



DEPARTMENT OF THE ARMY  
WASHINGTON, D.C. 20310

02 APR 2014

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: 2013 Focus Area Review Group Reclama and 25 Percent Final Reduction Decisions

1. On 14 August 2013, the Secretary of the Army and Chief of Staff, Army, chartered the 2013 Army Focus Area Review Group (FARG) to provide recommendations to reduce and consolidate Army headquarters organizations, programs, and functions in expectation of dramatically reduced funding levels. One element of this effort was the directive to reduce Army Headquarters at the 2-star and Tier-2 Senior Executive Service (SES) level and above in the aggregate by 25%.

2. Army commands and staffs must understand that as a result of sharply reduced funding; there will be additional civilian and military reductions applied in the Army program. These additional reductions will be addressed in the POM FY 16-20 process by the Planning, Programming and Budget Committee (PPBC).

3. On 22 November 2013, we provided commands and organizations an opportunity to submit reclamation requests to the proposed headquarter reductions. Twenty-five reclamation requests were submitted. In some cases, organizations also included reclamation requests for subordinate organizations. We considered each reclamation request carefully and have reached the decisions set forth below.

4. Final Decisions on Reclamations:

a. The following reclamation requests are approved, in whole or in part as indicated. (Refer to Enclosure 1 for more detailed numerical information and approved authorized HQ strength.)

***The following reclamation requests are approved, in whole or in part as indicated***

Organization/Command	DAC Reduction	MIL Reduction	Additional Instructions	Percent Reduction
OAA (Center for Military History; Joint Support and Operational Support)	-----		Reductions will be apportioned by OAA to meet their POM directed target	---
Office of the Inspector General	0	0	Approved. No FARG reductions	0%

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The Staff Judge Advocate	28	26	Approved in part. 25% reductions will be made across the OTJAG, US Army Legal Services Agency and the Judge Advocate General Legal Center and School	25.2%
TRADOC	598	325	Reduction includes subordinate headquarters elements	25%
Military District of Washington	23	15	No Focus Area Reduction; this organization will be subject to reductions to meet their POM directed target	18.6%
Army Criminal Investigation Command	15	8	Approved in part. No Focus Area Reduction; this organization will be subject to reductions to meet their POM directed target	20%
ASA FM&C Financial Management Command	1	3	Approved in part. Reduction for USAFMCOM limited to POM directed target.	10%
Office of the General Counsel	7	1		15.6%
Army Audit Agency	0	0	Approved. No Focus Area reductions applied to Auditor General or Army Audit Agency	0%
G-1 Civilian Human Resources Agency	338	0		25%
G-1 Army Human Resources Command	56	11		25%
ASA CW	0	0	Approved. Receives funding from Non-Army sources	0%
Installation Management Command	0	13	Approved 0% reduction to IMCOM HQ DACs. Aggregate DAC strength at 754 authorizations to be apportioned by CG, IMCOM between IMCOM HQ and Regions. Implement IMCOM plan to reduce Garrison Support Element Europe by 71 DACS, and eliminate Garrison Services #113 & 118 (eliminate 164 authorizations)	1.5%
ASA (IE&E)	15	0	Approved. Includes credit for positions from inactivation of Army Environmental Policy Institute (AEPI)	22%
Office of Chief of Public Affairs	17	2		25%
ASA M&RA	0	0	Approved. No Focus Area reductions applied	0%
ASA M&RA Army Review Board Agency	0	0	Approved. No Focus Area reductions applied	0%

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ASA M&RA Diversity and Leadership	0	0	Approved. No Focus Area reductions applied	0%
ASA M&RA Army Marketing and Research Group	0	0	Approved. No Focus Area reductions applied	0%

b. The following reclaims are not approved. (Refer to Enclosure 1 for more detailed numerical information and approved authorized HQ strength.)

***Not approved***

<b>Organization/Command</b>	<b>DAC Reduction</b>	<b>MIL Reduction</b>	<b>Additional Instructions</b>	<b>Percent Reduction</b>
US Army Manpower Analysis Agency	10	0		25%
ASA FM&C	69	5		25%
ASA (ALT)	58	2		24%
Office of Legislative Liaison	15	6		25%
Army Office of Small Business Programs	2	0		22%
G-1	63	19		25%
G-3/5/7	69	66	These reductions include 16 DACS and 32 MIL from the approved Phase 1 "task force" decision	25%
G-3/5/7 US Army Force Management Support Agency	52	1		25%
G-8	54	30		25%
Office of the Assistant Chief for Installation Management	94	5	Includes OACSIM and the Installation Management Support Agency.	25%
Army Test and Evaluation Command	82	3		24%
Office of the Surgeon General	9	9	25% reduction approved in FARG Phase 1	25%
G-2	33	12	As approved in SA/CSA Phase 1 memo	25%

5. We have approved the directed reductions to all Army Headquarters led by a Major General or Tier 2 member of the Senior Executive Service. We direct that these reductions be taken during fiscal years 2015-2019 in the headquarters of the organizations identified in the Focus Area Reduction spreadsheet (Enclosure 1). Organizations will apply reductions in FY15 and FY16 to the position level. Reductions for FY17 through FY19 will be applied at the organization/UIC level. This will

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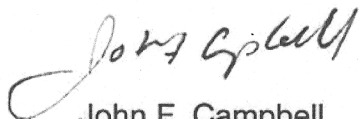
allow organizations to conduct thorough transformational analysis and comprehensive reviews of missions and functions to inform potential redesign and reorganization. Detailed guidance is provided in enclosure 2 to ensure reductions are in accordance with Army Planning, Programming, Budgeting and Execution and Force Management processes. Enclosure 3 directs the approved Army Service Component Command reductions. Reductions entail the elimination of the authorization, removal of the individual for encumbered positions, and the decrement of resources associated with the full-time equivalent. Implementation Plans will be reviewed by both the Under Secretary and Vice Chief of Staff for each organization, starting in June 2014. HQDA reductions and reorganization for FY17 and beyond (Secretariat/ARSTAFF/FOA) will be based on a comprehensive review of missions, tasks, and current/planned organization led by the USA and VCSA; details to be provided separately.

6. The intent is to reduce the size of Army Headquarters-both authorizations and personnel; therefore Commands and organizations cannot reduce subordinate organizations to meet the directed targets. As reductions occur, Commanders and Principal Officials should review their workload and reduce or eliminate lower priority efforts.

7. We acknowledge that workforce reductions are never easy. Commanders and leaders must ensure that our people are treated with dignity and respect befitting the quality of their service as we implement these difficult measures.

8. Please address your questions to Mr. Hawley at [thomas.e.hawley3.civ@mail.mil](mailto:thomas.e.hawley3.civ@mail.mil) or LTG Spoehr at [thomas.w.spoehr.mil@mail.mil](mailto:thomas.w.spoehr.mil@mail.mil).

Encl



John F. Campbell  
General, United States Army  
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- U.S. Army Europe
- U.S. Army Central
- U.S. Army North
- U.S. Army South
- U.S. Army Africa/Southern European Task Force

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U.S. Army Special Operations Command  
Military Surface Deployment and Distribution Command  
U.S. Army Space and Missile Defense Command/Army Strategic Command  
U.S. Army Cyber Command  
U.S. Army Network Enterprise Technology Command/9th Signal Command (Army)  
U.S. Army Medical Command  
U.S. Army Intelligence and Security Command  
U.S. Army Criminal Investigation Command  
U.S. Army Corps of Engineers  
U.S. Army Military District of Washington  
U.S. Army Test and Evaluation Command  
U.S. Army Installation Management Command  
Superintendent, United States Military Academy  
Director, U.S. Army Acquisition Support Center  
Executive Director, Arlington National Cemetery  
Commander, U.S. Army Accessions Support Brigade  
Commandant, U.S. Army War College

CF:

Director, Army National Guard  
Director of Business Transformation

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LEGEND		
L	PB14-18 FY18 Auths	14-18. Data was derived from authoritative sources including SAMAS and FMSWeb. Adjustments were provided by focus group leads. In some cases (e.g. USMA), an attempt was made to remove non-headquarters authorizations such as instructors from the TDA.
N	HQs amount subject to reduction	Approved baseline to be used as the reduction start point. Accounts for the headquarters portion (general and special staff) of organizations which are documented on single TDAs.
P	Reduction Amount	Focus Area Review Group (FARG) apportioned reductions as approved by USA/VCSA.
S	SA/CSA Directed or Approved Reductions	Directed and approved reductions from Army Headquarters Transformation (AHT) , FARG and/or other authorities since PB14
U	Final FARG Reduction Amount	Total directed and approved Headquarters reductions from the Focus Area Review Group effort.
W	FY 15 Reductions	Projected reduction ramp (cumulative); Corps, Division and Theater enabling command E-dates TBD
X	FY 16 Reductions	Projected reduction ramp (cumulative); Corps, Division and Theater enabling command E-dates TBD
Y	FY 17 Reductions	Projected reduction ramp (cumulative); Corps, Division and Theater enabling command E-dates TBD
Z	FY 18 Reductions	Projected reduction ramp (cumulative); Corps, Division and Theater enabling command E-dates TBD
AA	FY 19 Reductions	Projected reduction ramp (cumulative); Corps, Division and Theater enabling command E-dates TBD
AB	FY 19 Maximum Authorizations for Headquarters Personnel	This number represents the maximum number of authorizations for personnel that should be performing headquarters functions for a particular UIC or grouping of UICs at the end of FY 19. It represents the Final FARG Reduction subtracted from the HQs amount subject to reduction.

	I	K	L	M	N	O	P	S	U	W	X	Y	Z	AA	AB
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3	HQ Descriptor	Auth Category	PB14-18 FY18 Auths	Recommended Adjustment to HQs portion of FY18 Auths	HQs amount subject to reduction	% Reduction	Reduction Amount	SA/CSA Directed Reductions	Final FARG Reduction Amount	FY15 Reductions	FY16 Reductions	FY17 Reductions	FY18 Reductions	FY19 Reductions	FY19 Maximum Authorizations for Headquarters Personnel
4	Headquarters, Department of the Army (with FOAs and DRUs)														
5	Ofc of SECARMY	Civilian	14		14	29%	4		4	0	1	3	4	4	10
6	Ofc of SECARMY	Military	26		26	14%	3		3	1	2	2	3	3	23
7	Deputy Undersecretary (DUSA)	Civilian	19		19	25%	4		4	1	2	3	4	4	15
8	Deputy Undersecretary (DUSA)	Military	7		7	25%	1		1	1	1	1	1	1	6
9	Office of Business Transformation	Civilian	29		29	25%	7		7	2	3	5	6	7	22
10	Office of Business Transformation	Military	25		25	25%	7		7	2	3	5	6	7	18
11	ASA (ALT)	Civilian	230	68	230	25%	58		58	12	24	35	47	58	172
12	ASA (ALT)	Military	11	11	11	25%	2		2	1	1	2	2	2	9
13	PEO	Civilian	0	231	413	25%	104	131	131	27	53	79	105	131	282
14	PEO	Military	0	0	0	25%	0		0	0	0	0	0	0	0
15	USA ASC (Acquisition Support Center)	Civilian	332	77	77	25%	20		20	4	8	12	16	20	57
16	USA ASC (Acquisition Support Center)	Military	542	77	77	25%	20		20	4	8	12	16	20	57
17	ASA (CW)	Civilian	22	0	22	25%	0		0	0	0	0	0	0	22
18	ASA (CW)	Military	2	0	2	25%	0		0	0	0	0	0	0	2
19	ASA (FM&C)	Civilian	275	44	275	25%	69		69	14	28	42	56	69	206
20	ASA (FM&C)	Military	22	0	22	25%	5		5	1	2	3	4	5	17
21	Financial Management Cmd (FMCOM)	Civilian	17		17	POM directed	1		1	1	1	1	1	1	16
22	Financial Management Cmd (FMCOM)	Military	22		22	POM directed	3		3	1	2	2	3	3	19
23	ASA (IE&E)	Civilian	57		63	24%	15		15	3	6	9	12	15	48
24	ASA (IE&E)	Military	3		3	25%	0		0	0	0	0	0	0	3
25	ASA (M&RA)	Civilian	58	33	58	0%	0		0	0	0	0	0	0	58
26	ASA (M&RA)	Military	8	2	8	0%	0		0	0	0	0	0	0	8
27	Army Review Board Agency	Civilian	112	38	112	0%	0		0	0	0	0	0	0	112
28	Army Review Board Agency	Military	16	16	16	0%	0		0	0	0	0	0	0	16
29	Diversity & Leadership (EEO & Civil Rights Office)	Civilian	24	14	24	0%	0		0	0	0	0	0	0	24
30	Diversity & Leadership (EEO & Civil Rights Office)	Military	1	1	1	0%	0		0	0	0	0	0	0	1
31	Marketing & Research Grp	Civilian	63	16	63	0%	0		0	0	0	0	0	0	63
32	Marketing & Research Grp	Military	13	7	13	0%	0		0	0	0	0	0	0	13
33	USAMAA	Civilian	40	38	40	25%	10		10	2	4	6	8	10	30
34	USAMAA	Military	0	0	0	25%	0		0	0	0	0	0	0	0
35	Auditor General (AAG)	Civilian	6		6	0%	0		0	0	0	0	0	0	6
36	Auditor General (AAG)	Military	1		1	0%	0		0	0	0	0	0	0	1
37	Army Audit Agency	Civilian	541	0	541	0%	0		0	0	0	0	0	0	541
38	Army Audit Agency	Military	0		0	0%	0		0	0	0	0	0	0	0
39	CIO/G6	Civilian	234		234	25%	59		59	12	24	36	48	59	175
40	CIO/G6	Military	29		29	25%	7		7	2	3	5	6	7	22
41	Inspector General (OTIG)	Civilian	3		3	0%	0		0	0	0	0	0	0	3
42	Inspector General (OTIG)	Military	5		5	0%	0		0	0	0	0	0	0	5
43	IG Agency	Civilian	84		84	0%	0		0	0	0	0	0	0	84
44	IG Agency	Military	74	90	90	0%	0		0	0	0	0	0	0	90
45	Office of Small Business Programs	Civilian	9	0	9	25%	2		2	1	1	2	2	2	7
46	Office of Small Business Programs	Military	0		0	25%	0		0	0	0	0	0	0	0

Enclosure 1. U.S. Army Headquarters Reductions

	I	K	L	M	N	O	P	S	U	W	X	Y	Z	AA	AB
						FINAL APPROVED									
3	HQ Descriptor	Auth Category	PB14-18 FY18 Auths	Recommended Adjustment to HQs portion of FY18 Auths	HQs amount subject to reduction	% Reduction	Reduction Amount	SA/CSA Directed Reductions	Final FARG Reduction Amount	FY15 Reductions	FY16 Reductions	FY17 Reductions	FY18 Reductions	FY19 Reductions	FY19 Maximum Authorizations for Headquarters Personnel
47	Administrative Assistant (OAA)	Civilian	25		25	25%	6		6	2	3	4	5	6	19
48	Administrative Assistant (OAA)	Military	3		3	25%	0		0	0	0	0	0	0	3
49	Center Military History	Civilian	142	0	142	POM directed	POM directed		TBD	TBD	TBD	TBD	TBD	TBD	TBD
50	Center Military History	Military	5	0	5	POM directed	POM directed		TBD	TBD	TBD	TBD	TBD	TBD	TBD
51	Resources & Pgms Agency	Civilian	169		169	25%	43		43	9	18	26	35	43	126
52	Resources & Pgms Agency	Military	6		6	25%	1		1	1	1	1	1	1	5
53	HQ Services-Army	Civilian	121		121	25%	31		31	7	13	19	25	31	90
54	HQ Services-Army	Military	19		19	25%	4		4	1	2	3	4	4	15
55	HQ Services-Joint and Executive Agent	Civilian	241	0	241	POM directed	POM directed		TBD	TBD	TBD	TBD	TBD	TBD	TBD
56	HQ Services-Joint and Executive Agent	Military	54	0	54	POM directed	POM directed		TBD	TBD	TBD	TBD	TBD	TBD	TBD
57	HQ Services-Operational	Civilian	225	0	225	POM directed	POM directed		TBD	TBD	TBD	TBD	TBD	TBD	TBD
58	HQ Services-Operational	Military	19	0	19	POM directed	POM directed		TBD	TBD	TBD	TBD	TBD	TBD	TBD
59	IT Agency	Civilian	357	78	78	25%	20		20	4	8	12	16	20	58
60	IT Agency	Military	36	0	0	25%	0		0	0	0	0	0	0	0
61	Chief, Legislative Liaison (OCLL)	Civilian	59	36	59	25%	15		15	3	6	9	12	15	44
62	Chief, Legislative Liaison (OCLL)	Military	24	16	24	25%	6		6	2	3	4	5	6	18
63	Chief, Public Affairs (OCPA)	Civilian	52	52	52	25%	17		17	4	7	11	14	17	35
64	Chief, Public Affairs (OCPA)	Military	23		23	25%	2		2	1	1	2	2	2	21
65	General Counsel (OGC)	Civilian	44	12	44	15%	7		7	2	3	5	6	7	37
66	General Counsel (OGC)	Military	7	0	7	15%	1		1	1	1	1	1	1	6
67	Ofc of CSA	Civilian	102		102	25%	26		26	6	11	16	21	26	76
68	Ofc of CSA	Military	110		110	25%	28		28	6	12	17	23	28	82
69	USA TEST AND EVAL CMD	Civilian	326	317	326	25%	82		82	17	33	50	66	82	244
70	USA TEST AND EVAL CMD	Military	13		13	25%	3		3	1	2	2	3	3	10
71	HQ S FACULTY USMA	Civilian	475	114	114	25%	29		29	6	12	18	24	29	85
72	HQ S FACULTY USMA	Military	159	55	55	25%	14		14	3	6	9	12	14	41
73	HQ USAMDW	Civilian	130	8	130	POM directed	23		23	5	10	14	19	23	107
74	HQ USAMDW	Military	74	20	74	POM directed	15		15	3	6	9	12	15	59
75	SCH USA WAR COLLEGE	Civilian	84	48	48	25%	12		12	3	5	8	10	12	36
76	SCH USA WAR COLLEGE	Military	109	22	22	25%	5		5	1	2	3	4	5	17
77	Combat Readiness Center	Civilian	179		179	25%	45		45	9	18	27	36	45	134
78	Combat Readiness Center	Military	36		36	25%	9		9	2	4	6	8	9	27
79	G-1	Civilian	249	176	249	25%	63		63	13	26	38	51	63	186
80	G-1	Military	75	52	75	25%	19		19	4	8	12	16	19	56
81	ACTEDS (Interns)	Civilian	1055	0	1055	0%	0		0	0	0	0	0	0	1055
82	ACTEDS (Interns)	Military	0		0	25%	0		0	0	0	0	0	0	0
83	Civ HR Agency (CHRA)	Civilian	2827	2827	1352	25%	338		338	68	136	203	271	338	1014
84	Civ HR Agency (CHRA)	Military	0	0	0	25%	0		0	0	0	0	0	0	0
85	HR Cmd (HRC)	Civilian	2074	2074	225	25%	56		56	12	23	34	45	56	169
86	HR Cmd (HRC)	Military	410	410	44	25%	11		11	3	5	7	9	11	33
87	ARI (Research Spt Grp)	Civilian	116		116	25%	14		14	3	6	9	12	14	102
88	ARI (Research Spt Grp)	Military	0		0	25%	0		0	0	0	0	0	0	0

Enclosure 1. U.S. Army Headquarters Reductions

	I	K	L	M	N	O	P	S	U	W	X	Y	Z	AA	AB
	HQ Descriptor	Auth Category	PB14-18 FY18 Auths	Recommended Adjustment to HQs portion of FY18 Auths	HQs amount subject to reduction	% Reduction	Reduction Amount	SA/CSA Directed Reductions	Final FARG Reduction Amount	Cumulative Reductions by Year				FY19 Reductions	FY19 Maximum Authorizations for Headquarters Personnel
3										FY15 Reductions	FY16 Reductions	FY17 Reductions	FY18 Reductions		
89	G-2	Civilian	202	162	134	25%	33	33	33	7	14	20	27	33	101
90	G-2	Military	52		47	26%	12	12	12	3	5	8	10	12	35
91	USAINSCOM	Civilian	137	240	200	25%	50		50	10	20	30	40	50	150
92	USAINSCOM	Military	20	88	88	25%	22		22	5	9	14	18	22	66
93	G-3/5/7	Civilian	273		273	25%	69	16	69	14	28	42	56	69	204
94	G-3/5/7	Military	272	261	261	25%	66	32	66	14	27	40	53	66	195
95	Cmd & Control Spt Agency	Civilian	36		36	25%	9		9	2	4	6	8	9	27
96	Cmd & Control Spt Agency	Military	26		26	25%	6		6	2	3	4	5	6	20
97	FM Spt Agency (FMSA)	Civilian	206	0	206	25%	52		52	11	21	32	42	52	154
98	FM Spt Agency (FMSA)	Military	4	0	4	25%	1		1	1	1	1	1	1	3
99	Tech & Ops	Civilian	90		90	25%	23		23	5	10	14	19	23	67
100	Tech & Ops	Military	72		72	25%	18		18	4	8	11	15	18	54
101	G-4	Civilian	144		144	25%	36		36	8	15	22	29	36	108
102	G-4	Military	43		43	25%	11		11	3	5	7	9	11	32
103	Log Innovation Agency	Civilian	94		94	25%	24		24	5	10	15	20	24	70
104	Log Innovation Agency	Military	1		1	25%	0		0	0	0	0	0	0	1
105	G-8	Civilian	216	0	216	25%	54		54	11	22	33	44	54	162
106	G-8	Military	118	0	118	25%	30		30	6	12	18	24	30	88
107	Center for Army Analysis	Civilian	133		133	25%	34		34	7	14	21	28	34	99
108	Center for Army Analysis	Military	38		38	25%	10		10	2	4	6	8	10	28
109	ACS Installation Management (ACSIM)	Civilian	79		79	25%	20		20	4	8	12	16	20	59
110	ACS Installation Management (ACSIM)	Military	20		20	25%	5		5	1	2	3	4	5	15
111	Installation Spt Mgtment Agency	Civilian	294		294	25%	74		74	15	30	45	60	74	220
112	Installation Spt Mgtment Agency	Military	3		3	25%	0		0	0	0	0	0	0	3
113	IMCOM (including regions)	Civilian	226	542	754	0%	0		0	0	0	0	0	0	754
114	IMCOM (including regions)	Military	40	51	66	20%	13		13	3	6	8	11	13	53
115	IMCOM Region - CONUS (Central/Atlantic)	Civilian					IMCOM will document civilian authorizations for its HQs and all regions to 754 authorizations. Military reduction is 13 authorizations. These authorizations are predicated on achieving DAC reductions from the USA Garrison Support Element - Europe and reductions of civilian authorizations from Garrison Services 113 and 118.								
116	IMCOM Region - CONUS (Central/Atlantic)	Military													
117	IMCOM Region - OCONUS (Pacific/Europe)	Civilian													
118	IMCOM Region - OCONUS (Pacific/Europe)	Military													
119	Director, Army National Guard (DARNG)	Civilian	878		878	25%	220		220	44	88	132	176	220	658
120	Director, Army National Guard (DARNG)	Military	1331		1331	25%	333		333	67	134	200	267	333	998
121	Chief, Army Reserve (OCAR)	Civilian	98		98	25%	25		25	5	10	15	20	25	73
122	Chief, Army Reserve (OCAR)	Military	2		2	25%	0		0	0	0	0	0	0	2
123	USA ARMY RESERVE CMD	Civilian	313		313	25%	79		79	16	32	48	64	79	234
124	USA ARMY RESERVE CMD	Military	10		10	25%	2		2	1	1	2	2	2	8
125	Chief of Chaplains (CCH)	Civilian	17		17	25%	4		4	1	2	3	4	4	13
126	Chief of Chaplains (CCH)	Military	22		22	25%	5		5	1	2	3	4	5	17

Enclosure 1. U.S. Army Headquarters Reductions

	I	K	L	M	N	O	P	S	U	W	X	Y	Z	AA	AB
						FINAL APPROVED									
3	HQ Descriptor	Auth Category	PB14-18 FY18 Auths	Recommended Adjustment to HQs portion of FY18 Auths	HQs amount subject to reduction	% Reduction	Reduction Amount	SA/CSA Directed Reductions	Final FARG Reduction Amount		Cumulative Reductions by Year				FY19 Maximum Authorizations for Headquarters Personnel
										FY15 Reductions	FY16 Reductions	FY17 Reductions	FY18 Reductions	FY19 Reductions	
127	Chief of Engineers (COE)	Civilian	3	2	2	25%	0		0	0	0	0	0	0	2
128	Chief of Engineers (COE)	Military	9	8	8	25%	2		2	1	1	2	2	2	6
129	HQS USACE (MIL PROGS)	Civilian	288		288	25%	72		72	15	29	44	58	72	216
130	HQS USACE (MIL PROGS)	Military	5		5	25%	1		1	1	1	1	1	1	4
131	USA ENGR TRANSATLANTIC	Civilian	335	0		0%	0		0	0	0	0	0	0	0
132	USA ENGR TRANSATLANTIC	Military	12	0		0%	0		0	0	0	0	0	0	0
133	USAED, MISSISSIPPI VALLEY	Civilian	56	0		0%	0		0	0	0	0	0	0	0
134	USAED, MISSISSIPPI VALLEY	Military	4	0		0%	0		0	0	0	0	0	0	0
135	Judge Advocate General (OTJAG)	Civilian	29		29	25%			TJAG will reduce 54 personnel (28 civilian and 26 military) across their headquarters elements of the OTJAG, the JAG Center, and the USA Legal Services Agency. The reduction numbers in the LSA rows apply across the entire legal enterprise.						N/A
136	Judge Advocate General (OTJAG)	Military	35		35	25%									N/A
137	JAG Center	Civilian	39	17	17	25%									N/A
138	JAG Center	Military	67	13	13	25%									N/A
139	Legal Services Agency	Civilian	204	96	96	25%	28		28	6	12	17	23	28	N/A
140	Legal Services Agency	Military	277	24	24	25%	26	25	26	6	11	16	21	26	N/A
141	Provost Marshal General (OPMG)	Civilian	7		7	25%	1		1	1	1	1	1	1	6
142	Provost Marshal General (OPMG)	Military	13		13	25%	3		3	1	2	2	3	3	10
143	Army Corrections Cmd	Civilian	101	38	38	25%	10		10	2	4	6	8	10	28
144	Army Corrections Cmd	Military	235	1	1	25%	0		0	0	0	0	0	0	1
145	HQ USA CRIM INVEST CMD	Civilian	74	74	74	POM directed	15		15	3	6	9	12	15	59
146	HQ USA CRIM INVEST CMD	Military	39	39	39	POM directed	8		8	2	4	5	7	8	31
147	Surgeon General (OTSG)	Civilian	50		36	25%	9	9	9	2	4	6	8	9	27
148	Surgeon General (OTSG)	Military	45		36	25%	9	9	9	2	4	6	8	9	27
149	HHC USA MEDCOM (DHP reductions)	Civilian	714		714	19%	134		134	27	54	81	108	134	580
150	HHC USA MEDCOM	Military	142		142	0%	0		0	0	0	0	0	0	142
151	NORTHERN RMC	Civilian	162		162	19%	30		30	6	12	18	24	30	132
152	NORTHERN RMC	Military	65		65	0%	0		0	0	0	0	0	0	65
153	SOUTHERN RMC	Civilian	123		123	19%	23		23	5	10	14	19	23	100
154	SOUTHERN RMC	Military	34		34	0%	0		0	0	0	0	0	0	34
155	USA MED R&M CMD	Civilian	178	139	139	20%	28		28	6	12	17	23	28	111
156	USA MED R&M CMD	Military	65	52	52	20%	11		11	3	5	7	9	11	41
157	WESTERN RMC	Civilian	123		123	19%	23		23	5	10	14	19	23	100
158	WESTERN RMC	Military	22		22	0%	0		0	0	0	0	0	0	22

Enclosure 1. U.S. Army Headquarters Reductions

	I	K	L	M	N	O	P	S	U	W	X	Y	Z	AA	AB
						FINAL APPROVED					Cumulative Reductions by Year				
3	HQ Descriptor	Auth Category	PB14-18 FY18 Auths	Recommended Adjustment to HQs portion of FY18 Auths	HQs amount subject to reduction	% Reduction	Reduction Amount	SA/CSA Directed Reductions	Final FARG Reduction Amount	FY15 Reductions	FY16 Reductions	FY17 Reductions	FY18 Reductions	FY19 Reductions	FY19 Maximum Authorizations for Headquarters Personnel
159	U.S. Army Forces Command														
160	HQ USA FORSCOM (includes FORSCOM Unit Sppt)	Civilian	641	692	641	5%	30	30	30	6	12	18	24	30	611
161	HQ USA FORSCOM (includes FORSCOM Unit Sppt)	Military	295	294	294	25%	74		74	15	30	45	60	74	220
162	7IN HQ	Civilian	1		1	0%	0		0	0	0	0	0	0	1
163	7IN HQ	Military	249		249	0%	0		0	0	0	0	0	0	249
164	FIRST ARMY HEADQUARTERS	Civilian	130	149	130	50%	65	75	75	15	30	45	60	75	55
165	FIRST ARMY HEADQUARTERS	Military	101		101	50%	51		51	0	17	34	51	51	50
166	FORSCOM MSN Support Element	Civilian	632		632	25%	158	158	158	32	64	95	127	158	474
167	FORSCOM MSN Support Element	Military	162		162	0%	0		0	0	0	0	0	0	162
168	FIRST ARMY DIV EAST	Civilian	49		49	50%	25	30	30	6	12	18	24	30	19
169	FIRST ARMY DIV EAST	Military	80	79	80	50%	40		40	0	14	27	40	40	40
170	FIRST ARMY DIV WEST	Civilian	58		58	50%	29	34	34	7	14	21	28	34	24
171	FIRST ARMY DIV WEST	Military	80	79	80	50%	40		40	0	14	27	40	40	40
172	I Corps	Civilian	6		6	25%	1		1	1	1	1	1	1	5
173	I Corps	Military	761		761	15%	111	111	111	TBD	TBD	TBD	TBD	TBD	650
174	I Corps (AUG TDA)	Civilian	1		1	100%	1	1	1	1	1	1	1	1	0
175	I Corps (AUG TDA)	Military	7		7	0%	0		0	0	0	0	0	0	7
176	III Corps	Civilian	0		0	25%	0		0	0	0	0	0	0	0
177	III Corps	Military	761		761	15%	111	111	111	TBD	TBD	TBD	TBD	TBD	650
178	III Corps (AUG TDA)	Civilian	1		1	100%	1	1	1	1	1	1	1	1	0
179	III Corps (AUG TDA)	Military	7		7	0%	0		0	0	0	0	0	0	7
180	XVIII Airborne Corps	Civilian	0		0	25%	0		0	0	0	0	0	0	0
181	XVIII Airborne Corps	Military	761		761	15%	111	111	111	TBD	TBD	TBD	TBD	TBD	650
182	XVIII Airborne Corps (AUG TDA)	Civilian	1		1	100%	1	1	1	1	1	1	1	1	0
183	XVIII Airborne Corps (AUG TDA)	Military	7		7	0%	0		0	0	0	0	0	0	7
184	101st Airborne Division (AUG TDA)	Military	7		7	0%	0		0	0	0	0	0	0	7
185	101st Airborne Division (AUG TDA) FRSSAs Only	Civilian	21		21	100%	21	21	21	5	9	13	17	21	0
186	101st Airborne Division, Fort Campbell, Kentucky	Civilian	0		0	25%	0		0	0	0	0	0	0	0
187	101st Airborne Division, Fort Campbell, Kentucky	Military	723		723	31%	223		223	TBD	TBD	TBD	TBD	TBD	500
188	10th Mountain Division (AUG TDA)	Military	7		7	0%	0		0	0	0	0	0	0	7
189	10th Mountain Division (AUG TDA) FRSSAs Only	Civilian	19		19	100%	19	19	19	4	8	12	16	19	0
190	10th Mountain Division, Fort Drum, New York	Civilian	0		0	25%	0		0	0	0	0	0	0	0
191	10th Mountain Division, Fort Drum, New York	Military	723		723	31%	223		223	TBD	TBD	TBD	TBD	TBD	500
192	1st Armored Division (AUG TDA)	Military	7		7	0%	0		0	0	0	0	0	0	7
193	1st Armored Division (AUG TDA) FRSSAs Only	Civilian	15		15	100%	15	15	15	3	6	9	12	15	0
194	1st Armored Division, Fort Bliss, Texas	Civilian	0		0	25%	0		0	0	0	0	0	0	0
195	1st Armored Division, Fort Bliss, Texas	Military	723		723	31%	223		223	TBD	TBD	TBD	TBD	TBD	500
196	1st Cavalry Division (AUG TDA)	Military	7		7	0%	0		0	0	0	0	0	0	7
197	1st Cavalry Division (AUG TDA) FRSSAs Only	Civilian	23		23	100%	23	23	23	5	10	14	19	23	0
198	1st Cavalry Division, Fort Hood, Texas	Civilian	0		0	25%	0		0	0	0	0	0	0	0
199	1st Cavalry Division, Fort Hood, Texas	Military	723		723	31%	223		223	TBD	TBD	TBD	TBD	TBD	500
200	1st Infantry Division (AUG TDA)	Military	8		8	0%	0		0	0	0	0	0	0	8
201	1st Infantry Division (AUG TDA) FRSSAs Only	Civilian	23		23	100%	23	23	23	5	10	14	19	23	0
202	1st Infantry Division, Fort Riley, Kansas	Civilian	0		0	25%	0		0	0	0	0	0	0	0
203	1st Infantry Division, Fort Riley, Kansas	Military	723		723	31%	223		223	TBD	TBD	TBD	TBD	TBD	500

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	HQ Descriptor	Auth Category	PB14-18 FY18 Auths	Recommended Adjustment to HQs portion of FY18 Auths	HQs amount subject to reduction	% Reduction	Reduction Amount	SA/CSA Directed Reductions	Final FARG Reduction Amount	Cumulative Reductions by Year				FY19 Reductions	FY19 Maximum Authorizations for Headquarters Personnel
3										FY15 Reductions	FY16 Reductions	FY17 Reductions	FY18 Reductions		
204	28ID - PA	Civilian			0	25%	0		0	0	0	0	0	0	0
205	28ID - PA	Military	723		723	31%	223		223	TBD	TBD	TBD	TBD	TBD	500
206	29ID - VA	Civilian			0	25%	0		0	0	0	0	0	0	0
207	29ID - VA	Military	723		723	31%	223		223	TBD	TBD	TBD	TBD	TBD	500
208	34ID - MN	Civilian			0	25%	0		0	0	0	0	0	0	0
209	34ID - MN	Military	723		723	31%	223		223	TBD	TBD	TBD	TBD	TBD	500
210	35ID - KS	Civilian			0	25%	0		0	0	0	0	0	0	0
211	35ID - KS	Military	723		723	31%	223		223	TBD	TBD	TBD	TBD	TBD	500
212	36ID - TX	Civilian			0	25%	0		0	0	0	0	0	0	0
213	36ID - TX	Military	723		723	31%	223		223	TBD	TBD	TBD	TBD	TBD	500
214	38ID - IN	Civilian			0	25%	0		0	0	0	0	0	0	0
215	38ID - IN	Military	723		723	31%	223		223	TBD	TBD	TBD	TBD	TBD	500
216	3rd Infantry Division (AUG TDA)	Military	7		7	0%	0		0	0	0	0	0	0	7
217	3rd Infantry Division (AUG TDA) FRSAs Only	Civilian	17		17	100%	17	17	17	4	7	11	14	17	0
218	3rd Infantry Division, Fort Stewart, Georgia	Civilian	0		0	25%	0		0	0	0	0	0	0	0
219	3rd Infantry Division, Fort Stewart, Georgia	Military	723		723	31%	223		223	TBD	TBD	TBD	TBD	TBD	500
220	40ID - CA	Civilian			0	25%	0		0	0	0	0	0	0	0
221	40ID - CA	Military	723		723	31%	223		223	TBD	TBD	TBD	TBD	TBD	500
222	42ID - NY	Civilian			0	25%	0		0	0	0	0	0	0	0
223	42ID - NY	Military	723		723	31%	223		223	TBD	TBD	TBD	TBD	TBD	500
224	4th Infantry Division (AUG TDA)	Military	723		7	0%	0		0	0	0	0	0	0	7
225	4th Infantry Division (AUG TDA) FRSAs Only	Civilian	0		13	100%	13	13	13	3	6	8	11	13	0
226	4th Infantry Division, Fort Carson, Colorado	Civilian	0		0	25%	0		0	0	0	0	0	0	0
227	4th Infantry Division, Fort Carson, Colorado	Military	723		723	31%	223		223	TBD	TBD	TBD	TBD	TBD	500
228	82nd Airborne Division (AUG TDA)	Military	7		7	0%	0		0	0	0	0	0	0	7
229	82nd Airborne Division (AUG TDA) FRSAs Only	Civilian	16		16	100%	16	16	16	4	7	10	13	16	0
230	82nd Airborne Division, Fort Bragg, North Carolina	Civilian	0		0	25%	0		0	0	0	0	0	0	0
231	82nd Airborne Division, Fort Bragg, North Carolina	Military	723		723	31%	223	73	223	TBD	TBD	TBD	TBD	TBD	500

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232	U.S. Army Training and Doctrine Command														
233	HQ USA TRADOC CMD	Civilian	432	430	432	25%	108		108	22	44	65	87	108	324
234	HQ USA TRADOC CMD	Military	183	176	183	25%	46		46	10	19	28	37	46	137
235	ARCIC -- TRADOC FUTURES CTR	Civilian	234	60	234	25%	59		59	12	24	36	48	59	175
236	ARCIC -- TRADOC FUTURES CTR	Military	147	38	147	25%	37		37	8	15	23	30	37	110
237	CTR, USA AVN & FT RUCKER	Civilian	1316	89	89	25%	23		23	5	10	14	19	23	66
238	CTR, USA AVN & FT RUCKER	Military	2677	84	84	25%	21		21	5	9	13	17	21	63
239	INITIAL MILITARY TRAINING CENTER OF EXCELLENCE*	Civilian	57	41	41	25%	11		11	3	5	7	9	11	30
240	INITIAL MILITARY TRAINING CENTER OF EXCELLENCE*	Military	130	47	47	25%	12		12	3	5	8	10	12	35
241	SUST CTR OF EXCELLENCE	Civilian	480	168	168	25%	42		42	9	17	26	34	42	126
242	SUST CTR OF EXCELLENCE	Military	436	63	63	25%	16		16	4	7	10	13	16	47
243	TRADOC ANALYSIS CTR	Civilian	257	9	9	25%	2		2	1	1	2	2	2	7
244	TRADOC ANALYSIS CTR	Military	106	2	2	25%	0		0	0	0	0	0	0	2
245	US ARMY 1ST ROTC PROGRAM	Civilian	1623	298	298	25%	75		75	15	30	45	60	75	223
246	US ARMY 1ST ROTC PROGRAM	Military	1663	103	103	25%	26		26	6	11	16	21	26	77
247	US ARMY MANEUVER COE	Civilian	480	167	167	25%	42		42	9	17	26	34	42	125
248	US ARMY MANEUVER COE	Military	595	83	83	25%	21		21	5	9	13	17	21	62
249	US ARMY MANEUVER SPT COE	Civilian	389	167	167	25%	42		42	9	17	26	34	42	125
250	US ARMY MANEUVER SPT COE	Military	552	83	83	25%	21		21	5	9	13	17	21	62
251	USA CAC FT LEAV	Civilian	1236	135	135	25%	34		34	7	14	21	28	34	101
252	USA CAC FT LEAV	Military	668	76	76	25%	19		19	4	8	12	16	19	57
253	USA FIRES COE & FT SILL	Civilian	395	115	115	25%	29		29	6	12	18	24	29	86
254	USA FIRES COE & FT SILL	Military	461	99	99	25%	25		25	5	10	15	20	25	74
255	USA INT CEN & FT HUACHUCA	Civilian	585	63	63	25%	16		16	4	7	10	13	16	47
256	USA INT CEN & FT HUACHUCA	Military	1611	66	66	25%	17		17	4	7	11	14	17	49
257	USA RCTG COMD HQ	Civilian	222	388	388	25%	97		97	20	39	59	78	97	291
258	USA RCTG COMD HQ	Military	176	179	179	25%	45		45	9	18	27	36	45	134
259	USASIGNAL CEN FT GORDON	Civilian	398	71	71	25%	18		18	4	8	11	15	18	53
260	USASIGNAL CEN FT GORDON	Military	1203	75	75	25%	19		19	4	8	12	16	19	56

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261	U.S. Army Materiel Command														
262	HQ AMC	Civilian	819	819	819	25%	205		205	41	82	123	164	205	614
263	HQ AMC	Military	64	64	64	25%	16		16	4	7	10	13	16	48
264	HQ US ARMY TACOM	Civilian	3723	196	196	25%	49		49	10	20	30	40	49	147
265	HQ US ARMY TACOM	Military	67	9	9	25%	2		2	1	1	2	2	2	7
266	HQ USA MISSILE COMMAND	Civilian	3205	397	397	25%	100		100	20	40	60	80	100	297
267	HQ USA MISSILE COMMAND	Military	82	1	1	25%	0		0	0	0	0	0	0	1
268	HQ USASAC (Security Assistance Command)	Civilian	416	12	12	25%	3		3	1	2	2	3	3	9
269	HQ USASAC (Security Assistance Command)	Military	7	7	7	25%	1		1	1	1	1	1	1	6
270	JT MUNITIONS LIFE CYCLE MGT CMD	Civilian	720	123	123	25%	31		31	7	13	19	25	31	92
271	JT MUNITIONS LIFE CYCLE MGT CMD	Military	6	5	5	25%	1		1	1	1	1	1	1	4
272	US ARMY RESEARCH, DEVEOPMENT & ENGINEERING CN	Civilian	275	231	231	25%	58		58	12	24	35	47	58	173
273	US ARMY RESEARCH, DEVEOPMENT & ENGINEERING CN	Military	43	16	16	25%	4		4	1	2	3	4	4	12
274	USA CONTRACTING COMMAND	Civilian	3033	149	149	25%	38	60	60	12	24	36	48	60	89
275	USA CONTRACTING COMMAND	Military	76	24	24	25%	6	6	6	2	3	4	5	6	18
276	USA HQ COMM ELCT COMD	Civilian	2316	269	269	25%	68		68	14	28	41	55	68	201
277	USA HQ COMM ELCT COMD	Military	51	11	11	25%	2		2	1	1	2	2	2	9
278	USA SUSTMT CMD	Civilian	923	186	186	25%	47		47	10	19	29	38	47	139
279	USA SUSTMT CMD	Military	455	110	110	25%	28		28	6	12	17	23	28	82

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280	Army Service Component Commands														
281	ARCENT	Civilian	66	66	66	14%	9	9	9	2	4	6	8	9	57
282	ARCENT	Military	586	627	627	13%	81	81	81	17	33	49	65	81	546
283	1ST TSC	Civilian	16		16	25%	4		4	1	2	3	4	4	12
284	1ST TSC	Military	443		443	25%	111		111	23	45	67	89	111	332
285	FTS 335TH SIG CMD	Civilian	197		197	25%	50		50	10	20	30	40	50	147
286	FTS 335TH SIG CMD	Military	0		0	25%	0		0	0	0	0	0	0	0
287	ARNORTH	Civilian	263	263	263	30%	79	79	79	16	32	48	64	79	184
288	ARNORTH	Military	321	321	321	30%	96	96	96	20	39	58	77	96	225
289	ARSOUTH	Civilian	305	305	305	30%	92	92	92	15	32	54	78	92	213
290	ARSOUTH	Military	461	461	461	30%	138	138	138	15	40	65	105	138	323
291	US ARMY CYBER COMMAND	Civilian	198	140	140	25%	35		35			12	24	35	105
292	US ARMY CYBER COMMAND	Military	516	47	47	25%	12		12			4	8	12	35
293	GLOBAL NETWORK ENTERPRISE CMD	Civilian	460	399	399	25%	100		100			33	67	100	299
294	GLOBAL NETWORK ENTERPRISE CMD	Military	173	140	140	25%	35		35			12	24	35	105
295	SDDC	Civilian	694	694	694	25%	173	173	173	35	70	104	139	173	521
296	SDDC	Military	28	14	14	50%	7	7	7	2	3	5	6	7	7
297	SMDC	Civilian	1051	1051	1051	19%	200	200	200	40	80	120	160	200	851
298	SMDC	Military	165	165	165	19%	32	32	32	7	13	20	26	32	133
299	USARAF	Civilian	225	225	225	15%	34	34	34	7	14	21	28	34	191
300	USARAF	Military	417	417	417	15%	62	62	62	13	25	38	50	62	355
301	USAREUR	Civilian	482	482	482	40%	193	193	193	0	0	30	112	193	289
302	USAREUR	Military	716	662	662	43%	286	286	286	98	195	241	286	286	376
303	HQ & STB, 21ST Sustainment Cmd	Civilian	0		0	25%	0		0	0	0	0	0	0	0
304	HQ & STB, 21ST Sustainment Cmd	Military	339		339	25%	85		85	17	34	51	68	85	254
305	USA JNT MULTINTL TRNG CMD	Civilian	83		83	0%	0		0	0	0	0	0	0	83
306	USA JNT MULTINTL TRNG CMD	Military	510		510	0%	0	94	94	19	38	57	76	94	416

Enclosure 1. U.S. Army Headquarters Reductions

	I	K	L	M	N	O	P	S	U	W	X	Y	Z	AA	AB
	HQ Descriptor	Auth Category	PB14-18 FY18 Auths	Recommended Adjustment to HQs portion of FY18 Auths	HQs amount subject to reduction	% Reduction	Reduction Amount	SA/CSA Directed Reductions	Final FARG Reduction Amount	Cumulative Reductions by Year				FY19 Reductions	FY19 Maximum Authorizations for Headquarters Personnel
3										FY15 Reductions	FY16 Reductions	FY17 Reductions	FY18 Reductions		
307	USARPAC	Civilian	239	233	233	12%	27	27	27	6	11	17	22	27	206
308	USARPAC	Military	622	619	619	14%	84	84	84	17	34	51	68	84	535
309	EUSA	Civilian	101	165	165	13%	22	22	22	0	0	0	0	22	143
310	EUSA	Military	638	625	625	13%	81	81	81	0	0	0	0	81	544
311	HHC, THEATER SUST COM	Civilian	0		0	25%	0		0	0	0	0	0	0	0
312	HHC, THEATER SUST COM	Military	399		399	25%	100		100	20	40	60	80	100	299
313	HQ US ARMY JAPAN	Civilian	103	103	103	25%	26	26	26	6	11	16	21	26	77
314	HQ US ARMY JAPAN	Military	34	126	126	25%	31	31	31	7	13	19	25	31	95
315	WOAK USA ALASKA	Civilian	277	277	277	25%	69	69	69	14	28	42	56	69	208
316	WOAK USA ALASKA	Military	110	110	110	25%	28	28	28	6	12	17	23	28	82
317	25th Infantry Division (AUG TDA)	Military			0	0%	0		0	0	0	0	0	0	0
318	25th Infantry Division (AUG TDA) FRSA's Only	Civilian	8		8	100%	8		8	2	4	5	7	8	0
319	25th Infantry Division, Schofield Barracks, Hawaii	Civilian	0		0	25%	0		0	0	0	0	0	0	0
320	25th Infantry Division, Schofield Barracks, Hawaii	Military	723		723	31%	223	223	223	TBD	TBD	TBD	TBD	TBD	500
321	2nd Infantry Division (AUG TDA)	Military			0	0%	0		0	0	0	0	0	0	0
322	2nd Infantry Division (AUG TDA) FRSA's Only	Civilian	8		8	100%	8		8	2	4	5	7	8	0
323	2nd Infantry Division, Camp Casey, South Korea	Civilian	0		0	25%	0		0	0	0	0	0	0	0
324	2nd Infantry Division, Camp Casey, South Korea	Military	723		723	31%	223	123	223	0	0	0	0	223	500
325	USASOC	Civilian	207		207	0%	0		0	0	0	0	0	0	207
326	USASOC	Military	198		198	0%	0		0	0	0	0	0	0	198
327	USA JFK Spec Warfare Ctr	Civilian	660		660	0%	0		0	0	0	0	0	0	660
328	USA JFK Spec Warfare Ctr	Military	1176		1176	0%	0		0	0	0	0	0	0	1176
329	USASFC	Civilian	53		53	0%	0		0	0	0	0	0	0	53
330	USASFC	Military	118		118	0%	0		0	0	0	0	0	0	118

Enclosure 2 2013 Focus Area Review Group Reclama and 25 Percent Reduction  
Decisions  
Implementation Instructions

1. The implementation of reductions reduces headquarters authorizations and associated resources and must be properly documented in the databases of record (SAMAS and PROBE).
2. All Army commands and organizations must achieve the specified headquarters reductions IAW with prescribed drawdown ramps. For institutional headquarters, reductions are to be executed in a uniform manner during FYs 15-19 in line with fiscal constraints and end strength targets.
3. All Army organizations must comply with DCS, G-3/5/7 Force Management directives in support of implementation.
  - a. TRADOC continues development and submits Force Design Updates (FDU) for Corps/Div HQs. Submit to HQDA G-3/5/7 NLT 31 July 2014.
  - b. USAFMSA develops TOEs in parallel with FDU.
  - c. DAMO-FM document new MTOEs/TDAs reflecting reductions for publication in Command Plan (CP) 16 and CP17.
4. Grade plate growth is not permitted in conjunction with these reductions.
5. These reductions decrease the Army's institutional overhead across the enterprise. Requests by organizations to increase authorizations will be reviewed as part of the normal manpower processes.
6. Army organizations must comply with DCS, G-8 Program Analysis and Evaluation Directorate (PAED) directives for implementation in the Army Program.
7. Reductions to military authorizations assigned to Title 11 support should be realigned to other organizations to ensure the Army maintains required Title 11 support to our Reserve Components.
8. Reductions to Army National Guard and Army Reserve full-time headquarters will be taken from full-time personnel.
9. Reductions to Army National Guard and Army Reserve. Reductions in Active Guard and Reserve (AGR) authorizations will be coordinated between the staff element and the affected Reserve Component (ARNG or USAR). Reductions in AGR authorizations will remain proportionate to the reductions of Active Component positions. Reductions will only be booked as a headquarters reduction and not as a reduction to the overall number of resourced AGRs; the Reserve Components will be permitted to retain and realign retained AGR authorizations to support Troop Program Units, etc. Any exceptions to the AGR guidelines will be adjudicated by the USA and VCSA.

Enclosure 3 2013 Focus Area Review Group Reclama and 25 Percent Reduction Decisions  
ASCC Reductions

ASCC	FY15		FY16		FY17		FY 18		FY19		Total	
	MIL	CIV	MIL	CIV	MIL	CIV	MIL	CIV	MIL	CIV	MIL	CIV
USARPAC	-17	-6	-17	-5	-17	-6	-17	-5	-16	-5	84	27
USFK	0	0	0	0	0	0	0	0	-81	-22	81	22
USAR-J	-7	-6	-6	-5	-6	-5	-6	-5	-6	-5	31	26
USAR-AK	-6	-14	-6	-14	-5	-14	-6	-14	-5	-13	28	69
USAREUR	-98	0	-97	0	-46	-30	-45	-82	0	-81	286	193
USARNORTH	-20	-16	-19	-16	-19	-16	-19	-16	-19	-15	96	79
USARSO	-15	-15	-25	-17	-25	-22	-40	-24	-33	-14	138	92
USSMDC/ARSTRAT	-7	-40	-6	-40	-7	-40	-6	-40	-6	-40	32	200
USARAF	-13	-7	-25	-14	-38	-21	-50	-28	-62	-34	62	34
SDDC	-2	-75	-2	-98	-1	0	-2	0	0	0	7	173
ARCENT	-17	-2	-16	-2	-16	-2	-16	-2	-16	-1	81	9
ARCYBER	0	0	0	0	-4	-12	-4	-12	-4	-11	12	35