



California State Military Reserve (CSMR) Operations Brief

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J-3

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Agenda

- Military Department Strategic Priorities and Commander's Vision
- Organization and Missions of the SMR
- SMR Unit Types and Functions
- Operational Principals
- Way Ahead
- METL Development

All Priorities maintain a future focus and anticipate emerging issues.

Priority

Focus Area

PRIORITY 1

**Combat
Readiness**

1. Acquire & Maintain Dual Purpose Force Structure
2. Effective Recruiting & Retention
3. Acquire & Maintain Modern, Relevant Equipment
4. Conduct Realistic, Mission Focused Training
5. Manage Readiness
6. Maximize Federal & State Resourcing

PRIORITY 2

**Civil Support
Readiness**

1. Proactive Interagency Engagement
2. Optimize Civil Support Training
3. Identify Emerging Civil Support Issues
4. Effective, Timely Response
5. Provide Robust, Scalable Capabilities
6. Maximize Interoperability

PRIORITY 3

**Quality
Infrastructure**

1. Modernize Installations, Armories & Air Bases
2. Comprehensive Capital Project Planning
3. Upgrade IT Infrastructure
4. Secure & Redundant Systems
5. Quality Life/Mission Support

PRIORITY 4

**Effective
Organizations**

1. Foster a Culture of Integrity, Trust & Service
2. Execute Effective Internal Controls
3. Proactive Military & Family Readiness
- 4.4 Build & Maintain Community, State & International Relationships
5. Efficient & Effective Inspection Programs
6. Cultivate a Positive & Professional Command Climate
7. Fully Integrate CSMR & YCPTF
- 4.8 Become a Learning Organization
- 4.9 Develop & Retain Quality Leaders

CSMR CG's Operational Vision

My vision for the CSMR is to continually provide support and services to the components of the California Military Department. The CSMR will remain flexible to respond to the developing component changes to ensure they can meet Federal and State mission requirements.

Mission Principals for the CSMR

- We are a professional military force (organized militia) recognized through federal and state statute
- We operate as part of a California Military Department (CMD) team, working along side and in support of our CNG teammates
- Our primary roles are to support the combat and civil support readiness of the California National Guard (CNG) and to maintain ready forces to respond to state emergencies as part of the CMD.
- Our primary assets are our personnel, their unique skills and abilities, and their motivation to learn and to serve

Unit Types: There are four units types in the CSMR

- Aligned Units:
 - These are operational units in Direct Support of CNG formations
 - Their mission is to support the combat and civil support readiness of their aligned CNG unit (ex 79th Spt Cmd, 163rd Spt Grp)
- Non-aligned Units:
 - These are operational units in General Support of the Military Department through HQ CSMR
 - Their mission is to provide an operational support capability to the Military Department (ex Maritime Spt Command)
- Specialty Units:
 - These units provide a specialized capability in General Support to the Military Department through HQ CSMR (ex. Ctr for Mil History, 223rd Training CMD, Legal Spt Cmd)
- Headquarters Support:
 - These units directly enable the CSMR to function and provide essential support to its elements. (ex. CSMR Headquarters Staff, CMD Spt Section)

CSMR Capabilities



Administrative Support Capabilities

Installation Security
History/Museum
Training (SMR internal and NG)
Medical/Dental Support
Legal Support
Staff Support
Religious Service Support
Behavioral Health

Emergency Response

JRSOI
IC4U/Comms Mgmt
LNO/JMIST/JIACG/ACG
Mission Support Teams
Type II Handcrew Training Support

Unit Readiness

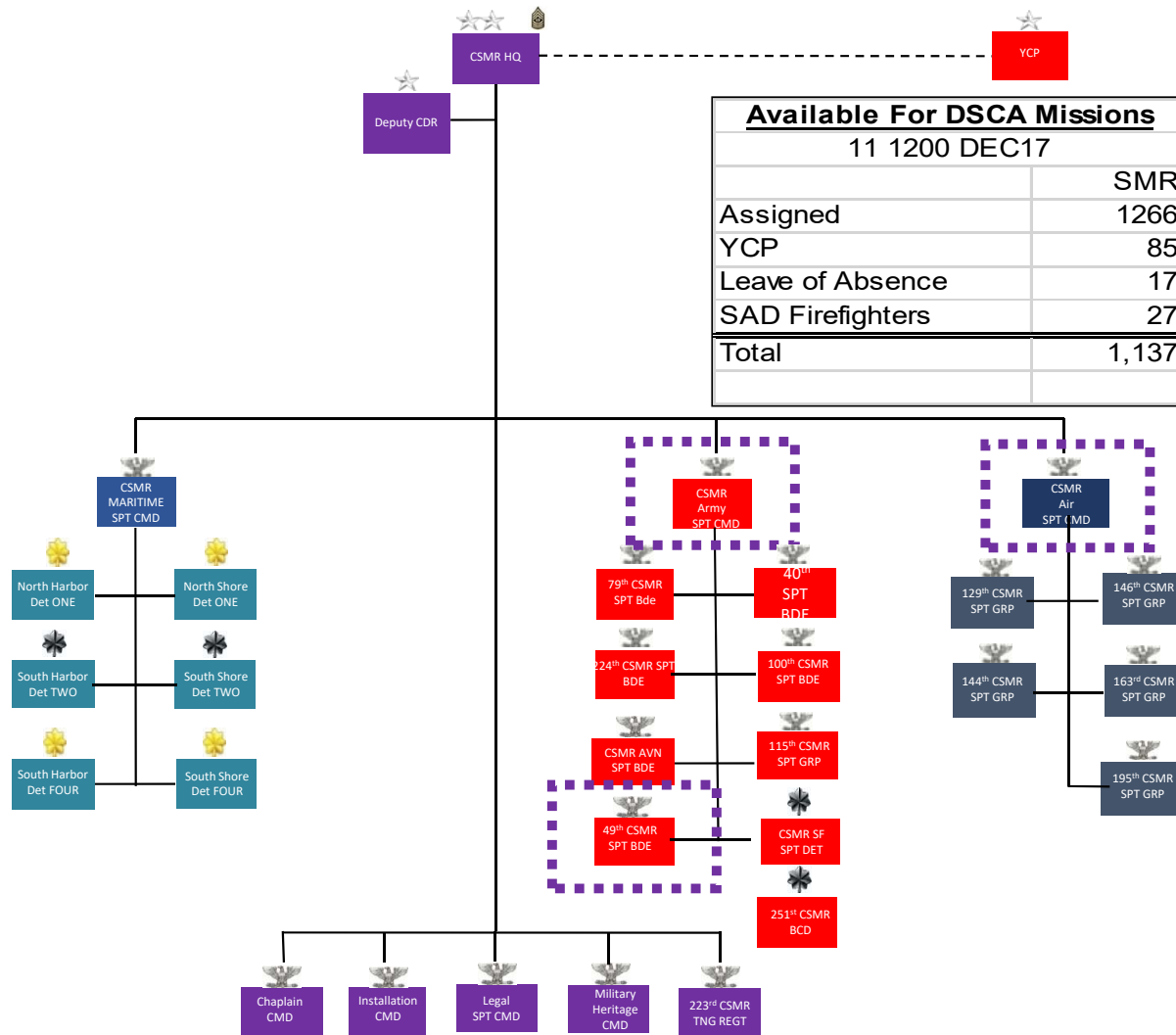
CSDP / ORI/OIP
Maintenance Mgt / Comms
AWOL Abatement
CAeSADS Support
Admin
Legal, Medical, and Dental Support
Behavioral Health
Training Support (OPFOR/OC-T)
CLS
Marksmanship / Small Arms Trng

Emerging Capabilities

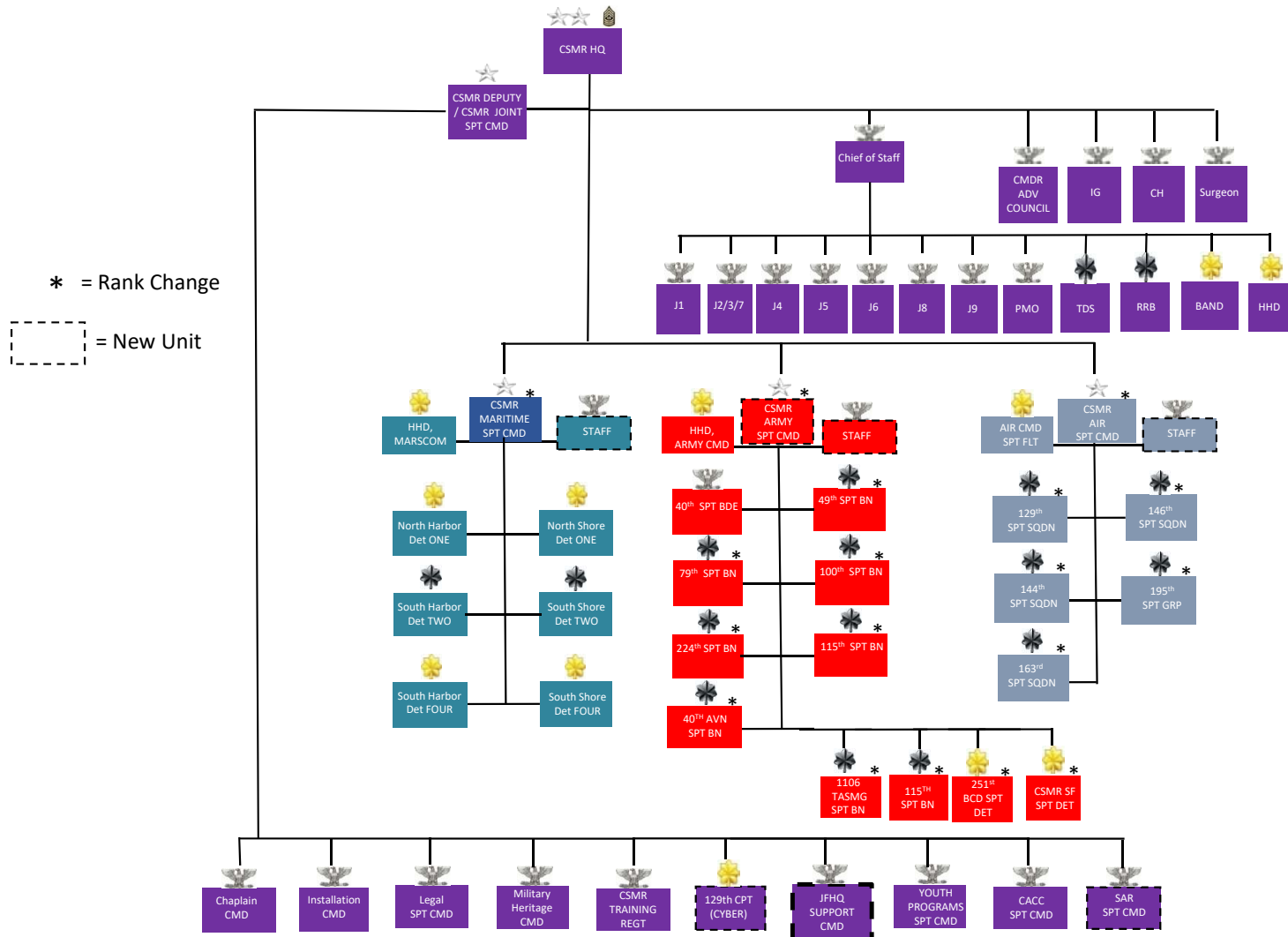
Cyber
SAR
FMS Support
Maritime

- USCG Support
- DFW Support
- Maritime Coord Supt

Phase 1 Task Organization (Effective 1 July 2018)



Task Organization 2020 (Phased implementation)



Mission Sets

- **Aligned Units:**
 - Priority of support: Filling gaps in required unit personnel and functions, enhancing unit capabilities by augmenting existing capabilities or providing new capabilities, providing training or training support
 - Examples: OPFOR, instructing classes, filling unit vacancies or functions, supply and admin support, technical specialty support. Being ready to deploy for emergencies
- **Non-aligned Units:**
 - Priority of support: Providing unique civil support capabilities or augmenting existing CS capabilities
 - Examples: Maritime security, CBRNE support, Communications Support
- **Specialty Units:**
 - Priority of support: Providing specialized functions in non-operational critical need areas to the CMD
 - Examples: Legal assistance, SRP support, military museum and history support)
- **Headquarters Support:**
 - Priority of support: Developing policy and operational guidance, providing admin oversight and support, personnel management

Operational Principals – General

- Operate in accordance with published training guidance
- Understand your Mission Essential Training List (METL) and train to it
- Operate in support of CMD priorities – Our focus is combat readiness and civil support
- Operate in support of the priorities of your aligned unit or supported Headquarters – Do what the commander needs
- Operate in accordance with military doctrine and standards wherever possible – We are principally a military organization
- Operate efficiently at the lowest cost to complete the mission in terms of both time and resources – We are a lightly funded volunteer organization, we cant afford to waste either.
- When in doubt, call higher.

Operational Principals – Training Support

- Stay Current, know your craft.
- Select and generate good instructors, knowing your craft isn't the same as being able to teach others
- Be an enabler, not a drain. Come mission-ready
- Know your limits, don't overpromise or underperform
- Keep your personnel safe, utilize risk management
- Enable tough realistic training, challenge your troops

Operational Principals – Civil Support

- Effective emergency response is all about preparation. Train your personnel in advance, know how to get a hold of your people, have the right tools and equipment, be ready to go on short notice
- Know your CS role within your aligned unit or command, train to that role and understand where you fit in the larger response framework
- Again, know your limits; don't overpromise, underperform or be unsafe
- This is a fundamentally a volunteer organization. Sometimes there's pay, usually not.

Way Ahead

- Task organize for 2020
- Identify METL for each CSMR BDE/Wing
- Publish revised training guidance: TY 18/19
- Staff emerging mission sets:
 - TF Command for Fire and other DSCA missions
 - Search and Rescue
 - Work with CMD J3 and OES to additional identify gaps in needed emergency response capabilities that CSMR may be able to address
- Develop CMD policy guidance on use of federal vehicles and equipment as well as interdepartmental loan/acquisition
- Integrate into CNG training management battle rhythm and continue to improve synchronization with components.

METL Development

METL: Mission Essential Task List

- **Definition.** A Mission Essential Task List (METL) is a list of tasks that a unit *must* accomplish in order to meet their primary mission (combat/civil support readiness). The METL is a written requirement of units at company level and above.
- **Purpose.** Training prepares a unit for combat/civil support missions. The METL, as a list of key tasks, describes the end-state of training. All training must be focused on meeting the METL.
- **Training Management.** The METL is a unit's primary and most important training management document.
- **Frequency:** The METL is updated annually though supporting tasks may be modified throughout the training year

METL Development

STEP 1. The unit commander READS and ANALYZES:

- His higher headquarters' METL
- His unit's standard mission statement
- Emergency Response and contingency plans

STEP 2. The unit commander LISTS:

- The tasks that will be assigned to their unit in training and civil support response

STEP 3. The unit commander SELECTS:

- Only those tasks *essential* to their primary mission
- Develops a list of supporting tasks for each METL task

STEP 4. The unit commander COMMUNICATES the METL:

- Their higher headquarters for approval
- Their subordinate units as training guidance

CSMR Headquarters METL

- Generate mission-ready forces to respond to Civil support missions
- Enhance the combat and civil support readiness of the CNG
- Establish appropriate doctrine, policy and guidance to enable the CSMR force
- Establish and execute professional development training programs for the CSMR force
- Enable the CSMR force logistically and administratively

Aligned Unit Core METL

- Provide mission ready forces (trained, equipped, individually ready)
- Enhance the combat readiness of the aligned unit
- Enhance the civil support readiness of the aligned unit
- Be prepared to mobilize, deploy and redeploy in support of state emergencies

Supporting Tasks

- Provide mission ready forces (trained, equipped, individually ready)
 - Develop unit training program
 - Conduct personnel readiness activities (PFT, AHA)
- Enhance the combat readiness of the aligned unit
 - Develop command supply discipline support program
 - Develop OPFOR training program
- Enhance the civil support readiness of the aligned unit
 - Develop LNO team
 - Conduct CS training program for aligned unit staff
- Be prepared to mobilize, deploy and redeploy in support of state emergencies
 - Conduct annual EDRI
 - Develop and supply personnel with deployment kit



Questions ?