

Fiscal Year 2016 Report of June 8, 2016 Closed Meeting  
of the Office of the Secretary of Defense Reserve Forces Policy Board  
Under Section 10(d) of the Federal Advisory Committee Act

1. The Reserve Forces Policy Board (RFPB) held a quarterly meeting in the Pentagon, Washington, DC on June 8, 2016 in Room 3E863.
  
2. A portion of the meeting was closed to the public from 9:00 a.m. to 12:30 p.m. The meeting was closed in accordance with provisions outlined by the Government in the Sunshine Act, as amended by 5 U.S.C. § 552b(c)(1) and the Federal Advisory Committee Act (FACA), as amended by 5 U.S.C. Appendix (Executive Order 13526 – Classified National Security Information). The agenda items covered during this period were presentations from the following speakers: the Executive Officer to the Senior Enlisted Advisor to the Joint Chiefs of Staff, SGM Terry A. Grezlik; the Acting Under Secretary of Defense for Personnel & Readiness (USD P&R), The Honorable Peter Levine; and the Secretary of the U.S. Army, The Honorable Eric Fanning. The unclassified summary of each of the presentations is provided below:

a. **SGM Terry A. Grezlik,**

- **Executive Officer to the Senior Enlisted Advisor to the Joint Chiefs of Staff**

- SGM Grezlik provided his career history as an anecdotal example of expertise and diversity of experience brought to the force by today's enlisted active and reserve component members.
- He discussed the role of the SEA as the voice of the joint enlisted force, and provided examples of the enlisted perspective to the board.
- He provided his thoughts on the greatest concerns of enlisted members, stating he is most often asked about the future of medical care and retirement.
- SGM Grezlik emphasized the importance of proactively and persistently communicating changes and subsequent impacts across all levels of military personnel.

b. **The Honorable Eric Fanning,**

- **Secretary of the U.S. Army**

- Sec Fanning discussed the total force perspective of the Army, increasing integration between components, and smarter ways of recruiting, retaining, and employing the force.
- He stated when the Army meets future end strength numbers, 54% of the force will reside in the Reserve Component.
- He noted reserve soldiers want to deploy, and that the Army is increasingly involving state Adjutants General in decision making processes.
- He cautioned that increasing communications is not the sole solution, and emphasized the importance of honesty, especially as we cast aside old concepts and begin stress-testing total force integration.
- Sec Fanning discussed ongoing assessments of recruiting efforts, stating we can actually recruit fewer personnel but maintain greater numbers if we can target the right people, who will not attrite out and will likely stay beyond their initial enlistment period.

**c. The Honorable Peter Levine**

**- Acting Under Secretary of Defense for Personnel and Readiness,**

- Sec Levine summarized actions accomplished since his April appointment as Acting USD P&R, highlighting upcoming announcements of additional Force of the Future initiatives as well as the department's review of Goldwater-Nichols and joint officer qualifications.
  - He described three targeted legislative proposals; voluntary opt-out of promotion cycle, enhanced lateral entry for hard to recruit/train career fields, and lineal number adjustment authority.
  - He stated that generally, he is analyzing needs for deviation from normal personnel systems, and would like to see overarching authorization for services to identify critical career fields for specific capability to build capacity.
  - He discussed civilian hiring, noting civil service should be offered to military academy graduates unable to serve militarily as an alternative, and added that he would like to see a civilian direct hiring authority for recent graduates, as opposed to the current system which requires application and processing through the Office of Personnel Management USAJOBS system.
  - Sec Levine briefly addressed the ASD Reserve Affairs reorganization, stating the department will need to continue to monitor and assess the effectiveness of these changes, to ensure the specific expertise needed to address unique reserve component issues is not lost.
3. No other actions were taken during the closed portion of this meeting.



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Chairman, Reserve Forces Policy Board