

**ARMY PROGRAM
 FORCE SUPPORT PACKAGE POLICIES AND PROCEDURES**

History. This is the first printing of Forces Command (FORSCOM) Regulation 11-41.

Summary. This regulation prescribes FORSCOM policies and procedures for selecting and removing units from the Force Support Package (FSP) Program. It provides the methodology for the selection of units to fill requirements of the FSP as well as for removing those units from the FSP that have failed to maintain the required level of readiness.

Applicability. This regulation applies to the Active Army, Army Reserve (USAR), and the Army National Guard (ARNG).

Changes. Changes to this regulation are not official unless the Assistant Deputy Chief of Staff for, Command, Control, Communications, and Computers, DCSC4, FORSCOM authorize them.

Supplementation. Supplementation of this regulation is prohibited without prior approval from Commander, FORSCOM, 1777 Hardee Avenue, SW, ATTN: AFOP-PL, Fort McPherson, Georgia 30330-1062.

Suggested improvements. The proponent agency of this regulation is the Deputy Chief of Staff for

Operations, AFOP, HQ FORSCOM. Users are invited to send comments and suggested improvements on DA Form 2028 (Recommended Changes to Publications and Blank Forms) directly to Commander, FORSCOM, 1777 Hardee Avenue, SW, ATTN: AFOP-PL, Fort McPherson, Georgia 30330-1062.

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1. Purpose
 This regulation establishes policies and procedures for managing the Force Support Package (FSP) Program. It provides standardized procedures for the selection of units for inclusion in the FSP and their removal should they not be able to maintain

the readiness standards required.

2. References

- a. The Joint Strategic Capabilities Plan (JSCP) (TS).
- b. The Army Plan (TAP) (S).

* This regulation supersedes FORSCOM Policy Memorandum 350-97-2, dated 20 January 1997.

3. Explanation of Abbreviations and Terms

All abbreviations and special terms used in this regulation are explained when they first appear. In addition, a glossary is provided for quick reference.

4. Policy

a. The purpose of the FSP is to provide the necessary combat support (CS) and combat service support (CSS) units found in Echelons Above Division (EAD) and in Echelons Above Corps (EAC) tailored to support 5 1/3 Continental United States (CONUS) divisions, one corps, one corps' planning headquarters (HQ), one theater, and one theater planning HQ.

b. The FSP will be reviewed annually to make changes during the annual Management of Change (MOC) window. The MOC window process of review for the FSP will include the preparation of a Memorandum of Instruction (MOI) addressing the review process, two workshops (action officer and senior review), a general officer meeting, if needed, and the final briefing to the Commander (CDR), Forces Command (FORSCOM).

5. Responsibilities

a. FORSCOM:

(1) Department of the Army's executive agent for developing and maintaining the FSP.

(2) Hosts the annual FSP review process. The review will consist of the Action Officer and the Senior Review Group workshops, and if required, the General Office Steering Committee (GOSC).

(3) Publishes the FSP MOC window review MOI.

(4) Maintains the FSP files.

(5) Monitors FSP units for compliance with the requirements contained in this regulation.

(6) Consolidates proposed revisions of the FSP for the annual review.

(7) Provides briefings and updates on the FSP as necessary.

(8) Provides a facilitator and action officer (AO) for the working group, chairman of the Senior Review Group (SRG), and, as required, schedule a GOSC.

b. National Guard Bureau (NGB):

(1) Provides personnel to serve as members on the FSP working group.

(2) Provides personnel to serve as members on the FSP SRG.

(3) Provides a general officer to serve on the FSP GOSC.

(4) Recommends revisions to the FSP at the annual FSP review meetings.

(5) Ensures compliance with the policies listed in this regulation.

(6) Informs its units of their assignment or removal from the FSP.

(7) Advises its FSP units of FSP policies and requirements.

(8) Manages its units on the FSP to ensure required long-term readiness levels.

c. U.S. Army Reserve Command (USARC):

(1) Provides personnel to serve as members on the FSP working group.

(2) Provides personnel to serve as members on the FSP SRG.

(3) Provides a general officer to serve on the FSP GOSC.

(4) Recommends revisions to the FSP at the annual FSP review meetings.

(5) Ensures compliance with the FSP policies listed in this regulation.

(6) Informs their units of their assignment or removal from the FSP.

(7) Advises its units of their assignment or removal from the FSP.

(8) Manages its units on the FSP to ensure the required long-term readiness levels.

d. Continental U.S. Armies (CONUSA):

(1) Provide AOs for the FSP working group.

(2) Provide personnel to serve as members of the FSP SRG.

(3) Recommend revisions to the FSP at the annual FSP review meetings.

(4) Monitor FSP units for compliance with the policies contained in this regulation.

(5) Monitor FSP units for training and readiness issues.

e. CONUS-based Corps:

(1) Provide AOs for the FSP working group.

(2) Provide personnel to serve as members of the FSP SRG.

(3) Recommend revisions to the FSP at the annual FSP review meetings.

(4) Inform Active Army (AA) units of assignment or removal from the FSP.

(5) Advise AA FSP units of FSP policies and requirements.

(6) Monitor FSP units for compliance with policies listed in this regulation.

(7) Assist affected components (COMPO) to improve and maintain long-term readiness levels of FSP units.

6. FSP Procedures

FSP changes will be made during the annual MOC window. This MOC window process of review includes:

a. The Preparation of the MOI for MOC window. The MOI is published by HQ, FORSCOM and contains timelines, special instructions, and administrative information.

b. The Action Officer Workgroup:

(1) The AO workgroup consists of AO representatives from the COMPOS, CONUSA, and the CONUS-based corps.

(2) The AO workgroup reviews and provides a recommendation on each issue to the SRG.

(3) Members of the AO workgroup may express one organizational position from each of the following organizations: FORSCOM (COMPO 1), NGB (COMPO 2), USARC (COMPO 3), 1st Army, 5th Army, I Corps, III Corps, and XVIII Abn Corps.

c. The Senior Review Group:

(1) The SRG consists of colonel-level representatives from the COMPOS, CONUSAs, and the CONUS-based corps.

(2) The SRG reviews the recommendations of the AO workgroup and resolves issues.

(3) Members of the SRG may express one organizational position from each of the following organizations: FORSCOM (COMPO 1), NGB (COMPO 2), USARC (COMPO 3), 1st Army, 5th Army, I Corps, III Corps, and XVIII Abn Corps.

d. General Officer Steering Committee:

(1) The GOSC consists of one general officer from each component – AA, USAR, ARNG.

(2) If required, the GOSC will meet to resolve any remaining issues from the SRG.

e. Decision Briefing to the FORSCOM Commander: The purpose of this briefing is to receive approval for all recommended FSP changes from the FORSCOM CDR.

f. The FSP will be frozen after each MOC window until the next scheduled review.

7. Consideration for Removal from FSP

To recommend a unit for removal or replacement from the FSP, one of the considerations listed below must be met.

a. Unsatisfactory Long Term Readiness:

(1) For tracking potential readiness problem units, FORSCOM will use the Quarterly Readiness Review to validate and assist components.

(2) When an FSP unit exhibits a readiness problem over an 18-month period, it will be considered for substitution during the next MOC window.

(3) Potential Exceptions:

(a) Potential Exception #1: The FSP unit with unsatisfactory long-term readiness is still the best unit available or the only unit by type.

(b) Potential Exception #2: The affected component requests an exception to retain the unit in the FSP past 18 months and the Commanding General, FORSCOM, approves it.

b. Force Structure Changes (Unit Type Code [UTC]/Standard Requirements Code [SRC]): Should a component substantially change the structure and mission capability of an FSP unit, the unit will be considered for removal from the FSP unless there are unfilled requirements in the unit's new SRC.

c. Failure to Modernize:

(1) The focus of the FSP is to provide the most modern, ready force in support of a specific combat force.

(2) Should a unit fail to modernize in the period between the MOC windows, or no longer remains the most modern, it will be considered for removal from the FSP.

d. Doctrinal (TAA) Changes:

(1) If an FSP unit no longer meets any requirement because of changes in TAA doctrine, it will be removed from the FSP unless there are compelling reasons to retain it such as that it is scheduled to convert to a UTC that has a shortfall.

(2) In the event the number of requirements by UTC are reduced due to TAA doctrinal changes, those units that fill the same requirements will be reviewed to ensure the best units remain in the FSP.

8. Procedures for Recommending Units for Removal or Replacement from the FSP

a. A recommendation for removal of a unit from the FSP can come from any of these organizations: parent component, FORSCOM, CONUSA (1st or 5th Army, depending upon the area), or CONUS-based Corps.

b. After a recommendation for removal, the parent component has two options:

(1) OPTION 1: If the parent component desires to retain the unit in the FSP, then the parent component will submit a detailed plan for returning the unit to the best available status.

(a) The plan must include, as a minimum; specific justification for retaining the unit, the current situation of the unit, a schedule for returning the unit to FSP standards, and supporting documents that validate the schedule (confirmed school dates, fielding plans, etc.).

(b) The plan will be submitted with a recommendation of the SRG on acceptance of the retention plan and a recommendation for a replacement unit that meets the considerations outlined in paragraph 9a below as the best available unit.

(2) OPTION 2: If the parent component recommends a replacement unit, then the replacement

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unit will be assessed against all non-FSP units that meet the considerations listed in paragraph 9a below. If the considerations for the best available unit are balanced equally, priority will then go to the parent component recommended unit.

9. Recommending Units to Fill a New Requirement of the FSP

a. To fill a new requirement, common sense will be applied to the following unit sourcing/decision considerations.

(1) Unit is programmed to remain in or be activated within the force structure 18 months past the MOC window during which the review is being conducted.

(2) Unit has the correct SRC out to five digits.

(3) Consideration Priority: AA, Prior FSP, RC.

(4) Readiness posture includes a review of the unit's past, present, and possible future readiness concerns.

(5) Unit's current or scheduled modernization status.

(6) Unit's geographic alignments: peacetime and wartime.

b. Determination of the best available unit will be based on a decision matrix using the considerations listed above.

c. Any unit that fails to meet the first two considerations listed in paragraph 9a above will not be considered.

GLOSSARY

**SECTION 1
Abbreviations**

AA – Active Army

ALO – Authorized Level of Organization

MOPES – Army Mobilization, Operation, Planning, and Execution System.

AO – Action Officer

ARNG – Army National Guard

CDR – Commander

COMPO – Component

CONUS – Continental United States

CONUSA – Continental United States Army

CS – Combat Support

CSS – Combat Service Support

EAC – Echelons Above Corps

EAD – Echelons Above Division

EOH – Equipment On Hand (as used in reporting unit readiness)

ER – Equipment Readiness (as used in reporting unit readiness)

FORSCOM – Forces Command

FSP – Force Support Package

GOSC – General Officer Steering Committee

HQ – Headquarters

HQDA – Headquarters, Department of the Army

IAW – In Accordance With

JSCP – Joint Strategic Capabilities Plan

MOC – Management of Change

MOI – Memorandum of Instructions

NGB – National Guard Bureau

PER – Personnel (as used in reporting unit readiness)

RC – Reserve Components

S – Secret

SRC – Standard Requirements Code

SRG – Senior Review Group

TAA – Total Army Analysis

TAP – The Army Plan

TNG – Training (as used in reporting unit readiness)

TOE – Table of Organization and Equipment

TRADOC – Training and Doctrine Command

TS – Top Secret

USAR – United States Army Reserve

USARC – United States Army Reserve Command

USARPAC – United States Army Pacific

UTC – Unit Type Code

VFAS – Vertical Force Accounting System

**SECTION 2
Explanation of Terms**

FSP – A predesignated set (i.e., package) of combat support (CS) and combat service support (CSS) units tailored to support requirements of 5 1/3 CONUS divisions plus one complete corps, one corps' planning headquarters, one complete theater, and one theater planning headquarters.

Modernization – Connotes future changes and improvements in force capabilities to include doctrine, structure, and tools of the trade, i.e., weapons and equipment. Is the act of procuring or having procured the latest equipment available that enhances the capability of a type unit.

Prior FSP – Units selected for removal from the FSP during the current annual MOC window. Former FSP units that have remained out of the FSP

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for more than one cycle are no longer considered Prior FSP.

Requirements – Doctrinally defined unit type codes (UTC) with specific standard requirements codes (SRC) that will fulfill a required capability.

Shortfall – A doctrinal requirement for which no valid unit exists in the force structure to fill the requirement.

Sourced/ing – The deliberate planning activity that identifies actual forces that fill requirements IAW specified criteria.

Standard Requirements Code (SRC) – Identifies the unit's Table of Organization and Equipment (TOE), any variations, and level of organization. It

includes branch, organizational element of the branch, TOE series, last digit of year the TOE was published, variations, ALO, and the specific paragraph number within the TOE.

Unsatisfactory Long Term Readiness – Any unit rated at level 4 or 5 in any one or more of the 4 measured areas (PER, ER, EOH, and TNG) for 18 consecutive months. Components may identify, in advance, a unit that they project to have long term readiness problems prior to the designated period of 18 months.

Unit Type Code (UTC) – A five-character alphanumeric code that identifies each type unit of the Armed Forces. The UTC within the FSP identifies the Total Army Analysis (TAA)/doctrinal type unit required.