ADDENDUM

DATA REQUIRED BY THE NATIONAL DEFENSE AUTHORIZATION ACT FOR FY1994

Section 517 (b)(2)(A): The promotion rate for officers considered for promotion from within the promotion zone who are serving as active component advisors to units of the Selected Reserve of the Ready Reserve (in accordance with that program) compared with the promotion rate for other officers considered for promotion from within the promotion zone in the same pay grade and the same competitive category, shown for all officers of the Army.

		AC/RC*	ARMY AVERAGE**
FY98	MAJ	67.20%	76.78%
FY98	LTC	38.55%	67.54%
FY99	MAJ	70.41%	77.84%
FY99	LTC	28.57%	68.75%

Section 517(b)(2)(B): The promotion rate for officers considered for promotion from below the promotion zone who are serving as active component advisors to units of the Selected Reserve of the Ready Reserve (in accordance with that program) compared in the same manner (as the paragraph above).

The promotion rates for officers within the promotion zone and below the zone are summarized below:

		AC/RC*	ARMY BZ**
FY98	MAJ	4.5%	6.5%
FY98	LTC	0.0%	3.4%
FY99	MAJ	1.1%	3.8%
FY99	LTC	0.0%	4.3%

*AC/RC=Active Component Officers serving in Reserve Component assignments at time of consideration.
**Army = Active Component Officers Not serving in Reserve Component assignments at the time of consideration.

Section 521(b):

(1) The number and percentage of officers with at least two years of active-duty before becoming a member of the Army National Guard; and the number and percentage of officers with at least two years of active-duty before becoming a member of U.S. Army Reserve Selected Reserve units.

ARMY NATIONAL GUARD Officers: 22,738 or 59.3 percent.

ARMY RESERVE Officers: In FY1999 there were 4,331 officers with at least two years of active duty before becoming a member of a USAR Selected Reserve Unit, for a percentage of 11.7 percent.

(2) The number and percentage of enlisted personnel with at least two years of active-duty before becoming a member of the Army National Guard or the U.S. Army Reserve Selected Reserve units.

ARMY NATIONAL GUARD Enlisted: 163,300 or 51.1 percent.

ARMY RESERVE Enlisted: In FY1999, there were 16,342 soldiers with at least two years of active duty before becoming a member of a USAR Selected Reserve Unit, for a percentage of 10.4 percent.

(3) The number of officers who are graduates of one of the service academies and were released from active duty before the completion of their active-duty service obligation, and of those officers:

(A) the number who are serving the remaining period of their active-duty service obligation as a member of the Selected Reserve pursuant to section 1112(a)(1) of ANGCRRA. For FY1999, 36 lieutenants applied for and received approval to participate in the ARNG Combat Reform Initiative and are in the process of joining an ARNG unit.

(B) the number for whom waivers were granted by the Secretary under section 1112(a)(2) of ANGCRRA, together with the reason for each waiver. No officers received waivers granted by the Secretary of the Army for FY1999.

(4) The number of officers who were commissioned as distinguished Reserve Officers' Training Corps graduates and were released from active duty before the completion of their active-duty service obligation, and of those officers:

(A) the number who are serving the remaining period of their active-duty service obligation as a member of the Selected Reserve pursuant to section 1112(a)(1) of ANGCRRA. For FY1999, 33 lieutenants applied for and received approval to participate in the ARNGCRI and are in the process of joining an ARNG unit.

(B) the number for whom waivers were granted by the Secretary under section 1112(a)(2) of ANGCRRA, together with the reason for each waiver. No officers received waivers granted by the Secretary of the Army for FY1999.

(5) The number of officers who are graduates of the Reserve Officers' Training Corps program and who are performing their minimum period of obligated service in accordance with section 1112(b) of ANGCRRA by a combination of (A) two years of active duty, and (B) such additional period of service as is necessary to complete the remainder of such obligation served in the National Guard and, of those officers, the number for whom permission to perform their minimum period of obligated service in accordance with that section was granted during the preceding fiscal year.

ARMY NATIONAL GUARD: 963. This represents the number of Commissioned Officers (01 and 02) procured through the ROTC system who had previously been in an AC who had two or more years of active duty service. The ANG does not have the capability to determine the number of officers who requested permission during the preceding fiscal year (FY1998) to serve the minimum period of obligated service in the ARNG, but actually joined the ARNG in the current fiscal year (FY1999) from the database they maintain.

(6) The number of officers for whom recommendations were made during the preceding fiscal year for a unit vacancy promotion to a grade above first lieutenant and, of those recommendations, the number and percentage that were concurred in by an active duty officer under section 1113(a) of ANGCRRA, shown separately for each of the three categories of officers set forth in section 1113(b) of ANGCRRA; and the number of U.S. Army Reserve officers from Contingency Force Pool (CFP) units recommended for unit vacancy promotions and the number and percentage concurred in by the reviewing active duty officer; and the number of U.S. Army Reserve officers from all other units recommended for unit vacancy promotions and the number and percentage concurred in by the reviewing active duty officer.

ARMY NATIONAL GUARD: In the ANG, FY1999, the number of officers recommended for a unit vacancy promotion was 727. All of these officers were approved for promotion.

ARMY RESERVE: The USAR FSP units promoted nine officers by unit vacancy promotion in FY1999. Two officers who were members of Contingency Force Pool units were promoted via unit vacancy for the same time period. The remaining units promoted 37 officers by unit vacancy boards in FY1999. The USAR does not have a federal recognition program like the ARNG. USAR unit vacancy boards are centralized under HQDA management. Active duty officers are an integral part of the USAR's unit vacancy board selections.

(7) The number of waivers during the preceding fiscal year under section 1114(a) of ANGCRRA of any standard prescribed by the Secretary establishing a military education requirement for noncommissioned officers and the reason for each such waiver. No noncommissioned officers received waivers granted by the Secretary of the Army for FY1999.

(8) The number and distribution by grade, shown for each State, of personnel in the initial entry training and nondeployability personnel accounting category established under 1115 of ANGCRRA for members of the Army National Guard who have not completed the minimum training required for deployment or who are otherwise not available for deployment; and a narrative summarizing procedures to be followed in FY99 to account for members of the USAR who have not completed the minimum training required for deployment or who are otherwise not available for deployment.

ARMY NATIONAL GUARD: The number and distribution of ARNG soldiers in IET and other nondeployable personnel accounting status are maintained by National Guard Bureau. The total number of nondeployables in the ARNG is 33,979. Information by grade and state is maintained by National Guard Bureau.

ARMY RESERVE: The USAR makes a substantial investment in training, time, equipment, and related expenses when persons enter military service. Separation before completion of an obligated period of service is wasteful because it results in loss of this investment and generates a requirement for increased accessions. Consequently, attrition is an issue of significant concern at all levels of responsibility within the USAR. Reasonable efforts are made to identify soldiers who exhibit a likelihood for early separation, and to improve their chances for retention through counseling, retraining, and rehabilitation prior to initiation of separation proceedings.

Non Prior Service (NPS) enlistees in USAR units will normally be ordered to IADT within 270 days of enlistment. NPS direct enlistees in the IRR must enter IADT within 180 days after date of enlistment. NPS enlistees may be authorized an additional period of delay from reporting as provided in AR 601-25, paragraph 3-4.

An enlisted soldier who cannot satisfactorily complete the MOS training for which selected will be required to accept training to qualify for an alternate MOS as determined by the USAR unit commander (AR 612- 201).

The tracking of new soldiers who have not completed training is done by the use of the Training Pay category codes. All soldiers who are awaiting shipment to Basic training are listed as Pay Category 'P'. Those soldiers who have completed Basic training, returned to their USAR unit, and are now waiting to attend Advanced Individual Training are coded as Pay Category 'Q'. Those soldiers attending training are carried in Pay Category 'F' while they are at school.

Those soldiers who are not "deployable" for reasons other than lack of IET are listed on the personnel databases with a code indicating the reasons for their non-deployable status.

(9) The number of members of the ARNG, shown for each State, that were discharged during the previous fiscal year pursuant to 1115(c)(1) of ANGCRRA for not completing the minimum training required for deployment within 24 months after entering the National Guard, and a narrative summarizing procedures to be followed in FY99 for discharging members of the USAR who have not completed the minimum training required for deployment within 24 months of entering the USAR.

ARMY NATIONAL GUARD: The number of ARNG soldiers discharged during the previous fiscal year pursuant to 11115(c)(1) of ARNGCRRA for not completing the minimum training required for deployment within 24 months after entering the National Guard is 3074, which includes all 54 states and territories. The breakdown by each state is maintained by National Guard Bureau.

ARMY RESERVE: Those soldiers who have not completed the required IET within the first 24 months are discharged from the USAR under AR 135-178 Separation of Enlisted Personnel. Before discharge, every means available is used to ensure the soldier has had the opportunity to be trained. In some cases, the soldier was unable to attend the required scheduled training through no fault of the soldier, (e.g. temporary medical condition, death of an immediate family member, failure to complete high school and requiring an additional semester of summer school).

(10) The number of waivers, shown for each State, that were granted by the Secretary during the previous fiscal year under section 1115(c)(2) of ANGCRRA of the requirement in section 1115(c)(1) of ANGCRRA described in paragraph (9), together with the reason for each waiver. No waivers were granted by the Secretary of the Army for FY1999.

(11) The number of Army National Guard members, shown for each State, and the number of US Army Reserve members shown by each RSC/DRU, who were screened during the preceding fiscal year to determine whether they meet minimum physical profile standards required for deployment and, of those members:

(A) the number and percentage who did not meet minimum physical profile standards required for deployment.

ARMY NATIONAL GUARD: Approximately 94 percent of the ARNG have current physicals. The ARNG accomplished approximately 78,450 physicals during FY1999. The ARNG has approximately 527 persons, or .15 percent. who are nondeployable for medical reasons.

ARMY RESERVE: 33,852 soldiers were screened medically, 1,261 failed to meet the minimum physical profile standards required for deployment for a percentage of 3.72 percent of all soldiers screened.

(B) the number and percentage that were transferred pursuant to section 1116 of ANGCRRA to the personnel accounting category described in paragraph (8).

ARMY NATIONAL GUARD: The ARNG did not track the total number of personnel that transferred from a deployable to a nondeployable status during FY1999.

ARMY RESERVE: 180 soldiers were transferred to the personnel accounting code described in paragraph (8).

(12) The number of members, and the percentage total membership, of the Army National Guard, shown for each State, and for the U.S. Army reserve shown by each Regional Support Command/Direct Reporting Unit, who underwent a medical screening during the previous fiscal year as provided in section 1117 of ANGCRRA.

ARMY NATIONAL GUARD: Of the reporting States, approximately 63 percent of the ARNG have current Annual Medical Certificates.

ARMY RESERVE: During FY1999, 33,852 soldiers, or 18.2 percent of the USAR unit members completed medical screenings.

(13) The number of members, and the percentage of the total membership, of the Army National Guard, shown for each State, and the number of members, and the percentage of the total membership, of the U.S. Army Reserve shown for each RSC/DRU, who underwent a dental screening during the previous fiscal year as provided in section 1117 of ANGCRRA.

ARMY NATIONAL GUARD: Of the reporting States, approximately 27 percent of the ARNG have current Annual Dental Screenings.

ARMY RESERVE: Eighteen percent of USAR members received a visual check by a physician, not a dentist, during the periodic physical exam. This is not a true dental screen, which by definition of the dental consultant at the Army Surgeon General's office would have to be performed by a dentist, to include X-rays of teeth.

(14) The number of members, and the percentage of the total membership, of the Army National Guard, shown for each State, and the number of members, and the percentage of total Selected Reserve unit membership, of the U.S. Army Reserve, shown for each RSC/DRU, over the age of 40 who underwent a full physical examination during the previous fiscal year for purposes of section 1117 of ANGCRRA.

ARMY NATIONAL GUARD: Approximately 91 percent of the ARNG membership who is over 40, have current physicals. The ARNG accomplished approximately 8,145 over 40 physicals during FY1999.

ARMY RESERVE: The over 40 population of the USAR unit membership is 45,149 or 24.3 percent of the total unit membership. Of the over 40 population, 5,899 (13.1 percent) received full physical exams during FY1999.

(15) The number of units of the Army National Guard, and of the U.S. Army Reserve, that are scheduled for early deployment in the event of a mobilization and, of those units, the number that are dentally ready for deployment in accordance with section 1118 of ANGCRRA.

ARMY NATIONAL GUARD: 617 units are scheduled for early deployment. Early deploying units include all FSP 1 and FSP 2 units, as well as all other remaining units with MTW Latest Arrival Dates (LADs) of less than 75 days. The ARNG requires annual dental screening for early deploying units, however, they are not resourced to track those individuals who are dentally ready for deployment.

ARMY RESERVE: 371 USAR units are scheduled for early deployment in case of mobilization. Dental readiness screening has not begun due to lack of approved funding in FY1999.

(16) The estimated post-mobilization training time for each Army National Guard combat and FSP unit, and U.S. Army Reserve FSP unit, and a description, displayed in broad categories and by State for Army National Guard units, and by the RSC/DRU for U.S. Army Reserve units, of what training would need to be accomplished for Army National Guard combat and CFP units, and U.S. Army Reserve units, in a post-mobilization period for purposes of section 1119 of ANGCRRA.

(A) Estimated time required by units for post-mobilization training is reported through the Unit Status Report and is available from the unit readiness rating system. This classified information is compiled and reported by DCSOPS, DAMO-ODR.

(B) Information on types of training required by units during postmobilization is maintained by Continental United States Army (CONUSA).

1. Types of post-mobilization training required for eSB's can be generally categorized as maneuver, attack, defend, protect the force, gunnery, and NBC defense.

2. Types of post-mobilization training required for Force Support package (FSP) units can be generally categorized as common task testing, NBC defense, force protection, sustainment, command and control, weapons qualification, and tactical communications training. Virtually all units also required branch specific technical training to meet deployment standards.

(17) A description of the measures taken during the preceding fiscal year to comply with the requirement in section 1120 of ANGCRRA to expand the use of simulations, simulators, and advanced training devices and technologies for members and units of the Army National Guard and the U.S. Army Reserve.

The ARNG has continued to incorporate simulation and simulators into individual, crew/team, platoon, and battalion and brigade battle staff training. The ARNG's use of virtual and constructive simulation provides a solution to reduced funding and a method to increase individual and unit readiness.

The use of virtual simulators provides for increased proficiency when the crew/team move into the collective training event. The ARNG completed initial fielding of the Abrams Full-Crew Interactive Simulation Trainer (A-FIST), a full-crew precision gunnery trainer for armor units. Work has been contracted and is underway to produce an improved appended conduct of fire trainer to meet current doctrinal precision gunnery requirements. Additionally, four FIST-Bradley trainers have been built and tested in anticipation of fielding to support mechanized infantry precision gunnery requirements.

There are currently four mobile platoon sets of the Close Combat Tactical Trainer (CCTT) being used by the ARNG. There are two platoons set for each of the Abrams and the Bradley versions of the M-CCTT. Two M-CCTT platoon sets (one armor, one mechanized infantry) are currently based at Camp Beauregard, Louisiana. Two sets fielded this fiscal year are at Leesburg, South Carolina. The ARNG programs fielding for two sets, one armor and one cavalry, to Smyrna, Tennessee later this year.

The ARNG continues to field the Engagement Skills Trainer (EST). The EST is a multi-task trainer for dismounted infantry teams and squads. The EST also functions as a marksmanship trainer and training support tool for mortars, the Mark 19 40mm Grenade Launcher, and other crew-served weapons. The ARNG has fielded the Howitzer Crew Trainer (HCT), the GUARDFIST II (Guard Armory Device Full-crew Interactive Simulation Trainer - GFII) observed fire trainer, and the Digital Systems Test and Training Simulator (DSTATS) for Field Artillery units. They have also expanded collective battlestaff training using SIMITAR Janus, and the USAR's Brigade, Battalion Battlestaff Simulation System (BBS) through the USAR BCST Brigades.

The Simulation Brigades U.S. Army Reserve Divisions (Exercise) (Div(Ex)) under the Training Support XXI (TSXXI) training initiative conduct Battle Command and Staff Training (BCST) annually to: FSP units; units with a latest arrival date (LAD) of less than 30 days; Divisional Round Out units; and, ARNG eSB's. All other units conduct BCST triennially. Five USAR Battle Projection Centers (BPC) provide both ARNG and USAR units with the ability to train using Army standard simulation tools: the BBS, the Corps Battle Simulation (CBS), the Janus Battle Focus Trainer, and the Combat Service Support Training Simulation System (CSSTSS). Constructive simulations will facilitate realistic large-scale training for commanders, battlestaffs, their units and soldiers. The USAR has also expanded its ability to support collective and staff training using the SPECTRUM (a computer software program for battlestaff training) constructive simulation system.

The five BPC continue to use legacy constructive simulation systems: CBS, BBS, and CSSTSS. The fielding of the Warfighter's Simulation 2000 (WARSIM 2000) to the 78th and 91st Divisions (Exercise) is currently scheduled for FY2002. The three other Div(Ex)'s (the 75th, the 85th, and the 87th) are scheduled to receive WARSIM 2000 during FY2003. Legacy simulations are still required to provide training to the force until WARSIM 2000 is fully fielded to the USAR Div(Ex)'s. Continued funding is necessary for continued functionality and development crosswalks and transition requirements. This way, the USAR meets its mission to train the priority warfighting and supporting commands of the RC in the field.

Army distance learning is redesigning/developing courseware and other distributed training products for delivery to soldiers and civilians via multiple technologies. Approximately 500 courses are identified for redesign to multiple media to include VideoTeletraining, Interactive Multimedia, CD-ROM, and Internet. They will provide standardized training for the Army. Training will be delivered to digital training facilities on Active Army installations, The Army School System (TASS) battalions, ARNG Armories, and USAR Centers. Currently, the Army plans to implement over 800 digital training facilities in the CONUS and OCONUS.

Funding constraints limit AC, ARNG, and USAR efforts to increase the use, to the extent desired, of training devices, simulations, simulators, and advanced training technologies, to support individual and unit training. These constraints adversely impact the RC because of the limited time available for units to train.

(18) Summary tables of unit readiness, shown for each State for Army National Guard units, and for each RSC/DRU for the U.S. Army Reserve units, and drawn from the unit readiness rating system as required by section 1121 of ANGCRRA, including the personnel readiness rating information and the equipment readiness assessment information required by that section, together with:

(A) explanations of the information shown in the table. Classified tables have been developed by NGB and OCAR with a detailed narrative analysis of personnel and equipment readiness trends indicated since implementation of the January, 1994, revision to Army Regulation 220-1 on Unit Status Reporting.

(B) based on the information shown in the tables, the Secretary's overall assessment of the deployability of units of the Army National Guard, and U.S. Army Reserve, including a discussion of personnel deficiencies and equipment shortfalls in accordance with such section 1121. The classified overall assessment of the deployability of ARNG combat units, and FSP units of both RC is currently maintained by the office of the ODCSOPS, DAMO-OD.

(19) Summary tables, shown for each State, for units of the Army National Guard and for each RSC/DRU for units of the U.S. Army Reserve, of the results of inspections of units of the Army National Guard by inspectors general or other commissioned officers of the Regular Army under the provisions of section 105 of title 32, together with explanations of the information shown in the tables, and including display of:

(A) the number of such inspections;

(B) identification of the entity conducting each inspection;

(C) the number of units inspected; and

(D) the overall results of such inspections, including the inspector's determination for each inspected unit of whether the unit met deployability standards and, for those units not meeting deployability standards, the reasons for such failure and the status of corrective actions. *For purposes of this report, data for Operational Readiness Evaluations will be provided on eSB and FSP units of the ARNG and for FSP units of the USAR. Training Assessment Model data will be provided to meet this reporting requirement for all other units of the ARNG and USAR. Data on ARNG units will be reported by State and on USAR units by Regional Support Command/ Direct Reporting Unit.*

The United States Army Reserve Command (USARC) conducts Organizational Inspection Program (OIP) inspections of the USAR Major Subordinate Commands (MSC). Six such inspections were conducted in FY1999 and all six MSCs met deployability standards. The USARC conducted three OIPs in FY1998 and they met standards. Forces Command (FORSCOM) conducts evaluation and assessments of Reserve Component FSP units. These include Operational Compliance Evaluations (OCEs), Training Assessment Model (TAM) assessments, and Aviation Resource Management Surveys (ARMS).

Summary tables depicting CONUSA inspection numbers by state for the ARNG and by Regional Support Command for the USAR units are available from G3, DCSOPS, FORSCOM.

(20) A listing, for each Army National Guard combat and FSP unit, and the U.S. Army Reserve FSP unit, of the active-duty combat and other units associated with that Army National Guard and U.S. Army Reserve unit in accordance with section 1131(a) of ANGCRRA, shown by State for the Army National Guard and RSC/DRU for the U.S. Army Reserve and to be accompanied, for each such National Guard and U.S. Army Reserve unit, by:

(A) the assessment of the commander of that associated active-duty unit of the manpower, equipment, and training resource requirements of that National Guard or U.S. Army Reserve unit in accordance with section 1131(b)(3) of ANGCRRA. Detailed assessments of specific RC units are maintained at the two numbered Army's in the continental United States (CONUSA) and three CONUS-based corps.

(B) the results of the validation by the commander of that associated active-duty unit of the compatibility of that National Guard or U.S. Army Reserve unit with active duty forces in accordance with section 1131(b)(4) of ANGCRRA. Detailed assessments of specific RC units are maintained at the two numbered Army's in the continental United States (CONUSA) and three CONUS-based corps.

Army National Guard Separate Brigades and Divisions.

a. Manpower. Most of the eSB's have shortages in both junior and senior enlisted personnel and officers. Shortages of senior grade personnel impact on the management of individual and collective soldier skills. Throughout the eSB, Duty Military Occupational Skill Qualification (DMOSQ) tends to be the major training challenge, with many soldiers attending DMOSQ schools in lieu of Annual Training (AT), degrading crew and team training. A majority of the following MOSs (11M, 19K, 13B, 13F, 31-series, and 63H) require extensive training, and often sequential schools, requiring the soldier's absence from his civilian employment for extended periods. Recent changes in divisional force structure has increased their required strength by more than

400 soldiers, resulting in short-term lowered fill and causing their DMOSQ rate to drop. Within both brigades and divisions, Full Time Support (FTS) (Active Guard/Reserve [AGR] positions) manning is a major challenge. Brigades are manned at approximately 55 percent of requirements, while divisions are typically manned at 44 percent of required FTS. In some cases, company-level armories are without full-time staff. Lack of FTS manning has negative impacts on both retention and recruiting.

b. Equipment Resources. As eSBs continue reorganizing, this transition impacts on equipment. Equipment on-hand has not kept up with the numerous Modification Table of Organization and Equipment (MTOE) changes. Across the board eSBs are short Equipment Requirements Code-A (ERC-A) communications equipment, primarily Single Channel Ground and Airborne Radio System (SINCGARS) radios which impact their ability to communication with their AC counterparts. Shortages continue to exist in chemical defense equipment, as well as night vision devices, which limits their ability to conduct the full range of training. Divisional shortages extend to squad automatic weapons, grenade launchers, trucks HMMWV (M998) and van 5T expandable.

c. Training Resources. Lack of sufficient funding has reduced helicopter flying hours and repair parts acquisition. Distance to crew-served weapons ranges and adequate maneuver areas, as well as lack of OPTEMPO dollars to move equipment, reduces training to crew level proficiencies in divisions. These include crew-served weapons firing, maneuver skills, and the driving of Army equipment. The OPTEMPO for divisions was funded at 15 percent of the requirement; although it is projected to be at 24 percent of the requirement next year.

d. Compatibility with the AC. Lack of modern equipment, such as AH-64 and UH-60 aircraft, M1A1 tanks, M2A1 and M3A1 infantry fighting vehicles and parts for M113 family of vehicles delays force compatibility in ARNG divisions. Minimizing MTOE changes and reorganizations would allow brigades and divisions to mature, and AC-RC compatibility to improve.

Army National Guard and U.S. Army Reserve Force Support Package Units.

a. Manpower. The majority of units in both components have shortages in junior and senior grade personnel. Shortages of senior grade personnel impact the management of individual and collective soldier skills. The Army has the lowest percentage of assigned FTS among the Services which translates to degraded training assistance and unit training readiness levels. The issue of DMOSQ strongly affects manning because MOS producing schools are better located and scheduled to meet AC requirements rather than RC needs, particularly in low-density MOS categories. Not having MOS qualified soldiers results in soldier turnover due to the difficulty of juggling MOS school dates and distant locations with at-home employer and family requirements.

b. Equipment Resources. The RC often has equipment two or more generations behind the AC. This creates significant problems in training, especially in signal equipment. Many FSP units lack tactical communications equipment, especially SINCGARS. Shortage of night vision goggles/devices degrades effective pre-mobilization training of a number of units. Many units are lacking ERC-A equipment, which places the burden of acquiring the equipment on the mobilization station and Army stocks. In the area of Apache helicopter battalions, the automatic return item configuration is to a 24-ship battalion. Apache battalions are typically below that level; most have 18 ships due to Army Longbow fielding decisions.

c. Training Resources. The impact of equipment shortages inhibits effective training and will add to the amount of training time units require after mobilization. Shortages in qualified personnel degrades units' ability to perform effective collective training to standard and similarly predisposes units to additional training time upon mobilizations. Shortage of funds, such as to move and operate essential equipment, have prevented some units from completing specialty training.

d. Compatibility with the AC. Compatibility of these RC units with AC forces is impacted by numerous equipment shortages based on reorganization and MTOE changes. Communications equipment variances and shortages are having the greatest

impact on compatibility. Nonstandard software systems impact compatibility extant in both the Standard Installation Division Personnel System (SIDPERS) and the Unit Level Logistics Systems (ULLS). The AC and RC systems are very different and are neither compatible nor interoperable until the unit fully transforms to the AC system following mobilization.

(21) A specification of the active-duty personnel assigned to units of the Selected Reserve pursuant to section 414(c) of the National Defense Authorization Act for Fiscal Years 1992 and 1993 (10 U.S.C. 261 note), shown (A) by State for the Army National Guard and RSC/DRU for the U.S. Army Reserve, (b) by rank of officers, warrant officers, and enlisted members assigned, and (c) by unit or other organizational entity of assignment.

FORSCOM is executing the third phase of the AC/RC restructuring process. On 2 April 1999, FORSCOM and USARC identified 562 NCOs who were mal-assigned as a result of the AC/RC Phase III restructure plan. As of 15 December 1999, the number of mal-assigned NCOs has been reduced from 562 to 15. All of the remaining NCOs have assignments to FORSCOM and TRADOC installations. As is required by congressional mandate, PERSCOM is committed to filling Title XI positions to 100 percent. Currently, 99.4 percent of Title XI positions are filled. PERSCOM, in coordination with FORSCOM, USARC, TRADOC, and USARPAC, is projecting 100 percent fill of Title XI positions by end of 1st Quarter FY2000. PERSCOM will continue to track fill of titled and non-titled positions.