



F.A.S.T. Recommendations for Congressional Action

Fully Engaged by Americans

- Enhance and expand the Selective Service System to include all young American adults.
- Require Selective Service registrants to complete the military vocational aptitude test.
- Expand the Reserve Officer Training Corps program to all levels of higher education, including postgraduate and community-college students.
- Improve access to and quality of Defense Department-provided child-care services.

Adaptable to New Threats

- Replace predetermined, time-dependent promotions with a fully merit-based military-promotion model.
- Create a continuum of service by making it easier to repeatedly transition between active, guard, and reserve components.
- Expand lateral-entry authority to allow midcareer civilians to enter the military at higher ranks.
- Create a separate and unique personnel system for all Defense Department civilian employees.
- Establish pay bands for all defense-civilian employees.

Sustainable for Long-Term Success

- Replace Budget Control Act defense budget caps with a strategy-based budget that is regularly reviewed and updated.
- Replace the military pay table to ensure compensation is commensurate to increased responsibility and performance.
- Integrate personnel policy into the new National Defense Strategy.
- Direct that the next Quadrennial Review of Military Compensation evaluate the current military compensation system and adjust it to deliver optimal strategic outcomes.
- Institute annual involuntary separation boards to remove low performers in over-manned specialties.
- Increase TRICARE enrollment fees for military retirees to cover 20 percent of the cost of coverage beginning in 2038 so that current service members are grandfathered in.
- Offer a new TRICARE option for dependents of service members to leverage employer contributions and reduce TRICARE costs.
- Enhance the new, annual TRICARE enrollment process by implementing automatic reenrollment and by gathering data on alternative health-coverage eligibility.
- Establish pilot programs to test use of commercially insured health plans to offer health benefits to reserve component service members and their families, military retirees and their dependents, and the dependents of active duty service members.

Technically Proficient for the Information Age

- Replace “up-or-out” promotion processes with a “perform-to-stay” system.
- Reform veterans preference policies to ensure the most-qualified applicants are given opportunities for employment in critical Defense Department job vacancies.
- Centralize personnel-management authority for health care personnel under the Defense Health Agency.





F.A.S.T. Recommendations for Defense Department Action

Fully Engaged by Americans

- Make it easier for military spouses to find and sustain a career, especially when relocating.
- Create an online database to automate and increase service-member influence over future military assignments.
- Improve and synergize online military recruiting efforts by creating a cross-service common application and expanding web-based recruiting tools.
- Create on-base child-care coordinators to advocate for military families in the local community and to build private-public child-care partnerships.
- Provide proactive institutional career guidance to service members before they complete their initial service obligation to increase retention.
- Conduct exit interviews to evaluate the quality and rationale of separating service members.
- Align, where relevant and possible, military training with civilian professional licensing and certification requirements.

Adaptable to New Threats

- Revamp military manpower assumptions to allow for flexible career timelines and adaptable personnel policy.
- Create rapid-recruiting organizations and processes within each service to expedite processing of nonstandard military recruits.
- Establish specialized recruiting offices focused on attracting individuals with critical skills.
- Establish better enterprise management of the military health care system to improve access to high-quality, modern, and efficiently delivered health care services.

Sustainable for Long-Term Success

- Implement evidence-based programs and policies that promote healthful behaviors among service members, encompassing physical, nutritional, and mental health.
- Improve the quality of post-deployment reintegration by applying lessons learned from U.S. Special Operations Command's Preservation of the Force and Family program.
- Collect and publish data, by service and base, on the number and percentage of service members who leave service due to health-related issues, and use data to target interventions.

Technically Proficient for the Information Age

- Expand the use of warrant officer positions and create a technical, non-command career track for officers and enlisted personnel.
- Increase educational opportunities for Defense Department civil servants.
- Speed up and better utilize the Highly Qualified Expert program to source civilian subject-matter expertise in critical areas.
- Improve civilian-military permeability for health care providers through more-effective utilization of the reserve component to better meet staffing needs.

