



# **DEFENSE MANPOWER REQUIREMENTS REPORT**

**Fiscal Year 2000**

**Prepared by  
Office of the Under Secretary of Defense  
for Personnel and Readiness  
ODUSD(PI)(RQ)**

**JUNE 1999**



# TABLE OF CONTENTS

## Fiscal Year 2000 Department of Defense Manpower Requirements Report

<b>PART I: OVERVIEW</b> .....	1
Introduction .....	1
Organization of the Report .....	1
Department of Defense Manpower Request.....	1
Table 1-1: Active Component Military Manpower.....	1
Table 1-2: Selected Reserve Manpower Request.....	1
Table 1-3: Civilian Manpower Request.....	2
The Total Force .....	2
Manpower Requirements Overview .....	3
Civilian Manpower Overview .....	4
Service Highlights .....	5
Army .....	5
Navy .....	5
Marine Corps.....	6
Air Force.....	7
<b>PART II: END STRENGTH SUMMARIES</b> .....	9
Table 2-1: Department of Defense Manpower Totals.....	9
Table 2-2: Department of Defense Military End Strength/ Civilian Full-Time Equivalents by Defense Mission Category .....	10
Table 2-2A: Army Military End Strength/Civilian Full-Time Equivalents by Defense Mission Category.....	11
Table 2-2B: Navy Military End Strength/Civilian Full-Time Equivalents by Defense Mission Category.....	12
Table 2-2C: Marine Corps Military End Strength/Civilian Full-Time Equivalents by Defense Mission Category .....	13
Table 2-2D: Air Force Military End Strength/Civilian Full-Time Equivalents by Defense Mission Category.....	14
Table 2-3: Reserve Component Military Technicians .....	15
Table 2-4: Full-Time Support to the Selected Reserves.....	16
Table 2-5: Manpower in Defense-Level Activities or Accounts .....	17
Table 2-6: Department of Defense Military Manpower Totals (FY 1987-1998).....	18
Table 2-7: Estimated Number of Military Personnel on Active Duty (FY 1999-2005) .....	19
<b>PART III: OFFICER FLOW DATA</b> .....	20
Table 3-1: DoD Active Duty Officer Flow Management Plan.....	20
Table 3-1A: Army Active Duty Officer Flow Management Plan .....	22
Table 3-1B: Navy Active Duty Officer Flow Management Plan .....	24
Table 3-1C: Marine Corps Active Duty Officer Flow Management Plan .....	26
Table 3-1D: Air Force Active Duty Officer Flow Management Plan .....	28

Table 3-2A: Army Officer Retirements by Grade and Years of Active Commissioned Service (YACS) .....	30
Table 3-2B: Navy Officer Retirements by Grade and Years of Active Commissioned Service (YACS) .....	33
Table 3-2C: Marine Corps Officer Retirements by Grade and Years of Active Commissioned Service (YACS).....	36
Table 3-2D: Air Force Officer Retirements by Grade and Years of Active Commissioned Service (YACS) .....	39

**PART IV: MEDICAL MANPOWER REQUIREMENTS.....42**

Medical Manpower Overview .....	42
Organization of the Medical Manpower Requirements Chapter .....	42
End Strength .....	42
Legislation Limiting Medical Personnel Reductions .....	42
Mission .....	43
Table 4-1: DoD Medical Manpower Program, FY 2000.....	43
Table 4-1A: Army Medical Manpower Program, FY 2000 .....	43
Table 4-1B: Navy Medical Manpower Program, FY 2000 .....	44
Table 4-1C: Air Force Medical Manpower Program, FY 2000.....	44
Table 4-2: DoD Medical Manpower Program Military End Strength and Civilian Workyears .....	44
Table 4-2A: Army Medical Manpower Program Military End Strength and Civilian Workyears .....	45
Table 4-2B: Navy Medical Manpower Program Military End Strength and Civilian Workyears .....	45
Table 4-2C: Air Force Medical Manpower Program Military End Strength and Civilian Workyears .....	45

**PART V: MANPOWER REQUEST JUSTIFICATIONS.....46**

Army Manpower Request .....	46
Introduction.....	46
Key Manpower Issues.....	46
Major Force Structure Changes Affecting Manpower Request.....	47
Active Component.....	48
Reserve Component .....	48
Civilians .....	51
Manpower Management Improvements .....	52
Navy Manpower Request .....	54
Introduction.....	54
Key Manpower Issues.....	54
Major Force Structure Changes Affecting Manpower Request.....	55
Active Component.....	56
Reserve Component .....	57
Civilians .....	58
Marine Corps Manpower Request.....	59
Introduction.....	59

Key Manpower Issues.....	59
Civilians .....	60
Air Force Manpower Request.....	61
Introduction.....	61
Key Manpower Issues.....	61
Major Force Structure Changes Affecting Manpower Request.....	61
Active Component.....	62
Reserve Component .....	63
Civilians .....	64
Defense Agency and Related Organizations.....	65
Introduction.....	65
Defense Agencies .....	65
DoD Field Activities .....	66
Other Organizations .....	66
Significant Highlights.....	67
<b>PART VI: COST OF MANPOWER.....</b>	<b>68</b>
Introduction .....	68
Summary Costs and Trends.....	68
Table 6-1: Defense Manpower Costs .....	68
Table 6-2: Percentage Pay Raises .....	69
Detailed Manpower Costs .....	70
Table 6-3A: Fiscal Year 1998 Active Component Military Pay Appropriations.....	73
Table 6-3B: Fiscal Year 1999 Active Component Military Pay Appropriations.....	73
Table 6-3C: Fiscal Year 2000 Active Component Military Pay Appropriations.....	74
Table 6-4A: Fiscal Year 1998 Reserve Component Military Pay Appropriations.....	74
Table 6-4B: Fiscal Year 1999 Reserve Component Military Pay Appropriations.....	74
Table 6-4C: Fiscal Year 2000 Reserve Component Military Pay Appropriations.....	75
Table 6-5A: Fiscal Year 1998 Active Component Permanent Change of Station Costs.....	75
Table 6-5B: Fiscal Year 1999 Active Component Permanent Change of Station Costs.....	75
Table 6-5C: Fiscal Year 2000 Active Component Permanent Change of Station Costs .....	76
Table 6-6: Monthly Military Basic Pay Table .....	77
Table 6-7A: 1999 General Schedule Pay Table.....	78
Table 6-7B: 1999 Senior Executive Service (SES), Senior Level (SL) and Scientific/Professional (ST) Pay Table .....	78
Table 6-7C: 1999 Executive Schedule Pay Table.....	78
<b>PART VII: GLOSSARY .....</b>	<b>79</b>
Definitions of Terms.....	79
Defense Mission Categories (DMC).....	81

(This page intentionally left blank)

# **PART I: OVERVIEW**

(This page intentionally left blank)

## Introduction

The Secretary of Defense hereby submits to the Congress the Defense Manpower Requirements Report (DMRR) for Fiscal Year (FY) 2000 in compliance with Section 115a of Title 10, United States Code (U.S.C.). This report should be used with the Report of the Secretary of Defense to the Congress on the FY 2000 Budget.

## Organization of the Report

This report explains the Department of Defense (DoD) manpower requirements incorporated in the President's Budget for FY 2000. The report is organized into seven parts.

- Part I contains an overview of DoD military and civilian manpower
- Part II contains manpower summary tables by Military Departments and Defense-Level Activities
- Part III contains projected officer end strength and retirement data
- Part IV contains medical manpower requirements data and justifications
- Part V contains narrative manpower request justifications for the Military Departments and Defense-Level activities
- Part VI discusses the cost of manpower
- Part VII contains a glossary and Defense Mission Category definitions

## Department of Defense Manpower Request

Table 1-1: Active Component Military Manpower

(in thousands)	ACTUAL FY 1998	AUTHORIZED FY 1999	REQUESTED FY 2000
Army	483.9	480.0	480.0
Navy	382.3	372.4	371.8
Marine Corps	173.1	172.2	172.1
Air Force	367.5	365.9	360.9
Total	1,406.8	1,390.4	1,384.8

NOTE: Totals may not add due to rounding

Table 1-2 shows the manpower request for the Selected Reserve, expressed in end strengths, including Individual Mobilization Augmentees (IMA) and full-time Active Guard/Reserve members.

Table 1-2: Selected Reserve Manpower Request

(in thousands)	ACTUAL FY 1998	AUTHORIZED FY 1999	REQUESTED FY 2000
Army National Guard	362.4	357.0	350.0
Army Reserve	205.0	208.0	205.0
Naval Reserve	93.2	90.8	90.3
Marine Corps Reserve	40.8	40.0	39.6
Air National Guard	108.1	107.0	106.7
Air Force Reserve	72.0	74.2	73.7
Total	881.5	877.0	865.3

NOTE: Totals may not add due to rounding

Table 1-3: Civilian Manpower Request

(in thousands)	ACTUAL FY 1998	AUTHORIZED FY 1999	REQUESTED FY 2000
Army	237.3	225.9	219.9
Navy	192.0	188.9	181.8
Marine Corps	18.5	18.0	17.7
Air Force	174.4	168.7	162.6
Defense-Wide	125.5	122.8	118.3
<b>Total</b>	<b>747.7</b>	<b>724.4</b>	<b>700.2</b>

NOTE: Totals may not add due to rounding

### The Total Force

The structure of our Armed Forces is based on the DoD Total Force Policy that recognizes various components' contributions to national security. Those components include the Active and Reserve Components, the civilian work force, DoD contractors, and host nation support.

- Active Component Military. The Active Component military are those full-time military men and women who serve in units that engage enemy forces, provide support in the combat theater, provide other support, or who are in special accounts (transients, students, etc.). These men and women are on call 24 hours a day and receive full-time military pay.
- Reserve Component Military. The Army, Naval, Air Force, and Marine Corps Reserves each consist of three specific categories: Ready Reserve, Standby Reserve, and Retired Reserve. The Army and Air National Guards are composed solely of Ready Reserve personnel.
- Ready Reserve. The Ready Reserve consists of Reserve Component units, individual reservists assigned to Active Component units, and individuals subject to recall to active duty to augment the Active forces in time of war or national emergency. The Ready Reserve consists of three subgroups: the Selected Reserve, the Individual Ready Reserve, and the Inactive National Guard.
- Selected Reserve (SELRES). The SELRES is composed of those units and individuals designated by their respective Services and approved by the Chairman, Joint Chiefs of Staff, as so essential to initial wartime missions that they have priority for training, equipment, and personnel over all other Reserve elements. The SELRES is composed of Reserve unit members, Individual Mobilization Augmentees (IMAs), and Active Guard and Reserve (AGR) members. Reserve unit members are assigned against Reserve Component force structure, IMAs are assigned to, and trained for, Active Component organizations or Selective Service System or Federal Emergency Management Agency billets, and AGRs are full-time Reserve members who support the recruiting, organizing, training, instructing, and administration of the Reserve Components.
- Individual Ready Reserve (IRR). The IRR is a manpower pool consisting mainly of trained individuals who have previously served in Active Component units or in the SELRES. IRR members are liable for involuntary active duty for training and fulfillment of mobilization requirements.

- Inactive National Guard (ING). The ING consists of Army National Guard personnel who are in an inactive status (the term does not apply to the Air National Guard). Members of the ING are attached to National Guard units but do not actively participate in training activities. Upon mobilization, they would mobilize with their units. To remain members of the ING, individuals must report annually to their assigned unit.
- Standby Reserve. Personnel assigned to the Standby Reserve have completed all obligated or required service or have been removed from the Ready Reserve because of civilian employment, temporary hardship, or disability. Standby Reservists maintain military affiliation, but are not required to perform training or to be assigned to a unit.
- Retired Reserve. The Retired Reserve consists of personnel who have been placed in retirement status based on completion of 20 or more qualifying years of Reserve Component and/or Active Component service. A member of the Retired Reserve does not receive retired pay until reaching age 60, unless he or she has 20 or more years active Federal military service.
- Civilian Component. Civilians include U.S. citizens and foreign nationals on DoD's direct payroll, as well as foreign nationals hired indirectly through contractual arrangement with overseas host nations. The category does not include those paid through nonappropriated fund (NAF) activities.
- Contractor Services Support Component. DoD uses service contracts to: a) acquire specialized knowledge and skills not available in DoD; b) obtain temporary or intermittent services; and c) obtain more cost-effective performance of various commercial-type functions available in the private sector. Section 2462 of Title 10, U.S.C. requires the development of government versus private sector total cost comparison analyses to justify contracting out DoD functions that are not inherently governmental or closely tied to mobilization.
- Host Nation Support Component. Host nation military and civilian personnel support, as identified in international treaties and status of forces agreements, represents a cost-effective alternative to stationing U.S. troops and civilians overseas.

### **Manpower Requirements Overview**

DoD streamlining efforts, which have yielded significant reductions in military and civilian manpower over the past decade, continue into the new millennium. The Department plans to reduce its active military and civilian manpower by nearly 150,000 spaces from FY 1998 assigned levels by FY 2005. This represents an aggregate reduction of over 785,000 military and nearly 520,000 civilian personnel—nearly 40 percent of our active military and civilian work force—from FY 1987 levels. Smaller, but still significant, reductions have been implemented for our Reserve Components, which are designed to provide critical combat augmentation capability for our Active forces. Reserve Component manpower reductions have totaled nearly 270,000, or over 23 percent since FY 1987, with an additional 44,500 spaces being eliminated by FY 2005.

Despite such major downsizing, the Department still makes a substantial commitment to supporting many non-DoD missions/organizations. For example, Service military manpower is committed to a variety of functions, such as treaty enforcement, other Federal agency support, and DoD management. The Table at 2-5 provides additional information on military manpower assigned outside their parent Services.

Several major initiatives affecting Defense manpower have begun. They have long-term implications for the size, composition, and structure of the Department of Defense. These include a

revised definition of and reductions in the acquisition work force, an ongoing review of inherently governmental functions, likely infrastructure changes, and a review of DoD-wide Management Headquarters and Headquarters Support Activities. As these initiatives are completed and implemented, they will directly impact the Manpower Request.

End strength floors remain a hindrance to accomplishing the major streamlining initiatives outlined in this report. The House National Security Committee (HNSC), now House Armed Services Committee (HASC), established end strength floors in the FY 1996 National Defense Authorization Act (NDAA). The Committee believed that minimum end strength levels would ensure that the Nation's military forces could execute two simultaneous major theater wars (MTW), as spelled out in the National Military Strategy. The 1997 NDAA (Title IV, Section 402) made end strength floors permanent by adding them to Title 10, U.S.C.

The Department has challenged the end strength floors at every legislative opportunity and senior-level representatives from the Army, Navy, and Air Force have personally met with HASC members to seek relief from end strength floors. Although these floors have been lowered slightly by the 1999 NDAA, and codified in Title 10, Section 691(b), they still exceed the end strength levels determined necessary to meet the National Strategy in the Quadrennial Defense Review (QDR).

The Department of Defense continues to question the efficacy of military end strength floors. We believe these arbitrary limits constitute congressional interference with the Secretary's authority to organize and man the Department in accordance with his assessment of the National Security Strategy. Since DoD policy is to maintain as small an active peacetime force as National Security policy, military strategy, and technological advances permit, the Department should remain free from statutory constraints that affect its ability to manage the military force effectively. Further, continuation of end strength floors is disruptive to the Department's plans to implement aspects of the QDR and Defense Reform Initiative. On balance, military end strength floors allow Congress to assume operational responsibility for Executive Branch functions. Instead, the Department has submitted a legislative proposal that eliminates statutory end strength floors, and requires the Secretary to certify that programmed end strength levels are adequate to execute two simultaneous MTWs.

### **Civilian Manpower Overview**

Civilian personnel are used to satisfy all requirements that do not require uniformed incumbents primarily for reasons of combat readiness; military-unique training, skill, or experience; rotation base; or career progression purposes. DoD civilians repair airplanes, ships, and tanks; provide research, medical, communications and logistical support; and operate and maintain military installations. The DoD civilian work force contributes directly to the readiness of the Armed Forces by providing direction, continuity, and control in freeing uniformed personnel to perform military-specific tasks.

In FY 2000, the Defense Department has programmed approximately 700,200 full-time equivalent (FTE) civilians to accomplish its mission requirements, excluding civil functions." Approximately 37,600 of these civilians are foreign national personnel on DoD's direct payroll or foreign nationals hired indirectly through contractual arrangement with host nations overseas. The FY 2000 level is approximately 3.3 percent (or 24,200) below DoD's FY 1999 budgeted level of 724,400 and approximately 6.3 percent (or 47,500) below the actual FY 1998 level of 747,700.

The FY 2000 level reflects the Department's continued streamlining of its infrastructure. The restructuring initiatives identified in this report are all focused on making the Defense Department work better at less cost. The Department is continuing to work with the Congress on necessary legislative reform. We continue to aggressively review DoD component activities to determine whether additional

functions performed by Defense personnel could be more efficiently obtained from private sources. However, the Department's streamlining efforts are limited by a number of arbitrary legislative provisions that preclude or restrict resource savings through competition.

## **Service Highlights**

DoD Component manpower requirements have been scrutinized in light of force structure reductions, streamlining initiatives, and reduced budget authority. Each DoD Component and the Defense Agencies have pursued their own strategies. They are briefly summarized here and presented in greater detail in Part V.

### Army

As a result of congressional direction, structural reshaping and manpower budget constraints, the Army's Active Component end strength was reduced from a FY 1987 high of 781,000 to 480,000 end strength and Force Structure Allowance (FSA) of 417,000 by end of FY 1999. The USAR continues to reduce its SELRES end strength commensurate with Active Army force reductions. The USAR will reach an end strength of 208,000 in FY 1999 and 205,000 in FY 2000. The Army National Guard will reach a FSA of 405,000 and an end strength of 357,000 in FY 1999 and 350,000 in FY 2000.

Force structure reductions for the AC will be accomplished in coordination with planned end strength reductions. These reductions will bring active Army end strength to 480,000 at the end of FY 2000, thereby achieving directed drawdown objectives. The Army consists of 4 corps, 10 active divisions, 8 Army National Guard (ARNG) divisions, and 15 Separate Enhanced Brigades. This contrasts with the Cold War Army of 5 corps and 28 divisions (18 Active and 10 National Guard). The Active Component Army becomes a 10-division force, consisting of 4 light divisions (2 light infantry, 1 airborne, and 1 air assault) and 6 heavy divisions (mix of mechanized infantry and armor). All divisions have 3 active component combat brigades.

The Army's reserve components are not "forces in reserve" being saved for future use nor are they just a cadre force. Reserve component units are an integral part of theater operational plans. Successful combat operations could not be conducted without them. They are a significant part of our combat, combat support, and combat service support forces. As America's Army reshapes itself, the primary focus will be to improve the readiness of the existing reserve component units while continuing modernization efforts.

A reduction of the civilian work force continues in support of Army downsizing. Consistent with the Army's personnel management philosophy, commanders influence how to reduce civilian manpower, with the most severe actions (reduction in force) taken only as a last resort. When personnel are affected by reduction actions, job transition (i.e., Army Career and Alumni Program) and placement programs are available to assist them in finding continued employment.

### Navy

America's naval forces are combat-ready largely due to the dedication and motivation of individual Sailors and civilians. Developing and retaining quality people is vital to our continued success and is among the Department's biggest challenges. The Navy puts a premium on recruiting, retaining, and training the best people the country has to offer. The downsizing of the early/mid-1990s is nearly complete, and the Department of the Navy is working to ensure that the nation's youth are

aware of the diverse and rewarding career possibilities that naval service offers to America's best and brightest.

The FY 2000 President's Budget contains a 2.8 percent reduction in Navy Active Duty military manpower from 382,338 in FY 1998 to 371,781 in FY 2000. The FY 2000 level represents a 36.6 percent reduction in manpower from the end of the Cold War era. Civilian manpower is projected to decline by 5.3 percent, or 10,123 FTEs between FYs 1998 and 2000. Naval Reserve manpower has, similarly, been reduced by approximately 39.2 percent, from 148,375 to 90,288 since FY 1987.

The force structure associated with the FY 2000 President's Budget provides for a deployable Battle Force (including Reserves) of 314 ships. This level is designed to achieve the Quadrennial Defense Review levels of surface combatants (116) and attack submarines (50) by FY 2003 and will support 12 aircraft carrier battle groups, 12 amphibious ready groups, 10 active and one reserve carrier air wings, and 18 strategic ballistic missile submarines.

Recruiting remains a challenge for active duty Navy forces (6,892 Sailors short in FY 1998). Increasing college attendance, low unemployment, and prolonged economic growth all combine to compete with naval recruiters for the limited pool of qualified enlistees. In response, the Navy boosted the number of recruiters from 3,600 in 1998, to over 4,500 by March 1999. Our advertising campaign strongly emphasizes that the Navy represents a great career opportunity. The Navy has further empowered its recruiters by increasing recruiting incentives, including Enlistment Bonuses, Navy College Funds, and specific bonuses and contracts targeted to attract general detail (GENDET) Sailors. Additionally, the Navy increased the maximum allowable enlistment percentage of non-High School diploma graduates (NHSDGs) from 5 percent to the DoD limit of 10 percent. This initiative authorizes the recruitment of up to an additional 2,600 boot camp entrants when their work experience and above average test scores identify them as "Proven Performers" and justifies their admission.

Individual Sailors are the foundation of the total force. Caring for them and their families is central to personnel retention and the overall readiness of the Navy. Decreasing quality of life, family separation, pay disparities with the civilian community, lower advancement opportunity, erosion of other benefits, and a strong civilian economy adversely affect retention of Navy personnel. The Navy's primary focus continues to be maximum readiness through selective retention of qualified and experienced personnel by continuing a commitment to providing the quality of life for Navy personnel that will contribute to positive retention and readiness.

### Marine Corps

As a manpower intensive organization, the Marine Corps continues to believe the individual Marine is its most effective weapon, and invests almost 60 percent of its FY 2000 annual budget in personnel accounts. Operating with just 4 percent of the Department of Defense's budget, the Marine Corps continues to provide 12 percent of the Nation's military personnel. The Marines accomplish this with the highest ratio of combatants to combat service support personnel anywhere in the Department of Defense. The Marine Corps emphasis on robust operating forces and lean support forces is visible both in the Active and Reserve Components. The Marine Corps is young and the grade structure is lean. Over 26,000 Marines are teenagers. The average age of enlisted Marines is just 25, and 67 percent of them are Corporals or below. This causes a high turnover rate within the first term, which in turn presents our Recruiting Command with continual challenge.

The Marine Corps' ability to meet the demands of National Military strategy and CINC requirements is directly related to both the size and manning of its operational forces. As the result of the Quadrennial Defense Review (QDR) and a subsequent structure review, the Marine Corps will see

FY 2000 end strength stabilize at 172,148 in the Active Component, 39,624 in the Reserve Component. FY 2000 civilian manpower will decrease by 880 (4.8 percent) from FY 1998 levels. The Marines will, however, continue to strive to create efficiencies in the manpower process so they can optimize manning in the Fleet Marine Force and Support Establishment.

The Marine Corps Reserve continues to play a vital role in the Total Force by providing trained and qualified units and individuals available for active duty in times of war, national emergencies, and other times as national security may require. Marine Reservists work and train alongside their Active counterparts, participating in numerous worldwide operations and exercises such as ANVIL II/DESERT THUNDER, JOINT GUARD, STRONG RESOLVE, COBRA GOLD, BALTIC CHALLENGE, FOAL EAGLE, AND ULCHI FOCUS LENS. Across the spectrum of command and conflict, the Marine Corps Reserve effectively augments and reinforces the Active Component creating a Total Force that is most ready when the nation is the least ready.

The Total Force is not complete without civilian personnel who are employed in a wide variety of support functions, providing essential continuity in their functional areas. Marine Corps civilian personnel are a crucial component of the Marine Corps Total Force, enabling Marines to fill billets in operational units.

Marine Corps military and civilian manpower resources are integrated to maximize efficiency and avoid unnecessary duplication of effort. The Total Force concept is the cornerstone of the Marines' manpower process and they are constantly searching for more effective methods of optimizing all Marines: civilian, Active Duty and Reserve military.

### Air Force

The FY 2000 President's Budget contains a 1.8 percent reduction in Air Force active duty military manpower from 367,470 in FY 1998 to 360,877 in FY 2000. The FY 2000 level represents a 40.6 percent reduction in manpower from FY 1987 levels. Civilian manpower is projected to decline by 6.8 percent, or 11,816 FTEs between FYs 1998 and 2000. The civilian figure for FY 2000 represents a 38.5 percent reduction in manpower since FY 1987, but includes several functional transfers to Defense Agencies over FYs 1990-94. Air Force Reserve Component manpower has, similarly, been reduced by approximately 7.5 percent, from 195,010 to 180,386 since FY 1987.

The Air Force has established a Competitive Sourcing and Privatization (CS&P) program to build on its past extraordinary record in A-76. The fundamental objective is to reduce infrastructure, increase the role of the private sector, and still meet mission requirements. Air Force intent is to maintain governmental control of the mission while improving quality, reducing costs and identifying savings that would be applied toward future force modernization. They have identified opportunities in base operating support, depot maintenance, housing, and training and education areas.

Further, the Air Force is streamlining operations and increasing efficiency across all its operations to help fund its modernization program. They are looking to innovation and revolutionary business practices to improve operations and reduce costs. The Quadrennial Defense Review and the National Defense Panel (NDP) recommended resizing infrastructure and transformation of the Air Force's support structure. Reduction of excess infrastructure and transformation of support structure will avail constrained resources to modernize the operational force and improve the ability to adjust to and meet the threats of the future. To reduce excess infrastructure and to provide resources for modernization, the Air Force has identified functions for reengineering, in addition to its aggressive competition program. However, the resources to efficiently implement the QDR and NDP recommendations are currently constrained by congressional limitations on further BRAC rounds and

military end strength floors. To reduce excess overhead, the Air Force has programmed a 10 percent reduction in the management headquarters in FY 2000 through FY 2003.

## **PART II: END STRENGTH SUMMARIES**

(This page intentionally left blank)

**Table 2-1: Department of Defense Manpower Totals**

(in thousands)		<u>FY 1998</u>	<u>FY 1999</u>	<u>FY 2000</u>
		<u>ACTUALS</u>	<u>AUTHORIZED</u>	<u>REQUESTED</u>
<b>ARMY</b>				
<b>Active</b>	Military	483.9	480.0	480.0
	Civilians	237.3	225.9	219.9
	Subtotal	721.2	705.9	699.9
<b>SELRES</b>	Reserve	205.0	208.0	205.0
	National Guard	362.4	357.0	350.0
	Subtotal	567.4	565.0	555.0
<b>Total Military</b>		<b>1,051.3</b>	<b>1,045.0</b>	<b>1,035.0</b>
<b>Total Army</b>		<b>1,288.6</b>	<b>1,270.9</b>	<b>1,254.9</b>
<b>NAVY</b>				
<b>Active</b>	Military	382.3	372.4	371.8
	Civilians	192.0	188.9	181.9
	Subtotal	574.3	561.7	554.3
<b>SELRES</b>		93.2	90.8	90.3
<b>Total Military</b>		<b>475.5</b>	<b>463.4</b>	<b>462.0</b>
<b>Total Navy</b>		<b>667.7</b>	<b>652.0</b>	<b>644.3</b>
<b>MARINE CORPS</b>				
<b>Active</b>	Military	173.1	172.2	172.1
	Civilians	18.5	18.0	17.7
	Subtotal	191.6	190.2	189.8
<b>SELRES</b>		40.8	40.0	39.6
<b>Total Military</b>		<b>213.9</b>	<b>212.2</b>	<b>211.7</b>
<b>Total Marine Corps</b>		<b>232.4</b>	<b>230.2</b>	<b>229.4</b>
<b>AIR FORCE</b>				
<b>Active</b>	Military	367.5	365.9	360.9
	Civilians	174.4	168.7	162.6
	Subtotal	541.8	534.6	523.4
<b>SELRES</b>	Reserve	72.0	74.2	73.7
	National Guard	108.1	107.0	106.7
	Subtotal	180.1	181.2	180.4
<b>Total Military</b>		<b>547.6</b>	<b>547.1</b>	<b>541.3</b>
<b>Total Air Force</b>		<b>722.0</b>	<b>715.8</b>	<b>703.8</b>
<b>DEFENSE-WIDE CIVILIANS</b>		125.5	122.8	118.3
	(Military included in Service totals)			
<b>TOTAL DoD</b>				
<b>Active</b>	Military	1,406.8	1,390.6	1,384.8
	Civilians	747.7	724.4	700.2
	Subtotal	2,154.5	2,115.0	2,085.0
<b>SELRES</b>	Reserve	411.0	413.0	408.6
	National Guard	470.5	464.0	456.7
	Subtotal	881.5	877.0	865.3
<b>Total Military</b>		<b>2,288.3</b>	<b>2,267.7</b>	<b>2,250.1</b>
<b>Total DoD</b>		<b>3,036.0</b>	<b>2,992.1</b>	<b>2,950.3</b>

NOTE: Totals may not add due to rounding

**Table 2-2: Department of Defense Military End Strength/ Civilian Full-Time Equivalents  
by Defense Mission Category**

<b>(in thousands)</b>													
<b>DEFENSE MISSION CATEGORY</b>	<b>FY 1998 ACTUALS</b>				<b>FY 1999 AUTHORIZED</b>				<b>FY 2000 REQUESTED</b>				
	<b>Active</b>		<b>Reserve Component</b>		<b>Active</b>		<b>Reserve Component</b>		<b>Active</b>		<b>Reserve Component</b>		
	<b>Military</b>	<b>Civilian</b>	<b>Reserve</b>	<b>Guard</b>	<b>Military</b>	<b>Civilian</b>	<b>Reserve</b>	<b>Guard</b>	<b>Military</b>	<b>Civilian</b>	<b>Reserve</b>	<b>Guard</b>	
<b>Major Force Missions</b>	<b>879.6</b>	<b>219.4</b>	<b>293.4</b>	<b>444.8</b>	<b>888.5</b>	<b>220.8</b>	<b>351.7</b>	<b>438.6</b>	<b>887.0</b>	<b>215.1</b>	<b>314.8</b>	<b>435.0</b>	
<b>Strategic Forces</b>	<b>47.2</b>	<b>12.8</b>	<b>1.6</b>	<b>10.7</b>	<b>46.2</b>	<b>13.1</b>	<b>1.8</b>	<b>8.3</b>	<b>42.9</b>	<b>10.6</b>	<b>1.5</b>	<b>6.7</b>	
Strategic Offense	36.5	8.0	1.2	1.7	36.2	7.4	1.3	1.9	33.9	5.8	1.1	1.8	
Strategic Defense	4.6	4.3	0.4	8.7	4.4	5.1	0.5	6.0	4.4	4.4	0.5	4.4	
Strategic C3	6.1	0.5	0.0	0.3	5.6	0.5	0.0	0.3	4.6	0.4	0.0	0.5	
Industrial & Stock Fund	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
<b>General Purpose Forces</b>	<b>832.4</b>	<b>206.6</b>	<b>291.8</b>	<b>434.1</b>	<b>842.3</b>	<b>207.7</b>	<b>350.0</b>	<b>430.4</b>	<b>844.1</b>	<b>204.4</b>	<b>313.2</b>	<b>428.2</b>	
Land Forces	402.1	100.3	165.4	356.2	404.4	99.3	227.0	350.0	406.9	95.6	176.7	346.6	
Tactical Air Forces	153.4	34.3	17.4	39.3	155.3	31.3	17.1	39.3	157.6	33.2	16.9	40.7	
Naval Forces	194.7	35.5	54.5	0.0	198.0	38.2	51.7	0.0	197.3	37.0	50.3	0.0	
Mobility Forces	53.0	33.0	42.0	35.0	54.8	34.6	41.6	36.9	52.8	34.5	56.6	36.7	
Special Operations Forces	28.9	2.7	12.6	3.6	29.6	2.8	12.5	4.2	29.2	2.8	12.8	4.2	
General Purpose Support	0.1	0.2	0.0	0.0	0.1	0.2	0.0	0.0	0.1	0.2	0.0	0.0	
Theater Missile Defense	0.0	0.1	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.2	0.0	0.0	
Counter Drug Support	0.1	0.5	0.0	0.0	0.1	1.2	0.0	0.0	0.1	1.0	0.0	0.0	
<b>Defense-Wide Missions</b>	<b>88.2</b>	<b>123.7</b>	<b>11.0</b>	<b>12.9</b>	<b>88.1</b>	<b>119.7</b>	<b>9.5</b>	<b>12.6</b>	<b>86.0</b>	<b>113.6</b>	<b>9.9</b>	<b>12.5</b>	
<b>Intelligence &amp; Communications</b>	<b>53.6</b>	<b>38.2</b>	<b>8.3</b>	<b>12.4</b>	<b>55.3</b>	<b>37.0</b>	<b>7.0</b>	<b>12.0</b>	<b>54.4</b>	<b>36.7</b>	<b>7.3</b>	<b>11.9</b>	
Intelligence	35.9	17.5	5.6	0.3	37.3	17.8	4.6	0.4	36.6	17.8	5.0	0.4	
Communications	16.3	17.5	2.7	12.0	16.4	16.2	2.4	11.6	16.2	15.7	2.3	11.5	
Command & Control Activities	0.7	0.9	0.0	0.0	0.9	0.8	0.0	0.0	0.8	0.8	0.0	0.0	
Information Management	0.8	2.3	0.0	0.0	0.7	2.2	0.0	0.0	0.7	2.4	0.0	0.0	
<b>General Research &amp; Development</b>	<b>14.3</b>	<b>72.2</b>	<b>1.7</b>	<b>0.0</b>	<b>11.5</b>	<b>68.7</b>	<b>1.4</b>	<b>0.0</b>	<b>10.7</b>	<b>63.1</b>	<b>1.5</b>	<b>0.0</b>	
Science & Technology Program	2.2	14.8	0.0	0.0	2.1	14.3	0.0	0.0	1.9	14.6	0.0	0.0	
Undistributed Development	0.0	0.2	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.2	0.0	0.0	
RDT&E Management & Support	12.2	57.3	1.7	0.0	9.4	54.2	1.4	0.0	8.7	48.3	1.5	0.0	
<b>Other Defense-Wide Missions</b>	<b>20.3</b>	<b>13.2</b>	<b>1.0</b>	<b>0.6</b>	<b>21.2</b>	<b>14.0</b>	<b>1.1</b>	<b>0.6</b>	<b>20.9</b>	<b>13.7</b>	<b>1.1</b>	<b>0.6</b>	
Geophysical Sciences	8.1	4.5	0.4	0.6	8.2	4.0	0.5	0.6	8.1	4.0	0.5	0.6	
Space Launch Support	2.8	0.9	0.0	0.0	2.8	0.7	0.0	0.0	2.8	0.7	0.0	0.0	
Nuclear Weapons Support	0.4	0.4	0.0	0.0	0.0	0.3	0.0	0.0	0.0	0.3	0.0	0.0	
International Support	8.0	3.6	0.0	0.0	9.1	5.1	0.0	0.0	9.0	4.8	0.0	0.0	
Security and Investigative	1.0	3.8	0.6	0.0	1.1	3.9	0.6	0.0	1.0	3.9	0.6	0.0	
<b>Defense-Wide Support Missions</b>	<b>438.8</b>	<b>405.0</b>	<b>106.8</b>	<b>12.9</b>	<b>414.2</b>	<b>384.0</b>	<b>51.7</b>	<b>12.7</b>	<b>412.2</b>	<b>371.6</b>	<b>84.1</b>	<b>9.1</b>	
<b>Logistical Support</b>	<b>20.5</b>	<b>229.0</b>	<b>9.8</b>	<b>0.0</b>	<b>22.8</b>	<b>216.1</b>	<b>9.4</b>	<b>0.0</b>	<b>21.1</b>	<b>208.8</b>	<b>8.2</b>	<b>0.0</b>	
Supply Operations	3.6	85.4	2.1	0.0	3.5	82.2	1.7	0.0	3.4	78.5	1.4	0.0	
Maintenance Operations	2.9	87.3	4.2	0.0	2.8	77.4	3.8	0.0	2.0	68.5	3.0	0.0	
Other Logistical Support	14.1	56.3	3.5	0.0	16.5	56.6	3.9	0.0	15.6	61.8	3.9	0.0	
<b>Personnel Support</b>	<b>394.0</b>	<b>118.4</b>	<b>80.8</b>	<b>10.5</b>	<b>368.0</b>	<b>113.1</b>	<b>31.8</b>	<b>10.7</b>	<b>368.4</b>	<b>109.7</b>	<b>66.5</b>	<b>7.1</b>	
Personnel Acquisition	40.4	10.8	3.8	3.9	43.3	10.1	4.1	4.1	44.7	9.7	3.7	0.5	
Training	139.9	42.8	47.2	1.2	180.5	40.3	8.3	1.5	179.7	38.5	43.5	1.5	
Medical	85.2	42.0	28.8	5.4	86.2	39.5	18.7	5.1	80.5	38.6	18.6	5.1	
Individuals	121.7	0.0	0.9	0.0	51.0	0.0	0.5	0.0	56.7	0.0	0.5	0.0	
Federal Agency Support	1.4	0.0	0.1	0.0	1.4	0.0	0.2	0.0	1.4	0.0	0.2	0.0	
Other Personnel Support	5.4	22.9	0.0	0.0	5.5	23.2	0.0	0.0	5.5	22.9	0.0	0.0	
<b>Other Centralized Support</b>	<b>24.2</b>	<b>57.6</b>	<b>16.1</b>	<b>2.4</b>	<b>23.3</b>	<b>54.8</b>	<b>10.5</b>	<b>2.0</b>	<b>22.8</b>	<b>53.1</b>	<b>9.4</b>	<b>2.0</b>	
Departmental	24.2	57.5	16.1	2.4	23.3	54.8	10.5	2.0	22.8	53.1	9.4	2.0	
Undistributed Adjustments	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
<b>GRAND TOTAL</b>	<b>1,406.8</b>	<b>747.7</b>	<b>411.0</b>	<b>470.5</b>	<b>1,390.5</b>	<b>724.5</b>	<b>413.0</b>	<b>464.0</b>	<b>1,384.8</b>	<b>700.2</b>	<b>408.6</b>	<b>456.7</b>	

NOTE: Totals may not add due to rounding

**Table 2-2A: Army Military End Strength/Civilian Full-Time Equivalents by Defense Mission Category**

(in thousands)

DEFENSE MISSION CATEGORY	FY 1998 ACTUALS				FY 1999 AUTHORIZED				FY 2000 REQUESTED			
	Active		Reserve Component		Active		Reserve Component		Active		Reserve Component	
	Military	Civilian	Reserve	Guard	Military	Civilian	Reserve	Guard	Military	Civilian	Reserve	Guard
<b>Major Force Missions</b>	<b>324.3</b>	<b>95.9</b>	<b>142.6</b>	<b>359.1</b>	<b>328.1</b>	<b>96.5</b>	<b>202.0</b>	<b>353.4</b>	<b>330.0</b>	<b>92.9</b>	<b>168.3</b>	<b>350.0</b>
<b>Strategic Forces</b>	<b>0.7</b>	<b>0.6</b>	<b>0.0</b>	<b>0.0</b>	<b>0.7</b>	<b>1.8</b>	<b>0.0</b>	<b>0.0</b>	<b>0.7</b>	<b>1.7</b>	<b>0.0</b>	<b>0.0</b>
Strategic Offense	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0
Strategic Defense	0.7	0.6	0.0	0.0	0.7	1.7	0.0	0.0	0.7	1.7	0.0	0.0
Strategic C3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Industrial & Stock Fund	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>General Purpose Forces</b>	<b>323.6</b>	<b>95.3</b>	<b>142.6</b>	<b>359.1</b>	<b>327.4</b>	<b>94.7</b>	<b>202.0</b>	<b>353.4</b>	<b>329.3</b>	<b>91.2</b>	<b>168.3</b>	<b>350.0</b>
Land Forces	308.2	90.6	132.1	356.2	311.5	89.8	193.7	350.0	313.4	86.2	143.9	346.6
Tactical Air Forces	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Naval Forces	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Mobility Forces	0.5	3.1	1.9	0.0	0.5	3.0	0.5	0.0	0.5	3.0	16.6	0.0
Special Operations Forces	14.7	1.2	8.6	2.9	15.2	1.3	7.8	3.4	15.2	1.3	7.8	3.4
General Purpose Support	0.1	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.1	0.0	0.0	0.0
Theater Missile Defense	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Counter Drug Support	0.1	0.4	0.0	0.0	0.1	0.6	0.0	0.0	0.1	0.7	0.0	0.0
<b>Defense-Wide Missions</b>	<b>15.4</b>	<b>26.5</b>	<b>0.6</b>	<b>0.0</b>	<b>15.4</b>	<b>26.4</b>	<b>0.0</b>	<b>0.0</b>	<b>15.0</b>	<b>22.8</b>	<b>0.0</b>	<b>0.0</b>
<b>Intelligence &amp; Communications</b>	<b>9.7</b>	<b>5.6</b>	<b>0.6</b>	<b>0.0</b>	<b>9.8</b>	<b>5.4</b>	<b>0.0</b>	<b>0.0</b>	<b>9.7</b>	<b>5.6</b>	<b>0.0</b>	<b>0.0</b>
Intelligence	7.0	1.8	0.6	0.0	7.6	2.1	0.0	0.0	7.6	2.2	0.0	0.0
Communications	2.1	2.1	0.0	0.0	1.6	1.5	0.0	0.0	1.6	1.5	0.0	0.0
Command & Control Activities	0.2	0.1	0.0	0.0	0.2	0.1	0.0	0.0	0.1	0.1	0.0	0.0
Information Management	0.4	1.6	0.0	0.0	0.4	1.7	0.0	0.0	0.4	1.8	0.0	0.0
<b>General Research &amp; Development</b>	<b>2.2</b>	<b>19.6</b>	<b>0.0</b>	<b>0.0</b>	<b>1.8</b>	<b>18.4</b>	<b>0.0</b>	<b>0.0</b>	<b>1.5</b>	<b>14.7</b>	<b>0.0</b>	<b>0.0</b>
Science & Technology Program	0.8	10.0	0.0	0.0	0.8	9.4	0.0	0.0	0.8	9.8	0.0	0.0
Undistributed Development	0.0	0.2	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.2	0.0	0.0
RDT&E Management & Support	1.4	9.4	0.0	0.0	1.0	8.8	0.0	0.0	0.7	4.7	0.0	0.0
<b>Other Defense-Wide Missions</b>	<b>3.5</b>	<b>1.3</b>	<b>0.0</b>	<b>0.0</b>	<b>3.8</b>	<b>2.6</b>	<b>0.0</b>	<b>0.0</b>	<b>3.8</b>	<b>2.5</b>	<b>0.0</b>	<b>0.0</b>
Geophysical Sciences	0.1	0.1	0.0	0.0	0.1	0.0	0.0	0.0	0.1	0.0	0.0	0.0
Space Launch Support	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Nuclear Weapons Support	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
International Support	3.3	1.2	0.0	0.0	3.7	2.6	0.0	0.0	3.7	2.5	0.0	0.0
Security and Investigative	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Defense-Wide Support Missions</b>	<b>144.2</b>	<b>115.1</b>	<b>61.8</b>	<b>3.4</b>	<b>136.5</b>	<b>103.0</b>	<b>5.9</b>	<b>3.6</b>	<b>135.0</b>	<b>104.1</b>	<b>36.7</b>	<b>0.0</b>
<b>Logistical Support</b>	<b>2.0</b>	<b>49.3</b>	<b>0.0</b>	<b>0.0</b>	<b>2.1</b>	<b>43.8</b>	<b>0.0</b>	<b>0.0</b>	<b>1.9</b>	<b>47.1</b>	<b>0.0</b>	<b>0.0</b>
Supply Operations	0.7	7.7	0.0	0.0	0.7	6.6	0.0	0.0	0.6	7.1	0.0	0.0
Maintenance Operations	0.1	23.3	0.0	0.0	0.1	19.3	0.0	0.0	0.1	18.4	0.0	0.0
Other Logistical Support	1.2	18.3	0.0	0.0	1.3	17.9	0.0	0.0	1.2	21.6	0.0	0.0
<b>Personnel Support</b>	<b>138.4</b>	<b>57.4</b>	<b>54.4</b>	<b>3.4</b>	<b>131.2</b>	<b>53.6</b>	<b>4.7</b>	<b>3.6</b>	<b>129.8</b>	<b>51.4</b>	<b>36.7</b>	<b>0.0</b>
Personnel Acquisition	13.2	6.5	1.9	3.4	16.9	5.6	1.9	3.6	16.8	5.4	1.6	0.0
Training	32.8	21.7	41.4	0.0	84.3	20.4	2.8	0.0	83.1	18.8	35.1	0.0
Medical	24.2	24.8	11.1	0.0	23.8	23.0	0.0	0.0	21.0	22.4	0.0	0.0
Individuals	66.3	0.0	0.0	0.0	4.2	0.0	0.0	0.0	7.0	0.0	0.0	0.0
Federal Agency Support	0.1	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.1	0.0	0.0	0.0
Other Personnel Support	1.8	4.4	0.0	0.0	1.9	4.6	0.0	0.0	1.8	4.8	0.0	0.0
<b>Other Centralized Support</b>	<b>3.8</b>	<b>8.4</b>	<b>7.4</b>	<b>0.0</b>	<b>3.2</b>	<b>5.6</b>	<b>1.2</b>	<b>0.0</b>	<b>3.3</b>	<b>5.6</b>	<b>0.0</b>	<b>0.0</b>
Departmental Headquarters	3.8	8.4	7.4	0.0	3.2	5.6	1.2	0.0	3.3	5.6	0.0	0.0
Undistributed Adjustments	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>GRAND TOTAL</b>	<b>483.9</b>	<b>237.3</b>	<b>205.0</b>	<b>362.4</b>	<b>480.0</b>	<b>225.9</b>	<b>208.0</b>	<b>357.0</b>	<b>480.0</b>	<b>219.9</b>	<b>205.0</b>	<b>350.0</b>

NOTE: Totals may not add due to rounding

**Table 2-2B: Navy Military End Strength/Civilian Full-Time Equivalents by Defense Mission Category**

(in thousands)

DEFENSE MISSION CATEGORY	FY 1998 ACTUALS			FY 1999 AUTHORIZED			FY 2000 REQUESTED		
	Active		Reserve	Active		Reserve	Active		Reserve
	Military	Civilian		Military	Civilian		Military	Civilian	
<b>Major Force Missions</b>	<b>230.7</b>	<b>45.4</b>	<b>65.3</b>	<b>235.8</b>	<b>47.9</b>	<b>63.4</b>	<b>235.5</b>	<b>47.5</b>	<b>61.3</b>
<b>Strategic Forces</b>	<b>10.8</b>	<b>4.0</b>	<b>0.5</b>	<b>10.6</b>	<b>3.2</b>	<b>0.5</b>	<b>10.6</b>	<b>3.2</b>	<b>0.3</b>
Strategic Offense	8.9	3.7	0.5	8.5	3.0	0.5	8.5	2.9	0.3
Strategic Defense	0.3	0.2	0.0	0.3	0.2	0.0	0.3	0.2	0.0
Strategic C3	1.6	0.1	0.0	1.8	0.1	0.0	1.8	0.1	0.0
Industrial & Stock Fund	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>General Purpose Forces</b>	<b>219.9</b>	<b>41.4</b>	<b>64.8</b>	<b>225.2</b>	<b>44.6</b>	<b>62.8</b>	<b>224.9</b>	<b>44.3</b>	<b>61.0</b>
Land Forces	5.3	0.0	1.9	5.6	0.0	2.2	5.6	0.0	1.9
Tactical Air Forces	17.7	0.2	1.6	19.2	0.1	1.8	19.4	0.2	1.7
Naval Forces	190.6	35.5	54.5	193.9	38.2	51.7	193.2	37.7	50.3
Mobility Forces	1.3	5.5	3.8	1.4	5.7	3.5	1.6	5.8	3.1
Special Operations Forces	5.0	0.2	3.0	5.1	0.2	3.6	5.1	0.2	4.0
General Purpose Support	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Theater Missile Defense	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Counter Drug Support	0.0	0.0	0.0	0.0	0.3	0.0	0.0	0.3	0.0
<b>Defense-Wide Missions</b>	<b>18.9</b>	<b>49.9</b>	<b>5.3</b>	<b>21.3</b>	<b>49.3</b>	<b>4.6</b>	<b>20.8</b>	<b>47.5</b>	<b>4.9</b>
<b>Intelligence &amp; Communications</b>	<b>12.6</b>	<b>4.7</b>	<b>4.4</b>	<b>14.7</b>	<b>5.0</b>	<b>3.7</b>	<b>14.1</b>	<b>4.8</b>	<b>3.9</b>
Intelligence	8.0	2.5	3.3	9.3	2.6	2.8	9.0	2.6	3.2
Communications	4.6	2.2	1.1	5.4	2.3	0.9	5.1	2.2	0.7
Command & Control	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0
Information Management	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>General Research &amp; Development</b>	<b>3.8</b>	<b>42.2</b>	<b>0.7</b>	<b>3.9</b>	<b>41.6</b>	<b>0.7</b>	<b>3.8</b>	<b>40.0</b>	<b>0.7</b>
Science & Technology Program	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.2	0.0
Undistributed Development	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
RDT&E Management & Support	3.8	42.2	0.7	3.9	41.4	0.7	3.8	39.8	0.7
<b>Other Defense-Wide Missions</b>	<b>2.5</b>	<b>3.0</b>	<b>0.2</b>	<b>2.7</b>	<b>2.7</b>	<b>0.3</b>	<b>2.8</b>	<b>2.7</b>	<b>0.3</b>
Geophysical Sciences	1.2	1.9	0.2	1.4	1.4	0.3	1.3	1.4	0.3
Space Launch Support	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Nuclear Weapons Support	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
International Support	1.2	0.2	0.0	1.3	0.2	0.0	1.3	0.2	0.0
Security and Investigative	0.1	1.0	0.0	0.0	1.1	0.0	0.2	1.1	0.0
<b>Defense-Wide Support Missions</b>	<b>132.7</b>	<b>96.8</b>	<b>22.7</b>	<b>115.1</b>	<b>91.9</b>	<b>22.7</b>	<b>115.7</b>	<b>87.0</b>	<b>24.2</b>
<b>Logistical Support</b>	<b>5.9</b>	<b>66.0</b>	<b>7.4</b>	<b>5.5</b>	<b>61.3</b>	<b>6.5</b>	<b>5.2</b>	<b>56.9</b>	<b>5.4</b>
Supply Operations	2.0	17.5	2.1	2.0	17.9	1.7	2.0	15.8	1.4
Maintenance Operations	1.4	36.9	2.9	1.3	32.3	2.3	1.1	27.9	1.4
Other Logistical Support	2.5	11.7	2.4	2.2	11.1	2.6	2.1	13.2	2.6
<b>Personnel Support</b>	<b>119.6</b>	<b>24.5</b>	<b>12.9</b>	<b>102.4</b>	<b>23.4</b>	<b>13.5</b>	<b>103.6</b>	<b>22.8</b>	<b>16.0</b>
Personnel Acquisition	13.5	1.9	1.4	12.6	2.1	1.7	12.7	1.9	1.5
Training	59.4	8.8	1.4	47.4	7.7	0.9	48.7	7.7	3.7
Medical	24.7	10.1	9.2	27.1	10.0	10.4	27.1	9.7	10.2
Individuals	20.7	0.0	0.9	14.0	0.0	0.5	13.8	0.0	0.5
Federal Agency Support	0.1	0.0	0.0	0.1	0.0	0.1	0.1	0.0	0.1
Other Personnel Support	1.2	3.7	0.0	1.2	3.6	0.0	1.2	3.5	0.0
<b>Other Centralized Support</b>	<b>7.2</b>	<b>6.3</b>	<b>2.3</b>	<b>7.2</b>	<b>7.3</b>	<b>2.7</b>	<b>6.9</b>	<b>7.3</b>	<b>2.8</b>
Departmental	7.2	6.2	2.3	7.2	7.3	2.7	6.9	7.3	2.8
Undistributed Adjustments	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>GRAND TOTAL</b>	<b>382.3</b>	<b>192.0</b>	<b>93.2</b>	<b>372.4</b>	<b>188.9</b>	<b>90.8</b>	<b>371.8</b>	<b>181.8</b>	<b>90.3</b>

NOTE: Totals may not add due to rounding

**Table 2-2C: Marine Corps Military End Strength/Civilian Full-Time Equivalents by Defense Mission Category**

(in thousands)

<u>DEFENSE MISSION CATEGORY</u>	<u>FY 1998 ACTUALS</u>			<u>FY 1999 AUTHORIZED</u>			<u>FY 2000 REQUESTED</u>		
	Active		Reserve	Active		Reserve	Active		Reserve
	Military	Civilian		Military	Civilian		Military	Civilian	
<b>Major Force Missions</b>	<b>117.6</b>	<b>9.7</b>	<b>37.1</b>	<b>115.8</b>	<b>9.5</b>	<b>36.4</b>	<b>116.6</b>	<b>9.4</b>	<b>36.0</b>
<b>Strategic Forces</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
Strategic Offense	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Strategic Defense	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Strategic C3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Industrial & Stock Fund	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>General Purpose Forces</b>	<b>117.6</b>	<b>9.7</b>	<b>37.1</b>	<b>115.7</b>	<b>9.5</b>	<b>36.4</b>	<b>116.6</b>	<b>9.4</b>	<b>36.0</b>
Land Forces	88.6	9.7	31.4	87.3	9.5	31.1	87.9	9.4	30.9
Tactical Air Forces	24.8	0.0	5.7	24.3	0.0	5.3	24.5	0.0	5.1
Naval Forces	4.1	0.0	0.0	4.1	0.0	0.0	4.1	0.0	0.0
Mobility Forces	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Special Operations Forces	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
General Purpose Support	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Theater Missile Defense	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Counter Drug Support	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Defense-Wide Missions</b>	<b>2.1</b>	<b>0.0</b>	<b>0.0</b>	<b>2.1</b>	<b>0.0</b>	<b>0.0</b>	<b>2.1</b>	<b>0.0</b>	<b>0.0</b>
<b>Intelligence &amp; Communications</b>	<b>1.1</b>	<b>0.0</b>	<b>0.0</b>	<b>1.1</b>	<b>0.0</b>	<b>0.0</b>	<b>1.1</b>	<b>0.0</b>	<b>0.0</b>
Intelligence	1.0	0.0	0.0	1.0	0.0	0.0	1.0	0.0	0.0
Communications	0.1	0.0	0.0	0.1	0.0	0.0	0.1	0.0	0.0
Command & Control Activities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Information Management	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>General Research &amp; Development</b>	<b>0.9</b>	<b>0.0</b>	<b>0.0</b>	<b>0.9</b>	<b>0.0</b>	<b>0.0</b>	<b>0.9</b>	<b>0.0</b>	<b>0.0</b>
Science & Technology Program	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Undistributed Development	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
RDT&E Management & Support	0.9	0.0	0.0	0.9	0.0	0.0	0.9	0.0	0.0
<b>Other Defense-Wide Missions</b>	<b>0.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.1</b>	<b>0.0</b>	<b>0.0</b>
Geophysical Sciences	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Space Launch Support	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Nuclear Weapons Support	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
International Support	0.1	0.0	0.0	0.1	0.0	0.0	0.1	0.0	0.0
Security and Investigative	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Defense-Wide Support Missions</b>	<b>53.4</b>	<b>8.8</b>	<b>3.7</b>	<b>54.2</b>	<b>8.5</b>	<b>3.6</b>	<b>53.4</b>	<b>8.3</b>	<b>3.6</b>
<b>Logistical Support</b>	<b>1.4</b>	<b>4.6</b>	<b>0.0</b>	<b>1.4</b>	<b>4.4</b>	<b>0.0</b>	<b>1.4</b>	<b>4.5</b>	<b>0.0</b>
Supply Operations	0.2	0.3	0.0	0.2	0.3	0.0	0.2	0.3	0.0
Maintenance Operations	0.1	1.8	0.0	0.1	1.7	0.0	0.1	1.8	0.0
Other Logistical Support	1.1	2.5	0.0	1.1	2.4	0.0	1.1	2.4	0.0
<b>Personnel Support</b>	<b>47.7</b>	<b>2.9</b>	<b>3.2</b>	<b>48.7</b>	<b>2.9</b>	<b>3.2</b>	<b>48.0</b>	<b>2.7</b>	<b>3.2</b>
Personnel Acquisition	3.9	0.2	0.2	3.9	0.2	0.2	3.9	0.2	0.2
Training	11.2	2.0	3.0	11.4	2.0	3.0	11.4	1.9	3.0
Medical	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Individuals	30.5	0.0	0.0	31.3	0.0	0.0	30.6	0.0	0.0
Federal Agency Support	1.1	0.0	0.0	1.1	0.0	0.0	1.1	0.0	0.0
Other Personnel Support	1.0	0.7	0.0	1.0	0.7	0.0	1.0	0.6	0.0
<b>Other Centralized Support</b>	<b>4.3</b>	<b>1.3</b>	<b>0.5</b>	<b>4.1</b>	<b>1.2</b>	<b>0.4</b>	<b>4.0</b>	<b>1.1</b>	<b>0.4</b>
Departmental Headquarters	4.3	1.3	0.5	4.1	1.2	0.4	4.0	1.1	0.4
Undistributed Adjustments	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>GRAND TOTAL</b>	<b>173.1</b>	<b>18.5</b>	<b>40.8</b>	<b>172.2</b>	<b>18.0</b>	<b>40.0</b>	<b>172.1</b>	<b>17.7</b>	<b>39.6</b>

NOTE: Totals may not add due to rounding

**Table 2-2D: Air Force Military End Strength/Civilian Full-Time Equivalents by Defense Mission Category**

(in thousands)

DEFENSE MISSION CATEGORY	FY 1998 ACTUALS				FY 1999 AUTHORIZED				FY 2000 REQUESTED			
	Active		Reserve Component		Active		Reserve Component		Active		Reserve Component	
	Military	Civilian	Reserve	Guard	Military	Civilian	Reserve	Guard	Military	Civilian	Reserve	Guard
<b>Major Force Missions</b>	<b>207.0</b>	<b>68.0</b>	<b>48.4</b>	<b>85.7</b>	<b>208.7</b>	<b>66.4</b>	<b>49.9</b>	<b>85.2</b>	<b>204.9</b>	<b>65.7</b>	<b>49.1</b>	<b>85.0</b>
<b>Strategic Forces</b>	<b>35.7</b>	<b>8.2</b>	<b>1.1</b>	<b>10.7</b>	<b>34.8</b>	<b>7.9</b>	<b>1.2</b>	<b>8.3</b>	<b>31.5</b>	<b>5.6</b>	<b>1.2</b>	<b>6.7</b>
Strategic Offense	27.6	4.3	0.7	1.7	27.7	4.4	0.8	1.9	25.3	2.9	0.8	1.8
Strategic Defense	3.6	3.4	0.4	8.7	3.4	3.1	0.5	6.0	3.4	2.4	0.5	4.4
Strategic C3	4.4	0.5	0.0	0.3	3.7	0.5	0.0	0.3	2.8	0.3	0.0	0.5
Industrial & Stock Fund	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>General Purpose Forces</b>	<b>171.3</b>	<b>59.8</b>	<b>47.3</b>	<b>75.0</b>	<b>173.9</b>	<b>58.4</b>	<b>48.7</b>	<b>77.0</b>	<b>173.3</b>	<b>60.1</b>	<b>47.9</b>	<b>78.2</b>
Land Forces	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Tactical Air Forces	110.9	34.2	10.1	39.3	111.8	31.2	10.0	39.3	113.7	33.0	10.1	40.7
Naval Forces	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Mobility Forces	51.2	24.4	36.3	35.0	52.9	25.8	37.6	36.9	50.7	25.7	36.9	36.7
Special Operations Forces	9.2	1.3	1.0	0.7	9.2	1.3	1.1	0.8	8.9	1.3	1.0	0.8
General Purpose Support	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Theater Missile Defense	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Counter Drug Support	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.2	0.0	0.0
<b>Defense-Wide Missions</b>	<b>51.9</b>	<b>23.7</b>	<b>5.0</b>	<b>12.9</b>	<b>48.9</b>	<b>20.9</b>	<b>4.8</b>	<b>12.6</b>	<b>48.0</b>	<b>20.5</b>	<b>4.9</b>	<b>12.5</b>
<b>Intelligence &amp; Communications</b>	<b>30.2</b>	<b>8.7</b>	<b>3.3</b>	<b>12.4</b>	<b>29.6</b>	<b>7.8</b>	<b>3.3</b>	<b>12.0</b>	<b>29.4</b>	<b>7.7</b>	<b>3.4</b>	<b>11.9</b>
Intelligence	19.9	2.7	1.6	0.3	19.4	2.7	1.8	0.4	19.0	2.8	1.8	0.4
Communications	9.5	5.4	1.7	12.0	9.3	4.5	1.5	11.6	9.4	4.4	1.6	11.5
Command & Control Activities	0.5	0.1	0.0	0.0	0.6	0.2	0.0	0.0	0.6	0.2	0.0	0.0
Information Management	0.4	0.4	0.0	0.0	0.3	0.4	0.0	0.0	0.3	0.4	0.0	0.0
<b>General Research &amp; Development</b>	<b>7.4</b>	<b>9.6</b>	<b>1.0</b>	<b>0.0</b>	<b>4.9</b>	<b>7.8</b>	<b>0.8</b>	<b>0.0</b>	<b>4.5</b>	<b>7.7</b>	<b>0.8</b>	<b>0.0</b>
Science & Technology Program	1.4	4.4	0.0	0.0	1.3	4.5	0.0	0.0	1.1	4.4	0.0	0.0
Undistributed Development	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
RDT&E Management & Support	6.1	5.2	1.0	0.0	3.6	3.3	0.8	0.0	3.3	3.2	0.8	0.0
<b>Other Defense-Wide Missions</b>	<b>14.2</b>	<b>5.4</b>	<b>0.7</b>	<b>0.6</b>	<b>14.5</b>	<b>5.2</b>	<b>0.7</b>	<b>0.6</b>	<b>14.2</b>	<b>5.1</b>	<b>0.7</b>	<b>0.6</b>
Geophysical Sciences	6.8	2.5	0.3	0.6	6.8	2.6	0.3	0.6	6.7	2.6	0.3	0.6
Space Launch Support	2.8	0.9	0.0	0.0	2.8	0.7	0.0	0.0	2.8	0.7	0.0	0.0
Nuclear Weapons Support	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
International Support	3.4	1.7	0.0	0.0	4.0	1.6	0.0	0.0	3.9	1.4	0.0	0.0
Security and Investigative	1.0	0.3	0.4	0.0	0.9	0.3	0.4	0.0	0.8	0.3	0.4	0.0
<b>Defense-Wide Support Missions</b>	<b>108.5</b>	<b>82.7</b>	<b>18.6</b>	<b>9.3</b>	<b>108.2</b>	<b>81.5</b>	<b>19.6</b>	<b>9.1</b>	<b>108.0</b>	<b>76.4</b>	<b>19.7</b>	<b>9.1</b>
<b>Logistical Support</b>	<b>11.2</b>	<b>51.1</b>	<b>2.4</b>	<b>0.0</b>	<b>13.8</b>	<b>51.0</b>	<b>2.8</b>	<b>0.0</b>	<b>12.5</b>	<b>46.4</b>	<b>2.8</b>	<b>0.0</b>
Supply Operations	0.7	2.4	0.0	0.0	0.6	2.2	0.0	0.0	0.6	2.2	0.0	0.0
Maintenance Operations	1.3	25.4	1.4	0.0	1.3	24.1	1.6	0.0	0.7	20.4	1.6	0.0
Other Logistical Support	9.3	23.4	1.1	0.0	11.9	24.7	1.3	0.0	11.2	23.8	1.3	0.0
<b>Personnel Support</b>	<b>88.4</b>	<b>19.5</b>	<b>10.3</b>	<b>6.9</b>	<b>85.7</b>	<b>18.7</b>	<b>10.4</b>	<b>7.1</b>	<b>87.0</b>	<b>18.5</b>	<b>10.6</b>	<b>7.1</b>
Personnel Acquisition	9.8	2.2	0.3	0.5	9.9	2.2	0.3	0.5	11.3	2.2	0.3	0.5
Training	36.5	10.3	1.4	1.2	37.4	9.9	1.6	1.5	36.5	9.8	1.7	1.5
Medical	36.3	6.4	8.5	5.4	35.3	6.0	8.4	5.1	32.4	6.0	8.4	5.1
Individuals	4.2	0.0	0.0	0.0	1.4	0.0	0.0	0.0	5.3	0.0	0.0	0.0
Federal Agency Support	0.1	0.0	0.1	0.0	0.1	0.0	0.1	0.0	0.1	0.0	0.1	0.0
Other Personnel Support	1.5	0.6	0.0	0.0	1.5	0.6	0.0	0.0	1.5	0.6	0.0	0.0
<b>Other Centralized Support</b>	<b>8.9</b>	<b>12.1</b>	<b>5.9</b>	<b>2.4</b>	<b>8.7</b>	<b>11.8</b>	<b>6.3</b>	<b>2.0</b>	<b>8.5</b>	<b>11.4</b>	<b>6.3</b>	<b>2.0</b>
Departmental	8.9	12.1	5.9	2.4	8.7	11.8	6.3	2.0	8.5	11.4	6.3	2.0
Undistributed Adjustments	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>GRAND TOTAL</b>	<b>367.5</b>	<b>174.4</b>	<b>72.0</b>	<b>108.1</b>	<b>365.9</b>	<b>168.7</b>	<b>74.2</b>	<b>107.0</b>	<b>360.9</b>	<b>162.6</b>	<b>73.7</b>	<b>106.7</b>

NOTE: Totals may not add due to rounding

**Table 2-3: Reserve Component Military Technicians**

(in thousands)	Major Headquarters			High Priority Units			Other			Total		
	Dual Status	Non-Dual Status	Total	Dual Status	Non-Dual Status	Total	Dual Status	Non-Dual Status	Total	Dual Status	Non-Dual Status	Total
<b>Fiscal Year 1998</b>												
<b>ARMY</b>												
<b>Army National Guard</b>												
Required	0.0	0.0	0.0	8.8	0.0	8.8	31.3	2.4	33.7	40.1	2.4	42.5
Authorized	0.0	0.0	0.0	6.6	0.0	6.6	16.4	2.1	18.5	23.0	2.1	25.1
Actual	0.0	0.0	0.0	5.9	0.0	5.9	15.7	2.0	17.8	21.6	2.0	23.7
<b>Army Reserve</b>												
Required	0.0	0.0	0.0	9.1	0.0	9.1	1.2	0.0	1.2	10.4	0.0	10.4
Authorized	0.0	0.0	0.0	4.9	0.0	4.9	0.0	1.5	1.5	4.9	1.5	6.4
Actual	0.0	0.0	0.0	4.4	0.0	4.4	0.5	1.5	2.0	4.9	1.5	6.4
<b>AIR FORCE</b>												
<b>Air National Guard</b>												
Required	0.0	0.0	0.0	24.6	0.4	25.0	0.0	0.0	0.0	24.6	0.4	25.0
Authorized	0.0	0.0	0.0	22.9	0.4	23.2	0.0	0.0	0.0	22.9	0.4	23.2
Actual	0.0	0.0	0.0	23.0	0.4	23.4	0.0	0.0	0.0	23.0	0.4	23.4
<b>Air Force Reserve</b>												
Required	0.1	0.0	0.1	9.6	0.0	9.6	0.1	0.0	0.1	9.8	0.0	9.8
Authorized	0.1	0.0	0.1	9.6	0.0	9.6	0.1	0.0	0.1	9.8	0.0	9.8
Actual	0.0	0.0	0.0	9.1	0.0	9.1	0.2	0.0	0.2	9.4	0.0	9.4
<b>Fiscal Year 1999</b>												
<b>ARMY</b>												
<b>Army National Guard</b>												
Required	0.0	0.0	0.0	32.2	0.0	32.2	11.3	0.0	11.3	43.5	0.0	43.5
Authorized	0.0	0.0	0.0	17.7	0.0	17.7	5.1	2.0	7.0	22.8	2.0	24.8
<b>Army Reserve</b>												
Required	0.0	0.0	0.0	9.1	0.0	9.1	1.2	0.0	1.2	10.4	0.0	10.4
Authorized	0.0	0.0	0.0	5.2	1.3	6.5	0.8	0.0	0.8	6.0	1.3	7.3
<b>AIR FORCE</b>												
<b>Air National Guard</b>												
Required	0.0	0.0	0.0	22.5	0.4	22.9	0.0	0.0	0.0	22.5	0.4	22.9
Authorized	0.0	0.0	0.0	22.4	0.4	22.8	0.0	0.0	0.0	22.4	0.4	22.8
<b>Air Force Reserve</b>												
Required	0.0	0.0	0.0	9.6	0.0	9.6	0.1	0.0	0.1	9.8	0.0	9.8
Authorized	0.0	0.0	0.0	9.6	0.0	9.6	0.1	0.0	0.1	9.8	0.0	9.8

NOTE: Totals may not add due to rounding

**Table 2-4: Full-Time Support to the Selected Reserves**

(in thousands)	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>
	<b><u>ACTUALS</u></b>	<b><u>AUTHORIZED</u></b>	<b><u>REQUESTED</u></b>
<b>ARMY RESERVE</b>			
Active Guard/Reserve	11.8	12.8	12.8
Army Reserve Technicians	6.4	6.5	6.5
Dual Status	4.9	5.2	5.4
Non-Dual Status	1.5	1.3	1.1
Active Component with Reserve Units	0.6	0.6	0.5
Full-Time Support Civilians	1.4	1.3	1.2
Subtotal	20.2	21.1	21.0
<b>ARMY NATIONAL GUARD</b>			
Active Guard/Reserve	22.2	22.0	21.8
Military Technicians	23.6	24.8	23.2
Dual Status	21.6	22.8	21.5
Non-Dual Status	2.0	2.0	1.6
Active Component with Reserve Units	0.2	0.2	0.2
Full-Time Support Civilians	0.5	0.6	0.5
Subtotal	46.6	47.3	45.7
<b>NAVAL RESERVE</b>			
Active Guard/Reserve (TAR)	16.4	15.6	15.0
Active Component with Reserve Units	6.5	6.4	6.2
Full-Time Support Civilians	2.2	2.0	1.7
Subtotal	25.1	24.0	22.9
<b>MARINE CORPS RESERVE</b>			
Active Guard/Reserve	2.4	2.3	2.3
Active Component with Reserve Units	4.1	4.1	4.1
Full-Time Support Civilians	0.2	0.2	0.2
Subtotal	6.6	6.5	6.5
<b>AIR FORCE RESERVE</b>			
Active Guard/Reserve	0.9	1.0	1.1
Air Reserve Technicians	9.3	9.8	9.8
Dual Status	9.3	9.8	9.8
Non-Dual Status	0.0	0.0	0.0
Active Component with Reserve Units	0.7	0.7	0.8
Full-Time Support Civilians	5.4	5.3	5.2
Subtotal	16.2	16.7	16.8
<b>AIR NATIONAL GUARD</b>			
Active Guard/Reserve	10.6	10.9	11.1
Military Technicians	23.4	22.7	22.5
Dual Status	23.0	22.4	22.2
Non-Dual Status	0.4	0.3	0.3
Active Component with Reserve Units	0.7	0.7	0.7
Full-Time Support Civilians	1.6	1.6	1.4
Subtotal	36.3	36.0	35.8
<b>DoD TOTALS</b>			
Active Guard/Reserve	64.2	64.3	64.1
Military Technicians	62.7	63.8	61.9
Active Component with Reserve Units	12.7	12.7	12.5
Full-Time Support Civilians	11.3	11.0	10.2
Total	151.0	151.7	148.7

NOTE: Totals may not add due to rounding

**Table 2-5: Manpower in Defense-Level Activities or Accounts**  
(Military End Strength Contained in Service Totals)

	<u>FY98 ACTUALS</u>			<u>FY99 AUTHORIZED</u>			<u>FY00 REQUESTED</u>		
	<u>Military End Strength</u>	<u>Civilian FTEs</u>	<u>Total</u>	<u>Military End Strength</u>	<u>Civilian FTEs</u>	<u>Total</u>	<u>Military End Strength</u>	<u>Civilian FTEs</u>	<u>Total</u>
<b>Defense Agencies:</b>									
BMDO	139	292	431	141	395	536	140	405	545
Comm/Intel (See Note 1)	5,262	16,952	22,214	5,303	16,970	22,273	5,308	16,764	22,072
DARPA	22	134	156	18	161	179	18	160	178
DCAA	0	4,336	4,336	0	4,271	4,271	0	4,172	4,172
DECA	11	17,040	17,051	12	16,970	16,982	12	16,454	16,466
DFAS	1,563	18,833	20,396	1,434	18,865	20,299	1,341	17,670	19,011
DLA (See Note 2)	1,180	45,025	46,205	1,299	42,238	43,537	1,299	39,714	41,013
DLSA	13	88	101	14	85	99	11	82	93
DSCA	43	262	305	34	303	337	43	303	346
DSS	0	2,465	2,465	0	2,527	2,527	0	2,553	2,553
DSWA (See Note 3)	478	534	1,012						
DTRA (See Note 4)				1,052	961	2,013	1,051	953	2,004
OSIA (See Note 3)	560	288	848						
<b>Subtotal</b>	<b>9,271</b>	<b>106,249</b>	<b>115,520</b>	<b>9,307</b>	<b>103,746</b>	<b>113,053</b>	<b>9,223</b>	<b>99,230</b>	<b>108,453</b>
<b>DoD Field Activities:</b>									
AFIS	451	451	902	451	451	902	451	451	902
DHRA	7	686	693	12	716	728	14	669	683
DPMO	19	82	101	19	78	97	19	74	93
DTSA (See Note 3)	38	67	105						
OEA	4	48	52	3	43	46	3	41	44
DoDEA	1	13,275	13,276	1	13,429	13,430	1	13,145	13,146
TRICARE Mgt Activity	66	294	360	66	304	370	66	297	363
WHS	204	1,328	1,532	162	1,446	1,608	162	1,443	1,605
<b>Subtotal</b>	<b>790</b>	<b>16,231</b>	<b>17,021</b>	<b>714</b>	<b>16,467</b>	<b>17,181</b>	<b>716</b>	<b>16,120</b>	<b>16,836</b>
<b>Unified Command Program Managers:</b>									
USSOCOM (Major Force Prgm 11)	28,767	2,059	30,826	29,533	2,065	31,598	29,203	2,099	31,302
USTRANSCOM (Trans Wkg Cap Fund)	15,434	5,233	20,667	15,574	5,101	20,675	14,461	4,966	19,427
<b>Subtotal</b>	<b>44,201</b>	<b>7,292</b>	<b>51,493</b>	<b>45,107</b>	<b>7,166</b>	<b>52,273</b>	<b>43,664</b>	<b>7,065</b>	<b>50,729</b>
<b>Other Organizations/Accounts:</b>									
CAAF	0	55	55	0	59	59	0	59	59
Defense Health Prgm (See Note 5)	99,848	41,736	141,584	99,709	38,255	137,964	92,365	38,318	130,683
Inspector General	39	1,270	1,309	29	1,225	1,254	29	1,243	1,272
Joint Staff	1,178	200	1,378	1,112	203	1,315	1,090	204	1,294
Office of the Secretary of Defense	578	1,624	2,202	497	1,485	1,982	446	1,579	2,025
USUHS (See Note 6)	0	154	154	0	150	150	0	150	150
<b>Subtotal</b>	<b>101,643</b>	<b>45,039</b>	<b>146,682</b>	<b>101,347</b>	<b>41,377</b>	<b>142,724</b>	<b>93,930</b>	<b>41,553</b>	<b>135,483</b>
<b>TOTAL</b>	<b>155,905</b>	<b>174,811</b>	<b>330,716</b>	<b>156,475</b>	<b>168,756</b>	<b>325,231</b>	<b>147,533</b>	<b>163,968</b>	<b>311,501</b>
less DHP Civilians	99,848	41,736	141,584	99,709	38,255	137,964	92,365	38,318	130,683
<b>TOTAL (Less DHP)</b>	<b>56,057</b>	<b>133,075</b>	<b>189,132</b>	<b>56,766</b>	<b>130,501</b>	<b>187,267</b>	<b>55,168</b>	<b>125,650</b>	<b>180,818</b>

**NOTES**

1. Includes DISA and intelligence organizations (DIA and NIMA)
2. Includes Joint Logistics Systems Center, less DHRFA
3. Abolished to form the Defense Threat Reduction Agency in FY 1999
4. Reflects merger of DSWA, OSIA and DTRA
5. Less TMA and USUHS. Military and civilian manpower included in Service totals.
6. USUHS RDT&E only. USUHS O&M included in Defense Health Program

**Table 2-6: Department of Defense Military Manpower Totals (FY 1987-1998)**

<u>Fiscal Year</u>	<u>Army</u>	<u>Navy</u>	<u>Marine Corps</u>	<u>Air Force</u>	<u>Total</u>	<u>% Change from FY 1987</u>
1987	780,815	586,841	199,523	607,035	2,174,214	
1988	771,847	592,570	197,351	576,446	2,138,214	-1.7%
1989	769,741	592,652	196,956	570,872	2,130,221	-2.0%
1990	750,589	582,854	196,652	539,262	2,069,357	-4.8%
1991	725,445	571,294	195,000	510,875	2,002,614	-7.9%
1992	611,305	541,921	184,590	470,315	1,808,131	-16.8%
1993	572,423	509,950	178,379	444,351	1,705,103	-21.6%
1994	541,343	468,667	174,158	426,327	1,610,495	-25.9%
1995	508,559	434,617	174,639	400,409	1,518,224	-30.2%
1996	491,103	416,735	174,883	389,001	1,471,722	-32.3%
1997	491,707	395,564	173,906	377,685	1,438,862	-33.8%
1998	483,880	382,338	173,142	367,470	1,406,830	-35.3%

<u>Fiscal Year</u>	<u>Army National Guard</u>	<u>Army Reserve</u>	<u>Naval Reserve</u>	<u>Marine Corps Reserve</u>	<u>Air National Guard</u>	<u>Air Force Reserve</u>	<u>Total</u>	<u>% Change from FY 1987</u>
1987	451,858	313,638	148,096	42,253	114,595	80,415	1,150,855	
1988	455,482	312,825	149,457	43,556	115,221	82,116	1,158,357	0.6%
1989	456,960	319,244	151,505	43,576	116,061	83,214	1,170,560	1.7%
1990	444,224	310,071	152,789	44,530	117,786	83,813	1,153,213	0.2%
1991	446,121	309,681	151,510	44,933	117,786	84,539	1,154,570	0.3%
1992	426,528	302,850	142,314	42,256	119,083	81,874	1,114,905	-3.2%
1993	409,919	275,900	132,395	41,738	117,162	80,562	1,057,676	-8.1%
1994	396,928	259,856	107,627	40,711	113,587	79,621	998,330	-13.3%
1995	374,930	241,300	100,597	40,933	109,825	78,267	945,852	-17.8%
1996	369,975	226,211	97,956	42,077	110,484	73,668	920,371	-20.1%
1997	370,044	212,850	95,317	41,997	110,022	71,986	902,216	-21.6%
1998	362,444	204,968	93,171	40,842	108,096	71,970	881,491	-23.4%

**Table 2-7: Estimated Number of Military Personnel on Active Duty (FY 1999-2005)**

(in thousands)	<u>FY 1999</u>	<u>FY 2000</u>	<u>FY 2001</u>	<u>FY 2002</u>	<u>FY 2003</u>	<u>FY 2004</u>	<u>FY 2005</u>
<b>ARMY</b>							
Commissioned Officers	66.2	66.2	66.2	66.2	66.2	66.2	66.2
Warrant Officers	11.6	11.6	11.6	11.6	11.6	11.7	11.7
Enlisted Personnel	398.2	398.2	398.2	398.2	398.2	398.2	398.2
Cadets	4.0	4.0	4.0	4.0	4.0	4.0	4.0
<b>Total</b>	<b>480.0</b>						
<b>NAVY</b>							
Commissioned Officers	52.4	51.9	51.6	51.6	51.4	51.4	51.4
Warrant Officers	1.7	1.7	1.7	1.7	1.7	1.6	1.6
Enlisted Personnel	314.2	314.2	314.0	313.0	311.2	311.0	311.0
Cadets	4.0	4.0	4.0	4.0	4.0	4.0	4.0
<b>Total</b>	<b>372.4</b>	<b>371.8</b>	<b>371.3</b>	<b>370.3</b>	<b>368.3</b>	<b>368.1</b>	<b>368.1</b>
<b>MARINE CORPS</b>							
Commissioned Officers	16.0	16.0	16.0	16.0	16.0	16.0	16.1
Warrant Officers	1.8	1.8	1.8	1.8	1.8	1.8	1.8
Enlisted Personnel	154.3	154.3	154.1	154.0	153.7	153.4	153.4
<b>Total</b>	<b>172.2</b>	<b>172.1</b>	<b>172.0</b>	<b>171.9</b>	<b>171.6</b>	<b>171.3</b>	<b>171.2</b>
<b>AIR FORCE</b>							
Commissioned Officers	71.4	70.6	70.2	70.2	70.0	70.1	70.2
Enlisted Personnel	290.5	286.3	280.2	276.5	275.3	277.4	276.4
Cadets	4.0	4.0	4.0	4.0	4.0	4.0	4.0
<b>Total</b>	<b>365.9</b>	<b>360.9</b>	<b>354.4</b>	<b>350.7</b>	<b>349.3</b>	<b>351.6</b>	<b>350.7</b>
<b>DoD TOTAL</b>							
Commissioned Officers	206.0	204.7	204.0	203.9	203.7	203.8	203.9
Warrant Officers	15.2	15.2	15.1	15.1	15.1	15.1	15.1
Enlisted Personnel	1,157.2	1,153.0	1,146.6	1,141.8	1,138.4	1,140.0	1,139.0
Cadets	12.0	12.0	12.0	12.0	12.0	12.0	12.0
<b>Total</b>	<b>1,390.4</b>	<b>1,384.8</b>	<b>1,377.7</b>	<b>1,372.8</b>	<b>1,369.2</b>	<b>1,370.9</b>	<b>1,369.9</b>

NOTE: Totals may not add due to rounding

(This page intentionally left blank)

## **PART III: OFFICER FLOW DATA**

(This page intentionally left blank)

**Table 3-1: DoD Active Duty Officer Flow Management Plan**

Fiscal Year 1999														
Grade	Commissioned Officers										Warrant Officers			Total
	Q-10	Q-9	Q-8	Q-7	Q-6	Q-5	Q-4	Q-3	Q-2	Q-1	W-5	W-4/-3	W-2/-1	
Begin Strength	36	117	284	437	11,342	28,591	43,324	73,751	26,243	23,793	432	6,135	8,796	223,281
Promoted in	11	38	88	137	2,020	4,839	9,624	12,077	12,429	0	117	1,454	192	43,026
Gains (excl promotion)	0	0	0	0	10	36	3,914	1,769	657	13,914	2	26	1,232	21,559
Promoted out	0	11	38	88	152	2,020	4,839	9,624	12,020	12,429	0	409	1,411	43,041
Deaths	0	0	0	0	4	6	9	45	9	7	0	4	6	90
End of Obligation	0	0	0	0	1	33	511	2,007	412	4	0	0	196	3,165
Paid Separations	0	0	0	0	1	8	35	1,508	50	13	0	20	6	1,641
Retired (Disability)	0	0	0	1	135	173	59	35	14	0	3	50	18	487
Retired (Non-Disability)	9	27	47	49	1,964	2,900	2,254	363	29	0	89	530	185	8,446
Other	0	0	0	0	38	244	4,111	3,581	1,224	413	0	162	13	9,786
<b>Total losses</b>	<b>9</b>	<b>38</b>	<b>85</b>	<b>138</b>	<b>2,295</b>	<b>5,385</b>	<b>11,818</b>	<b>17,162</b>	<b>13,757</b>	<b>12,866</b>	<b>92</b>	<b>1,175</b>	<b>1,835</b>	<b>23,615</b>
End Strength	38	117	287	436	11,077	28,081	45,044	70,435	25,571	24,841	459	6,440	8,385	221,210

  

Fiscal Year 2000														
Grade	Commissioned Officers										Warrant Officers			Total
	Q-10	Q-9	Q-8	Q-7	Q-6	Q-5	Q-4	Q-3	Q-2	Q-1	W-5	W-4/-3	W-2/-1	
Begin Strength	38	117	287	436	11,077	28,081	45,044	70,435	25,571	24,841	459	6,440	8,385	221,210
Promoted in	8	25	80	134	1,916	5,025	7,375	14,267	14,015	0	115	983	240	44,184
Gains (excl promotion)	0	0	0	0	12	36	2,365	1,765	648	14,193	0	28	1,318	20,365
Promoted out	0	8	25	80	144	1,916	5,025	7,375	14,214	14,015	0	324	1,067	44,194
Deaths	0	0	0	0	7	7	12	39	12	7	0	4	6	94
End of Obligation	0	0	0	0	1	33	320	2,495	401	4	0	0	242	3,496
Paid Separations	0	0	0	0	2	5	62	1,587	61	13	0	20	6	1,756
Retired (Disability)	0	0	0	1	117	90	144	28	14	0	1	75	17	486
Retired (Non-Disability)	11	20	54	47	1,627	2,588	1,906	656	46	0	86	670	133	7,844
Other	0	0	0	0	39	236	2,598	3,499	1,207	368	0	66	22	8,035
<b>Total losses</b>	<b>11</b>	<b>28</b>	<b>79</b>	<b>128</b>	<b>1,936</b>	<b>4,876</b>	<b>10,068</b>	<b>15,680</b>	<b>15,955</b>	<b>14,407</b>	<b>87</b>	<b>1,159</b>	<b>1,493</b>	<b>21,713</b>
End Strength	35	114	288	442	11,068	28,266	44,716	70,787	24,280	24,627	487	6,292	8,450	219,852

  

Fiscal Year 2001														
Grade	Commissioned Officers										Warrant Officers			Total
	Q-10	Q-9	Q-8	Q-7	Q-6	Q-5	Q-4	Q-3	Q-2	Q-1	W-5	W-4/-3	W-2/-1	
Begin Strength	35	114	288	442	11,068	28,266	44,716	70,787	24,280	24,627	487	6,292	8,450	219,852
Promoted in	10	33	89	141	1,745	4,543	7,319	11,393	13,376	0	87	1,102	240	40,078
Gains (excl promotion)	0	0	0	0	12	36	3,278	1,791	650	14,817	0	28	1,322	21,933
Promoted out	0	10	33	89	146	1,745	4,543	7,319	11,340	13,376	0	310	1,172	40,083
Deaths	0	0	0	0	5	7	12	39	11	7	0	4	6	91
End of Obligation	0	0	0	0	1	13	416	2,847	380	0	0	0	244	3,900
Paid Separations	0	0	0	0	2	5	71	1,552	61	13	0	20	7	1,731
Retired (Disability)	0	0	0	1	114	84	139	30	14	0	1	74	17	473
Retired (Non-Disability)	10	24	55	51	1,614	2,563	1,729	621	46	0	86	648	138	7,584
Other	0	0	0	0	38	231	3,555	3,384	1,222	375	0	91	17	8,914
<b>Total losses</b>	<b>10</b>	<b>34</b>	<b>88</b>	<b>141</b>	<b>1,919</b>	<b>4,648</b>	<b>10,465</b>	<b>15,790</b>	<b>13,074</b>	<b>13,771</b>	<b>87</b>	<b>1,147</b>	<b>1,602</b>	<b>22,694</b>
End Strength	35	113	289	442	10,907	28,197	44,847	68,181	25,232	25,672	487	6,275	8,410	219,086

## DoD Officer Flow Management (Continued)

Fiscal Year 2002														
Grade	Commissioned Officers										Warrant Officers			Total
	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	W-5	W-4/3	W-2/1	
Begin Strength	35	113	289	442	10,907	28,197	44,847	68,181	25,232	25,672	487	6,275	8,410	219,086
Promoted in	9	32	88	141	1,739	4,633	7,473	12,028	13,553	0	89	1,137	190	41,112
Gains (excl promotion)	0	0	0	0	11	29	2,628	1,779	729	14,993	5	38	1,322	21,533
Promoted out	0	9	32	88	146	1,739	4,633	7,473	11,978	13,553	0	321	1,145	41,117
Deaths	0	0	0	0	5	7	12	40	11	7	0	4	6	92
End of Obligation	0	0	0	0	1	19	497	2,360	290	0	0	0	244	3,410
Paid Separations	0	0	0	0	2	5	68	1,548	61	13	0	20	7	1,724
Retired (Disability)	0	0	0	1	113	84	124	30	14	0	1	74	17	457
Retired (Non-Disability)	9	23	56	52	1,554	2,533	1,669	466	46	0	88	631	138	7,264
Other	0	0	0	0	37	232	2,889	3,546	1,447	324	0	94	37	8,607
<b>Total losses</b>	<b>9</b>	<b>32</b>	<b>88</b>	<b>141</b>	<b>1,857</b>	<b>4,619</b>	<b>9,892</b>	<b>15,461</b>	<b>13,847</b>	<b>13,897</b>	<b>89</b>	<b>1,144</b>	<b>1,595</b>	<b>21,555</b>
End Strength	35	113	289	442	10,800	28,239	45,056	66,527	25,667	26,768	491	6,306	8,327	219,060

  

Fiscal Year 2003														
Grade	Commissioned Officers										Warrant Officers			Total
	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	W-5	W-4/3	W-2/1	
Begin Strength	35	113	289	442	10,800	28,239	45,056	66,527	25,667	26,768	491	6,306	8,327	219,060
Promoted in	11	37	92	144	1,722	4,704	7,410	12,633	14,313	0	89	1,137	190	42,482
Gains (excl promotion)	0	0	0	0	10	26	2,617	1,745	729	14,480	0	28	1,297	20,931
Promoted out	0	11	37	92	149	1,722	4,704	7,410	12,583	14,313	0	321	1,145	42,487
Deaths	0	0	0	0	5	7	12	39	11	7	0	4	6	91
End of Obligation	0	0	0	0	1	8	480	2,215	300	0	0	0	244	3,247
Paid Separations	0	0	0	0	2	5	68	1,650	61	13	0	20	7	1,826
Retired (Disability)	0	0	0	1	114	85	131	30	14	0	1	78	17	470
Retired (Non-Disability)	11	26	55	51	1,536	2,603	1,676	405	46	0	88	645	123	7,264
Other	0	0	0	0	36	230	2,900	3,491	1,214	348	0	91	15	8,326
<b>Total losses</b>	<b>11</b>	<b>37</b>	<b>92</b>	<b>144</b>	<b>1,842</b>	<b>4,660</b>	<b>9,971</b>	<b>15,238</b>	<b>14,229</b>	<b>14,681</b>	<b>89</b>	<b>1,159</b>	<b>1,558</b>	<b>21,225</b>
End Strength	35	113	289	442	10,690	28,309	45,111	65,667	26,481	26,566	491	6,312	8,256	218,761

  

Fiscal Year 2004														
Grade	Commissioned Officers										Warrant Officers			Total
	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	W-5	W-4/3	W-2/1	
Begin Strength	35	113	289	442	10,690	28,309	45,111	65,667	26,481	26,566	491	6,312	8,256	218,761
Promoted in	10	33	85	137	1,655	4,669	7,583	12,835	13,908	0	89	1,144	190	42,338
Gains (excl promotion)	0	0	0	0	10	26	2,617	1,757	737	15,104	0	28	1,299	21,577
Promoted out	0	10	33	85	142	1,655	4,669	7,583	12,785	13,908	0	326	1,147	42,343
Deaths	0	0	0	0	5	7	12	40	11	7	0	4	6	92
End of Obligation	0	0	0	0	1	8	504	2,209	369	0	0	0	244	3,334
Paid Separations	0	0	0	0	2	5	68	1,651	61	13	0	20	7	1,827
Retired (Disability)	0	0	0	1	114	85	131	30	14	0	1	78	17	470
Retired (Non-Disability)	9	22	54	51	1,467	2,613	1,859	441	46	0	88	647	123	7,419
Other	0	0	0	0	36	227	2,899	3,514	1,202	339	0	91	15	8,324
<b>Total losses</b>	<b>9</b>	<b>32</b>	<b>87</b>	<b>137</b>	<b>1,766</b>	<b>4,600</b>	<b>10,142</b>	<b>15,466</b>	<b>14,488</b>	<b>14,267</b>	<b>89</b>	<b>1,166</b>	<b>1,560</b>	<b>21,467</b>
End Strength	36	114	287	442	10,589	28,404	45,168	64,793	26,638	27,403	491	6,318	8,185	218,867

**Table 3-1A: Army Active Duty Officer Flow Management Plan**

Fiscal Year 1999														
Grade	Commissioned Officers										Warrant Officers			Total
	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	W-5	W-4/3	W-2/1	
Begin Strength	12	42	98	147	3569	9018	13718	22304	9439	8346	341	4396	7068	78,498
Promoted in	4	12	29	50	611	1247	2898	4081	4010	0	93	783	0	13,818
Gains (excl promotion)	0	0	0	0	9	10	63	555	253	4492	1	23	787	6,193
Promoted out	0	4	12	29	50	611	1247	2898	4081	4010	0	93	783	13,818
Deaths	0	0	0	0	1	1	2	8	2	3	0	2	3	22
End of Obligation	0	0	0	0	0	6	94	391	61	0	0	0	166	718
Paid Separations	0	0	0	0	0	0	24	470	40	10	0	20	6	570
Retired (Disability)	0	0	0	0	14	27	41	14	14	0	3	22	14	149
Retired (Non-Disability)	4	7	13	21	568	841	493	83	28	0	65	343	155	2,621
Other	0	0	0	0	8	151	39	1529	778	149	0	146	11	2,811
<b>Total losses</b>	<b>4</b>	<b>11</b>	<b>25</b>	<b>50</b>	<b>641</b>	<b>1,637</b>	<b>1,940</b>	<b>5,393</b>	<b>5,004</b>	<b>4,172</b>	<b>68</b>	<b>626</b>	<b>1,138</b>	<b>20,709</b>
End Strength	12	43	102	147	3,548	8,638	14,739	21,547	8,698	8,666	367	4,576	6,717	77,800

  

Fiscal Year 2000														
Grade	Commissioned Officers										Warrant Officers			Total
	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	W-5	W-4/3	W-2/1	
Begin Strength	12	43	102	147	3,548	8,638	14,739	21,547	8,698	8,666	367	4,576	6,717	77,800
Promoted in	3	7	21	43	775	2,174	2,545	6,791	5,321	0	92	421	0	18,193
Gains (excl promotion)	0	0	0	0	9	10	64	570	260	4,618	0	25	850	6,406
Promoted out	0	3	7	21	43	775	2,174	2,545	6,791	5,321	0	92	421	18,193
Deaths	0	0	0	0	1	1	2	8	2	3	0	2	3	22
End of Obligation	0	0	0	0	0	6	58	336	47	0	0	0	272	719
Paid Separations	0	0	0	0	0	0	24	470	40	10	0	20	6	570
Retired (Disability)	0	0	0	0	13	25	38	13	13	0	1	22	13	138
Retired (Non-Disability)	4	7	15	16	517	765	448	75	25	0	62	389	78	2,401
Other	0	0	0	0	14	149	67	1,395	723	136	0	59	13	2,556
<b>Total losses</b>	<b>4</b>	<b>10</b>	<b>22</b>	<b>37</b>	<b>588</b>	<b>1,721</b>	<b>2,811</b>	<b>4,842</b>	<b>7,641</b>	<b>5,470</b>	<b>63</b>	<b>584</b>	<b>806</b>	<b>24,599</b>
End Strength	11	40	101	153	3,744	9,101	14,537	24,066	6,638	7,814	396	4,438	6,761	77,800

  

Fiscal Year 2001														
Grade	Commissioned Officers										Warrant Officers			Total
	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	W-5	W-4/3	W-2/1	
Begin Strength	11	40	101	153	3,744	9,101	14,537	24,066	6,638	7,814	396	4,438	6,761	77,800
Promoted in	4	11	26	42	583	1,529	2,110	3,856	4,085	0	63	534	0	12,843
Gains (excl promotion)	0	0	0	0	9	10	65	574	262	4,647	0	25	850	6,442
Promoted out	0	4	11	26	42	583	1,529	2,110	3,856	4,085	0	63	534	12,843
Deaths	0	0	0	0	1	1	2	8	2	3	0	2	3	22
End of Obligation	0	0	0	0	0	6	60	340	48	0	0	0	244	698
Paid Separations	0	0	0	0	0	0	24	470	40	10	0	20	6	570
Retired (Disability)	0	0	0	0	13	26	38	13	13	0	1	22	13	139
Retired (Non-Disability)	4	7	15	16	528	781	458	77	25	0	62	371	82	2,426
Other	0	0	0	0	9	142	63	1,415	730	138	0	81	9	2,587
<b>Total losses</b>	<b>4</b>	<b>11</b>	<b>26</b>	<b>42</b>	<b>593</b>	<b>1,539</b>	<b>2,174</b>	<b>4,433</b>	<b>4,714</b>	<b>4,236</b>	<b>63</b>	<b>559</b>	<b>891</b>	<b>6,442</b>
End Strength	11	40	101	153	3,743	9,101	14,538	24,063	6,271	8,225	396	4,438	6,720	77,800

## Army Officer Flow Management Plan (Continued)

### Fiscal Year 2002

Grade	Commissioned Officers										Warrant Officers			Total
	Q-10	Q-9	Q-8	Q-7	Q-6	Q-5	Q-4	Q-3	Q-2	Q-1	W-5	W-4/3	W-2/1	
Begin Strength	11	40	101	153	3,745	9,100	14,535	24,065	6,271	8,225	396	4,439	6,719	77,799
Promoted in	4	11	26	42	583	1,529	2,110	3,856	4,085	0	63	534	0	12,843
Gains (excl promotion)	0	0	0	0	9	10	65	574	262	4,648	0	25	850	6,442
Promoted out	0	4	11	26	42	583	1,529	2,110	3,856	4,085	0	63	534	12,843
Deaths	0	0	0	0	1	1	2	8	2	3	0	2	3	22
End of Obligation	0	0	0	0	0	6	60	340	48	0	0	0	244	697
Paid Separations	0	0	0	0	0	0	24	470	40	10	0	20	6	570
Retired (Disability)	0	0	0	0	13	26	38	13	13	0	1	22	13	138
Retired (Non-Disability)	4	7	15	16	528	781	458	77	26	0	62	371	82	2,426
Other	0	0	0	0	9	142	63	1,415	730	138	0	81	9	2,588
<b>Total losses</b>	<b>4</b>	<b>11</b>	<b>26</b>	<b>42</b>	<b>592</b>	<b>1,539</b>	<b>2,174</b>	<b>4,431</b>	<b>4,715</b>	<b>4,236</b>	<b>63</b>	<b>559</b>	<b>892</b>	<b>19,285</b>
End Strength	11	40	101	153	3,745	9,099	14,536	24,064	5,903	8,637	395	4,439	6,677	77,800

### Fiscal Year 2003

Grade	Commissioned Officers										Warrant Officers			Total
	Q-10	Q-9	Q-8	Q-7	Q-6	Q-5	Q-4	Q-3	Q-2	Q-1	W-5	W-4/3	W-2/1	
Begin Strength	11	40	101	153	3,745	9,099	14,536	24,064	5,903	8,637	395	4,439	6,677	77,800
Promoted in	4	11	26	42	583	1,529	2,110	3,856	4,085	0	63	534	0	12,843
Gains (excl promotion)	0	0	0	0	9	10	65	574	262	4,648	0	25	850	6,443
Promoted out	0	4	11	26	42	583	1,529	2,110	3,856	4,085	0	63	534	12,843
Deaths	0	0	0	0	1	1	2	8	2	3	0	2	3	22
End of Obligation	0	0	0	0	0	6	60	340	48	0	0	0	244	698
Paid Separations	0	0	0	0	0	0	24	470	40	10	0	20	6	570
Retired (Disability)	0	0	0	0	13	26	38	13	13	0	1	22	13	139
Retired (Non-Disability)	4	7	15	16	528	781	458	77	26	0	62	371	82	2,427
Other	0	0	0	0	9	142	63	1,415	730	138	0	81	9	2,587
<b>Total losses</b>	<b>4</b>	<b>11</b>	<b>26</b>	<b>42</b>	<b>593</b>	<b>1,539</b>	<b>2,174</b>	<b>4,433</b>	<b>4,715</b>	<b>4,236</b>	<b>63</b>	<b>559</b>	<b>891</b>	<b>6,443</b>
End Strength	11	40	101	153	3,744	9,099	14,537	24,061	5,535	9,049	395	4,439	6,636	77,800

### Fiscal Year 2004

Grade	Commissioned Officers										Warrant Officers			Total
	Q-10	Q-9	Q-8	Q-7	Q-6	Q-5	Q-4	Q-3	Q-2	Q-1	W-5	W-4/3	W-2/1	
Begin Strength	11	40	101	153	3,744	9,099	14,537	24,061	5,535	9,049	395	4,439	6,636	77,800
Promoted in	4	11	26	42	583	1,529	2,110	3,856	4,085	0	63	534	0	12,843
Gains (excl promotion)	0	0	0	0	9	10	65	574	262	4,648	0	25	850	6,443
Promoted out	0	4	11	26	42	583	1,529	2,110	3,856	4,085	0	63	534	12,843
Deaths	0	0	0	0	1	1	2	8	2	3	0	2	3	22
End of Obligation	0	0	0	0	0	6	60	340	48	0	0	0	244	698
Paid Separations	0	0	0	0	0	0	24	470	40	10	0	20	6	570
Retired (Disability)	0	0	0	0	13	26	38	13	13	0	1	22	13	139
Retired (Non-Disability)	4	7	15	16	528	781	458	77	26	0	62	371	82	2,427
Other	0	0	0	0	9	142	63	1,415	730	138	0	81	9	2,587
<b>Total losses</b>	<b>4</b>	<b>11</b>	<b>26</b>	<b>42</b>	<b>593</b>	<b>1,539</b>	<b>2,174</b>	<b>4,433</b>	<b>4,715</b>	<b>4,236</b>	<b>63</b>	<b>559</b>	<b>891</b>	<b>6,443</b>
End Strength	11	40	101	153	3,743	9,099	14,538	24,058	5,167	9,461	395	4,439	6,595	77,800

**Table 3-1B: Navy Active Duty Officer Flow Management Plan**

<b>Fiscal Year 1999</b>														
<b>Grade</b>	<b>Commissioned Officers</b>									<b>Warrant Officers</b>			<b>Total</b>	
	<b>O-10</b>	<b>O-9</b>	<b>O-8</b>	<b>O-7</b>	<b>O-6</b>	<b>O-5</b>	<b>O-4</b>	<b>O-3</b>	<b>O-2</b>	<b>O-1</b>	<b>W-4</b>	<b>W-3</b>		<b>W-2/1</b>
<b>Begin Strength</b>	10	26	74	110	3,339	7,398	10,610	18,881	6,664	6,140	368	617	762	54,999
<b>Promoted in</b>	2	8	25	32	499	1,154	2,196	3,178	3,590	0	114	128	0	10,926
<b>Gains (excl promotion)</b>	0	0	0	0	0	0	3,720	554	105	3,778	0	3	194	8,354
<b>Promoted out</b>	0	2	8	25	47	499	1,154	2,196	3,178	3,590	0	114	128	10,941
<b>Deaths</b>	0	0	0	0	0	0	0	18	0	0	0	0	0	18
<b>Paid Separations</b>	0	0	0	0	0	4	8	326	0	0	0	0	0	338
<b>Retired (Disability)</b>	0	0	0	0	114	137	2	11	0	0	19	4	0	287
<b>Retired (Non-Disability)</b>	2	6	17	7	629	684	718	99	1	0	63	20	0	2,246
<b>Other (includes end of obligation)</b>	0	0	0	0	29	69	3,944	1,814	260	172	10	4	0	6,302
<b>Total losses</b>	2	8	25	32	819	1,393	5,826	4,464	3,439	3,762	92	142	128	20,132
<b>End Strength</b>	10	26	74	110	3,019	7,159	10,700	18,149	6,920	6,156	390	606	828	54,147
<b>Fiscal Year 2000</b>														
<b>Grade</b>	<b>Commissioned Officers</b>									<b>Warrant Officers</b>			<b>Total</b>	
	<b>O-10</b>	<b>O-9</b>	<b>O-8</b>	<b>O-7</b>	<b>O-6</b>	<b>O-5</b>	<b>O-4</b>	<b>O-3</b>	<b>O-2</b>	<b>O-1</b>	<b>W-4</b>	<b>W-3</b>		<b>W-2/1</b>
<b>Begin Strength</b>	10	26	74	110	3,019	7,159	10,700	18,149	6,920	6,156	390	606	828	54,147
<b>Promoted in</b>	2	7	28	37	462	968	1,696	2,863	3,616	0	75	202	0	9,956
<b>Gains (excl promotion)</b>	0	0	0	0	0	0	2,172	511	105	3,820	0	3	218	6,829
<b>Promoted out</b>	0	2	7	28	47	462	968	1,696	2,863	3,616	0	75	202	9,966
<b>Deaths</b>	0	0	0	0	3	1	3	12	3	0	0	0	0	22
<b>Paid Separations</b>	0	0	0	0	1	1	35	430	11	0	0	0	0	478
<b>Retired (Disability)</b>	0	0	0	0	97	56	90	5	1	0	24	24	0	297
<b>Retired (Non-Disability)</b>	3	4	21	9	409	550	272	242	21	0	69	93	32	1,725
<b>Other (includes end of obligation)</b>	0	0	0	0	25	67	2,374	1,925	314	141	1	5	5	4,857
<b>Total losses</b>	3	6	28	37	582	1,137	3,742	4,310	3,213	3,757	94	197	239	17,345
<b>End Strength</b>	9	27	74	110	2,899	6,990	10,826	17,213	7,428	6,219	371	614	807	53,587
<b>Fiscal Year 2001</b>														
<b>Grade</b>	<b>Commissioned Officers</b>									<b>Warrant Officers</b>			<b>Total</b>	
	<b>O-10</b>	<b>O-9</b>	<b>O-8</b>	<b>O-7</b>	<b>O-6</b>	<b>O-5</b>	<b>O-4</b>	<b>O-3</b>	<b>O-2</b>	<b>O-1</b>	<b>W-4</b>	<b>W-3</b>		<b>W-2/1</b>
<b>Begin Strength</b>	9	27	74	110	2,899	6,990	10,826	17,213	7,428	6,219	371	614	807	53,587
<b>Promoted in</b>	2	7	28	42	435	958	1,842	2,903	3,656	0	88	193	0	10,154
<b>Gains (excl promotion)</b>	0	0	0	0	0	0	3,084	540	105	3,933	0	3	247	7,912
<b>Promoted out</b>	0	2	7	28	47	435	958	1,842	2,903	3,656	0	88	193	10,159
<b>Deaths</b>	0	0	0	0	1	1	3	12	2	0	0	0	0	19
<b>Paid Separations</b>	0	0	0	0	1	1	44	415	11	0	0	0	1	473
<b>Retired (Disability)</b>	0	0	0	0	94	49	86	7	1	0	22	25	0	284
<b>Retired (Non-Disability)</b>	2	5	21	14	389	467	373	234	20	0	62	97	33	1,717
<b>Other (includes end of obligation)</b>	0	0	0	0	27	67	3,348	1,808	314	140	1	6	5	5,716
<b>Total losses</b>	2	7	28	42	559	1,020	4,812	4,318	3,251	3,796	85	216	232	18,368
<b>End Strength</b>	9	27	74	110	2,775	6,928	10,940	16,338	7,938	6,356	374	594	822	53,285

## Navy Officer Flow Management Plan (Continued)

Fiscal Year 2002

Grade	Commissioned Officers									Warrant Officers			Total	
	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	W-4	W-3		W-2/1
Begin Strength	9	27	74	110	2,775	6,928	10,940	16,338	7,938	6,356	374	594	822	53,285
Promoted in	2	7	28	42	455	1,017	1,795	3,243	3,726	0	102	232	0	10,649
Gains (excl promotion)	0	0	0	0	0	0	2,448	519	105	4,224	0	3	248	7,547
Promoted out	0	2	7	28	47	455	1,017	1,795	3,243	3,726	0	102	232	10,654
Deaths	0	0	0	0	1	1	3	13	2	0	0	0	0	20
End of Obligation	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Paid Separations	0	0	0	0	1	1	41	432	11	0	0	0	1	487
Retired (Disability)	0	0	0	0	93	49	76	7	1	0	22	25	0	273
Retired (Non-Disability)	2	5	21	14	379	454	324	242	20	0	62	97	33	1,653
Other (includes end of obligation)	0	0	0	0	27	66	2,684	1,922	309	139	1	6	5	5,159
<b>Total losses</b>	<b>2</b>	<b>7</b>	<b>28</b>	<b>42</b>	<b>548</b>	<b>1,026</b>	<b>4,145</b>	<b>4,411</b>	<b>3,586</b>	<b>3,865</b>	<b>85</b>	<b>230</b>	<b>271</b>	<b>18,246</b>
End Strength	9	27	74	110	2,682	6,919	11,038	15,689	8,183	6,715	391	599	799	53,235

Fiscal Year 2003

Grade	Commissioned Officers									Warrant Officers			Total	
	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	W-4	W-3		W-2/1
Begin Strength	9	27	74	110	2,682	6,919	11,038	15,689	8,183	6,715	391	599	799	53,235
Promoted in	2	7	28	42	463	1,053	1,696	3,278	4,012	0	102	232	0	10,915
Gains (excl promotion)	0	0	0	0	0	0	2,448	515	105	4,115	0	3	247	7,433
Promoted out	0	2	7	28	47	463	1,053	1,696	3,278	4,012	0	102	232	10,920
Deaths	0	0	0	0	1	1	3	12	2	0	0	0	0	19
Paid Separations	0	0	0	0	1	1	41	427	11	0	0	0	1	482
Retired (Disability)	0	0	0	0	94	50	77	7	1	0	27	24	0	280
Retired (Non-Disability)	2	5	21	14	382	457	339	240	20	0	77	93	19	1,669
Other (includes end of obligation)	0	0	0	0	27	66	2,686	1,871	311	140	2	6	3	5,112
<b>Total losses</b>	<b>2</b>	<b>7</b>	<b>28</b>	<b>42</b>	<b>552</b>	<b>1,038</b>	<b>4,199</b>	<b>4,253</b>	<b>3,623</b>	<b>4,152</b>	<b>106</b>	<b>225</b>	<b>255</b>	<b>18,482</b>
End Strength	9	27	74	110	2,593	6,934	10,983	15,229	8,677	6,678	387	609	791	53,101

Fiscal Year 2004

Grade	Commissioned Officers									Warrant Officers			Total	
	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	W-4	W-3		W-2/1
Begin Strength	9	27	74	110	2,593	6,934	10,983	15,229	8,677	6,678	387	609	791	53,101
Promoted in	2	7	28	42	463	1,053	1,696	3,339	3,900	0	102	232	0	10,864
Gains (excl promotion)	0	0	0	0	0	0	2,448	515	105	4,234	0	3	249	7,554
Promoted out	0	2	7	28	47	463	1,053	1,696	3,339	3,900	0	102	232	10,869
Deaths	0	0	0	0	1	1	3	13	2	0	0	0	0	20
Paid Separations	0	0	0	0	1	1	41	428	11	0	0	0	1	483
Retired (Disability)	0	0	0	0	94	50	77	7	1	0	27	24	0	280
Retired (Non-Disability)	2	5	21	14	381	447	338	240	20	0	77	93	19	1,657
Other (includes end of obligation)	0	0	0	0	27	66	2,686	1,879	311	140	2	6	3	5,120
<b>Total losses</b>	<b>2</b>	<b>7</b>	<b>28</b>	<b>42</b>	<b>551</b>	<b>1,028</b>	<b>4,198</b>	<b>4,263</b>	<b>3,684</b>	<b>4,040</b>	<b>106</b>	<b>225</b>	<b>255</b>	<b>18,429</b>
End Strength	9	27	74	110	2,505	6,959	10,929	14,820	8,998	6,872	383	619	785	53,090

**Table 3-1C: Marine Corps Active Duty Officer Flow Management Plan**

Fiscal Year 1999																
Grade	Commissioned Officers										Warrant Officers					Total
	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	W-5	W-4	W-3	W-2	W-1	
Begin Strength	4	10	26	41	619	1,757	3,384	5,043	2,726	2,471	91	249	505	771	195	17,892
Promoted in	1	3	7	10	116	333	640	1,251	1,336	0	24	121	308	192	0	4,342
Gains (excl promotion)	0	0	0	0	0	10	27	24	13	1,399	1	0	0	8	243	1,725
Promoted out	0	1	3	7	10	116	333	640	1,194	1,336	0	24	178	308	192	4,342
Deaths	0	0	0	0	1	1	2	3	3	0	0	0	2	3	0	15
End of Obligation	0	0	0	0	0	0	0	236	72	4	0	0	0	0	0	312
Paid Separations	0	0	0	0	0	0	0	231	3	0	0	0	0	0	0	234
Retired (Disability)	0	0	0	0	3	5	11	4	0	0	0	3	2	4	0	32
Retired (Non-Disability)	1	2	4	4	101	215	209	52	0	0	24	42	62	30	0	746
Other	0	0	0	0	0	3	95	113	137	48	0	0	2	0	2	400
<b>Total losses</b>	<b>1</b>	<b>3</b>	<b>7</b>	<b>11</b>	<b>115</b>	<b>340</b>	<b>650</b>	<b>1,279</b>	<b>1,409</b>	<b>1,388</b>	<b>24</b>	<b>69</b>	<b>246</b>	<b>345</b>	<b>194</b>	<b>6,081</b>
End Strength	4	10	26	40	620	1,760	3,401	5,039	2,666	2,482	92	301	567	626	244	17,878

  

Fiscal Year 2000																
Grade	Commissioned Officers										Warrant Officers					Total
	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	W-5	W-4	W-3	W-2	W-1	
Begin Strength	4	10	26	40	620	1,760	3,401	5,039	2,666	2,482	92	301	567	626	244	17,878
Promoted in	1	2	7	11	113	326	608	1,203	1,382	0	23	81	204	240	0	4,201
Gains (excl promotion)	0	0	0	0	2	10	25	24	14	1,370	0	0	0	7	243	1,695
Promoted out	0	1	2	7	11	113	326	608	1,150	1,382	0	23	134	204	240	4,201
Deaths	0	0	0	0	1	1	2	3	3	0	0	0	2	3	0	15
End of Obligation	0	0	0	0	0	0	0	240	67	4	0	0	0	0	0	311
Paid Separations	0	0	0	0	0	0	0	231	3	0	0	0	0	0	0	234
Retired (Disability)	0	0	0	0	3	5	11	4	0	0	0	3	2	4	0	32
Retired (Non-Disability)	1	2	4	4	101	214	177	83	0	0	24	55	64	23	0	752
Other	0	0	0	0	0	4	122	73	124	50	0	0	2	0	4	379
<b>Total losses</b>	<b>1</b>	<b>3</b>	<b>6</b>	<b>11</b>	<b>116</b>	<b>337</b>	<b>638</b>	<b>1,242</b>	<b>1,347</b>	<b>1,436</b>	<b>24</b>	<b>81</b>	<b>204</b>	<b>234</b>	<b>244</b>	<b>5,924</b>
End Strength	4	9	27	40	619	1,759	3,396	5,024	2,715	2,416	91	301	567	639	243	17,850

  

Fiscal Year 2001																
Grade	Commissioned Officers										Warrant Officers					Total
	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	W-5	W-4	W-3	W-2	W-1	
Begin Strength	4	9	27	40	619	1,759	3,396	5,024	2,715	2,416	91	301	567	639	243	17,850
Promoted in	1	3	7	11	107	316	588	1,176	1,363	0	24	82	205	240	0	4,123
Gains (excl promotion)	0	0	0	0	2	10	25	24	14	1,370	0	0	0	7	218	1,670
Promoted out	0	1	3	7	11	107	316	588	1,123	1,363	0	24	135	205	240	4,123
Deaths	0	0	0	0	1	1	2	3	3	0	0	0	2	3	0	15
End of Obligation	0	0	0	0	0	0	0	231	69	0	0	0	0	0	0	300
Paid Separations	0	0	0	0	0	0	0	231	3	0	0	0	0	0	0	234
Retired (Disability)	0	0	0	0	3	5	10	4	0	0	0	3	2	4	0	31
Retired (Non-Disability)	1	2	4	4	94	209	170	83	0	0	24	55	63	23	0	732
Other	0	0	0	0	0	4	115	60	119	54	0	0	3	0	3	358
<b>Total losses</b>	<b>1</b>	<b>3</b>	<b>7</b>	<b>11</b>	<b>109</b>	<b>326</b>	<b>613</b>	<b>1,200</b>	<b>1,317</b>	<b>1,417</b>	<b>24</b>	<b>82</b>	<b>205</b>	<b>235</b>	<b>243</b>	<b>5,793</b>
End Strength	4	9	27	40	619	1,759	3,396	5,024	2,775	2,369	91	301	567	651	218	17,850

## Marine Corps Officer Flow Management Plan (Continued)

Fiscal Year 2002																
Grade	Commissioned Officers										Warrant Officers					Total
	Q-10	Q-9	Q-8	Q-7	Q-6	Q-5	Q-4	Q-3	Q-2	Q-1	W-5	W-4	W-3	W-2	W-1	
Begin Strength	4	9	27	40	619	1,759	3,396	5,024	2,775	2,369	91	301	567	651	218	17,850
Promoted in	1	3	7	11	103	328	628	1,270	1,328	0	26	80	189	190	0	4,164
Gains (excl promotion)	0	0	0	0	1	3	11	30	93	1,553	5	0	10	0	224	1,930
Promoted out	0	1	3	7	11	103	328	628	1,220	1,328	0	26	130	189	190	4,164
Deaths	0	0	0	0	1	1	2	3	3	0	0	0	2	3	0	15
End of Obligation	0	0	0	0	0	0	0	221	74	0	0	0	0	0	0	295
Paid Separations	0	0	0	0	0	0	0	231	3	0	0	0	0	0	0	234
Retired (Disability)	0	0	0	0	3	5	5	4	0	0	0	3	2	4	0	26
Retired (Non-Disability)	1	2	4	4	88	215	178	78	0	0	26	52	49	23	0	720
Other	0	0	0	0	0	4	115	105	353	34	0	0	6	20	3	640
<b>Total losses</b>	<b>1</b>	<b>3</b>	<b>7</b>	<b>11</b>	<b>103</b>	<b>328</b>	<b>628</b>	<b>1,270</b>	<b>1,653</b>	<b>1,362</b>	<b>26</b>	<b>81</b>	<b>189</b>	<b>239</b>	<b>193</b>	<b>6,094</b>
End Strength	4	9	27	40	620	1,762	3,407	5,054	2,543	2,560	96	300	577	602	249	17,850

  

Fiscal Year 2003																
Grade	Commissioned Officers										Warrant Officers					Total
	Q-10	Q-9	Q-8	Q-7	Q-6	Q-5	Q-4	Q-3	Q-2	Q-1	W-5	W-4	W-3	W-2	W-1	
Begin Strength	4	9	27	40	620	1,762	3,407	5,054	2,543	2,560	96	300	577	602	249	17,850
Promoted in	1	3	7	11	103	328	628	1,270	1,327	0	26	80	189	190	0	4,163
Gains (excl promotion)	0	0	0	0	0	0	0	0	93	1,361	0	0	0	0	200	1,654
Promoted out	0	1	3	7	11	103	328	628	1,220	1,327	0	26	130	189	190	4,163
Deaths	0	0	0	0	1	1	2	3	3	0	0	0	2	3	0	15
End of Obligation	0	0	0	0	0	0	0	221	74	0	0	0	0	0	0	295
Paid Separations	0	0	0	0	0	0	0	231	3	0	0	0	0	0	0	234
Retired (Disability)	0	0	0	0	3	5	11	4	0	0	0	3	2	4	0	32
Retired (Non-Disability)	1	2	4	4	88	215	170	78	0	0	26	51	53	22	0	714
Other	0	0	0	0	0	4	117	105	99	34	0	0	2	0	3	364
<b>Total losses</b>	<b>1</b>	<b>3</b>	<b>7</b>	<b>11</b>	<b>103</b>	<b>328</b>	<b>628</b>	<b>1,270</b>	<b>1,399</b>	<b>1,361</b>	<b>26</b>	<b>80</b>	<b>189</b>	<b>218</b>	<b>193</b>	<b>5,817</b>
End Strength	4	9	27	40	620	1,762	3,407	5,054	2,564	2,560	96	300	577	574	256	17,850

  

Fiscal Year 2004																
Grade	Commissioned Officers										Warrant Officers					Total
	Q-10	Q-9	Q-8	Q-7	Q-6	Q-5	Q-4	Q-3	Q-2	Q-1	W-5	W-4	W-3	W-2	W-1	
Begin Strength	4	9	27	40	620	1,762	3,407	5,054	2,564	2,560	96	300	577	574	256	17,850
Promoted in	1	3	7	11	103	328	627	1,270	1,327	0	26	85	191	190	0	4,169
Gains (excl promotion)	0	0	0	0	0	0	0	0	93	1,361	0	0	0	0	200	1,654
Promoted out	0	1	3	7	11	103	328	627	1,220	1,327	0	26	135	191	190	4,169
Deaths	0	0	0	0	1	1	2	3	3	0	0	0	2	3	0	15
End of Obligation	0	0	0	0	0	0	0	221	79	0	0	0	0	0	0	300
Paid Separations	0	0	0	0	0	0	0	231	3	0	0	0	0	0	0	234
Retired (Disability)	0	0	0	0	3	5	11	4	0	0	0	3	2	4	0	32
Retired (Non-Disability)	1	2	4	4	88	216	172	78	0	0	26	56	50	22	0	719
Other	0	0	0	0	0	4	117	115	100	34	0	0	2	0	3	375
<b>Total losses</b>	<b>1</b>	<b>3</b>	<b>7</b>	<b>11</b>	<b>103</b>	<b>329</b>	<b>630</b>	<b>1,279</b>	<b>1,405</b>	<b>1,361</b>	<b>26</b>	<b>85</b>	<b>191</b>	<b>220</b>	<b>193</b>	<b>5,844</b>
End Strength	4	9	27	40	620	1,761	3,404	5,045	2,579	2,560	96	300	577	544	263	17,829

**Table 3-1D: Air Force Active Duty Officer Flow Management Plan**

Fiscal Year 1999											Total
Grade	Commissioned Officers										
	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	
Begin Strength	10	39	86	139	3,815	10,418	15,612	27,523	7,414	6,836	71,892
Promoted in	4	15	27	45	794	2,105	3,890	3,567	3,493	0	13,940
Gains (excl promotion)	0	0	0	0	1	16	104	636	286	4,245	5,288
Promoted out	0	4	15	27	45	794	2,105	3,890	3,567	3,493	13,940
Deaths	0	0	0	0	2	4	5	16	4	4	35
End of Obligation	0	0	0	0	1	27	417	1,380	279	0	2,104
Paid Separations	0	0	0	0	1	4	3	481	7	3	499
Retired (Disability)	0	0	0	1	4	4	5	6	0	0	20
Retired (Non-Disability)	2	12	13	17	666	1,160	834	129	0	0	2,833
Other	0	0	0	0	1	21	33	125	49	44	273
<b>Total losses</b>	<b>2</b>	<b>16</b>	<b>28</b>	<b>45</b>	<b>720</b>	<b>2,014</b>	<b>3,402</b>	<b>6,027</b>	<b>3,906</b>	<b>3,544</b>	<b>19,704</b>
End Strength	12	38	85	139	3,890	10,525	16,204	25,699	7,287	7,537	71,416

  

Fiscal Year 2000											Total
Grade	Commissioned Officers										
	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	
Begin Strength	12	38	85	139	3,890	10,525	16,204	25,699	7,287	7,537	71,416
Promoted in	2	9	24	43	566	1,557	2,526	3,410	3,696	0	11,833
Gains (excl promotion)	0	0	0	0	1	16	104	660	269	4,385	5,435
Promoted out	0	2	9	24	43	566	1,557	2,526	3,410	3,696	11,833
Deaths	0	0	0	0	2	4	5	16	4	4	35
End of Obligation	0	0	0	0	1	27	261	1,919	287	0	2,495
Paid Separations	0	0	0	0	1	4	3	456	7	3	474
Retired (Disability)	0	0	0	1	4	4	5	6	0	0	20
Retired (Non-Disability)	3	7	14	18	600	1,059	1,009	256	0	0	2,966
Other	0	0	0	0	0	17	35	106	46	41	245
<b>Total losses</b>	<b>3</b>	<b>9</b>	<b>23</b>	<b>43</b>	<b>651</b>	<b>1,681</b>	<b>2,875</b>	<b>5,285</b>	<b>3,754</b>	<b>3,744</b>	<b>18,068</b>
End Strength	11	38	86	139	3,806	10,417	15,959	24,484	7,498	8,178	70,616

  

Fiscal Year 2001											Total
Grade	Commissioned Officers										
	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	
Begin Strength	11	38	86	139	3,806	10,417	15,959	24,484	7,498	8,178	70,616
Promoted in	3	12	28	46	620	1,740	2,779	3,458	4,272	0	12,958
Gains (excl promotion)	0	0	0	0	1	16	104	653	269	4,866	5,909
Promoted out	0	3	12	28	46	620	1,740	2,779	3,458	4,272	12,958
Deaths	0	0	0	0	2	4	5	16	4	4	35
End of Obligation	0	0	0	0	1	7	356	2,276	263	0	2,903
Paid Separations	0	0	0	0	1	4	3	436	7	3	454
Retired (Disability)	0	0	0	1	4	4	5	6	0	0	20
Retired (Non-Disability)	3	10	15	17	603	1,106	728	227	0	0	2,709
Other	0	0	0	0	2	18	29	101	59	43	252
<b>Total losses</b>	<b>3</b>	<b>13</b>	<b>27</b>	<b>46</b>	<b>659</b>	<b>1,763</b>	<b>2,866</b>	<b>5,841</b>	<b>3,791</b>	<b>4,322</b>	<b>19,331</b>
End Strength	11	37	87	139	3,768	10,410	15,976	22,754	8,248	8,722	70,152

## Air Force Officer Flow Management Plan (Continued)

Fiscal Year 2002											Total
Commissioned Officers											
Grade	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	
Begin Strength	11	37	87	139	3,768	10,410	15,976	22,754	8,248	8,722	70,152
Promoted in	2	11	27	46	598	1,759	2,940	3,659	4,414	0	13,456
Gains (excl promotion)	0	0	0	0	1	16	104	656	269	4,568	5,614
Promoted out	0	2	11	27	46	598	1,759	2,940	3,659	4,414	13,456
Deaths	0	0	0	0	2	4	5	16	4	4	35
End of Obligation	0	0	0	0	1	13	437	1,799	168	0	2,418
Paid Separations	0	0	0	0	1	4	3	415	7	3	433
Retired (Disability)	0	0	0	1	4	4	5	6	0	0	20
Retired (Non-Disability)	2	9	16	18	559	1,083	709	69	0	0	2,465
Other	0	0	0	0	1	20	27	104	55	13	220
<b>Total losses</b>	<b>2</b>	<b>11</b>	<b>27</b>	<b>46</b>	<b>614</b>	<b>1,726</b>	<b>2,945</b>	<b>5,349</b>	<b>3,893</b>	<b>4,434</b>	<b>19,047</b>
End Strength	11	37	87	139	3,753	10,459	16,075	21,720	9,038	8,856	70,175

  

Fiscal Year 2003											Total
Commissioned Officers											
Grade	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	
Begin Strength	11	37	87	139	3,753	10,459	16,075	21,720	9,038	8,856	70,175
Promoted in	4	16	31	49	573	1,794	2,976	4,229	4,889	0	14,561
Gains (excl promotion)	0	0	0	0	1	16	104	656	269	4,356	5,402
Promoted out	0	4	16	31	49	573	1,794	2,976	4,229	4,889	14,561
Deaths	0	0	0	0	2	4	5	16	4	4	35
End of Obligation	0	0	0	0	1	2	420	1,654	178	0	2,255
Paid Separations	0	0	0	0	1	4	3	522	7	3	540
Retired (Disability)	0	0	0	1	4	4	5	6	0	0	20
Retired (Non-Disability)	4	12	15	17	538	1,150	709	10	0	0	2,455
Other	0	0	0	0	0	18	34	100	74	36	262
<b>Total losses</b>	<b>4</b>	<b>16</b>	<b>31</b>	<b>49</b>	<b>595</b>	<b>1,755</b>	<b>2,970</b>	<b>5,284</b>	<b>4,492</b>	<b>4,932</b>	<b>20,128</b>
End Strength	11	37	87	139	3,732	10,514	16,185	21,321	9,704	8,280	70,010

  

Fiscal Year 2004											Total
Commissioned Officers											
Grade	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	
Begin Strength	11	37	87	139	3,732	10,514	16,185	21,321	9,704	8,280	70,010
Promoted in	3	12	24	42	506	1,759	3,150	4,370	4,596	0	14,462
Gains (excl promotion)	0	0	0	0	1	16	104	668	277	4,861	5,927
Promoted out	0	3	12	24	42	506	1,759	3,150	4,370	4,596	14,462
Deaths	0	0	0	0	2	4	5	16	4	4	35
End of Obligation	0	0	0	0	1	2	444	1,648	242	0	2,337
Paid Separations	0	0	0	0	1	4	3	522	7	3	540
Retired (Disability)	0	0	0	1	4	4	5	6	0	0	20
Retired (Non-Disability)	2	8	14	17	470	1,169	891	46	0	0	2,617
Other	0	0	0	0	0	15	33	105	61	27	241
<b>Total losses</b>	<b>2</b>	<b>11</b>	<b>26</b>	<b>42</b>	<b>520</b>	<b>1,704</b>	<b>3,140</b>	<b>5,493</b>	<b>4,684</b>	<b>4,630</b>	<b>20,252</b>
End Strength	12	38	85	139	3,719	10,585	16,299	20,866	9,893	8,511	70,147

**Table 3-2A: Army Officer Retirements by Grade and Years of Active Commissioned Service (YACS)**

<b>Fiscal Year 1999</b>											
<b>YACS</b>	<b>Q-10</b>	<b>Q-9</b>	<b>Q-8</b>	<b>Q-7</b>	<b>Q-6</b>	<b>Q-5</b>	<b>Q-4</b>	<b>Q-3</b>	<b>Q-2</b>	<b>Q-1</b>	<b>TOTAL</b>
30+	4	7	13	21	192						237
29					95						95
28					84	17					101
27					69	16					85
26					34	49					84
25					21	113					134
24					5	58					63
23					21	115					135
22					7	143					150
21					50	243	100				393
20						63	94				157
19						36	90				126
18						10	76				86
17					2	1	60				63
16							39				39
15					2	3	14				19
14							30	6			36
13							6	9			15
12							13	24			37
11								19			19
10								7			7
9								13			13
8							9	1			10
7								2			2
6								7	22		29
5							3	7			10
4							1		11		13
3								1	3		5
2									5		5
1											0
<b>TOTAL</b>	<b>4</b>	<b>7</b>	<b>13</b>	<b>21</b>	<b>582</b>	<b>869</b>	<b>534</b>	<b>96</b>	<b>41</b>	<b>0</b>	<b>2,167</b>
<b>Fiscal Year 2000</b>											
<b>YoS</b>	<b>Q-10</b>	<b>Q-9</b>	<b>Q-8</b>	<b>Q-7</b>	<b>Q-6</b>	<b>Q-5</b>	<b>Q-4</b>	<b>Q-3</b>	<b>Q-2</b>	<b>Q-1</b>	<b>TOTAL</b>
30	4	7	13	12	175						211
29					87						87
28					76	16					92
27					63	15					77
26					31	45					76
25					19	103					122
24					4	53					57
23					19	104					123
22					6	130					137
21					46	221	98				365
20						57	80				138
19						32	77				109
18						9	72				81
17					2	1	54				57
16							35				35
15					2	3	13				18
14							27	5			32
13							5	8			14
12							11	22			33
11								18			18
10								6			6
9								11			11
8							8	1			9
7								2			2
6								6	20		26
5							3	6			9
4							1		10		11
3								1	3		4
2									4		4
1											0
<b>TOTAL</b>	<b>4</b>	<b>7</b>	<b>13</b>	<b>12</b>	<b>530</b>	<b>791</b>	<b>486</b>	<b>88</b>	<b>38</b>	<b>0</b>	<b>1,968</b>

**Army Officer Retirements (Continued)**  
**Fiscal Year 2001**

<u>YACS</u>	<u>Q-10</u>	<u>Q-9</u>	<u>Q-8</u>	<u>Q-7</u>	<u>Q-6</u>	<u>Q-5</u>	<u>Q-4</u>	<u>Q-3</u>	<u>Q-2</u>	<u>Q-1</u>	<u>TOTAL</u>
30	4	7	15	16	179						221
29					88						88
28					78	16					94
27					64	15					79
26					32	46					78
25					19	105					125
24					4	54					59
23					19	106					126
22					6	133					139
21					47	226	98				371
20						59	81				139
19						33	78				111
18						10	77				86
17					2	1	55				59
16							36				36
15					2	3	13				18
14							28	5			33
13							5	9			14
12							12	22			34
11								18			18
10								6			6
9								12			12
8							9	1			10
7								2			2
6								6	20		27
5							3	6			10
4							1		11		12
3								1	3		4
2									4		4
1											0
<b>TOTAL</b>	<b>4</b>	<b>7</b>	<b>15</b>	<b>16</b>	<b>541</b>	<b>807</b>	<b>496</b>	<b>89</b>	<b>38</b>	<b>0</b>	<b>2,013</b>

**Fiscal Year 2002**

<u>YACS</u>	<u>Q-10</u>	<u>Q-9</u>	<u>Q-8</u>	<u>Q-7</u>	<u>Q-6</u>	<u>Q-5</u>	<u>Q-4</u>	<u>Q-3</u>	<u>Q-2</u>	<u>Q-1</u>	<u>TOTAL</u>
30	4	7	15	16	179						221
29					88						88
28					78	16					94
27					64	15					79
26					32	46					78
25					19	105					125
24					4	54					59
23					19	106					126
22					6	133					139
21					47	226	98				371
20						59	81				139
19						33	78				111
18						10	77				86
17					2	1	55				59
16							36				36
15					2	3	13				18
14							28	5			33
13							5	9			14
12							12	22			34
11								18			18
10								6			6
9								12			12
8							9	1			10
7								2			2
6								6	20		27
5							3	6			10
4							1		11		12
3								1	3		4
2									4		4
1											0
<b>TOTAL</b>	<b>4</b>	<b>7</b>	<b>15</b>	<b>16</b>	<b>541</b>	<b>807</b>	<b>496</b>	<b>89</b>	<b>38</b>	<b>0</b>	<b>2,013</b>

**Army Officer Retirements (Continued)**  
**Fiscal Year 2003**

<u>YACS</u>	<u>Q-10</u>	<u>Q-9</u>	<u>Q-8</u>	<u>Q-7</u>	<u>Q-6</u>	<u>Q-5</u>	<u>Q-4</u>	<u>Q-3</u>	<u>Q-2</u>	<u>Q-1</u>	<u>TOTAL</u>
30	4	7	15	16	179						221
29					88						88
28					78	16					94
27					64	15					79
26					32	46					78
25					19	105					125
24					4	54					59
23					19	106					126
22					6	133					139
21					47	226	98				371
20						59	81				139
19						33	78				111
18						10	77				86
17					2	1	55				59
16							36				36
15					2	3	13				18
14							28	5			33
13							5	9			14
12							12	22			34
11								18			18
10								6			6
9								12			12
8							9	1			10
7								2			2
6								6	20		27
5							3	6			10
4							1		11		12
3								1	3		4
2									4		4
1											0
<b>TOTAL</b>	<b>4</b>	<b>7</b>	<b>15</b>	<b>16</b>	<b>541</b>	<b>807</b>	<b>496</b>	<b>89</b>	<b>38</b>	<b>0</b>	<b>2,013</b>

**Fiscal Year 2004**

<u>YACS</u>	<u>Q-10</u>	<u>Q-9</u>	<u>Q-8</u>	<u>Q-7</u>	<u>Q-6</u>	<u>Q-5</u>	<u>Q-4</u>	<u>Q-3</u>	<u>Q-2</u>	<u>Q-1</u>	<u>TOTAL</u>
30	4	7	15	16	179						221
29					88						88
28					78	16					94
27					64	15					79
26					32	46					78
25					19	105					125
24					4	54					59
23					19	106					126
22					6	133					139
21					47	226	98				371
20						59	81				139
19						33	78				111
18						10	77				86
17					2	1	55				59
16							36				36
15					2	3	13				18
14							28	5			33
13							5	9			14
12							12	22			34
11								18			18
10								6			6
9								12			12
8							9	1			10
7								2			2
6								6	20		27
5							3	6			10
4							1		11		12
3								1	3		4
2									4		4
1											0
<b>TOTAL</b>	<b>4</b>	<b>7</b>	<b>15</b>	<b>16</b>	<b>541</b>	<b>807</b>	<b>496</b>	<b>89</b>	<b>38</b>	<b>0</b>	<b>2,013</b>

**Table 3-2B: Navy Officer Retirements by Grade and Years of Active Commissioned Service (YACS)**

YACS	Fiscal Year 1999										TOTAL
	Q-10	Q-9	Q-8	Q-7	Q-6	Q-5	Q-4	Q-3	Q-2	Q-1	
30	2	6	17	7	145	1					178
29					73						73
28					54	5					59
27					96	4					100
26					99	10					109
25					72	25					97
24					69	22					91
23					46	43	2				91
22					24	126	4				154
21					30	189	2				221
20					23	242	8				273
19					9	71	4				84
18					1	58	35				94
17						9	101				110
16					1	8	136				145
15						3	130	1			134
14						4	82				86
13							95	2			97
12							97	6			103
11						1	16	24			41
10							6	16			22
9							2	22	1		25
8								31			31
7								3			3
6								2			2
5								3			3
4											0
3											0
2					1						1
1											0
<b>TOTAL</b>	<b>2</b>	<b>6</b>	<b>17</b>	<b>7</b>	<b>743</b>	<b>821</b>	<b>720</b>	<b>110</b>	<b>1</b>	<b>0</b>	<b>2,427</b>
YACS	Fiscal Year 2000										TOTAL
	Q-10	Q-9	Q-8	Q-7	Q-6	Q-5	Q-4	Q-3	Q-2	Q-1	
30	3	4	21	9	98	1					136
29					50						50
28					37	4					41
27					65	3					68
26					67	8					75
25					49	18					67
24					47	16					63
23					31	32	1				64
22					17	93	2				112
21					20	139	1				160
20					16	178	4				198
19					6	52	2				60
18					1	43	18	1			63
17						7	51				58
16					1	6	68				75
15						2	65	3			70
14						3	41	1			45
13							48	5			53
12							49	14			63
11						1	8	53			62
10							3	33			36
9							1	49			50
8								70			70
7								6	3		9
6								5			5
5								6	4		10
4								1	7		8
3									3		3
2					1				5		6
1											0
<b>TOTAL</b>	<b>3</b>	<b>4</b>	<b>21</b>	<b>9</b>	<b>506</b>	<b>606</b>	<b>362</b>	<b>247</b>	<b>22</b>	<b>0</b>	<b>1,780</b>

**Navy Officer Retirements (Continued)**  
**Fiscal Year 2001**

<u>Grade</u>	<u>O-10</u>	<u>O-9</u>	<u>O-8</u>	<u>O-7</u>	<u>O-6</u>	<u>O-5</u>	<u>O-4</u>	<u>O-3</u>	<u>O-2</u>	<u>O-1</u>	<u>TOTAL</u>
30	2	5	21	14	93	1					136
29					47						47
28					35	3					38
27					62	2					64
26					64	7					71
25					47	16					63
24					45	14					59
23					30	27	1				58
22					16	79	3				98
21					20	119	1				140
20					15	152	6				173
19					6	44	3				53
18					1	36	22	1			60
17						6	64				70
16					1	5	87				93
15						2	83	2			87
14						2	52	1			55
13							60	5			65
12							62	14			76
11						1	10	52			63
10							4	32			36
9							1	48			49
8								68			68
7								6	3		9
6								5			5
5								6	4		10
4								1	6		7
3									3		3
2					1				5		6
1											0
<b>TOTAL</b>	<b>2</b>	<b>5</b>	<b>21</b>	<b>14</b>	<b>483</b>	<b>516</b>	<b>459</b>	<b>241</b>	<b>21</b>	<b>0</b>	<b>1,762</b>

**Fiscal Year 2002**

<u>Grade</u>	<u>O-10</u>	<u>O-9</u>	<u>O-8</u>	<u>O-7</u>	<u>O-6</u>	<u>O-5</u>	<u>O-4</u>	<u>O-3</u>	<u>O-2</u>	<u>O-1</u>	<u>TOTAL</u>
30	2	5	21	14	92	1					135
29					46						46
28					35	3					38
27					61	2					63
26					63	6					69
25					45	15					60
24					44	14					58
23					29	26	1				56
22					15	78	2				95
21					19	116	1				136
20					15	148	6				169
19					5	43	2				50
18					1	35	19	1			56
17						6	56				62
16					1	5	75				81
15						2	72	3			77
14						2	46	1			49
13							53	5			58
12							54	14			68
11						1	9	54			64
10							3	33			36
9							1	49			50
8								71			71
7								6	3		9
6								5			5
5								6	4		10
4								1	7		8
3									3		3
2					1				4		5
1											0
<b>TOTAL</b>	<b>2</b>	<b>5</b>	<b>21</b>	<b>14</b>	<b>472</b>	<b>503</b>	<b>400</b>	<b>249</b>	<b>21</b>	<b>0</b>	<b>1,687</b>

**Navy Officer Retirements (Continued)**

**Fiscal Year 2003**

<u>YACS</u>	<u>O-10</u>	<u>O-9</u>	<u>O-8</u>	<u>O-7</u>	<u>O-6</u>	<u>O-5</u>	<u>O-4</u>	<u>O-3</u>	<u>O-2</u>	<u>O-1</u>	<u>TOTAL</u>
30	2	5	21	14	92	1					135
29					47						47
28					35	3					38
27					61	2					63
26					63	6					69
25					46	14					60
24					44	14					58
23					29	27	1				57
22					16	78	2				96
21					19	116	1				136
20					15	150	5				170
19					6	44	2				52
18					1	36	20	1			58
17						6	58				64
16					1	5	78				84
15						2	75	3			80
14						2	48	1			51
13							55	5			60
12							56	14			70
11						1	10	53			64
10							4	33			37
9							1	49			50
8								70			70
7								6	3		9
6								5			5
5								6	4		10
4								1	7		8
3									3		3
2					1				4		5
1											0
<b>TOTAL</b>	<b>2</b>	<b>5</b>	<b>21</b>	<b>14</b>	<b>476</b>	<b>507</b>	<b>416</b>	<b>247</b>	<b>21</b>	<b>0</b>	<b>1,709</b>

**Fiscal Year 2004**

<u>YACS</u>	<u>O-10</u>	<u>O-9</u>	<u>O-8</u>	<u>O-7</u>	<u>O-6</u>	<u>O-5</u>	<u>O-4</u>	<u>O-3</u>	<u>O-2</u>	<u>O-1</u>	<u>TOTAL</u>
30	2	5	21	14	92	1					135
29					47						47
28					35	3					38
27					61	2					63
26					63	6					69
25					46	15					61
24					44	13					57
23					29	26	1				56
22					16	76	2				94
21					19	114	1				134
20					15	147	6				168
19					5	43	2				50
18					1	35	20	1			57
17						6	58				64
16					1	5	78				84
15						2	75	3			80
14						2	47	1			50
13							55	5			60
12							56	14			70
11						1	9	53			63
10							4	33			37
9							1	49			50
8								70			70
7								6	3		9
6								5			5
5								6	4		10
4								1	6		7
3									3		3
2					1				5		6
1											0
<b>TOTAL</b>	<b>2</b>	<b>5</b>	<b>21</b>	<b>14</b>	<b>475</b>	<b>497</b>	<b>415</b>	<b>247</b>	<b>21</b>	<b>0</b>	<b>1,697</b>

**Table 3-2C: Marine Corps Officer Retirements by Grade and Years of Active Commissioned Service (YACS)**

YACS	Fiscal Year 1999										TOTAL
	Q-10	Q-9	Q-8	Q-7	Q-6	Q-5	Q-4	Q-3	Q-2	Q-1	
30	1	2	4	4	45	2					58
29					22	4					26
28					13	3					16
27					10	7					17
26					7	8					15
25					6	18					24
24					1	25					26
23						36	1				37
22						47	3				50
21						44	90				134
20						21	105				126
19						2	5				7
18						2	4				6
17						1	3				4
16							2	1			3
15							2	3			5
14							2	2			4
13							2	15			17
12							1	12			13
11								10			10
10								8			8
9								3			3
8								1			1
7								1			1
6											0
5											0
4											0
3											0
2											0
1											0
<b>TOTAL</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>4</b>	<b>104</b>	<b>220</b>	<b>220</b>	<b>56</b>	<b>0</b>	<b>0</b>	<b>611</b>
YACS	Fiscal Year 2000										TOTAL
	Q-10	Q-9	Q-8	Q-7	Q-6	Q-5	Q-4	Q-3	Q-2	Q-1	
30	1	2	4	4	49	2					62
29					23	4					27
28					11	3					14
27					9	7					16
26					5	8					13
25					6	18					24
24					1	25					26
23						36	1				37
22						47	3				50
21						44	85				129
20						21	88				109
19						2	1				3
18						2	1				3
17							1				1
16							1	2			3
15							2	7			9
14							2	7			9
13							2	21			23
12							1	17			18
11								16			16
10								12			12
9								3			3
8								1			1
7								1			1
6											0
5											0
4											0
3											0
2											0
1											0
<b>TOTAL</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>4</b>	<b>104</b>	<b>219</b>	<b>188</b>	<b>87</b>	<b>0</b>	<b>0</b>	<b>609</b>

**Marine Corps Officer Retirements (Continued)**

**Fiscal Year 2001**

<u>YACS</u>	<u>O-10</u>	<u>O-9</u>	<u>O-8</u>	<u>O-7</u>	<u>O-6</u>	<u>O-5</u>	<u>O-4</u>	<u>O-3</u>	<u>O-2</u>	<u>O-1</u>	<u>TOTAL</u>
30	2	4	4	45	2					0	57
29				16	4					0	20
28				13	3					0	16
27				11	7					0	18
26				5	8					0	13
25				6	18					0	24
24				1	23					0	24
23					34	1				0	35
22					46	2				0	48
21					44	80				0	124
20					21	87				0	108
19					2	1				0	3
18					2	1				0	3
17						1				0	1
16						1	2			0	3
15						2	7			0	9
14						2	7			0	9
13						1	21			0	22
12						1	17			0	18
11							16			0	16
10							12			0	12
9							3			0	3
8							1			0	1
7							1			0	1
6										0	0
5										0	0
4										0	0
3										0	0
2										0	0
1										0	0
<b>TOTAL</b>	<b>2</b>	<b>4</b>	<b>4</b>	<b>97</b>	<b>214</b>	<b>180</b>	<b>87</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>588</b>

**Fiscal Year 2002**

<u>YACS</u>	<u>O-10</u>	<u>O-9</u>	<u>O-8</u>	<u>O-7</u>	<u>O-6</u>	<u>O-5</u>	<u>O-4</u>	<u>O-3</u>	<u>O-2</u>	<u>O-1</u>	<u>TOTAL</u>
30	1	2	4	4	43	2					56
29					16	4					20
28					11	3					14
27					9	7					16
26					5	8					13
25					6	18					24
24					1	25					26
23						36	1				37
22						48	3				51
21						44	80				124
20						21	88				109
19						2	1				3
18						2	1				3
17							1				1
16							1	2			3
15							2	7			9
14							2	6			8
13							2	18			20
12							1	16			17
11								16			16
10								12			12
9								3			3
8								1			1
7								1			1
6											0
5											0
4											0
3											0
2											0
1											0
<b>TOTAL</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>4</b>	<b>91</b>	<b>220</b>	<b>183</b>	<b>82</b>	<b>0</b>	<b>0</b>	<b>587</b>

**Marine Corps Officer Retirements (Continued)**

**Fiscal Year 2003**

<u>YACS</u>	<u>O-10</u>	<u>O-9</u>	<u>O-8</u>	<u>O-7</u>	<u>O-6</u>	<u>O-5</u>	<u>O-4</u>	<u>O-3</u>	<u>O-2</u>	<u>O-1</u>	<u>TOTAL</u>
30	1	2	4	4	43	2					56
29					16	4					20
28					11	3					14
27					9	7					16
26					5	8					13
25					6	18					24
24					1	25					26
23						36	1				37
22						48	3				51
21						44	80				124
20						21	87				108
19						2	1				3
18						2	1				3
17							1				1
16							1	2			3
15							2	7			9
14							2	6			8
13							1	18			19
12							1	16			17
11								16			16
10								12			12
9								3			3
8								1			1
7								1			1
6											0
5											0
4											0
3											0
2											0
1											0
<b>TOTAL</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>4</b>	<b>91</b>	<b>220</b>	<b>181</b>	<b>82</b>	<b>0</b>	<b>0</b>	<b>585</b>

**Fiscal Year 2004**

<u>YACS</u>	<u>O-10</u>	<u>O-9</u>	<u>O-8</u>	<u>O-7</u>	<u>O-6</u>	<u>O-5</u>	<u>O-4</u>	<u>O-3</u>	<u>O-2</u>	<u>O-1</u>	<u>TOTAL</u>
30	1	2	4	4	43	2					56
29					16	4					20
28					11	3					14
27					9	7					16
26					5	8					13
25					6	18					24
24					1	25					26
23						36	1				37
22						49	3				52
21						44	82				126
20						21	87				108
19						2	1				3
18						2	1				3
17							1				1
16							1	2			3
15							2	7			9
14							2	6			8
13							1	18			19
12							1	16			17
11								16			16
10								12			12
9								3			3
8								1			1
7								1			1
6											0
5											0
4											0
3											0
2											0
1											0
<b>TOTAL</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>4</b>	<b>91</b>	<b>221</b>	<b>183</b>	<b>82</b>	<b>0</b>	<b>0</b>	<b>588</b>

**Table 3-2D: Air Force Officer Retirements by Grade and Years of Active Commissioned Service (YACS)**

<u>YACS</u>	<u>Fiscal Year 1999</u>										<u>TOTAL</u>
	<u>O-10</u>	<u>O-9</u>	<u>O-8</u>	<u>O-7</u>	<u>O-6</u>	<u>O-5</u>	<u>O-4</u>	<u>O-3</u>	<u>O-2</u>	<u>O-1</u>	
30+	2	12	7	7	104						132
29			2	4	55						61
28			2	3	82	25					112
27			2	2	93	36					133
26				2	97	41					140
25					47	68					115
24					66	70					136
23					41	75					116
22					41	121					162
21					15	178					193
20					23	259	150				432
19					5	192	154				351
18					1	51	78				130
17						27	120				147
16						9	95				104
15						6	68				74
14						6	61	17			84
13							47	19			66
12							33	33			66
11							17	32			49
10							16	30			46
9								1			1
8								1			1
7								1			1
6								1			1
5											0
4											0
3											0
2											0
1											0
<b>TOTAL</b>	<b>2</b>	<b>12</b>	<b>13</b>	<b>18</b>	<b>670</b>	<b>1,164</b>	<b>839</b>	<b>135</b>	<b>0</b>	<b>0</b>	<b>2,853</b>
<u>YACS</u>	<u>Fiscal Year 2000</u>										<u>TOTAL</u>
	<u>O-10</u>	<u>O-9</u>	<u>O-8</u>	<u>O-7</u>	<u>O-6</u>	<u>O-5</u>	<u>O-4</u>	<u>O-3</u>	<u>O-2</u>	<u>O-1</u>	
30	3	7	7	8	81						106
29			3	4	44						51
28			2	3	62	45					112
27			2	2	83	18					105
26				2	97	27					126
25					47	38					85
24					66	48					114
23					41	76					117
22					20	83					103
21					19	180					199
20					25	290	170				485
19					18	150	174				342
18					1	40	102				143
17						12	140				152
16						4	115				119
15						3	88				91
14							81	47			128
13							67	59			126
12							53	53			106
11							37	52			89
10							36	47			83
9								1			1
8								1			1
7								1			1
6								1			1
5											0
4											0
3											0
2											0
1											0
<b>TOTAL</b>	<b>3</b>	<b>7</b>	<b>14</b>	<b>19</b>	<b>604</b>	<b>1,014</b>	<b>1,063</b>	<b>262</b>	<b>0</b>	<b>0</b>	<b>2,986</b>

**Air Force Officer Retirements (Continued)**  
**Fiscal Year 2001**

<u>YACS</u>	<u>O-10</u>	<u>O-9</u>	<u>O-8</u>	<u>O-7</u>	<u>O-6</u>	<u>O-5</u>	<u>O-4</u>	<u>O-3</u>	<u>O-2</u>	<u>O-1</u>	<u>TOTAL</u>
30	3	10	9	7	106						135
29			2	4	44						50
28			2	3	54	54					113
27			2	2	83	43					130
26				2	98	29					129
25					50	20					70
24					66	48					114
23					41	102					143
22					18	142	10				170
21					17	219	27				263
20					24	264	160				448
19					5	167	204				376
18					1	16	49				66
17						1	42				43
16						3	42				45
15						2	49				51
14							59	45			104
13							39	37			76
12							22	41			63
11							16	40			56
10							14	66			80
9								1			1
8								1			1
7								1			1
6								1			1
5											0
4											0
3											0
2											0
1											0
<b>TOTAL</b>	<b>3</b>	<b>10</b>	<b>15</b>	<b>18</b>	<b>607</b>	<b>1,110</b>	<b>733</b>	<b>233</b>	<b>0</b>	<b>0</b>	<b>2,729</b>

**Fiscal Year 2002**

<u>YACS</u>	<u>O-10</u>	<u>O-9</u>	<u>O-8</u>	<u>O-7</u>	<u>O-6</u>	<u>O-5</u>	<u>O-4</u>	<u>O-3</u>	<u>O-2</u>	<u>O-1</u>	<u>TOTAL</u>
30	2	9	16	11	100						138
29				2	48						50
28				2	87	22					111
27				1	109	19					129
26				1	81	33					115
25				2	31	72					105
24					29	116	1				146
23					17	167	3				187
22					19	156	3				178
21					11	172	15				198
20					25	237	75				337
19					5	83	32				120
18					1	6	100				107
17						2	175				177
16							80				80
15							63				63
14						2	78	4			84
13							61	3			64
12							27	8			35
11							1	20			21
10								36			36
9								1			1
8								1			1
7								1			1
6								1			1
5											0
4											0
3											0
2											0
1											0
<b>TOTAL</b>	<b>2</b>	<b>9</b>	<b>16</b>	<b>19</b>	<b>563</b>	<b>1,087</b>	<b>714</b>	<b>75</b>	<b>0</b>	<b>0</b>	<b>2,485</b>

**Air Force Officer Retirements (Continued)**

**Fiscal Year 2003**

<u>YACS</u>	<u>Q-10</u>	<u>Q-9</u>	<u>Q-8</u>	<u>Q-7</u>	<u>Q-6</u>	<u>Q-5</u>	<u>Q-4</u>	<u>Q-3</u>	<u>Q-2</u>	<u>Q-1</u>	<u>TOTAL</u>
30	4	12	14	12	96						138
29			1	2	49						52
28				2	62	39					103
27				1	81	19					101
26				1	94	29					124
25					63	75					138
24					27	133					160
23					21	155					176
22					15	129					144
21					16	232	5				253
20					17	252	92				361
19					1	72	59				132
18						15	120				135
17						3	190				193
16						1	90				91
15							68				68
14							44				44
13							41				41
12							2				2
11							3	2			5
10								10			10
9								1			1
8								1			1
7								1			1
6								1			1
5											0
4											0
3											0
2											0
1											0
<b>TOTAL</b>	<b>4</b>	<b>12</b>	<b>15</b>	<b>18</b>	<b>542</b>	<b>1,154</b>	<b>714</b>	<b>16</b>	<b>0</b>	<b>0</b>	<b>2,475</b>

**Fiscal Year 2004**

<u>YACS</u>	<u>Q-10</u>	<u>Q-9</u>	<u>Q-8</u>	<u>Q-7</u>	<u>Q-6</u>	<u>Q-5</u>	<u>Q-4</u>	<u>Q-3</u>	<u>Q-2</u>	<u>Q-1</u>	<u>TOTAL</u>
30	3	8	14	10	80						115
29				3	32						35
28				2	57	51					110
27				2	71	15					88
26				1	97	32					130
25					59	66					125
24					41	109					150
23					14	163					177
22					15	170					185
21					2	199					201
20					3	184	125				312
19						48	99				147
18						23	160				183
17						4	230				234
16						1	130				131
15							108				108
14							44	2			46
13							61	6			67
12							2	10			12
11							3	9			12
10								21			21
9								1			1
8								1			1
7								1			1
6								1			1
5											0
4											0
3											0
2											0
1											0
<b>TOTAL</b>	<b>3</b>	<b>8</b>	<b>14</b>	<b>18</b>	<b>471</b>	<b>1,065</b>	<b>962</b>	<b>52</b>	<b>0</b>	<b>0</b>	<b>2,593</b>

# **PART IV: MEDICAL MANPOWER REQUIREMENTS**

(This page intentionally left blank)

## Medical Manpower Overview

The FY 2000 Medical Manpower Requirements Chapter to the Defense Manpower Requirements Report (DMRR) is submitted in accordance with Section 115a of title 10, United States Code (10 U.S.C.), which specifies:

*(g)(1) In each such report, the Secretary shall also include recommendations for the end-strength levels for medical personnel for each component of the armed forces as of the end of the next fiscal year.*

*(2) For purposes of this subsection, the term "medical personnel" includes*

*(A) in the case of the Army, members of the Medical Corps, Dental Corps, Nurse Corps, Medical Service Corps, Veterinary Corps, and Army Medical Specialist Corps;*

*(B) in the case of the Navy, members of the Medical Corps, Dental Corps, Nurse Corps, and Medical Service Corps;*

*(C) in the case of the Air Force, members designated as medical officers, dental officers, Air Force nurses, medical service officers, and biomedical science officers;*

*(D) enlisted members engaged in or supporting medically related activities; and*

*(E) such other personnel as the Secretary considers appropriate.*

In this report, "other personnel" refers to civilian personnel engaged in or supporting medically related activities within the Defense Health Program (DHP).

### Organization of the Medical Manpower Requirements Chapter

The Medical Chapter displays the number of military medical personnel, by Corps or designation, of both the active and Reserve component within the Department of Defense (DoD) for FYs 1998, 1999, and 2000. The FY 1998 data represents validated actual end strength obtained from the Health Manpower and Personnel Data System (HMPDS) maintained at the Defense Manpower Data Center (DMDC). The FY 1999 and 2000 data represent budgeted end strength (BES) submitted by the Army, Navy, and Air Force. It is important to note that the Reserve Component manpower requested by the Department in the President's Budget is limited to that of the Selected Reserve. To meet total force wartime needs, the Military Departments will also rely, in part, on the Pretrained Individual Manpower (PIM) categories within the Reserve Component. The PIM is composed of the Individual Ready Reserve (IRR), the Standby Reserve, and military retirees.

### End Strength

End strength data represent the manpower strength as of the last day of the fiscal year and can be further identified as actual end strength or budgeted end strength. Actual end strength delineates the personnel inventory as of the end of FY 1998. Budgeted end strength reflects the manpower contained in the DoD Component's budgets. These data are aggregated for the total medical force by each of the healthcare personnel categories identified in the title 10 reporting specifications for this medical report.

### Legislation Limiting Medical Personnel Reductions

Section 564 of the FY 1996 National Defense Authorization Act places limitations on the Military Departments with respect to reductions in health care personnel. The Act prohibits the

Department from reducing the total number of DoD medical personnel more than five percent from the previous fiscal year, or ten percent from the year prior to the last, without certifying to Congress that reductions are in excess of current and projected needs and that such reductions will not increase the cost of health care services provided under the Civilian Health and Medical Program of the Uniformed Services (CHAMPUS). Total medical manpower includes Active Component, Reserve Component (SELRES), and DHP civilian personnel.

### Mission

The primary mission of the military medical departments is to ensure that a healthy fighting force is always supported by a combat-ready health care system. The medical departments are also responsible for providing cost-effective quality healthcare benefits to active duty members, retirees, survivors and their families. The Department carries these medical readiness and healthcare responsibilities to a potential universe of approximately eight million uniformed members and DoD beneficiaries.

**Table 4-1: DoD Medical Manpower Program, FY 2000**

<u>Corps</u>	FY 2000 Budgeted End Strength	
	<u>Active Component</u>	<u>Reserve Component</u>
Medical	12,101	5,856
Dental	3,611	1,641
Nurse	10,731	11,301
Medical Service	7,833	4,587
Medical Specialist	881	1,139
Biomedical Science	2,450	836
Veterinary	414	207
Warrant Officers	127	61
Medical Enlisted	73,119	52,825
Dental Enlisted	7,211	2,281
<b>Total Military</b>	<b>118,478</b>	<b>80,734</b>
DHP Civilian Workyears	38,318	N/A

**Table 4-1A: Army Medical Manpower Program, FY 2000**

<u>Corps</u>	FY 2000 Budgeted End Strength	
	<u>Active Component</u>	<u>Reserve Component</u>
Medical	4,347	3,474
Dental	1,138	850
Nurse	3,381	6,498
Medical Service	3,949	3,325
Medical Specialist	881	1,139
Veterinary	414	207
Warrant Officers	126	61
Medical Enlisted	28,011	32,693
Dental Enlisted	1,546	1,125
<b>Total Military</b>	<b>43,793</b>	<b>49,372</b>
DHP Civilian Workyears	22,494	N/A

**Table 4-1B: Navy Medical Manpower Program, FY 2000**

<u>Corps</u>	FY 2000 Budgeted End Strength	
	<u>Active Component</u>	<u>Reserve Component</u>
Medical	3,932	1,078
Dental	1,400	386
Nurse	3,167	1,689
Medical Service	2,735	454
Warrant Officers	1	0
Medical Enlisted	24,279	8,269
Dental Enlisted	3,196	612
<b>Total Military</b>	<b>38,710</b>	<b>12,488</b>
DHP Civilian Workyears	10,081	N/A

**Table 4-1C: Air Force Medical Manpower Program, FY 2000**

<u>Corps</u>	FY 2000 Budgeted End Strength	
	<u>Active Component</u>	<u>Reserve Component</u>
Medical	3,822	1,304
Dental	1,073	405
Nurse	4,183	3,114
Medical Service	1,149	808
Biomedical Science	2,450	836
Medical Enlisted	20,829	11,863
Dental Enlisted	2,469	544
<b>Total Military</b>	<b>35,975</b>	<b>18,874</b>
DHP Civilian Workyears	5,743	N/A

**Table 4-2: DoD Medical Manpower Program Military End Strength and Civilian Workyears**

<u>Corps</u>	Active Component			Reserve Component		
	FY98	FY99	FY00	FY98	FY99	FY00
	<u>Actual</u>	<u>Authorized</u>	<u>Requested</u>	<u>Actual</u>	<u>Authorized</u>	<u>Requested</u>
Medical	12,607	12,437	12,101	4,999	6,306	5,856
Dental	3,527	3,662	3,611	1,516	1,914	1,641
Nurse	11,224	10,863	10,731	12,864	12,840	11,301
Medical Service	7,809	7,904	7,833	5,207	5,386	4,587
Medical Specialist	862	886	881	783	1,216	1,139
Biomedical Science	2,546	2,600	2,450	750	825	836
Veterinary	422	414	414	174	199	207
Warrant Officers	152	131	127	106	67	61
Medical Enlisted	75,841	74,145	73,119	53,689	57,516	52,825
Dental Enlisted	7,171	7,411	7,211	2,704	2,823	2,281
<b>Total Military</b>	<b>122,161</b>	<b>120,453</b>	<b>118,478</b>	<b>82,792</b>	<b>89,092</b>	<b>80,734</b>
DHP Civilian Workyears	41,736	39,255	38,318	N/A	N/A	N/A

**Table 4-2A: Army Medical Manpower Program Military End Strength and Civilian Workyears**

<u>Corps</u>	Active Component			Reserve Component		
	FY98 <u>Actual</u>	FY99 <u>Authorized</u>	FY00 <u>Requested</u>	FY98 <u>Actual</u>	FY99 <u>Authorized</u>	FY00 <u>Requested</u>
Medical	4,454	4,347	4,347	2,660	3,715	3,474
Dental	1,014	1,138	1,138	768	1,034	850
Nurse	3,326	3,406	3,381	7,476	7,394	6,498
Medical Service	4,059	4,028	3,949	3,645	3,856	3,325
Medical Specialist	862	886	881	783	1,216	1,139
Veterinary	422	414	414	174	199	207
Warrant Officers	137	126	126	100	67	61
Medical Enlisted	31,497	28,140	28,011	36,179	36,400	32,693
Dental Enlisted	1,656	1,546	1,546	1,550	1,520	1,125
<b>Total Military</b>	<b>47,427</b>	<b>44,031</b>	<b>43,793</b>	<b>53,335</b>	<b>55,401</b>	<b>49,372</b>
DHP Civilian Workyears	24,985	23,069	22,494	N/A	N/A	N/A

**Table 4-2B: Navy Medical Manpower Program Military End Strength and Civilian Workyears**

<u>Corps</u>	Active Component			Reserve Component		
	FY98 <u>Actual</u>	FY99 <u>Authorized</u>	FY00 <u>Requested</u>	FY98 <u>Actual</u>	FY99 <u>Authorized</u>	FY00 <u>Requested</u>
Medical	4,046	3,932	3,932	1,254	1,410	1,078
Dental	1,333	1,414	1,400	375	465	386
Nurse	3,189	3,173	3,167	2,121	2,187	1,689
Medical Service	2,608	2,758	2,735	672	722	454
Warrant Officers	15	5	1	6	0	0
Medical Enlisted	23,318	24,328	24,279	5,932	9,496	8,269
Dental Enlisted	2,820	3,202	3,196	645	797	612
<b>Total Military</b>	<b>37,329</b>	<b>38,812</b>	<b>38,710</b>	<b>11,005</b>	<b>15,077</b>	<b>12,488</b>
DHP Civilian Workyears	10,643	10,419	10,081	N/A	N/A	N/A

**Table 4-2C: Air Force Medical Manpower Program Military End Strength and Civilian Workyears**

<u>Corps</u>	Active Component			Reserve Component		
	FY98 <u>Actual</u>	FY99 <u>Authorized</u>	FY00 <u>Requested</u>	FY98 <u>Actual</u>	FY99 <u>Authorized</u>	FY00 <u>Requested</u>
Medical	4,107	4,158	3,822	1,085	1,181	1,304
Dental	1,180	1,110	1,073	373	415	405
Nurse	4,709	4,284	4,183	3,267	3,259	3,114
Medical Service	1,142	1,118	1,149	890	808	808
Biomedical Science	2,546	2,600	2,450	750	825	836
Medical Enlisted	21,026	21,677	20,829	11,578	11,620	11,863
Dental Enlisted	2,695	2,663	2,469	509	506	544
<b>Total Military</b>	<b>37,405</b>	<b>37,610</b>	<b>35,975</b>	<b>18,452</b>	<b>18,614</b>	<b>18,874</b>
DHP Civilian Workyears	6,108	5,767	5,743	N/A	N/A	N/A

# **PART V: MANPOWER REQUEST JUSTIFICATIONS**

(This page intentionally left blank)

# Army Manpower Request

## Introduction

This chapter describes Army manpower requirements. Manpower requirements for the Active Army, the Army Reserve, the Army National Guard, and the civilian work force are a function of the force structure necessary to support the National Military Strategy. The Army's manpower challenge is to attract and retain quality soldiers and civilians equal to the challenges that face the Nation.

The Army's primary mission remains to fight and win the Nation's wars; however, the Army serves the Nation in many other ways. Because the Army prepares so strenuously for war, it can also execute a broad range of operations to include nation building and disaster relief which require the same well-trained, disciplined troops that the Nation relies upon for combat. These efforts include assistance to States as well as other nations during natural disasters, counter narcotics, and civil disturbance. Past efforts such as operations UPHOLD DEMOCRACY (Haiti), SUPPORT HOPE (Rwanda), and DESERT FOX (Iraq), continuing commitments to European and Pacific allies as well as ongoing missions in Bosnia, Croatia, and Macedonia serve to create an ever expanding Army role in international affairs and tax swiftly declining resources.

As the strategic land combat force, the Army must continue to provide the Nation with the ability to put a trained and ready force on the ground anywhere in the world on short notice. Recent lessons have enabled the Army to develop a force mix that capitalizes on the demonstrated qualities of its personnel and advanced technologies.

## Key Manpower Issues

The FY 2000 President's Budget contains a small reduction in Army active duty military manpower from 483,880 in FY 1998 to 480,000 in FY 2000. Civilian manpower is projected to decline by 7.4 percent, or 17,874 FTEs between FYs 1998 and 2000, and represents a 47.85 percent reduction in manpower since FY 1987. However, this reduction includes a significant number of functional transfers to Defense Agency Accounts over the FY 1990-1994 period.

Wartime manpower requirements are based on the total Active Army (Including mobilized Army Reserve/National Guard units and activated Mobilization Tables of Distribution and Allowance (MOBTDA's)) wartime force structure plus estimated combat casualties for Illustrative Planning Scenarios derived in conjunction with Defense Planning Guidance. The current worst case scenario is for two nearly simultaneous MTWs located in Southwest Asia and Northeast Asia, and represents a partial mobilization only.

To help meet wartime requirements, 52,442 Individual Ready Reservists (IRR) and 23,248 Retirees are available in the needed skills and grades. However, effective use of the IRR requires immediate (and involuntary) access at Presidential Selective Reserve Call-Up (PSRC), the ability to rapidly access IRRs to active duty, and to provide IRR skill refresher training in the compressed time frames needed. This is critical to filling forward stationed and deploying units to wartime required levels without depleting manpower from later deploying units.

## Major Force Structure Changes Affecting Manpower Request

The QDR validated the Army's existing operating (combat/Table of Organization and Equipment (TOE)) force structure while recognizing the opportunity to allow some reductions in both operating and generating (institutional Table of Distribution and Allowances (TDA)) forces in both the Active and Reserve Components. The principles which have emerged from other ongoing initiatives, that will guide the Army's force structure changes in the program years are:

- Maintain force balance while implementing directed reductions.
- Continue to shape the future forces.
- Leverage Reserve Component capabilities.
- Maintain a core civilian work force vital to support force structure and readiness.

The Army's reduction in end strength will be balanced with complementary force structure reductions. The challenge is to retain the Army's capability to support the National Military Strategy (NMS) and Title 10 responsibilities while reducing both force structure and end strength. At the same time, efforts continue to reshape forces for the 21<sup>st</sup> Century. Force XXI is leveraging information technology advances to successfully reshape the Army of the future with Digitization being its keystone.

Force structure reductions for the AC will be reduced in coordination with planned end strength reductions. These reductions will bring active Army end strength to 480,000 at the end of FY 1999, thereby achieving directed drawdown objectives. The Army will consist of 4 corps, 10 active divisions, 5 Special Forces Groups, a Ranger Regiment, 8 ARNG divisions, 2 ARNG Special Forces Groups, and 15 Separate Enhanced Brigades. This contrasts with the Cold War Army of 5 corps and 28 divisions (18 Active and 10 National Guard). The Active Component Army becomes a 10-division force, consisting of 4 light divisions (2 light infantry, 1 airborne, and 1 air assault) and 6 heavy divisions (mix of mechanized infantry and armor). All divisions have 3 active component combat brigades.

As a result of congressional direction, structural reshaping and manpower budget constraints, the Army's Active Component end strength was reduced from a FY 1987 high of 781,000 to 480,000 end strength and Force Structure Allowance (FSA) of 417,000 by end-FY 1999. Similarly, the USAR continues to reduce its SELRES end strength commensurate with Active Army force reductions. The USAR will reach an end strength of 205,000 in FY 2000. The Army National Guard will reach a Force Structure Allowance (FSA) of 405,000 and an end strength (ES) of 357,000 in FY 1999 and 350,00 in FY 2000. To mitigate the impact of force structure reductions on soldiers and family members, the Army will continue to maximize voluntary separations, increase early retirements, reduce accessions, and minimize involuntary separations.

Today's reserve components are not forces "in reserve" being saved for future use nor are they just a cadre force. Reserve component units are an integral part of theater operational plans. Successful combat operations could not be conducted without them. They are a significant part of our combat, combat support, and combat service support forces. As America's Army reshapes itself, the primary focus will be to improve the readiness of the existing reserve component units while continuing modernization efforts.

Civilian work force adjustments for FY 1999 and FY 2000 are commensurate with force structure requirements, funded workload projections, and streamlining plans. The actual FY 1998 workyear level was 237,500. The budgeted work year levels of 225,900 for FY 1999 and 219,900 for FY 2000 reflect affordable manpower levels and force structure downsizing and

streamlining impact. Work force levels continue to decline in the outyears as base closures and realignments, reduced funding levels, force structure reductions, reengineering of functions and outsourcing are put into effect. Civilians in combat support roles such as those utilized in Desert Storm and Haiti will continue to be considered in Army force planning.

### Active Component

The Active Component force structure will remain globally engaged to protect and promote vital U.S. interests worldwide. Major Active Duty force structure changes are programmed in the Pacific and Latin American theaters.

#### Pacific

Eighth U.S. Army (EUSA). In FY 1999, HHC EUSA will be increased by 152 personnel to support the Army Service Component Command to the CINC mission. Force structure continues to be shaped by commitments to theater operations, congressional directives and the continuing threat of North Korean action. An increase of 1133 spaces for FY 1998 to FY 2000 were allocated by the Chief of Staff of the Army (CSA) to Korea to increase the ALO of EUSA units. This increase is spread over three fiscal years, 194 in FY 1998, 260 in FY 1999 and the remaining 333 in FY 2000.

#### Latin America

U.S. Army South (USARSO). The Panama Canal Treaty Implementation Plan (PC-TIP) provides an orderly draw down of forces in Panama. The draw down of force structure will be completed during FY 1999 in accordance with USARSO's internal reorganization and relocation. US military presence in Panama past 1999 is subject to congressional approval and appropriate treaty renegotiations. Special Operations Command South, C Company 3/7 Special Forces Group, D Company 160<sup>th</sup> Special Operations Aviation Regiment will move to Roosevelt Roads, Puerto Rico in FY 1999 completing the move of US Army Forces from the Republic of Panama.

### Reserve Component

Active Component/Reserve Component (AC/RC) Mix. Headquarters, Department of the Army has the responsibility for establishing a Multiple-Component Modification Table of Organization and Equipment (MTOE) Units. This multiple-component policy establishes a single integrated unit. Policy provides unity of command and control similar to that of single-component units. The intent is to integrate, to the maximum extent within regulatory and legal constraints, resources from more than 1 component into a cohesive, fully capable Army unit. Policy will provide the mechanism to resource MTOE units with manpower, equipment, and funding from more than 1 component to accomplish Enhanced Total Force integration, improve the resource and readiness posture of Army units, optimize the unique capabilities of each component and improve documentation.

U.S. Army Reserve (USAR). The Army Reserve is a community-based, federal force; an extension of the Active Army that is directly responsive to the Army and federal needs, available for immediate activation upon the call of the President. The Army Reserve Component is composed of the SELRES, Individual Ready Reserve, Standby Reserve, and Retired Reserve furnish the majority of the Army's strength, and provides nearly 40 percent of the combat support and combat service support of the entire Army. During DESERT SHIELD/DESERT STORM, about 74,000 SELRES soldiers of the Army Reserve were activated. This total included

Individual Mobilization Augmentees and members from 647 Army Reserve units. Additionally, another 20,000 Individual Ready Reservists were called-up, which totals almost 95,000 Army Reserve members activated for the operation. The Army Reserve also supported recent operations in Somalia, Rwanda, Haiti, and Bosnia-Herzegovina with combat support and combat service support soldiers. The percentage of USAR soldiers as a proportion of all Services reserve forces deployed has grown with each subsequent operation in the 90's. Army Reservists comprised 35 percent of all DoD reserve forces deployed during Desert Storm/Desert Shield, 37 percent of reserve forces involved in Haiti, and 66 percent of reserve forces deployed to Bosnia. Each year approximately 20,000 Reservists are deployed to 50 countries worldwide on a variety of missions.

Army Reserve Initiatives. The USAR continues to reduce its SELRES end strength commensurate with active Army "above the line" force reductions. As a result, the USAR will achieve an end strength of 205,000 in FY 2000, down 3,000 from FY 1999. This end strength will mean the USAR will have seen a reduction of 36 percent since its FY 1989 high of 319,244.

Personnel management restructuring. Significant restructuring and reorganization is occurring at the USAR Personnel Command (AR-PERSCOM) at St. Louis. Duplication in policy, career management, and analysis is being eliminated. Consolidation of personnel management functions will allow for reservists to be managed through a central system. When this reengineering effort is complete, AR-PERSCOM will have reduced personnel strength by 33 percent.

Tiered readiness/resourcing. The USAR has adopted a tiered readiness/resourcing strategy to improve management of the total obligation authority so that the force is resourced consistent with Defense Planning Guidance. Resource allocation is determined by establishing unit priorities based upon planned unit employment/deployment priorities. The first units to mobilize and deploy have the highest priority for resourcing in manpower, dollars, training and equipment.

Increased support to AC. Active Component strength reductions increase dependence upon the USAR to assist or assume AC missions. Forty-seven percent of the Army's combat service support assets now reside in the USAR. The Reserve Support Program (RASP) will have reserve soldiers spend 24 months on active duty and then return to their unit. These soldiers will not increase active duty strength but will bring back valuable experience to their command. Transfer of installation management functions and institutional/collective training missions to the USAR depend upon proven capabilities that have helped America's Army to downsize without the loss of ability to perform its missions.

Individual Mobilization Augment (IMA) Program. The purpose of the IMA Program is to pre-assign trained individual Selected Reservists in peacetime to an Active Component, Department of Defense Agency, Selective Service System, or Federal Emergency Management Agency (FEMA) organization's billet that must be filled under Presidential SELRES Call Up. As a member of the SELRES, an IMA is subject to involuntary call to active duty by the President under 10 U.S.C. 12304. IMA requirements exceed available authorizations. An IMA participates in training activities on a part-time basis with an Active Component unit in preparation for recall in a mobilization. Funding is required to support annual training requirements for each IMA soldier.

The FY 1998 end strength for the USAR IMA Program was 8,012. FY 1999 and FY 2000 end strengths for the IMA Program are 6,228 and 6,294, respectively.

Full-time Support Program. The Full-Time Support (FTS) force is a "force multiplier" that enables drilling Reserve soldiers to take maximum advantage of the limited training time available. It also makes it possible for the Army Reserve to sustain readiness levels essential to accomplish its assigned mission in America's Army.

The FTS Program is vitally important to the readiness of the USAR. For some units, the lack of sufficient FTS is an impediment to increasing unit readiness. FTS personnel assist in recruiting and retention, supply, maintenance, administration, mobilization planning, managing, and training reserve component members.

The USAR full-time support force is composed of military technicians, Reserve Component members on active duty (AGR), Active Component members, and civilian employees. Complete definitions for each category are in Department of Defense Directive 1205.18.

Army National Guard. Army National Guard (ARNG) finished FY 1998 at an end strength of 362,444. In FY 1999, with continued reductions, it will reach end strength of 357,000 and 350,000 in FY 2000. Overmanning of Force Support Package Units and enhanced Separate Brigade units will continue to support ARNG readiness. ARNG force structure allowance will be at 405,000 in FY 1999 and 388,000 in FY 2000 and beyond. Specific details concerning the ARNG include:

Federal Mission. All Army National Guard (ARNG) units are organized and resourced for their Federal wartime missions. The ARNG augments and reinforces active forces by providing Combat/Combat Support/Combat Service Support units to military operations. Currently, the ARNG has 54 percent of the Total Army combat structure, 46 percent of the Combat Support, and 32 percent of the Combat Service Support units. The ARNG consists primarily of 15 enhanced Separate Brigades, 8 combat Divisions, 2 Special Forces Groups, Echelon Above Division and Echelon Above Corps units, and designated Force Support Packages. These forces possess a "repository of capability" from which a robust backfill or rotational base could be established. Most recently, the ARNG participated in the Sinai Peacekeeping mission and provided military support during operations in Haiti. Currently, ARNG units are actively involved in the operations in Bosnia and Southwest Asia.

State Mission. The ARNG is under the command of State governors until called-up for active duty by the Federal Government. In this status the ARNG plays a critical role in times of civil unrest and natural disasters. The National Guard is ideally equipped to assist civil authorities in a wide variety of missions such as disaster assistance, environmental assistance, law enforcement support, and community assistance. The federal role of the ARNG supports U. S. military objectives by providing a trained and equipped force prepared for immediate mobilization. The combat readiness of the ARNG enables it to successfully accomplish domestic relief operations. During FY 1998 the ARNG responded to 308 call-ups. This amounts to more than 359,876 mandays expended in aiding communities in relief efforts such as domestic crises, natural disasters or to perform other state duties.

OPMS XXI. The ARNG is transitioning to (OPMS XXI) over the same 5 year period as the Active Army. The conversion to (OPMS XXI) requires several changes to the current Career Field and Functional Area categories now in place. These changes call for some officer TOE/TDA positions to be recoded, which will keep the ARNG system compatible with the Active Component and will provide more efficient management of officer personnel to ensure best utilization and opportunity for progression.

Full-Time Support Program. The mission of the Full-Time Support (FTS) Program is to provide the best managed and most productive Department of Defense full-time work force to support and enhance the readiness of the Army National Guard and its role with community, state and nation. Full-Time Support determines and implements Active Guard/Reserve (AGR) and military technician (Title 32) personnel requirements, authorizations and FTS policies. This is based upon the Guard's mission to organize, administer, instruct, recruit, train; maintain supplies, equipment and aircraft and to perform other functions as required on a daily basis in the execution of mission support and readiness preparation. The FY 1999 congressionally-authorized end strength for AGRs is 21,986 and the FY 1999 end strength for Technicians is 24,761.

The Army National Guard is required to convert all non-dual status military technician positions to dual-status positions by 2007. In accordance with the NDAA for FY 1998, 50 percent of the non-dual status positions must be reduced by September 30, 2002 and all positions must be eliminated by September 30, 2007. Title 32 technicians are categorized either as dual status or non-dual status technicians. As of February 28, 1998, the total number of Non-Dual status positions is 2,299. Dual status technicians are required to hold National Guard membership as a condition of employment and non-dual status technicians are not.

Army National Guard soldiers trained overseas, deployed to Europe for Operations JOINT ENDEAVOR/GUARD/FORGE, deployed to Southwest Asia for Operation Southern Watch, participated in exercises, provided mission support to the overseas combatant commands and United Nations Peacekeeping forces, and provided units in support of each OCONUS commander's-in-chief strategies for nation assistance. More than 24,300 soldiers went overseas to support these missions and other training events during FY 1998.

Several ARNG initiatives will start impacting on how the ARNG accomplishes the mission over the next few years. The Army National Guard Division Redesign Study will convert two ARNG combat divisions to Combat Support and Combat Service Support type units. Multi-compo (component) units, made up of soldiers and structure from all three Army components will change the way each component interacts with each other. One example is the AC/RC integrated division, with plans for two active Army division headquarters with three enhanced Separate Brigades in each. Finally, tiered readiness/resourcing will continue to assist commanders and leaders in providing combat ready units based on a first to fight first to resource basis.

### Civilians

The projected civilian workyear levels of 225,900 for FY 1999 and 219,900 for FY 2000 reflects significant reductions over the last several years. This reduction is consistent with the reduced Army funding and force structure. Between FY 1989 and FY 1997, the Army reduced its civilian work force by approximately 154,000 workyears. Based on Command submission of execution plans, revised end strength projections have been developed for FY 1999 and FY 2000. The Army's goal is to continue to maintain the optimum civilian work force levels necessary to support projected workloads to achieve maximum efficiency and effectiveness.

Army civilians provide a major contribution in support of the Army's mission. Civilians (less those in support of civil works functions) comprise about one-sixth of Army manpower (including reserves and National Guard). Civilians help manage and operate bases, depots, and laboratories. They support the Army mission by performing a full range of logistics functions, including depot maintenance, supply, transportation and acquisition management. Civilians also provide essential support in training, medical care, research and development, engineering,

personnel and administration, and facilities management. Civilians provided direct support in Desert Storm, Somalia, and Bosnia. Most recently, the Army has developed initiatives to streamline infrastructure missions and processes by consolidating functions and operations, improving the performance of the defense acquisition system, outsourcing non core functions, and more effectively managing resources. Army streamlining initiatives comply with NPR objectives.

### Manpower Management Improvements

The Army has restructured or implemented many programs to improve both personnel and manpower management as part of its concerted effort to become more efficient using available resources. Some of these programs are described below.

Streamlining is a comprehensive government-wide initiative that challenges the Army to integrate many aspects of the National Performance Review, specific streamlining objectives, and budget reductions. Under Department of the Army guidance, Army major commands have developed streamlining plans that address both quantitative (e.g., reducing the civilian work force, reducing the supervisor-employee ratio, and reducing high grades) and qualitative aspects (e.g., empowering employees, delegating authority, and improving accountability). The quantitative portion is directly impacted by the various budget cycles. Therefore, plans are revised to accommodate new resource guidance. For the qualitative objectives, each major command develops streamlining initiatives that address their particular missions or concerns.

Army Acquisition Corps (AAC). The Army's Acquisition Work Force (AAW) has a varied population carrying out a wide range of work. The AAW includes professionals trained to perform and support Contracting, Research and Development, Engineering, Testing, Quality Assurance, Logistics, and Program Management of Army mission weapon system development and soldier support. The AAC is a subset of the AAW, which is composed of both military and civilian personnel who have met specific certification criteria and are eligible to serve in mandated critical acquisition positions.

As of October 1, 1998, members of the DoD Acquisition Work Force are uniformly identified using an updated version of an approach developed by the 1986 President's Blue Ribbon Commission on Defense Management (Packard Commission). Using a revised Packard definition, the Acquisition and Technology work force consists of DoD civilian and military professionals employed in acquisition occupations (e.g., Contracting) wherever they are located in DoD, plus those employed in acquisition support occupations (e.g. Budget Analysis) only if they are located in certain organizations. For the Army, the acquisition organizations are: Army Acquisition Executive, Assistant Secretary of the Army (Acquisition, Logistics and Technology), Army Material Command, Army Corps of Engineers (military-funded functions only), Army Medical Research Materiel Command, Army Space and Missile Defense Command, and Army Research Organization.

An objective of the AAC is to have a technically competent AAW responsive to current and future needs of the Army. Examples of new efforts towards professional development are the Operational Experience and Continuous Learning initiatives. Operational Experience provides the AAW member first hand experience in the operational environment by interfacing with the warfighter and their equipment in an actual field environment with assignments to the National Training Center, Fort Irwin, California, Ft. Bragg, North Carolina, and Fort Hood, Texas. Continuous learning activities augment the minimum education, training, and experience standards established for certification in a particular acquisition career field and specific acquisition assignments. The Army has aggressively acted to restructure and reengineer its

acquisition organizations, work force, and processes during the last decade. Acquisition reductions will continue through FY 1999 in order to meet Army Authorization constraints.

Requirements Determination. The Army has established a HQDA Center of Excellence for workload based manpower management at the Secretariat level called the Manpower Analysis Agency. Over a two year period, this agency has pilot tested a streamlined manpower requirements determination doctrine for linking manpower to workload (called the 12 steps), and has taken action to include requirements determination in the programming/budgeting process. The 12 steps have been used to conduct over 100 manpower studies, reviewed and approved by the U.S. Army Audit Agency, and successfully extended to the entire Army Materiel Command.

Competitive Sourcing. Competitive Sourcing is a powerful tool that the Army has available to re-engineer, streamline, become more business-oriented, and ultimately make better use of resources. Competitive Sourcing is defined as the competition between an in-house commercial activity and commercial sources to determine which will provide the service most economically. Privatization is a subset of Competitive Sourcing which involves the transfer or sale of government assets to the private sector.

Competitive Sourcing provides opportunities to leverage technology and achieve cost savings. This management tool can assist in increasing the share of resources applied to other Army priorities, such as modernization. Significant privatization initiatives are ongoing in utilities systems and family housing. The greatest impact on manpower will be cost competitions of commercial activities conducted in accordance with OMB Circular A-76, Performance of Commercial Activities.

During FYs 1997, 1998, and first quarter FY 1999, the Army initiated A-76 cost competitions of over 35,000 positions. Over 90 percent of these positions perform installation logistics and public works functions. These studies are expected to take 1-3 years.

# Navy Manpower Request

## Introduction

This chapter outlines the Navy's requirements for Active Component, Reserve Component, and civilian manpower. It addresses manpower trends from actual performance in FY 1998 to projections into FY 2000 and reflects changes contained in the President's Budget submission for FY 2000. Further, it reviews the Navy's initiatives and programs geared to meet the challenge of maintaining a high readiness posture within the context of a more fiscally constrained environment.

America's naval forces are combat ready largely due to the dedication and motivation of individual Sailors and civilians. Developing and retaining quality people are so vital to continued success and are among the Department's biggest challenges. Meeting these challenges is essential to long-term effectiveness. It is with this in mind that the Navy must continue to put a premium on recruiting, retaining, and training the best people the country has to offer.

## Key Manpower Issues

Authorized Navy Active Duty military end strength in FY 1999 is 372,355 (54,147 officers and 318,208 enlisted) and 371,781 in FY 2000 (53,587 officers and 318,194 enlisted). This represents a reduction of 1,412 officers and 8,926 enlisted personnel between FY 1998 and FY 2000. FY 1999 civilian manpower levels (188,912 FTEs) are projected to decline by 7,035 to 181,877 FTEs in FY 2000.

The Department of the Navy is continuing to improve the quality of life of its personnel consistent with the Secretary of the Navy's priorities for the future. The quality of Navy forces depends on the quality of its military personnel. The men and women who comprise today's all-volunteer military are of the highest caliber, and the Navy must continue to strive to attract and maintain this effective force. Attention to personnel tempo demands is essential. An important element of Navy policy is to provide its people with a quality of life commensurate with the sacrifices they are asked to make.

We support an across-the-board pay raise of 4.4 percent effective on January 1, 2000, an additional targeted raise (pay table reform) ranging from 0 to 5.5 percent effective on July 1, 2000, and repeal of the Redux Retirement System. The Navy also continues to provide adequate funding in areas such as housing, community and family support, transition assistance, and morale and recreation activities. Recognizing the aging and substandard housing currently in the Department's inventory, the budget focus is to replace or improve antiquated and unserviceable housing units using privatization authorities where possible.

The Navy has experienced great difficulty in recruiting the required number of personnel due to the Nation's strong economy. The economy has also increased demand by the private sector for employees with special technical skills and has managed to attract enlisted personnel into its work pool. This has impacted the Navy's ability to retain Sailors in some critical skill areas. The Navy has made a conscious effort to rebalance recruiting and retention programs such as Selective Reenlistment Bonus (SRB), Enlistment Bonus (EB), and Navy College Fund (NCF) in order to achieve the optimal mix of resources. The Navy has also included funding to stabilize the production recruiter force at 4,500 and to maintain an increased level of advertising. This will allow the Navy to fully execute budgeted end strength levels and ensure the proper combination of grade, skill, and experience in the force.

In view of the fact that the force level recommended during the QDR will be achieved in FY 2003, and the fact that the majority of the downsizing has already occurred, the Navy has placed emphasis on a number of Smart Work initiatives designed to provide the most efficient and effective application of manpower resources in a steady state environment. To improve recruiting accessions and fleet readiness, the General Detail (GENDET) Targeted Enlistment program has been instituted to increase the number of new recruits who will perform a period of general detail service with a guaranteed follow-on 'A' school. To improve retention, transient members are being assigned to Fleet units during the period they are awaiting school or their next duty assignment. This will provide improvements in fleet manning, reduce attrition, improve motivation, and foster a more efficient training pipeline. In addition, the Navy has increased long-term advancement opportunities to improve retention in undermanned or critical ratings. Furthermore, investments in training system modernization will also reduce attrition while reducing time to train and increasing the capacity of 'A' schools.

The Navy's primary focus continues to be maximum readiness through selective retention of qualified and experienced personnel. A prepared statement presented by the Chief of Naval Personnel discusses the critical programs and policies in the Navy's Manpower and Personnel (MPN) account for FY 2000, particularly the challenges Navy faces in recruiting and retention. This statement was presented February 24, 1999 to the Senate Armed Services Committee (Personnel Subcommittee) and February 25, 1999 to the HASC (Personnel Subcommittee).

#### Major Force Structure Changes Affecting Manpower Request

The major force structure for the Navy consists of Total Battle Forces, Local Defense and Miscellaneous Support Forces, and Naval Aviation Forces.

Total Battle Forces. Within Total Battle Forces are 4 major sub-categories: Strategic Forces (Ballistic Missile Submarines (SSBN)), Battle Forces (Aircraft Carriers, Surface Combatants, Nuclear Attack Submarines, Amphibious Warfare Ships, and Patrol and Mine Warfare Ships), Support Forces (Mobile Logistic and Fleet Support Ships), and Mobilization Forces Category "A" (Reserve, including Surface Combatants and Amphibious Warfare Ships). In FY 1999 the total ship battle forces decrease to 315 ships. Changes in each of the four categories are outlined in the following paragraphs.

Strategic Forces. In FY 1999/2000 the total number of Ohio class SSBNs remains constant at 18.

Battle Forces. In FY 1999/2000, Aircraft Carriers remain constant at 11. In FY 1999, Surface Combatants decrease to 106 with the decommissioning of 2 nuclear powered cruisers, 2 Kidd class destroyers, 1 Perry class frigate and the commissioning of 4 Arleigh Burke class destroyers. In FY 2000 Surface Combatants increase to 108 with the commissioning of 2 Arleigh Burke class destroyers.

In FY 1999, Nuclear Attack Submarines (SSN) decrease to 57 with the decommissioning of 5 Sturgeon class submarines, 1 Benjamin Franklin class, 1 Narwhal class, and 2 Los Angeles class SSNs, and the commissioning of the second Seawolf SSN. In FY 2000, the total number of SSNs further decreases to 56 with the decommissioning of 1 Sturgeon class SSN.

In FY 1999, Amphibious Warfare ships decrease to 37 with the decommissioning of 1 Dock Landing Ship (LSD). In FY 2000, Amphibious Warfare ships remain constant.

In FY 1999, Combat Logistics ships decrease to 32 with the decommissioning of 5 Fleet Oiler (AO) and 1 Ammunition ship (AE). In FY 2000, Combat Logistics ships remain constant.

Mine Warfare Ships remain constant at 11 in FY 1999/2000. MSC will elevate 3 T-AO's and 1 T-AE to Full Operating Status (FOS).

Support Forces. Mobile Logistic Ships decrease to 2 in FY 1999 with the decommissioning of 2 Submarine Tenders (AS) and remain constant at 2 in FY 2000.

Mobilization Forces Category "A." In FY 1999, Mobilization Forces Category "A" remains constant at 18 (1 CV, 10 FFG's, 2 Tank Landing Ships (LST), 4 Avenger class Mine Counter Measures (MCM), and 1 Osprey class Mine Hunter Coastal (MHC). In FY 2000, the total number of Mobilization Forces Category "A" decreases to 16 with the decommissioning of 2 FFGs.

#### Local Defense and Miscellaneous Support Forces

Surface Combatants. During FY 1999, surface combatants remain constant. In FY 2000, surface combatants are reduced to 0 with the transfer of the 1 MHC.

Coastal Defense. The number of Patrol craft remain constant at 13 in FY 1999/2000.

Auxiliaries and Sealift Forces. In FY 1999, Auxiliaries and Sealift forces will total 158 ships with 2 T-AH's, 7 T-ATF's, 34 PREPO ships, 24 Common User Sealift, and 91 RRF's. In FY 2000, 4 Long Range Medium Speed Roll On/Off ships (LMSR) will be added.

Mobilization Forces Category B. In FY 1999, the number of ships in this category increases to 10 with 2 additional Osprey class MHC. In FY 2000, the total will increase to 11 with the addition of 1 MHC.

Naval Aviation Forces. Following the disestablishment of Fleet Air Reconnaissance Squadrons Five and Six (VQ-5 and VQ-6), active operational squadrons decreased to 118 in FY 1999 and remain constant in FY 2000. Reserve squadrons decreased to 31 in FY1999 following the disestablishment of Patrol Squadron Nine One (VP-91) and will be reduced again to 30 in FY 2000 upon disestablishment of Fleet Air Reconnaissance Squadron Eleven (VQ-11). Of the 118 active operational squadrons, 36 are Carrier Strike/Fighter (VFA/VF), 14 are Carrier Electronic Warning (VAQ), 10 are Airborne Early Warning (VAW), 42 are Anti-Surface/Submarine Warfare (HS, HSL, VP, VS), 4 are Fleet Air Reconnaissance (VQ), and the remaining 12 are Logistics Support/Special Project/Mine Counter Measure (HC, VRC, VPU, HM) type squadrons. The 31 reserve squadrons are composed of 3 Carrier Strike/Fighter (VFA), 1 Carrier Electronic Warning (VAQ), 2 Airborne Early Warning (VAW), 10 Anti-Surface/Submarine Warfare (HS, HSL, VP), 1 Fleet Air Reconnaissance (VQ), and the remaining 14 are Logistics Support (VFC, HCS, VR) type squadrons.

#### Active Component

Budgets continue to be constrained making it difficult to balance the need to sustain day-to-day operational readiness and the modernization necessary to ensure U.S. naval forces are properly poised and ready to meet future requirements and threats. Although deployed readiness remains satisfactory, the key readiness indices of non-deployed Navy forces are worsening, thus posing risks for the future. Non-deployed readiness is currently funded at levels which minimize flexibility and hamper the Navy's ability for these assets to surge quickly in the event of a major theater war. The Navy currently has 15,000 gapped billets in the fleet, down from a high of 22,000 in September. These gapped billets are a combination of an inventory shortfall of 3,000 Sailors and a distribution shortfall of another 12,000, and have caused the readiness of non-deployed forces to be much lower than just a few years ago. It is imperative

that we do all we can to maintain a force of high quality experienced Sailors, especially those with critical skills.

Several other initiatives are being pursued and implemented in the Department to more efficiently utilize the resources the Navy has, while instituting a new paradigm for the way it works. Programs such as the Secretary of the Navy's Smart Work program, Information Technology for the 21<sup>st</sup> Century (IT-21), the Revolution in Business Affairs (RBA), and Strategic Business Plan (SBP) are examples of programs that will help sustain Navy efficiency for tomorrow while making the most of the resources it has today. Additionally, the Department of the Navy must continue to capitalize on cost reduction initiatives and chart a vision for global security and economic prosperity into the 21<sup>st</sup> Century.

The Navy is firmly committed to improving its personnel readiness posture while addressing the wide variety of needs of its Sailors. The Navy will continue to aggressively attack recruiting and retention challenges through effective use of all available resources. Essential to both the short- and long-term solution, however, is a comprehensive, competitive, compensation package composed of broad across-the-board pay initiatives, complimented by targeted special and incentive pays and bonuses, and retirement reform. FY 2000 initiatives will help the Navy achieve optimum personnel readiness, improve quality of life for Sailors, help maintain OPTEMPO/PERSTEMPO at acceptable levels, and contribute to our mission of recruiting and retaining the best and brightest young men and women the Nation has to offer.

#### Reserve Component

The Navy budget supports a Naval Reserve end strength of 90,288 in FY 2000, providing pay and allowances for drilling Navy Reserve personnel attached to specific units and Full-time Support personnel. The Department remains committed to increasing use of the Naval Reserve in the Total Force. To that end, the budget provides for extensive contributory support of the active forces in addition to the roles and missions specifically assigned to reserve units. Examples of contributory support include participation in contingency operations, intelligence support, fleet exercises/deployments, air logistics operations, counterdrug missions, mine and inshore undersea warfare and extensive medical support of the active forces.

One of the means by which the Naval Reserve provides contributory support to the active component is through Annual Training (AT). This year's budget provides the necessary funding to increase the AT participation rate for enlisted drilling Reservists to 87 percent (up from a historical rate of 81 percent).

The Naval Reserve has transitioned from primarily a frigate force to multiple class ships. In FY 2000, the Naval Reserve will consist of 8 frigates, 1 CV, 2 LSTs, 1 MCS, and 4 MCMs. Reserve aviation has expanded its role by accepting more missions from the Active force. The Reserves provide all of the Navy's adversary and overseas logistics requirements and a portion of the electronic training and counter-narcotics missions. The Naval Reserve also provides support to the Active force through participation in various exercises and mine warfare missions. These varied missions demonstrate the Navy's effort to employ Reserve Forces to meet operational requirements.

Naval Reserve end strength continues to decline until attaining the force levels recommended in the QDR at the end of FY 2003.

## Civilians

Civilian personnel levels in the Department of the Navy are at the lowest levels since before World War II. The budget reflects the continued downward trend of the civilian work force as a result of reductions in force structure, decreasing workload and management efficiency, and competitive sourcing.

Forty-six percent of the Department's civilians work at Navy Working Capital Fund (NWCF) activities supporting depot level maintenance and repair of ships, aircraft, and associated equipment, development of enhanced warfighting capabilities at the Warfare Centers of Excellence, and direct fleet transportation, supply, and public works support. A significant number of the civilians funded directly by operations appropriations provide direct fleet support at Navy and Marine Corps bases and stations. The balance provide essential support in functions such as training, medical care, and the engineering, development, and acquisition of weapons systems, all of which are necessary for long-range readiness, including achieving our recapitalization plans.

The Department's budget projects continued downsizing of the civilian work force through FY 2005, reflecting a significant decline in workload at NWCF activities. Growth in Fleet Activities is the result of the Installation Claimant Consolidation initiative which is designed to reduce the cost of operating Navy Shore establishments while ensuring major commands retain control of their core missions. Civilian workyears are based on workload in the Department's FY 1999 and FY 2000 program and the appropriate mix of civilian and contractor workload accomplishment. If workload does not decline as much as projected, the associated work force will not be reduced as much as currently projected.

The Department's force structure was reduced in the Quadrennial Defense Review (QDR) to reflect improvements in operational concepts and organizational arrangements. These reductions, along with ongoing efforts such as competition, outsourcing, regionalization, and business process re-engineering, enabled the Department of the Navy to further reduce the infrastructure and the related civilian work force. By FY 2003, the Navy Department's budget achieves the QDR goal to reduce civilian personnel by 8,800.

# Marine Corps Manpower Request

## Introduction

The Marine Corps has built an efficient Total Force. Maintaining expeditionary readiness is dependent on high quality people in our Active and Reserve Marine forces, as well as the Marine Corps civilian personnel component. These individuals are the cornerstones of the Corps. Their training, leadership, and quality of life will continue to be of the utmost importance. Sustaining the readiness of the Corps remains its highest priority. The fiscal trends of the past years are impacting the Marines' ability to fully achieve the balance between readiness and other crucial concerns such as force modernization, infrastructure, and quality of life. Operating tempo remains high and places a strain on two key components of readiness: manpower and equipment.

## Key Manpower Issues

Authorized Marine Corps Active military end strength in FY 1999 is 172,200 and 172,148 in FY 2000. This represents a reduction of 994 military personnel between FY 1998 and FY 2000. FY 1998 civilian manpower levels (18,492 FTEs) are projected to decline by 4.8 percent to 17,612 FTEs in FY 2000.

The Marine Corps recently implemented several new initiatives/reforms to increase readiness from within. For example, it conducted two Force Structure Reviews of the Active and Reserve Components to define the most effective, relevant, and attainable force structure for the Marine Corps. During FY 1999, a Force Structure Planning Group (FSPG) will readdress Active and Reserve structure to continue to maintain the most capable, combat ready Marine Corps. These initiatives will increase readiness in Marine Corps front line units. The Marines have implemented the Marine Aviation Campaign Plan to improve aviation safety, training, and the material conditions of our aircraft. This reform will lead to improved readiness in Marine aviation; thereby increasing the readiness of the Marine Air Ground Task Force.

The Marine Corps Total Force depends on quality recruiting and the steady flow of new enlisted and officer accessions. During FY 1998, the Marine Corps continued its success by exceeding all of its assigned accession goals, as it has every month and every year since June 1995. The Marine Corps attributes its recruiting success to our high quality recruiting personnel. The Marine Corps is continuously evaluating and implementing Quality of Life (QOL) initiatives for its recruiters, as well as searching for new and innovative ways to advertise to reach the target market. The future environment will continue to test the Marine recruiting force. The market of 17 to 21 year olds has increased only slightly while their propensity to enlist has declined. Though facing a daunting recruiting environment, the Marine Corps continues to exceed DoD and CMC quality standards and is on track to accomplish this feat in FY 1999.

The Marine Corps' ability to meet the demands of the 21<sup>st</sup> century is directly related to both the size and manning of the operational forces. The Marine Corps will continue to strive to create efficiencies in the manpower process so it can optimize manning in the FMF and the supporting establishment. By proactively managing Marine Corps officer and enlisted populations, they will ensure the Marine Corps is providing the right experience level in the right occupational field so commanders can accomplish their missions in the 21<sup>st</sup> century. The highly sophisticated operating environments in which Marines are employed require resourceful, innovative, and well-educated individuals. Currently, over 96 percent of enlisted recruits are high school graduates and 66 percent score above the national average on the Armed Forces

Qualification Test. Similarly, our officer candidates are among the most highly motivated and best qualified graduates of America's colleges and universities.

The Marine Corps has strengthened the way it makes Marines, building self-confidence and strength of character, and instilling a common set of values. The Corps' goal is not only to produce high quality Marines, capable of winning the Nation's battles, but to also make better Americans. The transformation process that starts with recruiting the highest quality men and women, and continues through boot camp and into the Fleet Marine Force (FMF) produces better-trained Marines with a stronger appreciation for the Marine ethos. The Marine Corps has placed great emphasis on a new program called "Cohesion." This program builds and assigns Marine recruits into teams at boot camp, through the culmination of recruit training, the "Crucible." These teams continue through initial occupational specialty training and then into the FMF. Unit Cohesion is designed to develop team integrity, through the assignment of Marines who will remain together throughout their first term of enlistment, building bonds, and developing confidence in one another. Achieving this objective requires synchronization of team assignments with deployment cycles so teams spend as much time together as possible in a unit. Ideally, first-term Marines will spend their entire enlistment with one unit. The focus of initial efforts is on ground combat units, but will ultimately be implemented throughout the Marine Corps. More cohesive units improve our readiness posture and combat capabilities. The daily performance and conduct of Marines reflect the values of the Corps and the ideals of the Nation they serve.

The Marine Corps is committed to efficient, effective and equitable management and delivery of QOL programs. QOL is a high Marine Corps priority: taking care of Marines and their families is inherent to the ethos of the Corps. The Marine Corps QOL Master Plan outlines the Marine Corps' vision for the future. Merging family, childcare, and other human resources programs with the Morale, Welfare and Recreation Office establishes one advocacy voice for QOL and gains significant operations efficiencies and synergies with current funding constraints. Additionally, the strategic direction is to embrace prevention and provide healthy lifestyle choices that encourage positive and rewarding decisions thereby avoiding the need for reactive intervention and treatment.

### Civilians

The Marine Corps civilian work force is employed in a wide variety of professional, technical, trade, and administrative functions. These "Civilian Marines" provide essential continuity in their functional areas and are a crucial component of the Marine Corps Total Force. With a population of approximately 18,000, the leanest in the DoD, their manning of supporting establishment billets allows Marines to fill operational billets. This has a dramatic impact by enhancing training, readiness, and sustainability of our operating forces.

The Marine Corps' civilian manpower plan reflects a total reduction of 437 positions from FY 1999 to FY 2000. The Marine Corps will use a combination of normal attrition and early retirement in conjunction with separation incentives to make these reductions. The Department of Defense's current legislative authority to approve buyouts extends through the end of FY 2001 and gives us the legislative tool needed to accomplish FY 2000 reductions.

The Marine Corps has built an efficient Total Force. Maintaining expeditionary readiness is dependent on high quality people, including Active and Reserve Marines, as well as civilian personnel. Their training, leadership, and quality of life will continue to be of the utmost importance.

# Air Force Manpower Request

## Introduction

This chapter describes the Air Force manpower requirements in terms of active military, United States Air Force Reserve (USAFR), Air National Guard (ANG), and civilian manpower. The manpower needs are derived from the force structure estimate to accomplish Air Force missions within the scope of the national, political, and military strategy. In that light, the chapter identifies wartime manpower requirements, requested manpower strengths for the budget years, and major changes by component.

Wartime manpower requirements are based on the total Air Force worldwide force structure plus the number of additional personnel needed to replace estimated combat casualties. The Defense Planning Guidance, the Joint Strategic Capabilities Plan, and the new planning scenarios for Fiscal Years 2000 - 2005 will be used to form the basis for a new data base reflecting the Air Force's projected wartime manpower requirements.

## Key Manpower Issues

The FY 2000 President's Budget contains a 5,005-space reduction in Air Force active duty military manpower from 365,882 in FY 1999 to 360,877 in FY 2000. The FY 2000 level represents a 40.6 percent reduction in manpower from FY 1987. Civilian manpower is projected to decline by 6.8 percent, or 11,816 FTEs between FYs 1998 and 2000. The civilian figure for FY 2000 represents a 38.5 percent reduction in manpower since FY 1987. However, this reduction includes a significant number of functional transfers to Defense Agency Accounts over the FY 1990-1994 period.

The Air Force has established an Outsourcing and Privatization (O&P) program to build on its past extraordinary record in A-76. The Air Force O&P program's fundamental objective is to reduce infrastructure, increase the role of the private sector, and still meet mission requirements. The Air Force's intent is to maintain governmental control of the mission while improving quality, reducing costs and identifying savings that would be applied toward future force modernization. General guidelines have been established for Air Force organizations to use to determine areas that are not inherently governmental, military essential, or legislatively protected as candidates for O&P. As a result, the Air Force has identified opportunities in base operating support, depot maintenance, housing, and training and education areas.

## Major Force Structure Changes Affecting Manpower Request

Strategic Offense. In FY 2000, these forces consist of strategic bomber aircraft and Intercontinental Ballistic Missiles (ICBMs), and the programs that directly support them. B-2 deliveries continue for a total of 14 by FY 1999.

Strategic Defense. In FY 2000, these forces consist of space and missile defense systems, interceptor forces, surveillance forces, and the programs that directly support them. Strategic Defensive Forces include those assets with a primary mission of providing early warning of a bomber or cruise missile attack. Space defense consists of elements dealing with defense against space based objects or the defense of US space assets. AFSPACECOM supplies ground surveillance assets to include the Distant Early Warning line, North Warning System, and Joint Surveillance System (FAA radars, aerostats, ground system connectivity, and Region Operational Control Centers/Sector Operational Control Centers). Additionally, the

ground environment activities include the NORAD Command Post, the missile warning center, and space surveillance centers in Cheyenne Mountain, and the Consolidated Space Operations Center at Schriever AFB, CO. Air defense of the United States is currently an ANG mission. The ANG now performs 100 percent of the air defense fighter interceptor mission.

Strategic Command, Control and Communications. This activity consists of an array of systems and procedures necessary for the peacetime and wartime command of assigned strategic nuclear forces. Robust C3 capabilities enhance the national security objective of "deterrence" by ensuring the NCA and USCINCSTRAT can effect the peacetime positive control and management activities, as well as the emergency alerting, posturing, and employment of ICBMs, SLBMs and strategic nuclear bombers. The ground environment activities include three ballistic missile early warning sites; five Submarine Launch Ballistic Missile detection and warning sites, and spaced based Tactical Warning/Attack Assessment (Defense Support Program) and its associated ground and mobile support systems.

Tactical Air Forces. To meet current regional commitments, the Air Force must have credible, responsive forces to support crisis response requirements. Overseas basing represents roughly 45 percent of total active duty combat fighter forces, the remaining 55 percent provides stateside active duty rotational units. The ANG and AFRES provide a responsive reserve military capability during a national crisis. In our fighter force, USAFR and ANG units will comprise 39 percent of the total force in 2000. The USAFR and ANG fighter force is being modernized simultaneously with the active force F-16C aircraft. This force posture has been developed to support the overseas rotation of operational fighter units.

Training requirements must be considered in developing the total fighter force structure. Close air support, interdiction, counter-air, and strategic attack bomber missions are complex and require high levels of training and, in many cases, specialized training ranges to retain proficiency. The part-time nature of the USAFR and ANG and proximity of individual units are carefully assessed when assigning roles and missions that require skills that must be continually exercised to achieve and maintain essential levels of proficiency.

Mobility Forces. The proper mix of active and reserve force units is necessary to maintain a non-mobilized surge and contingency support capability in addition to performing day-to-day global mobility missions. Peacetime augmentation and wartime surge missions are well suited to the USAFR and ANG. In addition to providing both unit-equipped and associate flying units, the USAFR and ANG also provide substantial capabilities in aircraft maintenance, aeromedical evacuation, aerial port operations, and weather reconnaissance.

#### Active Component

Military manpower end strength in the FY 2000 President's Budget is 365,882 in FY 1999 and 360,877 in FY 2000. The FY 2000 military manpower decrease is primarily related to reductions in the Defense Health Program and efficiencies.

## Reserve Component

### Selected Reserve

U.S. Air Force Reserve (USAFR). Military manpower end strength in the FY 2000 President's Budget is 74,242 in FY 1999 and 73,708 in FY 2000. The USAFR programmed end strength will decrease by 534 spaces between FY 1999 and FY 2000.

Individual Mobilization Augmentee (IMA) Program. The IMA program provides highly skilled individual augmentation to active units during wartime or emergency situations. All IMA positions are reviewed as part of the Wartime Manpower Requirements Exercise (MANREQ) and justified solely on the basis of wartime or contingency requirements for which the Active Forces are insufficient.

Full-Time Support Programs. Active Guard Reserve (AGR) are Reservists on active duty for periods in excess of 179 days who provide full-time support to the Reserve Component and are paid from Reserve personnel appropriations. AGRs work at unit and headquarters levels. AGRs who serve on the staff of active component headquarters organizations are referred to as statutory tour. They are responsible for Reserve component management, policy, planning, programming, and training; assist in developing and implementing Reserve Forces policies, procedures, and programs; and assist in organizing, administering, recruiting, instructing, and training the Reserve Component.

AGRs assigned to unit level and Air Reserve Technicians (ARTs) serving in dual status provide full-time support at the combat and combat support unit levels. ARTs are civil service civilians who also provide full-time day-to-day support to a Reserve unit and are available to enter active duty should their unit be mobilized. As members of the Air Force Reserve, AGRs and ARTs are integral members of their reserve unit and participate in all military training and duty in their unit.

Because actual assigned strength is used in FY 1998, not all programmed growth between FY 1998 and FY 1999 is real growth. Actual assigned strength is often less than programmed strength due to recruiting and hiring difficulties.

Air National Guard. The Air National Guard (ANG) has a programmed decrease of 313 between FY 1999 and FY 2000. This includes a decrease of 474 drilling guardsmen and an increase of 161 full-time active air guard reserve (AGR) personnel. The revised strength reflects force structure changes partially offset by the transfer of new missions.

Full-Time Support Program. Full-time manpower consists of military technicians, active Air Guard and Reserve (AGR), Active Component, and civil service personnel performing the day-to-day duties necessary for mission accomplishment and readiness objectives. Full-time manpower programmed for the ANG is as follows: FY 1999 AGRs are programmed at 10,930; active component numbers are 727; technicians 22,750, and Title V civilians 1,616.

Individual Ready Reserve (IRR). The IRR consists of people who have recently served in the active forces or Selected Reserve and have remaining a period of obligated service or have volunteered to remain beyond their statutory obligation. They are subject to being called to active duty during a national emergency declared by the President or the Congress. IRR end

strength for FY 1998 was 56,459 and is projected to be 59,000 and 57,500 for FY 1999 and FY 2000, respectively.

Standby Reserve. The Standby Reserve consists of people who have completed their statutory military obligation and have chosen to maintain a reserve status, have been designated key civilian employees, or who have a temporary hardship disability. They are not in a pay status and do not generally participate in reserve training or readiness programs, but are available for active duty in time of war or a national emergency declared by Congress. The Standby Reserve end strength for FY 1998 was 16,042, and is projected to be 16,000 for FY 1999 and FY 2000.

### Civilians

Civilians comprise approximately one third of Air Force manpower. Civilians include Air Force Reserve and Air National Guard military technicians, who serve their units as civilians during peacetime, and as uniformed members upon mobilization. The civilian work force supports the Air Force mission in numerous capacities. Their largest concentration is in Air Force Materiel Command, where they perform depot level maintenance on major weapons systems, materiel management and distribution, basic scientific research and technology development. However, all major commands and organizations depend on the contributions of civilian employees to accomplish the mission, with civilians assigned to virtually every Air Force installation worldwide, particularly in base operating support functions and real property maintenance.

Air Force civilian manpower levels for FY 2000 reflect significant civilian reductions to reduce infrastructure to conform with National Performance Review initiatives. OSD guidance directed a reduction in civilian work years in the order of 4 percent per year through FY 2000, dropping to 3 percent in FY 2000 and 2 percent in FY 2001. This decision accelerates reductions to include both force structure reductions and Federal-wide streamlining initiatives. The Air Force is working to identify changes in business practices and streamlining efforts that, along with future base closure actions, will define the remaining reductions in the civilian work force. The Air Force has continued to emphasize outsourcing where cost-effective.

Planning actions continue for base closures in the outyears for the CONUS and overseas bases identified for closure. Reduction-in-force notifications are made to Congress where required, employees are registered in priority placement programs, and retraining activities are initiated in coordination with the host States and the Department of Labor under the Job Training Partnership Act.

# Defense Agency and Related Organizations

## Introduction

The missions and manpower for the following DoD Components are identified within this chapter:

- 14 Defense Agencies;
- 8 DoD Field Activities; and
- 5 Other Organizations.

## Defense Agencies

Ballistic Missile Defense Organization (BMDO) focuses on the development, acquisition, and deployment of theater missile defense and strategic defenses against ballistic missile threats.

Defense Advanced Research Projects Agency (DARPA) manages and directs basic and applied research and development projects, which involve high risk and high payoff technologies.

Defense Commissary Agency (DeCA) provides a worldwide resale system of groceries and household supplies to members of the Military Services, their families, and other authorized patrons.

Defense Contract Audit Agency (DCAA) performs all contract audit functions and provides accounting and financial advisory services to DoD Components involved in procurement and contract administration operations.

Defense Finance and Accounting Service (DFAS) is responsible for consolidating, standardizing, and integrating finance and accounting functions across the DoD.

Defense Information Systems Agency (DISA) is responsible for the command, control, communications, and information systems serving the needs of the National Command Authorities and for the implementation of DoD migration systems, data administration, and functional process improvements.

Defense Intelligence Agency (DIA) is responsible for satisfying the military related intelligence requirements of DoD and other authorized recipients.

Defense Security Service (DSS) is a law enforcement and personnel investigative agency responsible for conducting background investigations and for providing industrial security services.

Defense Legal Services Agency (DLSA) provides centralized legal advice, services, and support.

Defense Logistics Agency (DLA) provides common support supplies and worldwide logistic services across DoD and to other federal agencies and authorized foreign governments.

Defense Security Cooperation Agency (DSCA) directs, administers and supervises the execution of DoD security assistance programs.

Defense Threat Reduction Agency (DTRA) is responsible for reducing the threat to the United States and its allies from nuclear, biological, chemical (NBC), conventional and special weapons, supporting the U.S. nuclear deterrent, and providing technical support on weapons of mass destruction (WMD) matters to DoD Components.

National Imagery and Mapping Agency (NIMA) provides timely, relevant, and accurate imagery, imagery intelligence, and geospatial information in support of the national security objectives of the United States.

### DoD Field Activities

American Forces Information Service (AFIS) is responsible for managing DoD internal information and the Armed Forces Radio and Television Service.

Defense Prisoner of War/Missing in Action Office (DPMO) provides centralized management of prisoner of war/missing in action (POW/MIA) affairs.

Department of Defense Education Activity (DoDEA) operates primary and secondary schools for the dependents of Defense personnel.

Department of Defense Human Resources Activity (DHRA) provides program support, information management, and administrative services to the DoD Components on human resource matters.

TRICARE Management Activity (TMA) administers civilian health and medical care programs for retirees, dependents, and survivors of active duty, retired, and deceased Service members.

Office of Economic Adjustment (OEA) provides advice and assistance projects to communities significantly affected by major DoD program changes such as base closures.

Washington Headquarters Services (WHS) provides administrative support to OSD and to various other DoD Components.

### Other Organizations

U.S. Court of Appeals for the Armed Forces (CAAF) serves as the highest court of appeal of the United States system of military justice.

Department of Defense Inspector General (DoDIG) is responsible for the prevention and detection of fraud, waste and abuse.

Joint Staff (JS) supports the Chairman of Joint Chiefs of Staff in his role as the principal military advisor to the President, the National Security Council, and the Secretary of Defense.

Office of the Secretary of Defense (OSD) is the principal staff element of the Secretary, responsible for overall policy development, planning, resource management, and program evaluation.

Uniformed Services University of the Health Sciences (USUHS) is a fully accredited four-year School of Medicine authorized to grant advanced academic degrees in basic medical sciences and public health.

### Significant Highlights

The Department is continuing its concerted effort to streamline Defense-wide manpower. Between FY 1999 and FY 2000, civilian manpower levels (measured in terms of full-time equivalents (FTEs)) in Defense Agency accounts are programmed to decline by approximately 3.7 percent, from 122,800 to 118,300. These reductions are in addition to the 2.2 percent reduction implemented in from FY 1998 to FY 1999. Most of the reductions in Defense Agency civilians reflects streamlining and outsourcing initiatives planned by the Defense Logistics Agency and the Defense Finance and Accounting Service and the consolidation of Defense Information Systems Agency megacenters.

The Defense Threat Reduction Agency (DTRA), established by the Defense Reform Initiative, stood up on October 1, 1998. This Agency consolidates into a single organization the bulk of DoD's arms control, cooperative threat reduction, technology security and weapons of mass destruction (WMD)-related research, development, test and evaluation (RDT&E) programs. DTRA is also responsible for coordination and prioritization of the joint Services Chemical/Biological Program. In addition to executing the current programs, DTRA is also responsible for developing an overarching architecture for responding to potential threats to civil and military populations posed by WMD. DTRA's efforts will make DoD a stronger and fuller partner with the Department of Energy (DoE) to maintain the physical and doctrinal components of nuclear deterrence.

DoD civilian and military manpower associated with each Defense Agency and DoD Field Activity for FY 1998 through FY 2000 is itemized at Table 2-5.

## **PART VI: COST OF MANPOWER**

(This page intentionally left blank)

## Introduction

This chapter discusses the DoD manpower program from a fiscal perspective. It provides a concise statement of the Department's Fiscal Year 1998, 1999 and 2000 cost of manpower.

The remainder of the chapter is organized into three sections.

- Summary costs and trends.
- Detailed Manpower Costs for Fiscal Years 1998, 1999 and 2000
- Pay tables for military and civilian employees.

## Summary Costs and Trends

Table 6-1 shows military manpower costs and total DoD end strength data included in the FY 1998 Budget. Table 6-2, Percentage Pay Raises, presents a historical display of pay raises for each year since 1974 for the military, general schedule, and wage board pay structures. Definitions of the summary cost categories are at the end of this section.

Table 6-1: Defense Manpower Costs

(Budget Authority, \$ Billion)

	<u>FY 1998</u>	<u>FY 1999</u>	<u>FY 2000</u>
Military Manpower Costs			
Military Personnel Appropriations	60.3	61.2	63.7
Reserve and Guard Personnel Appropriations	9.5	9.7	10.1
Total Cost	69.8	70.9	73.8
End Strengths (in thousands)			
Active Military	1,407	1,390	1,385
Selected Reserve	881	877	865
Civilian (FTEs)	748	724	700
Retired Military	1,905	1,931	1,949

Table 6-2: Percentage Pay Raises

This table expresses percentage increases over the previous year's pay scale. General Schedule and Wage Board percents are for base salary only. The military figures are the overall average percentage increase in basic pay, basic allowance for quarters, and basic allowance for subsistence.

<u>Fiscal Year</u>	<u>Military</u>	<u>General Schedule</u>	<u>Wage Board</u>
1974	4.8	4.8	10.2 a
1975	5.5	5.5	8.9
1976	5.0	5.0	9.0
1977	4.8	4.8	8.3
1978	7.1	7.1	7.9
1979	5.5	5.5	5.4
1980	7.0	7.0	7.0
1981	11.7	9.1	9.0
1982	14.3 b	4.8	4.7
1983	4.0	4.0	3.9
1984	4.0	3.5	3.9
1985	4.0	3.5	3.3
1986	3.0	0.0	0.1
1987	3.0	3.0	2.9
1988	2.0	2.0	1.9
1989	4.1	4.1	3.7
1990	3.6	3.6	3.4
1991	4.1	4.1	3.8
1992	4.2	4.2	3.9
1993	3.7	3.7	3.4
1994	2.2	2.2 c	2.1
1995	2.6	2.6	2.9
1996	2.4	2.4	2.3
1997	3.0	3.0	2.8
1998	2.8	2.8	2.88
1999	3.6	3.6	3.6
2000	4.4	4.4	4.4

a. Includes approximately 4 percent catch-up increase upon the release from economic controls effective the first pay period after April 30, 1974.

b. Enlisted basic pay raises for FY 1982 ranged from 10 percent for pay grade E-1 to 17 percent for E-7 through E-9. All warrant officers and commissioned officers received a 14.3 percent increase.

c. From 1994 on, General Schedule (GS) increases are the total of the increase in the basic general schedule plus the percentage of total GS payroll added as locality.

## Detailed Manpower Costs

The costs in this section are derived from detailed budget exhibits submitted to Congress and, therefore, are stated as total Budget Authority (BA).

The following tables provide details of manpower costs by DoD Component. Key elements are indexed in the margin of these tables and defined below.

The manpower cost categories discussed in this section are described below:

Military Personnel Appropriations. There is one appropriation for each Service which funds active component military pay, cash allowances, matching Social Security contributions (FICA), enlistment and reenlistment bonuses, permanent change of station travel expenses, the cost of feeding military people (subsistence-in-kind), the cost of individual clothing, and retired pay accrual costs.

Military Retired Pay. Prior to FY 1985, military retired pay was funded by the Military Retired Pay appropriation. This appropriation, managed by DoD, provided funds for the compensation of military personnel retired from previous service. Commencing in FY 1985, DoD implemented a new accrual accounting system for military retired pay. Under this concept, accrual costs are budgeted in the Military Personnel accounts (Active and Reserve Components) and subsequently transferred to a new Military Retirement Trust Fund. Retired pay is paid from the trust fund. Beginning in FY 1987, separate accrual calculations are made for members on active duty and members of the Ready Reserve who serve in a part-time status. Unfunded liability for retired pay will be liquidated over a period of time to be determined by the DoD Retirement Board of Actuaries. This Board of Actuaries also determines an amortization schedule for the transfer of funds from the general fund of the Treasury to the new DoD Military Retirement Trust Fund. Retirement accrual costs are further reduced by the significant revision to the Military Retirement system in 1986 for new entrants on or after August 1, 1986. This revision reduced retirement benefits in comparison to the pre-existing system thereby reducing accrual costs.

Reserve and Guard Personnel Military Appropriations. There is one appropriation for each of the six Reserve Components which funds inactive duty drills; active duty for training; ROTC; full-time guard members and reservists for organization, administration, training, maintenance and other logistical support; educational and bonus programs; training; the Health Professions Scholarship Program; and management and training of the Individual Ready Reserve (IRR).

Definition of Cost Categories. Additional manpower cost categories discussed in this section are described below (keyed to the index numbers in Tables 6-3 through 6-5).

Active Component Basic Pay is the only element of compensation received in cash by every active duty military member. The amount of basic pay a member receives is a function of pay grade and length of military service. For this reason, the total cost of basic pay is determined by the number of man-years distributed across grade and length of service.

Active Component Retired Pay Accrual provides the funds (accrual costs) necessary to fund the retired pay accrual provision contained in 10 U.S.C. Chapter 74. Under the accrual concept, each Service budgets for retired pay in the Military Personnel account and transfers funds on a monthly basis to the new Military Retirement Trust fund from which payments are made to retirees.

Basic Allowance for Housing (BAH) is the combination of the former Basic Allowance for Quarters (BAQ) and the Variable Housing Allowance (VHA). The BAH is paid to military members based on grade and dependency status who do not occupy government housing. The cost of BAH is

a function of overall strength, the grade and dependency status distribution of the force, and the numbers and condition of government housing units.

Active Component Subsistence represents both the cost of food for military personnel eating in military messes and cash payments to military members in lieu of food (called Basic Allowance for Subsistence (BAS)). All officers receive BAS at the same rate. Enlisted members receive either "subsistence-in-kind" in military messes or BAS at one of three rates applicable to the following conditions: when on leave or authorized to mess separately, when a mess is not available, or when assigned to duty under emergency conditions where no U.S. messing facilities are available.

Incentive Pay, Hazardous Duty, and Aviation Career Incentive Pay provides incentive for service in aviation and certain hazardous duties. Included are aviation career incentive pays for rated and non-rated crew members, parachute jump pay, and demolition pay.

Special Pays include bonuses provided to certain medical and selected other occupations as further inducement for continued service. Also included in this category are Enlistment Bonuses, Overseas Extension Pay, Hostile Fire/Imminent Danger Pay, Foreign Language Proficiency Pay, Overseas Extension Pay, and Special Duty Assignment Pay. Special Duty Assignment Pay is authorized for enlisted personnel who have been assigned to demanding duties or duties requiring an unusual degree of responsibility. The Secretaries of the Military Departments designate the skill areas that meet these criteria.

Active Component Other Allowances include uniform allowances, overseas station allowances, and family separation allowances.

Separation Payments provide disability and non-disability Separation Pay, Terminal Leave Pay, Lump-sum Readjustment Pay, and Donations which may be given to enlisted members involuntarily discharged. The FY 1992 NDAA authorized the Voluntary Separation Incentive (VSI) and the Special Separation Benefit (SSB) programs. In addition, the FY 1993 Authorization Act approved the temporary use of the 15 year early retirement program. These programs will minimize the involuntary separations which would have otherwise been required to align existing personnel inventories to the smaller force structure.

Active Component FICA Contributions are those payments made for Old Age, Survivors, and Disability Insurance (Social Security) by the Defense Department as the employer of military personnel. Payments are influenced by the levels of basic pay and the Social Security tax rates established by law.

Active Component PCS Travel is the cost of moving people and their households when they enter the Service, move for training, leave the Service, are reassigned to a new duty station, or are part of a unit movement to a new duty location.

Cadet Pay and Allowances includes the pay and allowances of those cadets and midshipmen attending the Military Academy, the Naval Academy, the Air Force Academy, and Naval Aviation Cadets.

Miscellaneous Costs include death gratuities, unemployment compensation, survivor benefits, Montgomery GI Bill education (MGIB) benefit costs, adoptions expense reimbursement, and apprehension of deserters. Death gratuities are paid to beneficiaries of military personnel who die on active duty. Funds for apprehension of deserters cover the costs of finding and returning military deserters to military control. Unemployment compensation is for payment to eligible ex-service personnel. Survivor benefits provides funds for payment of benefits provided by the Veteran's Administration to spouses and children of deceased Service members. MGIB costs reflect future

costs for benefits budgeted on a accrual basis. Adoption expense costs reflect reimbursement of a military member for qualifying expenses.

Reserve Component Basic Pay includes drill pay, pay for periods of active duty for training of reserve component people, and the pay of reserve component full-time support personnel.

Reserve Component Retired Pay Accrual provides the funds (accrual costs) necessary to fund the retired pay accrual provision contained in 10 U.S.C. 74, the FY 1984 Defense Authorization Act (P.L. 98-94). Under the accrual concept, each Service budgets for retired pay in the Reserve and National Guard Personnel accounts and transfers funds on a monthly basis to the Military Retirement Trust Fund from which payments are made to retirees.

Reserve Component Allowances and Benefits include BAQ, subsistence, other allowances including special and incentive pays, and FICA payments; monthly student stipends (ROTC, Armed Forces Health Professions Scholarships, Branch Officers Basic Course, and Platoon Leader Class); Montgomery GI Bill (MGIB) educational benefits; disability and hospitalization benefits; death gratuities; administrative duty pay; adoption expense reimbursement; and management and training costs for the Individual Ready Reserve (IRR).

Reserve Component Clothing includes both cash allowances and in-kind clothing issued to recruits.

Reserve Component Travel includes the cost of travel and transportation of reserve component personnel.

Family Housing Appropriation (Non-Pay) funds leasing, construction, and maintenance of family housing for military personnel. The total appropriation includes funds for paying civilians, which are counted in this report under civilian costs. To avoid double counting, this civilian pay has been excluded from the Defense Family Housing cost category.

Civilian Salaries are the direct monetary compensation paid to civilian employees including basic pay, locality pay, overtime, holiday, incentive, and special pays.

Civilian Benefits includes the government share of the DoD Civilian Health and Life Insurance programs, FICA, Retirement programs (Civil Service Retirement System and Federal Employees Retirement System), severance pay, disability compensation, unemployment compensation, and other such payments.

Personnel Support Costs include individual training, medical support (including CHAMPUS), recruiting and examining, overseas dependent education, 50 percent of all Base Operating Support costs, and other miscellaneous personnel support costs. Direct personnel costs are not included in this category since they are already included in other cost categories.

Table 6-3A: Fiscal Year 1998 Active Component Military Pay Appropriations

(\$ Million)

<u>Cost Categories</u>	<u>Army</u>	<u>Navy</u>	<u>Marine Corps</u>	<u>Air Force</u>	<u>Total</u>
Basic Pay	\$10,711	\$8,457	\$3,291	\$9,001	\$31,460
Retired Pay Accrual	3,267	2,577	1,002	2,745	9,591
Basic Allowance for Housing (BAH)	1,365	1,505	377	1,248	4,495
Basic Allowance for Quarters	335	333	94	317	1,079
Variable Housing Allowance	67	125	32	77	301
Subsistence Allowance (in kind and cash)	1,366	885	400	925	3,576
Incentive Pays	132	195	42	201	570
Special Pays	405	712	55	298	1,470
Other Allowances	578	452	168	410	1,608
Separation Pays	371	195	67	190	823
Federal Income Contribution Act	932	730	282	787	2,731
Permanent Change of Station Travel	1,083	656	221	872	2,832
Cadets	38	36	0	36	110
Miscellaneous	207	100	36	54	397
<b>Subtotal</b>	<b>\$20,857</b>	<b>\$16,958</b>	<b>\$6,067</b>	<b>\$17,161</b>	<b>\$61,043</b>
Less Reimbursables	207	272	40	237	756
<b>Total Obligations</b>	<b>\$20,650</b>	<b>\$16,686</b>	<b>\$6,027</b>	<b>\$16,924</b>	<b>\$60,287</b>

Table 6-3B: Fiscal Year 1999 Active Component Military Pay Appropriations

(\$ Million)

<u>Cost Categories</u>	<u>Army</u>	<u>Navy</u>	<u>Marine Corps</u>	<u>Air Force</u>	<u>Total</u>
Basic Pay	\$10,973	\$8,399	\$3,397	\$9,117	\$31,886
Retired Pay Accrual	3,314	2,534	1,024	2,753	9,625
Basic Allowance for Housing (BAH)	1,797	1,953	532	1,700	5,982
Subsistence Allowance (in kind and cash)	1,398	882	405	939	3,624
Incentive Pays	146	210	47	216	619
Special Pays	500	723	60	386	1,669
Other Allowances	543	400	152	391	1,486
Separation Pays	389	255	69	162	875
Federal Income Contribution Act	946	722	289	792	2,749
Permanent Change of Station Travel	1,099	635	227	878	2,839
Cadets	41	38	0	38	117
Miscellaneous	204	100	45	51	400
<b>Subtotal</b>	<b>\$21,350</b>	<b>\$16,858</b>	<b>\$6,247</b>	<b>\$17,423</b>	<b>\$61,871</b>
Less Reimbursables	193	247	31	205	676
<b>Total Obligations</b>	<b>\$21,157</b>	<b>\$16,601</b>	<b>\$6,216</b>	<b>\$17,218</b>	<b>\$61,195</b>

NOTE: Totals may not add due to rounding

Table 6-3C: Fiscal Year 2000 Active Component Military Pay Appropriations

(\$ Million)

<u>Cost Categories</u>	<u>Army</u>	<u>Navy</u>	<u>Marine Corps</u>	<u>Air Force</u>	<u>Total</u>
Basic Pay	\$11,403	\$8,698	\$3,550	\$9,431	\$33,082
Retired Pay Accrual	3,657	2,787	1,137	3,025	10,606
Basic Allowance for Housing (BAH)	1,918	1,986	555	1,776	6,235
Subsistence Allowance (in kind and cash)	1,436	906	420	933	3,695
Incentive Pays	146	247	50	216	659
Special Pays	578	800	84	428	1,890
Other Allowances	593	425	165	391	1,574
Separation Pay	358	174	73	189	794
Federal Income Contribution Act	862	659	271	719	2,511
Permanent Change of Station Travel	1,097	633	240	910	2,880
Cadets	40	39	0	38	117
Miscellaneous	115	80	32	54	281
<b>Subtotal</b>	<b>\$22,203</b>	<b>\$17,432</b>	<b>\$6,577</b>	<b>\$18,110</b>	<b>\$64,324</b>
Less Reimbursables	197	225	31	213	666
<b>Total Obligations</b>	<b>\$22,006</b>	<b>\$17,207</b>	<b>\$6,546</b>	<b>\$17,897</b>	<b>\$63,658</b>

Table 6-4A: Fiscal Year 1998 Reserve Component Military Pay Appropriations

(\$ Million)

<u>Cost Categories</u>	<u>Army Reserve</u>	<u>Naval Reserve</u>	<u>Marine Corps Reserve</u>	<u>Air Force Reserve</u>	<u>Army National Guard</u>	<u>Air National Guard</u>	<u>Total</u>
Basic Pay	\$1,227	\$765	\$228	\$445	\$2,071	\$871	\$5,607
Retired Pay Accrual	191	151	34	44	337	141	898
Other Allowance & Benefits	339	203	56	135	482	160	1,375
Basic Allowance for Quarters	25	24	7	12	69	29	166
Variable Housing Allowance	5	7	1	2	29	6	50
Basic Allowance for Housing	88	91	23	37	198	86	523
Clothing	36	15	10	13	74	17	165
Travel	126	136	31	106	146	72	617
<b>Total Obligations</b>	<b>\$2,037</b>	<b>\$1,392</b>	<b>\$390</b>	<b>\$794</b>	<b>\$3,406</b>	<b>\$1,382</b>	<b>\$9,401</b>

Table 6-4B: Fiscal Year 1999 Reserve Component Military Pay Appropriations

(\$ Million)

<u>Cost Categories</u>	<u>Army Reserve</u>	<u>Naval Reserve</u>	<u>Marine Corps Reserve</u>	<u>Air Force Reserve</u>	<u>Army National Guard</u>	<u>Air National Guard</u>	<u>Total</u>
Basic Pay	\$1,282	\$794	\$235	\$476	\$2,125	\$873	\$5,785
Retired Pay Accrual	197	153	34	49	341	149	923
Other Allowance & Benefits	374	196	63	145	497	157	1,432
Basic Allowance for Housing	123	126	31	56	312	114	762
Clothing	40	13	8	14	73	23	171
Travel	151	157	36	112	146	62	664
<b>Total Obligations</b>	<b>\$2,167</b>	<b>\$1,439</b>	<b>\$407</b>	<b>\$852</b>	<b>\$3,494</b>	<b>\$1,378</b>	<b>\$9,737</b>

NOTE: Totals may not add due to rounding

Table 6-4C: Fiscal Year 2000 Reserve Component Military Pay Appropriations

(\$ Million)

<u>Cost Categories</u>	<u>Army Reserve</u>	<u>Naval Reserve</u>	<u>Marine Corps Reserve</u>	<u>Air Force Reserve</u>	<u>Army National Guard</u>	<u>Air National Guard</u>	<u>Total</u>
Basic Pay	\$1,364	\$810	\$241	\$489	\$2,156	\$931	\$5,991
Retired Pay Accrual	226	163	37	53	352	167	998
Other Allowances & Benefits	357	186	65	152	538	172	1,470
Basic Allowance for Housing	133	123	28	61	309	124	778
Clothing	46	11	8	14	72	23	174
Travel	145	153	30	112	144	70	654
<b>Total Obligations</b>	<b>\$2,271</b>	<b>\$1,446</b>	<b>\$409</b>	<b>\$881</b>	<b>\$3,571</b>	<b>\$1,487</b>	<b>\$10,065</b>

Table 6-5A: Fiscal Year 1998 Active Component Permanent Change of Station Costs

(\$ Million)

<u>Cost Categories</u>	<u>Army</u>	<u>Navy</u>	<u>Marine Corps</u>	<u>Air Force</u>	<u>Total</u>
Accession Travel	\$116.7	\$48.4	\$27.7	\$49.4	\$242.2
Training Travel	46.0	56.3	6.6	52.2	161.1
Operational Travel	131.4	147.0	55.3	142.7	476.4
Rotational Travel	570.5	247.6	78.8	436.2	1333.1
Separation Travel	162.5	105.4	45.5	109.2	422.6
Travel of Organized Units	16.5	29.8	1.4	21.9	69.6
Non-Temporary Storage	28.0	15.0	4.0	23.0	70.0
Temporary Lodging Expense	11.5	6.3	1.6	37.7	57.1
<b>Subtotal</b>	<b>\$1,083.1</b>	<b>\$655.8</b>	<b>\$220.9</b>	<b>\$872.3</b>	<b>\$2,832.1</b>
Less Reimbursables	8.0	3.6	0.3	1.4	13.3
<b>Total Obligations</b>	<b>\$1,075.1</b>	<b>\$652.2</b>	<b>\$220.6</b>	<b>\$870.9</b>	<b>\$2,818.8</b>

Table 6-5B: Fiscal Year 1999 Active Component Permanent Change of Station Costs

(\$ Million)

<u>Cost Categories</u>	<u>Army</u>	<u>Navy</u>	<u>Marine Corps</u>	<u>Air Force</u>	<u>Total</u>
Accession Travel	\$114.5	\$48.8	\$28.2	\$57.5	\$249.0
Training Travel	46.0	54.4	6.7	56.3	163.4
Operational Travel	130.5	144.2	58.5	142.9	476.1
Rotational Travel	601.9	241.9	80.9	434.9	1359.6
Separation Travel	153.8	108.6	45.8	103.7	411.9
Travel of Organized Units	12.4	16.9	1.2	21.7	52.2
Non-Temporary Storage	28.4	14.0	4.1	22.4	68.9
Temporary Lodging Expense	11.4	5.7	1.7	38.4	57.2
<b>Subtotal</b>	<b>\$1,098.9</b>	<b>\$634.5</b>	<b>\$227.1</b>	<b>\$877.8</b>	<b>\$2,838.3</b>
Less Reimbursables	8.0	3.5	0.2	1.3	13.0
<b>Total Obligations</b>	<b>\$1,090.9</b>	<b>\$631.0</b>	<b>\$226.9</b>	<b>\$876.5</b>	<b>\$2,825.3</b>

NOTE: Totals may not add due to rounding

Table 6-5C: Fiscal Year 2000 Active Component Permanent Change of Station Costs

(\$ Million)

<u>Cost Categories</u>	<u>Army</u>	<u>Navy</u>	<u>Marine Corps</u>	<u>Air Force</u>	<u>Total</u>
Accession Travel	\$129.5	\$56.1	\$28.4	\$55.7	\$269.7
Training Travel	47.3	60.2	6.8	57.6	171.9
Operational Travel	136.3	141.8	63.6	145.4	487.1
Rotational Travel	575.1	235.1	84.9	458.2	1353.3
Separation Travel	162.9	101.2	45.2	106.0	415.3
Travel of Organized Units	6.4	19.6	1.0	26.4	53.4
Non-Temporary Storage	28.7	13.3	4.1	23.6	69.7
Temporary Lodging Expense	10.6	5.6	5.6	37.4	59.2
<u>Subtotal</u>	<u>\$1,096.8</u>	<u>\$632.9</u>	<u>\$239.6</u>	<u>\$910.3</u>	<u>\$2,879.6</u>
Less Reimbursables	8.0	3.5	2.0	1.3	14.8
<u>Total Obligations</u>	<u>\$1,088.8</u>	<u>\$629.4</u>	<u>\$237.6</u>	<u>\$909.0</u>	<u>\$2,864.8</u>

NOTE: Totals may not add due to rounding

**Table 6-6: Monthly Military Basic Pay Table**  
 Incorporates a 3.6% General Increase, Effective 1 January 1999

Grade	Years of Service														
	<2	2	3	4	6	8	10	12	14	16	18	20	22	24	26
<b>Commissioned Officers</b>															
O-10	7838.70	8114.40	8114.40	8114.40	8114.40	8425.80	8425.80	8892.60	8892.60	9528.90	9528.90	10167.00	10167.00	10167.00	10800.00
O-9	6947.10	7129.20	7281.00	7281.00	7281.00	7466.10	7466.10	7776.90	7776.90	8425.80	8425.80	8892.60	8892.60	8892.60	9528.90
O-8	6292.20	6481.20	6634.50	6634.50	6634.50	7129.20	7129.20	7466.10	7466.10	7776.90	8114.40	8425.80	8633.70	8633.70	8633.70
O-7	5228.40	5583.90	5583.90	5583.90	5834.40	5834.40	6172.50	6172.50	6481.20	7129.20	7619.70	7619.70	7619.70	7619.70	7619.70
O-6	3875.10	4257.30	4536.60	4536.60	4536.60	4536.60	4536.60	4536.60	4690.80	5432.40	5709.60	5834.40	6172.50	6381.00	6694.20
O-5	3099.60	3639.30	3891.00	3891.00	3891.00	3891.00	4008.00	4224.30	4507.50	4845.00	5122.20	5277.90	5462.40	5462.40	5462.40
O-4	2612.40	3181.20	3393.30	3393.30	3456.30	3608.70	3855.30	4071.90	4257.30	4444.80	4566.60	4566.60	4566.60	4566.60	4566.60
O-3	2427.60	2714.10	2901.90	3210.60	3364.50	3484.80	3673.80	3855.30	3949.50	3949.50	3949.50	3949.50	3949.50	3949.50	3949.50
O-2	2117.10	2312.10	2777.70	2871.30	2930.40	2930.40	2930.40	2930.40	2930.40	2930.40	2930.40	2930.40	2930.40	2930.40	2930.40
O-1	1838.10	1913.10	2312.10	2312.10	2312.10	2312.10	2312.10	2312.10	2312.10	2312.10	2312.10	2312.10	2312.10	2312.10	2312.10
<b>Commissioned Officers With Over 4 Years Active Duty Service As An Enlisted Member Or Warrant Officer</b>															
O-3E	-	-	-	3210.60	3364.50	3484.80	3673.80	3855.30	4008.00	4008.00	4008.00	4008.00	4008.00	4008.00	4008.00
O-2E	-	-	-	2871.30	2930.40	3023.40	3181.20	3303.00	3393.30	3393.30	3393.30	3393.30	3393.30	3393.30	3393.30
O-1E	-	-	-	2312.10	2469.90	2560.80	2653.80	2745.90	2871.30	2871.30	2871.30	2871.30	2871.30	2871.30	2871.30
<b>Warrant Officers</b>															
W-5	-	-	-	-	-	-	-	-	-	-	-	4221.30	4380.90	4507.80	4697.70
W-4	2473.20	2653.80	2653.80	2714.10	2838.00	2962.80	3087.30	3303.00	3456.30	3577.80	3673.80	3792.00	3918.90	4041.00	4224.30
W-3	2247.90	2438.40	2438.40	2469.90	2498.70	2681.70	2838.00	2930.40	3023.40	3114.00	3210.60	3335.70	3456.30	3456.30	3577.80
W-2	1968.90	2130.30	2130.30	2192.10	2312.10	2438.40	2531.10	2623.80	2714.10	2809.50	2901.90	2993.10	3114.00	3114.00	3114.00
W-1	1640.40	1880.70	1880.70	2037.90	2130.30	2221.50	2312.10	2407.20	2498.70	2591.70	2681.70	2777.70	2777.70	2777.70	2777.70
<b>Enlisted Members</b>															
E-9 (SGMA, MCPON, SGMCMC, CMSAF)					4503.00	4503.00	4503.00	4503.00	4503.00	4503.00	4503.00	4503.00	4503.00	4503.00	4503.00
E-9	-	-	-	-	-	-	2877.30	2942.10	3008.40	3078.00	3147.00	3207.60	3375.90	3507.30	3704.70
E-8	-	-	-	-	-	2412.60	2482.50	2547.30	2613.60	2682.90	2743.80	2811.30	2976.60	3108.90	3308.40
E-7	1684.80	1818.90	1885.50	1952.10	2018.70	2082.90	2149.50	2216.70	2316.60	2382.60	2448.60	2480.40	2647.20	2778.90	2976.60
E-6	1449.30	1579.80	1645.50	1715.40	1779.90	1844.10	1911.60	2010.00	2073.30	2140.20	2172.60	2172.60	2172.60	2172.60	2172.60
E-5	1271.70	1384.20	1451.40	1514.70	1614.30	1680.30	1746.30	1811.10	1844.10	1844.10	1844.10	1844.10	1844.10	1844.10	1844.10
E-4	1185.90	1252.80	1326.60	1428.60	1485.30	1485.30	1485.30	1485.30	1485.30	1485.30	1485.30	1485.30	1485.30	1485.30	1485.30
E-3	1117.80	1179.00	1225.80	1274.70	1274.70	1274.70	1274.70	1274.70	1274.70	1274.70	1274.70	1274.70	1274.70	1274.70	1274.70
E-2	1075.80	1075.80	1075.80	1075.80	1075.80	1075.80	1075.80	1075.80	1075.80	1075.80	1075.80	1075.80	1075.80	1075.80	1075.80
E-1 >4 mo.	959.40	959.40	959.40	959.40	959.40	959.40	959.40	959.40	959.40	959.40	959.40	959.40	959.40	959.40	959.40
E-1 <4 mo.	887.70	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Public Law No.105-261, FY 1999 Defense Auth Act, signed into law on October 17,1998

Table 6-7A: 1999 General Schedule Pay Table  
Annual Pay - Incorporates a 3.1% General Increase, Effective 1 January 1999

GS Grade	Step									
	1	2	3	4	5	6	7	8	9	10
1	13,362	13,807	14,252	14,694	15,140	15,401	15,838	16,281	16,299	16,718
2	15,023	15,380	15,878	16,299	16,482	16,967	17,452	17,937	18,422	18,907
3	16,392	16,938	17,484	18,030	18,576	19,122	19,668	20,214	20,760	21,306
4	18,401	19,014	19,627	20,240	20,853	21,466	22,079	22,692	23,305	23,918
5	20,588	21,274	21,960	22,646	23,332	24,018	24,704	25,390	26,076	26,762
6	22,948	23,713	24,478	25,243	26,008	26,773	27,538	28,303	29,068	29,833
7	25,501	26,351	27,201	28,051	28,901	29,751	30,601	31,451	32,301	33,151
8	28,242	29,183	30,124	31,065	32,006	32,947	33,888	34,829	35,770	36,711
9	31,195	32,235	33,275	34,315	35,355	36,395	37,435	38,475	39,515	40,555
10	34,353	35,498	36,643	37,788	38,933	40,078	41,223	42,368	43,513	44,658
11	37,744	39,002	40,260	41,518	42,776	44,034	45,292	46,550	47,808	49,066
12	45,236	46,744	48,252	49,760	51,268	52,776	54,284	55,792	57,300	58,808
13	53,793	55,586	57,379	59,172	60,965	62,758	64,551	66,344	68,137	69,930
14	63,567	65,686	67,805	69,924	72,043	74,162	76,281	78,400	80,519	82,638
15	74,773	77,265	79,757	82,249	84,741	87,233	89,725	92,217	94,709	97,201

Table 6-7B: 1999 Senior Executive Service (SES), Senior Level (SL) and Scientific/Professional (ST) Pay Table

Annual Pay - Effective Since 1 January 1998

<u>SES</u>		<u>SL/ST</u>	
ES-1	102,300	Minimum	89,728
ES-2	107,100	Maximum	118,400
ES-3	112,000		
ES-4	118,000		
ES-5	118,400		

Table 6-7C: 1999 Executive Schedule Pay Table

Annual Pay - Effective Since 1 January 1998

<u>Level</u>	<u>Salary</u>
V	110,700
IV	118,400
III	125,900
II	136,700
I	151,800

(This page intentionally left blank)

## **PART VII: GLOSSARY**

(This page intentionally left blank)

## Definitions of Terms

**AC:** Active Component.

**Active Guard and Reserve:** National Guard and Reserve members who are on voluntary active duty providing full-time support to National Guard, Reserve, and Active component organizations for the purpose of organizing, administering, recruiting, instructing, or training the Reserve components. Also called AGR.

**Active Reserve:** The Marine Corps equivalent to AGR personnel. Also called AR.

**AFRC:** United States Air Force Reserve Component. Includes United States Air Force Reserve and Air National Guard.

**Authorization:** A funded manpower position. Some terms used synonymously have been authorized strength report; distributable billets; force structure allowance; force structure authorizations; funded peacetime authorizations; manning level; programmed manning; and position.

**Defense Mission Categories (DMC).** The DMC structure divides DoD programs into three basic categories: major force missions, defense-wide missions, and defense-wide support missions. All force components are allocated to specific DMCs, with no position being counted more than once. DMCs were created at the request of Congress for a mission-oriented budget.

**End Strength:** Manpower strength as of the last day of the fiscal year. The term may be further defined in combination with other terms but always indicates personnel strength as of September 30:

- *Actual* end strength - Prior fiscal year personnel.
- *Authorized* - As contained in a Service or DoD budget.
- *Requested (or programmed)* - As contained within the DoD Future Years Defense Program (FYDP).

**Force Structure:** The numbers, size, and composition of the units that comprise our Defense forces; e.g., divisions, ships, air wings.

**Full-Time Equivalent (FTE):** Civilian end strength measured in the budget. FTE is calculated by dividing the total numbers of hours worked (or programmed) by the number of compensable hours in the fiscal year.

**Individuals:** Transients, trainees (includes Reserve Component training pipeline for the Reserve Component), patients, prisoners, holdees, cadets, and students -- personnel not filling programmed manpower structure spaces.

**Individual Mobilization Augmentee (IMA):** Individuals carried in the SELRES programmed manning who fill Active Component billets upon mobilization. IMA billets are not included in Active Component Programmed Manpower Structure in the DMRR.

**Inventory:** The actual personnel strength for a prior year.

**Mobilization Manpower:** Mobilization manpower is the time-phased build-up of manpower needed above our current peacetime strength to prepare for and conduct wartime military operations. Additional military and civilian personnel are necessary to bring our current peacetime forces up to their full wartime strengths; to man activated units, ships, and squadrons; and to replace casualties.

**RC:** Reserve Component; the Air Force also uses the term Air Reserve Components (ARC).

**Ready Reserve:** The Selected Reserve, Individual Ready Reserve, and Inactive National Guard liable for active duty as prescribed by law (Title 10 U.S.C.).

**Round Out:** An Army term wherein Reserve Component units are assigned to Active Component divisions to make up the difference between the number of Active Component units required in a standard division configuration and the number of Active Component units actually assigned. These Reserve Component units are scheduled to deploy with the Active Component division, or as soon thereafter as possible.

**Round Up:** An Army term wherein Reserve Component units are assigned to Active Component divisions to augment the division structure. These Reserve Component units are scheduled to deploy with Active Component divisions, or as soon thereafter as possible.

**Selected Reserve (SELRES):** Those units and individuals within the Ready Reserve designated by their respective Services and approved by the Joint Chiefs of Staff as so essential to initial wartime missions that they have priority over all other Reserves. All Selective Reservists are in an active status. The SELRES consists of Active Guard and Reserve personnel, trained individuals (IMAs), members of SELRES units, and also includes persons performing initial active duty for training.

**Training and Administration of Reserves (TAR):** A Navy term referring to full-time manpower support to the Navy Reserve. This manpower is budgeted and accounted for within the SELRES.

**Training Pipeline:** Reserve component military personnel in training status, including training/pay categories F, L, P, Q, S, T, and X.

**Trained Strength in Units:** The number of personnel in SELRES unit(s) who have completed 12 weeks of basic military training (or its equivalent) and are eligible for deployment overseas, on land, when mobilized under proper authorities. Excludes personnel in non-deployable accounts. The reserve component manpower category functionally equivalent to active component programmed manning.

## Defense Mission Categories (DMC)

**Major Force Missions:** Encompass all primary combatant force-related activities and the programs that directly support them.

**Strategic Forces:** Consists of all strategic offensive, defensive and C3 forces and the programs that directly support them.

**Strategic Offense:** Consists of all strategic bomber forces, land and sea based missile forces and the programs that directly support them.

**Strategic Defense:** Consists of space and missile defense systems, interceptor forces, surveillance forces and the programs that directly support them.

**Strategic Command, Control and Communications (C3):** Consists of all surveillance and warning systems, command centers and communications in support of strategic forces.

**General Purpose Forces:** Consists of all general purpose land forces, tactical air forces, naval forces, mobility forces, and special operations forces and the programs that directly support them.

**Land Forces:** Consists of all Army and Marine Corps ground forces and Army special mission forces and the programs that directly support them.

**Tactical Air Forces:** Consists of air-to-air/air-to-ground combat aircraft squadrons and the programs that directly support them.

**Naval Forces:** Consists of all Naval tactical air forces, sea based ASW air forces, surface combat ships and submarines, maritime patrol and undersea surveillance forces, non-strategic nuclear forces, amphibious and mine warfare forces and the programs that directly support them.

**Mobility Forces:** Consists of all multimode and intermodal lift forces, airlift forces, sealift forces, land mobility forces and the programs that directly support them.

**Special Operations Forces:** Consists of special operations forces operational and support activities.

**General Purpose Support:** Consists of general support applicable to all tactical forces.

**Theater Missile Defense:** Consists of programs for anti-tactical ballistic missile defense systems

**Counter Drug Support:** Consists of all service and defense agency support to the OSD Counterdrug program.

**Defense-Wide Missions:** Consists of major operational or technical support functions not unique to a specific DoD component.

**Intelligence & Communications:** Consists of intelligence and communications mission activities and the programs that directly support them.

**Intelligence:** Consists of the National Foreign Intelligence Program, other intelligence activities, counter-intelligence and investigative activities.

**General Research and Development:** Consists of all science and technology and undistributed development programs.

**Science and Technology Program:** Consists of all technology base and advanced technology development programs.

**Undistributed Development Programs:** Consists of all undistributed advanced and engineering development programs.

**RDT&E Management and Support:** Consists of all R&D support and R&D base operations and management headquarters programs.

**Other Defense-Wide Missions:** Consists of the geophysical sciences, space launch support, nuclear weapons support and international support.

**Geophysical Sciences:** Consists of all geophysical activities and the programs that directly support them.

**Space Launch Support:** Includes DoD applications for the space shuttle, consolidated space operations center, space test program, and other space support activities.

**Nuclear Weapons Support:** Includes the Defense Nuclear Agency (DNA), Joint Atomic Information Exchange Group Support, management headquarters at DNA, and Defense Communications System support to the DNA.

**International Support:** Includes NATO infrastructure, technology transfer functions, NATO research and development, military assistance groups, and other international activities.

**Defense-Wide Support Missions:** Encompasses all defense-wide support missions including the following: personnel programs for recruitment, retention training, medical care, etc.; logistics support programs such as central supply and maintenance; and other centralized support such as departmental headquarters.

**Logistical Support:** Consists of all central supply and maintenance operations and other logistics support activities.

**Supply Operations:** Includes supply depot operations, inventory control points, and supply management functions, procurement operations, operation and management to commissary retail sales stores, cash requirements of stock funds, and other activities in support of the supply system.

**Maintenance Operations:** Includes depot level maintenance of equipment at depots, missile facilities, munitions facilities, avionics facilities, and for ship and ordnance and maintenance activities. Costs for depot level maintenance work performed under contract is also included.

**Other Logistical Support:** Consists of logistics support to R&D, procurement and military construction activities, logistic base operations, and management headquarters and other logistics support.

**Personnel Support:** Consists of all personnel acquisition activities and the programs that directly support them.

**Personnel Acquisition:** Includes recruiting, examining and processing personnel into the military service and for advertising in support of recruiting activities. Also includes the Service Academies and Reserve Officer Training Corps programs.

**Training:** Consists of all military and civilian personnel training, flight, intelligence skill, and health personnel training programs and the programs that directly support them.

**Medical:** Consists of all hospitals and other medical activities and the programs that directly support them.

**Individuals: Includes** military personnel placed in the personnel holding account because they are not available for assignment to a unit for medical or disciplinary reasons, or are about to be discharged. Also included are military personnel not assigned to a unit because they are in transit to the next permanent duty station, to schooling or other training.

**Federal Agency Support:** Includes military and civilian assigned on a non reimbursable basis to activities or functions not part of the military functions of the Department of Defense such as the Executive Offices of the President, Commerce Department, Interior Department Justice Department, State Department or Transportation Department.

**Other Personnel Support:** Consists of all family housing, dependent education, and other personnel support activities and the programs that directly support them.

**Other Centralized Support:** Consists of departmental headquarters and undistributed adjustments.

**Departmental Headquarters:** Consists of departmental headquarters activities and their direct support.

(This page intentionally left blank)



