

DEPARTMENT OF THE AIR FORCE  
PRESENTATION TO THE COMMISSION  
ON THE NATIONAL GUARD AND RESERVES

SUBJECT: AIR FORCE RESERVE: A COMMAND PERSPECTIVE

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AND RESERVES

Chairman Punaro, and distinguished members of the Commission, I appreciate the opportunity to appear before you today. I want to thank you for taking the time to collect the thoughts and impressions of the Commanders and Directors of our nation's reserve components. I am proud to appear before you today representing the nearly seventy-four thousand men and women of our United States Air Force Reserve.

I recently published my Vision for the future of the Air Force reserve to be an integral part of the Air Force team – One Air Force, Same Fight. My vision is, and will continue to be, that the Air Force Reserve provide the world's best mutual support to the Air Force and our joint partners – flying and fighting as an Unrivaled Wingman.

As a federal force we share the same missions and priorities as the Regular Air Force. We train to the same standards as the regular component. We will integrate at all levels of the Air Force to provide flexible, tailored, and adaptive ways to fight alongside other Air Force components. We will populate Air Force equipment, cockpits and ramps to best serve the mission – focus less on who 'owns' the equipment and more on maximizing warfighter effects. We will continue to provide the most highly motivated, ethical, trained, and experienced Airmen in the world.

As we look towards the future, I think we should have a solid understanding of where we've been in the past and how we arrived at where we are today. I believe it is helpful to give a brief review of the legislation and history of how the Air Force Reserve came into being.

The beginnings of the Air Force Reserve can be traced back to the era of WWI. With the passage of the National Defense Act of 1916, the Aviation Section of the Signal Reserve Corps was established with 296 officers and 2,000 enlisted personnel as the first Air Reservists. The Air Force Reserve came into being in 1946 when thousands of veterans accepted appointment or enlistment in the Army Air Forces Reserve. The Air Force Reserve was formally created on 14 April 1948. Although established at that point in time, the legislation that has shaped the Air Force Reserve organization as we know it today is as follows:

### **Army and Air Force Vitalization and Retirement Equalization Act of 1948**

The purpose of the bill was threefold:

- a. To establish a permanent and more expeditious method of eliminating excess officers of the Regular Army and the Regular Air Force;
- b. To place the personnel of the Army and the Air Force on a par with personnel of the Navy, insofar as (1) years of service required for voluntary longevity retirement and (2) retirement in the highest temporary rank;
- c. The establishment of longevity retirement benefits for members of the Reserve components predicated both on time spent on active duty and satisfactory service performed during periods of inactive duty.

The act raised the number of years for a regular Army and Air Force retirement from 15 to 20 years. It also extended the privilege of retirement to Reserve members who attained the age of 60, completed 20 years of satisfactory Federal service and completed the last 8 years of qualifying service (Title 10, United States Code, (U. S. C.), Section 1331 now 12731). Further, the act

established the concept of the anniversary or retention/retirement (R/R) date, and defined the minimum point requirement for a year of satisfactory Federal service (Title 10, U. S. C., Section 1332, now 12732). The primary purpose of the Reserve retirement was to provide an inducement to members of Reserve components to remain active in the Reserve over a long period, thereby providing a better-trained and more ready Reserve to meet the needs of our national-defense structure.

#### **Air Force Organization Act of 1951 (PL 82-150) (19 Sep 51)**

- Stated that the purpose of the Air Force Reserve is to provide a reserve for the active duty
- Established that the Air Force Reserve consists of all reserves of the Air Force who are not members of the National Guard of the United States

#### **The Armed Forces Reserve Act of 1952 (PL 82-476) (9 Jul 52)**

The first piece of legislation ever passed that pertained exclusively to the reserve forces. The primary purpose of the bill was to bring together, to the greatest extent practicable, in one statute the great number of laws relating to the Reserve components of the Army, Navy, Air Force, Marine Corps, and Coast Guard, enacted during the past decades. The secondary purpose of the bill was to enact, on a basis that is applicable to all the Armed Forces uniformly, certain new provisions of law, which were necessary to correct existing defects in policies or practices relating to the Reserve and the individual members.

- Established Ready, Standby, and Retired Reserve categories
- Established promotion standards for participating reservists
- Made reserve officer appointments indefinite

#### **Reserve Forces Act of 1955 (PL 84-305) (9 Aug 55)**

- Authorized enlistment of non-prior service personnel into Reserve units
- Authorized the president to call a portion of the Ready Reserve to active duty without advance Congressional approval
- Provided for screening of ready reserve personnel to ensure availability/skill training

#### **Public Law 90-168, Title 10, United States Code, (U. S. C.), Section 262, Enacted 1 December 1967.**

Title 10, United States Code, (U. S. C.), Section 262 stated “The purpose of each reserve component is to provide trained units and qualified persons available for active duty in the armed forces, in time of war or national emergency and at such other times as the national security requires, to fill the needs of the armed forces whenever, *during and after the period needed to procure and train additional units and qualified persons to achieve the planned mobilization*, more units and persons are needed than are in the regular components,” (the italicized text was deleted in the FY05 NDAA.

- Created Office of Air Force Reserve under the Chief of Air Force Reserve, a reserve officer recalled to active duty
- Created the Air Force Reserve Forces Policy Committee on ANG and USAFR matters

- Made Secretary of the Air Force responsible for providing resources necessary to enable reserve units to meet mobilization and training requirements
- Established and authorized the personnel strength of the Selected Reserve
- Mandated units in both components (Guard and Reserve)

**Public Law 104-201, National Defense Authorization Act for Fiscal Year 1997, Enacted 23 September 1996**

**Reserve Forces Revitalization, Title XII (Laughlin Bill)** Established separate commands and commanders of the Army, Navy, Marine Corps, and Air Force Reserve. This section was a partial implementation of the Laughlin Bill.

- Section 1212. Establishes responsibilities for the Reserve Component Chiefs
- Section 1213. Requires a review of active duty and reserve general and flag officer authorizations
- Section 1214. Directs that military technicians be authorized and accounted for as a separate category of dual-status civilian employees, exempt from DoD adjustments of civilian personnel
- Section 1231. Requires report on measures to improve NG and Reserve ability to respond to emergencies
- Section 1232. Requires report concerning tax incentives for employers of members of reserve components to compensate employers for absences of those employees due to required training and for absences due to performance of active duty
- Section 1233. Requires report concerning income insurance program for activated reservists (recommendations for changes to existing legislation)
- Section 1234. Requires report concerning small business loans for members of reserve components ordered to active duty during contingency operations
  - Section 1251. Requires report concerning tax deductibility of nonreimbursable expenses
  - Section 1252. Authorizes reimbursement of housing charges for members performing active duty for training (but does not authorize reservists to stay in contract quarters)
  - Section 1253. Provides sense of Congress concerning quarters allowance during service on active duty for training
  - Section 1254. Provides sense of Congress concerning military leave policy
  - Section 1255. Commends RFPB
  - Section 1256. Requires report on parity of benefits for active duty service and reserve service
  - Section 1257. Requires the SecDef to specify, in each year of the FYDP, the estimated expenditures and proposed appropriations for the procurement of equipment and for military construction for each of the Guard and Reserve components

The legislative changes of the past sixty years have guided the Department of Defense to develop an organizational structure for the Air Force Reserve that has proven to be very successful. The Congressional direction has

been closely complied with and has enabled an operational and ready Air Force Reserve.

I am going to address a question that has surely entered into your discussions and thoughts, i.e. why two air reserve components? Although our nation faces an environment of budgetary constraints and increased asymmetric threats, a balanced structure of military forces is crucial. A major part of that military force that will guide our nation into the future will be an Air Force with two compatible but separate reserve components: the Air National Guard and the Air Force Reserve. Why two RCs? Consider the following points:

- The current organizational structure of a separate Air National Guard and Air Force Reserve works very well. The two air reserve components (ARC) have outstanding records of readiness and mission accomplishment. Their responsiveness to emergencies and the day-to-day needs of the Nation and the Air Force has been outstanding and is based primarily on volunteerism.
  
- Although the National Guard points out their Constitutional roots, the current National Guard structure was implemented much later. The Dick Act of 1903 "embodied the concept of an organized Militia to be known as the National Guard." The basic premise of the framers of the Constitution was to balance a force between a standing army and a reserve force. The Air Force Reserve is a Federal force created to meet an ever-changing environment.
- It is often stated that mobilizing the Guard is to mobilize the nation. This clearly applies to the Air Force Reserve, as well. Air Force Reservists impact their communities in the same manner the Guard does.
- Most merger discussions focus only on the Air National Guard and Air Force Reserve unit programs and fail to consider the other categories of personnel administered by the Air Force Reserve, i.e. Individual Mobilization Augmentees, Individual Ready Reservists (IRR), Standby Reservists and all Air Force retirees. If the Air Force Reserve were merged into the Air National Guard, these categories would have to be established in the Guard, which would mix federal and state personnel categories.
- A merger of the Air Force Reserve into the Air National Guard would save some management headquarters personnel funds. However, the savings would not be large. Assuming the force structure in the Air Force is valid, then the only difference would be the additive overhead by having two reserve components in the Air Force—certainly not billions of dollars. Another area to consider is a merger of the Air Force Reserve into the Air National Guard would increase state costs appreciably in those states with large reserve populations. It would also open the door for renegotiation in support agreements and location of units. Advocates of a merger should more thoroughly look into all possible ramifications.
- Missing from most discussions is the issue of "attachment authority." During the House of Representatives hearings in 1965 on the McNamara plan to merge Army Reserve units into the ARNG, the members of Congress were adamant that they had not provided, and did not intend to provide OSD with authority to mandatorily assign a draftee with an MSO involuntarily to a state National Guard unit. Finally, OSD had to admit that they needed such "attachment authority" to effect the merger. While this is not a burning issue

today since there is no draft, it could surface again in another form, as the military of today is an all-volunteer force. If a regular component member serves out his/her enlistment and has an MSO remaining, they would have to be assigned to the National Guard if there was no Reserve. In effect, this would require that a federal volunteer would be assigned to a state National Guard. This would probably not be a concern to many, but it would raise several interesting questions on federal versus state authority.

It appears that many who are debating a choice between the Guard and Reserve have not considered all the ramifications and challenges that would exist weighed against the very small monetary offset. The Air Force Reserve is a cost-effective force enhancer, contributing to the security of the United States. The Air Force Reserve is also a long-term programming option that is a federal force 100 percent of the time and is required to meet all federal standards, just like the Regular Air Force. The small savings to be realized by combining management headquarters are not worth the risk of degraded readiness and destroyed morale.

### **Roles and Missions**

The mission of the Air Force Reserve is to provide Reserve Airmen to defend the United States and protect its interest through air, space and cyberspace power. I am proud of the fact that our Reservists contribute directly to the warfighting effort every single day. We will integrate at all levels of the Air Force, strategic, operational, and tactical – providing flexible, tailored, and adaptive ways to fight alongside other Air Force components.

Air Force Reserve accomplishments since 11 September 2001 clearly demonstrate that the Air Force Reserve is a critical component in the security of our nation and a vital member of the Total Force team. The Air Force Reserve has made major contributions to the “long war” with more than 80,000 sorties, and 360,000 flying hours flown in support of Operations Iraqi Freedom, Enduring Freedom and Noble Eagle. These contingency support missions include Fighter Support, Combat Search and Rescue, Special Operations, Aerial Refueling and Tactical and Strategic Airlift. These missions mirror, and are in conjunction with, Total Force operations. This past year, C-130 and C-17 aircraft flew the majority of Air Force Reserve missions in the AOR. As you may know, 61% of the Air Force’s C-130 aircraft are assigned to the Air Reserve Components. Senator Lindsey Graham witnessed the preponderance of Reserve Component airlift first hand and mentioned this during the Commission’s first hearing back in March. Senator Graham stated that of the 20 sorties he flew in the OEF and OIF area of responsibility, only one sortie was flown by an active duty crew!

The Air Force Reserve began the transition from a strategic reserve to a daily operational warfighting partner back in 1968, with the inception of the C-141 Associate Program. The Classic Associate Program provides trained crews and maintenance personnel for Regular component owned aircraft and space operations. The success of this program has occurred through the active and reserve component working side by side to achieve a common objective. Today, we share in most Air Force mission areas.

Our Airmen are involved in meaningful participation, engaged in operations that employ their skills and training. From a single squadron association in 1968 in the C-141, today's Reserve provides associate aircrews flying the C-5, C-17, KC-10, KC-135, T-1, T-6, T-37, T-38, AT-38, F-15, F-16, MC-130E/P, E-3, Predator, and Global Hawk aircraft. Air Force Reserve associate crews account for nearly 35 percent of the Air Force's C-5 aircrew capability, 43 percent of KC-10 aircrew capability and 34 percent of C-17 aircrews. Reserve associate units also provide aircraft maintenance personnel to maintain Regular Component aircraft, providing up to 44 percent of C-5 maintenance manpower capability and 37 percent of the KC-10 maintenance manpower capability.

Space associate units operate Defense Meteorological Satellite Program (DMSP), Defense Support Program (DSP), Space-Based Infrared System (SBIRS), and Global Positioning System (GPS) assets. Space units also conduct Command, Control, Intelligence, Surveillance, Reconnaissance (C2ISR), aggressor, test, network security, force protection, and Air and Space Operations Center (AOC) activities.

In addition to this wide range of associations, the USAFR still conducts several unique missions. The 403<sup>rd</sup> Wing at Keesler Air Force Base (AFB), MS, provides 100 percent of the DoD weather reconnaissance capability and the 910<sup>th</sup> Airlift Wing (AW) at Youngstown Air Reserve Station, OH, is the only fixed wing aerial spray unit in the country. The 302<sup>nd</sup> AW, along with our Guard partners, provide 100 percent of the DoD Airborne Fire Fighting support to the U.S. Forest Service. Additionally, the 920<sup>th</sup> Rescue Wing at Patrick AFB, FL, provides primary rescue support for NASA space shuttle missions, launch support for the Eastern Missile Range at Cape Kennedy and assists drug enforcement agencies in counter-drug operations.

In addition to homeland support, Reservists also provide a number of humanitarian missions throughout the world. Channel missions in the Horn of Africa ranging from Kenya to Ethiopia included carrying thousands of pounds of equipment need to dig a well in a small Ethiopian community. Every flight in the region also carries fresh water and food, the lifeblood of service members serving throughout the area. For the first time last year, an Air Force Reserve unit led a four month long humanitarian project in El Salvador as part of Southern Command's New Horizons. The project employed 650 reservists during the 120-day operation, constructing two schools and three clinics on time and under budget.

The Air Force Reserve will continue to transform into a full spectrum force for the 21<sup>st</sup> Century by integrating across all roles and missions throughout the Air, Space and Cyberspace domains. Integrating our force ensures the Air Force Reserve is ready to perform tomorrow's missions today. Bringing Air Force front line weapon systems to the Reserve allows force unification at both the strategic and tactical levels. Indeed, we are a unified Total Force.

Future mission considerations into new and emerging missions must be consistent with Reserve participation. Reachback capabilities enable Reserve forces to train for and execute operational missions supporting the Combatant Commander from home station. In many cases, this eliminates the need for deployments. The Associate Unit construct will see growth in emerging

operational missions such as: F-22, Unmanned Aerial Systems, Space and Information Operations, Warfighting Headquarters, Air Operations Centers, Battlefield Airmen, Red Horse Units and Contingency Response Groups. The Active/Air Reserve Components mix must keep pace with emerging missions to allow the Air Force to continue operating seamlessly as a Total Force. This concurrent development will provide greater efficiency in peacetime and increased capability in wartime. We will populate Air Force equipment, cockpits and ramps to best serve the mission – focusing less on who “owns” the equipment and more on maximizing warfighter effects.

Today’s Air Force Reserve is designed, structured, missioned, and resourced to conduct operational missions on a continuous basis, assuming full-time roles and functions, while retaining an inherent surge capability. The debate as to whether we are an Operational Reserve, or Strategic Reserve is over. We are both, as evidenced by our roles and missions. The Aerospace Expeditionary Force (AEF) construct includes Air Force Reserve and Air National Guard assets in the AEF rotation cycles. In light of force downsizing, reduced budgets and rising operational tempo, there is a greater reliance on the capabilities of the guard and reserve to support operational missions and the expectation that this increased reliance will continue. With our myriad contributions, it is important to remember we are a part-time, volunteer force. Therefore, compensation and benefits must be structured to support and sustain the type of service and level of participation required. Flexibility for members to vary their level of participation is essential to the continued success of the Air Force Reserve. Whether it’s our airlifters or fighter aircraft in Iraq, rescue crews, aero meds or weather reconnaissance folks during a hurricane, or all the reachback missions flying satellites, predators or intel, a portion of our force is mission-tasked and engaged at all times. We are an indispensable element in the defense of this nation.

### **Homeland Contingency Support**

The engagement of our Air Force Reserve in the Homeland Security mission provides for air and space forces in defending the homeland with federally directed support to local civilian authorities for national and natural disasters as well as national security special events. Although we are a federal force 100 percent of the time, avenues are in-place to utilize Reserve forces for natural disaster response as well as homeland security. Existing access authorities provide 100 percent of the capability required for these missions. Homeland Security is a Total Force responsibility. The Air Force Reserve, Air National Guard, and Regular Component each bring special capabilities and expertise to the Homeland Security mission.

Our recent humanitarian efforts are as impressive as our wartime operations. The hurricane strikes to the coastal United States in 2005 required a response unlike anything seen in our modern history. The Air Force Reserve was fully engaged in emergency efforts; from collecting weather intelligence on the storms, to search and rescue, and aeromedical and evacuation airlift. Hurricanes Katrina, Ophelia, Rita and Wilma drew heavily on the expert resources of our component to assist in relief efforts. Almost 1500 Air Force Reserve personnel responded to these efforts within 24 hours, including members from the 926<sup>th</sup> Fighter Wing at NAS New Orleans, Louisiana and the



403<sup>rd</sup> Wing at Keesler Air Force Base, Mississippi, who struggled to protect their unit's resources from storm damage. The Hurricane Hunters from Keesler, tasked with flying all operational missions to provide data to the National Hurricane Center (NHC), flew 59 sorties into the eye of hurricanes and tropical storms in 2005, though their own homes were being threatened and in many cases, destroyed. Their missions, averaging 11 hours crisscrossing the storm and penetrating the powerful eyewall several times, are responsible for improving the accuracy of forecasts by up to 30 percent according to Max Mayfield, director of the NHC. Reserve airlift units from around the country responded with medical and evacuation teams to assist in the transfer of more than 5400 passengers and patients with and from affected areas. The 920<sup>th</sup> Rescue Wing from Patrick AFB, FL, the first unit on the scene, flew more than 100 sorties in their HH-60G helicopters, rescuing 1,044 people who were threatened by the rising water. The 910<sup>th</sup> AW from Youngstown ARS, OH, deployed to Duke Field, FL to set up a base of operations for aerial spray missions following Hurricane Katrina. The hurricane response missions were entirely voluntary for the personnel of the unit and garnered an award from the National Center for Infectious Diseases in May. The unit sprayed more than 2.8 million acres, or 4,501 square miles in Louisiana and Texas, to contain the mosquito threat and protect personnel from vector-borne diseases. Additionally, the 910<sup>th</sup> AW has formed an Oil Dispersant Working Group, and is working with industry and government agencies to test aerial spray methods of controlling major offshore oil spills in coastal waters of the United States.

Reservists from the 302<sup>nd</sup> AW at Peterson AFB, Co, can be activated through an agreement between the Department of the Interior and the Department of Defense, to combat wildland fires that destroy millions of acres of land, thousands of homes, and kills immeasurable wildlife each year. Aircrews are trained in the use of Modular Airborne Fire Fighting systems that help fire-fighting efforts by dropping retardant chemicals or water directly onto fires. The U.S. Forest Service requires the aircrews to be certified annually. Last September, the unit provided two aircraft and 29 reservists to help squelch forest fires in Idaho. The crews flew 14 sorties and dropped 36,500 gallons of fire retardant over three days in support of the National Interagency Fire Center in Boise, ID. Other AFRC aircraft shuttle Forest Service personnel and equipment to fire areas when the emergency requires a quick deployment to the fire line. This increased mobility for the firefighters allows more efficient use of Forest Service resources.

## **READINESS AND EQUIPMENT**

The recapitalization of our aging fleets is paramount to the overall readiness of the United States Air Force. We are operating the oldest fleet of aircraft in the history of our Air Force. We've gone from an average age of eight and a half years when I was commissioned in 1967 to an average age of twenty-three and a half years today. Without retiring our aging fleets and acquiring new weapon systems we are left to endure the escalating costs of maintaining legacy aircraft. We have gone to great lengths to reprioritize requirements in order to contribute to the cause of fleet recapitalization and the overall Air Force

Transformation. Without this critical reinvestment, the sustainment of our fleets could impact our ability to meet our future national security requirements.

As a stakeholder in our Total Force, the Air Force Reserve will directly benefit by our fleet recapitalization. We are expanding our associate arrangements with the Regular Air Force and the Air National Guard through our Total Force Integration initiatives, which means when one component modernizes, we all modernize together. The days of disparate weapon systems and different levels of operational preparedness need to be in our past. Today's national security threats demand a seamless and agile force operating weapon systems that maintain our asymmetric advantage over any potential adversary. Another critical advantage we maintain is the operational readiness of our personnel. We, in the Air Force Reserve, pride ourselves in our ability to respond to any global crisis within 72 hours. In many cases, including our response to the devastation during the hurricane season, we are able to respond within 24 hours. We train to the same standards as the active duty for a reason. We are one Air Force in the same fight. With a single level of readiness, we are able to seamlessly operate side-by-side with the Regular Air Force and Air National Guard in the full spectrum of combat operations. As an equal partner in day-to-day combat operations, it is critical we remain ready, resourced, and relevant. We strive for equipment parity allowing our units and personnel to integrate fully into the fight – to remain accessible, flexible, and combat ready.

Equipment modernization is our lifeline to readiness. As the Air Force transitions to a capabilities-based force structure, the combination of aging and heavily used equipment requires across-the-board recapitalization. The United States military has become increasingly dependent on the Reserve to conduct operational and support missions around the globe. Effective modernization of Reserve assets is vital to remaining a relevant and capable combat ready force. While the Air Force recognizes this fact and has made significant improvement in modernizing and equipping the Reserve, the reality of fiscal constraints still results in shortfalls in our modernization and equipage. Funding our modernization enhances availability, reliability, maintainability, and sustainability of aircraft weapon systems; strengthening our ability to ensure the success of our warfighting commanders and laying the foundation for tomorrow's readiness. Absent funding for a Reserve procurement account, the Reserve relies heavily upon the National Guard and Reserve Equipment Account (NGREA). NGREA resolves some of these USAFR equipment deficiencies. The items we purchase with NGREA are prioritized from the airmen in the field up to the Air Force Reserve Command Headquarters and vetted through the Air Staff. The cornerstone is innovation and the foundation is capabilities-based and has been for many years.

During steady state peacetime operations we are able to keep our personnel trained and ready at all times. However, due to the Global War on Terrorism and corresponding steady state operational participation we face today, it is a challenge to keep our reservists fully qualified. Upon their return from deployment, we incur "personnel reconstitution costs" in order to get them trained to the required skill levels, which keep them operationally ready to participate when called.

## Funding

Despite budget challenges faced by Air Force, the Air Force Reserve continues to be funded at levels to support both a strategic and operational reserve.

Appropriation	FY05	FY06	FY07	Percent
O&M	\$2,262.8	\$2,475.6	\$2,723.8	66%
MilPers	\$1,422.0	\$1,285.7	\$1,358.3	33%
*MilCon	\$110.2	\$105.0	\$44.9	1%
Total	\$3,795.0	\$3,866.3	\$4,127.0	

\*This account receives the most Congressional adjustments.

In recent years the President's Budget has addressed Air Force Reserve priorities such as:

- Non-prior service (NPS) personnel training funding (NPS accessions increasing due to decreased number of prior service accessions)
- Military and Civilian Pay Raises
- Bonus Increases
- Restoration and Modernization
- Advertising and Recruiting

Future budget cycles promise continued challenges as the services respond to national security demands. The Air Force is achieving a balance by transforming our military into a more lethal, agile, and streamlined force. There are three primary forces affecting how we plan and organize for the future. The first is base realignment and closure, where we were directed to close one base and five flying wings. Second, Total Force integration is the Air Force plan to optimize how the Regular component, Air Force Reserve and Air National Guard are organized. Thirdly, the Reserve will be a smaller force with a sharper focus on operational capability. With the cost of new equipment continually on the rise we will work with the other components to associate on equipment where it makes sense, allowing the Air Force to maximize the warfighting capability of a particular weapon system.

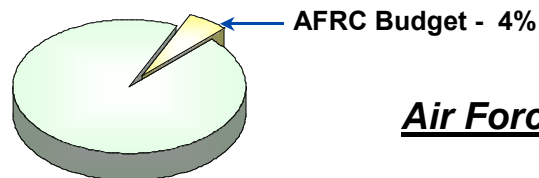
One way this is being done is by transitioning some Individual Mobilization Augmentee positions into equivalent participating Individual Ready Reserve (Category E) positions. Category E IMAs may continue to be paid, depending on military personnel account availability. In other areas there will be a variety of opportunities available for all categories of Reservists as mission areas move, grow and develop during the transformation process.

The Air Force Reserve is looking at other ways to save money. With fuel prices soaring higher and higher and an increasing concern for protecting precious natural resources, energy conservation is an area of focus. One of the

first things the command did to reduce energy consumption was switch to more efficient fluorescent lighting at Reserve locations throughout the country. Replacing central heating plants at four of our bases with decentralized heating systems are saving the command more than 20 percent. These systems achieve their savings by being more efficient than the older units they replaced and by utilizing natural gas as an energy source instead of higher-priced fuel oil.

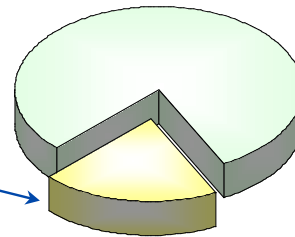
## Cost Effectiveness of the Air Force Reserve

### Total Air Force Budget



### Air Force Capability

Supplied by AFRC - 20%  
• Many costs borne by Active AF  
• However, Return on Investment (ROI) is HUGE



These budget changes are on top of an already efficient force. Active duty Air Force is able to take advantage of the association concept to realize operational support with the Reserve at a reduced overall cost because of shared assets. These efficiencies are maintained by active duty because they fund the Reserve as an equal partner and support full readiness.

### **Compensations and Benefits**

We will continue to bring the most highly motivated, ethical, trained and experienced Airmen in the world to the fight as Unrivaled Wingmen. To maintain this high expectation and standard of performance we need to compensate our Reserve Airmen appropriately.

Congress and the Department of Defense (DoD) have been focused on changing compensations and benefits in alignment with mobilization for the past four years. With the end of mobilization authority being reached, the services will turn to volunteers to meet OIF and OEF requirements especially as Congress is taking a position that these missions should be classified as ongoing operational requirements.

In the past and through the use of the Aerospace Expeditionary Force (AEF) structure, the Air Force Reserve has easily met volunteerism tours of 120 days or less and currently is providing over 2000 volunteers for ONE/OIF/OEF. However, in the last two years Combatant Commanders have called for tour

lengths of 180 days or more, which significantly reduces the available pool. According to DFI Survey, Validation of Air Reserve Component Volunteerism Initiatives, completed in September 2005, "ARC members also commented extensively on their roles in the AF once they are activated. One concern involved the AF transitioning into longer deployment timeframes."

The Deputy Assistant Secretary (Reserve Affairs) is looking at ways to increase volunteerism either legislatively or through policy changes. A recent review of special pay and incentives in Title 37, Pay and Allowances of the Uniformed Services, Chapter 5, Special And Incentive Pays and Chapter 7, Allowances, revealed there were only four provisions that acted as volunteerism incentives for the Reserve Components. These provisions are:

- 302e. Special pay: nurse anesthetists
  
- 307a. Special pay: assignment incentive pay
- 308d. Special pay: members of the Selected Reserve assigned to certain high priority units
- 435. Funeral honors duty: allowance

Section 307a and 308d are the two pay provisions that hold the most promise as volunteerism incentive tools. In fiscal year 2006 bonus authorities have also been increased in recognition of increased levels of operational support by the Reserve Components.

In today's lean force structure there are no second-hand missions. Our Reserve Airmen are motivated to serve because they know what they are doing matters. Their actions save lives. Our Reserve Airmen continue to meet and exceed our expectations for volunteer support to the Air Force missions.

## **Closing**

Chairman Punaro, you and your commissioners have been asked to take on an enormous responsibility to make recommended changes to ensure the Guard and Reserves are organized, trained, equipped, compensated, and supported to best meet our national security requirements. The Air Force Reserve stands ready to assist you in the challenges of this endeavor that is so critical to the future security of our nation.

I, along with the men and women of the Air Force Reserve, thank you for the opportunity to share the concerns of our Reserve Airmen with you today. We proudly profess that we are "One Air Force...Same Fight." We pride ourselves as an "Unrivaled Wingman" in the Total Force. I look forward to your questions.