

RECORD VERSION

STATEMENT BY

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BEFORE THE

**SUBCOMMITTEE ON MILITARY PERSONNEL
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ON RESERVE COMPONENT DUTY STATUS REFORM

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AMERICA'S ARMY RESERVE: Leadership. Energy. Execution.

As the dedicated federal reserve of the Army, America's Army Reserve — its units-of-action and individual Soldiers — must be ready to mobilize, deploy, fight and win as an integrated part of the Army team anywhere in the world. From its inception in 1908, leveraging the huge capacity and existing technical capability of medical professionals in the Nation's private sector, the Army Reserve has always brought depth in critical technologies to the Army.

Today, we continue to build and sustain the most capable, combat-ready and lethal Federal Reserve force in the history of the Nation. As a community-based force with a presence in all 50 states, five U.S. territories and 30 countries, America's Army Reserve spans the globe with over 200,000 Soldiers and Civilian employees and 2,000+ units in twenty different time zones. It comprises nearly 20 percent of the Army's organized units and over a quarter of its mobilization base-expansion capacity.

The challenges of building and fielding such an array of ready and lethal capabilities from the ranks of a largely part-time team is no small task, but the diversity and efficiency of the force is also its strength. Leveraging a dispersed and dynamic phalanx of Soldiers and leaders with civilian-acquired or retained skills from over 140 different career fields, America's Army Reserve brings a dynamic field of talent, skills and experience to bear for the Army and the Joint Warfighter — when needed.

We fully acknowledge that our first responsibility is to leverage our unique capabilities to support the Army in winning the Nation's wars, but we also embrace our opportunity and mandate to respond to need, on no-notice, in the Homeland. While recognizing Federal Emergency Management Agency is the lead federal agency for disaster response in the Homeland, America's Army Reserve is enhancing the immediate response authority of our Army Reserve Regional Commands to more effectively command and control units to execute

emergency response operations in support of the American people. With Soldiers, facilities and capabilities in more than 1,100 communities across the Nation, America's Army Reserve is well-postured to respond quickly when disaster assistance is needed. We demonstrated this recently in response to Hurricanes Harvey, Irma, Maria and Florence.

Our dynamic requirement remains straightforward, but tough: our team needs to be ready enough to be relevant, but not so ready that our Soldiers cannot maintain good, meaningful civilian jobs and healthy, sustaining family lives. This challenge is exacerbated by the simple fact that we must recruit and retain our ranks where Soldiers live and work, and anticipate emerging demographics by moving force structure to not only where talent resides today, but where it will be tomorrow. This process demands agility, synchronization and planning.

An integral part of recruitment and retention includes compensation. Troops serving side-by-side on the same mission should receive the same pay and benefits—regardless of the type of service uniform they wear or component of assignment. The Army Reserve has long been involved with reform efforts and welcomes changes that improve overall readiness and morale.

We appreciate Congress's continued support, engagement and counsel. As a result, your Army Reserve is postured to meet modern day challenges and future requirements. In these dynamic and challenging times we will stay steady in the saddle as we build the most capable, combat-ready, and lethal federal reserve in the history of the Nation.