PRESENTATION ABSTRACT

TOPIC: "Are PSS units properly structured, located, and manned to support the Airland Battle Concept?"

TIME ALLOCATED: 50 Minutes

COMMAND/AGENCY: USACACDA/HQDA, DCSOPS

SCOPE: Review of past, current, and future designs and concepts for PSS units.

ABSTRACT: Presentation will review the "H" edition TOE laydown, the AOE "L" edition laydown, and a new proposal by SSC. In addition, design enhancements including a merged FI/AG Group, command and control of finance and AG units by ASG/CSGs, and requirements for a PERSCOM and TFC, will be briefed.

BRIEFER: BG SALOMON, 21ST SUPCOM/ORD Ctr & School

POTENTIAL ISSUE:

1. Should the PSC AND FSU units be assigned to ASG/CSG or a combined AG/FI Group?

11-12 June 1986

ISSUE PAPER

Force Structure Panel
Action Officer: MAJ Kaye
Office Symbol: DAMO-FDL
Phone: AV 227-8681

ISSUE: Given the current and emerging concepts, determine if PSS units are properly structured, located and manned to support the Airland Battle Doctrine.

DISCUSSION:

1. Pre-AOE Personnel Service Support (PSS) was provided on an area support and unit support basis at echelons above division (EAD) with Finance Companies and Personnel Service Companies (PSC) being organic to the Divisions. Postal support was over structured in Europe.

2. Based on a need to better support the soldier and in response to a constrained force allocation by the Combined Arms Center (CAC), Soldier Support Center (SSC) developed an Army of Excellence (AOE) design for PSS. This design was based on the following:

a. Elimination of the division AG and Finance companies.

b. Redesign of the PSC to perform only wartime task with TOE personnel.

c. Elimination of 26 types of postal detachments and replacement of them with Direct Support and General Support postal companies.

d. Redesign of the finance units into Finance Support Units (FSU), Corps Finance Groups (CFG) and Theater Finance Centers (TFC).

3. The AOE design succeeded in the downsizing of division and improved the command and control of the FSUs, but did not meet the PSS "CAC mark." Based on this and other actual and perceived disadvantages of this design SSC looked at an "emerging concept" design.

4. The "emerging concept" corrected the major deficiencies of the AOE design. It was within the PSS "CAC mark" and realized a closer coordination of PSCs and FSUs through collocation. Possible problems with the "emerging concept" are that it creates an officer plus-up in COMPO 1 and it eliminates theater level AG and finance organizations.

5. Some major concerns that were addressed throughout the panel's discussion of this issue were:

a. The requirement for PSS units to be resourced at level 1.

b. The necessity for TDA spaces to perform the non-wartime functions.

c. The timeliness, based on current funding constraints, of receiving the automation systems needed to perform functions.

Recommended Actions:

1. Continue the development of the "emerging concept" with consideration given to:

a. Combining Group HQs at both CORPS and TAACOM or

b. Placing AG and FI technical functions in CORPS and TAACOM HQ with command and control of AG and FI units provided by existing ASG/CSG structure.

2. Reassess the requirement, at theater level, for either:

a. Separate PERSCOM and TFC or

b. Consolidated Personnel/Finance command

LEAD AGENCY: SSC

COSTS: Unknown

BENEFITS: Resolution of this issue will provide PSS organizations that can provide the best possible service to the soldier.

PRESENTATION ABSTRACT

TOPIC: "Do PSS units currently have a structure with which they can transition to war?"

TIME ALLOCATED: 40 Minutes

COMMAND AGENCY: EUSA, USAREUR, ACOA

SCOPE: Determine the capabilities of the PSS to transition to war.

ABSTRACT: This presentation will address the capabilities of PSS units based on the "L" series TOEs and the TDA costs associated with performing non-go-to-war functions. It will also address the necessity for automation to be onboard prior to going to the "L" series design and the requirement for P&A units to be manned at level 1 to perform go-to-war functions. It will highlight problems with the Personnel Administration Centers (PAC) and recommend possible solutions to ensure that there is a sufficient number of people to do the job.

BRIEFER: BG SALOMON, 21ST SUPCOM/ORD Ctr & School

POTENTIAL ISSUE:

1. Will the automation equipment required by the AOE TOE for PSCs be onboard prior to the transition to that TOE?

2. Will the TDA linkage required for peacetime non-go-to-war functions be resourced in the TAA process?

ISSUE PAPER

Force Structure Panel
Action Officer: MAJ Velten
Office Symbol: AEROR
Phone: ETS 483-7448

ISSUE: Given the current resource constraints, determine if MACOMs can properly transition from the current structure to the requirement in the PSS Concept?

DISCUSSION:

1. The current "L" series TOEs for Personnel Service Companies, Postal Companies, Finance units and the AG structure in Divisions, CORPS and Theater Army Headquarters were developed based on resource constraints imposed upon the PSS community as much as they resulted from a Concept Based Requirements System. As a result, doctrinal development has lagged behind rather than lead design. The entire design was premised on resourcing only go-to-war functions in PSS TOEs and the availability of automation and effective communication.

2. The "L" series TOEs have been documented for FY 88 but the associated equipment requirements are less than certain. TACCS fielding schedules are uncertain, the Unit Level Computer's status is tenuous and communication equipment is under revision/reduction. As a result, the design may not all be in place when the TOEs are implemented.

3. The DOCMOD/Living TOE methodology suggests that in the event the equipment based design enhancements are not available, then the reduction of manpower savings based upon these enhancements should be delayed. The facts are that these spaces have already been released and allocated elsewhere in the AOE design. The training base has already been accordingly reduced. The solution to this dilemma is the use of borrowed military manpower which is neither efficient nor desirable.

4. Resourcing of AOE TOEs with only go-to-war functions mandates a deliberate effort to resource the required peacetime PSS functions with TDA assets. Without this resourcing the AOE will be as adversely effecte as it will be if the manpower reductions are implemented without the design enhancements. Failure to resource this TDA requirement will again lead to a requirement for borrowed military manpower.

5. The PAC structure embedded in the TOEs has not been redesigned to meet the requirements and changes resulting from AOE design. Downsizing of PSS and the decentralized processing capabilities provided by automation mandates a relook of the PAC structure. The PAC support problem is aggravated by the fact that the SSC cannot effectively protect the PAC structure from reductions by the TOE proponent schools. The solution to the problem is to standardize the PAC structure based upon MARC data developed within the perspective of the AOE design.

6. The "emerging concept" for Personnel and Finance support appears to offer improved C^2 and possible force structure manpower savings. These savings may not be large and the ultimate decision in favor of this concept may depend more upon the improved coordination of personnel and finance support available to the soldier.

RECOMMENDED ACTIONS:

1. That the peacetime PSS TDA requirements be accurately identified and resourced.

2. That the PSS AOE TOE design be implemented in its entirety and resourced at level 1 to make the minimum force design work.

3. That the AOE P&A study be used to standardize PAC structure and functions consistent with AOE PSS design.

4. That PAC structure change authority rest with a single agency.

LEAD AGENCY: SCC - TDA & PAC Requirements, DAMO-FDL and FDP, DA - AOE TOE & TDA resourcing, TRADOC - change authority for PAC structure.

COST: Unknown

BENEFITS: Resolution of this issue will enable the PSS units to transition to the AOE design while continuing quality personnel service support to the soldier.

PRESENTATION ABSTRACT

TOPIC:	Ministry support at echelons above division.
TIME ALLOCATED:	15 Minutes
COMMAND AGENCY:	HQDA, ODCSOPS
SCOPE:	Review the number and location of ministry teams at EAD to determine adequacy of ministry support to the soldier.

ABSTRACT: This presentation will review the force structure for ministry support at echelons above division to ensure the full range of ministry needs of the individual soldier are met. It will highlight a disconnect between doctrinal allocation of ministry units and the process by which the Army establishes unit requirements. It will also highlight possible problems in having no TOE Ministry Teams in live structure and offer solutions to these problems.

BRIEFER:	BG SALOMON, 21ST SUPCOM/ORD Ctr & School
POTENTIAL ISSUE:	None

ISSUE PAPER

Force Structure Panel
Action Officer: LTC Durbin
Office Symbol: DAMO-FDF
Phone: AV 227-4788

ISSUE: Determine the adequacy of Unit and TOE Ministry Team support at echelons above division.

DISCUSSION:

1. Ministry support elements fall into two categories. The first category is the unit ministry team which is the basic structure for individual or direct soldier support. The team is composed of a chaplain and a chaplain's assistant and this team is assigned to Bn level and higher units throughout the Army. Assignment of these teams is governed by MARC. The second category is TOE ministry team. There are three TOE teams in the army structure: AA Team, AB Team, and AC Team. The AA Team acts as the planning and coordinating agent for the staff chaplain (at Theater Army Headquarters) for chaplain activity throughout the Theater. The AB and AC Teams receive their direction and control through the AA Team from the Theater Chaplain. The AB Team is designed to plan, coordinate and conduct religious retreats and manage AC Teams. The AC Team conducts soldier support ministries in theater as a supplement for units which are not supported by unit ministry teams.

2. Unit ministry team design and allocation are adequate in the Army; however, TOE ministry team allocation for Team AB and AC is not adequate. As stated earlier, Unit Ministry Teams are governed by MARC and the allocation rule is one per Bn size unit of seven hundred personnel or one per major fraction of 700 soldiers, according to the battlefield mission of the unit or unit dispersion. This rule covers the majority of units at EAD and is deemed adequate by the chaplain community and Army at large. Conversely, because they are TOE units, TOE Ministry Team allocation requirements are not determined by MARC but are determined through the Total Army Analysis (TAA). Although their design is adequate, allocation of TOE ministry teams is inadequate. By TOE the basis of allocation for the AA Team is one per theater. The AB Team is one per 50,000 personnel of US Army population in theater, and the AC Team is one per 700 soldiers not serviced by the unit ministry team (Bn and higher level of command units with less than 700 personnel). These requirements are not properly reflected in TAA. In the TAA process, the allocation rule for all teams is one per theater. This means that only the AA Teams are properly allocated. The allocation rules for Teams AB and AC must be aligned to coincide with design allocation parameters. Additionally, all TOE Ministry Teams are unresourced.

RECOMMENDED ACTION: The allocation rules for the TOE Ministry Teams AB and AC were introduced by the SRC manager of chaplain units as a FSC I issue in TAA 93. Once the requirements are generated in TAA 93, recommend the TOE Teams be resourced, in part, in live structure.

LEAD AGENCY: DAMO-FDF

COST: If these rules had been applied in TAA 92 they would have resulted in an increase of four AB Teams (2 Off 3 Enl per team for a total increase of 8 Off 12 Enl 20 agg) and 57 AC Teams (1 Off 1 Enl per team for a total increase of 57 Off, 57 Enl, 114 agg). These figures are a rough approximation and actual figures will be determined through TAA 93.

BENEFITS: Adequate direct ministry support to US Army soldiers during war.

FACT SHEET

PSS SPR 1986

SUBJECT: Force Structure for MWR

ISSUE: Assess the adequacy of the force structure for MWR.

FACTS.

1. There is currently no force structure to support MWR. Any structure has been deleted by MACOM Commander through the MTOE process.

2. Current SSC concept envisions MWR functions being practiced during peacetime in preparation for war. Peacetime MWR functions are performed by TDA personnel.

3. During war the SSC concept envisions MWR platoons at Corps level providing support on an area basis as the theater matures.

4. The TOE force structure for this function has been determined to be nonaffordable. During war as the need arises this function will be resourced in the training base.

LTC STACY/293-6424
Force Structure Panel

FACT SHEET

PSS SPR 1986

SUBJECT: Army Bands

ISSUE: Assess the adequacy of the Band force structure.

FACTS.

1. Band force structure has been under intense scrutiny in the recent past by DA and SSC.

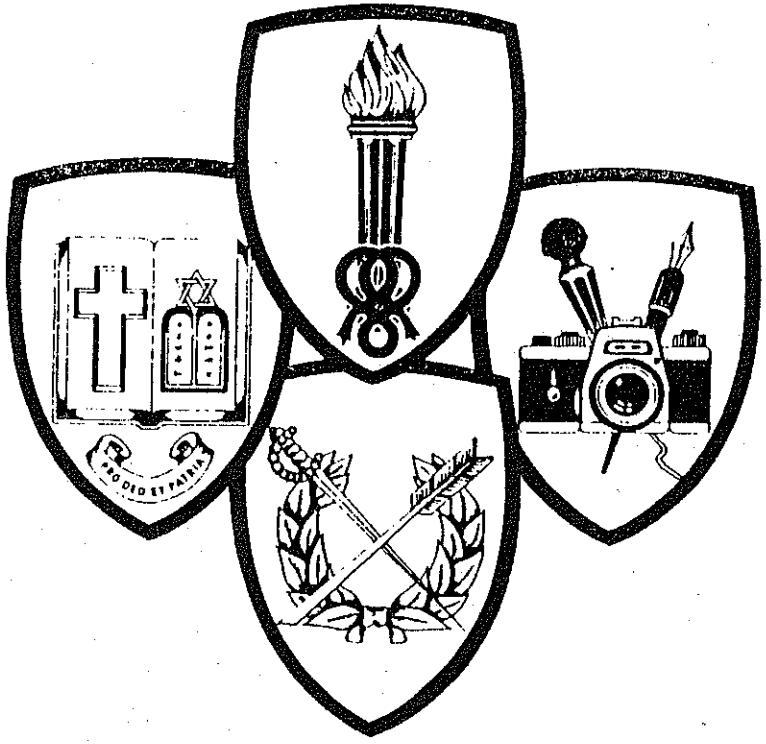
2. With the exception of the three special bands, three MACOM bands and the nondivisional bands of the Guard and Reserve, all bands are moving down to a standard authorized strength of 41 by FY 88 or 89. The Guard and Army Reserve band issue will be addressed as a TAA 93 issue.

3. The issue of how to fill the spaces for the 6th and 10th Division's Bands was raised but not resolved.

4. Bands are so emotional an issue that decisions about them are generally reserved by top Army leaders.

5. The Force Structure Panel decided in light of the above facts, it would be unproductive to spend time on this issue.

MAJ TICHENOR/552-4580
Force Structure Panel



FORCE STRUCTURE PANEL

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