



PERSONNEL AND
READINESS

UNDER SECRETARY OF DEFENSE
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INFO MEMO

2004 OCT 5 9:51

October 5, 2004 -9:00 AM

FOR: SECRETARY OF DEFENSE

FROM: DR. DAVID S. C. CHU, UNDER SECRETARY OF DEFENSE
(PERSONNEL AND READINESS)

David S. C. Chu *10/5/04* *10:00 AM*

SUBJECT: Reducing Stress on the Force

- You directed 47 initiatives to reduce stress on the force (September 29, 2003 "Stress on the Force" memo). Most required development of language for the various planning and programming guidance documents for FY 06 and beyond.
- Besides the guidance changes you directed, there were four primary areas of focus:
 - Restation the force to meet the needs of an expeditionary military, allowing more time in the U.S. for families, and fewer moves. You are familiar with the status of this initiative.
 - Rebalance specialties/units between and within active and reserve components (attached).
 - Realign functions military personnel do not need to perform, either eliminating the military requirement or substituting civilians.
 - o We have already begun realigning 10,000 billets, with 10,000 more planned for FY 2005, and over 20,000 more in the years beyond
 - Insert new technology to reduce need for military personnel:
 - o Air Force reduced need for approximately 3,000 Security Police by investing \$352 million
 - o Navy's reduced approximately 25, 000 manpower authorizations
- We will be ready to brief you in more detail at your convenience.

RECOMMENDATION: Information Only

Attachment: As stated

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OSD 15298 - 04

Rebalancing Actions: Approximately 58,000 positions restructured so far

-Army: approximately 40,000

- Reorganized four divisions to the new Brigade Combat Team structure, reducing overhead, increasing billets for stressed skills

- Realigned units to provide more capacity in stressed career fields (Military Police, Civil Affairs), etc.

- Established “stay behind” equipment sets for use in Afghanistan and Iraq, reducing the burden on our people when units deploy and redeploy

- Improved mobilization process; five units testing concept of deploying directly from home station, thus shortening mobilization time and providing more pre-deployment time near home

- Air Force: approximately 7,000

- 4,700 moved into most stressed skills, 2,000 realigned between active and reserves

- Security Forces, Fuels, Linguists, Fire Protection, Special Investigations, Air Transportation, and Civil Engineers--all affected

- Developed Future Total Force concept...integration of Active/Reserve forces

- 116th Control Wing (Robins AFB, GA) first, 1st Fighter Wing (Langley, AFB) and 192nd Fighter Wing (Richmond) next

