

**RECORD VERSION**

**STATEMENT BY**

**LIEUTENANT GENERAL ROGER C. SCHULTZ  
DIRECTOR, ARMY NATIONAL GUARD**

**BEFORE THE**

**COMMITTEE ON ARMED SERVICES  
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**Mr. Chairman, members of the committee, thank you for inviting me to update you on our continuing efforts to meet the challenges of the 21st century national security environment.**

**The Army National Guard is a fully integrated member of The Army, firmly resolved to play its role in defending freedom here at home and abroad. As the members of the committee are well aware, the National Security environment has changed dramatically in a very short period of time. Working in concert with the Army Reserve, the Army and the other services, we are determined to make the changes necessary in order to meet this rapidly evolving environment head on.**

**While the requirements of the Global War on Terror are challenging the Guard in many ways, our primary focus remains on the men and women who make up our organization. The Army National Guard is working aggressively to address the growing end-strength issues associated with the continuing stress on the force. We have deployed over 1,400 additional**

**recruiters across the nation already this year, with 500 more to be deployed by the end of the year, which will significantly enhance our ability to attract and process new accessions. At the same time, Congress has supported the development of greatly enhanced enlistment bonuses, which will positively affect our strength numbers. Of particular note is the authority included in the FY05 supplemental, which provided for a variety of enhanced bonuses, including bonus increases for prior service soldiers contracting to serve in the Selected Reserve. Other bonus enhancements, including increased bonuses for non-prior service enlistments and similar incentives for re-enlistments and extensions will have significant beneficial effects on the Guard's ability to meet our end strength goals.**

**We are already beginning to see some signs of a turnaround in our recruiting and retention numbers, though we have a long way to go in achieving our year-end strength goals. With the initiatives currently in place and the continuing support of Congress, the Army National Guard will continue to recruit and**

**retain high quality men and women in the months and years ahead.**

**In addition to the numerous recruiting and retention initiatives for Guard members, we continue to pursue other means of reducing the financial burdens imposed by the lengthy deployment on some mobilized Guard personnel. We are in favor of tax credits for small businesses owned by or hiring Guard soldiers. We are examining a number of other potential tax incentives for mobilized Guard soldiers, all of which would serve to alleviate the financial stresses experienced by some personnel.**

**While recruiting and retention bonuses and tax incentives address many of our soldiers' needs, we are also focused on ensuring their quality of life in other ways. We continue to work with the Army to streamline the pre-deployment mobilization processes. We also want to ensure that deployments are limited to a total of 24 months of cumulative service during the course of any mobilization authority. We are constantly working to**

**reduce stress on families through the use of family support groups and other initiatives.**

**Even as we take the necessary steps to meet our strength goals, we also recognize that soldiers are only as good as the training and equipment they receive to accomplish their missions. We are working closely with the Army leadership to ensure that our individual and collective training needs are known and that our equipment requirements are clearly understood.**

**Equipping needs for the Army National Guard fall into three broad categories, including general equipment modernization needs, equipment reset requirements, and implementation of the Army Modular Force. The Army National Guard is working closely with the Army to identify equipment modernization requirements and setting the priority for procuring such items as HMMWVs, small arms, night vision devices, tactical radios, and other equipment.**

**Army National Guard participation in the Army Modular Force initiative represents a critical component in the seamless integration of the Active and Reserve component force structure. Implementation of the Army Modular Force will significantly reduce the stress on our soldiers and their families by making deployments more predictable. The Army has included Army National Guard Brigade Combat Team costs in its funding strategy. This plan outlines \$3.0B in resourcing requirements for the Army Modular Force from FY05 through FY07.**

**Reset costs associated with Operation Iraqi Freedom and Operations Enduring Freedom represent another critical resource requirement for the Army National Guard. Obtaining this equipment is fundamental to ensuring our continuing capability to meet our state mission requirements. At present, \$855 million in reset costs were included in the FY05 supplemental request. Reset costs of approximately \$850M annually will result in a total reset resourcing requirement of approximately \$2.55B from FY05 through FY07.**

**I am tremendously proud of the men and women of the National Guard and the superlative job they are doing for this nation. I am optimistic that with your help, our organization will emerge from the Global War on Terror stronger and more vital to the defense of freedom than at any time on our nation's history.**

**Thank you.**