

2013: HQDA Focus Area Review Group

Study: HQDA Focus Area Review Group (CMH files)

Purpose: In 2013, the Budget Control Act of 2011 began to affect the Army budget. In response, the Army programmed initial reductions in the Program Objective Memorandum (POM) for fiscal years (FY) 2015-2019. To help balance these reductions, Secretary of the Army John M. McHugh and Chief of Staff of the Army General Raymond T. Odierno chartered a group on 14 August 2013 to review seven focus areas. These areas were critical to sustaining the service's ability to provide units which met combatant commanders' requirements, develop leaders for the twenty-first century, and maintain the all-volunteer force. The group, known as the "Focus Area Review Group," was to make recommendations which would help the secretary and chief of staff in making decisions concerning the consolidation and reduction of Army organizations, programs, and functions. Reducing institutional headquarters—to include Headquarters, Department of the Army (HQDA), and its field operating agencies (FOA) and direct reporting units (DRU)—by 25 percent was one focus area. These reductions included military, civilian, and contract personnel down to every organization led by a major general or Tier 2 Senior Executive Service member. Their baseline was the FY 2018 POM for FYs 2014-2018. The institutional headquarters reduction team was led by the Office of Business Transformation.

Outcome: On 2 April 2014, Under Secretary of the Army Brad R. Carson and Vice Chief of Staff of the Army General John F. Campbell released the headquarters reductions recommendations of the Focus Area Review Group. Their announcement included nineteen approved reclaims and thirteen disapproved reclaims by HQDA organizations. They also announced that the Focus Area Review Group had identified some 3,146 personnel authorization reductions (2,386 civilian and 760 military) across HQDA, its FOAs, and DRUs, out of a total of 16,789 authorizations subject to reduction. This amounted to a reduction of approximately 20 percent for the Army headquarters. The reductions would occur over five years from FY 2015 to 2019. However, reductions and reorganizations for FY 2017 and beyond would be based on a comprehensive review of missions, tasks, and current or planned organizational designs. This additional workload analysis would be continued by the Comprehensive Review of HQDA effort launched in July 2014.

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