



**DEPARTMENT OF THE ARMY
OFFICE OF THE CHIEF OF ARMY RESERVE
2400 ARMY PENTAGON
WASHINGTON, DC 20310-2400**

DAAR-ZD (600)

MEMORANDUM THRU Deputy Assistant Secretary of the Army, Civilian Personnel (DASA-CP), 111 Army Pentagon, Washington, DC 20310-0111

FOR Assistant Secretary of the Army (Manpower and Reserve Affairs) (ASA (M&RA))

SUBJECT: Request for Delegation of Civilian Human Resources Authorities

1. Request ASA (M&RA) delegate to the Chief, Army Reserve (CAR) Civilian Human Resources (CHR) authorities, not retained by ASA (M&RA), as set forth in reference 2f. This delegation will ensure the CAR has appropriate authority to exercise his statutory responsibilities to direct and manage the Army Reserve's program and budget for Department of the Army (DA) Civilians (DACs) and Military Technicians (MTs) assigned to the Office of the Chief, Army Reserve (OCAR) and United States Army Reserve Command (USARC). It will also correct the misalignment between the CAR's statutory responsibilities and the current CHR authorities of OCAR and USARC. Finally, delegating the requested CHR authorities to the CAR will promote the efficiency, effectiveness, and combat readiness of the Army Reserve. Paragraph 6 below contains a proposed amendment to reference 2f to implement the requested delegation.

2. References.

- a. Title 10, U.S. Code, section 7038 (Office of the Army Reserve).
- b. Title 10, U.S. Code, section 10171 (United States Army Reserve Command).
- c. Department of Defense (DoD) Instruction 1205.18, Full-Time Support for the Reserve Components, 12 May 2014.
- d. General Orders 2017-01, Assignment of Functions and Responsibilities within Headquarters, Department of the Army, 5 January 2017.
- e. General Orders 2011-02, Redesignation and Assignment of the United States Army Reserve Command as a Subordinate Command of the United States Forces Command, 4 June 2011 (encl 1).
- f. Memorandum, Assistant Secretary of the Army (Manpower and Reserve Affairs), 23 October 2017, subject: Delegation of Civilian Human Resources (CHR) Authorities, Matrix 02-2017.

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- g. Army Directive 2018-07 (Prioritizing Efforts–Readiness and Lethality), 13 April 2018.
- h. Memorandum, Secretary of the Army, subject: Department of the Army Reform Initiative, 16 April 2018.
- i. United States Army Forces Command Permanent Orders 173-08, 22 June 2011 (encl 2).

3. Background. Effective 4 June 2011, General Orders 2011-02 (reference 2e) discontinued USARC as a Direct Reporting Unit to the Chief of Staff, Army. The same orders also redesignated and assigned USARC as a subordinate command to FORSCOM. Following this reassignment, on 22 June 2011, FORSCOM issued orders (reference 2i) directing USARC to “[e]xercise command and ADCON [administrative control] of organic and assigned forces,” “manage Army Reserve manpower as directed by the CAR,” and “[p]rovide for the administration and support of Army Reserve forces.” In reference 2f, ASA (M&RA) delegates the majority of CHR authorities to Army Commands (ACOMs), Army Service Component Commands (ASCCs), and Direct Reporting Units (DRUs).

4. Justification. The primary justification for the requested delegation is to correct the misalignment between the CAR’s statutory responsibilities pertaining to the Army Reserve’s Full-Time Support (FTS) program/budget and the current CHR authorities of OCAR and USARC. Delegating the requested CHR authorities to the CAR will also align with the Army Reserve’s longstanding execution of the programmatic, resourcing, and management activities associated with the FTS program. Finally, this delegation will promote Army Reserve combat readiness by ensuring the efficient and effective functioning of the FTS program.

a. Reference 2a provides that the CAR is “responsible for justification and execution of the personnel, operation and maintenance, and construction budgets for the Army Reserve.” Under references 2a, 2c, and 2d, the CAR is also responsible for managing the Army Reserve’s FTS program. This program includes more than 11,000 MTs (dual and non-dual status) (~75%) and DACs (~25%). Finally, under reference 2d, the CAR is responsible for developing and administering policies and programs affecting the Army Reserve.

b. The current ASA (M&RA) delegation matrix (reference 2f) limits the extent to which the CAR can execute these statutory responsibilities. Specifically, OCAR’s exercise of CHR authorities is subject to the CHR authority of the Administrative Assistant to the Secretary of the Army.

c. This delegation of CHR authorities does not reflect the current relationship between FORSCOM and USARC in civilian personnel matters. Under FORSCOM’s permanent orders (reference 2i), USARC retained command and ADCON of its organic and assigned forces, which includes “management of Army Reserve manpower.” A centralized Civilian Human Resource Service Center located at Fort McCoy, WI supports USARC’s responsibility to manage Army Reserve manpower in accordance with the Army Reserve’s unique requirements. As a result, in

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civilian personnel matters, the programmatic, resourcing, execution, and/or management activities typically performed by a higher-level headquarters are not performed by FORSCOM. In addition, USARC has operated and exercised these CHR authorities independently from FORSCOM since at least 2017.

d. The requested delegation will promote Army Reserve combat readiness. Civilian personnel in the Army Reserve's FTS program (i.e., MTs and DACs) are key readiness enablers. Their responsibilities include sustaining and maintaining critical equipment; training the force; and ensuring day-to-day operations are efficient and effective. The requested delegation will ensure the efficient and effective functioning of the FTS program. This will allow commanders and leaders to "prioritize the time required to generate combat readiness" for the Total Force, as directed by the Secretary of the Army (reference 2g).

e. The complexity of the Army Reserve's force structure, the interdependence of USARC and OCAR, the separate resourcing requirements, the military technician program, and the CAR's responsibilities for the Army Reserve enterprise necessitate a delegation of CHR authorities from ASA (M&RA) to the CAR for OCAR and USARC.

6. The proposed amendment to reference 2f to effect the requested delegation is as follows: (1) add a bullet with the words, "Chief, Army Reserve," below each of the delegations to Commanders/Heads of ACOMs, ASCCs, and DRUs in the CHR authorities described in the ASA (M&RA) delegations of CHR authority matrix, version 02-2017; and (2) add the following footnote to the matrix: "For the purposes of these delegations, the Chief, Army Reserve receives all delegations for the Civilians and Military Technicians assigned to the Office of the Chief of Army Reserve and the United States Army Reserve Command."

7. The point of contact for this action is Dr. Kevin Slider, Director, Civilian Personnel Management, Army Reserve, at (910) 570-8009, or email: kevin.j.slider.civ@army.mil.

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