



DEFENSE MANPOWER REQUIREMENTS REPORT

Fiscal Year 2011

**Prepared by
Office of the Under Secretary of Defense
for Personnel and Readiness**

**Requirements and Program & Budget
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Preface

Introduction

The Secretary of Defense hereby submits to the Congress the Defense Manpower Requirements Report (DMRR) for fiscal year (FY) 2011 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 FY2011 Budget.

Organization of the Report

This report explains the Department of Defense (DoD) manpower requirements incorporated in the President's Budget for FY2011. The report is organized into five chapters.

- Chapter 1 contains an overview of the total number of Defense-wide personnel both military and civilian. It provides a clear and succinct picture of manpower in the Department and provides the basis for the rest of this report.
- Chapter 2 shows the estimated manpower requirements by force and infrastructure categories for each of the Services along with details on military technicians, numbers that provide full-time support to the Selected Reserves, the manpower in the Defense-level activities and accounts, and manpower required to be stationed overseas and afloat.
- Chapter 3 shows the flow of active duty officer and enlisted personnel through each of the Services for the current and next five FYs. It provides a general summary of the flow, listing beginning and end strength numbers by officer and enlisted grades accounting for retirements, promotions, deaths, etc. It also provides a more detailed look at retirements individually by pay grade and years of service.
- Chapter 4 contains medical manpower requirements and justifications. It displays the number of military medical personnel by corps or designation, for both the active and Reserve component within the DoD.
- Chapter 5 contains narrative manpower request justifications from the Services.

Manpower Requirements Overview

Our Armed Services represent the most capable military forces ever assembled – enabled by a superb All Volunteer Force. Each day, Soldiers, Sailors, Marines, and Airmen serve proudly throughout the world, often in harm's way. They are supported by thousands of DoD civilians and contractors, many of whom serve alongside them in overseas locations. Operations in Iraq, Afghanistan and elsewhere have stressed our military forces, requiring increases to active component (AC) end strengths and extensive use of our Reserve component (RC). This clearly demonstrates the flexibility inherent in our All Volunteer Force.

In addition to fielding operating forces, the Department has a substantial commitment to supporting many Defense and non-DoD missions/organizations. Table 2-4 in Chapter 2 provides information on military manpower assigned outside the parent Services.

Manpower is not a requirement in itself. Our manpower investments must complement those in many areas, such as platforms, weapons, maintenance, and training, to deliver capabilities (such as combat air dominance or logistics lift). These capabilities are the real requirements. For manpower, we believe it is important that all the Services define their workload requirements such that capabilities can be operationalized in a cost-effective manner. Otherwise, we would fail to have adequate funds to pay for other required capability enablers. In addition to arriving at a fiscally informed Total Force manpower solution(s), we must work with them to ensure personnel policies, including compensation, are aligned to help attract, develop, and retain the All Volunteer Force's soldiers, sailors, Marines, and airmen.

The Total Force

The data within this report are broken down by many of the various components that make up the Total Force. This section provides a description of all of the components of the Total Force in order to better help the reader understand and interpret the rest of the report.

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 (AC) Military. The AC 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 (RC) Military. The RC military is composed of both Reserve and Guard forces. The Army, Navy, Marine Corps, and Air Force 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 RC units, individual reservists assigned to AC 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 RC force structure, IMAs are assigned to, and trained for, AC 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 RCs.
 - Individual Ready Reserve (IRR). The IRR is a manpower pool consisting mainly of trained individuals who have previously served in AC 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 RC and/or AC 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 of 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. This category does not include those paid through non-appropriated 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 2461 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.

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Chapter 1: Department Overview

The tables in this chapter provide an overview of Defense-wide manpower, both military and civilian. They give the most succinct picture of manpower in the Department for the previous, current, and next FYs, and provide the basis for the rest of this report. A more specific summary of each table follows.

Table 1-1 gives an overview of total Department manpower for the previous, current, and next FYs broken down by Service, Active/Reserve, and Civilians. Table 1-1 provides a picture of all Defense-wide manpower which the rest of the tables in this report will expand upon in greater depth.

Table 1-2a shows the active component military manpower totals by personnel category (i.e., officer, enlisted, and cadet/midshipmen) for each Service for the previous, current, and next FYs. Table 1-2b shows the same information for the RCs.

Table 1-3 presents the numbers of major military force units (land, air, naval, mobility, strategic, C4ISR) supported by the overall manpower by type and component, for the previous, current, and next FYs.

Table 1-4 shows the active military manpower assigned within a unit force-structure and projected strength estimates for categories of individuals not in the unit force-structure and consisting generally of transients, holdees, students, trainees, and cadets/midshipmen.

Table 1-1: Department of Defense Manpower Totals

Service	Category	FY09 Actual	FY10 Estimate	FY11 Estimate
Army*	Active:			
	Military	553.1	562.4	569.4
	Civilian	263.2	250.5	258.3
	Subtotal	816.3	812.9	827.7
	Selected Reserve:			
	National Guard	358.4	358.2	358.2
	Reserve	205.3	205.0	205.0
	Subtotal	563.7	563.2	563.2
Total, Military	1,116.8	1,125.6	1,132.6	
Total, Army	1,380.0	1,376.1	1,390.9	
Navy**	Active:			
	Military	329.3	328.8	328.7
	Civilian	176.2	178.6	181.8
	Subtotal	505.4	507.4	510.4
	Selected Reserve	66.5	65.5	65.5
	Total, Military	395.8	394.3	394.2
	Total, Navy	571.9	572.9	575.9
Marine Corps	Active:			
	Military	202.7	202.1	202.1
	Civilian	19.3	18.4	22.3
	Subtotal	222.0	220.5	224.4
	Selected Reserve	38.5	39.6	39.6
	Total, Marine Corps	260.5	260.1	264.0
Air Force	Active:			
	Military	333.4	331.7	332.2
	Civilian	168.8	179.0	192.6
	Subtotal	502.2	510.7	524.8
	Selected Reserve:			
	National Guard	109.2	106.7	106.7
	Reserve	68.0	69.5	71.2
	Subtotal	177.2	176.2	177.9
Total, Military	510.6	507.9	510.1	
Total, Air Force	679.4	686.9	702.7	
Defense-Wide	Military	Included in Service totals		
	Civilian	124.6	129.4	135.7
Total DoD	Active:			
	Military	1,418.5	1,425.0	1,432.4
	Civilian	752.0	756.0	790.7
	Subtotal	2,170.5	2,181.0	2,223.0
	Selected Reserve:			
	National Guard	467.6	464.9	464.9
	Reserve	378.3	379.6	381.3
	Subtotal	845.9	844.5	846.2
Total, Military	2,264.4	2,269.5	2,278.6	
Total, DoD	3,016.4	3,025.5	3,069.2	

Numbers may not add due to rounding.

in Thousands

* Army Active Military includes 15,000 end-strength funded in the FY 2009 and FY 2010 OCO budgets. And 22,000 funded in the 2011 OCO budget.

** Navy Active Military includes 5,100 end strength funded in the FY2009 OCO budget and 4,400 end-strength funded in the FY 2010 OCO budget.

Table 1-2a: Active Military Manpower Totals by Personnel Category

Service	Category	FY09	FY10	FY11
		Actual	Estimate	Estimate
Army	Commissioned/Warrant Officers	90.5	94.1	95.1
	Enlisted Personnel	458.0	463.8	469.8
	Cadets	4.6	4.5	4.5
	Total	553.1	562.4	569.4
Navy	Commissioned/Warrant Officers	51.6	52.5	53.1
	Enlisted Personnel	273.2	271.9	271.2
	Midshipmen	4.5	4.4	4.4
	Total	329.3	328.8	328.7
Marine Corps	Commissioned/Warrant Officers	20.6	21.2	21.6
	Enlisted Personnel	182.1	180.9	180.5
	Cadets	0.0	0.0	0.0
	Total	202.7	202.1	202.1
Air Force	Commissioned Officers	65.5	63.9	64.8
	Enlisted Personnel	263.4	263.8	263.4
	Cadets	4.6	4.0	4.0
	Total	333.4	331.7	332.2
Total Active Duty	Commissioned/Warrant Officers	228.2	231.7	234.6
	Enlisted Personnel	1,176.6	1,180.5	1,184.9
	Cadets/Midshipmen	13.7	12.9	12.9
	Total	1,418.5	1,425.0	1,432.4

Numbers may not add due to rounding.

in Thousands

Table 1-2b: Selected Reserve Military Manpower Totals by Personnel Category

Component	Category	FY09	FY10	FY11
		Actual	Estimate	Estimate
Army National Guard	Commissioned/Warrant Officers	40.7	39.8	40.4
	Enlisted Personnel	317.7	318.4	317.8
	Total	358.4	358.2	358.2
Army Reserve	Commissioned/Warrant Officers	36.0	37.5	38.6
	Enlisted Personnel	169.3	167.5	166.4
	Total	205.3	205.0	205.0
Navy Reserve	Commissioned/Warrant Officers	14.5	15.3	15.3
	Enlisted Personnel	52.0	50.2	50.2
	Total	66.5	65.5	65.5
Marine Corps Reserve	Commissioned/Warrant Officers	3.7	3.7	3.8
	Enlisted Personnel	34.8	35.9	35.8
	Total	38.5	39.6	39.6
Air National Guard	Commissioned Officers	14.3	15.8	15.8
	Enlisted Personnel	94.9	90.9	90.9
	Total	109.2	106.7	106.7
Air Force Reserve	Commissioned Officers	14.8	15.2	15.6
	Enlisted Personnel	53.2	54.3	55.6
	Total	68.0	69.5	71.2
Total Selected Reserve	Commissioned/Warrant Officers	124.0	127.3	129.5
	Enlisted Personnel	721.9	717.2	716.7
	Total	845.9	844.5	846.2

Numbers may not add due to rounding.

in Thousands

Table 1-3: Major Military Force Units

Major Force Program	Component	FY09	FY10	FY11
		Actual	Estimate	Estimate
Strategic Forces				
Air Offense Squadrons	Active	10	11	11
	Guard/Reserve	1	1	1
Ballistic Missile Submarines (SSBN) ICBMs	Active	14	14	14
	Active	450	450	450
Land Forces				
Army Divisions	Active	10	10	10
	Guard/Reserve	8	8	8
Brigade Combat Teams (BCTs)*	Active	44	45	45
	Guard/Reserve	28	28	28
Marine Divisions	Active	3	3	3
	Guard/Reserve	1	1	1
Air Forces				
Air Force Squadrons	Active	67	64	64
	Guard/Reserve	54	54	54
Carrier Squadrons	Active	76	76	76
	Guard/Reserve	3	3	3
Marine Squadrons	Active	63	66	68
	Guard/Reserve	5	5	6
Navy ASW and FAD Squadrons	Active	36	36	36
	Guard/Reserve	0	0	0
Navy Special Mission Squadrons	Active	6	6	6
	Guard/Reserve	5	5	5
Naval Forces				
Amphibious Assault Ships	Active	31	30	29
Attack Submarines	Active	54	53	53
Guided Missile Submarines (SSGN)	Active	4	4	4
Patrol Ships/Mine Warfare Ships	Active	24	24	27
	Guard/Reserve	0	0	0
Surface Combatants	Active	102	103	103
	Guard/Reserve	9	9	9
C4ISR				
Counter Drug Support Squadrons	Active	0	0	0
	Guard/Reserve	0	0	0
Reconnaissance	Active	17	20	20
	Guard/Reserve	4	4	4
Space Squadrons	Active	76	75	75
	Guard/Reserve	17	17	17
Mobility Forces				
Air Force Airlift Squadrons	Active	45	45	45
	Guard/Reserve	45	44	44
Air Refueling Squadrons	Active	16	20	20
	Guard/Reserve	31	31	31
Naval Fixed Wing Airlift Squadrons	Active	2	2	2
	Guard/Reserve	15	15	15
Naval Rotary Wing Heavy Lift Squadrons	Active	2	2	2
	Guard/Reserve	0	0	0
Sealift Forces	Naval Auxiliary Ships	1	1	1
	Military Sealift Command Ships	179	177	177

* BCTs are counted at EDATE (beginning of activation or conversion), active BCTs take 12 months and ARNG BCTs take 48 months to convert / activate.

Table 1-4: Active Military Manpower in Units and Individuals Account

Service	Account	FY09 Actual			FY10 Estimate			FY11 Estimate		
		Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
Army	In Units	74.2	406.1	480.3	81.7	409.7	491.4	82.7	415.7	498.4
	Individuals:									0.0
	Transients	1.0	8.6	9.6	1.1	9.9	11.0	1.1	9.9	11.0
	Trainees/Students	15.2	42.1	57.3	11.2	42.9	54.1	11.2	42.9	54.1
	Cadets	4.6	0.0	4.6	4.5	0.0	4.5	4.5	0.0	4.5
	Patients/Prisoners/ Holdees	0.1	1.2	1.3	0.1	1.3	1.4	0.1	1.3	1.4
	Undistributed Manning	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Total End Strength	95.1	458.0	553.1	98.6	463.8	562.4	99.6	469.8	569.4
Navy	In Units	44.1	242.4	286.5	45.0	241.4	286.4	45.5	239.5	285.0
	Individuals:									
	Transients	1.4	7.3	8.7	1.4	7.2	8.6	1.4	7.3	8.7
	Trainees/Students	6.0	22.0	28.0	6.0	21.8	27.8	6.1	22.9	29.0
	Midshipmen	4.5	0.0	4.5	4.4	0.0	4.4	4.4	0.0	4.4
	Patients/Prisoners/ Holdees	0.1	1.5	1.6	0.1	1.5	1.6	0.1	1.5	1.6
	Undistributed Manning	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Total End Strength	56.1	273.2	329.3	56.9	271.9	328.8	57.5	271.2	328.7
Marine Corps	In Units	17.3	156.3	173.6	17.4	158.1	175.5	17.8	157.1	174.9
	Individuals:									
	Transients	1.2	3.3	4.5	0.5	3.1	3.6	0.5	3.1	3.6
	Trainees/Students	2.1	22.0	24.1	3.3	19.1	22.4	3.3	19.7	23.0
	Patients/Prisoners/ Holdees	0.0	0.5	0.5	0.0	0.6	0.6	0.0	0.6	0.6
	Undistributed Manning	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Total End Strength	20.6	182.1	202.7	21.2	180.9	202.1	21.6	180.5	202.1
	Air Force	In Units	58.9	239.6	298.5	56.7	235.3	292.0	57.6	238.5
Individuals:										
Transients		0.0	3.3	3.3	0.8	3.5	4.3	0.8	3.5	4.3
Trainees/Students		6.6	20.2	26.8	6.3	21.3	27.5	6.7	20.4	27.1
Cadets		4.6	0.0	4.6	4.0	0.0	4.0	4.0	0.0	4.0
Patients/Prisoners/ Holdees		0.0	0.2	0.2	0.0	0.2	0.2	0.0	0.2	0.2
Undistributed Manning		0.0	0.0	0.0	0.1	3.6	3.7	-0.4	0.8	0.4
Total End Strength		70.1	263.3	333.4	67.9	263.8	331.7	64.8	263.4	332.2
Total DoD	In Units	194.5	1,044.4	1,238.9	200.8	1,044.5	1,245.3	203.6	1,050.8	1,254.4
	Individuals:									
	Transients	3.6	22.5	26.1	3.8	23.7	27.5	3.8	23.8	27.6
	Trainees/Students	29.9	106.3	136.2	26.8	105.1	131.8	27.3	105.9	133.2
	Cadets/Midshipmen	13.7	0.0	13.7	12.9	0.0	12.9	8.9	0.0	12.9
	Patients/Prisoners/ Holdees	0.2	3.4	3.6	0.2	3.6	3.8	0.2	3.6	3.8
	Undistributed Manning	0.0	0.0	0.0	0.1	3.6	3.7	-0.4	0.8	0.4
	Total End Strength	241.9	1,176.6	1,418.5	244.6	1,180.4	1,425.0	243.5	1,184.9	1,432.4

Numbers may not add due to rounding.

in Thousands

Chapter 2: Service and Defense-Level Summaries

The tables in this chapter show the estimated manpower requirements by force and infrastructure categories for each of the Services along with details on military technicians, numbers that provide full-time support to the Reserve, the manpower in the Defense-level activities and accounts, and manpower required to be stationed overseas and afloat. A more specific summary of each table follows.

Tables 2-1a through 2-1d give end strength summaries for total military and civilian manpower by force and infrastructure for the previous, current, and next FYs. The table is broken down into two halves. The first half contains force totals and three sub-categories of expeditionary forces, deterrence and protection forces, and other forces. The second half has the infrastructure totals in 11 sub-categories ranging from logistics and communication to training, science and technology. Each table also includes a grand total and the percentage of the total that the infrastructure represents.

Table 2-2 shows the numbers of military technicians assigned, authorized, and required by status and organization for the previous, current, and next FYs for the Army and Air Force. Totals are given in thousands for both high-priority units and other units for dual and non-dual status individuals.

Table 2-3 shows the full-time support to the Selected Reserve for the previous, current, and next FYs. Sub-totals for AGR, technicians, and civilian are given for each RC.

Table 2-4 shows the manpower in Defense-level activities and accounts for the previous, current, and next FYs. Components are organized in sub-categories of Office of the Secretary of Defense (OSD) level, Defense Agencies, Defense Field Activities, Other Defense-Wide Organizations, Joint Staff and Unified/Combined Commands, and Program Manager Manpower.

Table 2-5 shows the Service-level manpower required to be stationed in foreign countries and ships afloat for previous, current, and next FYs.

Table 2-1a: Army Military and Civilian Manpower by Force and Infrastructure Category

Category	FY09 Actual				FY10 Estimate				FY11 Estimate			
	Active	SELRES	Civilian	Total	Active	SELRES	Civilian	Total	Active	SELRES	Civilian	Total
Forces												
Expeditionary Forces	390.8	491.7	52.6	935.1	391.8	484.4	48.2	924.4	394.6	487.7	49.2	931.5
Deterrence & Protection Forces	0.7	1.2	1.4	3.3	0.8	1.2	1.5	3.5	0.8	1.2	1.5	3.5
Other Forces	10.4	0.4	4.6	15.4	11.2	0.5	5.0	16.7	11.2	0.5	5.4	17.1
Forces Total	401.9	493.3	58.6	953.8	403.8	486.1	54.7	944.6	406.6	489.4	56.1	952.1
Infrastructure												
Force Installations	2.2	0.0	37.7	39.9	2.1	0.0	39.5	41.6	2.0	0.0	40.4	42.4
Communications & Information	0.9	0.2	3.2	4.3	0.9	0.2	4.1	5.2	0.9	0.2	4.5	5.6
Science & Technology Program	0.7	0.0	12.1	12.8	0.7	0.0	9.8	10.5	0.7	0.0	10.2	10.9
Acquisition	3.0	0.0	11.2	14.2	3.1	0.0	11.0	14.1	3.1	0.0	11.6	14.7
Central Logistics	1.1	18.7	45.3	65.1	1.0	14.9	46.0	61.9	1.1	14.8	45.7	61.6
Defense Health Program	23.8	0.0	35.2	59.0	25.9	0.0	29.2	55.1	26.2	0.0	31.7	57.9
Central Personnel Administration	23.4	10.8	8.1	42.3	25.1	20.1	8.3	53.5	25.1	16.8	8.4	50.3
Central Personnel Benefits Programs	1.1	0.0	3.5	4.6	1.1	0.0	3.7	4.8	1.1	0.0	3.3	4.4
Central Training	78.4	18.5	20.1	117.0	76.0	20.3	20.6	116.9	75.2	20.3	21.7	117.2
Departmental Management	8.5	22.0	27.3	57.8	9.3	21.5	22.8	53.6	9.8	21.6	23.8	55.2
Other Infrastructure	3.5	0.2	0.9	4.6	8.9	0.1	0.8	9.8	13.1	0.1	0.9	14.1
Cadets/Midshipmen	4.6	0.0	0.0	4.6	4.5	0.0	0.0	4.5	4.5	0.0	0.0	4.5
Infrastructure Total	151.2	70.4	204.6	426.2	158.6	77.1	195.8	431.5	162.8	73.8	202.2	438.8
Grand Total	553.1	563.7	263.2	1,380.0	562.4	563.2	250.5	1,376.1	569.4	563.2	258.3	1,390.9
Infrastructure as a Percentage of Total	27%	12%	78%	31%	28%	14%	78%	31%	29%	13%	78%	32%
Numbers may not add due to rounding.											# in Thousands	

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Table 2-1b: Navy Military and Civilian Manpower by Force and Infrastructure Category

Category	FY09 Actual				FY10 Estimate				FY11 Estimate			
	Active	SELRES	Civilian	Total	Active	SELRES	Civilian	Total	Active	SELRES	Civilian	Total
Forces												
Expeditionary Forces	168.5	25.8	12.0	206.3	167.8	24.7	12.4	204.8	167.7	25.0	12.5	205.2
Deterrence & Protection Forces	10.1	2.9	4.1	17.1	10.6	2.8	4.4	17.8	10.7	2.8	4.5	18.0
Other 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
Forces Total	178.6	28.7	16.1	223.4	178.4	27.5	16.7	222.6	178.4	27.8	17.1	223.3
Infrastructure												
Force Installations	18.9	5.7	22.7	47.3	19.3	5.7	22.3	47.2	18.5	5.5	22.8	46.8
Communications & Information	3.8	0.5	1.3	5.6	3.6	0.5	1.5	5.6	3.5	0.5	1.5	5.5
Science & Technology Program	0.0	0.0	2.3	2.3	0.0	0.0	2.3	2.3	0.0	0.0	2.3	2.3
Acquisition	4.0	0.6	61.6	66.2	4.1	0.6	61.7	66.4	4.2	0.6	62.8	67.6
Central Logistics	6.1	7.1	40.4	53.6	6.5	7.6	41.6	55.7	6.5	7.7	40.9	55.1
Defense Health Program	26.5	0.0	12.9	39.4	27.6	0.0	13.3	40.9	28.1	0.0	14.1	42.2
Central Personnel Administration	19.2	2.0	1.9	23.1	17.2	1.9	2.0	21.1	17.0	1.9	2.1	21.0
Central Personnel Benefits Programs	1.2	0.2	0.7	2.1	1.3	0.2	0.7	2.2	1.3	0.2	0.7	2.2
Central Training	47.5	3.0	5.2	55.7	47.3	2.9	4.7	54.9	47.7	2.8	4.8	55.3
Departmental Management	16.8	13.3	3.4	33.5	16.7	13.3	3.5	33.5	16.7	13.1	4.8	34.6
Other Infrastructure	2.2	5.4	7.7	15.3	2.5	5.4	8.3	16.2	2.4	5.4	8.0	15.8
Cadets/Midshipmen	4.5	0.0	0.0	4.5	4.4	0.0	0.0	4.4	4.4	0.0	0.0	4.4
Infrastructure Total	150.7	37.8	160.0	348.5	150.4	38.1	161.9	350.4	150.3	37.7	164.7	352.7
Grand Total	329.3	66.5	176.2	571.9	328.8	65.5	178.6	573.0	328.7	65.5	181.8	575.9
Infrastructure as a Percentage of Total	46%	57%	91%	61%	46%	58%	91%	61%	46%	58%	91%	61%
Numbers may not add due to rounding.											# in Thousands	

Table 2-1c: Marine Corps Military and Civilian Manpower by Force and Infrastructure Category

Category	FY09 Actual				FY10 Estimate				FY11 Estimate			
	Active	SELRES	Civilian	Total	Active	SELRES	Civilian	Total	Active	SELRES	Civilian	Total
Forces												
Expeditionary Forces	138.1	0.0	0.0	138.1	139.2	0.0	0.0	139.2	138.6	0.0	0.0	138.6
Deterrence & Protection 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
Other Forces	1.1	38.5	0.0	39.6	1.1	39.6	0.0	40.7	1.1	39.6	0.0	40.7
Forces Total	139.2	38.5	0.0	177.7	140.3	39.6	0.0	179.9	139.7	39.6	0.0	179.3
Infrastructure												
Force Installations	20.6	0.0	5.8	26.4	20.6	0.0	5.5	26.1	20.6	0.0	6.7	27.3
Communications & Information	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Science & Technology Program	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Acquisition	1.1	0.0	0.5	1.6	1.1	0.0	0.5	1.6	1.1	0.0	0.6	1.7
Central Logistics	7.3	0.0	2.1	9.4	7.3	0.0	2.4	9.7	7.3	0.0	2.9	10.2
Defense Health Program	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Central Personnel Administration	6.3	0.0	1.9	8.2	6.3	0.0	1.9	8.2	6.3	0.0	2.2	8.5
Central Personnel Benefits Programs	1.1	0.0	0.4	1.5	1.1	0.0	0.4	1.5	1.1	0.0	0.5	1.6
Central Training	24.1	0.0	7.7	31.8	22.4	0.0	6.8	29.2	23.0	0.0	8.2	31.2
Departmental Management	2.0	0.0	0.5	2.5	2.0	0.0	0.4	2.4	2.0	0.0	0.6	2.6
Other Infrastructure	1.0	0.0	0.4	1.4	1.0	0.0	0.5	1.5	1.0	0.0	0.6	1.6
Infrastructure Total	63.5	0.0	19.3	82.8	61.8	0.0	18.4	80.2	62.4	0.0	22.3	84.7
Grand Total	202.7	38.5	19.3	260.5	202.1	39.6	18.4	260.1	202.1	39.6	22.3	264.0
Infrastructure as a Percentage of Total	31%	0%	100%	32%	31%	0%	100%	31%	31%	0%	100%	32%
Numbers may not add due to rounding.											# in Thousands	

Table 2-1d: Air Force Military and Civilian Manpower by Force and Infrastructure Category

Category	FY09 Actual				FY10 Estimate				FY11 Estimate			
	Active	SELRES	Civilian	Total	Active	SELRES	Civilian	Total	Active	SELRES	Civilian	Total
Forces												
Expeditionary Forces	175.5	113.0	33.6	322.1	164.1	117.9	35.2	317.2	167.7	119.6	36.1	323.4
Deterrence & Protection Forces	7.2	2.4	3.0	12.6	8.1	2.3	3.1	13.4	7.6	2.4	3.5	13.5
Other Forces	24.5	8.5	6.0	39.0	27.1	9.6	8.3	45.1	28.4	10.8	9.2	48.4
Forces Total	207.2	123.8	42.7	373.7	199.3	129.8	46.6	375.7	203.6	132.9	48.8	385.3
Infrastructure												
Force Installations	6.3	11.3	23.8	41.3	7.1	10.0	31.5	48.6	6.4	10.0	35.4	51.9
Communications & Information	3.0	0.1	4.7	7.8	3.0	0.1	4.2	7.3	2.9	0.1	4.4	7.5
Science & Technology Program	0.9	0.0	4.5	5.5	0.9	0.0	4.0	4.9	0.9	0.0	4.2	5.1
Acquisition	6.8	0.7	10.8	18.3	7.5	0.7	12.0	20.2	7.8	0.7	14.9	23.4
Central Logistics	1.7	0.9	40.8	43.4	1.6	0.8	36.4	38.8	1.6	0.8	37.0	39.4
Defense Health Program	31.8	0.0	6.5	38.3	31.5	0.0	7.4	38.9	31.5	0.0	7.3	38.8
Central Personnel Administration	7.1	2.0	1.6	10.7	7.9	2.3	1.7	11.9	7.9	2.3	2.3	12.5
Central Personnel Benefits Programs	1.2	0.1	3.5	4.8	1.1	0.0	4.7	5.8	1.0	0.0	5.7	6.7
Central Training	40.5	14.6	15.4	70.5	40.8	9.7	13.6	64.0	40.1	9.3	14.8	64.2
Departmental Management	13.9	9.3	11.6	34.9	15.1	9.7	13.4	38.3	15.5	8.6	14.6	38.8
Other Infrastructure	8.5	14.4	2.9	25.8	11.9	13.1	3.6	28.6	8.8	13.1	3.3	25.2
Cadets/Midshipmen	4.6	0.0	0.0	0.0	4.0	0.0	0.0	4.0	4.0	0.0	0.0	4.0
Infrastructure Total	126.2	53.4	126.1	305.7	132.4	46.4	132.5	311.3	128.6	45.0	143.8	317.4
Grand Total	333.4	177.2	168.8	679.4	331.7	176.2	179.0	686.9	332.2	177.9	192.6	702.7
Infrastructure as a Percentage of Total	38%	30%	75%	45%	40%	26%	74%	45%	39%	25%	75%	45%
Numbers may not add due to rounding.											# in Thousands	
Central Training Includes Cadets												

Table 2-2: Military Technicians Assigned, Authorized, and Required by Status and Organization

Component		High-Priority Units			Other			Total		
		Dual Status	Non-Dual Status	Total	Dual Status	Non-Dual Status	Total	Dual Status	Non-Dual Status	Total
		FY09 Actual								
Army National Guard	Required	34.6	0.0	34.6	5.0	1.8	6.8	39.6	1.8	41.4
	Estimate	21.9	0.0	21.9	4.5	2.5	7.0	26.4	2.5	28.9
	Actual	22.6	0.0	22.6	4.6	1.6	6.2	27.3	1.6	28.9
Army Reserve	Required	6.5	0.4	6.9	2.0	0.1	2.1	8.5	0.5	9.0
	Estimate	6.5	0.4	6.9	2.0	0.1	2.1	8.5	0.5	9.0
	Actual	6.5	0.4	6.9	2.1	0.1	2.2	8.6	0.5	9.1
Air National Guard	Required	22.5	0.4	22.9	0.0	0.0	0.0	22.5	0.4	22.9
	Estimate	22.5	0.4	22.9	0.0	0.0	0.0	22.5	0.4	22.9
	Actual	22.2	0.4	22.6	0.0	0.0	0.0	22.2	0.4	22.6
Air Force Reserve	Required	9.5	0.0	9.5	0.0	0.0	0.0	9.5	0.0	9.5
	Estimate	10.1	0.0	10.1	0.0	0.0	0.0	10.1	0.0	10.1
	Actual	9.2	0.0	9.2	0.0	0.0	0.0	9.2	0.0	9.2
		FY10 Estimate								
Army National Guard	Required	34.6	0.0	34.6	5.0	1.8	6.8	39.6	1.8	41.4
	Estimate	22.6	0.0	22.6	4.6	2.2	6.8	27.2	2.2	29.4
Army Reserve	Required	6.5	0.4	6.9	2.0	0.1	2.1	8.5	0.5	9.0
	Estimate	6.5	0.4	6.9	2.0	0.1	2.1	8.5	0.5	9.0
Air National Guard	Required	22.3	0.4	22.7	0.0	0.0	0.0	22.3	0.4	22.7
	Estimate	22.3	0.4	22.7	0.0	0.0	0.0	22.3	0.4	22.7
Air Force Reserve	Required	10.3	0.0	10.3	0.0	0.0	0.0	10.3	0.0	10.3
	Estimate	10.4	0.1	10.5	0.0	0.0	0.0	10.4	0.1	10.5
		FY11 Estimate								
Army National Guard	Required	34.6	0.0	34.6	5.0	1.8	6.8	39.6	1.8	41.4
	Estimate	22.6	0.0	22.6	4.6	2.5	7.1	27.2	2.5	29.7
Army Reserve	Required	6.5	0.4	6.9	2.0	0.1	2.1	8.5	0.5	9.0
	Estimate	6.5	0.4	6.9	2.0	0.1	2.1	8.5	0.5	9.0
Air National Guard	Required	22.4	0.4	22.8	0.0	0.0	0.0	22.4	0.4	22.8
	Estimate	22.4	0.4	22.8	0.0	0.0	0.0	22.4	0.4	22.8
Air Force Reserve	Required	10.4	0.0	10.4	0.0	0.0	0.0	10.4	0.0	10.4
	Estimate	10.7	0.1	10.8	0.0	0.0	0.0	10.7	0.1	10.8

Numbers may not add due to rounding.

in Thousands

Table 2-3: Full-Time Support to the Selected Reserves

Component	FY09 Actual	FY10 Estimate	FY11 Estimate
Army National Guard			
Active Guard/Reserve*	28.8	32.1	32.1
Army Guard Technicians:			
Dual Status	27.3	27.2	27.2
Non-Dual Status	1.6	2.2	2.5
Active Component with Reserve Unit	0.2	0.2	0.2
Civilians	0.5	1.1	1.2
Subtotal	58.4	62.8	63.2
Army Reserve			
Active Guard/Reserve	16.3	16.3	16.3
Army Reserve Technicians:			
Dual Status	8.6	8.5	8.5
Non-Dual Status	0.5	0.5	0.5
Active Component with Reserve Unit	0.1	0.1	0.1
Civilians	1.2	1.5	1.5
Subtotal	26.7	26.9	26.9
Navy Reserve			
Active Guard/Reserve	11.1	10.8	10.7
Active Component with Reserve Units	2.8	2.7	2.7
Civilians	1.0	1.0	0.9
Subtotal	14.9	14.5	14.4
Marine Corps Reserve			
Active Guard/Reserve	2.2	2.3	2.3
Active Component with Reserve Units	4.4	4.4	4.4
Civilians	0.2	0.2	0.2
Subtotal	6.8	7.0	7.0
Air National Guard			
Active Guard/Reserve	14.2	14.6	14.6
Air Guard Technicians:			
Dual Status	22.2	22.3	22.4
Non-Dual Status	0.4	0.4	0.4
Active Component with Reserve Unit	0.2	0.2	0.2
Civilians	0.2	0.2	0.2
Subtotal	37.2	37.7	37.8
Air Force Reserve			
Active Guard/Reserve	2.7	2.9	3.0
Air Reserve Technicians:			
Dual Status	9.2	10.4	10.7
Non-Dual Status	0.0	0.1	0.1
Active Component with Reserve Unit	0.7	0.5	0.5
Civilians	3.9	4.0	4.0
Subtotal	16.5	17.9	18.3
DoD Totals			
Active Guard/Reserve	75.2	78.9	78.8
Military Technicians	69.7	71.6	72.3
Active Component with Reserve Unit	8.4	8.1	8.1
Civilians	7.1	7.9	8.0
Total	160.3	166.5	167.2

Numbers may not add due to rounding.

in Thousands

Table 2-4: Manpower in Defense-Level Activities and Accounts

Activity	FY09 Actual*				FY10 Estimate*				FY11 Estimate*			
	Active	SELRES	Civilian	Total	Active	SELRES	Civilian	Total	Active	SELRES	Civilian	Total
OSD-Level												
Office of the Inspector General	28	0	1,515	1,543	28	0	1,614	1,642	28	0	1,653	1,681
Office of the Secretary of Defense**	418	171	1,711	2,300	405	171	2,012	2,588	399	171	2,276	2,846
Defense Agencies												
Defense Advanced Research Projects Agency (DARPA)	9	0	161	170	17	0	183	200	17	0	183	200
Defense Business Transformation Agency (DBTA)	8	0	278	286	7	0	370	377	7	0	336	343
Defense Commissary Agency (DeCA)	5	0	14,767	14,772	5	0	14,681	14,686	4	0	14,753	14,757
Defense Contract Audit Agency (DCAA)	0	0	3,994	3,994	0	0	4,043	4,043	0	0	4,183	4,183
Defense Contract Management Agency (DCMA)	559	41	9,452	10,052	563	41	9,453	10,057	563	41	9,482	10,086
Defense Finance and Accounting Service† (DFAS)	28	0	11,650	11,678	28	0	12,396	12,424	29	0	13,094	13,123
Defense Legal Services Agency (DLSA)	92	0	265	357	206	0	191	397	206	0	191	397
Defense Logistics Agency (DLA)	528	733	24,468	25,729	598	759	27,069	28,426	598	759	27,492	28,849
Defense Security Cooperation Agency (DSCA)	123	3	710	836	127	3	813	943	133	4	858	995
Defense Security Service (DSS)	0	0	727	727	7	0	862	869	7	0	1,030	1,037
Defense Threat Reduction Agency (DTRA)	650	1	1,164	1,815	761	1	1,226	1,988	770	1	1,342	2,113
Pentagon Force Protection Agency (PFPA)	22	0	1,146	1,168	22	0	1,207	1,229	22	0	1,310	1,332
Missile Defense Agency (MDA)	135	0	1,294	1,429	135	0	2,200	2,335	135	0	2,600	2,735

*Military end strength numbers shown for information only, accounted for in Service manpower totals.

**OSD manpower decremented to show Defense Test Resource Management Center as a separate DoD Field Activity.

†The military increase is due to a revised MOA negotiated between DFAS and the USMC.

The civilian increase is due to a staffing up in WCF due to BRAC closures, DIMHRS delay, and Retired and Annuitant Pay In-sourcing

Table 2-4 (continued): Manpower in Defense-Level Activities and Accounts

Activity	FY09 Actual*				FY10 Estimate*				FY11 Estimate*			
	Active	SELRES	Civilian	Total	Active	SELRES	Civilian	Total	Active	SELRES	Civilian	Total
Defense Field Activities												
Defense Media Activity (DMA)	1,027	42	682	1,751	996	42	765	1,803	982	42	808	1,832
Defense Human Resources Activity (DHRA)	14	1	939	954	14	1	1,198	1,213	14	1	1,318	1,333
Defense Prisoner of War/ Missing Persons Office	46	0	69	115	46	0	85	131	46	0	87	133
Defense Technical Information Center (DTIC)	0	0	307	307	0	0	307	307	0	0	307	307
Defense Technology Security Administration (DTSA)	30	27	168	225	20	27	174	221	18	27	177	222
Defense Test Resource Management Center (DTRMC)	3	0	31	34	3	0	31	34	3	0	31	34
DoD Education & MCFP Managed Programs	1	0	12,536	12,537	1	0	12,767	12,768	1	0	12,702	12,703
Office of Economic Adjustment (OEA)	3	0	38	41	3	0	41	44	3	0	41	44
Tricare Management Activity (TMA)	57	0	625	682	39	0	703	742	47	0	714	761
Washington Headquarters Services (WHS)	184	0	1,337	1,521	188	0	1,494	1,682	187	0	1,496	1,683
Other Defense-Wide Organizations												
Defense Acquisition University (DAU)	62	0	462	524	52	0	465	517	52	0	616	668
National Defense University (NDU)	242	9	439	690	200	9	469	678	200	9	505	714
Uniformed Services University of the Health Sciences (USUHS)	919	0	682	1,601	920	0	669	1,589	920	0	669	1,589
United States Court of Appeals for the Armed Services	0	0	59	59	0	0	59	59	0	0	59	59
Communications and Classified Programs†	11,717	366	43,024	55,107	11,947	366	45,855	58,168	12,045	366	47,320	59,731

* Military end strength numbers shown for information only, accounted for in Service manpower totals.

† Includes Defense Information Systems Agency (DISA) and classified programs.

Table 2-4 (continued): Manpower in Defense-Level Activities and Accounts

Activity	FY09 Actual*				FY10 Estimate*				FY11 Estimate*			
	Active	SELRES	Civilian	Total	Active	SELRES	Civilian	Total	Active	SELRES	Civilian	Total
Joint Staff & Unified/Combined Commands												
Chairman, Joint Chiefs of Staff (CJCS) Controlled Activities	79	0	2	81	83	0	2	85	79	0	2	81
The Joint Chiefs of Staff (TJS)	991	27	213	1,231	1,002	27	284	1,313	1,002	27	313	1,342
North American Aerospace Defense Cmd. (NORAD)	190	40	46	276	207	40	73	320	207	40	78	325
North Atlantic Treaty Organization (NATO)	3,010	5	60	3,075	3,010	6	70	3,086	3,007	6	71	3,084
US African Command (USAFRICOM)	573	35	528	1,136	729	320	717	1,766	791	322	754	1,867
US Central Command (USCENTCOM)	1,279	564	371	2,214	1,606	544	721	2,871	1,547	544	956	3,047
US European Command (USEUCOM)	1,181	732	653	2,566	1,202	644	719	2,565	1,159	644	751	2,554
US Joint Forces Command (USJFCOM)	1,461	1,046	1,329	3,836	1,431	1,021	1,535	3,987	1,437	1,021	1,772	4,230
US Northern Command (USNORTHCOM)	709	103	618	1,430	717	105	803	1,625	723	105	817	1,645
US Pacific Command (USPACOM)	2,002	998	882	3,882	2,102	976	1,020	4,098	2,025	976	1,096	4,097
US Southern Command (USSOUTHCOM)	892	238	654	1,784	889	237	719	1,845	885	237	724	1,846
US Special Operations Command (USSOCOM) ¹	2,612	79	1,437	4,128	2,746	78	1,548	4,372	2,727	78	1,700	4,505
US Strategic Command (USSTRATCOM)	1,582	515	764	2,861	1,704	501	1,135	3,340	1,977	501	1,269	3,747
US Transportation Command (USTRANSCOM) ²	592	270	471	1,333	676	270	458	1,404	662	274	593	1,529
Program Manager Manpower												
Defense Health Program (DHP) ³	79,388	0	53,727	133,115	83,126	0	48,540	131,666	83,979	0	51,895	135,874
Special Operations Forces (SOF) ⁴	41,087	6,791	3,833	51,711	42,782	6,818	4,159	53,759	44,861	6,830	4,546	56,237
Transportation Working Capital Fund (TWCF) ⁵	12,023	0	3,882	15,905	13,398	0	3,927	17,325	13,396	0	3,907	17,303

*Military end strength numbers and civilian FTEs shown for information only, accounted for in Service or Defense-wide manpower totals.

¹Includes USSOCOM joint activities only.

²Includes USTRANSCOM joint activities only. Excludes MIP civilians

³Less TRICARE Management Activity and Uniformed Service University of Sciences

⁴Includes Military Department Major Force Program 11 activities only.

⁵Includes Military Department TWCF activities only.

Table 2-5: Service-Level Manpower Required to be Stationed in Foreign Countries and Ships Afloat

Service	Category	Overseas			Afloat		
		FY09	FY10	FY11	FY09	FY10	FY11
		Actual	Estimate	Estimate	Actual	Estimate	Estimate
Army	Active Duty	98.8	96.2	93.1	0.0	0.0	0.0
	Guard/Reserve	20.6	23.6	23.1	0.0	0.0	0.0
	Civilian	40.7	40.3	40.6	0.0	0.0	0.0
	Total	160.1	160.1	156.8	0.0	0.0	0.0
Navy	Active Duty	18.4	17.2	16.8	121.5	119.5	118.4
	Reserve	4.4	4.4	4.4	5.0	4.7	4.6
	Civilian	18.3	18.4	18.4	6.9	7.4	7.1
	Total	41.1	40.0	39.6	133.4	131.6	130.1
Marine Corps	Active Duty	43.8	24.6	24.7	6.6	4.5	4.5
	Reserve	0.0	0.0	0.0	0.0	0.0	0.0
	Civilian	4.0	4.0	4.0	0.0	0.0	0.0
	Total	47.8	28.6	28.7	6.6	4.5	4.5
Air Force	Active Duty	55.2	53.9	54.0	0.0	0.0	0.0
	Guard/Reserve	1.7	0.4	0.5	0.0	0.0	0.0
	Civilian	12.5	12.7	12.7	0.0	0.0	0.0
	Total	69.5	66.9	67.2	0.0	0.0	0.0

Numbers may not add due to rounding.

in Thousands

Chapter 3: Officer and Enlisted Flow Data

The tables in this chapter illustrate the flow of active duty personnel through the individual Services. For each Service, there will be a series of four tables presented. These tables include officer and enlisted gains and losses for the current and next five FYs and officer and enlisted retirements by years of service for the current and next five FYs. A more specific summary of each table follows.

In tables 3-1a through 3-1d and 3-3a through 3-3d active duty gains and losses are presented for the current and next five FYs for each of the individual Services by officer and enlisted personnel categories, respectively. Each table includes beginning strength and various categories of gains and losses tabulated to determine the end strength at each grade. Since the individual Services use different approaches to tracking flow, direct comparisons between Services may not be possible.

In tables 3-2a through 3-2d officer active duty retirements are presented by grade and years of commissioned service (YOCS) for the current and next five FYs for each of the individual Services. In tables 3-4a through 3-4d enlisted active duty retirements are presented by grade and years of service (YOS) for the current and next five FYs for each of the individual Services. The tables are divided by officer grades (O-1 to O-10) and enlisted grades (E-1 to E-9) and years of service ranging from 1 to 30+.

Table 3-1a: Army Active Duty Officer Gains and Losses

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	
FY 2010																
Begin Strength	12	53	82	162	4,261	9,435	16,512	26,064	7,877	10,603	523	2,487	3,510	5,555	3,138	90,275
Motion In	2	10	27	42	678	1,776	3,920	5,561	5,736	0	100	498	883	1,048	0	20,281
Regular Accessions	0	0	1	0	46	114	129	152	104	4,109	0	0	0	0	0	4,656
Commissioning & Transfer Programs	0	0	0	0	7	25	30	141	21	1,718	4	19	21	15	1,071	3,072
Direct Appointments & Health Profession Scholarship	0	0	0	0	19	25	45	512	252	193	0	0	0	0	0	1,047
Other Gains	0	0	0	1	11	20	27	134	54	149	0	0	0	0	0	397
Total Gains	2	10	28	43	762	1,961	4,151	6,500	6,167	6,169	104	517	904	1,063	1,071	29,452
Motion Out	0	2	10	27	42	678	1,776	3,920	5,561	5,736	0	100	498	883	1,048	20,281
Regular Separations	0	0	1	1	16	26	67	812	121	22	1	3	4	32	3	1,109
Retirements (Disability & Non-Disability)	3	8	17	15	631	1,026	503	104	15	3	86	289	319	49	2	3,070
Separation Programs	0	0	0	0	0	1	10	90	56	41	0	0	2	20	16	235
Attrition & Other Losses	0	0	1	1	28	86	345	1,722	192	67	5	19	43	104	15	2,626
Total losses	3	11	28	43	717	1,816	2,700	6,649	5,945	5,869	92	411	866	1,087	1,084	27,321
End Strength	12	53	82	162	4,306	9,580	17,963	25,915	8,099	10,903	536	2,593	3,547	5,531	3,126	92,406
FY 2011																
Begin Strength	12	53	82	162	4,306	9,580	17,963	25,915	8,099	10,903	536	2,593	3,547	5,531	3,126	92,406
Motion In	3	11	28	43	681	1,750	2,073	5,725	5,648	0	89	471	971	1,096	0	18,589
Regular Accessions	0	0	1	0	43	106	119	141	96	3,794	0	0	0	0	0	4,299
Commissioning & Transfer Programs	0	0	0	0	7	23	28	130	19	1,586	4	19	21	15	1,094	2,947
Direct Appointments & Health Profession Scholarship	0	0	0	0	18	24	42	473	232	178	0	0	0	0	0	967
Other Gains	0	0	0	1	10	18	25	123	50	138	0	0	0	0	0	366
Total Gains	3	11	29	44	758	1,921	2,287	6,592	6,046	5,696	93	490	992	1,111	1,094	27,168
Motion Out	0	3	11	28	43	681	1,750	2,073	5,725	5,648	0	89	471	971	1,096	18,589
Regular Separations	0	0	1	1	16	26	67	817	122	23	1	3	4	32	3	1,115
Retirements (Disability & Non-Disability)	3	8	17	15	635	1,032	506	105	15	3	86	291	321	49	2	3,089
Separation Programs	0	0	0	0	0	1	10	91	56	41	0	0	2	20	16	237
Attrition & Other Losses	0	0	1	1	28	86	347	1,733	193	67	5	19	43	105	15	2,643
Total losses	3	12	29	44	722	1,826	2,680	4,819	6,111	5,782	92	402	842	1,176	1,132	25,673
End Strength	12	53	82	161	4,343	9,674	17,570	27,688	8,034	10,816	537	2,681	3,698	5,466	3,088	93,901

Table 3-1a (continued): Army Active Duty Officer Gains and Losses

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	
FY 2012																
Begin Strength	12	53	82	161	4,343	9,674	17,570	27,688	8,034	10,816	537	2,681	3,698	5,466	3,088	93,901
Motion In	3	12	30	46	690	1,663	2,868	5,788	5,658	0	54	296	1,008	1,092	0	19,208
Regular Accessions	0	0	1	0	42	104	117	138	95	3,736	0	0	0	0	0	4,233
Commissioning & Transfer Programs	0	0	0	0	7	23	27	128	19	1,562	4	19	21	15	1,066	2,889
Direct Appointments & Health Profession Scholarship	0	0	0	0	17	23	41	466	229	175	0	0	0	0	0	952
Other Gains	0	0	0	1	10	18	25	122	49	136	0	0	0	0	0	360
Total Gains	3	12	31	47	766	1,831	3,078	6,642	6,050	5,609	58	315	1,029	1,107	1,066	27,643
Motion Out	0	3	12	30	46	690	1,663	2,868	5,788	5,658	0	54	296	1,008	1,092	19,208
Regular Separations	0	0	1	1	17	27	70	850	127	24	1	3	4	33	3	1,161
Retirements (Disability & Non-Disability)	3	8	17	16	661	1,074	526	109	16	3	90	303	334	51	2	3,215
Separation Programs	0	0	0	0	0	1	10	94	58	43	0	0	2	20	17	246
Attrition & Other Losses	0	0	1	1	29	90	361	1,803	201	70	5	20	45	109	16	2,750
Total losses	3	12	31	47	752	1,882	2,631	5,726	6,190	5,798	96	380	682	1,222	1,130	26,580
End Strength	12	53	82	161	4,356	9,623	18,017	28,604	7,893	10,627	499	2,616	4,044	5,351	3,024	94,964
FY 2013																
Begin Strength	12	53	82	161	4,356	9,623	18,017	28,604	7,893	10,627	499	2,616	4,044	5,351	3,024	94,964
Motion In	3	12	30	46	697	1,717	2,372	5,841	5,713	0	126	672	1,221	1,160	0	19,610
Regular Accessions	0	0	1	0	42	105	118	140	95	3,774	0	0	0	0	0	4,276
Commissioning & Transfer Programs	0	0	0	0	7	23	27	129	19	1,578	4	18	20	15	1,049	2,889
Direct Appointments & Health Profession Scholarship	0	0	0	0	18	23	42	471	231	177	0	0	0	0	0	961
Other Gains	0	0	0	1	10	18	25	123	50	137	0	0	0	0	0	364
Total Gains	3	12	31	47	774	1,887	2,584	6,703	6,109	5,665	130	690	1,241	1,175	1,049	28,101
Motion Out	0	3	12	30	46	697	1,717	2,372	5,841	5,713	0	126	672	1,221	1,160	19,610
Regular Separations	0	0	1	1	17	28	71	867	129	24	1	3	4	34	3	1,184
Retirements (Disability & Non-Disability)	3	9	18	16	674	1,095	537	112	16	3	92	309	341	52	2	3,278
Separation Programs	0	0	0	0	0	1	10	96	60	43	0	0	2	21	17	251
Attrition & Other Losses	0	0	1	1	30	91	368	1,839	205	72	5	20	46	111	16	2,804
Total losses	3	12	31	47	766	1,912	2,704	5,286	6,251	5,855	98	458	1,065	1,439	1,198	27,127
End Strength	12	54	82	161	4,364	9,597	17,898	30,022	7,751	10,437	531	2,849	4,220	5,087	2,874	95,938

Table 3-1a (continued): Army Active Duty Officer Gains and Losses

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	
FY 2014																
Begin Strength	12	54	82	161	4,364	9,597	17,898	30,022	7,751	10,437	531	2,849	4,220	5,087	2,874	95,938
Motion In	3	12	30	47	706	1,720	2,426	4,670	5,046	0	157	261	380	854	0	16,312
Regular Accessions	0	0	1	0	42	105	118	140	96	3,776	0	0	0	0	0	4,279
Commissioning & Transfer Programs	0	0	0	0	7	23	28	129	19	1,579	4	18	20	15	1,045	2,886
Direct Appointments & Health Profession Scholarship	0	0	0	0	18	23	42	471	231	177	0	0	0	0	0	962
Other Gains	0	0	0	1	10	18	25	123	50	137	0	0	0	0	0	364
Total Gains	3	12	31	48	783	1,890	2,639	5,533	5,442	5,669	161	279	400	869	1,045	24,804
Motion Out	0	3	12	30	47	706	1,720	2,426	4,670	5,046	0	157	261	380	854	16,312
Regular Separations	0	0	1	1	17	28	72	879	131	24	1	3	4	34	3	1,200
Retirements (Disability & Non-Disability)	3	9	18	16	683	1,110	544	113	17	3	93	313	346	53	2	3,322
Separation Programs	0	0	0	0	0	1	10	98	60	44	0	0	2	21	17	255
Attrition & Other Losses	0	0	1	1	30	93	374	1,864	208	73	5	20	46	113	17	2,842
Total losses	3	12	31	48	777	1,938	2,720	5,379	5,085	5,190	99	493	660	601	893	23,931
End Strength	12	54	81	161	4,370	9,549	17,816	30,175	8,108	10,916	593	2,634	3,960	5,355	3,026	96,811
FY 2015																
Begin Strength	12	54	81	161	4,370	9,549	17,816	30,175	8,108	10,916	593	2,634	3,960	5,355	3,026	96,811
Motion In	3	12	31	48	711	1,733	2,444	4,703	5,079	0	158	264	385	861	0	16,432
Regular Accessions	0	0	1	0	43	106	119	141	96	3,799	0	0	0	0	0	4,305
Commissioning & Transfer Programs	0	0	0	0	7	23	28	130	19	1,588	4	18	20	15	1,051	2,904
Direct Appointments & Health Profession Scholarship	0	0	0	0	18	24	42	474	233	178	0	0	0	0	0	968
Other Gains	0	0	0	1	10	18	25	124	50	138	0	0	0	0	0	367
Total Gains	3	12	32	49	788	1,904	2,658	5,571	5,477	5,703	162	282	405	876	1,051	24,975
Motion Out	0	3	12	31	48	711	1,733	2,444	4,703	5,079	0	158	264	385	861	16,432
Regular Separations	0	0	1	1	17	28	73	885	132	24	1	3	4	35	3	1,208
Retirements (Disability & Non-Disability)	3	9	18	16	687	1,118	548	114	17	4	94	315	348	53	2	3,345
Separation Programs	0	0	0	0	0	1	11	98	61	44	0	0	2	21	17	256
Attrition & Other Losses	0	0	1	1	30	93	376	1,877	209	73	5	20	47	113	17	2,862
Total losses	3	12	31	49	783	1,951	2,740	5,418	5,121	5,224	100	497	665	608	900	24,103
End Strength	12	54	82	161	4,375	9,502	17,734	30,329	8,464	11,395	655	2,420	3,700	5,623	3,177	97,683

Table 3-1b: Navy Active Duty Officer Gains and Losses

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	
FY 2010																
Begin Strength	10	42	78	106	3,319	6,868	10,316	16,282	6,396	6,579	65	406	595	553	0	51,615
Motion In	1	6	32	40	540	1,157	2,059	2,921	3,281	0	19	180	206	0	0	10,442
Regular Accessions	0	0	0	0	9	17	30	41	63	2,922	0	0	0	0	0	3,082
Commissioning & Transfer Programs	0	0	0	0	0	0	4	61	69	421	0	0	3	170	0	728
Direct Appointments & Health Profession Scholarship	0	0	0	0	2	1	28	428	90	201	0	0	0	15	0	765
Other Gains	0	0	0	0	19	14	10	2	0	0	0	0	0	0	0	45
Total Gains	1	6	32	40	570	1,189	2,131	3,453	3,503	3,544	19	180	209	185	0	15,062
Motion Out	0	0	30	24	25	540	1,170	2,063	2,908	3,279	0	19	178	206	0	10,442
Regular Separations	0	0	0	0	6	39	244	1,057	85	10	0	0	0	0	0	1,441
Retirements (Disability & Non-Disability)	1	9	16	17	384	514	564	172	14	2	45	64	51	7	0	1,860
Separation Programs	0	0	0	0	0	0	11	101	51	51	0	0	0	0	0	214
Attrition & Other Losses	0	0	0	0	7	9	35	69	24	32	0	1	0	0	0	177
Total losses	1	9	46	41	422	1,102	2,024	3,462	3,082	3,374	45	84	229	213	0	14,134
End Strength	10	39	64	105	3,467	6,955	10,423	16,273	6,817	6,749	39	502	575	525	0	52,543
FY 2011																
Begin Strength	10	39	64	105	3,467	6,955	10,423	16,273	6,817	6,749	39	502	575	525	0	52,543
Motion In	1	14	32	38	485	1,110	2,227	3,119	3,365	0	21	137	168	0	0	10,717
Regular Accessions	0	0	0	0	6	17	21	15	45	2,949	0	0	0	0	0	3,053
Commissioning & Transfer Programs	0	0	0	0	0	0	4	48	67	408	0	0	3	182	0	712
Direct Appointments & Health Profession Scholarship	0	0	0	0	2	2	25	431	86	194	0	0	0	10	0	750
Other Gains	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Gains	1	14	32	38	493	1,129	2,277	3,613	3,563	3,551	21	137	171	192	0	15,232
Motion Out	0	0	30	23	32	485	1,110	2,227	3,119	3,365	0	21	137	168	0	10,717
Regular Separations	0	0	0	0	6	42	267	1,200	98	12	0	0	0	0	0	1,625
Retirements (Disability & Non-Disability)	1	2	17	12	455	554	637	174	14	1	26	50	42	7	0	1,992
Separation Programs	0	0	0	0	0	0	6	103	14	38	0	0	0	0	0	161
Attrition & Other Losses	0	0	0	0	0	3	31	70	31	30	0	0	0	0	0	165
Total losses	1	2	47	35	493	1,084	2,051	3,774	3,276	3,446	26	71	179	175	0	14,660
End Strength	10	51	49	108	3,467	7,000	10,649	16,112	7,104	6,854	34	568	567	542	0	53,115

Table 3-1b (continued): Navy Active Duty Officer Gains and Losses

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	
FY 2012																
Begin Strength	10	51	49	108	3,467	7,000	10,649	16,112	7,104	6,854	34	568	567	542	0	53,115
Motion In	3	14	30	38	556	1,129	2,105	3,279	3,544	0	20	126	161	0	0	11,005
Regular Accessions	0	0	0	0	5	9	5	11	41	2,288	0	0	0	0	0	2,359
Commissioning & Transfer Programs	0	0	0	0	0	0	4	35	58	317	0	0	3	165	0	582
Direct Appointments & Health Profession Scholarship	0	0	0	0	0	2	20	389	72	172	0	0	0	13	0	668
Other Gains	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Gains	3	14	30	38	561	1,140	2,134	3,714	3,715	2,777	20	126	164	178	0	14,614
Motion Out	2	12	15	24	32	556	1,129	2,105	3,279	3,544	0	20	126	161	0	11,005
Regular Separations	0	0	0	0	1	35	316	1,339	86	31	0	0	0	1	0	1,809
Retirements (Disability & Non-Disability)	1	2	15	14	463	554	574	222	11	3	20	56	64	14	0	2,013
Separation Programs	0	0	0	0	0	0	4	110	145	89	0	1	0	0	0	349
Attrition & Other Losses	0	0	0	0	0	2	42	88	74	29	0	0	0	0	0	235
Total losses	3	14	30	38	496	1,147	2,065	3,864	3,595	3,696	20	77	190	176	0	15,411
End Strength	10	51	49	108	3,532	6,993	10,718	15,962	7,224	5,935	34	617	541	544	0	52,318
FY 2013																
Begin Strength	10	51	49	108	3,532	6,993	10,718	15,962	7,224	5,935	34	617	541	544	0	52,318
Motion In	3	14	30	38	528	1,100	2,048	3,365	3,551	0	20	111	161	0	0	10,969
Regular Accessions	0	0	0	0	6	6	6	8	50	2,759	0	0	0	0	0	2,835
Commissioning & Transfer Programs	0	0	0	0	0	0	4	29	62	411	0	0	3	159	0	668
Direct Appointments & Health Profession Scholarship	0	0	0	0	3	1	27	401	83	178	0	0	0	15	0	708
Other Gains	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Gains	3	14	30	38	537	1,107	2,085	3,803	3,746	3,348	20	111	164	174	0	15,180
Motion Out	2	12	16	23	32	528	1,100	2,048	3,365	3,551	0	20	111	161	0	10,969
Regular Separations	0	0	0	0	1	34	305	1,293	82	29	0	0	0	1	0	1,745
Retirements (Disability & Non-Disability)	1	3	14	14	433	521	555	215	11	3	20	92	62	7	0	1,951
Separation Programs	0	0	0	0	0	0	4	107	79	83	0	1	0	0	0	274
Attrition & Other Losses	0	0	0	0	18	20	70	109	54	27	0	3	3	5	0	309
Total losses	3	15	30	37	484	1,103	2,034	3,772	3,591	3,693	20	116	176	174	0	15,248
End Strength	10	50	49	109	3,585	6,997	10,769	15,993	7,379	5,590	34	612	529	544	0	52,250

Table 3-1b (continued): Navy Active Duty Officer Gains and Losses

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	
FY 2014																
Begin Strength	10	50	49	109	3,585	6,997	10,769	15,993	7,379	5,590	34	612	529	544	0	52,250
Motion In	2	14	31	38	533	1,183	2,042	3,544	2,777	0	20	143	170	0	0	10,497
Regular Accessions	0	0	0	0	6	6	6	8	50	2,813	0	0	0	0	0	2,889
Commissioning & Transfer Programs	0	0	0	0	0	0	4	38	62	411	0	0	3	159	0	677
Direct Appointments & Health Profession Scholarship	0	0	0	0	3	1	27	401	83	178	0	0	0	15	0	708
Other Gains	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Gains	2	14	31	38	542	1,190	2,079	3,991	2,972	3,402	20	143	173	174	0	14,771
Motion Out	2	12	16	23	32	533	1,183	2,042	3,544	2,777	0	20	143	170	0	10,497
Regular Separations	0	0	0	0	1	34	302	1,277	80	29	0	0	0	1	0	1,724
Retirements (Disability & Non-Disability)	0	2	15	15	470	515	548	210	11	3	20	91	61	7	0	1,968
Separation Programs	0	0	0	0	0	0	4	109	78	81	0	1	0	0	0	273
Attrition & Other Losses	0	0	0	0	18	20	70	109	54	27	0	3	3	5	0	309
Total losses	2	14	31	38	521	1,102	2,107	3,747	3,767	2,917	20	115	207	183	0	14,771
End Strength	10	50	49	109	3,606	7,085	10,741	16,237	6,584	6,075	34	640	495	535	0	52,250
FY 2015																
Begin Strength	10	50	49	109	3,606	7,085	10,741	16,237	6,584	6,075	34	640	495	535	0	52,250
Motion In	1	14	32	38	579	1,184	1,960	3,551	3,348	0	20	143	200	0	0	11,070
Regular Accessions	0	0	0	0	6	6	6	8	50	2,813	0	0	0	0	0	2,889
Commissioning & Transfer Programs	0	0	0	0	0	0	4	22	62	411	0	0	3	159	0	661
Direct Appointments & Health Profession Scholarship	0	0	0	0	3	1	27	401	83	152	0	0	0	15	0	682
Other Gains	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Gains	1	14	32	38	588	1,191	1,997	3,982	3,543	3,376	20	143	203	174	0	15,302
Motion Out	0	12	16	25	32	579	1,184	1,960	3,551	3,348	0	20	143	200	0	11,070
Regular Separations	0	0	0	0	1	34	302	1,208	80	29	0	0	0	1	0	1,655
Retirements (Disability & Non-Disability)	1	3	14	14	539	515	548	210	11	3	20	96	61	7	0	2,042
Separation Programs	0	0	0	0	0	0	4	109	78	81	0	1	0	0	0	273
Attrition & Other Losses	0	0	0	0	18	20	70	109	54	27	0	3	3	5	0	309
Total losses	1	15	30	39	590	1,148	2,108	3,596	3,774	3,488	20	120	207	213	0	15,349
End Strength	10	49	51	108	3,604	7,128	10,630	16,623	6,353	5,963	34	663	491	496	0	52,203

Table 3-1c: Marine Corps Duty Officer Gains and Losses

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	
FY 2010																
Begin Strength	4	17	23	41	686	1,868	3,757	5,913	3,088	3,278	96	268	532	813	255	20,639
Motion In	0	0	3	3	54	230	916	913	1,676	0	16	100	200	259	0	4,370
Regular Accessions	0	0	0	0	0	0	0	0	0	493	0	0	0	0	0	493
Commissioning & Transfer Programs	0	0	0	0	24	26	0	0	0	1,305	0	0	0	0	262	1,617
Direct Appointments & Health Profession Scholarship	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Gains	0	0	0	0	0	0	0	47	0	40	0	0	0	0	0	87
Total Gains	0	0	3	3	78	256	916	960	1,676	1,838	16	100	200	259	262	6,567
Motion Out	0	0	0	3	3	54	230	916	913	1,676	0	16	100	200	259	4,370
Regular Separations	0	0	0	0	0	0	0	0	393	0	0	0	0	38	0	431
Retirements (Disability & Non-Disability)	1	1	4	1	71	144	139	23	0	0	0	71	100	25	0	580
Separation Programs	0	0	0	0	0	0	71	25	2	0	0	0	0	0	0	98
Attrition & Other Losses	0	0	0	0	0	0	311	118	0	0	0	0	68	0	0	497
Total losses	1	1	4	4	74	198	751	1,082	1,308	1,676	0	87	268	263	259	5,976
End Strength	3	16	22	40	690	1,926	3,922	5,791	3,456	3,440	112	281	464	809	258	21,230
FY 2011																
Begin Strength	3	16	22	40	690	1,926	3,922	5,791	3,456	3,440	112	281	464	809	258	21,230
Motion In	0	0	0	0	62	262	424	1,120	1,679	0	0	0	192	265	0	4,004
Regular Accessions	0	0	0	0	0	0	0	0	0	510	0	0	0	0	0	510
Commissioning & Transfer Programs	0	1	5	2	22	22	0	0	0	1,282	0	0	0	0	262	1,596
Direct Appointments & Health Profession Scholarship	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Gains	0	0	0	0	0	0	0	47	0	46	0	0	0	0	0	93
Total Gains	0	1	5	2	84	284	424	1,167	1,679	1,838	0	0	192	265	262	6,203
Motion Out	0	0	0	0	0	62	262	424	1,120	1,679	0	0	0	192	265	4,004
Regular Separations	0	0	0	0	0	0	0	0	408	0	0	0	70	50	0	528
Retirements (Disability & Non-Disability)	0	1	5	2	86	174	169	27	0	0	1	1	122	30	0	618
Separation Programs	0	0	0	0	0	0	0	96	2	0	0	0	0	0	0	98
Attrition & Other Losses	0	0	0	0	0	50	2	503	0	0	0	0	0	0	0	555
Total losses	0	1	5	2	86	286	433	1,050	1,530	1,679	1	1	192	272	265	5,803
End Strength	3	16	22	40	688	1,924	3,913	5,908	3,605	3,599	111	280	464	802	255	21,630

Table 3-1c (continued): Marine Corps Duty Officer Gains and Losses

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	
FY 2012																
Begin Strength	3	16	22	40	688	1,924	3,913	5,908	3,605	3,599	111	280	464	802	255	21,630
Motion In	0	0	0	0	65	215	398	1,137	1,838	0	0	0	217	262	0	4,132
Regular Accessions	0	0	0	0	0	0	0	0	0	510	0	0	0	0	0	510
Commissioning & Transfer Programs	0	1	5	2	22	26	0	0	0	1,282	0	0	0	0	262	1,600
Direct Appointments & Health Profession Scholarship	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Gains	0	0	0	0	0	0	0	47	0	46	0	0	0	0	0	93
Total Gains	0	1	5	2	87	241	398	1,184	1,838	1,838	0	0	217	262	262	6,335
Motion Out	0	0	0	0	0	65	215	398	1,137	1,838	0	0	0	217	262	4,132
Regular Separations	0	0	0	0	0	0	3	47	699	0	0	0	80	20	0	849
Retirements (Disability & Non-Disability)	0	1	5	2	87	176	170	28	0	0	0	0	137	25	0	631
Separation Programs	0	0	0	0	0	0	0	96	2	0	0	0	0	0	0	98
Attrition & Other Losses	0	0	0	0	0	0	10	615	0	0	0	0	0	0	0	625
Total losses	0	1	5	2	87	241	398	1,184	1,838	1,838	0	0	217	262	262	6,335
End Strength	3	16	22	40	688	1,924	3,913	5,908	3,605	3,599	111	280	464	802	255	21,630
FY 2013																
Begin Strength	3	16	22	40	688	1,924	3,913	5,908	3,605	3,599	111	280	464	802	255	21,630
Motion In	0	0	0	0	64	216	398	1,137	1,838	0	0	0	217	262	0	4,132
Regular Accessions	0	0	0	0	0	0	0	0	0	510	0	0	0	0	0	510
Commissioning & Transfer Programs	0	3	5	2	22	24	0	0	0	1,282	0	0	0	0	262	1,600
Direct Appointments & Health Profession Scholarship	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Gains	0	0	0	0	0	0	0	47	0	46	0	0	0	0	0	93
Total Gains	0	3	5	2	86	240	398	1,184	1,838	1,838	0	0	217	262	262	6,335
Motion Out	0	0	0	0	0	64	216	398	1,137	1,838	0	0	0	217	262	4,132
Regular Separations	0	0	0	0	0	0	3	47	699	0	0	0	80	20	0	849
Retirements (Disability & Non-Disability)	0	3	5	2	86	176	169	28	0	0	0	0	137	25	0	631
Separation Programs	0	0	0	0	0	0	0	96	2	0	0	0	0	0	0	98
Attrition & Other Losses	0	0	0	0	0	0	10	615	0	0	0	0	0	0	0	625
Total losses	0	3	5	2	86	240	398	1,184	1,838	1,838	0	0	217	262	262	6,335
End Strength	3	16	22	40	688	1,924	3,913	5,908	3,605	3,599	111	280	464	802	255	21,630

Table 3-1c (continued): Marine Corps Duty Officer Gains and Losses

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	
FY 2014																
Begin Strength	3	16	22	40	688	1,924	3,913	5,908	3,605	3,599	111	280	464	802	255	21,630
Motion In	0	0	0	0	64	216	398	1,137	1,838	0	0	0	217	262	0	4,132
Regular Accessions	0	0	0	0	0	0	0	0	0	510	0	0	0	0	0	510
Commissioning & Transfer Programs	0	3	5	2	22	24	0	0	0	1,282	0	0	0	0	262	1,600
Direct Appointments & Health Profession Scholarship	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Gains	0	0	0	0	0	0	0	47	0	46	0	0	0	0	0	93
Total Gains	0	3	5	2	86	240	398	1,184	1,838	1,838	0	0	217	262	262	6,335
Motion Out	0	0	0	0	0	64	216	398	1,137	1,838	0	0	0	217	262	4,132
Regular Separations	0	0	0	0	0	0	3	47	699	0	0	0	80	20	0	849
Retirements (Disability & Non-Disability)	0	3	5	2	86	176	169	28	0	0	0	0	137	25	0	631
Separation Programs	0	0	0	0	0	0	0	96	2	0	0	0	0	0	0	98
Attrition & Other Losses	0	0	0	0	0	0	10	615	0	0	0	0	0	0	0	625
Total losses	0	3	5	2	86	240	398	1,184	1,838	1,838	0	0	217	262	262	6,335
End Strength	3	16	22	40	688	1,924	3,913	5,908	3,605	3,599	111	280	464	802	255	21,630
FY 2015																
Begin Strength	3	16	22	40	688	1,924	3,913	5,908	3,605	3,599	111	280	464	802	255	21,630
Motion In	0	0	0	0	64	216	398	1,137	1,838	0	0	0	217	262	0	4,132
Regular Accessions	0	0	0	0	0	0	0	0	0	510	0	0	0	0	0	510
Commissioning & Transfer Programs	0	3	5	2	22	24	0	0	0	1,282	0	0	0	0	262	1,600
Direct Appointments & Health Profession Scholarship	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Gains	0	0	0	0	0	0	0	47	0	46	0	0	0	0	0	93
Total Gains	0	3	5	2	86	240	398	1,184	1,838	1,838	0	0	217	262	262	6,335
Motion Out	0	0	0	0	0	64	216	398	1,137	1,838	0	0	0	217	262	4,132
Regular Separations	0	0	0	0	0	0	3	47	699	0	0	0	80	20	0	849
Retirements (Disability & Non-Disability)	0	3	5	2	86	176	169	28	0	0	0	0	137	25	0	631
Separation Programs	0	0	0	0	0	0	0	96	2	0	0	0	0	0	0	98
Attrition & Other Losses	0	0	0	0	0	0	10	615	0	0	0	0	0	0	0	625
Total losses	0	3	5	2	86	240	398	1,184	1,838	1,838	0	0	217	262	262	6,335
End Strength	3	16	22	40	688	1,924	3,913	5,908	3,605	3,599	111	280	464	802	255	21,630

Table 3-1d: Air Force Active Duty Officer Gains and Losses

Grade	Commissioned Officers										Total
	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	
FY 2010											
Begin Strength	14	39	106	156	3,676	10,082	14,045	23,364	7,208	6,806	65,496
Motion In	2	8	21	33	634	1,723	3,001	3,547	3,619	0	12,588
Regular Accessions	0	0	0	0	0	4	8	0	30	2,842	2,884
Commissioning & Transfer Programs	0	0	0	0	0	2	2	9	36	557	606
Direct Appointments & Health Profession Scholarship	0	0	0	0	0	223	285	525	144	0	1,177
Other Gains	0	0	0	0	0	0	0	0	0	0	0
Total Gains	2	8	21	33	634	1,952	3,296	4,081	3,829	3,399	17,255
Motion Out	0	2	8	21	33	634	1,723	3,001	3,547	3,619	12,588
Regular Separations	0	0	0	0	40	179	951	1,002	152	128	2,452
Retirements (Disability & Non-Disability)	4	10	19	13	473	1,017	718	175	11	2	2,442
Separation Programs	0	0	0	0	0	0	4	17	4	5	30
Attrition & Other Losses	0	0	0	0	0	2	21	106	22	34	185
Total losses	4	12	27	34	546	1,832	3,417	4,301	3,736	3,788	17,697
End Strength	12	35	100	155	3,764	10,202	13,924	23,144	7,301	6,417	65,054
FY 2011											
Begin Strength	12	35	100	155	3,764	10,202	13,924	23,144	7,301	6,417	65,054
Motion In	4	14	31	40	706	1,745	3,488	3,598	3,641	0	13,267
Regular Accessions	0	0	0	0	0	4	8	0	11	3,000	3,023
Commissioning & Transfer Programs	0	0	0	0	0	2	2	9	36	516	565
Direct Appointments & Health Profession Scholarship	0	0	0	0	0	2	36	566	163	435	1,202
Other Gains	0	0	0	0	0	0	0	0	0	0	0
Total Gains	4	14	31	40	706	1,753	3,534	4,173	3,851	3,951	18,057
Motion Out	0	4	14	31	40	706	1,745	3,488	3,598	3,641	13,267
Regular Separations	0	0	0	6	478	476	111	1,108	314	38	2,531
Retirements (Disability & Non-Disability)	2	7	16	12	443	872	804	167	11	2	2,336
Separation Programs	0	0	0	0	0	0	4	17	4	5	30
Attrition & Other Losses	0	0	0	0	0	2	21	106	22	34	185
Total losses	2	11	30	49	961	2,056	2,685	4,886	3,949	3,720	18,349
End Strength	14	38	101	146	3,509	9,899	14,773	22,431	7,203	6,648	64,762

Table 3-1d (continued): Air Force Active Duty Officer Gains and Losses

Grade	Commissioned Officers										Total
	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	
FY 2012											
Begin Strength	14	38	101	146	3,509	9,899	14,773	22,431	7,203	6,648	64,762
Motion In	2	15	37	49	601	1,596	2,992	3,561	4,075	0	12,928
Regular Accessions	0	0	0	0	0	4	8	0	11	2,986	3,009
Commissioning & Transfer Programs	0	0	0	0	0	2	2	9	36	556	605
Direct Appointments & Health Profession Scholarship	0	0	0	0	0	2	36	725	163	250	1,176
Other Gains	0	0	0	0	0	0	0	0	0	0	0
Total Gains	2	15	37	49	601	1,604	3,038	4,295	4,285	3,792	17,718
Motion Out	0	2	15	37	49	601	1,596	2,992	3,561	4,075	12,928
Regular Separations	0	0	0	1	10	95	817	1,251	223	38	2,435
Retirements (Disability & Non-Disability)	2	9	17	12	436	935	658	160	8	3	2,240
Separation Programs	0	0	0	0	0	0	4	18	4	5	31
Attrition & Other Losses	1	0	1	0	0	2	22	112	23	37	198
Total losses	3	11	33	50	495	1,633	3,097	4,533	3,819	4,158	17,832
End Strength	13	42	105	145	3,615	9,870	14,714	22,193	7,669	6,282	64,648
FY 2013											
Begin Strength	13	42	105	145	3,615	9,870	14,714	22,193	7,669	6,282	64,648
Motion In	3	10	22	32	479	1,507	2,702	3,723	3,909	0	12,387
Regular Accessions	0	0	0	0	0	4	8	0	6	2,991	3,009
Commissioning & Transfer Programs	0	0	0	0	0	2	2	9	36	556	605
Direct Appointments & Health Profession Scholarship	0	0	0	0	0	2	36	725	168	245	1,176
Other Gains	0	0	0	0	0	0	0	0	0	0	0
Total Gains	3	10	22	32	479	1,515	2,748	4,457	4,119	3,792	17,177
Motion Out	0	3	10	22	32	479	1,507	2,702	3,723	3,909	12,387
Regular Separations	0	0	0	1	25	46	442	874	170	47	1,605
Retirements (Disability & Non-Disability)	3	8	19	12	393	929	645	156	8	3	2,176
Separation Programs	0	0	0	0	0	0	4	18	4	5	31
Attrition & Other Losses	0	0	0	0	0	2	23	113	23	37	198
Total losses	3	11	29	35	450	1,456	2,621	3,863	3,928	4,001	16,397
End Strength	13	41	98	142	3,644	9,929	14,841	22,787	7,860	6,073	65,428

Table 3-1d (continued): Air Force Active Duty Officer Gains and Losses

Grade	Commissioned Officers										Total
	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	
FY 2014											
Begin Strength	13	41	98	142	3,644	9,929	14,841	22,787	7,860	6,073	65,428
Motion In	3	11	33	45	456	1,433	2,801	4,081	3,324	0	12,187
Regular Accessions	0	0	0	0	0	4	8	0	6	2,991	3,009
Commissioning & Transfer Programs	0	0	0	0	0	2	2	9	36	556	605
Direct Appointments & Health Profession Scholarship	0	0	0	0	0	2	36	725	168	245	1,176
Other Gains	0	0	0	0	0	0	0	0	0	0	0
Total Gains	3	11	33	45	456	1,441	2,847	4,815	3,534	3,792	16,977
Motion Out	0	3	11	33	45	456	1,433	2,801	4,081	3,324	12,187
Regular Separations	0	0	1	1	22	80	757	1,306	213	57	2,437
Retirements (Disability & Non-Disability)	3	9	16	11	389	903	630	152	8	3	2,124
Separation Programs	0	0	0	0	0	0	4	18	4	5	31
Attrition & Other Losses	0	0	0	0	0	2	23	113	22	38	198
Total losses	3	12	28	45	456	1,441	2,847	4,390	4,328	3,427	16,977
End Strength	13	40	103	142	3,644	9,929	14,841	23,212	7,066	6,438	65,428
FY 2015											
Begin Strength	13	40	103	142	3,644	9,929	14,841	23,212	7,066	6,438	65,428
Motion In	4	11	26	40	447	1,438	2,888	3,806	3,642	0	12,302
Regular Accessions	0	0	0	0	0	4	8	0	6	2,991	3,009
Commissioning & Transfer Programs	0	0	0	0	0	2	2	9	36	556	605
Direct Appointments & Health Profession Scholarship	0	0	0	0	0	2	36	725	168	245	1,176
Other Gains	0	0	0	0	0	0	0	0	0	0	0
Total Gains	4	11	26	40	447	1,446	2,934	4,540	3,852	3,792	17,092
Motion Out	0	4	11	26	40	447	1,438	2,888	3,806	3,642	12,302
Regular Separations	0	0	0	1	16	102	854	1,267	166	53	2,459
Retirements (Disability & Non-Disability)	3	7	17	11	391	894	617	151	8	3	2,102
Separation Programs	0	0	0	0	0	0	4	18	4	5	31
Attrition & Other Losses	0	0	0	0	0	3	21	113	23	38	198
Total losses	3	11	28	38	447	1,446	2,934	4,437	4,007	3,741	17,092
End Strength	14	40	101	144	3,644	9,929	14,841	23,315	6,911	6,489	65,428

Table 3-2a: Army Active Duty Officer Retirements by YOCS

FY 2010											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	3	8	16	11	145	9	3	0	0	0	195
29	0	0	0	2	47	5	1	0	0	0	55
28	0	0	0	1	64	31	1	0	0	0	97
27	0	0	0	1	69	22	2	1	0	0	94
26	0	0	0	0	117	32	3	0	0	0	153
25	0	0	0	0	55	43	6	0	0	0	105
24	0	0	0	0	30	60	21	0	0	0	112
23	0	0	0	0	21	83	19	1	0	0	124
22	0	0	0	0	22	131	37	1	0	0	191
21	0	0	0	0	23	184	53	3	0	0	263
20	0	0	0	0	20	361	192	11	0	0	584
19	0	0	0	0	1	28	19	1	0	0	48
18	0	0	0	0	0	6	11	1	0	0	18
17	0	0	0	0	0	4	19	1	0	0	25
16	0	0	0	0	0	3	21	3	0	0	27
15	0	0	0	0	0	1	17	2	0	0	21
14	0	0	0	0	1	1	16	2	0	0	20
13	0	0	0	0	0	1	13	3	0	0	17
12	0	0	0	0	0	1	14	3	0	0	18
11	0	0	0	0	0	0	12	5	0	0	18
10	0	0	0	0	0	0	7	17	0	0	25
9	0	0	0	0	0	0	1	5	0	0	6
8	0	0	0	0	0	0	2	6	0	0	8
7	0	0	0	0	0	0	1	4	1	0	6
6	0	0	0	0	0	0	0	8	1	0	9
5	0	0	0	0	0	1	1	9	1	0	11
4	0	0	0	0	1	2	0	11	1	0	15
3	0	0	0	0	3	4	1	5	6	0	18
2	0	0	0	0	2	4	2	1	4	0	14
1	0	0	0	0	7	8	7	2	1	2	26
0	0	0	0	0	0	0	0	0	0	0	0
Total	3	8	17	15	631	1,026	503	104	15	3	2,325
FY 2011											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	3	8	16	11	146	9	3	0	0	0	196
29	0	0	0	2	47	5	1	0	0	0	55
28	0	0	0	1	65	31	1	0	0	0	98
27	0	0	0	1	70	22	2	1	0	0	95
26	0	0	0	0	118	33	3	0	0	0	154
25	0	0	0	0	56	43	6	0	0	0	105
24	0	0	0	0	31	61	21	0	0	0	113
23	0	0	0	0	22	83	19	1	0	0	125
22	0	0	0	0	22	132	38	1	0	0	193
21	0	0	0	0	23	186	53	3	0	0	265
20	0	0	0	0	20	363	194	11	0	0	588
19	0	0	0	0	1	28	19	1	0	0	48
18	0	0	0	0	0	6	11	1	0	0	18
17	0	0	0	0	0	4	19	1	0	0	25
16	0	0	0	0	0	3	21	3	0	0	27
15	0	0	0	0	0	1	17	2	0	0	21
14	0	0	0	0	1	1	16	2	0	0	20
13	0	0	0	0	0	1	14	3	0	0	17
12	0	0	0	0	0	1	14	3	0	0	18
11	0	0	0	0	0	0	13	5	0	0	18
10	0	0	0	0	0	0	7	17	0	0	25
9	0	0	0	0	0	0	1	5	0	0	7
8	0	0	0	0	0	0	2	6	0	0	8
7	0	0	0	0	0	0	1	4	1	0	7
6	0	0	0	0	0	0	0	8	1	0	9
5	0	0	0	0	0	1	1	9	1	0	11
4	0	0	0	0	1	2	0	11	1	0	15
3	0	0	0	0	3	4	1	5	6	0	18
2	0	0	0	0	2	4	2	1	4	0	14
1	0	0	0	0	7	8	7	2	1	2	26
0	0	0	0	0	0	0	0	0	0	0	0
Total	3	8	17	15	635	1,032	506	105	15	3	2,339

Table 3-2a (continued): Army Active Duty Officer Retirements by YOCS

FY 2012											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	3	8	16	11	152	10	3	0	0	0	204
29	0	0	0	2	49	6	1	0	0	0	58
28	0	0	0	1	68	32	1	0	0	0	102
27	0	0	0	1	73	23	2	1	0	0	99
26	0	0	0	0	123	34	3	0	0	0	160
25	0	0	0	0	58	45	6	0	0	0	110
24	0	0	0	0	32	63	22	0	0	0	117
23	0	0	0	0	22	87	20	1	0	0	130
22	0	0	0	0	23	137	39	1	0	0	200
21	0	0	0	0	24	193	55	3	0	0	276
20	0	0	0	0	21	378	202	11	0	0	612
19	0	0	0	0	1	30	20	1	0	0	50
18	0	0	0	0	0	6	12	1	0	0	19
17	0	0	0	0	0	4	20	1	0	0	26
16	0	0	0	0	0	3	22	3	0	0	28
15	0	0	0	0	0	1	18	2	0	0	22
14	0	0	0	0	1	1	17	2	0	0	21
13	0	0	0	0	0	1	14	3	0	0	18
12	0	0	0	0	0	1	15	3	0	0	19
11	0	0	0	0	0	0	13	5	0	0	19
10	0	0	0	0	0	0	7	17	0	0	26
9	0	0	0	0	0	0	1	5	0	0	7
8	0	0	0	0	0	0	2	6	0	0	8
7	0	0	0	0	0	0	1	4	1	0	7
6	0	0	0	0	0	0	0	8	1	0	9
5	0	0	0	0	0	1	1	10	1	0	12
4	0	0	0	0	1	2	0	12	1	0	16
3	0	0	0	0	3	4	1	5	6	0	18
2	0	0	0	0	2	4	2	1	4	0	15
1	0	0	0	0	7	8	7	2	1	2	27
1	0	0	0	0	0	0	0	0	0	0	0
Total	3	8	17	16	661	1,074	526	109	16	3	2,434
FY 2013											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	3	9	17	12	155	10	3	0	0	0	208
29	0	0	0	2	50	6	1	0	0	0	59
28	0	0	0	1	69	33	1	0	0	0	104
27	0	0	0	1	74	23	2	1	0	0	101
26	0	0	0	0	125	35	3	0	0	0	163
25	0	0	0	0	59	46	6	0	0	0	112
24	0	0	0	0	33	65	22	0	0	0	119
23	0	0	0	0	23	88	21	1	0	0	133
22	0	0	0	0	23	140	40	1	0	0	204
21	0	0	0	0	24	197	57	3	0	0	281
20	0	0	0	0	21	385	206	12	0	0	624
19	0	0	0	0	1	30	20	1	0	0	51
18	0	0	0	0	0	6	12	1	0	0	19
17	0	0	0	0	0	5	20	1	0	0	27
16	0	0	0	0	0	3	23	3	0	0	29
15	0	0	0	0	0	1	19	3	0	0	22
14	0	0	0	0	1	1	17	2	0	0	21
13	0	0	0	0	0	1	14	3	0	0	19
12	0	0	0	0	0	1	15	3	0	0	19
11	0	0	0	0	0	0	13	5	0	0	19
10	0	0	0	0	0	0	8	18	0	0	27
9	0	0	0	0	0	0	1	5	0	0	7
8	0	0	0	0	0	0	2	6	0	0	9
7	0	0	0	0	0	0	1	5	1	0	7
6	0	0	0	0	0	0	0	8	1	0	10
5	0	0	0	0	0	1	1	10	1	0	12
4	0	0	0	0	1	2	0	12	1	0	16
3	0	0	0	0	3	4	1	5	6	0	19
2	0	0	0	0	2	5	2	1	5	0	15
1	0	0	0	0	7	8	7	2	1	2	27
0	0	0	0	0	0	0	0	0	0	0	0
Total	3	9	18	16	674	1,095	537	112	16	3	2,482

Table 3-2a (continued): Army Active Duty Officer Retirements by YOCS

FY 2014											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	3	9	17	12	157	10	3	0	0	0	211
29	0	0	0	2	51	6	1	0	0	0	60
28	0	0	0	1	70	33	1	0	0	0	105
27	0	0	0	1	75	24	2	1	0	0	102
26	0	0	0	0	127	35	3	0	0	0	165
25	0	0	0	0	60	47	6	0	0	0	113
24	0	0	0	0	33	65	22	0	0	0	121
23	0	0	0	0	23	90	21	1	0	0	135
22	0	0	0	0	24	142	41	1	0	0	207
21	0	0	0	0	24	200	57	3	0	0	285
20	0	0	0	0	22	391	208	12	0	0	632
19	0	0	0	0	1	31	20	1	0	0	52
18	0	0	0	0	0	6	12	1	0	0	19
17	0	0	0	0	0	5	20	1	0	0	27
16	0	0	0	0	0	3	23	3	0	0	29
15	0	0	0	0	0	1	19	3	0	0	23
14	0	0	0	0	1	1	18	2	0	0	22
13	0	0	0	0	0	1	15	3	0	0	19
12	0	0	0	0	0	1	15	3	0	0	20
11	0	0	0	0	0	0	13	5	0	0	19
10	0	0	0	0	0	0	8	18	0	0	27
9	0	0	0	0	0	0	1	6	0	0	7
8	0	0	0	0	0	0	2	6	0	0	9
7	0	0	0	0	0	0	1	5	1	0	7
6	0	0	0	0	0	0	0	8	1	0	10
5	0	0	0	0	0	1	1	10	1	0	12
4	0	0	0	0	1	2	0	12	1	0	16
3	0	0	0	0	3	4	1	5	6	0	19
2	0	0	0	0	2	5	2	1	5	0	15
1	0	0	0	0	8	8	7	2	1	2	11
0	0	0	0	0	0	0	0	0	0	0	0
Total	3	9	18	16	683	1,110	544	113	17	3	2,516
FY 2015											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	3	9	17	12	158	10	3	0	0	0	212
29	0	0	0	2	51	6	1	0	0	0	60
28	0	0	0	1	70	33	1	0	0	0	106
27	0	0	0	1	75	24	2	1	0	0	103
26	0	0	0	0	128	35	3	0	0	0	166
25	0	0	0	0	60	47	6	0	0	0	114
24	0	0	0	0	33	66	22	0	0	0	122
23	0	0	0	0	23	90	21	1	0	0	136
22	0	0	0	0	24	143	41	1	0	0	209
21	0	0	0	0	25	201	58	4	0	0	287
20	0	0	0	0	22	393	210	12	0	0	637
19	0	0	0	0	1	31	20	1	0	0	52
18	0	0	0	0	0	6	12	1	0	0	19
17	0	0	0	0	0	5	21	1	0	0	27
16	0	0	0	0	0	3	23	3	0	0	29
15	0	0	0	0	0	1	19	3	0	0	23
14	0	0	0	0	1	1	18	2	0	0	22
13	0	0	0	0	0	1	15	3	0	0	19
12	0	0	0	0	0	1	15	3	0	0	20
11	0	0	0	0	0	0	14	5	0	0	19
10	0	0	0	0	0	0	8	18	0	0	27
9	0	0	0	0	0	0	1	6	0	0	7
8	0	0	0	0	0	0	2	6	0	0	9
7	0	0	0	0	0	0	1	5	1	0	7
6	0	0	0	0	0	0	0	8	1	0	10
5	0	0	0	0	0	1	1	10	1	0	12
4	0	0	0	0	1	2	0	12	1	0	17
3	0	0	0	0	3	4	1	5	6	0	19
2	0	0	0	0	2	5	2	1	5	0	15
1	0	0	0	0	8	8	7	2	1	2	28
0	0	0	0	0	0	0	0	0	0	0	0
Total	3	9	18	16	687	1,118	548	114	17	4	2,533

Table 3-2b: Navy Active Duty Officer Retirements by YOCS

FY 2010											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	1	9	16	14	118	50	50	1	0	0	259
29	0	0	0	1	36	13	19	0	0	0	69
28	0	0	0	2	42	19	26	6	0	0	95
27	0	0	0	0	61	21	30	5	0	0	117
26	0	0	0	0	60	25	40	15	0	0	140
25	0	0	0	0	26	40	44	16	0	0	126
24	0	0	0	0	10	34	26	18	0	0	88
23	0	0	0	0	10	60	32	19	0	0	121
22	0	0	0	0	9	55	33	23	2	0	122
21	0	0	0	0	8	135	89	22	0	0	254
20	0	0	0	0	3	60	165	21	0	0	249
19	0	0	0	0	0	1	0	0	0	0	1
18	0	0	0	0	0	0	0	1	0	0	1
17	0	0	0	0	0	0	2	1	0	0	3
16	0	0	0	0	0	0	1	0	0	0	1
15	0	0	0	0	0	0	0	1	0	0	1
14	0	0	0	0	1	1	1	0	0	0	3
13	0	0	0	0	0	0	3	2	0	0	5
12	0	0	0	0	0	0	0	1	0	0	1
11	0	0	0	0	0	0	1	4	0	1	6
10	0	0	0	0	0	0	0	2	2	0	4
9	0	0	0	0	0	0	0	3	2	0	5
8	0	0	0	0	0	0	1	2	0	0	3
7	0	0	0	0	0	0	0	3	0	0	3
6	0	0	0	0	0	0	0	2	0	0	2
5	0	0	0	0	0	0	0	4	0	0	4
4	0	0	0	0	0	0	1	0	4	0	5
3	0	0	0	0	0	0	0	0	4	0	4
2	0	0	0	0	0	0	0	0	0	1	1
1	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
Total	1	9	16	17	384	514	564	172	14	2	1,693
FY 2011											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	1	2	17	9	139	54	57	1	0	0	280
29	0	0	0	1	42	14	21	0	0	0	78
28	0	0	0	2	50	21	29	6	0	0	108
27	0	0	0	0	77	23	34	5	0	0	139
26	0	0	0	0	71	27	45	15	0	0	158
25	0	0	0	0	31	43	49	17	0	0	140
24	0	0	0	0	12	37	29	19	0	0	97
23	0	0	0	0	11	65	36	19	0	0	131
22	0	0	0	0	10	59	37	24	2	0	132
21	0	0	0	0	9	145	101	22	0	0	277
20	0	0	0	0	3	65	189	22	0	0	279
19	0	0	0	0	0	1	0	0	0	0	1
18	0	0	0	0	0	0	0	1	0	0	1
17	0	0	0	0	0	0	2	1	0	0	3
16	0	0	0	0	0	0	1	0	0	0	1
15	0	0	0	0	0	0	0	1	0	0	1
14	0	0	0	0	0	0	1	0	0	0	1
13	0	0	0	0	0	0	3	2	0	0	5
12	0	0	0	0	0	0	0	1	0	0	1
11	0	0	0	0	0	0	1	4	0	0	5
10	0	0	0	0	0	0	0	2	2	0	4
9	0	0	0	0	0	0	0	3	2	0	5
8	0	0	0	0	0	0	1	2	0	0	3
7	0	0	0	0	0	0	0	3	0	0	3
6	0	0	0	0	0	0	0	2	0	0	2
5	0	0	0	0	0	0	0	2	0	0	2
4	0	0	0	0	0	0	1	0	4	0	5
3	0	0	0	0	0	0	0	0	4	0	4
2	0	0	0	0	0	0	0	0	0	1	1
1	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
Total	1	2	17	12	455	554	637	174	14	1	1,867

Table3-2b (continued): Navy Active Duty Officer Retirements by YOCS

FY 2012											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	1	2	15	11	142	54	51	2	0	0	278
29	0	0	0	1	43	14	19	0	0	0	77
28	0	0	0	2	50	21	26	8	0	0	107
27	0	0	0	0	77	23	30	6	0	0	136
26	0	0	0	0	72	27	41	19	0	0	159
25	0	0	0	0	31	43	44	21	0	0	139
24	0	0	0	0	14	37	26	24	0	0	101
23	0	0	0	0	12	65	32	25	0	0	134
22	0	0	0	0	10	59	33	30	1	0	133
21	0	0	0	0	9	145	91	28	0	0	273
20	0	0	0	0	3	65	171	28	0	0	267
19	0	0	0	0	0	1	0	0	0	0	1
18	0	0	0	0	0	0	0	1	0	0	1
17	0	0	0	0	0	0	2	1	0	0	3
16	0	0	0	0	0	0	1	0	0	0	1
15	0	0	0	0	0	0	0	1	0	0	1
14	0	0	0	0	0	0	1	0	0	0	1
13	0	0	0	0	0	0	3	3	0	0	6
12	0	0	0	0	0	0	0	1	0	0	1
11	0	0	0	0	0	0	1	5	0	2	8
10	0	0	0	0	0	0	0	3	1	0	4
9	0	0	0	0	0	0	0	4	1	0	5
8	0	0	0	0	0	0	1	3	0	0	4
7	0	0	0	0	0	0	0	4	0	0	4
6	0	0	0	0	0	0	0	3	0	0	3
5	0	0	0	0	0	0	0	2	0	0	2
4	0	0	0	0	0	0	1	0	4	0	5
3	0	0	0	0	0	0	0	0	4	0	4
2	0	0	0	0	0	0	0	0	0	1	1
1	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
Total	1	2	15	14	463	554	574	222	11	3	1,859
FY 2013											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	1	3	14	11	133	50	50	2	0	0	264
29	0	0	0	1	40	13	19	0	0	0	73
28	0	0	0	2	47	19	25	8	0	0	101
27	0	0	0	0	72	21	29	6	0	0	128
26	0	0	0	0	68	26	40	19	0	0	153
25	0	0	0	0	29	41	43	20	0	0	133
24	0	0	0	0	11	34	25	23	0	0	93
23	0	0	0	0	11	61	31	24	0	0	127
22	0	0	0	0	10	56	32	29	1	0	128
21	0	0	0	0	9	136	88	27	0	0	260
20	0	0	0	0	3	64	165	27	0	0	259
19	0	0	0	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	1	0	0	1
17	0	0	0	0	0	0	2	1	0	0	3
16	0	0	0	0	0	0	1	0	0	0	1
15	0	0	0	0	0	0	0	1	0	0	1
14	0	0	0	0	0	0	1	0	0	0	1
13	0	0	0	0	0	0	3	3	0	0	6
12	0	0	0	0	0	0	0	1	0	0	1
11	0	0	0	0	0	0	1	4	0	1	6
10	0	0	0	0	0	0	0	3	1	0	4
9	0	0	0	0	0	0	0	4	1	0	5
8	0	0	0	0	0	0	0	3	0	0	3
7	0	0	0	0	0	0	0	4	0	0	4
6	0	0	0	0	0	0	0	3	0	0	3
5	0	0	0	0	0	0	0	2	0	0	2
4	0	0	0	0	0	0	0	0	4	0	4
3	0	0	0	0	0	0	0	0	4	0	4
2	0	0	0	0	0	0	0	0	0	2	2
1	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
Total	1	3	14	14	433	521	555	215	11	3	1,770

Table3-2b (continued): Navy Active Duty Officer Retirements by YOCS

FY 2014											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	0	2	15	12	144	50	49	2	0	0	274
29	0	0	0	1	44	13	18	0	0	0	76
28	0	0	0	2	51	19	25	8	0	0	105
27	0	0	0	0	78	21	29	6	0	0	134
26	0	0	0	0	74	25	39	18	0	0	156
25	0	0	0	0	32	40	42	20	0	0	134
24	0	0	0	0	12	34	25	23	0	0	94
23	0	0	0	0	12	60	31	23	0	0	126
22	0	0	0	0	11	55	32	29	1	0	128
21	0	0	0	0	10	135	86	26	0	0	257
20	0	0	0	0	2	63	163	26	0	0	254
19	0	0	0	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	1	0	0	1
17	0	0	0	0	0	0	2	1	0	0	3
16	0	0	0	0	0	0	1	0	0	0	1
15	0	0	0	0	0	0	0	1	0	0	1
14	0	0	0	0	0	0	1	0	0	0	1
13	0	0	0	0	0	0	2	3	0	0	5
12	0	0	0	0	0	0	0	1	0	0	1
11	0	0	0	0	0	0	1	4	0	1	6
10	0	0	0	0	0	0	0	3	1	0	4
9	0	0	0	0	0	0	0	3	1	0	4
8	0	0	0	0	0	0	1	3	0	0	4
7	0	0	0	0	0	0	0	3	0	0	3
6	0	0	0	0	0	0	0	3	0	0	3
5	0	0	0	0	0	0	0	3	0	0	3
4	0	0	0	0	0	0	1	0	4	0	5
3	0	0	0	0	0	0	0	0	4	0	4
2	0	0	0	0	0	0	0	0	0	2	2
1	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
Total	0	2	15	15	470	515	548	210	11	3	1,789
FY 2015											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	1	3	14	12	165	50	49	2	0	0	296
29	0	0	0	1	50	13	18	0	0	0	82
28	0	0	0	1	59	19	25	8	0	0	112
27	0	0	0	0	89	21	29	6	0	0	145
26	0	0	0	0	84	25	39	18	0	0	166
25	0	0	0	0	37	40	42	20	0	0	139
24	0	0	0	0	13	34	25	23	0	0	95
23	0	0	0	0	13	60	31	23	0	0	127
22	0	0	0	0	12	55	32	29	1	0	129
21	0	0	0	0	11	135	86	26	0	0	258
20	0	0	0	0	6	63	163	26	0	0	258
19	0	0	0	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	1	0	0	1
17	0	0	0	0	0	0	2	1	0	0	3
16	0	0	0	0	0	0	1	0	0	0	1
15	0	0	0	0	0	0	0	1	0	0	1
14	0	0	0	0	0	0	1	0	0	0	1
13	0	0	0	0	0	0	2	3	0	0	5
12	0	0	0	0	0	0	0	1	0	0	1
11	0	0	0	0	0	0	1	4	0	1	6
10	0	0	0	0	0	0	0	3	1	0	4
9	0	0	0	0	0	0	0	3	1	0	4
8	0	0	0	0	0	0	1	3	0	0	4
7	0	0	0	0	0	0	0	3	0	0	3
6	0	0	0	0	0	0	0	3	0	0	3
5	0	0	0	0	0	0	0	3	0	0	3
4	0	0	0	0	0	0	1	0	4	0	5
3	0	0	0	0	0	0	0	0	4	0	4
2	0	0	0	0	0	0	0	0	0	2	2
1	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
Total	1	3	14	14	539	515	548	210	11	3	1,858

Table 3-2c: Marine Corps Active Duty Officer Retirements by YOCS

FY 2010											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	1	1	4	1	32	15	3	0	0	0	57
29	0	0	0	0	7	6	3	0	0	0	16
28	0	0	0	0	11	5	3	1	0	0	20
27	0	0	0	0	3	4	4	0	0	0	11
26	0	0	0	0	11	5	7	1	0	0	24
25	0	0	0	0	5	15	12	0	0	0	31
24	0	0	0	0	2	13	13	1	0	0	29
23	0	0	0	0	0	16	11	3	0	0	30
22	0	0	0	0	0	21	17	1	0	0	39
21	0	0	0	0	0	17	18	5	0	0	41
20	0	0	0	0	0	27	48	10	0	0	85
19	0	0	0	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0	0
Total	1	1	4	1	71	144	139	23	0	0	384
FY 2011											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	0	1	5	2	39	19	3	0	0	0	68
29	0	0	0	0	9	7	3	0	0	0	19
28	0	0	0	0	14	6	4	1	0	0	24
27	0	0	0	0	4	5	5	0	0	0	14
26	0	0	0	0	13	6	9	2	0	0	29
25	0	0	0	0	6	18	15	0	0	0	38
24	0	0	0	0	2	16	15	1	0	0	35
23	0	0	0	0	0	19	13	4	0	0	36
22	0	0	0	0	0	25	21	2	0	0	48
21	0	0	0	0	0	21	22	6	0	0	49
20	0	0	0	0	0	33	59	12	0	0	104
19	0	0	0	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0	0
Total	0	1	5	2	86	174	169	27	0	0	464

Table 3-2c (continued): Marine Corps Active Duty Officer Retirements by YOCS

FY 2012											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	0	1	5	2	39	19	3	0	0	0	69
29	0	0	0	0	9	7	3	0	0	0	20
28	0	0	0	0	14	6	4	1	0	0	24
27	0	0	0	0	4	5	5	0	0	0	14
26	0	0	0	0	13	6	9	2	0	0	29
25	0	0	0	0	6	18	15	0	0	0	39
24	0	0	0	0	2	16	16	1	0	0	35
23	0	0	0	0	0	20	13	4	0	0	37
22	0	0	0	0	0	25	21	2	0	0	48
21	0	0	0	0	0	21	22	7	0	0	50
20	0	0	0	0	0	33	60	12	0	0	105
19	0	0	0	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0	0
Total	0	1	5	2	87	176	170	28	0	0	469
FY 2013											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	0	3	5	2	38	19	3	0	0	0	70
29	0	0	0	0	9	7	3	0	0	0	20
28	0	0	0	0	14	6	4	1	0	0	24
27	0	0	0	0	4	5	5	0	0	0	14
26	0	0	0	0	13	6	9	2	0	0	29
25	0	0	0	0	6	18	15	0	0	0	39
24	0	0	0	0	2	16	16	1	0	0	35
23	0	0	0	0	0	20	13	4	0	0	37
22	0	0	0	0	0	25	21	2	0	0	48
21	0	0	0	0	0	21	22	7	0	0	50
20	0	0	0	0	0	33	59	12	0	0	104
19	0	0	0	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0	0
Total	0	3	5	2	86	176	169	28	0	0	469

Table 3-2c (continued): Marine Corps Active Duty Officer Retirements by YOCS

FY 2014											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	0	3	5	2	38	19	3	0	0	0	70
29	0	0	0	0	9	7	3	0	0	0	20
28	0	0	0	0	14	6	4	1	0	0	24
27	0	0	0	0	4	5	5	0	0	0	14
26	0	0	0	0	13	6	9	2	0	0	29
25	0	0	0	0	6	18	15	0	0	0	39
24	0	0	0	0	2	16	16	1	0	0	35
23	0	0	0	0	0	20	13	4	0	0	37
22	0	0	0	0	0	25	21	2	0	0	48
21	0	0	0	0	0	21	22	7	0	0	50
20	0	0	0	0	0	33	59	12	0	0	104
19	0	0	0	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0	0
Total	0	3	5	2	86	176	169	28	0	0	469
FY 2015											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	0	3	5	2	38	19	3	0	0	0	70
29	0	0	0	0	9	7	3	0	0	0	20
28	0	0	0	0	14	6	4	1	0	0	24
27	0	0	0	0	4	5	5	0	0	0	14
26	0	0	0	0	13	6	9	2	0	0	29
25	0	0	0	0	6	18	15	0	0	0	39
24	0	0	0	0	2	16	16	1	0	0	35
23	0	0	0	0	0	20	13	4	0	0	37
22	0	0	0	0	0	25	21	2	0	0	48
21	0	0	0	0	0	21	22	7	0	0	50
20	0	0	0	0	0	33	59	12	0	0	104
19	0	0	0	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0	0
Total	0	3	5	2	86	176	169	28	0	0	469

Table 3-2d: Air Force Active Duty Officer Retirements by YOCS

FY 2010											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	4	10	19	5	65	1	0	0	0	0	104
29	0	0	0	6	37	0	0	0	0	0	43
28	0	0	0	1	43	34	0	0	0	0	78
27	0	0	0	1	54	18	0	0	0	0	73
26	0	0	0	0	85	33	0	0	0	0	118
25	0	0	0	0	73	57	0	0	0	0	130
24	0	0	0	0	36	52	45	0	0	0	133
23	0	0	0	0	22	68	18	0	0	0	108
22	0	0	0	0	19	123	22	0	0	0	164
21	0	0	0	0	16	134	28	0	0	0	178
20	0	0	0	0	21	377	267	24	0	0	689
19	0	0	0	0	1	71	75	5	0	0	152
18	0	0	0	0	1	22	11	2	0	0	36
17	0	0	0	0	0	10	16	2	0	0	28
16	0	0	0	0	0	11	33	4	0	0	48
15	0	0	0	0	0	2	26	4	0	0	32
14	0	0	0	0	0	2	23	2	0	0	27
13	0	0	0	0	0	1	35	4	0	0	40
12	0	0	0	0	0	1	37	4	0	0	42
11	0	0	0	0	0	0	36	9	0	0	45
10	0	0	0	0	0	0	36	35	0	0	71
9	0	0	0	0	0	0	5	9	0	0	14
8	0	0	0	0	0	0	3	29	0	0	32
7	0	0	0	0	0	0	0	9	0	0	9
6	0	0	0	0	0	0	0	11	0	0	11
5	0	0	0	0	0	0	0	9	0	0	9
4	0	0	0	0	0	0	0	9	0	0	9
3	0	0	0	0	0	0	1	2	5	0	8
2	0	0	0	0	0	0	1	1	5	0	7
1	0	0	0	0	0	0	0	1	1	2	4
0	0	0	0	0	0	0	0	0	0	0	0
Total	4	10	19	13	473	1,017	718	175	11	2	2,442
FY 2011											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	2	7	16	5	61	1	0	0	0	0	92
29	0	0	0	5	35	0	0	0	0	0	40
28	0	0	0	1	41	29	0	0	0	0	71
27	0	0	0	1	51	15	0	0	0	0	67
26	0	0	0	0	77	28	0	0	0	0	105
25	0	0	0	0	69	48	0	0	0	0	117
24	0	0	0	0	34	45	51	0	0	0	130
23	0	0	0	0	21	58	20	0	0	0	99
22	0	0	0	0	18	106	25	0	0	0	149
21	0	0	0	0	15	115	32	0	0	0	162
20	0	0	0	0	19	325	298	23	0	0	665
19	0	0	0	0	1	61	84	5	0	0	151
18	0	0	0	0	1	19	12	2	0	0	34
17	0	0	0	0	0	8	18	2	0	0	28
16	0	0	0	0	0	9	37	4	0	0	50
15	0	0	0	0	0	2	29	4	0	0	35
14	0	0	0	0	0	1	26	2	0	0	29
13	0	0	0	0	0	1	39	4	0	0	44
12	0	0	0	0	0	1	41	4	0	0	46
11	0	0	0	0	0	0	40	8	0	0	48
10	0	0	0	0	0	0	40	35	0	0	75
9	0	0	0	0	0	0	6	8	0	0	14
8	0	0	0	0	0	0	4	28	0	0	32
7	0	0	0	0	0	0	0	8	0	0	8
6	0	0	0	0	0	0	0	10	0	0	10
5	0	0	0	0	0	0	0	8	0	0	8
4	0	0	0	0	0	0	0	8	0	0	8
3	0	0	0	0	0	0	1	2	5	0	8
2	0	0	0	0	0	0	1	1	5	0	7
1	0	0	0	0	0	0	0	1	1	2	4
0	0	0	0	0	0	0	0	0	0	0	0
Total	2	7	16	12	443	872	804	167	11	2	2,336

Table 3-2d (continued): Air Force Active Duty Officer Retirements by YOCS

FY 2012											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	2	9	17	5	60	1	0	0	0	0	94
29	0	0	0	5	35	0	0	0	0	0	40
28	0	0	0	1	40	32	0	0	0	0	73
27	0	0	0	1	50	17	0	0	0	0	68
26	0	0	0	0	76	30	0	0	0	0	106
25	0	0	0	0	68	52	0	0	0	0	120
24	0	0	0	0	33	48	42	0	0	0	123
23	0	0	0	0	20	63	17	0	0	0	100
22	0	0	0	0	18	113	20	0	0	0	151
21	0	0	0	0	15	123	26	0	0	0	164
20	0	0	0	0	19	346	243	22	0	0	630
19	0	0	0	0	1	66	68	5	0	0	140
18	0	0	0	0	1	20	10	2	0	0	33
17	0	0	0	0	0	9	15	2	0	0	26
16	0	0	0	0	0	10	30	4	0	0	44
15	0	0	0	0	0	2	24	4	0	0	30
14	0	0	0	0	0	1	21	2	0	0	24
13	0	0	0	0	0	1	32	4	0	0	37
12	0	0	0	0	0	1	34	4	0	0	39
11	0	0	0	0	0	0	33	8	0	0	41
10	0	0	0	0	0	0	33	30	0	0	63
9	0	0	0	0	0	0	5	8	0	0	13
8	0	0	0	0	0	0	3	27	0	0	30
7	0	0	0	0	0	0	0	8	0	0	8
6	0	0	0	0	0	0	0	10	0	0	10
5	0	0	0	0	0	0	0	8	0	0	8
4	0	0	0	0	0	0	0	8	0	0	8
3	0	0	0	0	0	0	1	2	3	0	6
2	0	0	0	0	0	0	1	1	4	0	6
1	0	0	0	0	0	0	0	1	1	3	5
0	0	0	0	0	0	0	0	0	0	0	0
Total	2	9	17	12	436	935	658	160	8	3	2,240
FY 2013											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	3	8	19	5	54	1	0	0	0	0	90
29	0	0	0	5	31	0	0	0	0	0	36
28	0	0	0	1	36	31	0	0	0	0	68
27	0	0	0	1	45	16	0	0	0	0	62
26	0	0	0	0	69	30	0	0	0	0	99
25	0	0	0	0	61	52	0	0	0	0	113
24	0	0	0	0	31	48	41	0	0	0	120
23	0	0	0	0	18	62	16	0	0	0	96
22	0	0	0	0	16	112	20	0	0	0	148
21	0	0	0	0	13	122	25	0	0	0	160
20	0	0	0	0	17	346	239	21	0	0	623
19	0	0	0	0	1	65	67	5	0	0	138
18	0	0	0	0	1	20	10	2	0	0	33
17	0	0	0	0	0	9	15	2	0	0	26
16	0	0	0	0	0	10	29	4	0	0	43
15	0	0	0	0	0	2	23	4	0	0	29
14	0	0	0	0	0	1	21	2	0	0	24
13	0	0	0	0	0	1	32	4	0	0	37
12	0	0	0	0	0	1	33	4	0	0	38
11	0	0	0	0	0	0	32	8	0	0	40
10	0	0	0	0	0	0	32	28	0	0	60
9	0	0	0	0	0	0	5	8	0	0	13
8	0	0	0	0	0	0	3	26	0	0	29
7	0	0	0	0	0	0	0	8	0	0	8
6	0	0	0	0	0	0	0	10	0	0	10
5	0	0	0	0	0	0	0	8	0	0	8
4	0	0	0	0	0	0	0	8	0	0	8
3	0	0	0	0	0	0	1	2	3	0	6
2	0	0	0	0	0	0	1	1	4	0	6
1	0	0	0	0	0	0	0	1	1	3	5
0	0	0	0	0	0	0	0	0	0	0	0
Total	3	8	19	12	393	929	645	156	8	3	2,176

Table 3-2d (continued): Air Force Active Duty Officer Retirements by YOCS

FY 2014											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	3	9	16	4	54	1	0	0	0	0	87
29	0	0	0	5	31	0	0	0	0	0	36
28	0	0	0	1	36	31	0	0	0	0	68
27	0	0	0	1	45	16	0	0	0	0	62
26	0	0	0	0	67	29	0	0	0	0	96
25	0	0	0	0	60	50	0	0	0	0	110
24	0	0	0	0	30	47	40	0	0	0	117
23	0	0	0	0	18	60	16	0	0	0	94
22	0	0	0	0	16	109	20	0	0	0	145
21	0	0	0	0	13	119	25	0	0	0	157
20	0	0	0	0	17	335	231	21	0	0	604
19	0	0	0	0	1	63	65	5	0	0	134
18	0	0	0	0	1	20	10	2	0	0	33
17	0	0	0	0	0	9	14	2	0	0	25
16	0	0	0	0	0	9	29	4	0	0	42
15	0	0	0	0	0	2	23	4	0	0	29
14	0	0	0	0	0	1	20	2	0	0	23
13	0	0	0	0	0	1	31	4	0	0	36
12	0	0	0	0	0	1	32	4	0	0	37
11	0	0	0	0	0	0	32	8	0	0	40
10	0	0	0	0	0	0	32	28	0	0	60
9	0	0	0	0	0	0	5	8	0	0	13
8	0	0	0	0	0	0	3	23	0	0	26
7	0	0	0	0	0	0	0	8	0	0	8
6	0	0	0	0	0	0	0	9	0	0	9
5	0	0	0	0	0	0	0	8	0	0	8
4	0	0	0	0	0	0	0	8	0	0	8
3	0	0	0	0	0	0	1	2	3	0	6
2	0	0	0	0	0	0	1	1	4	0	6
1	0	0	0	0	0	0	0	1	1	3	5
0	0	0	0	0	0	0	0	0	0	0	0
Total	3	9	16	11	389	903	630	152	8	3	2,124
FY 2015											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	3	7	17	4	53	1	0	0	0	0	85
29	0	0	0	5	31	0	0	0	0	0	36
28	0	0	0	1	36	30	0	0	0	0	67
27	0	0	0	1	45	16	0	0	0	0	62
26	0	0	0	0	69	29	0	0	0	0	98
25	0	0	0	0	61	50	0	0	0	0	111
24	0	0	0	0	30	46	39	0	0	0	115
23	0	0	0	0	18	60	15	0	0	0	93
22	0	0	0	0	16	108	19	0	0	0	143
21	0	0	0	0	13	117	24	0	0	0	154
20	0	0	0	0	17	332	229	21	0	0	599
19	0	0	0	0	1	63	64	5	0	0	133
18	0	0	0	0	1	19	10	2	0	0	32
17	0	0	0	0	0	9	14	2	0	0	25
16	0	0	0	0	0	9	28	4	0	0	41
15	0	0	0	0	0	2	22	4	0	0	28
14	0	0	0	0	0	1	20	2	0	0	23
13	0	0	0	0	0	1	30	4	0	0	35
12	0	0	0	0	0	1	32	4	0	0	37
11	0	0	0	0	0	0	31	7	0	0	38
10	0	0	0	0	0	0	31	30	0	0	61
9	0	0	0	0	0	0	4	7	0	0	11
8	0	0	0	0	0	0	3	25	0	0	28
7	0	0	0	0	0	0	0	7	0	0	7
6	0	0	0	0	0	0	0	9	0	0	9
5	0	0	0	0	0	0	0	7	0	0	7
4	0	0	0	0	0	0	0	7	0	0	7
3	0	0	0	0	0	0	1	2	3	0	6
2	0	0	0	0	0	0	1	1	4	0	6
0	0	0	0	0	0	0	0	1	1	3	5
1	0	0	0	0	0	0	0	0	0	0	0
Total	3	7	17	11	391	894	617	151	8	3	2,102

Table 3-3a: Army Active Duty Enlisted Gains and Losses

Grade	Enlisted									Total
	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	
FY 2010										
Beginning Strength	3,551	12,150	41,049	65,785	83,657	134,410	61,985	34,259	20,970	457,815
Motion In	388	2,211	6,747	11,207	29,042	46,886	37,532	23,863	0	157,876
Regular Accessions	0	0	49	149	556	5,582	13,178	18,600	35,966	74,080
Special Gains	40	280	400	80	0	0	0	0	0	800
Other Gains	0	2	12	50	172	640	505	810	1,013	3,204
Total Gains	428	2,493	7,208	11,486	29,770	53,108	51,215	43,273	36,979	235,960
Motion Out		388	2,211	6,747	11,207	29,042	46,886	37,532	23,863	157,876
Regular Separations	8	41	212	1,509	13,760	6,169	904	327	305	23,235
Retirements (Disability and Non-Disability)	384	1,465	2,734	1,233	175	0	0	0	0	5,991
Separation Programs	0	0	0	0	0	0	0	0	0	0
Attrition & Other Losses	16	105	1,073	2,403	4,079	10,315	5,561	5,992	12,853	42,397
Total Losses	408	1,999	6,230	11,892	29,221	45,526	53,351	43,851	37,021	229,499
End Strength	3,571	12,644	42,027	65,379	84,206	141,992	59,849	33,681	20,928	464,276
FY 2011										
Beginning Strength	3,571	12,644	42,027	65,379	84,206	141,992	59,849	33,681	20,928	464,276
Motion In	431	2,180	6,559	11,713	22,849	44,401	40,200	29,228	0	157,561
Regular Accessions	0	0	49	149	557	5,792	13,608	18,970	37,845	76,970
Special Gains	0	0	0	0	0	0	0	0	0	0
Other Gains	0	2	12	50	173	673	493	790	988	3,181
Total Gains	431	2,182	6,620	11,912	23,579	50,866	54,301	48,988	38,833	237,712
Motion Out	0	431	2,180	6,559	11,713	22,849	44,401	40,200	29,228	157,561
Regular Separations	9	47	242	1,508	8,052	16,018	866	313	293	27,348
Retirements (Disability and Non-Disability)	406	1,581	2,941	1,450	201	0	0	0	0	6,579
Separation Programs	0	0	0	0	0	0	0	0	0	0
Attrition & Other Losses	14	104	1,100	2,411	4,128	11,093	5,558	5,989	10,313	40,710
Total Losses	429	2,163	6,463	11,928	24,094	49,960	50,825	46,502	39,834	232,198
End Strength	3,573	12,663	42,184	65,363	83,691	142,898	63,325	36,167	19,927	469,790

Table 3-3a (continued): Army Active Duty Enlisted Gains and Losses

Grade	Enlisted									Total
	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	
FY 2012										
Beginning Strength	3,573	12,663	42,184	65,363	83,691	142,898	63,325	36,167	19,927	469,790
Motion In	465	2,095	6,799	11,913	23,568	47,730	38,360	23,834	0	154,764
Regular Accessions	0	0	49	149	557	5,194	11,547	15,726	31,144	64,366
Special Gains	0	0	0	0	0	0	0	0	0	0
Other Gains	0	2	12	49	172	677	469	751	939	3,071
Total Gains	465	2,097	6,860	12,111	24,297	53,601	50,376	40,311	32,083	222,201
Motion Out	0	465	2,095	6,799	11,913	23,568	47,730	38,360	23,834	154,764
Regular Separations	9	44	225	1,277	7,598	15,960	848	307	286	26,554
Retirements (Disability and Non-Disability)	444	1,385	3,140	1,407	307	0	0	0	0	6,683
Separation Programs	0	0	0	0	0	0	0	0	0	0
Attrition & Other Losses	54	381	1,518	2,410	4,115	11,439	5,506	5,934	10,090	41,447
Total Losses	507	2,275	6,978	11,893	23,933	50,967	54,084	44,601	34,210	229,448
End Strength	3,531	12,485	42,066	65,581	84,055	145,532	59,617	31,877	17,800	462,543
FY 2013										
Beginning Strength	3,531	12,485	42,066	65,581	84,055	145,532	59,617	31,877	17,800	462,543
Motion In	494	2,390	6,761	11,769	23,110	48,213	33,173	18,548	0	144,458
Regular Accessions	0	0	49	149	557	4,366	9,570	12,853	25,395	52,939
Special Gains	0	0	0	0	0	0	0	0	0	0
Other Gains	0	2	12	50	170	685	404	647	809	2,779
Total Gains	494	2,392	6,822	11,968	23,837	53,264	43,147	32,048	26,204	200,176
Motion Out	0	494	2,390	6,761	11,769	23,110	48,213	33,173	18,548	144,458
Regular Separations	11	48	241	1,251	7,707	15,944	811	293	274	26,580
Retirements (Disability and Non-Disability)	476	1,726	2,943	1,394	304	0	0	0	0	6,843
Separation Programs	0	0	0	0	0	0	0	0	0	0
Attrition & Other Losses	14	106	1,178	2,389	4,069	11,753	4,697	5,061	8,605	37,872
Total Losses	501	2,374	6,752	11,795	23,849	50,807	53,721	38,527	27,427	215,753
End Strength	3,524	12,503	42,136	65,754	84,043	147,989	49,043	25,398	16,577	446,966

Table 3-3a (continued): Army Active Duty Enlisted Gains and Losses

Grade	Enlisted									Total
	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	
FY 2014										
Beginning Strength	3,524	12,503	42,136	65,754	84,043	147,989	49,043	25,398	16,577	446,966
Motion In	493	2,381	6,429	11,123	22,466	38,180	32,610	25,173	0	138,855
Regular Accessions	0	0	49	149	557	5,350	12,206	16,846	33,755	68,912
Special Gains	0	0	0	0	0	0	0	0	0	0
Other Gains	0	2	12	50	168	702	399	639	799	2,771
Total Gains	493	2,383	6,490	11,322	23,191	44,232	45,215	42,658	34,554	210,538
Motion Out	0	493	2,381	6,429	11,123	22,466	38,180	32,610	25,173	138,855
Regular Separations	12	49	249	1,232	7,709	17,355	826	299	279	28,010
Retirements (Disability and Non-Disability)	471	1,749	2,750	1,375	364	0	0	0	0	6,709
Separation Programs	0	0	0	0	0	0	0	0	0	0
Attrition & Other Losses	14	100	1,162	2,323	3,990	12,226	4,609	4,967	8,440	37,831
Total Losses	497	2,391	6,542	11,359	23,186	52,047	43,615	37,876	33,892	211,405
End Strength	3,520	12,495	42,084	65,717	84,048	140,174	50,643	30,180	17,239	446,099
FY 2015										
Beginning Strength	3,520	12,495	42,084	65,717	84,048	140,174	50,643	30,180	17,239	446,099
Motion In	556	2,520	6,385	11,178	22,466	35,791	34,406	24,087	0	137,389
Regular Accessions	0	0	49	149	557	5,331	12,247	16,773	33,521	68,627
Special Gains	0	0	0	0	0	0	0	0	0	0
Other Gains	0	2	12	50	169	657	423	678	847	2,838
Total Gains	556	2,522	6,446	11,377	23,192	41,779	47,076	41,538	34,368	208,854
Motion Out	0	556	2,520	6,385	11,178	22,466	35,791	34,406	24,087	137,389
Regular Separations	11	52	251	1,267	7,769	16,898	757	274	256	27,535
Retirements (Disability and Non-Disability)	459	1,815	2,505	1,397	331	0	0	0	0	6,507
Separation Programs	0	0	0	0	0	0	0	0	0	0
Attrition & Other Losses	14	100	1,176	2,311	3,936	11,715	4,807	5,180	8,784	38,023
Total Losses	484	2,523	6,452	11,360	23,214	51,079	41,355	39,860	33,127	209,454
End Strength	3,592	12,494	42,078	65,734	84,026	130,874	56,364	31,858	18,480	445,499

Table 3-3b: Navy Active Duty Enlisted Gains and Losses

Grade	Enlisted									Total
	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	
FY 2010										
Beginning Strength	2,635	6,279	22,537	47,547	66,454	55,841	39,909	19,791	12,184	273,177
Motion In	523	2,158	4,876	8,393	17,813	24,613	26,744	21,888	2,278	109,286
Regular Accessions	8	0	19	58	98	70	8,371	3,188	24,396	36,208
Special Gains	0	0	0	4	32	19	4	0	1	60
Other Gains	0	17	65	228	154	246	345	319	534	1,908
Total Gains	531	2,175	4,960	8,683	18,097	24,948	35,464	25,395	27,209	147,462
Motion Out	1	527	2,182	5,253	9,428	19,347	25,955	26,185	20,408	109,286
Regular Separations	0	2	111	1,688	7,195	6,866	2,655	123	30	18,670
Retirements (Disability and Non-Disability)	454	1,108	2,501	2,669	594	235	108	10	6	7,685
Separation Programs	5	44	221	276	274	138	42	6	125	1,131
Attrition & Other Losses	2	5	39	348	1,071	1,629	2,712	2,216	3,938	11,960
Total Losses	462	1,686	5,054	10,234	18,562	28,215	31,472	28,540	24,507	148,732
End Strength	2,704	6,768	22,443	45,996	65,989	52,574	43,901	16,646	14,886	271,907
FY 2011										
Beginning Strength	2,704	6,768	22,443	45,996	65,989	52,574	43,901	16,646	14,886	271,907
Motion In	542	1441	3701	9904	21963	30353	23368	23193	2056	116,521
Regular Accessions	0	0	18	57	93	69	7,923	3,120	23,820	35,100
Special Gains	0	0	0	4	32	19	4	0	1	60
Other Gains	8	17	82	164	189	234	342	266	593	1,895
Total Gains	550	1,458	3,801	10,129	22,277	30,675	31,637	26,579	26,470	153,576
Motion Out	1	546	1465	4063	10930	23392	31952	22572	21600	116,521
Regular Separations	0	0	102	1579	6752	6590	2104	99	20	17,246
Retirements (Disability and Non-Disability)	508	1016	2460	2517	631	213	127	9	7	7,488
Separation Programs	5	45	241	262	252	126	27	5	140	1,103
Attrition & Other Losses	2	7	39	326	1062	1502	2845	1905	4202	11,890
Total Losses	516	1,614	4,307	8,747	19,627	31,823	37,055	24,590	25,969	154,248
End Strength	2,738	6,612	21,937	47,378	68,639	51,426	38,483	18,635	15,387	271,235

Table 3-3b (continued): Navy Active Duty Enlisted Gains and Losses

Grade	Enlisted									Total
	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	
FY 2012										
Beginning Strength	2,738	6,612	21,937	47,378	68,639	51,426	38,483	18,635	15,387	271,235
Motion In	473	1443	3540	8721	18990	27707	25431	23196	2162	111,663
Regular Accessions	0	0	19	58	95	73	7,926	3,119	23,810	35,100
Special Gains	0	0	0	5	45	28	5	0	2	85
Other Gains	8	16	44	112	254	227	302	294	605	1,862
Total Gains	481	1,459	3,603	8,896	19,384	28,035	33,664	26,609	26,579	148,710
Motion Out	1	477	1466	3914	9793	20373	28920	24844	21875	111,663
Regular Separations	0	0	124	1757	7265	7115	2123	116	24	18,524
Retirements (Disability and Non-Disability)	464	875	2271	2349	652	211	114	10	8	6,954
Separation Programs	4	53	261	264	271	153	29	9	204	1,248
Attrition & Other Losses	2	6	39	354	1192	1583	2676	2129	4293	12,274
Total Losses	471	1,411	4,161	8,638	19,173	29,435	33,862	27,108	26,404	150,663
End Strength	2,748	6,660	21,379	47,636	68,850	50,026	38,285	18,136	15,562	269,282
FY 2013										
Beginning Strength	2,748	6,660	21,379	47,636	68,850	50,026	38,285	18,136	15,562	269,282
Motion In	466	1305	3540	8388	18750	28745	25069	23993	2140	112,396
Regular Accessions	0	0	0	62	97	77	8,352	3,289	25,104	36,981
Special Gains	0	0	19	5	45	28	5	0	2	104
Other Gains	8	15	37	116	243	219	294	288	583	1,803
Total Gains	474	1,320	3,596	8,571	19,135	29,069	33,720	27,570	27,829	151,284
Motion Out	1	470	1328	3917	9463	20083	29975	24465	22694	112,396
Regular Separations	0	0	116	1714	7560	7674	2306	124	28	19,522
Retirements (Disability and Non-Disability)	482	812	2201	2424	737	213	117	10	8	7,004
Separation Programs	6	54	278	331	324	146	29	7	178	1,353
Attrition & Other Losses	2	7	39	377	1262	1632	2848	2203	4671	13,041
Total Losses	491	1,343	3,962	8,763	19,346	29,748	35,275	26,809	27,579	153,316
End Strength	2,731	6,637	21,013	47,444	68,639	49,347	36,730	18,897	15,812	267,250

Table 3-3b (continued): Navy Active Duty Enlisted Gains and Losses

Grade	Enlisted									Total
	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	
FY 2014										
Beginning Strength	2,731	6,637	21,013	47,444	68,639	49,347	36,730	18,897	15,812	267,250
Motion In	441	1269	3799	8869	19424	30162	26076	24795	2204	117,039
Regular Accessions	0	0	20	67	103	80	8,799	3,478	26,453	39,000
Special Gains	0	0	0	5	45	28	5	0	2	85
Other Gains	8	15	35	115	242	216	282	301	592	1,806
Total Gains	449	1,284	3,854	9,056	19,814	30,486	35,162	28,574	29,251	157,930
Motion Out	1	445	1292	4174	9941	20737	31319	25545	23585	117,039
Regular Separations	0	0	111	1685	7849	8124	2451	133	26	20,379
Retirements (Disability and Non-Disability)	436	796	2088	2622	668	224	109	10	8	6,961
Separation Programs	6	54	273	330	323	144	25	8	180	1,343
Attrition & Other Losses	2	7	39	370	1250	1612	2780	2303	4745	13,108
Total Losses	445	1,302	3,803	9,181	20,031	30,841	36,684	27,999	28,544	158,830
End Strength	2,735	6,619	21,064	47,319	68,422	48,992	35,208	19,472	16,519	266,350
FY 2015										
Beginning Strength	2,735	6,619	21,064	47,319	68,422	48,992	35,208	19,472	16,519	266,350
Motion In	438	1284	3667	8766	19598	30725	26770	25395	2240	118,883
Regular Accessions	0	0	21	69	105	81	8,983	3,550	26,991	39,800
Special Gains	0	0	0	5	45	27	5	0	2	84
Other Gains	8	15	35	113	239	211	267	305	613	1,806
Total Gains	446	1,299	3,723	8,953	19,987	31,044	36,025	29,250	29,846	160,573
Motion Out	1	443	1307	4041	9834	20900	31795	26283	24279	118,883
Regular Separations	0	0	105	1715	8105	8456	2556	136	28	21,101
Retirements (Disability and Non-Disability)	436	794	2094	2615	666	222	104	11	9	6,951
Separation Programs	6	56	284	342	333	148	27	8	195	1,399
Attrition & Other Losses	2	7	38	368	1240	1592	2696	2350	4899	13,192
Total Losses	445	1,300	3,828	9,081	20,178	31,318	37,178	28,788	29,410	161,526
End Strength	2,736	6,618	20,959	47,191	68,231	48,718	34,055	19,934	16,955	265,397

Table 3-3c: Marine Corps Active Duty Enlisted Gains and Losses

Grade	Enlisted									Total
	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	
FY 2010										
Beginning Strength	1,591	3,814	8,869	15,777	29,505	37,336	49,790	23,280	12,185	182,147
Motion In	305	1,172	2,326	4,884	11,621	21,436	18,247	15,623	0	75,614
Regular Accessions	185	660	1,849	3,771	5,022	5,157	768	6,482	21,713	45,607
Special Gains	1	5	15	46	1,052	45	22	4	3	1,193
Other Gains	5	22	33	46	104	126	283	594	583	1,796
Total Gains	496	1,859	4,223	8,747	17,799	26,764	19,320	22,703	22,299	124,210
Motion Out	0	305	1,172	2,326	4,884	11,621	21,436	18,247	15,623	75,614
Regular Separations	16	24	85	839	6,704	9,433	2,458	339	198	20,096
Retirements (Disability and Non-Disability)	273	552	432	210	2	0	0	0	0	1,469
Separation Programs	1	8	175	205	835	43	24	14	560	1,865
Attrition & Other Losses	200	765	2,087	4,077	5,208	5,222	192	1,883	6,809	26,443
Total Losses	490	1,654	3,951	7,657	17,633	26,319	24,110	20,483	23,190	125,487
End Strength	1,597	4,019	9,141	16,867	29,671	37,781	45,000	25,500	11,294	180,870
FY 2011										
Beginning Strength	1,597	4,019	9,141	16,867	29,671	37,781	45,000	25,500	11,294	180,870
Motion In	305	889	1,668	2,952	9,310	18,847	22,438	17,642	0	74,051
Regular Accessions	185	660	1,846	3,760	5,034	5,166	771	6,805	22,876	47,103
Special Gains	1	5	15	46	1,052	45	22	4	3	1,193
Other Gains	5	22	32	46	100	110	252	549	549	1,665
Total Gains	496	1,576	3,561	6,804	15,496	24,168	23,483	25,000	23,428	124,012
Motion Out	0	305	889	1,668	2,952	9,310	18,847	22,438	17,642	74,051
Regular Separations	16	22	83	831	6,631	9,355	2,434	335	191	19,898
Retirements (Disability and Non-Disability)	273	552	432	210	2	0	0	0	0	1,469
Separation Programs	1	8	175	205	835	43	24	10	560	1,861
Attrition & Other Losses	206	689	1,983	3,890	5,076	5,460	2,178	2,217	5,434	27,133
Total Losses	496	1,576	3,562	6,804	15,496	24,168	23,483	25,000	23,827	124,412
End Strength	1,597	4,019	9,140	16,867	29,671	37,781	45,000	25,500	10,895	180,470

Table 3-3.c (continued): Marine Corps Active Duty Enlisted Gains and Losses

Grade	Enlisted									Total
	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	
FY 2012										
Beginning Strength	1,597	4,019	9,140	16,867	29,671	37,781	45,000	25,500	10,895	180,470
Motion In	305	891	1,676	2,994	9,707	19,744	23,466	18,367	0	77,150
Regular Accessions	185	660	1,846	3,771	5,048	5,178	774	7,127	24,014	48,603
Special Gains	1	5	15	46	1,052	45	22	4	3	1,193
Other Gains	5	22	32	46	100	110	252	549	549	1,665
Total Gains	496	1,578	3,569	6,857	15,907	25,077	24,514	26,047	24,566	128,611
Motion Out	0	305	891	1,676	2,994	9,707	19,744	23,466	18,367	77,150
Regular Separations	16	24	87	876	7,000	9,872	2,568	354	203	21,000
Retirements (Disability and Non-Disability)	273	552	432	210	2	0	0	0	0	1,469
Separation Programs	1	8	175	205	835	43	24	10	560	1,861
Attrition & Other Losses	206	689	1,983	3,890	5,076	5,455	2,178	2,217	5,437	27,131
Total Losses	496	1,578	3,568	6,857	15,907	25,077	24,514	26,047	24,567	128,611
End Strength	1,597	4,019	9,141	16,867	29,671	37,781	45,000	25,500	10,894	180,470
FY 2013										
Beginning Strength	1,597	4,019	9,141	16,867	29,671	37,781	45,000	25,500	10,894	180,470
Motion In	305	891	1,676	2,994	9,707	19,744	23,466	18,367	0	77,150
Regular Accessions	185	660	1,846	3,771	5,048	5,178	774	7,127	24,014	48,603
Special Gains	1	5	15	46	1,052	45	22	4	3	1,193
Other Gains	5	22	32	46	100	110	252	549	549	1,665
Total Gains	496	1,578	3,569	6,857	15,907	25,077	24,514	26,047	24,566	128,611
Motion Out	0	305	891	1,676	2,994	9,707	19,744	23,466	18,367	77,150
Regular Separations	16	24	87	876	7,000	9,872	2,568	354	203	21,000
Retirements (Disability and Non-Disability)	273	552	432	210	2	0	0	0	0	1,469
Separation Programs	1	8	175	205	835	43	24	10	560	1,861
Attrition & Other Losses	206	689	1,984	3,890	5,076	5,455	2,178	2,217	5,436	27,131
Total Losses	496	1,578	3,569	6,857	15,907	25,077	24,514	26,047	24,566	128,611

Table 3-3c (continued): Marine Corps Active Duty Enlisted Gains and Losses

Grade	Enlisted									Total
	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	
FY 2014										
Beginning Strength	1,597	4,019	9,141	16,867	29,671	37,781	45,000	25,500	10,894	180,470
Motion In	305	891	1,676	2,994	9,707	19,744	23,466	18,367	0	77,150
Regular Accessions	185	660	1,846	3,771	5,048	5,178	774	7,127	24,014	48,603
Special Gains	1	5	15	46	1,052	45	22	4	3	1,193
Other Gains	5	22	32	46	100	110	252	549	549	1,665
Total Gains	496	1,578	3,569	6,857	15,907	25,077	24,514	26,047	24,566	128,611
Motion Out	0	305	891	1,676	2,994	9,707	19,744	23,466	18,367	77,150
Regular Separations	16	24	87	876	7,000	9,872	2,568	354	203	21,000
Retirements (Disability and Non-Disability)	273	552	432	210	2	0	0	0	0	1,469
Separation Programs	1	8	175	205	835	43	24	10	560	1,861
Attrition & Other Losses	206	689	1,984	3,890	5,076	5,455	2,178	2,217	5,436	27,131
Total Losses	496	1,578	3,569	6,857	15,907	25,077	24,514	26,047	24,566	128,611
End Strength	1,597	4,019	9,141	16,867	29,671	37,781	45,000	25,500	10,894	180,470
FY 2015										
Beginning Strength	1,597	4,019	9,141	16,867	29,671	37,781	45,000	25,500	10,894	180,470
Motion In	305	891	1,676	2,994	9,707	19,744	23,466	18,367	0	77,150
Regular Accessions	185	660	1,846	3,771	5,048	5,178	774	7,127	24,014	48,603
Special Gains	1	5	15	46	1,052	45	22	4	3	1,193
Other Gains	5	22	32	46	100	110	252	549	549	1,665
Total Gains	496	1,578	3,569	6,857	15,907	25,077	24,514	26,047	24,566	128,611
Motion Out	0	305	891	1,676	2,994	9,707	19,744	23,466	18,367	77,150
Regular Separations	16	24	87	876	7,000	9,872	2,568	354	203	21,000
Retirements (Disability and Non-Disability)	273	552	432	210	2	0	0	0	0	1,469
Separation Programs	1	8	175	205	835	43	24	10	560	1,861
Attrition & Other Losses	206	689	1,984	3,890	5,076	5,455	2,178	2,217	5,436	27,131
Total Losses	496	1,578	3,569	6,857	15,907	25,077	24,514	26,047	24,566	128,611
End Strength	1,597	4,019	9,141	16,867	29,671	37,781	45,000	25,500	10,894	180,470

Table 3-3d: Air Force Active Duty Enlisted Gains and Losses

Grade	Enlisted									Total
	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	
FY 2010										
Beginning Strength	2,642	5,178	26,159	41,505	68,942	51,886	48,909	7,379	10,751	263,351
Motion In	554	1,567	5,944	8,385	17,354	23,942	21,054	18,335	0	97,135
Regular Accessions	0	0	0	0	7	3	5,258	3,580	22,902	31,750
Special Gains	0	0	0	0	430	0	0	0	0	430
Other Gains	0	0	0	0	0	0	0	0	0	0
Total Gains	554	1,567	5,944	8,385	17,791	23,945	26,312	21,915	22,902	129,315
Motion Out	0	554	1,567	5,944	8,385	17,354	23,942	21,054	18,335	97,135
Regular Separations	2	6	43	392	3,605	4,259	1,589	641	2,478	13,015
Retirements (Disability and Non-Disability)	550	903	4,780	1,588	62	10	0	1	1	7,895
Separation Programs	0	0	1	9	82	96	36	14	56	294
Attrition & Other Losses	2	5	38	352	3,235	3,823	1,426	575	2,225	11,681
Total Losses	554	1,468	6,429	8,285	15,369	25,542	26,993	22,285	23,095	130,020
End Strength	2,642	5,277	25,674	41,605	71,364	50,289	48,228	7,009	10,558	262,646
FY 2011										
Beginning Strength	2,642	5,277	25,674	41,605	71,364	50,289	48,228	7,009	10,558	262,646
Motion In	635	1,703	8,009	11,066	16,620	23,821	20,720	18,180	0	100,754
Regular Accessions	0	0	0	0	0	0	5,737	3,630	22,383	31,750
Special Gains	0	0	0	0	430	0	0	0	0	430
Other Gains	0	0	0	0	0	0	0	0	0	0
Total Gains	635	1,703	8,009	11,066	17,050	23,821	26,457	21,810	22,383	132,934
Motion Out	0	635	1,703	8,009	11,066	16,620	23,821	20,720	18,180	100,754
Regular Separations	2	5	42	396	3,547	4,191	1,564	631	2,429	12,807
Retirements (Disability and Non-Disability)	639	1,050	5,566	1,836	74	11	0	1	1	9,178
Separation Programs	0	0	1	6	54	63	24	10	36	194
Attrition & Other Losses	1	4	30	278	2,550	3,014	1,124	454	1,754	9,209
Total Losses	642	1,694	7,342	10,525	17,291	23,899	26,533	21,816	22,400	132,142
End Strength	2,635	5,286	26,341	42,146	71,123	50,211	48,152	7,003	10,541	263,438

Table 3-3d (continued): Air Force Active Duty Enlisted Gains and Losses

Grade	Enlisted									Total
	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	
FY 2012										
Beginning Strength	2,635	5,286	26,341	42,146	71,123	50,211	48,152	7,003	10,541	263,438
Motion In	529	1,405	6,055	8,389	14,868	22,878	20,206	17,776	0	92,106
Regular Accessions	0	0	0	0	0	0	5,737	3,630	22,383	31,750
Special Gains	0	0	0	0	430	0	0	0	0	430
Other Gains	0	0	0	0	0	0	0	0	0	0
Total Gains	529	1,405	6,055	8,389	15,298	22,878	25,943	21,406	22,383	124,286
Motion Out	0	529	1,405	6,055	8,389	14,868	22,878	20,206	17,776	92,106
Regular Separations	2	6	43	398	3,651	4,315	1,610	650	2,511	13,186
Retirements (Disability and Non-Disability)	517	850	4,499	1,494	60	9	0	1	1	7,431
Separation Programs	0	0	1	6	57	67	25	10	39	205
Attrition & Other Losses	2	5	35	321	2,948	3,483	1,299	524	2,027	10,644
Total Losses	521	1,390	5,983	8,274	15,105	22,742	25,812	21,391	22,354	123,572
End Strength	2,643	5,301	26,413	42,261	71,316	50,347	48,283	7,018	10,570	264,152
FY 2013										
Beginning Strength	2,643	5,301	26,413	42,261	71,316	50,347	48,283	7,018	10,570	264,152
Motion In	511	1,352	5,836	7,969	14,465	22,691	19,932	17,545	0	90,301
Regular Accessions	0	0	0	0	0	0	5,737	3,630	22,383	31,750
Special Gains	0	0	0	0	430	0	0	0	0	430
Other Gains	0	0	0	0	0	0	0	0	0	0
Total Gains	511	1,352	5,836	7,969	14,895	22,691	25,669	21,175	22,383	122,481
Motion Out	0	511	1,352	5,836	7,969	14,465	22,691	19,932	17,545	90,301
Regular Separations	2	6	45	409	3,758	4,442	1,657	669	2,585	13,573
Retirements (Disability and Non-Disability)	515	846	4,477	1,487	60	9	0	1	1	7,396
Separation Programs	0	0	1	6	54	64	24	10	38	197
Attrition & Other Losses	2	5	39	356	3,265	3,860	1,440	581	2,246	11,794
Total Losses	519	1,368	5,914	8,094	15,106	22,840	25,812	21,193	22,415	123,261
End Strength	2,635	5,285	26,335	42,136	71,105	50,198	48,140	7,000	10,538	263,372

Table 3-3d (continued): Air Force Active Duty Enlisted Gains and Losses

Grade	Enlisted									Total
	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	
FY 2014										
Beginning Strength	2,635	5,285	26,335	42,136	71,105	50,198	48,140	7,000	10,538	263,372
Motion In	513	1,358	5,862	8,081	14,599	22,748	20,048	17,644	0	90,853
Regular Accessions	0	0	0	0	0	0	5,737	3,630	22,383	31,750
Special Gains	0	0	0	0	430	0	0	0	0	430
Other Gains	0	0	0	0	0	0	0	0	0	0
Total Gains	513	1,358	5,862	8,081	15,029	22,748	25,785	21,274	22,383	123,033
Motion Out	0	513	1,358	5,862	8,081	14,599	22,748	20,048	17,644	90,853
Regular Separations	2	5	42	385	3,533	4,175	1,558	628	2,430	12,758
Retirements (Disability and Non-Disability)	509	835	4,422	1,469	59	9	0	1	1	7,305
Separation Programs	0	0	1	6	55	63	24	10	38	197
Attrition & Other Losses	2	5	39	359	3,301	3,902	1,455	587	2,270	11,920
Total Losses	513	1,358	5,862	8,081	15,029	22,748	25,785	21,274	22,383	123,033
End Strength	2,635	5,285	26,335	42,136	71,105	50,198	48,140	7,000	10,538	263,372
FY 2015										
Beginning Strength	2,635	5,285	26,335	42,136	71,105	50,198	48,140	7,000	10,538	263,372
Motion In	511	1,355	5,845	8,060	14,584	22,740	20,042	17,640	0	90,777
Regular Accessions	0	0	0	0	0	0	5,737	3,630	22,383	31,750
Special Gains	0	0	0	0	430	0	0	0	0	430
Other Gains	0	0	0	0	0	0	0	0	0	0
Total Gains	511	1,355	5,845	8,060	15,014	22,740	25,779	21,270	22,383	122,957
Motion Out	0	511	1,355	5,845	8,060	14,584	22,740	20,042	17,640	90,777
Regular Separations	2	6	43	398	3,657	4,322	1,612	651	2,515	13,206
Retirements (Disability and Non-Disability)	507	833	4,408	1,464	58	9	0	1	1	7,281
Separation Programs	0	0	1	6	55	63	24	10	38	197
Attrition & Other Losses	2	5	38	347	3,184	3,762	1,403	566	2,189	11,496
Total Losses	511	1,355	5,845	8,060	15,014	22,740	25,779	21,270	22,383	122,957
End Strength	2,635	5,285	26,335	42,136	71,105	50,198	48,140	7,000	10,538	263,372

Table 3-4a: Active Duty Army Enlisted Member Retirements by YOS

FY 2010										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	144	6	0	0	0	0	0	0	0	150
29	20	2	6	0	0	0	0	0	0	28
28	27	9	1	0	0	0	0	0	0	37
27	32	29	2	0	0	0	0	0	0	63
26	43	228	13	0	0	0	0	0	0	284
25	27	96	68	0	0	0	0	0	0	191
24	29	141	355	3	0	0	0	0	0	528
23	23	151	208	27	0	0	0	0	0	409
22	21	197	320	171	0	0	0	0	0	709
21	12	225	459	237	6	0	0	0	0	939
20	6	377	1,280	775	162	0	0	0	0	2,600
19	0	4	22	20	7	0	0	0	0	53
18	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0
Total	384	1,465	2,734	1,233	175	0	0	0	0	5,991
FY 2011										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	152	8	0	0	0	0	0	0	0	160
29	25	4	7	0	0	0	0	0	0	36
28	32	23	2	0	0	0	0	0	0	57
27	37	37	3	0	0	0	0	0	0	77
26	37	229	22	1	0	0	0	0	0	289
25	27	113	98	1	0	0	0	0	0	239
24	30	161	444	8	0	0	0	0	0	643
23	21	158	209	48	0	0	0	0	0	436
22	21	220	364	274	0	0	0	0	0	879
21	11	232	510	251	10	0	0	0	0	1,014
20	13	392	1,263	851	183	0	0	0	0	2,702
19	0	4	19	16	8	0	0	0	0	47
18	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0
Total	406	1,581	2,941	1,450	201	0	0	0	0	6,579

Table 3-4a (continued): Active Duty Army Enlisted Member Retirements by YOS

FY 2012										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	187	12	0	0	0	0	0	0	0	199
29	30	9	10	0	0	0	0	0	0	49
28	36	27	3	0	0	0	0	0	0	66
27	32	38	5	0	0	0	0	0	0	75
26	38	289	29	2	0	0	0	0	0	358
25	25	81	118	3	0	0	0	0	0	227
24	27	119	417	13	0	0	0	0	0	576
23	21	125	229	67	0	0	0	0	0	442
22	19	175	395	290	0	0	0	0	0	879
21	11	181	478	234	13	0	0	0	0	917
20	18	325	1,435	780	281	0	0	0	0	2,839
19	0	4	21	18	13	0	0	0	0	56
18	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0
Total	444	1,385	3,140	1,407	307	0	0	0	0	6,683
FY 2013										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	227	28	0	0	0	0	0	0	0	255
29	35	12	14	0	0	0	0	0	0	61
28	31	26	5	0	0	0	0	0	0	62
27	32	48	7	0	0	0	0	0	0	87
26	38	314	35	5	0	0	0	0	0	392
25	24	135	115	6	0	0	0	0	0	280
24	28	187	510	19	0	0	0	0	0	744
23	19	180	264	71	0	0	0	0	0	534
22	19	226	364	229	0	0	0	0	0	838
21	12	218	421	191	21	0	0	0	0	863
20	11	348	1,190	855	273	0	0	0	0	2,677
19	0	4	18	18	10	0	0	0	0	50
18	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0
Total	476	1,726	2,943	1,394	304	0	0	0	0	6,843

Table 3-4a (continued): Active Duty Army Enlisted Member Retirements by YOS

FY 2014										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	236	36	0	0	0	0	0	0	0	272
29	30	11	24	0	0	0	0	0	0	65
28	32	32	6	0	0	0	0	0	0	70
27	31	54	9	0	0	0	0	0	0	94
26	35	319	33	7	0	0	0	0	0	394
25	24	148	130	8	0	0	0	0	0	310
24	26	190	528	20	0	0	0	0	0	764
23	19	181	243	61	0	0	0	0	0	504
22	18	211	317	212	0	0	0	0	0	758
21	11	214	440	210	18	0	0	0	0	893
20	9	349	1,004	841	334	0	0	0	0	2,537
19	0	4	16	16	12	0	0	0	0	48
18	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0
Total	471	1,749	2,750	1,375	364	0	0	0	0	6,709
FY 2015										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	226	40	0	0	0	0	0	0	0	266
29	30	13	29	0	0	0	0	0	0	72
28	32	35	7	0	0	0	0	0	0	74
27	31	56	8	0	0	0	0	0	0	95
26	36	380	39	11	0	0	0	0	0	466
25	23	154	146	9	0	0	0	0	0	332
24	26	193	467	17	0	0	0	0	0	703
23	19	171	206	54	0	0	0	0	0	450
22	18	208	332	229	0	0	0	0	0	787
21	11	216	367	202	19	0	0	0	0	815
20	7	345	890	855	298	0	0	0	0	2,395
19	0	4	14	20	14	0	0	0	0	52
18	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0
Total	459	1,815	2,505	1,397	331	0	0	0	0	6,507

Table 3-4b: Active Duty Navy Enlisted Member Retirements by YOS

FY 2010										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	183	0	0	0	0	0	0	0	0	183
29	22	3	0	0	0	0	0	0	0	25
28	32	8	1	0	0	0	0	0	0	41
27	44	29	2	0	0	0	0	0	0	75
26	33	244	7	0	0	0	0	0	0	284
25	32	133	30	2	0	0	0	0	0	197
24	37	131	503	2	0	0	0	0	0	673
23	22	112	359	1	0	0	0	0	0	494
22	19	125	332	11	0	0	0	0	0	487
21	12	112	366	33	3	0	0	0	0	526
20	15	204	869	2,403	302	18	0	0	0	3,811
19	2	3	6	92	14	8	0	0	0	125
18	1	2	5	8	2	0	0	0	0	18
17	0	1	5	9	3	0	0	0	0	18
16	0	1	4	9	3	0	0	0	0	17
15	0	0	3	9	3	0	0	0	0	15
14	0	0	3	12	4	0	0	0	0	19
13	0	0	3	14	8	0	0	0	0	25
12	0	0	2	15	11	0	0	0	0	28
11	0	0	1	14	16	0	0	0	0	31
10	0	0	0	12	23	0	0	0	0	35
9	0	0	0	10	30	1	0	0	0	41
8	0	0	0	7	32	6	0	0	0	45
7	0	0	0	4	34	11	1	0	0	50
6	0	0	0	2	39	19	1	0	0	61
5	0	0	0	0	35	33	3	0	0	71
4	0	0	0	0	24	56	10	0	0	90
3	0	0	0	0	8	54	28	0	0	90
2	0	0	0	0	0	25	39	4	0	68
1	0	0	0	0	0	4	25	3	4	36
0	0	0	0	0	0	0	1	3	2	6
Total	454	1,108	2,501	2,669	594	235	108	10	6	7,685
FY 2011										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	205	0	0	0	0	0	0	0	0	205
29	25	3	0	0	0	0	0	0	0	28
28	36	7	1	0	0	0	0	0	0	44
27	50	26	2	0	0	0	0	0	0	78
26	37	223	7	0	0	0	0	0	0	267
25	36	122	29	2	0	0	0	0	0	189
24	41	120	494	2	0	0	0	0	0	657
23	25	102	353	1	0	0	0	0	0	481
22	22	115	326	10	0	0	0	0	0	473
21	13	102	360	31	5	1	0	0	0	512
20	17	187	854	2,267	332	5	0	0	0	3,662
19	1	2	7	86	14	1	0	0	0	111
18	0	3	1	1	1	0	0	0	0	6
17	0	2	4	7	2	0	0	0	0	15
16	0	1	5	9	3	0	0	0	0	18
15	0	1	4	9	3	0	0	0	0	17
14	0	0	3	9	3	0	0	0	0	15
13	0	0	3	11	5	0	0	0	0	19
12	0	0	3	13	8	0	0	0	0	24
11	0	0	2	14	11	0	0	0	0	27
10	0	0	1	13	16	0	0	0	0	30
9	0	0	1	12	23	1	0	0	0	37
8	0	0	0	9	30	6	0	0	0	45
7	0	0	0	6	33	11	0	0	0	50
6	0	0	0	3	34	19	1	0	0	57
5	0	0	0	2	39	33	3	0	0	77
4	0	0	0	0	36	54	12	0	0	102
3	0	0	0	0	24	53	33	0	0	110
2	0	0	0	0	9	25	46	4	0	84
1	0	0	0	0	0	3	29	3	5	40
0	0	0	0	0	0	1	3	2	2	8
Total	508	1,016	2,460	2,517	631	213	127	9	7	7,488

Table 3-4b (continued): Active Duty Navy Enlisted Member Retirements by YOS

FY 2012										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	187	0	0	0	0	0	0	0	0	187
29	23	2	0	0	0	0	0	0	0	25
28	33	6	0	0	0	0	0	0	0	39
27	45	23	2	0	0	0	0	0	0	70
26	34	192	7	0	0	0	0	0	0	233
25	33	105	27	1	0	0	0	0	0	166
24	38	103	456	1	0	0	0	0	0	598
23	23	88	325	1	0	0	0	0	0	437
22	20	99	301	9	1	0	0	0	0	430
21	12	88	332	28	4	1	0	0	0	465
20	15	161	788	2,101	332	2	0	0	0	3,399
19	1	1	7	80	14	0	0	0	0	103
18	0	3	5	3	1	0	0	0	0	12
17	0	2	5	8	2	0	0	0	0	17
16	0	1	4	9	3	0	0	0	0	17
15	0	1	3	9	3	0	0	0	0	16
14	0	0	3	9	3	0	0	0	0	15
13	0	0	3	12	5	0	0	0	0	20
12	0	0	2	14	9	0	0	0	0	25
11	0	0	1	15	12	0	0	0	0	28
10	0	0	0	14	18	0	0	0	0	32
9	0	0	0	12	25	1	0	0	0	38
8	0	0	0	10	33	6	0	0	0	49
7	0	0	0	7	35	11	0	0	0	53
6	0	0	0	4	37	19	1	0	0	61
5	0	0	0	2	42	33	3	0	0	80
4	0	0	0	0	38	54	11	0	0	103
3	0	0	0	0	26	54	30	0	0	110
2	0	0	0	0	8	25	41	5	0	79
1	0	0	0	0	1	4	25	4	5	39
0	0	0	0	0	0	1	3	1	3	8
Total	464	875	2,271	2,349	652	211	114	10	8	6,954
FY 2013										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	194	0	0	0	0	0	0	0	0	194
29	24	2	0	0	0	0	0	0	0	26
28	34	6	0	0	0	0	0	0	0	40
27	47	21	1	0	0	0	0	0	0	69
26	35	178	6	0	0	0	0	0	0	219
25	34	97	26	1	0	0	0	0	0	158
24	39	96	442	2	0	0	0	0	0	579
23	24	81	315	3	0	0	0	0	0	423
22	21	92	292	10	1	0	0	0	0	416
21	13	81	322	29	5	1	0	0	0	451
20	16	149	764	2,169	405	3	0	0	0	3,506
19	1	2	6	82	16	1	0	0	0	108
18	0	3	5	9	2	0	0	0	0	19
17	0	2	5	9	3	0	0	0	0	19
16	0	1	4	9	4	0	0	0	0	18
15	0	1	3	10	3	0	0	0	0	17
14	0	0	3	12	5	0	0	0	0	20
13	0	0	3	14	9	0	0	0	0	26
12	0	0	2	15	13	0	0	0	0	30
11	0	0	1	14	18	0	0	0	0	33
10	0	0	1	13	26	0	0	0	0	40
9	0	0	0	10	33	1	0	0	0	44
8	0	0	0	7	36	6	0	0	0	49
7	0	0	0	4	38	11	0	0	0	53
6	0	0	0	2	43	19	2	0	0	66
5	0	0	0	0	40	33	3	0	0	76
4	0	0	0	0	27	55	12	0	0	94
3	0	0	0	0	9	54	30	0	0	93
2	0	0	0	0	1	25	42	5	0	73
1	0	0	0	0	0	3	25	3	6	37
0	0	0	0	0	0	1	3	2	2	8
Total	482	812	2,201	2,424	737	213	117	10	8	7,004

Table 3-4b(continued): Active Duty Navy Enlisted Member Retirements by YOS

FY 2014										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	175	0	0	0	0	0	0	0	0	175
29	21	2	0	0	0	0	0	0	0	23
28	31	6	0	0	0	0	0	0	0	37
27	43	20	1	0	0	0	0	0	0	64
26	32	174	6	0	0	0	0	0	0	212
25	31	95	25	2	0	0	0	0	0	153
24	36	94	419	2	0	0	0	0	0	551
23	21	80	299	1	0	0	0	0	0	401
22	19	90	277	10	0	0	0	0	0	396
21	12	80	305	33	5	3	0	0	0	438
20	14	146	724	2,360	348	17	0	0	0	3,609
19	1	2	6	90	16	5	0	0	0	120
18	0	3	5	8	2	0	0	0	0	18
17	0	2	5	9	3	0	0	0	0	19
16	0	1	4	9	3	0	0	0	0	17
15	0	1	3	9	3	0	0	0	0	16
14	0	0	3	12	5	0	0	0	0	20
13	0	0	3	14	8	0	0	0	0	25
12	0	0	2	14	12	0	0	0	0	28
11	0	0	1	13	17	0	0	0	0	31
10	0	0	0	12	25	0	0	0	0	37
9	0	0	0	10	32	1	0	0	0	43
8	0	0	0	8	35	6	0	0	0	49
7	0	0	0	4	37	10	0	0	0	51
6	0	0	0	2	42	19	1	0	0	64
5	0	0	0	0	38	32	3	0	0	73
4	0	0	0	0	26	52	10	0	0	88
3	0	0	0	0	8	51	28	0	0	87
2	0	0	0	0	3	24	41	5	0	73
1	0	0	0	0	0	3	24	3	6	36
0	0	0	0	0	0	1	2	2	2	7
Total	436	796	2,088	2,622	668	224	109	10	8	6,961
FY 2015										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	175	0	0	0	0	0	0	0	0	175
29	21	2	0	0	0	0	0	0	0	23
28	31	6	0	0	0	0	0	0	0	37
27	43	20	2	0	0	0	0	0	0	65
26	32	174	6	0	0	0	0	0	0	212
25	31	95	25	2	0	0	0	0	0	153
24	36	94	420	2	0	0	0	0	0	552
23	21	80	300	1	0	0	0	0	0	402
22	19	89	277	10	0	0	0	0	0	395
21	12	80	306	34	5	4	0	0	0	441
20	14	146	726	2,353	349	17	0	0	0	3,605
19	1	1	6	89	14	4	0	0	0	115
18	0	3	5	8	2	0	0	0	0	18
17	0	2	5	9	3	0	0	0	0	19
16	0	1	4	9	3	0	0	0	0	17
15	0	1	3	9	3	0	0	0	0	16
14	0	0	3	12	5	0	0	0	0	20
13	0	0	3	14	8	0	0	0	0	25
12	0	0	2	14	12	0	0	0	0	28
11	0	0	1	13	19	0	0	0	0	33
10	0	0	0	12	25	0	0	0	0	37
9	0	0	0	11	32	1	0	0	0	44
8	0	0	0	7	35	7	0	0	0	49
7	0	0	0	4	36	10	0	0	0	50
6	0	0	0	2	42	18	1	0	0	63
5	0	0	0	0	38	31	3	0	0	72
4	0	0	0	0	26	52	10	0	0	88
3	0	0	0	0	8	51	27	0	0	86
2	0	0	0	0	1	24	38	5	0	68
1	0	0	0	0	0	2	23	4	7	36
0	0	0	0	0	0	1	2	2	2	7
Total	436	794	2,094	2,615	666	222	104	11	9	6,951

Table 3-4c: Active Duty Marine Corps Enlisted Member Retirements by YOS

FY 2010										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	143	5	0	0	0	0	0	0	0	148
29	20	1	1	0	0	0	0	0	0	22
28	30	7	1	0	0	0	0	0	0	38
27	23	17	0	1	0	0	0	0	0	41
26	13	35	0	0	0	0	0	0	0	48
25	15	40	4	2	0	0	0	0	0	61
24	7	56	7	2	0	0	0	0	0	72
23	6	40	9	2	0	0	0	0	0	57
22	8	92	57	6	0	0	0	0	0	163
21	5	81	73	13	0	0	0	0	0	172
20	3	178	280	184	2	0	0	0	0	647
19	0	0	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0
Total	273	552	432	210	2	0	0	0	0	1,469
FY 2011										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	143	5	0	0	0	0	0	0	0	148
29	20	1	1	0	0	0	0	0	0	22
28	30	7	1	0	0	0	0	0	0	38
27	23	17	0	1	0	0	0	0	0	41
26	13	35	0	0	0	0	0	0	0	48
25	15	40	4	2	0	0	0	0	0	61
24	7	56	7	2	0	0	0	0	0	72
23	6	40	9	2	0	0	0	0	0	57
22	8	92	57	6	0	0	0	0	0	163
21	5	81	73	13	0	0	0	0	0	172
20	3	178	280	184	2	0	0	0	0	647
19	0	0	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0
Total	273	552	432	210	2	0	0	0	0	1,469

Table 3-4c (continued): Active Duty Marine Corps Enlisted Member Retirements by YOS

FY 2012										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	143	5	0	0	0	0	0	0	0	148
29	20	1	1	0	0	0	0	0	0	22
28	30	7	1	0	0	0	0	0	0	38
27	23	17	0	1	0	0	0	0	0	41
26	13	35	0	0	0	0	0	0	0	48
25	15	40	4	2	0	0	0	0	0	61
24	7	56	7	2	0	0	0	0	0	72
23	6	40	9	2	0	0	0	0	0	57
22	8	92	57	6	0	0	0	0	0	163
21	5	81	73	13	0	0	0	0	0	172
20	3	178	280	184	2	0	0	0	0	647
19	0	0	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0
Total	273	552	432	210	2	0	0	0	0	1,469
FY 2013										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	143	5	0	0	0	0	0	0	0	148
29	20	1	1	0	0	0	0	0	0	22
28	30	7	1	0	0	0	0	0	0	38
27	23	17	0	1	0	0	0	0	0	41
26	13	35	0	0	0	0	0	0	0	48
25	15	40	4	2	0	0	0	0	0	61
24	7	56	7	2	0	0	0	0	0	72
23	6	40	9	2	0	0	0	0	0	57
22	8	92	57	6	0	0	0	0	0	163
21	5	81	73	13	0	0	0	0	0	172
20	3	178	280	184	2	0	0	0	0	647
19	0	0	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0
Total	273	552	432	210	2	0	0	0	0	1,469

Table 3-4c (continued): Active Duty Marine Corps Enlisted Member Retirements by YOS

FY 2014										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	143	5	0	0	0	0	0	0	0	148
29	20	1	1	0	0	0	0	0	0	22
28	30	7	1	0	0	0	0	0	0	38
27	23	17	0	1	0	0	0	0	0	41
26	13	35	0	0	0	0	0	0	0	48
25	15	40	4	2	0	0	0	0	0	61
24	7	56	7	2	0	0	0	0	0	72
23	6	40	9	2	0	0	0	0	0	57
22	8	92	57	6	0	0	0	0	0	163
21	5	81	73	13	0	0	0	0	0	172
20	3	178	280	184	2	0	0	0	0	647
19	0	0	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0
Total	273	552	432	210	2	0	0	0	0	1,469
FY 2015										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	143	5	0	0	0	0	0	0	0	148
29	20	1	1	0	0	0	0	0	0	22
28	30	7	1	0	0	0	0	0	0	38
27	23	17	0	1	0	0	0	0	0	41
26	13	35	0	0	0	0	0	0	0	48
25	15	40	4	2	0	0	0	0	0	61
24	7	56	7	2	0	0	0	0	0	72
23	6	40	9	2	0	0	0	0	0	57
22	8	92	57	6	0	0	0	0	0	163
21	5	81	73	13	0	0	0	0	0	172
20	3	178	280	184	2	0	0	0	0	647
19	0	0	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0
Total	273	552	432	210	2	0	0	0	0	1,469

Table 3-4d: Active Duty Air Force Enlisted Member Retirements by YOS

FY 2010										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	196	0	0	0	0	0	0	0	0	196
29	43	5	0	0	0	0	0	0	0	48
28	63	170	1	0	0	0	0	0	0	234
27	62	101	10	0	0	0	0	0	0	173
26	64	113	440	0	0	0	0	0	0	617
25	40	88	361	3	0	0	0	0	0	492
24	41	119	480	111	0	0	0	0	0	751
23	23	101	607	91	0	0	0	0	1	823
22	13	76	788	122	0	0	0	0	0	999
21	3	67	669	173	0	0	0	0	0	912
20	2	63	1,400	934	11	0	0	0	0	2,410
19	0	0	8	13	0	0	0	0	0	21
18	0	0	9	17	0	0	0	0	0	26
17	0	0	1	20	1	0	0	0	0	22
16	0	0	2	20	1	0	0	0	0	23
15	0	0	3	23	1	0	0	0	0	27
14	0	0	1	12	1	0	0	0	0	14
13	0	0	0	12	1	0	0	0	0	13
12	0	0	0	11	2	0	0	0	0	13
11	0	0	0	11	5	0	0	0	0	16
10	0	0	0	8	5	0	0	0	0	13
9	0	0	0	3	9	0	0	0	0	12
8	0	0	0	3	8	1	0	0	0	12
7	0	0	0	1	6	0	0	0	0	7
6	0	0	0	0	6	2	0	0	0	8
5	0	0	0	0	4	2	0	0	0	6
4	0	0	0	0	1	2	0	0	0	3
3	0	0	0	0	0	2	0	0	0	2
2	0	0	0	0	0	1	0	0	0	1
1	0	0	0	0	0	0	0	1	0	1
0	0	0	0	0	0	0	0	0	0	0
Total	550	903	4,780	1,588	62	10	0	1	1	7,895
FY 2011										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	229	0	0	0	0	0	0	0	0	229
29	50	6	0	0	0	0	0	0	0	56
28	73	196	1	0	0	0	0	0	0	270
27	72	118	12	0	0	0	0	0	0	202
26	74	132	512	0	0	0	0	0	0	718
25	46	102	420	3	0	0	0	0	0	571
24	48	138	559	129	0	0	0	0	0	874
23	26	118	706	105	0	0	0	0	1	956
22	15	89	917	141	1	0	0	0	0	1,163
21	4	78	779	200	1	0	0	0	0	1,062
20	2	73	1,631	1,084	9	0	0	0	0	2,799
19	0	0	9	15	0	0	0	0	0	24
18	0	0	11	19	1	0	0	0	0	31
17	0	0	1	23	1	0	0	0	0	25
16	0	0	3	23	2	0	0	0	0	28
15	0	0	4	26	1	0	0	0	0	31
14	0	0	1	14	2	0	0	0	0	17
13	0	0	0	14	2	0	0	0	0	16
12	0	0	0	12	3	0	0	0	0	15
11	0	0	0	12	5	0	0	0	0	17
10	0	0	0	9	6	0	0	0	0	15
9	0	0	0	3	11	0	0	0	0	14
8	0	0	0	3	9	1	0	0	0	13
7	0	0	0	1	8	0	0	0	0	9
6	0	0	0	0	7	1	0	0	0	8
5	0	0	0	0	4	2	0	0	0	6
4	0	0	0	0	1	3	0	0	0	4
3	0	0	0	0	0	3	0	0	0	3
2	0	0	0	0	0	1	0	0	0	1
1	0	0	0	0	0	0	0	1	0	1
0	0	0	0	0	0	0	0	0	0	0
Total	639	1,050	5,566	1,836	74	11	0	1	1	9,178

Table 3-4d (continued): Active Duty Air Force Enlisted Member Retirements by YOS

FY 2012										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	184	0	0	0	0	0	0	0	0	184
29	41	5	0	0	0	0	0	0	0	46
28	59	159	1	0	0	0	0	0	0	219
27	58	95	9	0	0	0	0	0	0	162
26	60	107	414	0	0	0	0	0	0	581
25	38	83	340	3	0	0	0	0	0	464
24	39	112	452	105	0	0	0	0	0	708
23	21	95	571	85	0	0	0	0	1	773
22	12	72	741	115	0	0	0	0	0	940
21	3	63	629	163	0	0	0	0	0	858
20	2	59	1,319	880	8	0	0	0	0	2,268
19	0	0	7	12	0	0	0	0	0	19
18	0	0	9	16	0	0	0	0	0	25
17	0	0	1	19	1	0	0	0	0	21
16	0	0	2	19	1	0	0	0	0	22
15	0	0	3	21	1	0	0	0	0	25
14	0	0	1	11	1	0	0	0	0	13
13	0	0	0	11	1	0	0	0	0	12
12	0	0	0	10	2	0	0	0	0	12
11	0	0	0	10	4	0	0	0	0	14
10	0	0	0	7	5	0	0	0	0	12
9	0	0	0	3	10	0	0	0	0	13
8	0	0	0	3	9	0	0	0	0	12
7	0	0	0	1	7	1	0	0	0	9
6	0	0	0	0	5	1	0	0	0	6
5	0	0	0	0	4	2	0	0	0	6
4	0	0	0	0	1	2	0	0	0	3
3	0	0	0	0	0	2	0	0	0	2
2	0	0	0	0	0	1	0	0	0	1
1	0	0	0	0	0	0	0	1	0	1
0	0	0	0	0	0	0	0	0	0	0
Total	517	850	4,499	1,494	60	9	0	1	1	7,431
FY 2013										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	185	0	0	0	0	0	0	0	0	185
29	40	5	0	0	0	0	0	0	0	45
28	59	158	1	0	0	0	0	0	0	218
27	58	95	9	0	0	0	0	0	0	162
26	60	106	412	0	0	0	0	0	0	578
25	37	83	338	3	0	0	0	0	0	461
24	38	111	449	104	0	0	0	0	0	702
23	21	95	568	85	0	0	0	0	1	770
22	12	71	738	114	0	0	0	0	0	935
21	3	63	626	162	0	0	0	0	0	854
20	2	59	1,313	878	8	0	0	0	0	2,260
19	0	0	7	12	0	0	0	0	0	19
18	0	0	9	16	0	0	0	0	0	25
17	0	0	1	18	1	0	0	0	0	20
16	0	0	2	18	1	0	0	0	0	21
15	0	0	3	21	1	0	0	0	0	25
14	0	0	1	11	1	0	0	0	0	13
13	0	0	0	11	1	0	0	0	0	12
12	0	0	0	10	2	0	0	0	0	12
11	0	0	0	10	4	0	0	0	0	14
10	0	0	0	7	6	0	0	0	0	13
9	0	0	0	3	10	0	0	0	0	13
8	0	0	0	3	8	0	0	0	0	11
7	0	0	0	1	7	1	0	0	0	9
6	0	0	0	0	5	1	0	0	0	6
5	0	0	0	0	4	2	0	0	0	6
4	0	0	0	0	1	2	0	0	0	3
3	0	0	0	0	0	2	0	0	0	2
2	0	0	0	0	0	1	0	0	0	1
1	0	0	0	0	0	0	0	1	0	1
0	0	0	0	0	0	0	0	0	0	0
Total	515	846	4,477	1,487	60	9	0	1	1	7,396

Table 3-4d (continued): Active Duty Air Force Enlisted Member Retirements by YOS

FY 2014										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	182	0	0	0	0	0	0	0	0	182
29	40	5	0	0	0	0	0	0	0	45
28	58	156	1	0	0	0	0	0	0	215
27	57	94	9	0	0	0	0	0	0	160
26	59	105	407	0	0	0	0	0	0	571
25	37	81	334	3	0	0	0	0	0	455
24	38	110	444	103	0	0	0	0	0	695
23	21	94	561	84	0	0	0	0	1	761
22	12	70	729	113	0	0	0	0	0	924
21	3	62	619	160	0	0	0	0	0	844
20	2	58	1,296	866	8	0	0	0	0	2,230
19	0	0	7	12	0	0	0	0	0	19
18	0	0	8	15	0	0	0	0	0	23
17	0	0	1	18	1	0	0	0	0	20
16	0	0	2	18	1	0	0	0	0	21
15	0	0	3	21	1	0	0	0	0	25
14	0	0	1	11	1	0	0	0	0	13
13	0	0	0	11	1	0	0	0	0	12
12	0	0	0	10	2	0	0	0	0	12
11	0	0	0	10	4	0	0	0	0	14
10	0	0	0	7	5	0	0	0	0	12
9	0	0	0	3	10	0	0	0	0	13
8	0	0	0	3	8	0	0	0	0	11
7	0	0	0	1	7	1	0	0	0	9
6	0	0	0	0	5	1	0	0	0	6
5	0	0	0	0	4	2	0	0	0	6
4	0	0	0	0	1	2	0	0	0	3
3	0	0	0	0	0	2	0	0	0	2
2	0	0	0	0	0	1	0	0	0	1
1	0	0	0	0	0	0	0	1	0	1
0	0	0	0	0	0	0	0	0	0	0
Total	509	835	4,422	1,469	59	9	0	1	1	7,305
FY 2015										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	180	0	0	0	0	0	0	0	0	180
29	40	5	0	0	0	0	0	0	0	45
28	58	158	1	0	0	0	0	0	0	217
27	57	93	9	0	0	0	0	0	0	159
26	59	104	406	0	0	0	0	0	0	569
25	37	81	333	3	0	0	0	0	0	454
24	38	109	443	102	0	0	0	0	0	692
23	21	93	559	83	0	0	0	0	1	757
22	12	70	726	112	0	0	0	0	0	920
21	3	62	617	160	0	0	0	0	0	842
20	2	58	1,292	864	8	0	0	0	0	2,224
19	0	0	7	12	0	0	0	0	0	19
18	0	0	8	15	0	0	0	0	0	23
17	0	0	1	18	1	0	0	0	0	20
16	0	0	2	18	1	0	0	0	0	21
15	0	0	3	21	1	0	0	0	0	25
14	0	0	1	11	1	0	0	0	0	13
13	0	0	0	11	1	0	0	0	0	12
12	0	0	0	10	2	0	0	0	0	12
11	0	0	0	10	4	0	0	0	0	14
10	0	0	0	7	5	0	0	0	0	12
9	0	0	0	3	9	0	0	0	0	12
8	0	0	0	3	8	0	0	0	0	11
7	0	0	0	1	7	1	0	0	0	9
6	0	0	0	0	5	1	0	0	0	6
5	0	0	0	0	4	2	0	0	0	6
4	0	0	0	0	1	2	0	0	0	3
3	0	0	0	0	0	2	0	0	0	2
2	0	0	0	0	0	1	0	0	0	1
1	0	0	0	0	0	0	0	1	0	1
0	0	0	0	0	0	0	0	0	0	0
Total	507	833	4,408	1,464	58	9	0	1	1	7,281

Chapter 4: Medical Manpower Requirements

This chapter displays military medical manpower by corps or designation for Active and Reserve Components along with civilian medical personnel working in fixed medical treatment facilities for the previous, current, and next fiscal years. For Active and Reserve Components, the FY 09 data represent validated actual end strength obtained from the Health Manpower and Personnel Data System (HMPDS) maintained at the Defense Manpower Data Center, Seaside, CA. The FY 10 and FY 11 data represent budgeted end strength submitted by the Army, Navy, and Air Force. While the Reserve Component manpower in this report is limited to that of the Selected Reserve, it is important to note that to meet total force wartime requirements, the Military Departments will also rely on the pre-trained individual manpower (PIM) categories within the Reserve Component. The PIM is composed of the Individual Ready Reserve, the Standby Reserve, and military retirees. The reported civilian medical personnel are those funded via the Defense Health Appropriation and reported as work-years or full-time equivalents. These include doctors, dentists, nurses, allied health and administrative personnel required to support day to day activities in fixed medical treatment facilities.

Mission

The primary mission of the Military Health System (MHS) is to enhance DoD and the Nation's security by providing health support for the full range of military operations and sustaining the health of all those entrusted to its care.

Key Medical Manpower Issues

The MHS provides medical care to more than 9 million DOD beneficiaries located around the globe with a workforce of more than 160,000 active duty and civilian medical personnel and over 65,000 reserve medical personnel. We continuously strive to improve the development of key medical skills and align our workforce's capabilities to meet new and emerging medical needs. Our readiness mission requirements demand that our three service Medical Departments work together through increased collaboration and integration across the MHS to achieve interoperability and agility in meeting mission responsibilities of today and the future.

The MHS is facing numerous challenges as we continue to fight a global war on terrorism, defend our Nation's homeland, and provide support around the globe for humanitarian efforts. A competitive civilian healthcare industry job market, a projected future nationwide shortage of physicians and nurses, a growing and aging beneficiary population and the increasing cost of sustaining the health care benefit are among these challenges. The recruiting and retention pay authorities for military medical professionals contained in both the FY 2007 and FY 2008 National Defense Authorization Acts (NDAAs) are fully implemented and continue to improve Service recruiting and retention goal attainment. Despite a broad array of financial incentives, the Department will continue to compete with the private sector for highly qualified, skilled professionals who are routinely better paid and not required to deploy.

We are well into the implementation of the MHS Human Capital Strategy. For example, in many medical professions, the addition of civilian medical personnel can increase the flexibility of the military treatment facilities to continue providing care when military personnel are deployed. To increase awareness of opportunities for civilian medical professionals in the Military Health System, a civilian medical recruiter has been attending college job fairs to attract medical graduates to civilian careers in military medicine. We are partnering with colleges and universities to provide faculty members to support MHS Mental Health Programs. For example, the University of Colorado, Denver, Medical School provides a faculty member to head-up the National Intrepid Center of Excellence—a world-class rehabilitation facility in the DC-area for our wounded, ill and injured.

We have assisted in proposed legislation for a civilian medical scholarship for civilian employees. This program would be similar to the scholarship program which has been used very successfully for many years to recruit military healthcare professionals. Mental Health professionals continue to be high-demand specialties. We have partnered with the Veteran's Administration to improve our ability to attract quality civilian candidates and reduce the competition between us for these scarce resources. We continue to look for ways to improve recruiting and retention of our quality medical workforce.

Table 4-1: DoD Medical Manpower Program

Corps	Active Component			Reserve Component		
	FY09	FY10	FY11	FY09	FY10	FY11
	Actual	Estimate	Estimate	Actual	Estimate	Estimate
Medical	11,546	11,961	12,015	3,309	4,350	4,269
Dental	2,923	3,135	3,128	1,078	1,417	1,327
Nurse	9,682	10,101	10,129	9,118	8,261	7,900
Medical Service	7,928	8,080	8,145	5,254	6,012	6,003
Medical Specialist (USA)	1,412	1,417	1,454	1,685	1,585	1,562
Biomedical Sciences (USAF)	2,236	2,300	2,298	766	786	792
Veterinary (USA)	471	471	482	189	201	239
Warrant Officers	144	140	140	55	87	117
Medical Enlisted	75,486	74,063	74,491	44,255	40,962	40,655
Dental Enlisted	5,880	5,339	5,402	2,678	2,234	2,056
Total	117,708	117,007	117,684	68,387	65,895	64,920
DHP Civilian Workyears	53,727	48,540	51,895	N/A	N/A	N/A

Table 4-1a: Army Medical Manpower Program

Corps	Active Component			Reserve Component		
	FY09	FY10	FY11	FY09	FY10	FY11
	Actual	Estimate	Estimate	Actual	Estimate	Estimate
Medical	4,342	4,565	4,575	1,862	2,285	2,213
Dental	939	1,087	1,060	526	901	811
Nurse	3,592	3,565	3,580	5,650	4,495	4,136
Medical Service	4,579	4,531	4,542	4,074	4,725	4,712
Medical Specialist	1,412	1,417	1,454	1,685	1,585	1,562
Veterinary	471	471	482	189	201	239
Warrant Officers	144	140	140	55	87	117
Medical Enlisted	33,961	32,705	32,715	29,613	28,481	28,163
Dental Enlisted	1,623	1,488	1,426	1,871	1,495	1,316
Total	51,063	49,969	49,974	45,525	44,255	43,269
DHP Civilian Workyears	35,065	29,184	31,685	N/A	N/A	N/A

Table 4-1b: Navy Medical Manpower Program

Corps	Active Component			Reserve Component		
	FY09	FY10	FY11	FY09	FY10	FY11
	Actual	Estimate	Estimate	Actual	Estimate	Estimate
Medical	3,729	4,008	4,044	554	722	713
Dental	1,019	1,119	1,135	247	258	258
Nurse	2,814	3,114	3,125	1,126	1,343	1,338
Medical Service	2,319	2,569	2,627	336	350	350
Warrant Officers	0	0	0	0	0	0
Medical Enlisted	22,018	23,711	24,135	5,193	4,219	4,221
Dental Enlisted	1,637	1,664	1,800	174	271	271
Total	33,536	36,185	36,866	7,630	7,163	7,151
DHP Civilian Workyears	12,187	12,415	13,257	N/A	N/A	N/A

Table 4-1c: Air Force Medical Manpower Program

Corps	Active Component			Reserve Component		
	FY09	FY10	FY11	FY09	FY10	FY11
	Actual	Estimate	Estimate	Actual	Estimate	Estimate
Medical	3,475	3,388	3,396	893	1,343	1,343
Dental	965	929	933	305	258	258
Nurse	3,276	3,422	3,424	2,342	2,423	2,426
Medical Service	1,030	980	976	844	937	941
Biomedical Sciences	2,236	2,300	2,298	766	786	792
Medical Enlisted	19,507	17,647	17,641	9,449	8,262	8,271
Dental Enlisted	2,620	2,187	2,176	633	468	469
Total	33,109	30,853	30,844	15,232	14,477	14,500
DHP Civilian Workyears	6,529	6,861	6,920	N/A	N/A	N/A

Chapter 5: Manpower Request Justifications

Army Manpower Request

Introduction

Nine years of continuous combat challenges the Army to sustain the All-Volunteer Force and maintain strategic depth. After the Iraq drawdown and the end of the surge in Afghanistan, in-theater demand for Active Component (AC) forces is expected to decrease significantly. If the demand is less than 10 BCTs, with associated enabler support, then conditions should support a median AC Soldier individual BOG:Dwell of at least 1:2. If the demand is less than 7 deployed Brigade Combat Teams BCTs, then the conditions should support the Army achieving its' goal of a median individual BOG:Dwell of at least 1:3.

Temporary End Strength Increase:

On July 20, 2009, the SECDEF and CJCS announced a Temporary End Strength Increase (TESI) of 22K of the Active Component (AC) Army for the next three years to ensure that deploying units are properly manned. The 22K increase is additive to the base 547.4K ES. The planned growth called for a 5K increase to the FY09 ES, an additional 10K increase in FY10, and a final increase of 7K in FY11. Upon completion of the growth, the Army would maintain the additional strength for 12 months, followed by an 18 month off-ramp.

Specifically, TESI is designed to mitigate against the increased number of patients, non-deployable Soldiers in deploying units, and the impacts associated with the elimination of the Army's use of the "Stop Loss" policy. The Army currently is experiencing 4K additional patients above the program. Current non-deployable rates in units exceed 12%. A typical BCT requires an additional 500 Soldiers to replace those that would have deployed under Stop Loss. The composition of TESI reflects that these three sub-populations are predominately enlisted skill level one and two Soldiers.

The Army has met and will meet all of its TESI goals. The Army finished FY09 with an ES of 553,044. As of 31 DEC 09, the AC strength was 553,326. The Army is "on-track" to meet its FY10 ES target of 562.4K. In the third quarter of FY 10, the Army will decide whether to increase by 7K in FY 11 or stop TESI growth at 15K. If required, the Army does not anticipate any problem completing the growth in FY11.

The 18 month off-ramp may present challenges. If the Army decides to stop the TESI growth at 15K, the analysis of the G-1 led TESI Working Group shows that the Army can accomplish the off-ramp by reducing accessions alone. However, an 18 month off-ramp for a 22K growth will require "forced" losses in addition to reduced accessions.

MILITARY MANPOWER

Operating Forces:

a. Active Component. During 2009, the Army added two new BCTs, two new multi-functional support brigades, and three functional support brigades to the force. In 2010, the Army will add one additional BCT, two multi-functional support brigades, and two more functional support brigades; bringing us to a total of 45, 36, and 38 respectively. Another

significant change to our operational force is the conversion of our Army Service Component Commands (ASCC) to a new and more robust design in support of the Regional Combatant Commanders. In 2009, the Army converted Southern European Task Force (SETAF) to support the new US Africa Command. In 2010, the Army will convert US Army, Europe. The conversion of the AC to a modular structure will be 91% complete under the Grow the Army (GTA) plan at the close of 2010.

b. Army National Guard. In 2009, ARNG added six multi-functional support brigades. In 2010, ARNG will add three additional multi-functional support brigades for a total of 28 BCTs, 44 multi-functional support brigades, and 37 functional support brigades. This will bring the ARNG to 94% completion of the GTA plan.

c. Army Reserve. In 2009, the USAR built one multi-functional support brigade in support of the GTA plan. In 2010, two additional multi-functional support brigades will be added bringing the totals to 12 multi-functional support brigades and 35 functional support brigades, which is 79% of the total GTA plan.

Generating Force: The Army is adjusting its generating force. The goal of this adjustment is to build the best generating force while we restore balance. The Army also created Warrior Transition Units. These units are a key element of the Army Medical Action Plan that will provide Soldiers a continuum of integrated care from point of injury, illness or disease to return to duty or transition from active duty. These units are manned by soldiers from all three components and by civilians. The multi-compo makeup of these units reflects that our Warriors in Transition come from all three components.

Civilian Manpower:

Department of the Army civilians are assuming increased responsibilities in the generating force, and we are identifying funding sources to allow us to grow their numbers commensurate with the growth in operational forces.

Congress requires the Army to project the number of full time equivalent civilians in the budget based on workload. Congress establishes floors and ceilings on certain categories of manpower, such as military technicians. In addition, Congress establishes a ceiling on the number of military and civilian employees assigned to the Office of the Secretary of the Army and the Army Staff. Highly Qualified Experts are not part of the projected full time equivalent civilians in the budget, but are funded in the year of execution from funds established for other purposes. About 49.6 % of the Army civilian workforce is within the discretionary control of the Army. The remaining 50.4% of the civilian workforce is subject to different statutory constraints and/or funding sources external to the Army and falls into the following categories: 1) 10.9% are paid for by the working capital fund (pursuant to 10 USC 2208), 2) 8.6% are foreign national employees controlled by international agreements; 3) 13.7% are Military Technicians; and 4) 17.2% are externally funded (to include Defense Health Programs, Special Operations, Intelligence, Foreign Military Sales and Counter-Drug programs). In addition, there are about 24,357 employees separately funded by the Civil Works and Cemetary appropriations.

Since September 11, 2001, we increased the civilian employee workforce from 222,000 to 263,169 (plus 24,357 Civil Works) due to overseas contingency operations, Defense Health Program increases, Family and Soldier Support initiatives, acquisition workforce growth, insourcing contracts associated with inherently governmental functions, military technician increases, and military to civilian conversions. Future civilian employee growth is critical to

supporting current plans to re-balance the Army to 73 brigade combat teams and associated combat support/combat service support units by Fiscal Year 2011.

As of January 2010, the Army has 19,951 civilian employees in excess of authorizations. This situation is attributable primarily to growth in Defense Health Programs, overseas contingency operations and lag between documenting new missions and requirements in the manpower documentation systems and the availability of funding for those missions. The Assistant Secretary of the Army (Manpower and Reserve Affairs) is having Army Audit Agency review our manpower documentation processes and policies to help us ascertain whether we need any additional management controls to better align our execution of civilian manpower with the way we program and budget for that manpower.

Contract Manpower

The Army is continuing its efforts to account for the capabilities provided through contracted services and to subject these capabilities to requirements validation and review for potential in-sourcing. To do this we have established a contractor inventory pursuant to the requirements of Section 807 of the National Defense Authorization Act for FY08 and 10 United States Code § 129a. To date the Army has accounted for about \$43.3 billion of contracted services for a reported contractor workforce of approximately 218K contractor man year equivalents (CMEs): 135K CMEs in the generating force and 83K CMEs in the Central Command area of responsibility providing support to OIF/OEF.

On 10 July 2009, the Secretary of the Army required General Officer or Senior Executive Service level approval of contracted services requirements and certification of compliance with various statutory requirements related to inherently governmental functions and in-sourcing as a predicate for Army contracting office processing of the action.

Additionally, the U.S. Army has implemented the contractor inventory review process prescribed by 10 U.S.C. section 2330a(e) to identify appropriate candidates for in-sourcing, focusing primarily on “closely associated with inherently governmental functions”. Civilian authorizations from in-sourcing are not established without undergoing the contractor inventory review process.

Navy Manpower Request

Introduction

We are a maritime Nation. We are a maritime Service. We are and will remain the preeminent maritime power. Our Navy is unique – unlike any other Service – we are a sea-going force. Throughout our history, we have shown the American people and the world that we are committed to and capable of evolving and expanding our mission capabilities as to defend our homeland and the Nation’s vital interests, prevent wars, and defeat adversaries. Our success is a direct reflection of the dedication and commitment of our most valuable asset, our people – the Navy Total Force – active and reserve military, Navy civilians, and the families that support us by making the sacrifices that enable us to fulfill our mission.

People are the foundation for all that our Navy achieves. No ships will sail, no aircraft will fly, and no submarines will submerge without attracting, recruiting, developing and retaining the right people, with the right skills to execute the mission. It is only through our people that we will remain the world’s most powerful Navy, bringing the Maritime Strategy to life. We have been called upon to expand our operations to include more non-traditional missions. Additionally, we continue working with familiar allies, former adversaries, and an expanding set of global partners. Whether providing “boots on ground” support to combat operations, fighting piracy, providing medical care and comfort, or protecting the seas, our people are ready. While our Service has evolved, our service to country and the world has fundamentally remained the same – an ethos sealed with pride, exemplified by selflessness and firmly rooted in honor, courage and commitment.

Manpower Status

In the past year, 329,304 active duty, 66,508 reserve and 176,156 civilians in the Navy helped bring certainty to an uncertain world. Through FY09, the Navy continued to stabilize the force to meet the FY15 end-strength requirement of 322,000. Changes to future force structure will necessitate changes in associated manpower requirements. The Navy of 2015 will leverage technological advances that require better educated Sailors, thereby requiring less manpower to operate. Requirements are continually reviewed for “relevancy.” Although force size will be reduced, manpower costs are expected to remain on a steady incline.

Overseas Contingency Operations

The Navy continues to play a vital role in support of ongoing combat operations in Afghanistan (Operation Enduring Freedom (OEF)) and Iraq (Operation New Dawn (OND)) across a wide range of mission areas, including detainee operations, training teams, provincial reconstruction teams, counter improvised explosive device (IED) missions, construction (Seabee), explosive ordnance disposal (EOD), airfield support, public affairs, logistics, intelligence, and medical support. We are planning to provide up to 14,000 Sailors as individual augmentees in the role of joint force enablers. We anticipate this demand to continue into the next fiscal year.

Recruiting/Retention

Navy’s recruiting efforts started strong in FY10, continuing exceptional performance from FY09. We entered the year with 80% of total force enlisted requirements already contracted and are concentrating our assets on matching our future Sailors to the exact gender and rating requirements needed in the Fleet. Recruiting contributions to critical skills and combat support ratings are on track for the year. AC general officer recruiting is well ahead of benchmarks and AC medical student programs are recruiting well. RC officer recruiting is slightly behind recruiting benchmarks. Although production levels are higher this year as compared to the

same time last year, a dramatic RC officer goal increase, particularly in medical programs, has made this goal particularly challenging. We recently received authority to utilize bonuses to assist in achieving these goals.

Navy's Total Force Vision for the 21st Century

In January 2010, Navy's Total Force Vision for the 21st Century was released. This document firmly recognizes our Total Force as the Navy's most important resource and the critical component to meeting the demands of the Maritime Strategy. A ready Total Force, supported by a comprehensive continuum of care, is the heart of our Navy. We must attract, recruit, develop, assign, and retain a diverse, high-performing, competency-based and mission-focused force, while ensuring the welfare of our Sailors, Navy civilians and their families. By adhering to this vision, we will succeed in delivering the maritime force our nation and the 21st century demands.

Challenges

The greatest challenge for our Navy is our ability to sustain our core capabilities and readiness, while building the future naval Fleet and developing the Navy Total Force that will operate, fight, and lead in a variety of challenging environments. Demands on the Navy Total Force are growing, and our ability to deliver the people with the requisite skills required to meet these demands is becoming increasingly challenging. Today's fiscal environment mandates keen insight and ability to establish and maintain the right balance between people and the platforms and systems from which they will deliver Joint warfighting capabilities.

Overseas Contingency Operations

The commitment to supporting Overseas Contingency Operations (OCO) comes at a cost. We are carefully monitoring the strain on our PCS / TDI accounts to ensure we can execute our core Navy and OCO missions while fostering the development of our people. Significant progress has been made in filling individual augmentation (IA) requirements, particularly for high-demand skill sets. In many cases, using a Total Force approach, Navy has fulfilled these requirements with qualified individuals from lesser-stressed communities. This flexible response, coupled with effective strategic communications to the Fleet, reduced some of the uncertainty associated with repeat IA deployments and helped provide predictability and stability for Sailors and their families while improving Navy's responsiveness to the Combatant Commanders.

Priorities

Overseas Contingency Operations

Significant progress has been made in sourcing IA requirements through Global Support Assignment (GSA) detailing, a process designed to minimize disruption in the lives of Sailors and their families through assignment to IA tours as part of the normal detailing process. Joint war fighting requirements and the majority of critical IA leadership positions are filled via mainstream assignment processes. This approach affords Sailors increased influence over the timing of their IA assignments, improves individual career management, and offers longer lead-times, thereby improving Sailor readiness and family preparedness for prolonged deployments. Fleet response to GSA detailing has been positive; however, GSA detailing can only be used to fill stable requirements. U.S. Fleet Forces (USFF) must continue to fill a portion of IA requirements through the Individual Augmentation Manpower Management (IAMM) process. As a result of the shift of focus to Afghanistan, the cancellation of several IA rotations to Iraq, and

the rerouting of all GITMO rotations to IAMM sourcing due to mission instability, approximately 26.5% of our total IA assignments are filled as GSA details in FY-10.

Recruiting/Retention

Navy Recruiting Command (NRC) is relentless in its pursuit of hiring the best talent in America to serve in our Navy. Their efforts are especially focused on recruiting for the Medical Corps (MC), Nuclear Power (NP), Naval Special Warfare (NSW), and Combat Operation Support (COS) communities. The Navy is continually exploring new ways to recruit America's talent. NRC is conducting a pilot to utilize social networking in recruiting efforts. In the NSW and Naval Special Operations communities, we provide mentors for recruits before enlistment and during training with the dual goal of improving recruiting results and ensuring applicant success at Recruit Training Center (RTC) and Basic Underwater Demolition/SEAL training (BUD/S). The Navy is also working to increase the number of women in the Navy and expand opportunities for women to serve such as in the Submarine Force.

As outlined in the Maritime Strategy, recruiting and retaining the Nation's best and brightest continues to be a top priority, especially in support of the demands of Overseas Contingency Operations. We aspire to be recognized as a top 50 employer, ensuring that our personnel policies reflect the best practices of the Nation's greatest workplaces. The first step toward accomplishing this goal is to align the life and career goals of our people with the mission requirements of our Navy – current and future – in a way that provides the greatest opportunities for personal and professional development. We have received multiple recognitions from civilian organizations addressing our efforts for an attainable work-life balance. Achieving this view of our future for sustaining the high quality all-volunteer force entails providing a robust pay and benefits package, professional and personal fulfillment and affirmation of the value we place on Sailors, their families, and their selfless service to our country.

Navy's Total Force Vision for the 21st Century (NTF 21)

We developed NTF 21 in 2009, setting the course along which we will transform our Navy Total force to meet the demands of the future, delivering the human component of maritime joint warfighting capability. Our Navy leadership and partners within and outside Navy have been strong supporters of our efforts to move this Vision forward to execution. This recently published Vision was signed by ADM Roughead, Chief of Naval Operations, VADM Ferguson, Chief of Naval Personnel, and VADM Debbink, Chief of Navy Reserve, providing the framework through which we will fulfill our role, in support of Navy, in executing our Maritime Strategy, *A Cooperative Strategy for 21st Century Seapower*.

Our goal is to build upon last year's efforts with greater emphasis on those areas most critical to our role in supporting the Maritime Strategy – delivery of training, focus on jointness, language skills, regional expertise and cultural awareness, and our Continuum of Service efforts, particularly in leveraging Reserve capabilities when sourcing OCO assignments.

Fit

The requirement to deliver people to the maritime solution not only reinforces the need for continued changes in the way we do business (getting to a flexible and agile personnel delivery system that proactively responds to changes in warfighting needs), but also means taking a proactive role in the investment in our people, current and future. To maximize their potential and provide the most ready force to the Fleet and Joint Warfare Commanders, we will continue to improve upon our personnel systems, policies and development tools. Our investment will offer greater life/work balance; place the right Sailor in the right job at the right time, and prepare

our 21st century leaders to operate adeptly in our dynamic global environment. We must actively ensure that we satisfy the life and career goals of our people in a way that meets the mission requirements of the Navy, maximizing the mutual benefit between the two – achieving fit.

The concept of fit is centered on the idea of delivering the right Sailor, with the right skills, to the right job at the right time. “Right Sailor” is defined as an individual with the proper mix of knowledge, skills and abilities to match the demands of the assignment – the “right job.” The timing element refers to both the timeliness of that Sailor arriving in the position to support the operational unit’s schedule, and the right point in the Sailor’s career to provide the seniority and leadership required. We must assign Sailors to positions that draw from and enhance their talents and strengths, and emphasize continued professional growth and development, through learning and experience. Achieving fit means we enhance their development in stages that align to career milestones, affording them the opportunity to progress and remain competitive for advancement and promotion.

Over the next year, we will continue to focus our efforts to achieve fit by:

- Developing our people, through learning and experience, in a way that fulfills the promise of our people and aligns their careers aspirations with Navy commitments;
- Meeting our recruiting and retention challenges by modifying our programs, policies, and incentives to meet the life and career goals of our people, providing an appropriate balance between the two, while meeting the mission requirements of the Navy.

In doing so, we will set our Navy on course to be valued as a top employer and rewarding place to work, while fulfilling the promise of our people and executing the Maritime Strategy.

Conclusion

Our Navy has a unique and proud history of service to our Nation and partners across the globe. Our Navy Total Force continues to evolve to meet the demands of an ever-changing global security environment. Whether providing “boots on ground” support to combat operations, fighting piracy, providing medical care and comfort, or protecting the seas, our people are ready to serve. While our Service has evolved, our service to country and the world has fundamentally remained the same – an ethos sealed with pride, exemplified by selflessness, and firmly rooted in honor, courage, and commitment. It is only through our people – a diverse, high-performing Navy Total Force - and the families that support us, that we will remain the world’s most powerful Navy, providing America the blanket of freedom we work so diligently to protect and defend. With the continued support of the American people, we will keep our Navy strong and ready to respond to a rapidly changing and uncertain future, ensuring the welfare of our Sailors, Navy civilians, and their families.

Marine Corps Manpower Request

Introduction

The Marine Corps manpower requirements consist of active duty, reserve, and civilian members dedicated to meeting the demands of the Overseas Contingency Operations (OCO). Over the next year, Marines will continue to deploy to all corners of the globe in support of our Nation. With over 27,000 Marines forward deployed and approximately 20,000 Marines ashore throughout the U.S. Central Command's area of responsibility (AOR), OPERATION ENDURING FREEDOM will remain the Marine Corps largest commitment in the OCO.

In addition to those operations, the Marine Corps will deploy forces to support Theater Security Cooperation (TSC) events, which range from small Mobile Training Teams in Central America to Marine Expeditionary Unit exercises in Africa, the Middle East, and the Pacific. The Marine Corps will take part in civil-military and humanitarian assistance operations such as Operation Unified Response in Haiti, focused military to military training events in Africa, Europe, and Central/South America, and theatre security cooperation events in the PACOM AOR.

Shaping the 202K Force in Readiness

The strategic environment for the Marine Corps will continue to be defined by a global struggle against violent extremist ideologies that seek to overturn the international state system and do harm to America and its allies. The key to maintaining a force in readiness is having a balanced force capable of responding across the range of military operations as a Navy-Marine Corps team. Maintaining a force level of 202,100 Marines achieves that balanced force and allows us to maintain our current focus on irregular warfare and increase training in other areas, specifically amphibious operations, larger scale combined arms operations, and security cooperation.

The requirements of Afghanistan will place a challenge on our ability to meet the goal of a 1 to 2 ratio for deployment to-dwell time that is, the ratio of time Marines are forward deployed to the time back home for leave, training, and exercises. We recognize that our Marines and their families have given much of themselves to the Corps and the Nation during the last eight years. Our goal is to achieve a 1:2 deployment to dwell ratio in the active component and a 1:5 ratio in the reserve component. Our reserve units are currently operating at a ratio that more closely approximates a ratio of 1:4, while many of our active component units, on average, are nearing the goal of 1:2. A return to pre-2001 deployment ratios of 1 to 3 for the active component is necessary in order to reset and reconstitute the force. The subordinate units most frequently deployed are Intelligence Battalions, 1:1.01 (Command Element); Infantry Battalions, 1:1.78 (Ground Combat Element); VMU Squadrons, 1:1.10, and Attack Helicopter Squadrons, 1:1.28 (Aviation Combat Element); and Explosive Ordnance Disposal Companies 1:1.30 (Logistics Combat Element).

Our Marines continue to answer the Nation's call and perform magnificently in these trying and historic times. This recent Marine Corps deployment tempo has dictated an almost singular focus on preparing units for their next rotation and counterinsurgency operations in Afghanistan. This focus and the associated deployment rate of many units have eroded skills traditionally needed for other vital Marine Corps missions, particularly combined arms maneuver and amphibious operations. This challenge has been particularly acute at the Marine Expeditionary Brigade (MEB) and Marine Expeditionary Force (MEF) levels, where opportunities to maintain our historically high proficiency in these operations have been degraded.

Operations in Iraq and Afghanistan have required the Marine Corps to fight as a second land army. Although we have been successful in our assigned missions in Iraq and Afghanistan that success has come at the price of degraded readiness for our designed missions. The Marine Corps will always do whatever the Nation requires, but as Congress has authorized and resourced, the Marine Corps is trained, organized, and resourced as a force in readiness, *not* a sustainment force.

Recent changes in organization ensure our enduring capability to meet the challenges across the range of military operations, both today and into the future. These include: increasing the Marine Corps Training and Advisory Group from 41 to 181 Marines during FY 2011; bringing the Marine Corps Information Operations Center to full operational capability (FOC) in FY 2011; enhancing the Center for Advanced Operational Culture and Learning through establishment of Language Learning Resource Centers at all eight major Marine Corps bases to facilitate culture and language training for all Marines; and bringing Marine Forces Cyber Command to FOC in FY 2011.

Key Manpower Issues

The 202,100 AC end strength will enable the Marine Corps to build capacity to fight the OCO and to better train and respond to other crises. It will also go a long way toward reducing the strain on the individual Marines and the institution by helping the Marine Corps meet the Secretary of Defense's goal of 1:2 deployment-to-dwell ratio. Finally, while the Marine Corps has achieved its end strength goal of 202,100 Marines two-years early, the Marine Corps will continue to add new 202K units through FY 2012.

An important factor in sustaining a viable force is the ability to continue to recruit and retain qualified young men and women with the right character, commitment, and drive to become Marines. With over 70 percent of the end strength increase comprised of first-term Marines, both recruiting and retention efforts will be challenging. A major part of this effort will involve continued funding for both the enlistment bonus and the selective reenlistment bonus (SRB) programs. In the FY 2011 request, the Marine Corps has adjusted our SRB programs while at the same time ensuring that critical skills are maintained. The Marine Corps needs the continued strong support of Congress to continue our success.

While maintaining DoD quality standards, the Marine Corps continues to recruit the best of America's youth. The Marine Corps forecasts that both active and Reserve recruiting will remain challenging in FY 2011, particularly when viewed through the lens of accession missions to sustain the 202,100 end strength. The Marine Corps again adjusted the enlistment bonus program to meet the needs of supporting unit growth and shaping the force with critical specialty skills. Other recruiting programs, such as advertising, will also be critical in meeting these challenges.

Retention is the other important part of building and sustaining the Marine Corps. In FY 2010, the Marine Corps is poised to achieve targets of 29% First Term and 74% Career Force retention rates. Fiscal Year 2011 will require the Marine Corps to sustain the FY 2010 retention rate levels as we continue to shape the 202K force.

The Marine Corps' continuing success can be largely attributed to two important enduring themes. First, Marines want to stay Marines because of the superb leadership in our officer and staff noncommissioned officer ranks and their desire to remain part of a "band of brothers." Second is the Marine Corps' wise use of the SRB program. The FY 2011 program has been tailored to meet the Marine Corps critical requirements as it continues to grow 202K

units through FY 2012 providing key experience and leadership at the Staff Non-Commissioned Officer level. Filling high demand low density MOSs will continue to be a challenge and require continued SRBP, since many of these MOSs are lateral move MOSs.

Marines' leadership and technical skills are very marketable to lucrative civilian employment opportunities. To keep the most qualified personnel, the Marine Corps needs the support of Congress for the requested SRB program funding in order to retain the required grade and skill sets for the shaping and sustainment of the 202K force.

Reserve Component

Our Marines continue to make essential contributions to our Total Force efforts in Overseas Contingency Operations and have reduced deployment requirements for the active component, thereby improving the health of the total force. The Marine Corps continuously reviews the make-up and structure of the RC in order to ensure the right capabilities reside within the Marine Forces Reserve units, the Active Reserve and the Individual Mobilization Augment program. With the Active Component meeting its end strength increase goal two years ahead of schedule, we have been able to refocus our recruiting and retention efforts toward our Reserve Component. The current authorized RC end strength of 39,600 Selected Reserve Marines is appropriate and provides us with the Marines we require to support the force and to achieve our goal of a 1:5 deployment-to-dwell ratio. We anticipate that OCO mobilization requirements for the SMCR will be reduced.

Civilian Manpower

Along with additional civilian manpower requirements due to the Marine Corps military plus-up to 202k, there have been several initiatives internal to the service that have resulted in civilian structure growth. The in-Sourcing initiative will increase civilian FTS as previous contract work is being brought back in-house. Conversions of Military Police to Civilian Law Enforcement, switching from the Navy Marine Corps Intranet (NMCI) to the Next Generation Enterprise Network (NGEN) and the addition of Technical Safety Specialists are continuing.

Civilian personnel currently under the National Security Personnel System (NSPS) will return to their pre-NSPS pay system not later than January 2011.

In conjunction with the Department of the Navy, the USMC is presently reviewing and validating the information as it pertains to the in-sourcing reduction/buyback for Management Headquarters Activities (MHA). The MHA information resident in the database will ultimately change as commands struggle to achieve the projected savings goals.

Air Force Manpower Request

Introduction

This section describes Air Force manpower requirements in terms of active military, U.S. Air Force Reserve, Air National Guard, and civilian manpower. Air Force manpower needs are derived from the force structure estimate to accomplish the mission within the scope of the National, political, and military strategies. In that light, this section identifies wartime manpower requirements, requested manpower strengths for the budget years, and major changes by component which achieves the right balance between providing capabilities for today's commitments and posturing for future challenges.

The FY11 President's Budget (PB) maintained an increase of 500 in active duty military from 331,700 in FY10 to 332,200 in FY11 and 1,700 military for the Air Force Reserve from 69,500 in FY10 to 71,200 in FY11 as approved in the FY10 PB to increase military end strength to address new and emerging missions as well as robust existing Air Force missions.

Key Manpower Issues

The Air Force is currently programmed to have a total force of 686,944 at the end of FY10 and is on track to grow to 702,699 at the end of FY11. The increase was a result of the Total Force End Strength Report documenting new and emerging missions coupled with civilian growth to support in-sourcing and installation support functions at joint bases.

Overall civilian end strength programmatically grew from 179,044 in FY10 to 192,569 with approximately 7,600 civilians for contractor to civilian conversions under FY10 OSD-directed Resource Management Decision (RMD) 802 and 2,700 civilians associated with implementation of joint basing resulting from the 2005 Base Realignment and Closure (BRAC).

Reserve Component

- Air National Guard (ANG): The ANG military end strength is 106,700 for FY10 and FY11 – unchanged between the two years.
- Air Force Reserve (USAFR): USAFR military end strength in the FY 2011 President's Budget is 71,200 in FY 2011. The USAFR programmed end strength will increase by 1,700 spaces between FY 2010 and FY 2011. The decision to increase end strength was approved in the FY10 PB and sought to address new, emerging and ongoing missions to include Intelligence Surveillance and Reconnaissance (ISR), modernizing organizations to include Total Force Initiatives and addressing stressed career fields.
- The Individual Mobilization Augmentee (IMA) Program: This program provides individual military USAFR assets to AC units to function as a total force multiplier. IMAs augment the AC structure of the Department of Defense or other Departments or Agencies of the U.S. Government, to support mobilization requirements, contingency operations, operations other than war, or other specialized or technical requirements to meet National Defense, strategic national interest, and domestic objectives.
- Full-Time Support Programs. Reserve and ANG AGR personnel are Reservists and Guardsmen on active duty for periods in excess of 179 days who provide full-time support to the RC and are paid from Reserve and ANG personnel appropriations. AGRs work at unit and headquarters levels. AGRs who serve on the staff of AC headquarters

organizations are referred to as being on a statutory tour. They are responsible for RC 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 RC.

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

Civilian Manpower

Civilians comprise approximately one fourth of Air Force manpower. Air Force civilian end strength includes ANG and USAFR MilTechs, 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. 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.

The FY11 PB includes an increase of 13,525 in civilian FTEs from FY10 to 186,084 in FY11 primarily driven by in-sourcing efforts, strategic sourcing, and robusting existing U.S. Civilians in Warfighter & Family Services. Strategic sourcing includes military to civilian conversions and re-engineering efforts to reduce military personnel and replacing them with U.S. Civilians allowing military to be realigned to warfighting skills.

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