



STATE OF WISCONSIN

DEPARTMENT OF MILITARY AFFAIRS
OFFICE OF THE ADJUTANT GENERAL
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October 25, 2013

The Honorable Scott Walker
Governor of Wisconsin
State Capitol Building
Madison, WI 53702

Wisconsin State Legislators
State Capitol Building
Madison, WI 53702

Dear Governor Walker and Members of the Legislature:

The attached document presents the biennial report of the Adjutant General of Wisconsin for the period ending June 30, 2013, as required under s. 15.04(1)(d), Wis. Stats. The report briefly describes the key functions of the Department of Military Affairs, outlines the accomplishments of the department during the completed biennium and summarizes the department's objectives for the 2013-15 biennium. I encourage interested parties to view the department's website at <http://dma.wi.gov> for more information about the Department of Military Affairs.

Over the past two years, the department has faced substantial new challenges posed by the federal funding reductions required under sequestration. These challenges include the imposition of unpaid furloughs on hundreds of National Guard members, suspension of federal benefit and outreach programs, and restructuring of training and readiness activities to reduce cost. The department's dedicated and innovative employees are committed to adapting to the changing circumstances to ensure that the Wisconsin National Guard and Wisconsin Emergency Management maintain their high level of readiness and remain prepared to provide essential, effective and responsive military and emergency management capability for the citizens of our state and nation.

It is my privilege to serve the citizens of Wisconsin as the Adjutant General. Please contact my office for more specific information on any departmental issues of importance to you.

Sincerely,

A handwritten signature in black ink, appearing to read 'Donald P. Dunbar', written over a white background.

Major General Donald P. Dunbar
The Adjutant General
Department of Military Affairs

2011-13 Biennial Report of the Adjutant General of Wisconsin



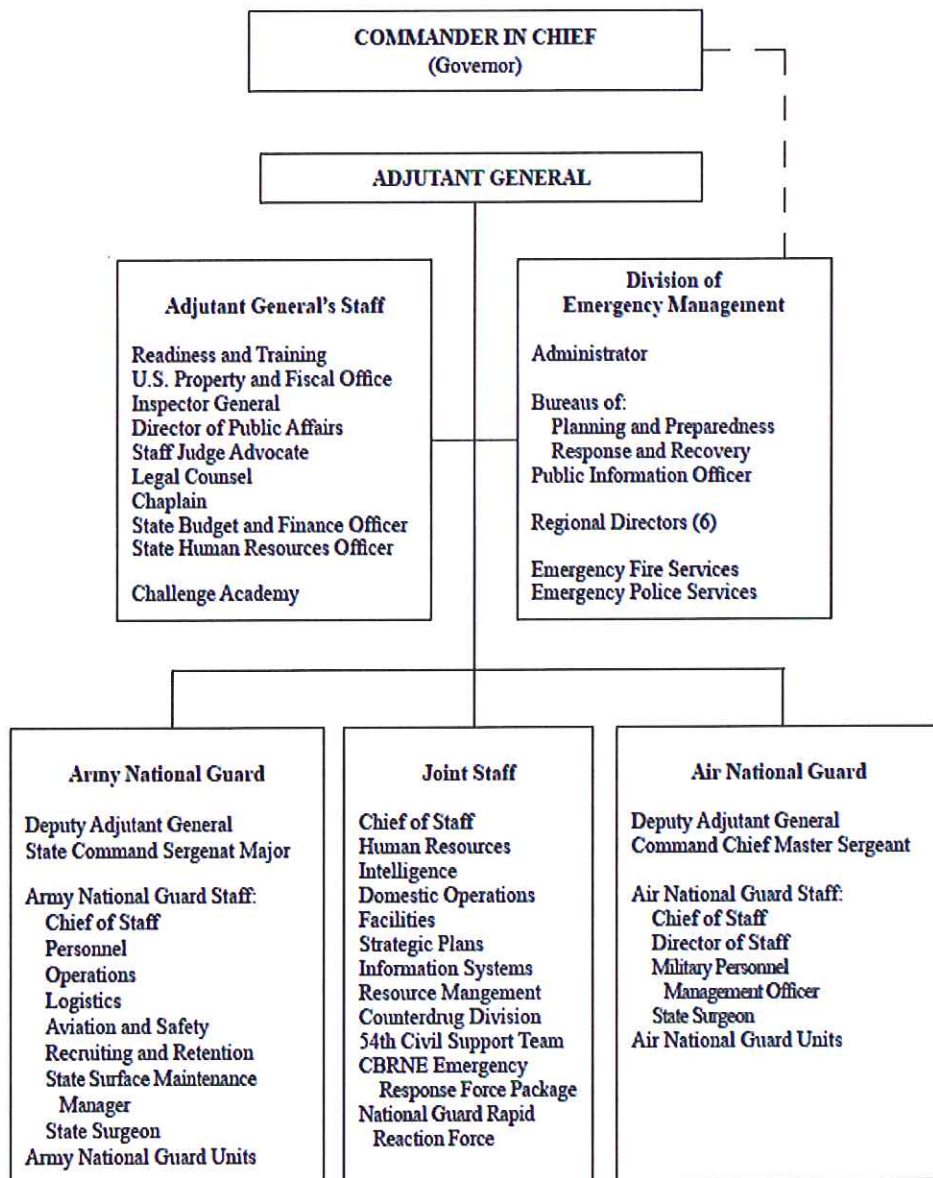
Department of Military Affairs

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Organizational Overview

The Department of Military Affairs provides essential, effective and responsive military and emergency management capability for the citizens of our state and nation. The department is unique in state government in that it has dual state and federal missions that are reflected in its mix of state and federal funding and positions. The department is led by the Adjutant General of Wisconsin who commands the state's Army and Air National Guard, is responsible for emergency management operations and chairs the state's Homeland Security Council.



The Wisconsin Army and Air National Guard

The mission of the Wisconsin National Guard is to provide fully capable citizen-soldiers and citizen-airmen prepared to deploy anywhere, at any time, to support community, state and federal missions. The federal mission is to provide trained units, Soldiers and Airmen in time of war or national emergency, as directed by the President of the United States of America. The state mission is to assist civil authorities in protecting life and property, and preserving peace, order and public safety during emergencies, as directed by the Governor of the State of Wisconsin. The Wisconsin constitution designates the Governor as the Commander in Chief of the Wisconsin National Guard.

The composition of Wisconsin Army and Air National Guard units is authorized by the U.S. Secretary of Defense through the National Guard Bureau. The federal government provides arms and ammunition, equipment and uniforms, major training facilities, pay for military and support personnel, and training and supervision. The state provides support personnel, conducts training and shares the cost of constructing, maintaining and operating armories and other state military facilities. All National Guard officers and enlisted personnel must meet the same physical, educational and other eligibility requirements as members of the active duty Army or Air Force.

Detailed information on the organization, operations and goals of the Wisconsin National Guard can be found on the department's website at <http://dma.wi.gov/dma/dma/wing.asp>.

Federal Mission

Since the terrorist attacks on September 11, 2001, almost every unit in the Wisconsin Army and Air National Guard has been ordered to active duty to support overseas operations in Afghanistan, Iraq, Kuwait and the Balkans and homeland defense missions in the United States including, in 2009, the largest mobilization of the Wisconsin National Guard since World War II. The department provides regular updates on deployments on the website at <http://dma.wi.gov/dma/news/default.asp>.

State Mission

The Wisconsin National Guard provides both short-term and ongoing services to the citizens of the state, assisting in emergency response and recovery and providing technical expertise to support civil authorities.

During the 2011-13 biennium, National Guard members were able to use federal training funds to provide assistance to Wisconsin communities while developing and honing their military skills. Examples of federal training activities in Wisconsin include:

- In July 2011, the 829th Engineer Company built a new concession stand for the Ashland School District to practice vertical construction skills.

- In September 2011, approximately 50 members of the Army National Guard's 724th Engineer Battalion spent a month clearing storm damaged trees and brush from roadsides in Burnett and Douglas counties.

The Wisconsin National Guard's role in ongoing homeland security and emergency response operations has grown significantly during the 2011-13 biennium. In June 2012, Wisconsin became the 18th state to have a certified Chemical Biological Radiological Nuclear and Explosive Enhanced Response Force Package (CERFP). The CERFP team is comprised of approximately 150 Air and Army National Guard members tasked with responding to incidents involving the use of chemical, biological, radiological, nuclear and explosive (CBRNE) substances or weapons of mass destruction by providing mass decontamination, search and extraction and emergency medical services. In addition, the 54th Civil Support Team is a full-time team comprised of 22 National Guard members that provides expert technical support to local and regional agencies at incident sites to identify agents and substances, assess consequences, provide advice on response measures, and assist with request for additional military support. The 54th Civil Support Team also provides assistance to local agencies to support security plans of large, public events to help prevent or detect an attack.

Goals and Performance

In the 2011-13 biennium, the department maintained the organizational readiness of National Guard units to perform state and federal missions by ensuring that 100% of the units met or exceeded minimum readiness standards for personnel, equipment and training. The department did not meet goals for the number of new recruits, but the number of National Guard members remained close to 100% of assigned strength.

1. Percentage of Wisconsin National Guard units attaining minimum readiness standards, or higher.

	2011		2012		2013	2014	2015
	Goal	Actual	Goal	Actual	Goal	Goal	Goal
Army	100%	100%	100%	100%	100%	100%	100%
Air	100%	100%	100%	100%	100%	100%	100%

2. Number of new recruits.

	2011		2012		2013	2014	2015
	Goal	Actual	Goal	Actual	Goal	Goal	Goal
Army	1,400	1,116	1,400	1,220	1,200	1,200	1,200
Air	190	252	190	248	190	190	190
Air	1,590	1,368	1,590	1,468	1,390	1,390	1,390

3. Number of National Guard members and percentage of assigned strength.

	2011		2012		2013	2014	2015
	Goal	Actual	Goal	Actual	Goal	Goal	Goal
Army	7,680 100%	7,532 97.1%	7,680 100%	7,538 97.2%	7,680 100%	7,680 100%	7,680 100%
Air	2,300 100%	2,287 99.5%	2,300 100%	2,287 99.5%	2,300 100%	2,300 100%	2,300 100%
Total	9,980 100%	9,819 97.7%	9,980 100%	9,825 98%	9,980 100%	9,980 100%	9,980 100%

National Guard Educational Programs

The department operates two key programs that receive federal funding from the Department of Defense to provide educational services.

The Challenge Academy

The Wisconsin National Guard Challenge Academy is a 17-month program for at-risk youth between 16 years 9 months and 18 years old located at Fort McCoy. Academy cadets complete a 22-week residential phase during which the cadets can earn their High School Equivalency Diploma and change their outlooks and viewpoints on life and character.

During the residential phase cadets learn to put together a Post-Residential Action Plan (PRAP) with the help of staff members assigned to each cadet. This plan will give them a road map for their future. Following the residential phase each cadet participates in a 12-month post-residential phase where the cadets go on to jobs, post-secondary education, or military service. During the post-residential phase the cadets meet regularly with their adult mentors and work to put into service the values and concepts learned during their 22-week schooling.

Cadets come from all socioeconomic groups and all backgrounds, but all must be at-risk youth as defined by the State of Wisconsin. Traditionally cadets are high school drop-outs, habitual truants, expelled students, or students critically deficient in credits. Cadets must be free of drugs, mentally and physically healthy, not on probation and not be awaiting sentencing, be convicted of, or have charges pending for a felony.

The Challenge Academy receives 75 percent of its funding from the National Guard Bureau, with the remaining 25 percent coming from program revenues of the state Department of Public Instruction.

STARBASE Wisconsin

STARBASE Wisconsin is a Department of Defense initiative that provides fifth grade students with experience and skills in science, technology, engineering and math. Based at the U.S. Army Reserve Center in Milwaukee, the program can provide 25 hours of interactive learning to 1,500 students each year.

Although the Department of Defense strongly supports the STARBASE program, it was not appropriated funding for federal fiscal year 2014 and program operations were suspended as of September 2013.

Goals and Performance

The department's goals related to the Challenge Academy are focused on maximizing the educational attainment of cadets by improving recruitment, program delivery and post-residential mentoring services. The program significantly exceeded the goals related to the number of program graduates and cadets attaining a General

Educational Diploma (GED) or High School Equivalency Diploma (HSED) within one year of graduation.

1. Number of Challenge Academy program graduates and graduation rate.

	2011		2012		2013	2014	2015
	Goal	Actual	Goal	Actual	Goal	Goal	Goal
Graduates	160	212	160	208	160	160	160
Rate	84.2%	80.0%	84.2%	85.0%	84.2%	84.2%	84.2%

2. Number of Challenge Academy graduates attaining a GED or HSED within one year of graduation and GED/HSED rate.

	2011		2012		2013	2014	2015
	Goal	Actual	Goal	Actual	Goal	Goal	Goal
GED/HSED	1	1	1	1	144	144	144
Rate	100.0%	100.0%	100.0%	100.0%	90.0%	90.0%	90.0%

Division of Emergency Management

The Division of Emergency Management, also referred to as Wisconsin Emergency Management (WEM), coordinates with local, tribal, state and federal agencies, the private sector and the public to plan, prepare for and respond to natural disasters or man-made emergencies. Key responsibilities of the division include:

- Coordinating the development and implementation of the state emergency operations plan;
- Providing assistance to local jurisdictions in the development of emergency operations programs and plans;
- Providing information and assistance to businesses and the public related to emergency planning;
- Administering private, state and federal disaster and emergency relief funds;
- Maintaining the state's 24-hour duty officer reporting and response system;
- Overseeing hazardous substances reporting, planning, training and response operations;
- Coordinating planning and training for off-site radiological emergencies at nuclear power plants in and near Wisconsin;
- Organizing mutual aid for law enforcement assistance in natural disasters and other emergencies; and
- Enhancing fire service emergency response and coordinating interstate mutual aid through the Mutual Aid Box Alarm System.

The division is led by an administrator appointed by the Governor with the advice and consent of the Senate. The division is divided into two bureaus and operates six regional offices that work closely with county and tribal emergency management programs. Detailed information on the organization, operations and goals of the Division of Emergency Management can be found on the division's website at <http://emergencymanagement.wi.gov/> and at Ready Wisconsin at <http://ready.wi.gov/>.

The division also operates the Regional Emergency All-Climate Training Center (REACT) in Camp Douglas, which specializes in providing nationally accredited training to military and civilian emergency responders. REACT provides a full scope of stand-alone training courses related to technical rescue, urban search and rescue and CBRNE response. In addition, being co-located with the Volk Field Air National Guard Base and the Camp Williams Army National Guard Base allows REACT to provide training during large scale training exercises like the Patriot 2012 domestic operations scenario involving more than 1,100 military members and civil authorities from federal, state and local agencies.

Goals and Performance

The Division of Emergency Management sets goals to ensure that the state and local government response to any disaster situation, whether natural or man-made, is timely, coordinated and effective by maintaining and improving emergency planning and response services in partnership with local governments. The division has achieved goals to have Federal Emergency Management Agency (FEMA) assessors

annually measure emergency management capabilities and to meet all of the national standards related to program management and program elements.

1. Results of annual site assessments of emergency management capabilities using the national Emergency Management Accreditation Program standards.

	2011		2012		2013	2014	2015
	Goal	Actual	Goal	Actual	Goal	Goal	Goal
Assessment conducted	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Management standards	100%	100%	100%	100%	100%	100%	100%
Element standards	100%	100%	100%	100%	100%	100%	100%

Homeland Security Council

In addition to the responsibilities of leading the Department of Military Affairs, the adjutant general chairs the Wisconsin Homeland Security Council tasked with advising the Governor and coordinating the efforts of state and local officials related to the prevention of and response to potential threats to the homeland security of the state. The council was established by Governor Doyle in 2003 by Executive Order #7 and recreated by Governor Walker in 2011 by Executive Order #6.

The council is comprised of 13 members representing the Division of Emergency Management; the Wisconsin State Patrol; the State Capitol Police; the Office of Justice Assistance; the Department of Justice; the Department of Health Services; the Department of Natural Resources; the Department of Administration; the Department of Agriculture, Trade and Consumer Protection; county sheriffs; chiefs of police and fire chiefs.

Detailed information on the operations and goals of the council can be found on the Wisconsin Homeland Security website at <http://hsc.wi.gov/>.

Goals and Performance

The council issues an annual report to the Governor detailing the council's goals and objectives and measuring the progress towards achieving those goals. The council's annual reports and other publications can be found on the website at <http://hsc.wi.gov/category/reports/>.

Part-Time Employment and Flexible-Time Schedules

Section 230.215(4), Wis. Stats., requires state agencies to include information on the progress of the agency in implementing employment practices which provide flexibility in scheduling and create permanent part-time employment opportunities in the biennial report.

The Department of Military Affairs is unique in state government in that it is comprised of both state and federal employees.

The federal human resources office administers comprehensive telework and flexible scheduling programs for federal employees that are compliant with federal law, rules and regulations. More information on the department's personnel policies for federal employees can be found on the website at <http://dma.wi.gov/dma/hr/fed/fedhr.asp>.

The state human resources office administers policies related to alternative work patterns for state employees to provide flexibility to employees while ensuring operational needs and mission requirements are met. More information on the department's personnel policies for state employees can be found on the website at http://dma.wi.gov/dma/SHR/DMA_Practice_Procedure_Bulletins.asp.