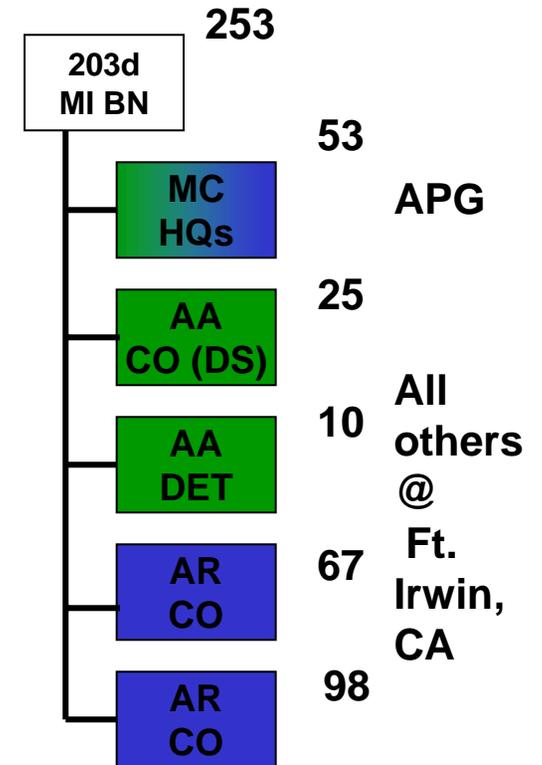


- Legend:
- Active Army Element
 - Army National Guard Element
 - Army Reserve Element

Separate structure



Hybrid structure



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HQDA Multi-Compo Policy Letter



- ➔ Signed by SECARMY on 30 June 1998

- ➔ Provides overarching guidelines for establishing and administering Multi-Compo units
 - Authorization Documents
 - Personnel
 - Training
 - Military Justice
 - Logistics
 - Mobilization & Deployment
 - USR
 - Funding



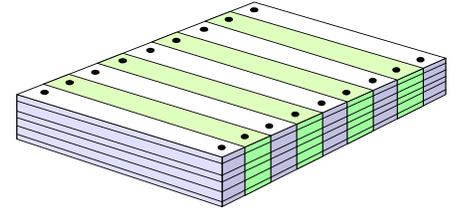
HQDA LTR 220-98-1, dated 30 June 1998, subject:
Establishing Multiple-Component Modification
Table of Organization and Equipment (MTOE)
Units

Issue: Multi-Compo requires a relook of policies and procedures at the HQDA level in each of the above areas

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Authorization Documents



Policies

- ➔ No change in doctrinal (TOE) requirements
(All COMPOs will appear on one MTOE document)
- ➔ Each element assigned a derivative UIC under one parent UIC
- ➔ TAA/Command Plan determines component mix, resourcing level (ALO), and parent MACOM
- ➔ One Augmentation TDA (if needed)
- ➔ No change to documenting Full-Time Support personnel
(ARNG: Internal systems; USAR: TDA)



Evolution of Multi-Compo Guidance



FY 01 Command Plan

(Jan-May 99)

- Message distributed May 98.
- **Nomination process required Information Papers.**
- Information Paper Requirements:
 - Current Status of Unit (SRC, UIC(s), Location(s), etc).
 - Rationale for why unit should become Multi-COMPO.
 - Proposed resourcing mix by component.
 - Billpayer Plan.
 - Augmentation TDA requirements.
- Director, Force Programs approval.
- No information paper required for Division XXI units.

FY 02 Command Plan

(Jan-May 00)

- Message distributed Aug 99, supplements normal CPLAN guidance.
- **Multi-Compo Unit Implementation Plan (MCUIP) introduced.**
 - Candidates are identified in TAA or CPLAN.
 - MACOM/Component must submit a MCUIP.
 - Authorization to document unit in CPLAN requires approval of Director, Force Programs.
 - Specific UIP guidance contained in message.
 - UIPs due to Command Managers NLT 3 Jan 00.

FY 03 Command Plan

(Jan-May 01)

- Sponsoring MACOM is required to submit a fully coordinated **MCU concept plan (MCUCP).**
- MCUCP format IAW AR 71-32; submitted to MACOM Command Manager who ensures HQDA staffing.
- Due to DA NLT 22 Nov 00.
- Elimination of MCUIP.

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Objectives of the Multiple Component Units Initiative



- G** ✓ Integration of the Army – Yes. AC / RC operational and institutional levels are more integrated than before, however much work remains to be done to reach the goal of seamless MCUs
- G** ✓ Readiness posture of Army units – Yes. For ASCCs and TSCs primarily, the Army mitigated war fight risk by adding RC elements to the AC organization (ALO upgrade)
- G** ✓ Provide value not only to the Army in general but also to the resourcing components and the individual soldiers. - Initially no, currently yes. Due to the initial resourcing focus, some MCU relationships did not demonstrate clear value added to the resourcing components involved. However, maturity gained with this initiative allows for a renewed emphasis, refocus and “calibration”
- G** ✓ Improve Army documentation Yes. Army documentation as it refers to TAADS has improved. One document (MTOE or TDA) shows the entire unit – its organization, requirements, authorizations and the component that provides the resources. Some enhancements have not been met since other ‘documentation’ systems (SIDPERS, SPBS-R, SAMAS, FB) cannot fully utilize the TAADS multi-compo capability.

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MTOE UIC Conversion under MC



Note all systems will identify the old UIC as inactivating (J-Out).

UIC Conversion

WN__AA Parent (any compo)
WN__G1 1st ARNG element
WN__G2 2nd ARNG element
WN__R1 1st USAR element
WN__R2 2nd USAR element
WN__X1 1st AC element
WN__X2 2nd AC element

WN__99 Parent (any compo)
WN__9A 1st ARNG element
WN__9B 2nd ARNG element
WN__9C 1st USAR element
WN__9D 1st AC element

Display Only (aggregate strength)
Display-Compute strength
Display-Compute strength
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Display-Compute strength
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TDA UIC Conversion under MC



Note all systems will identify the old UIC as inactivating (J-Out).

UIC Conversion

W9__99 Parent (any compo)
W9__9A 1st ARNG element
W9__9B 2nd ARNG element
W9__9C 1st USAR element
W9__9D 1st AC element

Display Only (aggregate strength)
Display-Compute strength
Display-Compute strength
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Display-Compute strength



Army Lessons Learned from the MCU Initiative



- **Test scope too limited**
- **The initial Information campaign wasn't comprehensive enough**
- **Early deploying units demanded significant additional resources**
- **High OPTEMPO units placed significant burden on personnel and resources**
- **ARNG participation is best at the unit level only and not individual positions**
- **MCUs require MACOM Commander's approval prior to nomination of a unit**

DRAFT

**Update AR 71-32 to expand on MCU
initiative lessons learned (DAMO-FMF)**

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Current Status of the MCU Initiative



- **Policy: HQDA Policy Letter 220-01-1 Jul 01 (2nd iteration)
w/ Change 1 (MOA/LOA & TDA)**
- **The MACOM Commanders determine how they participate**
- **Facilitates AC risk reduction (saves AC resources)**
- **Enhances RC strategic responsiveness (AC is Early Entry Module)**
- **Tool for AC / RC integration**
- **Improved information campaign efforts to assist commanders**

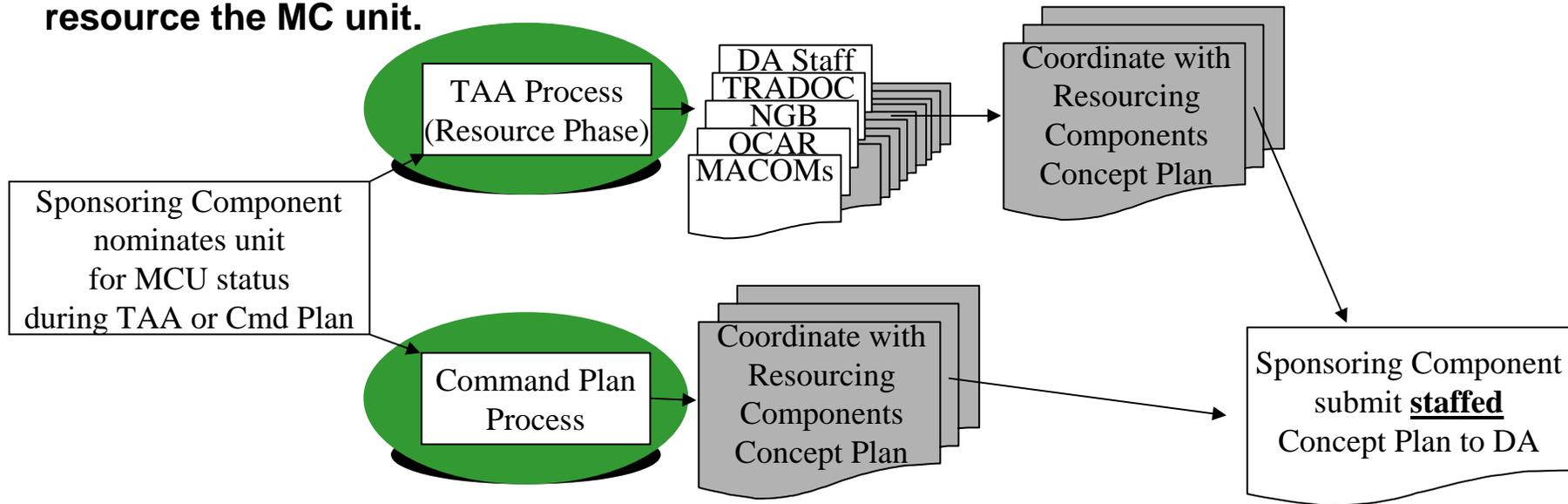
***Reserve Component Coordination Council (RCCC)
reviewed MCU assessment from MACOMs and agreed to
continue with the initiative***



MC Nomination Process



- ✓ Any Army Component or MACOM may nominate units for Multi-Compo status in accordance with this Department of the policy.
- ✓ A sponsoring component will normally nominate units for Multi-Compo status during the **Total Army Analysis (TAA) Resourcing Phase** and **Command Plan (CPLAN) processes**. Both processes are designed and intended to facilitate coordination and concurrence between the components that have agreed to resource the MC unit.

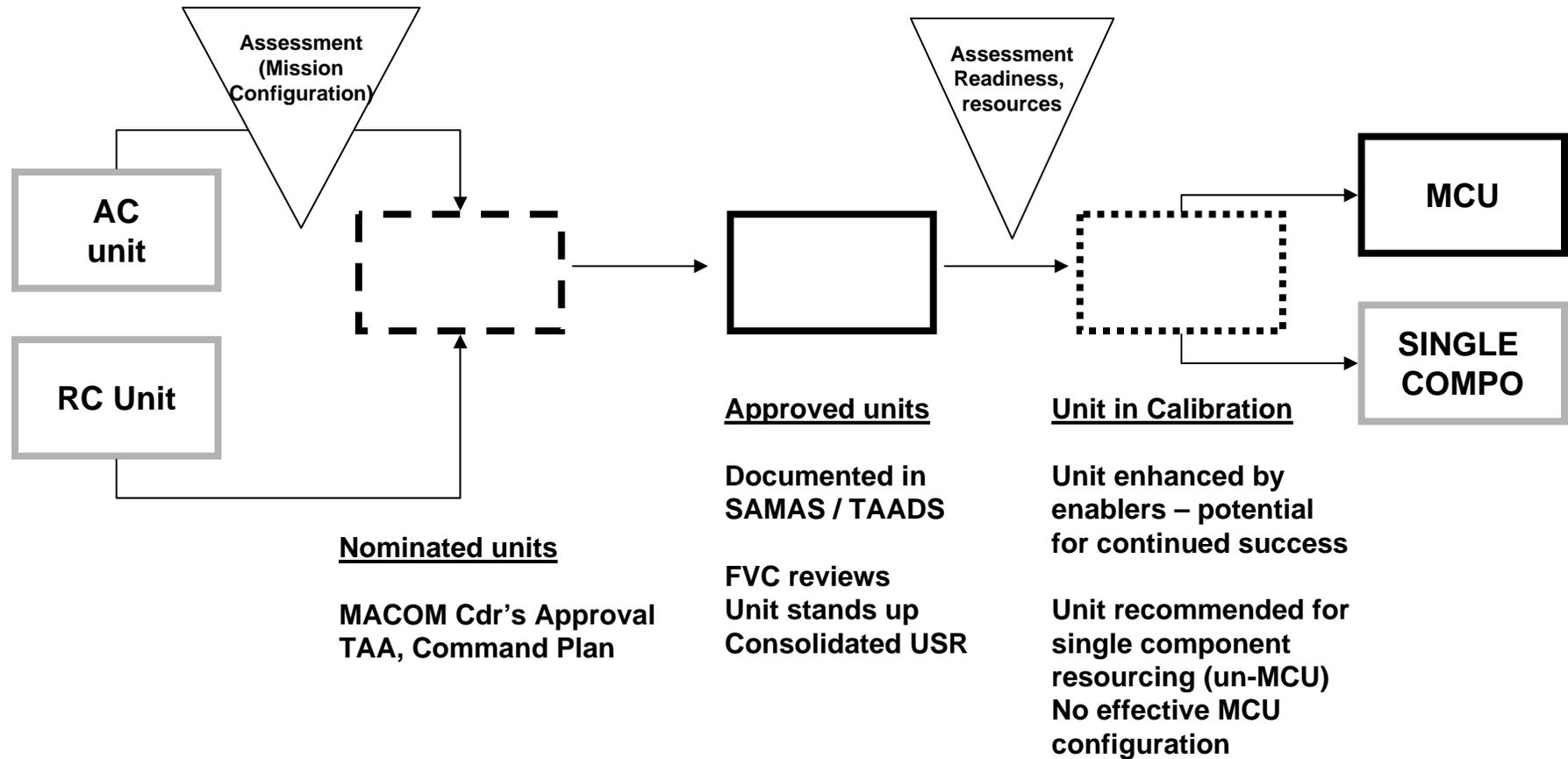


Total Army Analysis (TAA) = Strategy to Structure Review (SSR)

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MCU Methodology



Approval levels and authority not depicted

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Summary



- **MCUs have transitioned from experiment to “experience”. Adjustments past and present, although difficult, enabled the initiative to become useful tool for organizing units in austere environment.**
- **MCUs provide value to the Army**
- **MCUs will continue to serve as a vehicle for further integration of The Army**

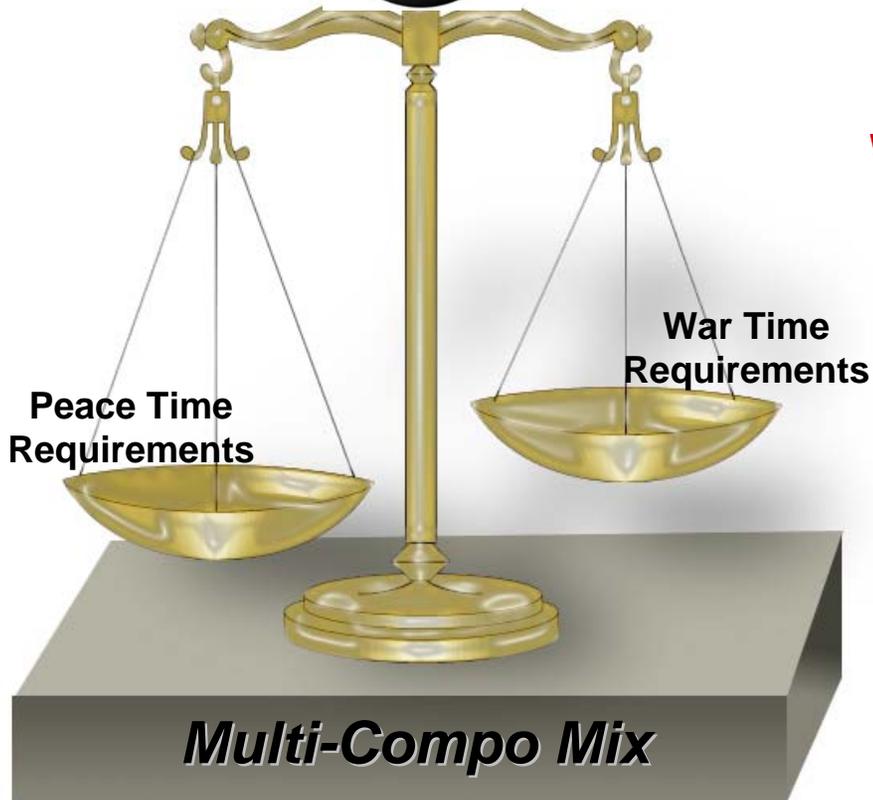
Warrior Ethos



In the past we have seen changes in structure
... this is just another challenge.



Called Multi-Component!



**What are your questions
on this subject?**

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Back up Slides

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MC Personnel and Training



Policies (Cont)

Personnel

➔ Personnel actions reviewed or approved by commander and processed by component

POSSIBLE EXAMPLES:



Approval

Leave

Awards

Drill Attendance

OER/NCOER

Review

Reassignment

MOS Change

Schooling

Promotions

Training

➔ Commander determines METL and develops training plan

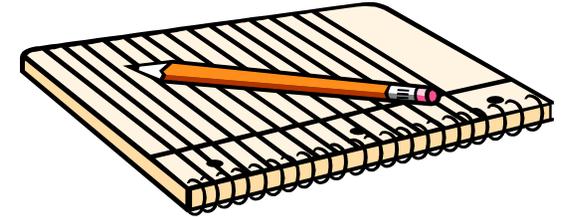
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MC Military Justice



Policies (Cont)



- ➔ AC & USAR have UCMJ authority over each other
- ➔ State authorities have military justice authority over ARNG soldiers not in federal status
 - *Implicitly, AC commanders may, subject to federal and state laws, gain authority over ARNG soldiers by requesting and accepting state commission(s)*
- ➔ When the commander does not have UCMJ authority, he/she will forward recommendations for disciplinary actions to designated ARNG, USAR, or AC commands to which soldiers are attached for purposes of military justice



MC Logistics



Policies (Cont)



- ➔ **Modernization:** Same priority
- ➔ **Property Accountability:**
 - **Goal:** Move to a single property book
 - **RC flag:** Active Component may transfer equipment they bring into the unit to the compo (USAR or ARNG) that owns the flag
 - **AC flag:** DoDD 1225.6 restricts transfer of RC equipment to AC



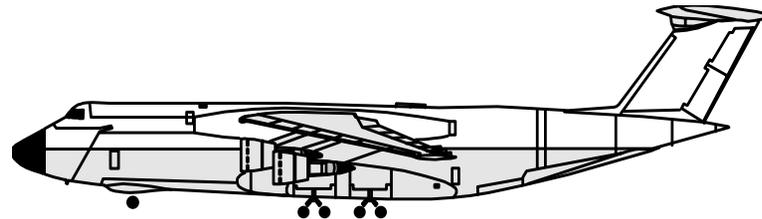
MC Mobilization/Deployment and USR



Policies (Cont)

Mobilization & Deployment

➔ Train and prepare to deploy as a unit



USR

➔ Consolidated monthly report for entire unit

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MC Funding



Policies (Cont)



- ➔ **Component provides organizational training and sustainment (maintenance & supply) funds for unit commander to manage**
- ➔ **Other funds (Pay, BASOPS, Prof Dev) managed by appropriation sponsors (OCAR, NGB, ABO)**

***Unit commander develops unit priorities and plans;
manages organizational funds (in accordance with law)***