

RECORD VERSION

STATEMENT BY

**GENERAL ERIC K. SHINSEKI
CHIEF OF STAFF
UNITED STATES ARMY**

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CHIEF OF STAFF, ARMY**

Mr. Chairman and members of the Committee.

Thank you for this opportunity to update you on the United States Army's readiness to provide for our Nation's security today and in the future. This is my first opportunity to testify before you as the Army's Chief of Staff. Thank you for the support you gave The Army during General Reimer's tenure. I look forward to building upon the good relationship that he enjoyed with this Committee.

In his last public appearance on Capitol Hill, General Reimer noted that the end of this century marks a significant turning point - - a year of transition. In 1998, we saw the convergence of two axes, 8 years of drawing down the force and 13 years of straight decline in real buying power. Those were trend lines that the Army could no longer sustain if it were going to meet the trained and ready expectations of our Nation. As General Reimer said, "We must chart a new direction."

I want to talk to you today about a new direction.

This Congress has charted a new direction for its Armed Forces and for the Army, in particular. We are grateful for the authorization of a 4.8 percent pay raise, pay table reform, and retirement reform that this committee and the Congress passed and the President signed into law. These changes will be immensely helpful to us in our efforts to recruit the best quality men and women to join the force and to retain them in uniform for long and productive careers of service to the Nation. Our recruiters and career counselors tell us that increased pay and retirement benefits help to make the case with young men and women looking for an attractive career option. Our soldiers see passage of these initiatives as a powerful statement that their service and sacrifice are recognized and appreciated. Congressional approval of these measures sends a clear and important signal to those who serve the Nation.

We also want to thank the committee and the Congress for their assistance to the Army in procurement; research, development, testing and evaluation (RDT&E); and the multi-year procurement authorizations for a number of critical systems. We recognize that there is concern about The Army's management of some of these multi-year contracts, and we take those concerns seriously. We appreciate your willingness to work with us so that we can achieve cost savings through multi-year contracting. We would also like to thank you for the plus-up you gave us with the military construction authorization, which will greatly improve the well-being of soldiers and families as well as enhancing our strategic mobility.

The Fiscal Year 2000 Authorization Act, with its funding for continuing contingencies, as well as numerous plus-ups, will help to maintain our near-term readiness and reduce our risk in other areas. We look forward to approval of an early, non-offset Kosovo supplemental to sustain the readiness enhancements provided in the Fiscal Year 2000 Authorization. Doing so will allow the Army to accomplish its mission without mortgaging fourth quarter training priorities.

Allow me to report to you on a significant fiscal year-end success story. The Army achieved an end strength of 479,426 active duty soldiers, well within the mandated manpower window. We owe this success to at least three factors. First was the congressional interest in and subsequent passage of the pay raise, pay table reform, and retirement reform legislation. Recruiters and soldiers are aware of this legislation, and it helped us to recruit and retain quality soldiers. Second was the Army's aggressive employment of several recruiting initiatives, including the Hometown Recruiting Assistance Program, sending new soldiers just out of advanced individual training home for a short period to talk to young people in their neighborhoods about the advantages the Army has offered to them. This program generated over 30,000 recruiting contacts by the end of the fiscal year. The third factor was the tremendous effort that leaders - - non-commissioned officers and officers - - made to reenlist soldiers in record numbers. Our retention rate, an indication of increased soldier job satisfaction,

was the most significant of these factors that helped us to make our goals. The Army appreciates the help we received from the Administration and the Congress, and we want you to know that we are working hard to help ourselves. That combination yielded success.

Readiness

The Army has a non-negotiable contract with the American people to provide a trained and ready Army, to fight and win our Nation's wars. Warfighting readiness is job #1. We must remain vigilant in our efforts to recruit and train quality people, to acquire and maintain the right mix of weapons and equipment, and to build and keep effective infrastructure and power projection platforms to support our forces. Providing resources for these requirements is critical to keeping the Army trained and ready for any conflict.

The Army must also be capable of executing the broader requirements of the National Security and National Military Strategies, to be responsive to the full spectrum of operations. While we are trained and ready for warfighting today, there is still a mismatch between the requirements that we have identified and the resources we have. At the high end on the spectrum of operations, the National Military Strategy calls for fighting two nearly simultaneous major theater wars. Today, the Army is able to execute that requirement as the land component of the joint team. However, as we have noted on other occasions, there is significant risk associated with the second major theater war.

Since 1989, the Army has participated in 35 major deployments, many of which are small-scale contingencies in support of our national security interests. In nearly all these deployments, the Army provided the bulk of our deployed forces and therefore contributed to shaping the operational environment in major ways. During the same period, we reduced the size of our Army - - Active, National Guard and Army Reserve - - by over 34 percent. The effects of these reductions and the pace of the deployments have stretched The Army. On any given day, the Army maintains over 122,000 soldiers forward stationed in

Europe, the Pacific, South America, Southwest Asia, and other critical areas. Additionally, The Army has over 28,000 soldiers deployed daily in shaping operations around the world. Of course, many of the soldiers involved in these shaping operations are drawn from our forward-deployed forces.

For example, 6,200 soldiers remain in Bosnia as part of Task Force Eagle in support of the Bosnia Stabilization Force - - SFOR. Despite the success of the air operation over Serbia and the Serb Army's withdrawal from Kosovo, over 6,000 soldiers are deployed in support of the Kosovo Force - - KFOR. These soldiers on the ground, working with our Allies to bring peace to another troubled region, are committed in support of our National Security Strategy.

Moreover, those numbers do not tell the whole story. A decade of experience with rotational deployments has taught The Army the "rule of threes." For every unit, for every soldier on the ground on a continuous contingency rotation, another is preparing to deploy, and still another is recovering from the deployment. So, if 12,000 soldiers are deployed to Bosnia and Kosovo, more than 36,000 are engaged in those missions at any given time.

Soldiers from all components of The Army are conducting their missions very well and with little fanfare. We see little about Bosnia in the press, and less and less about Kosovo, because American soldiers are doing their jobs so professionally and so well. We are all proud

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Chairman, members of

the committee, thank you for this opportunity to update you on Air Force readiness. On behalf of my comrades from our ranks - - and their families. This is a readiness issue and one that needs our immediate attention.

Vision

At the annual meeting of the Association of the United States Army, Secretary Caldera and I announced a vision for the future of The Army. I want to take a moment to share with you a part of that vision, a copy of which you have all received and which, with your permission, I would like to insert in the record today.

Our goal is to be able to deploy a combat-capable brigade anywhere in the world within 96 hours after receipt of an order to execute liftoff, a division on the ground within 120 hours, and five divisions in 30 days. These forces will be light enough to deploy, lethal and survivable enough to fight and win, agile enough to transition from peacemaking to warfighting and back again, and versatile enough to enforce peace or fight wars. And they will be lean and efficient enough to sustain themselves, whatever the mission.

The Army will begin now to achieve this Vision: "Soldiers on point for the Nation transforming the most respected Army into a strategically responsive force that is dominant across the full spectrum of operations." This Vision will give the National Command Authorities the ability to respond to crises, to engage to deter conflict, to fight and win decisively, and to maintain the peace thereafter.

This commitment to change will require a comprehensive transformation of The Army. We must begin soon. To this end, we will begin immediately to turn the entire Army into a full spectrum force that is strategically responsive and dominant at every point on the spectrum of operations. We will jump start this process by investing in today's "off-the-shelf" equipment to stimulate the development of doctrine, organizational design, and leader training even as we begin a search for the new technologies that will deliver the material needed for

the objective force. As quickly as we can, we will acquire vehicle prototypes, in order to stand up the first units at Fort Lewis, Washington, where the infrastructure, maneuver space, and gunnery ranges will accommodate such a transformation. It is our intent to have an initial set of prototype vehicles beginning to arrive at Fort Lewis this fiscal year. Other units will follow in the near future. Thus, the need to move quickly could necessitate some reprogramming decisions in the Fiscal Year 2000 Budget, as well as additional resources over an extended period of time. We look forward to working with this committee and the Congress to determine how to accomplish our goals.

Conclusion

In summary, through the cooperative efforts of the Administration and Congress this year, we have charted a new direction. We have ended 13 consecutive years of declining buying power. The Army is trained and ready. Your soldiers are on point for the Nation in a dangerous world, executing their missions ably and well. I am proud of the job they are doing.

The Vision that we have articulated charts a course that will allow us to meet urgent capabilities needs. It allows us to begin now to build a force that is more strategically deployable, one that can arrive at trouble spots quickly, engage effectively, and dominate across the spectrum of operations. It is a plan for today and a roadmap into the future. We look to this committee and the Congress for support in implementing this Vision for an Army that will be the finest land force far into the next century.