



STATE OF WISCONSIN

DEPARTMENT OF MILITARY AFFAIRS
OFFICE OF THE ADJUTANT GENERAL
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October 8, 2015

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 Honorable Members of the Legislature:

The attached document presents the biennial report of the Adjutant General of Wisconsin for the period ending June 30, 2015, 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 2015-17 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.

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 large, stylized circular flourish.

DONALD P. DUNBAR
Maj Gen, Wisconsin National Guard
The Adjutant General

2013-15 Biennial Report of the Adjutant General of Wisconsin



Department of Military Affairs

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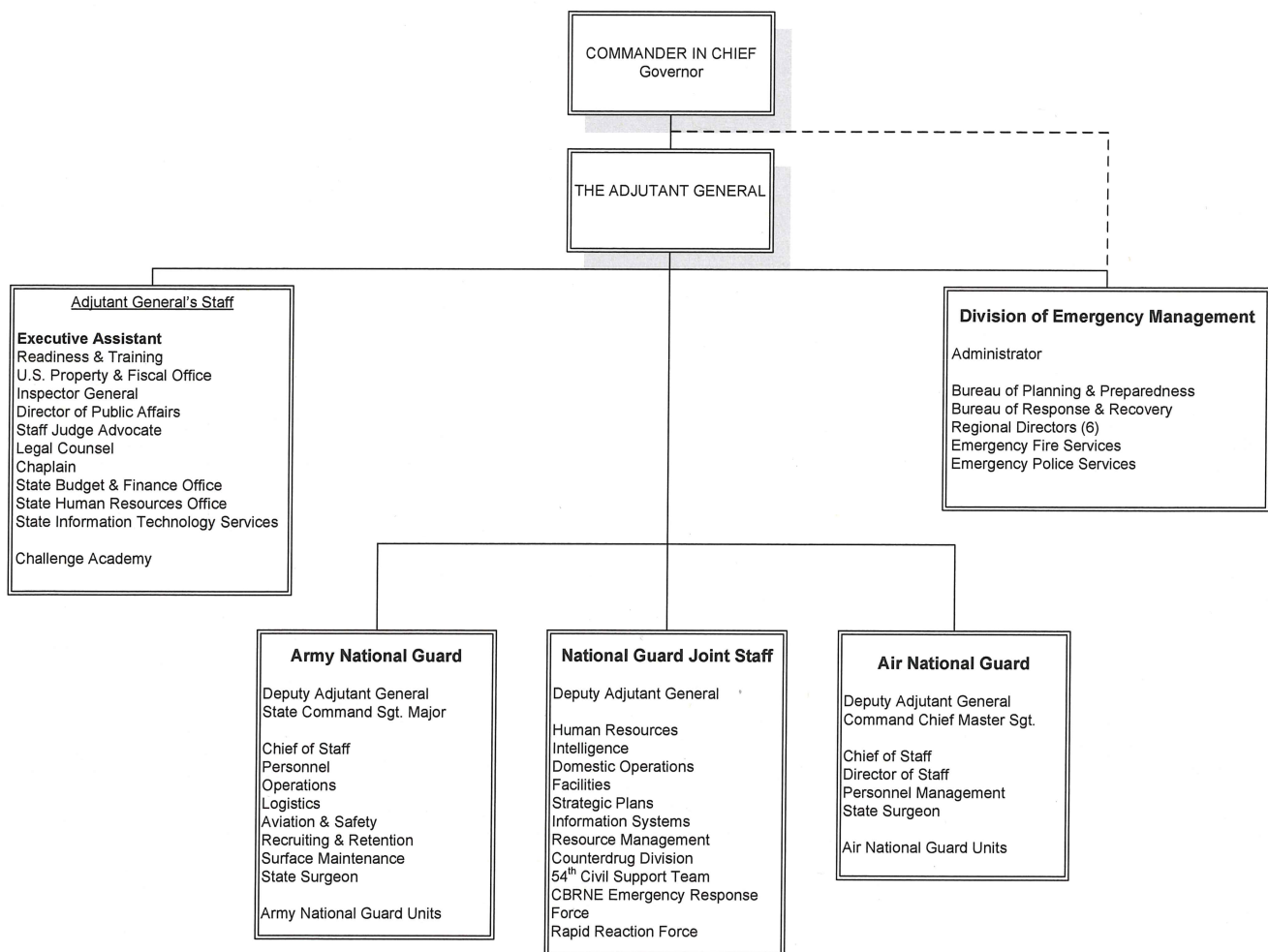
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Organizational Overview

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 comprised of two major programs: the Wisconsin Army and Air National Guard, and Wisconsin Emergency Management.

The Wisconsin Constitution designates the governor as the commander-in-chief of the Wisconsin National Guard. The head of the department is the adjutant general, who is appointed by the governor for a fixed five-year term and may serve successive terms. Major General Donald P. Dunbar has served as the adjutant general of Wisconsin since September 1, 2007, and also serves as the Governor's Cybersecurity and Homeland Security Advisor and chairs the Wisconsin Homeland Security Council.

Wisconsin Department of Military Affairs Organizational Structure



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 2013-15 biennium, the Wisconsin National Guard was called to state active duty to respond to or prepare for emergency situations:

- In February 2014, the Wisconsin National Guard responded to a major winter storm emergency by staging community and highway assistance teams across the most severely affected areas in support of local emergency response efforts to close roads, aid stranded motorists, perform welfare checks and conduct route reconnaissance.

- In October 2014, the Wisconsin National Guard worked cooperatively with other state agencies to assemble and train Joint Healthcare Assistance Teams of Army and Air Force professional medical personnel and safety officers to support the efforts of medical facilities in the state to prepare for and respond to cases of Ebola Virus Disease.
- In December 2014, the Wisconsin National Guard staged a reaction force in the metropolitan Milwaukee region to augment and support local civil authorities by providing force protection, security and other assistance as requested to maintain the peace and protect the safety and rights of the public.
- In April and May 2015, soldiers and airman from the Wisconsin National Guard Chemical, Biological, Radiological, Nuclear, High Explosive (CBRNE) Enhanced Response Force Package (CERFP) provided decontamination operations at the site of an avian flu outbreak after other private and public resources were determined to be exhausted due to the scope of the outbreak across the Midwest.
- In April and May 2015, Wisconsin Army National Guard Blackhawk helicopters responded to requests for assistance from the Wisconsin Department of Natural Resources in suppressing wild fires by dropping buckets of water on areas of wild land that could not be reached by firefighters on the ground. The second mission was conducted as a federal training mission and did not require state funding.

Goals and Performance

In the 2013-15 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. Although the department did not meet goals for the number of new recruits, the National Guard exceed the goals for percentage of assigned strength.

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

	2013		2014		2015	2016	2017
	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.

	2013		2014		2015	2016	2017
	Goal	Actual	Goal	Actual	Goal	Goal	Goal
Army	1,400	1,080	1,400	1,186	1,200	1,270	1,270
Air	255	256	197	195	200	200	200
Air	1,655	1,336	1,590	1,381	1,400	1,470	1,470

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

	2013		2014		2015	2016	2017
	Goal	Actual	Goal	Actual	Goal	Goal	Goal
Army	7,680 100%	7,527 102%	7,680 100%	7,526 102%	7,397 100%	7,462 100%	7,462 100%
Air	2,300 100%	2,334 100%	2,300 100%	2,307 100%	2,300 100%	2,300 100%	2,300 100%
Total	9,980 100%	9,861 101%	9,980 100%	9,833 101%	9,697 100%	9,762 100%	9,762 100%

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.

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 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.

	2013		2014		2015	2016	2017
	Goal	Actual	Goal	Actual	Goal	Goal	Goal
Graduates	200	198	200	235	200	200	200
Rate	80%	80%	80%	83%	80%	80%	80%

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

	2013		2014		2015	2016	2017
	Goal	Actual	Goal	Actual	Goal	Goal	Goal
GED/HSED	144	165	144	152	120	120	120
Rate	90%	83.3%	90%	65%	60%	60%	60%

Additional information on the operations, activities and goals of the Challenge Academy can be found on the program's website at <http://www.challengeacademy.org/>.

STARBASE Wisconsin

STARBASE Wisconsin is a Department of Defense initiative that provides fifth grade students with 25 hours of interactive learning experiences and skill development in science, technology, engineering and math. The STARBASE curriculum includes robotics, building molecular models, engineering design, computer-aided design, circuit board geometry, navigation/mapping-geocaching and STEM career exploration.

As a result of the federal shutdown in October 2013, the STARBASE program was not initially appropriated funding for federal fiscal year 2014 and program operations were suspended as of September 2013. The National Guard Bureau identified on-going funding for the program and operations were re-established in December 2013.

Additional information on the operations, activities and goals of the STARBASE Wisconsin program can be found on the program's website at <http://www.starbasewi.org/>.

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 facilities and instructors to contribute to large scale training exercises involving 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 (EMAP) standards.

	2013		2014	
	Goal	Actual	Goal	Actual
Improve EMAP compliance as established by the Federal Emergency Management Agency.	EMAP to conduct assessment to measure program compliance	Standards revised in 2013, assessment will be conducted in 2015.	EMAP to conduct assessment to measure program compliance	Standards revised in 2013, assessment will be conducted in 2015.

2. Maintain compliance with FEMA Emergency Management Performance Grant (EMPG) standards.

	2015 Goal	2016 Goal	2017 Goal
Maintain compliance with FEMA Emergency Management Performance Grant standards	Receive approval of all FEMA EMPG quarterly reporting	Receive approval of all FEMA EMPG quarterly reporting	Receive approval of all FEMA EMPG quarterly reporting

3. Maintain a high rate of compliance with the Emergency Planning and Community Right-to-Know Act (EPCRA).

	2015 Goal	2016 Goal	2017 Goal
EPCRA compliance rate of reporting facilities.	98%	98%	98%

4. Evaluate the Emergency Management Accreditation Program (EMAP) standards and requirements and develop plan for obtaining accreditation.

	2015 Goal	2016 Goal	2017 Goal
Progress in EMAP accreditation process.	Conduct EMAP assessment.	Conduct gap assessment of WEM capabilities and resources.	Develop strategic plan for EMAP accreditation.

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. In May 2013, the membership of the council was expanded by Governor Walker by Executive Order #101 from 13 to 16 members.

The 16 members of the council represent the Department of Military Affairs and the Division of Emergency Management; the Wisconsin State Patrol; the State Capitol Police; 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; the Department of Corrections, the Public Service Commission; 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.