



DEPARTMENT OF THE ARMY
OFFICE OF THE ASSISTANT SECRETARY
MANPOWER AND RESERVE AFFAIRS
111 ARMY PENTAGON
WASHINGTON DC 20310-0111



January 17, 2001

REPLY TO
ATTENTION OF

Exemption Number 2001-0002

**MEMORANDUM THRU DEPUTY ASSISTANT SECRETARY OF THE ARMY
(MILITARY PERSONNEL POLICY)
ADMINISTRATIVE ASSISTANT TO THE SECRETARY OF
THE ARMY
DIRECTOR OF THE ARMY STAFF**

FOR DEPUTY CHIEF OF STAFF FOR PERSONNEL

SUBJECT: Military Personnel and Adjutant General Exemption

References:

- a. Memorandum, SAMR, 14 August 2000, subject: Interim Guidance for Fiscal Year 2000 Inventory of Commercial Activities and Inherently Governmental Activities (Inventory).
- b. Memorandum, DUSD (Installations), OUSD (AT&L) and DUSD (Program Integration), OUSD (P&R), 15 November 2000, subject: 2000 DoD Inventory of Commercial and Inherently Governmental Activities Data Call (S: 19 January 2001, extended to 2 April 2001).
- c. Memorandum, SAMR-MPP, 20 November 2000, subject: Federal Activities Inventory Reform (FAIR) Act and Army Recruiting.
- d. Memorandum, DAPE, 28 November 2000, subject: Request for Temporary and Permanent Exemptions from FAIR Inventory.

I have determined that the retention and equal opportunity functions performed by military personnel in the operating and generating forces and the promotion and assignment management function performed by military assigned to Total Army Personnel Command (PERSCOM) are non-Inherently Governmental functions that should be exempted from private sector performance on the basis of risk to national security. I have further determined that the recruiting function performed by military personnel assigned to the U.S. Army Recruiting Command and the adjutant general/military personnel functions performed by military personnel in the operating forces are non-Inherently Governmental functions that should be temporarily exempted from the A-76 process until fiscal year 2005 on the basis of risk to national security.



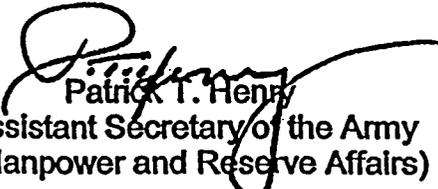
Accordingly, military personnel performing these functions in the generating and operating forces will be reported in the Internal DoD inventory described in reference b using DoD Manpower Mix Criteria Code B ("Military Combat Augmentation") or X ("Competable But Exempt from A-76"), as appropriate. Military personnel performing these functions are not reported in the public Federal Activities Inventory Reform Act (FAIR) Inventory. The criteria for identifying the scope of these determinations are described in the enclosure.

As pointed out in referenced memoranda, the use of a core cadre of military in the retention, equal opportunity, recruiting, assignment management and promotions functions directly affects the manning, morale, discipline, and quality of life of the force. To convince soldiers to reenlist requires retention of noncommissioned officers who are staying in the service as well, and who possess the skills and knowledge that are only present in an experienced individual currently serving in the force. To maintain the trust, credibility and open communication channels required for an effective equal opportunity environment within a military unit requires that a member be assigned to that function who does not have dual loyalties to a private sector contractor and the military. The credibility of the promotion and assignment management process likewise requires the use of a cadre of military personnel assigned to PERSCOM in these functions.

I note that the U.S. Army Recruiting Command is now testing the use of contractor recruiters for U.S. Army Reserve recruiting, Army Medical Department recruiting and guidance counselor operations. In the Fiscal Year 2001 National Defense Authorization Act, Congress directed an additional test to outsource active recruiting in ten recruiting companies. These tests will end in fiscal year 2005 and provide evidence on the viability of outsourcing recruiting activities. This exemption from the A-76 process does not preclude potential additional tests to explore innovative private sector approaches to recruiting in support of Active, Reserve and Reserve Officers' Training Corps (ROTC) requirements.

I further note that the military personnel community is designing new doctrine, organization, structure and training that will support these changes. Additionally, the personnel community is developing and fielding in the next four years a multi-component corporate personnel data base to ensure that commanders at all levels have access to accurate personnel information. Accordingly, it is appropriate to exempt the military personnel and administration functions in the operating forces temporarily from the A-76 process (but not from direct conversion to private sector performance) until fiscal year 2005 to avoid further turbulence to this critical function.

This exemption is subject to annual re-validation and requires that, to retain this exemption, periodic updates be provided to this office on the status of these personnel initiatives.


Patrick T. Henry
Assistant Secretary of the Army
(Manpower and Reserve Affairs)

Enclosure

National Security Recruiting Exemption:

1. All recruiting activities currently being conducted by USAREC (MACOM Code RC) in officer skill code 4C and enlisted CMF79 are subject to National Security Exemption through FY2005 with the following exceptions:

a. The following recruiting battalions currently have MPRI contract Army Reserve recruiters:

3M2AA (Albany Bn) 2 out of 35 AGR are AGR contract recruiters
06SAA (Baltimore Bn) 2 out of 50 AGR are AGR contract recruiters
17TAA (New England Bn) 1 out of 44 AGR are AGR contract recruiters
3MFAA (Harrisburg Bn) 3 out of 32 AGR are AGR contract recruiters
17QAA (New York City Bn) 2 out of 46 AGR are AGR contract recruiters
17RAA (Mid Atlantic Bn) 9 out of 44 AGR are AGR contract recruiters
17SAA (Pittsburgh Bn) 2 out of 42 AGR are AGR contract recruiters
17VAA (Syracuse Bn) 3 out of 28 AGR are AGR contract recruiters
17KAA (Beckley Bn) 3 out of 38 AGR are AGR contract recruiters

18PAA (Nashville Bn) 1 out of 27 AGR are AGR contract recruiters
18QAA (Raleigh Bn) 1 out of 28 AGR are AGR contract recruiters

19HAA (Chicago Bn) 6 out of 41 AGR are AGR contract recruiters
3MSAA (Cleveland Bn) 1 out of 27 AGR are AGR contract recruiters
17MAA (Columbus Bn) 9 out of 50 AGR are AGR contract recruiters
19MAA (Indianapolis Bn) 3 out of 44 AGR are AGR contract recruiters
3MPAA (Great Lakes Bn) 1 out of 35 AGR are AGR contract recruiters
19PAA (Milwaukee Bn) 2 out of 42 AGR are AGR contract recruiters
19QAA (Minneapolis Bn) 2 out of 42 AGR are AGR contract recruiters

182AA (Dallas Bn) 1 out of 35 AGR are AGR contract recruiters
184AA (New Orleans Bn) 1 out of 26 AGR are AGR contract recruiters

196AA (Los Angeles Bn) 1 out of 29 AGR are AGR contract recruiters
3MKAA (Sacramento Bn) 1 out of 40 AGR are AGR contract recruiters
3MJAA (Southern California Bn) 1 out of 26 AGR are AGR contract recruiters

b. The following recruiting battalions currently have MPRI contract guidance counselors:

06SAA (Baltimore Bn) 2 Contract MEPs Guidance Counselors
17TAA (New England Bn) 2 Contract MEPs Guidance Counselors
3MFAA (Harrisburg Bn) 1 Contract MEPs Guidance Counselors
17QAA (New York City Bn) 1 Contract MEPs Guidance Counselors
17RAA (Mid Atlantic Bn) 1 Contract MEPs Guidance Counselors
17SAA (Pittsburgh Bn) 1 Contract MEPs Guidance Counselors

17VAA (Syracuse Bn) 1 Contract MEPs Guidance Counselors
17KAA (Beckley Bn) 1 Contract MEPs Guidance Counselors

18LAA (Atlanta Bn) 1 Contract MEPs Guidance Counselors
18QAA (Columbia Bn) 1 Contract MEPs Guidance Counselors

3MSAA (Cleveland Bn) 1 Contract MEPs Guidance Counselors
17MAA (Columbus Bn) 1 Contract MEPs Guidance Counselors
19MAA (Indianapolis Bn) 1 Contract MEPs Guidance Counselors
3MPAA (Great Lakes Bn) 1 Contract MEPs Guidance Counselors
19PAA (Milwaukee Bn) 1 Contract MEPs Guidance Counselors
19QAA (Minneapolis Bn) 1 Contract MEPs Guidance Counselors

182AA (Dallas Bn) 1 Contract MEPs Guidance Counselors
19KAA (Des Moines Bn) 1 Contract MEPs Guidance Counselors
3MTAA (Houston Bn) 1 Contract MEPs Guidance Counselors
184AA (New Orleans Bn) 1 Contract MEPs Guidance Counselors
185AA (Oklahoma City Bn) 1 Contract MEPs Guidance Counselors
186AA (San Antonio Bn) 1 Contract MEPs Guidance Counselors
19RAA (St Louis Bn) 2 Contract MEPs Guidance Counselors

198AA (Phoenix Bn) 1 Contract MEPs Guidance Counselors
199AA (Portland Bn) 1 Contract MEPs Guidance Counselors
3MKAA (Sacramento Bn) 1 Contract MEPs Guidance Counselors
2ABAA (Seattle Bn) 1 Contract MEPs Guidance Counselors
3MJAA (Southern California Bn) 1 Contract MEPs Guidance Counselors

c. The following Brigades currently have RCI contract AMEDD recruiters:

09WAA (1st Brigade) 5 Contract AMEDD Recruiters

1A4AA (3rd Brigade) 2 Contract AMEDD Recruiters

1BAAA (5th Brigade) 3 Contract AMEDD Recruiters

1B1AA (6th Brigade) 4 Contract AMEDD Recruiters

DCSPER Requested Personnel Exemptions

Permanent requests for personnel exemption from A-76 include Army-wide TDA military:

1. Equal Opportunity Officers (position skill identifier "5T") and Equal Opportunity Advisor NCOs (MOS 00U/ Skill Qualification Identifier "Q")
2. Retention NCOs (MOS 79S)
3. Promotion Board Recorders (Officer(*) and Balisted boards)
4. The following paragraph and line numbers of Assignment Officers/Professional Development NCOs assigned to US Army PERSCOM:

001-01	025-03	027A-02
001-02	025A-01	027B-01
001-03	025A-02	027B-02
001-04	025A-03	027B-03
001-05	025A-04	027C-01
001-06	025B-01	027C-02
001-07	025B-02	027C-03
001-08	025B-03	027D-01
001-09	025C-01	027D-02
001-10	025C-02	027D-03
018-01	025C-03	027B-01
018-02	025C-04	027B-02
018-03	025D-01	027B-03
021-01	025D-02	027G-01
021G-01	025B-01	027G-02
021G-02	025B-02	028-01
021G-03	025F-01	028B-01
021G-04	025F-02	028B-02
021G-05	025F-03	028B-03
021G-06	026-01	028B-04
021H-01	026-02	028C-01
021H-02	026A-01	028C-02
021H-03	026A-02	028C-03
021H-04	026A-03	028C-04
022-01	026A-04	028C-05
022-02	026A-05	028C-06
022A-01	026B-01	028C-07
022A-02	026B-02	029-01
022A-03	026B-03	029-02
022A-04	026B-04	029A-01
022A-05	026C-01	029A-02
022B-01	026C-02	029A-03
022B-02	026D-01	029A-04
022B-03	026D-02	029B-01
022B-04	026D-03	029B-02
022B-05	026E-01	029B-03
022B-06	026E-02	029C-01
022B-07	026E-03	029C-02
022C-01	026E-04	029D-01
022C-02	026G-01	029D-02
022C-03	027-01	029D-03
025-01	027-02	029D-04
025-02	027A-01	029D-05
029B-01	035B-01	036C-06

029B-02	035B-02	036C-07
029B-03	035B-03	036C-08
029B-04	035B-04	036C-09
029B-05	035A-05	036C-10
029B-01	035A-06	036C-11
029B-02	035A-07	036D-01
029B-03	035A-08	036D-02
030-01	035B-05	036D-07
030-02	035B-06	036D-08
030-03	035C-01	036D-09
030-04	035C-02	036D-10
030-05	035C-03	036D-11
031-01	035C-04	039A-02
031-02	035C-05	039A-03
031-03	035C-06	039A-04
031-04	035C-07	039A-05
031-05	035C-08	039A-06
033-01	035C-09	068-01
033-02	035C-010	068-02
034-01	035D-01	068-03
034A-01	035D-02	068-04
034A-02	035D-03	068-05
034A-03	035D-04	075D-01*
034A-04	035D-05	075D-02*
034A-05	035D-06	075D-03*
034A-06	035D-07	075D-04*
034A-07	035D-08	160-01
034A-08	036G-01	160-02
034A-09	036A-01	160-03
034A-010	036A-02	160-04
034B-01	036A-03	160-05
034B-02	036A-04	160-06
034B-03	036A-05	160-07
034C-01	036A-06	160-08
034C-02	036B-01	160-09
034C-03	036B-02	160-10
034C-04	036B-03	
034C-05	036B-04	
034C-06	036B-05	
034D-01	036B-06	
034D-02	036B-07	
034E-01	036B-08	
034E-02	036B-09	
034E-03	036C-01	
034E-04	036C-02	
034E-05	036C-03	
034E-06	036C-04	
035-01	036C-05	
035A-01	036D-03	
035A-02	036D-04	
035A-03	036D-05	
035A-04	036D-06	

Temporary exemption covers all officer, warrant officer and enlisted positions in the following MOS's in the operating forces:

Officer	Warrant Officer	Enlisted
42	420A	75B
43		75F
		75H
		71L (ASI "F5")
		75Z