



# **DEFENSE MANPOWER REQUIREMENTS REPORT**

**Fiscal Year 2012**

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

**Total Force Planning and  
Requirements Office**

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## Preface

### Introduction

The Department of Defense hereby provides the Defense Manpower Requirements Report (DMRR) for fiscal year (FY) 2012 in compliance with Section 115a of Title 10, United States Code (U.S.C.). This report should be used in conjunction with the FY2012 Budget.

### Organization of the Report

This report explains the Department of Defense (DoD) manpower requirements incorporated in the President's Budget for FY2012. The report is organized into six 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, manpower required to be stationed overseas and afloat, and manpower assigned to major headquarters activities.
- 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 the Services 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.
- Contracted Services 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.
- 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**

<b>Service</b>	<b>Category</b>	<b>FY10 Actual</b>	<b>FY11 Estimate</b>	<b>FY12 Estimate</b>
<b>Army</b>	Active:			
	Military	566.0	569.2	562.0
	Civilian	275.6	265.3	257.4
	Subtotal	841.6	834.5	819.4
	Selected Reserve:			
	National Guard	362.0	358.2	358.2
	Reserve	205.3	205.0	205.0
	Subtotal	567.3	563.2	563.2
	Total, Military	1,133.3	1,132.4	1,125.2
	Total, Army	1,408.9	1,397.7	1,382.6
<b>Navy</b>	Active:			
	Military	328.3	328.7	325.7
	Civilian	182.9	181.7	187.4
	Subtotal	511.7	510.4	513.0
	Selected Reserve	65.0	65.5	66.2
	Total, Military	393.3	394.2	391.9
	Total, Navy	576.2	575.9	579.3
<b>Marine Corps</b>	Active:			
	Military	202.4	202.1	202.1
	Civilian	20.8	22.3	22.0
	Subtotal	223.2	224.4	224.1
	Selected Reserve	39.2	39.6	39.6
	Total, Military	241.6	241.7	241.7
	Total, Marine Corps	262.4	264.0	263.7
<b>Air Force</b>	Active:			
	Military	334.2	332.2	332.8
	Civilian	173.0	190.1	183.3
	Subtotal	507.2	522.3	516.1
	Selected Reserve:			
	National Guard	107.7	106.7	106.7
	Reserve	70.1	71.2	71.4
	Subtotal	177.8	177.9	178.1
Total, Military	512.0	510.1	510.9	
Total, Air Force	685.0	700.2	694.2	
<b>Defense-Wide</b>	Military	Included in Service totals		
	Civilian	124.6	129.4	135.7
<b>Total DoD</b>	Active:			
	Military	1,430.9	1,432.2	1,422.6
	Civilian	776.9	788.8	785.8
	Subtotal	2,207.8	2,221.0	2,208.4
	Selected Reserve:			
	National Guard	469.7	464.9	464.9
	Reserve	379.6	381.3	382.2
	Subtotal	849.3	846.2	847.1
Total, Military	2,280.2	2,278.4	2,269.7	
Total, DoD	3,057.1	3,067.2	3,055.5	

Numbers may not add due to rounding.

# in Thousands

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

Service	Category	FY10	FY11	FY12
		Actual	Estimate	Estimate
Army	Commissioned/Warrant Officers	94.1	96.3	97.7
	Enlisted Personnel	467.2	468.4	459.8
	Cadets	4.7	4.5	4.6
	Total	566.0	569.2	562.1
Navy	Commissioned/Warrant Officers	52.5	53.1	52.3
	Enlisted Personnel	271.9	271.2	268.9
	Midshipmen	4.4	4.4	4.4
	Total	328.8	328.7	325.6
Marine Corps	Commissioned/Warrant Officers	21.3	21.6	21.6
	Enlisted Personnel	181.1	180.5	180.5
	Cadets	0.0	0.0	0.0
	Total	202.4	202.1	202.1
Air Force	Commissioned Officers	66.2	64.8	65.4
	Enlisted Personnel	263.4	263.4	263.4
	Cadets	4.6	4.0	4.0
	Total	334.2	332.2	332.8
Total Active Duty	Commissioned/Warrant Officers	234.1	235.8	237.0
	Enlisted Personnel	1,183.6	1,183.5	1,172.6
	Cadets/Midshipmen	13.7	12.9	13.0
	Total	1,431.4	1,432.2	1,422.6

Numbers may not add due to rounding.

# in Thousands

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

Component	Category	FY10	FY11	FY12
		Actual	Estimate	Estimate
Army National Guard	Commissioned/Warrant Officers	42.2	40.4	42.8
	Enlisted Personnel	319.8	317.8	315.4
	Total	362.0	358.2	358.2
Army Reserve	Commissioned/Warrant Officers	36.6	38.6	42.1
	Enlisted Personnel	168.7	166.4	162.9
	Total	205.3	205.0	205.0
Navy Reserve	Commissioned/Warrant Officers	14.3	15.3	15.0
	Enlisted Personnel	50.7	50.2	51.2
	Total	65.0	65.5	66.2
Marine Corps Reserve	Commissioned/Warrant Officers	3.8	3.7	3.7
	Enlisted Personnel	35.4	35.9	35.9
	Total	39.2	39.6	39.6
Air National Guard	Commissioned Officers	14.4	15.8	14.5
	Enlisted Personnel	93.3	90.9	92.2
	Total	107.7	106.7	106.7
Air Force Reserve	Commissioned Officers	14.6	15.6	15.6
	Enlisted Personnel	55.6	55.6	55.8
	Total	70.2	71.2	71.4
Total Selected Reserve	Commissioned/Warrant Officers	125.9	129.4	133.7
	Enlisted Personnel	723.5	716.8	713.4
	Total	849.4	846.2	847.1

Numbers may not add due to rounding.

# in Thousands

**Table 1-3: Major Military Force Units**

Major Force Program	Component	FY10	FY11	FY12
		Actual	Estimate	Estimate
<b>Strategic Forces</b>				
Air Offense Squadrons	Active	12	12	12
	Guard/Reserve	1	1	1
Ballistic Missile Submarines (SSBN) ICBMs	Active	14	14	14
	Active	450	450	450
<b>Land Forces</b>				
Army Divisions	Active	10	10	10
	Guard/Reserve	8	8	8
Brigade Combat Teams (BCTs)*	Active	45	45	45
	Guard/Reserve	28	28	28
Marine Divisions	Active	3	3	3
	Guard/Reserve	1	1	1
<b>Air Forces</b>				
Air Force Squadrons	Active	64	64	64
	Guard/Reserve	31	31	31
Carrier Squadrons	Active	76	76	76
	Guard/Reserve	3	3	3
Marine Squadrons	Active	70	72	73
	Guard/Reserve	7	7	7
Navy ASW and FAD Squadrons	Active	36	36	36
	Guard/Reserve	3	3	3
Navy Special Mission Squadrons	Active	6	6	4
	Guard/Reserve	5	5	5
<b>Naval Forces</b>				
Amphibious Assault Ships	Active	30	30	30
Attack Submarines	Active	53	53	53
Guided Missile Submarines (SSGN)	Active	4	4	4
Patrol Ships/Mine Warfare Ships	Active	24	24	24
	Guard/Reserve	0	0	0
Surface Combatants	Active	100	102	104
	Guard/Reserve	9	9	7
<b>C4ISR</b>				
Counter Drug Support Squadrons	Active	0	0	0
	Guard/Reserve	0	0	0
Reconnaissance	Active	18	18	18
	Guard/Reserve	4	4	4
Space Squadrons	Active	63	63	63
	Guard/Reserve	72	72	72
<b>Mobility Forces</b>				
Air Force Airlift Squadrons	Active	33	33	33
	Guard/Reserve	42	42	42
Air Refueling Squadrons	Active	14	14	14
	Guard/Reserve	31	31	31
Naval Fixed Wing Airlift Squadrons	Active	2	2	2
	Guard/Reserve	15	15	12
Naval Rotary Wing Heavy Lift Squadrons	Active	2	2	2
	Guard/Reserve	0	0	0
Sealift Forces	Naval Auxiliary Ships	0	0	0
	Military Sealift Command Ships	177	173	174

\* 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	FY10 Actual			FY11 Estimate			FY12 Estimate		
		Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
Army	In Units	77.9	418.2	496.1	79.4	413.0	492.4	81.8	413.6	495.4
	Individuals:									
	Transients	0.8	6.5	7.3	1.2	6.0	7.2	1.0	5.5	6.5
	Trainees/Students	15.2	38.8	54.0	15.5	45.1	60.6	14.7	36.5	51.2
	Cadets	4.7	0.0	4.7	4.5	0.0	4.5	4.6	0.0	4.6
	Patients/Prisoners/ Holdees	0.2	3.7	3.9	0.2	4.3	4.5	0.2	4.2	4.4
	Undistributed Manning	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	<b>Total End Strength</b>	<b>98.8</b>	<b>467.2</b>	<b>566.0</b>	<b>100.8</b>	<b>468.4</b>	<b>569.2</b>	<b>102.3</b>	<b>459.8</b>	<b>562.1</b>
Navy	In Units	44.5	240.1	284.6	45.1	239.3	284.4	44.3	237.0	281.3
	Individuals:									
	Transients	1.4	7.3	8.7	1.4	7.4	8.8	1.4	7.4	8.8
	Trainees/Students	6.0	23.0	29.0	6.0	23.0	29.0	6.0	23.1	29.1
	Midshipmen	4.4	0.0	4.4	4.4	0.0	4.4	4.4	0.0	4.4
	Patients/Prisoners/ Holdees	0.6	1.5	2.1	0.6	1.5	2.1	0.6	1.5	2.1
	Undistributed Manning	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	<b>Total End Strength</b>	<b>56.9</b>	<b>271.9</b>	<b>328.8</b>	<b>57.5</b>	<b>271.2</b>	<b>328.7</b>	<b>56.7</b>	<b>269.0</b>	<b>325.7</b>
Marine Corps	In Units	18.3	156.4	174.7	17.8	157.8	175.5	17.6	155.3	172.9
	Individuals:									
	Transients	0.8	3.6	4.4	0.5	3.1	3.6	0.5	3.0	3.5
	Trainees/Students	2.1	20.2	22.4	3.3	19.1	22.4	3.5	21.7	25.2
	Patients/Prisoners/ Holdees	0.0	0.9	0.9	0.0	0.6	0.6	0.0	0.5	0.6
	Undistributed Manning	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	<b>Total End Strength</b>	<b>21.3</b>	<b>181.1</b>	<b>202.4</b>	<b>21.6</b>	<b>180.5</b>	<b>202.1</b>	<b>21.6</b>	<b>180.5</b>	<b>202.1</b>
Air Force	In Units	53.8	238.4	292.2	53.6	238.5	292.1	53.5	239.0	292.5
	Individuals:									
	Transients	0.8	0.1	1.0	0.8	3.5	4.3	0.8	3.5	4.3
	Trainees/Students	11.5	24.7	36.3	10.7	20.4	31.1	10.3	19.1	29.4
	Cadets	4.6	0.0	4.6	4.0	0.0	4.0	4.0	0.0	0.0
	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	-0.4	0.8	0.5	0.8	1.6	2.4
	<b>Total End Strength</b>	<b>70.8</b>	<b>263.4</b>	<b>334.2</b>	<b>68.8</b>	<b>263.4</b>	<b>332.2</b>	<b>69.4</b>	<b>263.4</b>	<b>328.9</b>
Total DoD	In Units	194.5	1,053.0	1,247.5	195.9	1,048.5	1,244.4	197.2	1,044.9	1,242.1
	Individuals:									
	Transients	3.9	17.5	21.4	3.9	20.0	23.9	3.7	19.4	23.1
	Trainees/Students	34.8	106.8	141.6	35.5	107.6	143.1	34.5	100.3	134.9
	Cadets/Midshipmen	13.7	0.0	13.7	12.9	0.0	12.9	9.0	0.0	9.0
	Patients/Prisoners/ Holdees	0.8	6.3	7.1	0.8	6.6	7.4	0.8	6.4	7.3
	Undistributed Manning	0.0	0.0	0.0	-0.4	0.8	0.5	0.8	1.6	2.4
	<b>Total End Strength</b>	<b>247.8</b>	<b>1,183.6</b>	<b>1,431.4</b>	<b>248.7</b>	<b>1,183.5</b>	<b>1,432.2</b>	<b>250.0</b>	<b>1,172.7</b>	<b>1,418.8</b>

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	FY10 Actual				FY11 Estimate				FY12 Estimate			
	Active	SELRES	Civilian	Total	Active	SELRES	Civilian	Total	Active	SELRES	Civilian	Total
<b>Forces</b>												
Expeditionary Forces	398.5	489.0	51.3	938.8	395.6	492.3	49.0	936.9	385.2	486.4	45.0	916.6
Deterrence & Protection Forces	0.5	0.0	1.6	2.1	0.8	0.0	1.5	2.3	0.7	0.0	1.6	2.3
Other Forces	9.9	0.5	5.4	15.8	11.2	0.5	5.4	17.1	11.0	0.4	5.6	17.0
<b>Forces Total</b>	<b>408.9</b>	<b>489.5</b>	<b>58.3</b>	<b>956.7</b>	<b>407.6</b>	<b>492.8</b>	<b>55.9</b>	<b>956.3</b>	<b>396.9</b>	<b>486.8</b>	<b>52.2</b>	<b>935.9</b>
<b>Infrastructure</b>												
Force Installations	2.7	0.0	42.3	45.0	2.0	0.0	40.4	42.4	2.0	0.0	41.7	43.7
Communications & Information	0.8	0.2	3.1	4.1	0.9	0.2	4.5	5.6	0.9	0.2	4.6	5.7
Science & Technology Program	0.7	0.0	12.9	13.6	0.8	0.0	10.1	10.9	0.8	0.0	9.8	10.6
Acquisition	2.4	0.0	11.5	13.9	3.1	0.0	11.6	14.7	3.2	0.0	12.1	15.3
Central Logistics	1.0	13.5	47.9	62.4	1.1	4.5	45.9	51.5	1.1	4.1	41.1	46.3
Defense Health Program	26.5	0.0	38.9	65.4	26.2	0.0	38.9	65.1	26.7	0.0	37.1	63.8
Central Personnel Administration	24.7	23.2	8.8	56.7	25.1	23.7	8.4	57.2	25.1	30.0	8.0	63.1
Central Personnel Benefits Programs	1.1	0.0	2.5	3.6	1.1	0.0	3.3	4.4	1.1	0.0	3.3	4.4
Central Training	77.4	19.3	21.9	118.6	75.2	20.3	21.7	117.2	75.2	20.3	21.9	117.4
Departmental Management	9.0	21.5	26.7	57.2	10.1	21.6	23.7	55.4	9.9	21.7	25.6	57.2
Other Infrastructure	6.1	0.1	0.8	7.0	11.7	0.1	0.9	12.7	14.9	0.1	0.0	14.1
Cadets/Midshipmen	4.7	0.0	0.0	4.7	4.5	0.0	0.0	4.5	4.6	0.0	0.0	4.6
<b>Infrastructure Total</b>	<b>157.1</b>	<b>77.8</b>	<b>217.3</b>	<b>452.2</b>	<b>161.8</b>	<b>70.4</b>	<b>209.4</b>	<b>441.6</b>	<b>165.5</b>	<b>76.4</b>	<b>205.2</b>	<b>447.1</b>
<b>Grand Total</b>	<b>566.0</b>	<b>567.3</b>	<b>275.6</b>	<b>1,408.9</b>	<b>569.4</b>	<b>563.2</b>	<b>265.3</b>	<b>1,397.9</b>	<b>562.4</b>	<b>563.2</b>	<b>257.4</b>	<b>1,383.0</b>
Infrastructure as a Percentage of Total	28%	14%	79%	32%	28%	13%	79%	32%	29%	14%	80%	32%

Numbers may not add due to rounding.

# in Thousands

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

Category	FY10 Actual				FY11 Estimate				FY12 Estimate			
	Active	SELRES	Civilian	Total	Active	SELRES	Civilian	Total	Active	SELRES	Civilian	Total
<b>Forces</b>												
Expeditionary Forces	171.3	24.2	9.6	205.1	170.8	26.7	12.5	210.0	172.2	26.6	10.6	209.4
Deterrence & Protection Forces	10.7	2.8	4.3	17.8	10.3	2.8	4.5	17.6	10.2	2.8	4.4	17.4
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
<b>Forces Total</b>	<b>182.0</b>	<b>27.0</b>	<b>13.9</b>	<b>222.9</b>	<b>181.1</b>	<b>29.5</b>	<b>17.0</b>	<b>227.6</b>	<b>182.4</b>	<b>29.4</b>	<b>15.0</b>	<b>226.8</b>
<b>Infrastructure</b>												
Force Installations	17.9	5.6	27.5	51.0	17.3	5.3	26.7	49.3	17.3	5.4	28.5	51.2
Communications & Information	3.6	0.6	1.4	5.6	3.4	0.5	1.5	5.4	3.4	0.6	1.8	5.8
Science & Technology Program	0.0	0.0	2.4	2.4	0.0	0.0	2.3	2.3	0.0	0.0	2.4	2.4
Acquisition	4.0	0.5	63.1	67.6	3.8	0.5	60.7	65.0	3.8	0.5	64.3	68.6
Central Logistics	6.6	7.8	40.4	54.8	6.6	7.0	37.1	50.7	6.3	7.1	41.6	55.0
Defense Health Program	28.1	0.0	13.2	41.3	28.4	0.0	14.2	42.6	28.0	0.0	13.4	41.4
Central Personnel Administration	17.0	1.9	2.0	20.9	16.8	1.8	2.1	20.7	16.7	1.8	2.1	20.6
Central Personnel Benefits Programs	1.3	0.1	6.8	8.2	1.3	0.1	6.7	8.1	1.3	0.1	7.0	8.4
Central Training	43.7	2.8	5.4	51.9	46.9	2.6	5.7	55.2	43.5	2.8	5.1	51.4
Departmental Management	17.2	13.3	3.3	33.8	16.0	13.0	3.3	32.3	15.9	13.3	3.3	32.5
Other Infrastructure	2.5	5.4	3.5	11.4	2.7	5.2	4.4	12.3	2.7	5.2	2.9	10.8
Cadets/Midshipmen	4.4	0.0	0.0	4.4	4.4	0.0	0.0	4.4	4.4	0.0	0.0	4.4
<b>Infrastructure Total</b>	<b>146.3</b>	<b>38.0</b>	<b>169.0</b>	<b>353.3</b>	<b>147.6</b>	<b>36.0</b>	<b>164.7</b>	<b>348.3</b>	<b>143.3</b>	<b>36.8</b>	<b>172.4</b>	<b>352.5</b>
<b>Grand Total</b>	<b>328.3</b>	<b>65.0</b>	<b>182.9</b>	<b>576.2</b>	<b>328.7</b>	<b>65.5</b>	<b>181.7</b>	<b>575.9</b>	<b>325.7</b>	<b>66.2</b>	<b>187.4</b>	<b>579.3</b>
Infrastructure as a Percentage of Total	45%	58%	92%	61%	45%	55%	91%	60%	44%	56%	92%	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	FY10 Actual				FY11 Estimate				FY12 Estimate			
	Active	SELRES	Civilian	Total	Active	SELRES	Civilian	Total	Active	SELRES	Civilian	Total
<b>Forces</b>												
Expeditionary Forces	139.5	0.0	0.7	140.2	139.2	0.0	0.4	139.6	136.4	0.0	0.5	136.9
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	39.2	0.0	40.3	1.1	39.6	0.0	40.7	1.1	39.6	0.0	40.7
<b>Forces Total</b>	<b>140.6</b>	<b>39.2</b>	<b>0.7</b>	<b>180.5</b>	<b>140.3</b>	<b>39.6</b>	<b>0.4</b>	<b>180.3</b>	<b>137.5</b>	<b>39.6</b>	<b>0.5</b>	<b>177.6</b>
<b>Infrastructure</b>												
Force Installations	20.6	0.0	13.2	33.8	20.6	0.0	14.2	34.8	20.6	0.0	13.8	34.4
Communications & Information	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.3	0.3
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	0.0	1.1	1.1	0.0	0.1	1.2	1.1	0.0	0.3	1.4
Central Logistics	7.3	0.0	2.7	10.0	7.3	0.0	2.7	10.0	7.3	0.0	3.0	10.3
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	0.6	6.9	6.3	0.0	0.9	7.2	6.3	0.0	0.9	7.2
Central Personnel Benefits Programs	1.1	0.0	0.7	1.8	1.1	0.0	0.9	2.0	1.1	0.0	1.1	2.2
Central Training	22.4	0.0	1.4	23.8	22.4	0.0	2.3	24.7	25.2	0.0	1.4	26.6
Departmental Management	2.0	0.0	1.5	3.5	2.0	0.0	0.8	2.8	2.0	0.0	0.7	2.7
Other Infrastructure	1.0	0.0	0.0	1.0	1.0	0.0	0.0	1.0	1.0	0.0	0.0	1.0
<b>Infrastructure Total</b>	<b>61.8</b>	<b>0.0</b>	<b>20.1</b>	<b>81.9</b>	<b>61.8</b>	<b>0.0</b>	<b>21.9</b>	<b>83.7</b>	<b>64.6</b>	<b>0.0</b>	<b>21.4</b>	<b>86.0</b>
<b>Grand Total</b>	<b>202.4</b>	<b>39.2</b>	<b>20.8</b>	<b>262.4</b>	<b>202.1</b>	<b>39.6</b>	<b>22.3</b>	<b>264.0</b>	<b>202.1</b>	<b>39.6</b>	<b>22.0</b>	<b>263.7</b>
Infrastructure as a Percentage of Total	31%	0%	97%	31%	31%	0%	98%	32%	32%	0%	98%	33%
Numbers may not add due to rounding.											# in Thousands	



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

Category	FY10 Actual				FY11 Estimate				FY12 Estimate			
	Active	SELRES	Civilian	Total	Active	SELRES	Civilian	Total	Active	SELRES	Civilian	Total
<b>Forces</b>												
Expeditionary Forces	171.0	113.6	33.7	318.3	167.7	119.6	35.6	322.9	171.1	118.4	36.7	326.2
Deterrence & Protection Forces	7.6	2.5	2.7	12.8	7.6	2.5	3.0	13.1	7.4	2.0	3.1	12.5
Other Forces	25.4	8.6	7.5	41.5	28.4	10.8	8.7	47.9	28.5	11.4	9.3	49.2
<b>Forces Total</b>	<b>204.1</b>	<b>124.7</b>	<b>43.9</b>	<b>372.6</b>	<b>203.7</b>	<b>133.0</b>	<b>47.3</b>	<b>383.9</b>	<b>207.0</b>	<b>131.8</b>	<b>49.1</b>	<b>387.9</b>
<b>Infrastructure</b>												
Force Installations	6.5	10.8	36.0	53.3	6.5	10.1	38.4	55.0	4.8	10.1	31.1	46.0
Communications & Information	2.3	0.1	0.7	3.1	2.9	0.1	0.9	3.9	2.5	0.1	1.3	3.9
Science & Technology Program	0.9	0.0	4.6	5.5	0.9	0.0	4.1	5.0	0.7	0.0	4.4	5.1
Acquisition	7.0	0.6	11.4	19.0	7.8	0.7	13.8	22.3	8.0	0.7	13.3	22.0
Central Logistics	1.6	0.8	36.3	38.7	1.6	0.8	40.5	42.9	1.6	0.8	40.2	42.6
Defense Health Program	30.9	0.0	6.8	37.7	31.5	0.0	6.6	38.1	31.5	0.0	6.8	38.3
Central Personnel Administration	4.6	2.2	1.5	8.3	7.9	2.3	2.1	12.3	7.8	2.3	2.4	12.5
Central Personnel Benefits Programs	1.2	0.0	4.5	5.7	1.0	0.0	5.4	6.4	1.0	0.0	3.4	4.4
Central Training	46.2	14.9	11.9	73.0	40.1	9.3	13.8	63.2	38.8	10.4	14.8	64.0
Departmental Management	14.4	9.6	12.3	36.3	15.5	8.6	14.1	38.2	14.5	8.3	13.3	36.1
Other Infrastructure	9.9	14.1	3.1	27.2	8.8	13.1	3.2	25.1	10.6	13.6	3.2	27.4
Cadets/Midshipmen	4.6	0.0	0.0	4.6	4.0	0.0	0.0	4.0	4.0	0.0	0.0	4.0
<b>Infrastructure Total</b>	<b>130.1</b>	<b>53.0</b>	<b>129.1</b>	<b>312.2</b>	<b>128.6</b>	<b>45.1</b>	<b>142.9</b>	<b>316.6</b>	<b>125.8</b>	<b>46.2</b>	<b>134.2</b>	<b>306.3</b>
<b>Grand Total</b>	<b>334.2</b>	<b>177.7</b>	<b>173.0</b>	<b>684.9</b>	<b>332.3</b>	<b>178.0</b>	<b>190.2</b>	<b>700.5</b>	<b>332.7</b>	<b>178.0</b>	<b>183.4</b>	<b>694.2</b>
Infrastructure as a Percentage of Total	39%	30%	75%	46%	39%	25%	75%	45%	38%	26%	73%	44%

Numbers may not add due to rounding.

# in Thousands

**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
<b>FY10 Actual</b>										
<b>Army National Guard</b>	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
	Actual	20.6	0.0	20.6	4.3	1.9	6.2	24.9	1.9	26.8
<b>Army Reserve</b>	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	6.6	0.4	7.0	1.9	0.1	2.0	8.5	0.5	9.0
<b>Air National Guard</b>	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
	Actual	21.7	0.4	22.1	0.0	0.0	0.0	21.7	0.4	22.1
<b>Air Force Reserve</b>	Required	10.4	0.0	10.4	0.0	0.0	0.0	10.4	0.0	10.4
	Estimate	10.4	0.1	10.5	0.0	0.0	0.0	10.4	0.1	10.5
	Actual	9.1	0.1	9.2	0.0	0.0	0.0	9.1	0.1	9.2
<b>FY11 Estimate</b>										
<b>Army National Guard</b>	Required	23.5	0.0	23.5	4.6	1.6	6.2	28.1	1.6	29.7
	Estimate	23.5	0.0	23.5	4.6	1.6	6.2	28.1	1.6	29.7
<b>Army Reserve</b>	Required	6.7	0.4	7.1	1.7	0.2	1.9	8.4	0.6	9.0
	Estimate	6.7	0.4	7.1	1.7	0.2	1.9	8.4	0.6	9.0
<b>Air National Guard</b>	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
<b>Air Force Reserve</b>	Required	10.7	0.0	10.7	0.0	0.0	0.0	10.7	0.0	10.7
	Estimate	10.7	0.0	10.7	0.0	0.0	0.0	10.7	0.0	10.7
<b>FY12 Estimate</b>										
<b>Army National Guard</b>	Required	22.9	0.0	22.9	4.3	2.7	7.0	27.2	2.7	29.9
	Estimate	22.9	0.0	22.9	4.3	2.7	7.0	27.2	2.7	29.9
<b>Army Reserve</b>	Required	6.7	0.4	7.1	1.7	0.2	1.9	8.4	0.6	9.0
	Estimate	6.7	0.4	7.1	1.7	0.2	1.9	8.4	0.6	9.0
<b>Air National Guard</b>	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
<b>Air Force Reserve</b>	Required	10.8	0.0	10.8	0.0	0.0	0.0	10.8	0.0	10.8
	Estimate	10.8	0.0	10.8	0.0	0.0	0.0	10.8	0.0	10.8

Numbers may not add due to rounding.

# in Thousands

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

<b>Component</b>	<b>FY10 Actual</b>	<b>FY11 Estimate</b>	<b>FY12 Estimate</b>
<b>Army National Guard</b>			
Active Guard/Reserve	29.6	32.1	32.1
Army Guard Technicians:	0.0	0.0	0.0
Dual Status	24.8	28.1	27.2
Non-Dual Status	1.9	1.6	2.7
Active Component with Reserve Unit	0.2	0.2	0.2
Civilians	0.5	1.2	1.2
Subtotal	57.0	63.2	63.4
<b>Army Reserve</b>			
Active Guard/Reserve	16.3	16.3	16.3
Army Reserve Technicians:	0.0	0.0	0.0
Dual Status	8.5	8.4	8.4
Non-Dual Status	0.5	0.6	0.6
Active Component with Reserve Unit	0.1	0.1	0.1
Civilians	1.5	1.5	1.7
Subtotal	26.9	26.9	27.1
<b>Navy Reserve</b>			
Active Guard/Reserve	10.8	10.7	10.3
Active Component with Reserve Units	2.2	2.7	2.3
Civilians	0.0	0.0	0.0
Subtotal	13.0	13.4	12.6
<b>Marine Corps Reserve</b>			
Active Guard/Reserve	2.2	2.2	2.3
Active Component with Reserve Units	4.4	4.4	4.4
Civilians	0.2	0.2	0.2
Subtotal	6.8	6.8	6.9
<b>Air National Guard</b>			
Active Guard/Reserve	14.5	14.6	14.8
Air Guard Technicians:	0.0	0.0	0.0
Dual Status	21.7	22.4	22.5
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	37.0	37.8	38.1
<b>Air Force Reserve</b>			
Active Guard/Reserve	2.7	3.0	2.7
Air Reserve Technicians:	0.0	0.0	0.0
Dual Status	9.1	10.7	10.8
Non-Dual Status	0.0	0.1	0.1
Active Component with Reserve Unit	0.6	0.5	0.5
Civilians	4.0	4.0	4.2
Subtotal	16.4	18.3	18.3
<b>DoD Totals</b>			
Active Guard/Reserve	76.0	78.8	78.4
Military Technicians	66.9	72.3	72.5
Active Component with Reserve Unit	7.6	8.1	7.7
Civilians	6.4	7.0	7.4
Total	157.0	166.2	166.1

Numbers may not add due to rounding.

# in Thousands

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

Activity	FY10 Actual*				FY11 Estimate*				FY12 Estimate*			
	Active	SELRES	Civilian	Total	Active	SELRES	Civilian	Total	Active	SELRES	Civilian	Total
<b>OSD-Level</b>												
Office of the Inspector General	28	0	1,555	1,583	28	0	1,614	1,642	28	0	1,614	1,642
Office of the Secretary of Defense**	488	172	1,773	2,433	397	172	1,869	2,438	405	172	2,088	2,665
<b>Defense Agencies</b>												
Defense Advanced Research Projects Agency (DARPA)	9	0	163	172	17	0	183	200	17	0	183	200
Defense Business Transformation Agency (DBTA)	7	0	315	322	7	0	271	278	0	0	0	0
Defense Commissary Agency (DeCA)	5	0	14,724	14,729	4	0	14,713	14,717	4	0	14,642	14,646
Defense Contract Audit Agency† (DCAA)	0	0	3,960	3,960	0	0	4,183	4,183	0	0	4,269	4,269
Defense Contract Management Agency (DCMA)	398	41	9,521	9,960	563	41	9,481	10,085	562	41	9,780	10,383
Defense Finance and Accounting Service (DFAS)	28	0	12,482	12,510	29	0	12,468	12,497	29	0	12,297	12,326
Defense Legal Services Agency (DLSA)	135	0	281	416	206	0	191	397	206	0	181	387
Defense Logistics Agency (DLA)	551	757	25,970	27,278	551	757	27,084	28,392	551	757	27,220	28,528
Defense Security Cooperation Agency (DSCA)	7	0	66	73	7	0	78	85	7	0	78	85
Defense Security Service (DSS)	7	0	862	869	7	0	862	869	7	0	907	914
Defense Threat Reduction Agency (DTRA)	644	1	1,197	1,842	770	1	1,226	1,997	767	1	1,250	2,018
Pentagon Force Protection Agency (PFPA)	22	0	1,239	1,261	22	0	1,208	1,230	15	0	1,272	1,287
Missile Defense Agency (MDA)	135	0	1,722	1,857	135	0	2,200	2,335	135	0	2,249	2,384

\*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.

†OCO FTE's included in DCAA total

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

Activity	FY10 Actual*				FY11 Estimate*				FY12 Estimate*			
	Active	SELRES	Civilian	Total	Active	SELRES	Civilian	Total	Active	SELRES	Civilian	Total
<b>Defense Field Activities</b>												
Defense Media Activity (DMA)	996	42	765	1,803	972	42	771	1,785	941	42	756	1,739
Defense Human Resources Activity (DHRA)	14	1	1,077	1,092	14	1	1,198	1,213	9	1	1,152	1,162
Defense Prisoner of War/ Missing Persons Office	46	0	85	131	46	0	87	133	46	0	81	127
Defense Technical Information Center (DTIC)	0	0	307	307	0	0	307	307	0	0	282	282
Defense Technology Security Administration (DTSA)	12	45	174	231	18	27	177	222	9	27	138	174
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	12,737	12,738	1	0	12,702	12,703	1	0	12,886	12,887
Office of Economic Adjustment (OEA)	3	0	41	44	3	0	41	44	3	0	38	41
Tricare Management Activity (TMA)	29	0	700	729	45	0	690	735	45	0	806	851
Washington Headquarters Services (WHS)	155	0	1,332	1,487	187	0	1,501	1,688	179	0	1,490	1,669
<b>Other Defense-Wide Organizations</b>												
Defense Acquisition University (DAU)	38	0	464	502	52	0	616	668	52	0	465	517
National Defense University (NDU)	193	9	463	665	200	9	505	714	190	11	467	668
Uniformed Services University of the Health Sciences (USUHS)	920	0	731	1,651	920	0	682	1,602	920	0	682	1,602
United States Court of Appeals for the Armed Services	0	0	60	60	0	0	59	59	0	0	59	59
Communications and Classified Programs†	11,025	345	43,903	55,273	11,122	345	46,248	57,715	12,393	386	47,902	60,681

\* 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	FY10 Actual*				FY11 Estimate*				FY12 Estimate*			
	Active	SELRES	Civilian	Total	Active	SELRES	Civilian	Total	Active	SELRES	Civilian	Total
<b>Joint Staff &amp; Unified/Combined Commands</b>												
Chairman, Joint Chiefs of Staff (CJCS) Controlled Activities	83	0	2	85	79	0	2	81	77	0	2	79
The Joint Chiefs of Staff (TJS)	1,014	28	244	1,286	1,002	27	284	1,313	2,089	821	1,334	4,244
North American Aerospace Defense Cmd. (NORAD)	187	41	73	301	207	40	78	325	207	40	85	332
North Atlantic Treaty Organization (NATO)	2,508	6	70	2,584	3,007	6	71	3,084	2,316	6	71	2,393
US African Command (USAFRICOM)	685	281	695	1,661	791	322	715	1,828	760	353	806	1,919
US Central Command (USCENTCOM)	1,470	550	666	2,686	1,547	544	833	2,924	1,542	562	1,103	3,207
US European Command (USEUCOM)	1,159	653	682	2,494	1,159	644	728	2,531	1,005	601	680	2,286
US Joint Forces Command (USJFCOM)	1,092	918	1,509	3,519	1,437	1,021	1,772	4,230	187	173	56	416
US Northern Command (USNORTHCOM)	692	96	797	1,585	723	105	802	1,630	683	104	900	1,687
US Pacific Command (USPACOM)	1,932	897	996	3,825	2,036	976	1,044	4,056	1,988	966	1,193	4,147
US Southern Command (USSOUTHCOM)	880	219	696	1,795	885	237	709	1,831	844	229	724	1,797
US Special Operations Command (USSOCOM) <sup>1</sup>	1,894	66	2,058	4,018	1,897	65	1,726	3,688	1,826	65	1,851	3,742
US Strategic Command (USSTRATCOM)	2,057	494	1,552	4,103	1,977	525	1,689	4,191	1,857	595	2,093	4,545
US Transportation Command (USTRANSCOM) <sup>2</sup>	619	295	519	1,433	611	307	650	1,568	604	306	721	1,631
<b>Program Manager Manpower</b>												
Defense Health Program (DHP) <sup>3</sup>	83,136	0	58,408	141,544	83,981	0	58,728	142,709	85,042	0	56,881	141,923
Special Operations Forces (SOF) <sup>4</sup>	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) <sup>5</sup>	12,607	0	4,324	16,931	13,887	0	4,506	18,393	14,054	0	4,539	18,593

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

<sup>1</sup>Includes USSOCOM joint activities only.

<sup>2</sup>Includes USTRANSCOM joint activities only. Excludes MIP civilians

<sup>3</sup>Less TRICARE Management Activity and Uniformed Service University of Sciences

<sup>4</sup>Includes Military Department Major Force Program 11 activities only.

<sup>5</sup>Includes 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		
		FY10 Actual	FY11 Estimate	FY12 Estimate	FY10 Actual	FY11 Estimate	FY12 Estimate
<b>Army</b>	Active Duty	99.5	93.4	88.6	0.0	0.0	0.0
	Guard/Reserve	23.0	23.2	22.9	0.0	0.0	0.0
	Civilian	40.3	40.5	40.9	0.0	0.0	0.0
	Total	162.8	157.1	152.4	0.0	0.0	0.0
<b>Navy</b>	Active Duty	16.8	16.6	16.7	118.3	119.2	120.2
	Reserve	4.1	3.9	3.9	4.4	4.4	4.3
	Civilian	13.8	14.8	14.9	7.3	7.1	7.1
	Total	34.7	35.3	35.5	130.0	130.7	131.6
<b>Marine Corps</b>	Active Duty	45.9	24.7	27.0	6.5	4.5	8.1
	Reserve	0.0	0.0	0.0	0.0	0.0	0.0
	Civilian	4.1	4.3	4.2	0.0	0.0	0.0
	Total	50.1	28.9	31.1	6.5	4.5	8.1
<b>Air Force</b>	Active Duty	55.6	54.1	54.9	0.0	0.0	0.0
	Guard/Reserve	1.8	0.5	1.0	0.0	0.0	0.0
	Civilian	12.6	12.5	12.3	0.0	0.0	0.0
	Total	69.9	67.1	68.2	0.0	0.0	0.0

Numbers may not add due to rounding.

# in Thousands

**Table 2-6: Major Headquarters Activities**

DoD Component	Type	MHA SUMMARY			SUMMARY OF INCREASES				
		FY10 Actual	FY11 Estimate	FY12 Estimate	Increase as a Result of In-sourcing Inherently Governmental Work	Increase as a Result of In-sourcing Exempted Work	Increase as a Result of In-sourcing Work for Cost Savings ONLY	Increase as a Result of Other (non in-sourcing)	Adjustment for Defense Acquisition Workforce Growth
<b>Departmental HQs</b>									
Office of the Secretary of Defense (OSD)	Military	488	397	405	0	0	0	0	0
	Civilian	1773	1869	2088	66	0	317	131	49
Office of the Inspector General (OIG)	Military	28	28	28	0	0	0	0	0
	Civilian	1044	1081	1081	0	0	0	37	0
Department of the Army	Military	3516	4097	4175	0	0	0	659	0
	Civilian	7618	8308	8841	0	363	0	854	6
Department of the Navy	Military	3379	3384	3128	0	0	0	0	0
	Civilian	246	239	185	21	0	0	0	0
U.S. Marine Corps	Military	1844	1867	2090	0	0	0	0	0
	Civilian	470	522	587	0	0	0	117	0
Department of the Air Force	Military	7520	7723	7603	0	0	0	83	0
	Civilian	7562	8476	8496	0	0	0	20	0
<b>Joint Staff &amp; Combatant Command HQs</b>									
The Joint Staff (TJS)	Military	980	1002	1065	0	0	0	85	0
	Civilian	244	284	444	0	0	70	90	0
US Africa Command (USAFRICOM)	Military	269	348	340	0	0	0	71	0
	Civilian	416	416	486	33	0	0	37	0
US Central Command (USCENTCOM)	Military	539	444	443	0	0	0	0	0
	Civilian	288	288	376	22	0	76	-10	0
US European Command (USEUCOM)	Military	355	376	306	0	0	0	0	0
	Civilian	189	189	169	0	0	0	0	0
US Joint Forces Command (USJFCOM)	Military	253	159	0	0	0	0	0	0
	Civilian	247	270	0	0	0	0	0	0
US Northern Command (USNORTHCOM)	Military	188	159	246	0	0	0	58	0
	Civilian	406	406	391	0	0	0	0	0
US Pacific Command (USPACOM)	Military	691	697	697	0	0	0	6	0
	Civilian	420	429	445	0	8	4	4	0
US Southern Command (USSOUTHCOM)	Military	205	211	206	0	0	0	1	0
	Civilian	204	206	202	0	0	0	0	0
US Strategic Command (USSTRATCOM)	Military	1466	885	356	0	0	0	0	0
	Civilian	878	878	681	0	0	0	0	0
US Transportation Command (USTRANSCOM)	Military	169	169	162	0	0	0	0	0
	Civilian	227	331	389	0	0	58	0	0
US Special Operations Command (USSOCOM)	Military	460	439	427	0	0	0	0	0
	Civilian	919	429	486	0	0	20	37	0



**Table 2-6 (continued): Major Headquarters Activities**

DoD Component	Type	FY10 Actual	FY11 Estimate	FY12 Estimate	Increase as a Result of In-sourcing Inherently Governmental Work	Increase as a Result of In-sourcing Exempted Work	Increase as a Result of In-sourcing Work for Cost Savings ONLY	Increase as a Result of Other (non in-sourcing)	Adjustment for Defense Acquisition Workforce Growth
<b>Defense-wide Organizational HQs</b>									
Court of Appeals for the Armed Services (CAAS)	Military	0	0	0	0	0	0	0	0
	Civilian	0	0	0	0	0	0	0	0
Defense Agency Research Projects Agency (DARPA)	Military	0	0	0	0	0	0	0	0
	Civilian	65	78	78	0	0	0	13	0
Defense Acquisition University (DAU)	Military	0	0	0	0	0	0	0	0
	Civilian	0	0	0	0	0	0	0	0
Defense Contract Audit Agency (DCAA)	Military	0	0	0	0	0	0	0	0
	Civilian	150	161	161	0	0	3	8	0
Defense Contract Management Agency (DCMA)	Military	24	24	24	0	0	0	0	0
	Civilian	419	415	411	0	0	0	0	0
Defense Commissary Agency (DeCA)	Military	5	4	4	0	0	0	0	0
	Civilian	199	246	147	0	0	0	0	0
Defense Finance and Accounting Service (DFAS)	Military	1	1	1	0	0	0	0	0
	Civilian	260	251	251	0	0	0	0	0
Defense Human Resource Activity (DHRA)	Military	3	3	3	0	0	0	0	0
	Civilian	52	55	60	0	0	0	8	0
Defense Logistics Agency (DLA)	Military	113	113	113	0	0	0	0	0
	Civilian	734	730	730	0	0	0	0	0
Defense Legal Services Agency (DLSA)	Military	1	1	1	0	0	0	0	0
	Civilian	33	33	33	0	0	0	0	0
Defense Media Activity (DMA)	Military	1	3	1	0	0	0	0	0
	Civilian	22	28	30	0	0	0	8	0
DoD Education Activity (DoDEA)	Military	0	0	0	0	0	0	0	0
	Civilian	0	0	0	0	0	0	0	0
Defense Prisoner of War/ Missing Persons Office (DPMO)	Military	46	46	46	0	0	0	0	0
	Civilian	85	87	81	0	0	0	0	0
Defense Security Cooperation Agency (DSCA)	Military	52	52	52	0	0	0	0	0
	Civilian	380	453	468	0	0	0	88	0
Defense Security Service (DSS)	Military	0	7	7	0	0	0	0	0
	Civilian	862	862	907	0	0	0	45	0
Defense Technical Information Center (DTIC)	Military	0	0	0	0	0	0	0	0
	Civilian	0	0	0	0	0	0	0	0
Defense Threat Reduction Agency (DTRA)	Military	22	22	19	0	0	0	0	0
	Civilian	258	237	228	0	0	0	0	0
DoD Test Resource Management Center (DTRMC)	Military	3	3	3	0	0	0	0	0
	Civilian	31	31	31	0	0	0	0	0
Defense Technology Security Administration (DTSA)	Military	20	18	9	0	0	0	0	0
	Civilian	174	177	138	0	0	0	0	0
Missile Defense Agency (MDA)	Military	27	27	27	0	0	0	0	0
	Civilian	140	140	146	0	0	0	6	0
National Defense University (NDU)	Military	202	209	201	0	0	0	0	0
	Civilian	463	505	467	0	0	0	4	0
Office of Economic Adjustment (OEA)	Military	3	3	3	0	0	0	0	0
	Civilian	41	41	41	0	0	0	0	0
Pentagon Force Protection Agency (PFPA)	Military	22	22	15	0	0	0	0	0
	Civilian	1239	1210	1270	0	0	0	31	0
Tricare Management Activity (TMA)	Military	3	0	0	0	0	0	0	0
	Civilian	65	69	69	67	0	14	0	53
Uniformed Services University of the Health Sciences (USUHS)	Military	0	0	0	0	0	0	0	0
	Civilian	0	0	0	0	0	0	0	0
Washington Headquarters Services (WHS)	Military	62	62	62	0	0	0	0	0
	Civilian	398	398	398	0	0	0	0	0
Communications and Classified Programs	Military	1669	1668	1666	0	0	0	0	0
	Civilian	6207	6381	6324	7	0	10	108	0

### **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	
<b>FY 2011</b>																
<b>Begin Strength</b>	11	52	94	162	4,393	9,746	16,923	28,211	8,519	10,593	603	2,489	3,696	5,929	2,835	94,259
Motion In	4	16	23	67	783	2,093	2,855	5,973	5,445	0	180	790	1,072	1,235	0	20,535
Regular Accessions	0	0	0	0	0	0	0	0	0	3,664	0	0	0	0	0	3,664
Commissioning & Transfer Programs	0	0	0	0	0	0	0	0	0	1,604	3	18	19	23	1,208	2,875
Direct Appointments & Health Profession Scholarship	0	0	0	0	16	27	47	537	700	0	0	0	0	0	0	1,327
Other Gains	0	0	0	0	43	92	76	248	247	0	0	0	0	0	0	706
<b>Total Gains</b>	<b>4</b>	<b>16</b>	<b>23</b>	<b>67</b>	<b>842</b>	<b>2,212</b>	<b>2,978</b>	<b>6,758</b>	<b>6,392</b>	<b>5,268</b>	<b>183</b>	<b>808</b>	<b>1,091</b>	<b>1,258</b>	<b>1,208</b>	<b>29,107</b>
Motion Out	0	4	16	23	67	783	2,093	2,855	5,973	5,445	0	180	790	1,072	1,235	20,535
Regular Separations	0	0	0	0	0	0	799	2,217	562	0	0	0	27	240	0	3,845
Retirements (Disability & Non-Disability)	4	12	7	44	711	1,098	89	0	0	0	100	399	246	0	0	2,710
Separation Programs	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Attrition & Other Losses	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total losses</b>	<b>4</b>	<b>16</b>	<b>23</b>	<b>67</b>	<b>778</b>	<b>1,881</b>	<b>2,981</b>	<b>5,072</b>	<b>6,535</b>	<b>5,445</b>	<b>100</b>	<b>579</b>	<b>1,063</b>	<b>1,312</b>	<b>1,235</b>	<b>27,090</b>
<b>End Strength</b>	<b>11</b>	<b>52</b>	<b>94</b>	<b>162</b>	<b>4,457</b>	<b>10,077</b>	<b>16,920</b>	<b>29,897</b>	<b>8,376</b>	<b>10,416</b>	<b>686</b>	<b>2,718</b>	<b>3,724</b>	<b>5,875</b>	<b>2,809</b>	<b>96,276</b>
<b>FY 2012</b>																
<b>Begin Strength</b>	11	52	94	162	4,457	10,077	16,920	29,897	8,376	10,416	686	2,718	3,724	5,875	2,809	96,276
Motion In	4	15	22	66	689	1,808	2,875	6,219	5,173	0	205	602	1,231	1,349	0	20,258
Regular Accessions	0	0	0	0	0	0	0	0	0	3,665	0	0	0	0	0	3,665
Commissioning & Transfer Programs	0	0	0	0	0	0	0	0	0	1,135	3	18	19	23	1,300	2,498
Direct Appointments & Health Profession Scholarship	0	0	0	0	16	27	47	537	700	0	0	0	0	0	0	1,327
Other Gains	0	0	0	0	43	92	77	252	611	0	0	0	0	0	0	1,075
<b>Total Gains</b>	<b>4</b>	<b>15</b>	<b>22</b>	<b>66</b>	<b>748</b>	<b>1,927</b>	<b>2,999</b>	<b>7,008</b>	<b>6,484</b>	<b>4,800</b>	<b>208</b>	<b>620</b>	<b>1,250</b>	<b>1,372</b>	<b>1,300</b>	<b>28,823</b>
Motion Out	0	4	15	22	66	689	1,808	2,875	6,219	5,173	0	205	602	1,231	1,349	20,258
Regular Separations	0	0	0	0	0	0	847	2,486	564	0	0	0	29	245	0	4,171
Retirements (Disability & Non-Disability)	4	11	7	44	749	1,270	88	0	0	0	115	414	265	0	0	2,967
Separation Programs	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Attrition & Other Losses	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total losses</b>	<b>4</b>	<b>15</b>	<b>22</b>	<b>66</b>	<b>815</b>	<b>1,959</b>	<b>2,743</b>	<b>5,361</b>	<b>6,783</b>	<b>5,173</b>	<b>115</b>	<b>619</b>	<b>896</b>	<b>1,476</b>	<b>1,349</b>	<b>27,396</b>
<b>End Strength</b>	<b>11</b>	<b>52</b>	<b>94</b>	<b>162</b>	<b>4,390</b>	<b>10,045</b>	<b>17,176</b>	<b>31,544</b>	<b>8,077</b>	<b>10,044</b>	<b>779</b>	<b>2,719</b>	<b>4,078</b>	<b>5,771</b>	<b>2,760</b>	<b>97,703</b>

**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	
<b>FY 2013</b>																
<b>Begin Strength</b>	11	52	94	162	4,390	10,045	17,176	31,544	8,077	10,044	779	2,719	4,078	5,771	2,760	97,703
Motion In	4	14	20	63	696	1,851	2,984	5,864	4,965	0	178	633	1,278	1,429	0	19,979
Regular Accessions	0	0	0	0	0	0	0	0	0	3,622	0	0	0	0	0	3,622
Commissioning & Transfer Programs	0	0	0	0	0	0	0	0	0	1,178	3	18	19	23	1,400	2,641
Direct Appointments & Health Profession Scholarship	0	0	0	0	24	27	47	592	700	0	0	0	0	0	0	1,390
Other Gains	0	0	0	0	35	92	76	253	602	0	0	0	0	0	0	1,058
<b>Total Gains</b>	<b>4</b>	<b>14</b>	<b>20</b>	<b>63</b>	<b>755</b>	<b>1,970</b>	<b>3,107</b>	<b>6,709</b>	<b>6,267</b>	<b>4,800</b>	<b>181</b>	<b>651</b>	<b>1,297</b>	<b>1,452</b>	<b>1,400</b>	<b>28,690</b>
Motion Out	0	4	14	20	63	696	1,851	2,984	5,864	4,965	0	178	633	1,278	1,429	19,979
Regular Separations	0	0	0	0	0	0	816	2,592	536	0	0	0	33	234	0	4,211
Retirements (Disability & Non-Disability)	4	11	6	44	705	1,132	91	0	0	0	127	412	297	0	0	2,829
Separation Programs	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Attrition & Other Losses	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total losses</b>	<b>4</b>	<b>15</b>	<b>20</b>	<b>64</b>	<b>768</b>	<b>1,828</b>	<b>2,758</b>	<b>5,576</b>	<b>6,400</b>	<b>4,965</b>	<b>127</b>	<b>590</b>	<b>963</b>	<b>1,512</b>	<b>1,429</b>	<b>27,019</b>
<b>End Strength</b>	<b>11</b>	<b>51</b>	<b>94</b>	<b>161</b>	<b>4,377</b>	<b>10,187</b>	<b>17,525</b>	<b>32,677</b>	<b>7,944</b>	<b>9,879</b>	<b>833</b>	<b>2,780</b>	<b>4,412</b>	<b>5,711</b>	<b>2,731</b>	<b>99,374</b>
<b>FY 2014</b>																
<b>Begin Strength</b>	11	51	94	161	4,377	10,187	17,525	32,677	7,944	9,879	833	2,780	4,412	5,711	2,731	99,374
Motion In	3	15	22	66	681	1,893	2,970	5,826	4,942	0	166	815	1,205	1,405	0	20,009
Regular Accessions	0	0	0	0	0	0	0	0	0	3,622	0	0	0	0	0	3,622
Commissioning & Transfer Programs	0	0	0	0	0	0	0	0	0	1,178	3	18	19	23	1,400	2,641
Direct Appointments & Health Profession Scholarship	0	0	0	0	17	27	47	592	700	0	0	0	0	0	0	1,383
Other Gains	0	0	0	0	42	92	76	258	602	0	0	0	0	0	0	1,070
<b>Total Gains</b>	<b>3</b>	<b>15</b>	<b>22</b>	<b>66</b>	<b>740</b>	<b>2,012</b>	<b>3,093</b>	<b>6,676</b>	<b>6,244</b>	<b>4,800</b>	<b>169</b>	<b>833</b>	<b>1,224</b>	<b>1,428</b>	<b>1,400</b>	<b>28,725</b>
Motion Out	0	3	15	22	66	681	1,893	2,970	5,826	4,942	0	166	815	1,205	1,405	20,009
Regular Separations	0	0	0	0	0	0	834	2,689	533	0	0	0	34	233	0	4,323
Retirements (Disability & Non-Disability)	3	12	7	44	699	1,148	93	0	0	0	131	444	307	0	0	2,888
Separation Programs	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Attrition & Other Losses	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total losses</b>	<b>3</b>	<b>15</b>	<b>22</b>	<b>66</b>	<b>765</b>	<b>1,829</b>	<b>2,820</b>	<b>5,659</b>	<b>6,359</b>	<b>4,942</b>	<b>131</b>	<b>610</b>	<b>1,156</b>	<b>1,438</b>	<b>1,405</b>	<b>27,220</b>
<b>End Strength</b>	<b>11</b>	<b>51</b>	<b>94</b>	<b>161</b>	<b>4,352</b>	<b>10,370</b>	<b>17,798</b>	<b>33,694</b>	<b>7,829</b>	<b>9,736</b>	<b>871</b>	<b>3,003</b>	<b>4,480</b>	<b>5,701</b>	<b>2,726</b>	<b>100,879</b>

**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	
<b>FY 2015</b>																
<b>Begin Strength</b>	11	51	94	161	4,352	10,370	17,798	33,694	7,829	9,736	871	3,003	4,480	5,701	2,726	100,879
Motion In	4	14	21	65	664	1,860	2,693	5,729	4,893	0	207	818	1,165	1,391	0	19,524
Regular Accessions	0	0	0	0	0	0	0	0	0	3,622	0	0	0	0	0	3,622
Commissioning & Transfer Programs	0	0	0	0	0	0	0	0	0	1,178	3	18	19	23	1,400	2,641
Direct Appointments & Health Profession Scholarship	0	0	0	0	17	27	47	592	700	0	0	0	0	0	0	1,383
Other Gains	0	0	0	0	42	92	76	252	591	0	0	0	0	0	0	1,053
<b>Total Gains</b>	<b>4</b>	<b>14</b>	<b>21</b>	<b>65</b>	<b>723</b>	<b>1,979</b>	<b>2,816</b>	<b>6,573</b>	<b>6,184</b>	<b>4,800</b>	<b>210</b>	<b>836</b>	<b>1,184</b>	<b>1,414</b>	<b>1,400</b>	<b>28,223</b>
Motion Out	0	4	14	21	65	664	1,860	2,693	5,729	4,893	0	207	818	1,165	1,391	19,524
Regular Separations	0	0	0	0	0	0	842	2,771	529	0	0	0	34	231	0	4,407
Retirements (Disability & Non-Disability)	4	10	7	44	693	1,154	94	0	0	0	144	470	310	0	0	2,930
Separation Programs	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Attrition & Other Losses	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total losses</b>	<b>4</b>	<b>14</b>	<b>21</b>	<b>65</b>	<b>758</b>	<b>1,818</b>	<b>2,796</b>	<b>5,464</b>	<b>6,258</b>	<b>4,893</b>	<b>144</b>	<b>677</b>	<b>1,162</b>	<b>1,396</b>	<b>1,391</b>	<b>26,861</b>
<b>End Strength</b>	<b>11</b>	<b>51</b>	<b>94</b>	<b>161</b>	<b>4,317</b>	<b>10,531</b>	<b>17,818</b>	<b>34,803</b>	<b>7,755</b>	<b>9,643</b>	<b>937</b>	<b>3,162</b>	<b>4,502</b>	<b>5,719</b>	<b>2,735</b>	<b>102,241</b>
<b>FY 2016</b>																
<b>Begin Strength</b>	11	51	94	161	4,317	10,531	17,818	34,803	7,755	9,643	937	3,162	4,502	5,719	2,735	102,241
Motion In	4	15	22	66	644	2,087	2,372	5,715	4,882	0	165	870	1,151	1,387	0	19,380
Regular Accessions	0	0	0	0	0	0	0	0	0	3,622	0	0	0	0	0	3,622
Commissioning & Transfer Programs	0	0	0	0	0	0	0	0	0	1,178	3	18	19	23	1,400	2,641
Direct Appointments & Health Profession Scholarship	0	0	0	0	17	27	47	592	700	0	0	0	0	0	0	1,383
Other Gains	0	0	0	0	42	92	77	252	591	0	0	0	0	0	0	1,054
<b>Total Gains</b>	<b>4</b>	<b>15</b>	<b>22</b>	<b>66</b>	<b>703</b>	<b>2,206</b>	<b>2,496</b>	<b>6,559</b>	<b>6,173</b>	<b>4,800</b>	<b>168</b>	<b>888</b>	<b>1,170</b>	<b>1,410</b>	<b>1,400</b>	<b>28,080</b>
Motion Out	0	4	15	22	66	644	2,087	2,372	5,715	4,882	0	165	870	1,151	1,387	19,380
Regular Separations	0	0	0	0	0	0	827	2,880	524	0	0	0	34	232	0	4,497
Retirements (Disability & Non-Disability)	4	11	7	44	684	1,177	92	0	0	0	150	502	309	0	0	2,980
Separation Programs	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Attrition & Other Losses	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total losses</b>	<b>4</b>	<b>15</b>	<b>22</b>	<b>66</b>	<b>750</b>	<b>1,821</b>	<b>3,006</b>	<b>5,252</b>	<b>6,239</b>	<b>4,882</b>	<b>150</b>	<b>667</b>	<b>1,213</b>	<b>1,383</b>	<b>1,387</b>	<b>26,857</b>
<b>End Strength</b>	<b>11</b>	<b>51</b>	<b>94</b>	<b>161</b>	<b>4,270</b>	<b>10,916</b>	<b>17,308</b>	<b>36,110</b>	<b>7,689</b>	<b>9,561</b>	<b>955</b>	<b>3,383</b>	<b>4,459</b>	<b>5,746</b>	<b>2,748</b>	<b>103,464</b>

**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	
<b>FY 2011</b>																
<b>Begin Strength</b>	7	36	70	105	3,467	6,955	10,423	16,273	6,817	6,749	39	502	575	525	0	52,543
Motion In	3	14	26	38	485	1,110	2,227	3,119	3,365	0	21	137	168	0	0	10,713
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
<b>Total Gains</b>	3	14	26	38	493	1,129	2,277	3,613	3,563	3,551	21	137	171	192	0	15,228
Motion Out	0	15	10	24	32	485	1,110	2,227	3,119	3,365	0	21	137	168	0	10,713
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
<b>Total losses</b>	1	17	27	36	493	1,084	2,051	3,774	3,276	3,446	26	71	179	175	0	14,656
<b>End Strength</b>	9	33	69	107	3,467	7,000	10,649	16,112	7,104	6,854	34	568	567	542	0	53,115
<b>FY 2012</b>																
<b>Begin Strength</b>	9	33	69	107	3,467	7,000	10,649	16,112	7,104	6,854	34	568	567	542	0	53,115
Motion In	2	22	20	19	476	815	1,632	3,102	3,465	0	27	90	167	0	0	9,837
Regular Accessions	0	0	0	0	0	0	0	1	43	2,299	0	0	3	163	0	2,509
Commissioning & Transfer Programs	0	0	0	0	0	0	2	41	62	361	0	0	0	0	0	466
Direct Appointments & Health Profession Scholarship	0	0	0	0	2	2	0	407	78	121	40	0	0	0	0	650
Other Gains	0	0	0	0	50	97	40	534	0	0	0	0	74	0	0	795
<b>Total Gains</b>	2	22	20	19	528	914	1,674	4,085	3,648	2,781	67	90	244	163	0	14,257
Motion Out	0	12	4	0	47	476	815	1,632	3,102	3,465	27	90	167	0	0	9,837
Regular Separations	0	0	0	0	2	0	256	1,037	80	19	0	0	1	1	0	1,396
Retirements (Disability & Non-Disability)	1	2	8	10	430	541	596	305	4	6	29	83	68	5	0	2,088
Separation Programs	0	0	0	0	0	48	0	17	68	184	0	0	0	0	0	317
Attrition & Other Losses	0	4	0	2	14	10	85	177	537	327	0	31	0	204	0	1,391
<b>Total losses</b>	1	18	12	12	493	1,075	1,752	3,168	3,791	4,001	56	204	236	210	0	15,029
<b>End Strength</b>	10	37	77	114	3,502	6,839	10,571	17,029	6,961	5,634	45	454	575	495	0	52,343

**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	
<b>FY 2013</b>																
<b>Begin Strength</b>	10	37	77	114	3,502	6,839	10,571	17,029	6,961	5,634	45	454	575	495	0	52,343
Motion In	3	14	30	35	456	900	1,756	3,278	3,201	0	25	117	168	0	0	9,983
Regular Accessions	0	0	0	0	0	0	0	3	47	2,202	0	0	0	0	0	2,252
Commissioning & Transfer Programs	0	0	0	0	0	0	2	32	34	285	0	0	3	129	0	485
Direct Appointments & Health Profession Scholarship	0	0	0	0	0	2	23	361	78	138	0	0	0	0	0	602
Other Gains	0	0	0	0	0	0	0	10	0	0	0	0	0	0	0	10
<b>Total Gains</b>	3	14	30	35	456	902	1,781	3,684	3,360	2,625	25	117	171	129	0	13,332
Motion Out	2	12	11	20	37	456	900	1,756	3,278	3,201	0	25	117	168	0	9,983
Regular Separations	0	0	0	0	2	48	266	1,069	82	20	0	0	1	1	0	1,489
Retirements (Disability & Non-Disability)	1	3	14	14	439	545	608	244	4	6	30	84	70	6	0	2,068
Separation Programs	0	0	0	0	0	15	0	80	295	210	0	0	0	0	0	600
Attrition & Other Losses	0	0	0	5	20	15	54	177	35	30	0	0	0	0	0	336
<b>Total losses</b>	3	15	25	39	498	1,079	1,828	3,326	3,694	3,467	30	109	188	175	0	14,476
<b>End Strength</b>	10	36	82	110	3,460	6,662	10,524	17,387	6,627	4,792	40	462	558	449	0	51,199
<b>FY 2014</b>																
<b>Begin Strength</b>	10	36	82	110	3,460	6,662	10,524	17,387	6,627	4,792	40	462	558	449	0	51,199
Motion In	1	14	32	37	461	994	1,751	3,465	2,781	0	22	170	170	0	0	9,898
Regular Accessions	0	0	0	0	0	0	0	3	69	2,309	0	0	0	0	0	2,381
Commissioning & Transfer Programs	0	0	0	0	0	2	2	55	41	410	0	0	3	173	0	686
Direct Appointments & Health Profession Scholarship	0	0	0	0	2	0	28	463	94	176	0	0	0	0	0	763
Other Gains	0	0	0	0	6	6	6	8	0	1	0	0	0	0	0	27
<b>Total Gains</b>	1	14	32	37	469	1,002	1,787	3,994	2,985	2,896	22	170	173	173	0	13,755
Motion Out	2	12	10	20	40	461	994	1,751	3,465	2,781	0	22	170	170	0	9,898
Regular Separations	0	0	0	0	2	48	254	1,019	79	18	0	0	1	1	0	1,422
Retirements (Disability & Non-Disability)	1	3	17	14	426	536	590	315	4	6	29	82	67	5	0	2,095
Separation Programs	0	0	0	0	0	0	0	14	78	81	0	0	0	0	0	173
Attrition & Other Losses	0	0	0	5	0	0	35	176	34	30	0	0	0	1	0	281
<b>Total losses</b>	3	15	27	39	468	1,045	1,873	3,275	3,660	2,916	29	104	238	177	0	13,869
<b>End Strength</b>	8	35	87	108	3,461	6,619	10,438	18,106	5,952	4,772	33	528	493	445	0	51,085

**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	
<b>FY 2015</b>																
<b>Begin Strength</b>	8	35	87	108	3,461	6,619	10,438	18,106	5,952	4,772	33	528	493	445	0	51,085
Motion In	1	14	32	37	532	1,033	1,798	3,201	2,625	0	22	153	176	0	0	9,624
Regular Accessions	0	0	0	0	0	0	0	1	42	2,542	0	0	0	0	0	2,585
Commissioning & Transfer Programs	0	0	0	0	0	0	2	56	66	410	0	0	3	173	0	710
Direct Appointments & Health Profession Scholarship	0	0	0	0	2	2	28	463	96	176	0	0	0	0	0	767
Other Gains	0	0	0	0	6	6	6	8	0	1	0	0	0	0	0	27
<b>Total Gains</b>	1	14	32	37	540	1,041	1,834	3,729	2,829	3,129	22	153	179	173	0	13,713
Motion Out	2	12	10	19	41	532	1,033	1,798	3,201	2,625	0	22	153	176	0	9,624
Regular Separations	0	0	0	0	2	49	261	1,047	82	19	0	0	1	1	0	1,462
Retirements (Disability & Non-Disability)	1	3	17	14	436	549	603	320	4	6	30	84	69	5	0	2,141
Separation Programs	0	0	0	0	0	0	0	32	47	51	0	0	0	0	0	130
Attrition & Other Losses	0	0	0	5	0	0	36	182	34	30	0	0	0	1	0	288
<b>Total losses</b>	3	15	27	38	479	1,130	1,933	3,379	3,368	2,731	30	106	223	183	0	13,645
<b>End Strength</b>	6	34	92	107	3,522	6,530	10,339	18,456	5,413	5,170	25	575	449	435	0	51,153
<b>FY 2016</b>																
<b>Begin Strength</b>	6	34	92	107	3,522	6,530	10,339	18,456	5,413	5,170	25	575	449	435	0	51,153
Motion In	1	14	32	37	527	1,015	1,759	2,781	2,896	0	22	142	176	0	0	9,402
Regular Accessions	0	0	0	0	0	0	0	1	42	2,540	0	0	0	0	0	2,583
Commissioning & Transfer Programs	0	0	0	0	0	0	2	57	68	409	0	0	3	173	0	712
Direct Appointments & Health Profession Scholarship	0	0	0	0	2	2	28	463	94	176	0	0	0	0	0	765
Other Gains	0	0	0	0	6	6	6	8	0	41	0	0	0	0	0	67
<b>Total Gains</b>	1	14	32	37	535	1,023	1,795	3,310	3,100	3,166	22	142	179	173	0	13,529
Motion Out	2	12	10	18	42	527	1,015	1,759	2,781	2,896	0	22	142	176	0	9,402
Regular Separations	0	0	0	0	2	50	268	1,012	64	20	0	0	1	0	0	1,417
Retirements (Disability & Non-Disability)	1	3	17	15	447	562	617	327	4	6	31	86	71	6	0	2,193
Separation Programs	0	0	0	0	0	0	0	21	21	35	0	0	0	0	0	77
Attrition & Other Losses	0	0	0	5	0	0	37	181	34	30	0	0	0	1	0	288
<b>Total losses</b>	3	15	27	38	491	1,139	1,937	3,300	2,904	2,987	31	108	214	183	0	13,377
<b>End Strength</b>	4	33	97	106	3,566	6,414	10,197	18,466	5,609	5,349	16	609	414	425	0	51,305



**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	
<b>FY 2011</b>																
<b>Begin Strength</b>	4	19	30	38	686	1,875	3,800	6,167	3,619	3,063	99	285	542	843	237	21,307
Motion In		2	1	5	12	66	396	761	1,256	0	15	168	200	244	0	3,126
Regular Accessions	0	0	0	0	0	0	0	0	0	510	0	0	0	0	0	510
Commissioning & Transfer Programs	0	0	0	0	0	0	0	0	0	1,282	0	0	0	0	262	1,544
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	5	22	19	0	0	0	0	0	0	46
<b>Total Gains</b>	0	2	1	5	12	66	401	783	1,275	1,792	15	168	200	244	262	5,226
Motion Out	0		2	1	5	12	66	396	761	1,256	0	15	168	200	244	3,126
Regular Separations	0	0	0	0	0	0	0	0	528	0	0	0	0	0	0	528
Retirements (Disability & Non-Disability)	1	5	7	2	5	5	138	99	0	0	3	158	110	85	0	618
Separation Programs	0	0	0	0	0	0	0	98	0	0	0	0	0	0	0	98
Attrition & Other Losses	0	0	0	0	0	0	84	449	0	0	0	0	0	0	0	533
<b>Total losses</b>	1	5	9	3	10	17	288	1,042	1,289	1,256	3	173	278	285	244	4,903
<b>End Strength</b>	3	16	22	40	688	1,924	3,913	5,908	3,605	3,599	111	280	464	802	255	21,630
<b>FY 2012</b>																
<b>Begin Strength</b>	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	2	6	10	15	200	535	1,411	1,921	0	20	88	228	257	0	4,693
Regular Accessions	0	0	0	0	0	0	0	0	0	650	0	0	0	0	0	650
Commissioning & Transfer Programs	0	0	0	0	0	0	0	0	0	1,150	0	0	0	0	250	1,400
Direct Appointments & Health Profession Scholarship	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Gains	1	0	0	0		9	0	0	0	0	0	0	0	0	0	10
<b>Total Gains</b>	1	2	6	10	15	209	535	1,411	1,921	1,800	20	88	228	257	250	6,753
Motion Out	0	0	2	6	10	15	200	535	1,411	1,921	0	20	88	228	257	4,693
Regular Separations	0	0	0	0	0	0	0	0	848	0	0	0	0	0	0	848
Retirements (Disability & Non-Disability)	0	1	3	2	4	188	318	110	0	0	20	18	34	50	0	748
Separation Programs	0	0	0	0	0	0	0	98	0	0	0	0	0	0	0	98
Attrition & Other Losses	0	0	0	0	0	0	0	366	0	0	0	0	0	0	0	366
<b>Total losses</b>	0	1	5	8	14	203	518	1,109	2,259	1,921	20	38	122	278	257	6,753
<b>End Strength</b>	4	17	23	42	689	1,930	3,930	6,210	3,267	3,478	111	330	570	781	248	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	
<b>FY 2013</b>																
<b>Begin Strength</b>	4	17	23	42	689	1,930	3,930	6,210	3,267	3,478	111	330	570	781	248	21,630
Motion In	0	1	3	4	8	183	373	952	1,800	0	50	100	200	250	0	3,924
Regular Accessions	0	0	0	0	0	0	0	0	0	650	0	0	0	0	0	650
Commissioning & Transfer Programs	0	0	0	0	0	0	0	0	0	1,150	0	0	0	0	250	1,400
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	1	0	9	0	0	0	0	0	0	0	0	0	10
<b>Total Gains</b>	0	1	3	5	8	192	373	952	1,800	1,800	50	100	200	250	250	5,984
Motion Out	0	0	1	3	4	8	183	373	952	1,800	0	50	100	200	250	3,924
Regular Separations	0	0	0	0	0	0	0	0	848	0	0	0	0	0	0	848
Retirements (Disability & Non-Disability)	0	1	2	2	4	184	190	115	0	0	50	50	100	50	0	748
Separation Programs	0	0	0	0	0	0	0	98	0	0	0	0	0	0	0	98
Attrition & Other Losses	0	0	0	0	0	0	0	366	0	0	0	0	0	0	0	366
<b>Total losses</b>	0	1	3	5	8	192	373	952	1,800	1,800	50	100	200	250	250	5,984
<b>End Strength</b>	4	17	23	42	689	1,930	3,930	6,210	3,267	3,478	111	330	570	781	248	21,630
<b>FY 2014</b>																
<b>Begin Strength</b>	4	17	23	42	689	1,930	3,930	6,210	3,267	3,478	111	330	570	781	248	21,630
Motion In	0	1	3	4	8	183	373	952	1,800	0	50	100	200	250	0	3,924
Regular Accessions	0	0	0	0	0	0	0	0	0	650	0	0	0	0	0	650
Commissioning & Transfer Programs	0	0	0	0	0	0	0	0	0	1,150	0	0	0	0	250	1,400
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	1	0	9	0	0	0	0	0	0	0	0	0	10
<b>Total Gains</b>	0	1	3	5	8	192	373	952	1,800	1,800	50	100	200	250	250	5,984
Motion Out	0	0	1	3	4	8	183	373	952	1,800	0	50	100	200	250	3,924
Regular Separations	0	0	0	0	0	0	0	0	848	0	0	0	0	0	0	848
Retirements (Disability & Non-Disability)	0	1	2	2	4	184	190	115	0	0	50	50	100	50	0	748
Separation Programs	0	0	0	0	0	0	0	98	0	0	0	0	0	0	0	98
Attrition & Other Losses	0	0	0	0	0	0	0	366	0	0	0	0	0	0	0	366
<b>Total losses</b>	0	1	3	5	8	192	373	952	1,800	1,800	50	100	200	250	250	5,984
<b>End Strength</b>	4	17	23	42	689	1,930	3,930	6,210	3,267	3,478	111	330	570	781	248	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	
<b>FY 2015</b>																
<b>Begin Strength</b>	4	17	23	42	689	1,930	3,930	6,210	3,267	3,478	111	330	570	781	248	21,630
Motion In	0	1	7	6	5	50	100	1,008	1,509	0	56	120	200	236	0	3,298
Regular Accessions	0	0	0	0	0	0	0	0	0	541	0	0	0	0	0	541
Commissioning & Transfer Programs	0	0	0	0	0	0	0	0	0	586	0	0	0	0	223	809
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	0	0	0	0	0	0	0	0	0
<b>Total Gains</b>	0	1	7	6	5	50	100	1,008	1,509	1,127	56	120	200	236	223	4,648
Motion Out	0	0	1	7	6	5	50	100	1,008	1,509	0	56	120	200	236	3,298
Regular Separations	0	0	0	0	0	0	0	0	822	0	0	0	0	0	0	822
Retirements (Disability & Non-Disability)	0	1	1	4	5	80	160	203	0	0	61	80	108	75	0	778
Separation Programs	0	0	0	0	0	0	0	98	0	0	0	0	0	0	0	98
Attrition & Other Losses	0	0	0	0	0	0	0	722	0	0	0	0	0	0	0	722
<b>Total losses</b>	0	1	2	11	11	85	210	1,123	1,830	1,509	61	136	228	275	236	5,718
<b>End Strength</b>	4	17	28	37	683	1,895	3,820	6,095	2,946	3,096	106	314	542	742	235	20,560
<b>FY 2016</b>																
<b>Begin Strength</b>	4	17	28	37	683	1,895	3,820	6,095	2,946	3,096	106	314	542	742	235	20,560
Motion In	0	3	4	12	5	14	5	1,017	1,475	0	60	125	209	239	0	3,168
Regular Accessions	0	0	0	0	0	0	0	0	0	541	0	0	0	0	0	541
Commissioning & Transfer Programs	0	0	0	0	0	0	0	0	0	586	0	0	0	0	223	809
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	0	0	0	0	0	0	0	0	0
<b>Total Gains</b>	0	3	4	12	5	14	5	1,017	1,475	1,127	60	125	209	239	223	4,518
Motion Out	0	0	3	4	12	5	14	5	1,017	1,475	0	60	125	209	239	3,168
Regular Separations	0	0	0	0	0	0	0	0	823	0	0	0	0	0	0	823
Retirements (Disability & Non-Disability)	0	3	1	8	5	75	159	203	0	0	61	80	108	75	0	778
Separation Programs	0	0	0	0	0	0	0	98	0	0	0	0	0	0	0	98
Attrition & Other Losses	0	0	0	0	0	0	0	722	0	0	0	0	0	0	0	722
<b>Total losses</b>	0	3	4	12	17	80	173	1,028	1,840	1,475	61	140	233	284	239	5,589
<b>End Strength</b>	4	17	28	37	671	1,829	3,652	6,084	2,581	2,748	105	299	518	697	219	19,489

**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		
<b>FY 2011</b>												
<b>Begin Strength</b>	12	41	104	158	3,690	10,290	14,395	23,597	7,109	6,805		66,201
Motion In	4	10	18	27	955	2,148	4,262	4,000	4,094	0		15,518
Regular Accessions	0	0	0	0	0	0	0	0	0	3,378		3,378
Commissioning & Transfer Programs	0	0	0	0	0	0	0	50	50	0		100
Direct Appointments & Health Profession Scholarship	0	0	0	0	0	8	41	631	147	485		1,312
Other Gains	0	0	0	0	0	0	0	0	0	0		0
<b>Total Gains</b>	<b>4</b>	<b>10</b>	<b>18</b>	<b>27</b>	<b>955</b>	<b>2,156</b>	<b>4,303</b>	<b>4,681</b>	<b>4,291</b>	<b>3,863</b>		<b>20,308</b>
Motion Out	0	4	10	18	27	955	2,148	4,262	4,000	4,094		15,518
Regular Separations	0	0	0	0	174	362	390	368	87	30		1,411
Retirements (Disability & Non-Disability)	3	5	11	8	472	882	592	118	7	2		2,100
Separation Programs	0	0	0	0	162	130	128	545	46	77		1,088
Attrition & Other Losses	0	0	0	0	0	2	27	130	33	23		215
<b>Total losses</b>	<b>3</b>	<b>9</b>	<b>21</b>	<b>26</b>	<b>835</b>	<b>2,331</b>	<b>3,285</b>	<b>5,423</b>	<b>4,173</b>	<b>4,226</b>		<b>20,332</b>
<b>End Strength</b>	<b>13</b>	<b>42</b>	<b>101</b>	<b>159</b>	<b>3,810</b>	<b>10,115</b>	<b>15,413</b>	<b>22,855</b>	<b>7,227</b>	<b>6,442</b>		<b>66,177</b>
<b>FY 2012</b>												
<b>Begin Strength</b>	13	42	101	159	3,810	10,115	15,413	22,855	7,227	6,442		66,177
Motion In	2	7	19	28	312	1,202	1,921	3,623	3,496	0		10,610
Regular Accessions	0	0	0	0	0	0	0	0	0	3,290		3,290
Commissioning & Transfer Programs	0	0	0	0	0	0	0	50	50	0		100
Direct Appointments & Health Profession Scholarship	0	0	0	0	0	8	41	631	176	0		856
Other Gains	0	0	0	0	0	0	0	0	0	0		0
<b>Total Gains</b>	<b>2</b>	<b>7</b>	<b>19</b>	<b>28</b>	<b>312</b>	<b>1,210</b>	<b>1,962</b>	<b>4,304</b>	<b>3,722</b>	<b>3,290</b>		<b>14,856</b>
Motion Out		2	7	19	28	312	1,202	1,921	3,623	3,496		10,610
Regular Separations	0	0	2	3	0	0	251	575	54	13		898
Retirements (Disability & Non-Disability)	2	5	11	8	472	882	592	118	8	2		2,100
Separation Programs	0	0	0	0	133	160	521	531	357	80		1,782
Attrition & Other Losses	0	0	0	0	0	2	27	130	33	23		215
<b>Total losses</b>	<b>7</b>	<b>20</b>	<b>30</b>	<b>633</b>	<b>1,356</b>	<b>2,593</b>	<b>3,275</b>	<b>4,075</b>	<b>4,075</b>	<b>3,614</b>		<b>15,605</b>
<b>End Strength</b>	<b>13</b>	<b>42</b>	<b>100</b>	<b>157</b>	<b>3,489</b>	<b>9,969</b>	<b>14,782</b>	<b>23,884</b>	<b>6,874</b>	<b>6,118</b>		<b>65,428</b>

**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	
<b>FY 2013</b>											
<b>Begin Strength</b>	13	42	100	157	3,489	9,969	14,782	23,884	6,874	6,118	65,428
Motion In	3	10	21	36	477	1,493	2,712	3,397	3,485	0	11,634
Regular Accessions	0	0	0	0	0	0	0	0	0	3,644	3,644
Commissioning & Transfer Programs	0	0	0	0	0	0	0	50	50	0	100
Direct Appointments & Health Profession Scholarship	0	0	0	0	0	8	41	631	147	150	977
Other Gains	0	0	0	0	0	0	0	0	0	0	0
<b>Total Gains</b>	<b>3</b>	<b>10</b>	<b>21</b>	<b>36</b>	<b>477</b>	<b>1,501</b>	<b>2,753</b>	<b>4,078</b>	<b>3,682</b>	<b>3,794</b>	<b>16,355</b>
Motion Out	0	3	10	21	36	477	1,493	2,712	3,397	3,485	11,634
Regular Separations	0	2	0	7	24	151	580	1,180	412	36	2,392
Retirements (Disability & Non-Disability)	3	5	11	8	472	882	592	118	7	2	2,100
Separation Programs	0	0	0	0	0	0	0	0	0	0	0
Attrition & Other Losses	0	0	0	0	0	2	31	137	34	25	229
<b>Total losses</b>	<b>3</b>	<b>10</b>	<b>21</b>	<b>36</b>	<b>532</b>	<b>1,512</b>	<b>2,696</b>	<b>4,147</b>	<b>3,850</b>	<b>3,548</b>	<b>16,355</b>
<b>End Strength</b>	<b>13</b>	<b>42</b>	<b>100</b>	<b>157</b>	<b>3,434</b>	<b>9,958</b>	<b>14,839</b>	<b>23,815</b>	<b>6,706</b>	<b>6,364</b>	<b>65,428</b>
<b>FY 2014</b>											
<b>Begin Strength</b>	13	42	100	157	3,434	9,958	14,839	23,815	6,706	6,364	65,428
Motion In	3	10	22	37	453	1,508	2,933	3,434	3,600	0	12,000
Regular Accessions	0	0	0	0	0	0	0	0	0	3,700	3,700
Commissioning & Transfer Programs	0	0	0	0	0	0	0	50	50	0	100
Direct Appointments & Health Profession Scholarship	0	0	0	0	0	8	41	631	147	150	977
Other Gains	0	0	0	0	0	0	0	0	0	0	0
<b>Total Gains</b>	<b>3</b>	<b>10</b>	<b>22</b>	<b>37</b>	<b>453</b>	<b>1,516</b>	<b>2,974</b>	<b>4,115</b>	<b>3,797</b>	<b>3,850</b>	<b>16,777</b>
Motion Out	0	3	10	22	37	453	1,508	2,933	3,434	3,600	12,000
Regular Separations	0	2	1	7	0	191	789	1,269	150	39	2,448
Retirements (Disability & Non-Disability)	3	5	11	8	472	882	592	118	7	2	2,100
Separation Programs	0	0	0	0	0	0	0	0	0	0	0
Attrition & Other Losses	0	0	0	0	0	2	31	137	34	25	229
<b>Total losses</b>	<b>3</b>	<b>10</b>	<b>22</b>	<b>37</b>	<b>509</b>	<b>1,528</b>	<b>2,920</b>	<b>4,457</b>	<b>3,625</b>	<b>3,666</b>	<b>16,777</b>
<b>End Strength</b>	<b>13</b>	<b>42</b>	<b>100</b>	<b>157</b>	<b>3,378</b>	<b>9,946</b>	<b>14,893</b>	<b>23,473</b>	<b>6,878</b>	<b>6,548</b>	<b>65,428</b>

**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	
<b>FY 2015</b>											
<b>Begin Strength</b>	13	42	100	157	3,378	9,946	14,893	23,473	6,878	6,548	65,428
Motion In	3	10	23	36	463	1,438	2,872	3,516	3,677	0	12,038
Regular Accessions	0	0	0	0	0	0	0	0	0	3,688	3,688
Commissioning & Transfer Programs	0	0	0	0	0	0	0	50	50	0	100
Direct Appointments & Health Profession Scholarship	0	0	0	0	0	8	41	631	147	150	977
Other Gains	0	0	0	0	0	0	0	0	0	0	0
<b>Total Gains</b>	<b>3</b>	<b>10</b>	<b>23</b>	<b>36</b>	<b>463</b>	<b>1,446</b>	<b>2,913</b>	<b>4,197</b>	<b>3,874</b>	<b>3,838</b>	<b>16,803</b>
Motion Out	0	3	10	23	36	463	1,438	2,872	3,516	3,677	12,038
Regular Separations	0	2	2	5	11	111	798	1,296	166	45	2,436
Retirements (Disability & Non-Disability)	3	5	11	8	472	882	592	118	7	2	2,100
Separation Programs	0	0	0	0	0	0	0	0	0	0	0
Attrition & Other Losses	0	0	0	0	0	2	31	137	34	25	229
<b>Total losses</b>	<b>3</b>	<b>10</b>	<b>23</b>	<b>36</b>	<b>519</b>	<b>1,458</b>	<b>2,859</b>	<b>4,423</b>	<b>3,723</b>	<b>3,749</b>	<b>16,803</b>
<b>End Strength</b>	<b>13</b>	<b>42</b>	<b>100</b>	<b>157</b>	<b>3,322</b>	<b>9,934</b>	<b>14,947</b>	<b>23,247</b>	<b>7,029</b>	<b>6,637</b>	<b>65,428</b>
<b>FY 2016</b>											
<b>Begin Strength</b>	13	42	100	157	3,322	9,934	14,947	23,247	7,029	6,637	65,428
Motion In	3	9	21	36	457	1,447	2,867	3,633	3,764	0	12,237
Regular Accessions	0	0	0	0	0	0	0	0	0	3,688	3,688
Commissioning & Transfer Programs	0	0	0	0	0	0	0	50	50	0	100
Direct Appointments & Health Profession Scholarship	0	0	0	0	0	8	41	631	147	150	977
Other Gains	0	0	0	0	0	0	0	0	0	0	0
<b>Total Gains</b>	<b>3</b>	<b>9</b>	<b>21</b>	<b>36</b>	<b>457</b>	<b>1,455</b>	<b>2,908</b>	<b>4,314</b>	<b>3,961</b>	<b>3,838</b>	<b>17,002</b>
Motion Out	0	3	9	21	36	457	1,447	2,867	3,633	3,764	12,237
Regular Separations	0	1	1	7	5	125	783	1,333	181	0	2,436
Retirements (Disability & Non-Disability)	3	5	11	8	472	882	592	118	7	2	2,100
Separation Programs	0	0	0	0	0	0	0	0	0	0	0
Attrition & Other Losses	0	0	0	0	0	2	31	137	34	25	229
<b>Total losses</b>	<b>3</b>	<b>9</b>	<b>21</b>	<b>36</b>	<b>513</b>	<b>1,466</b>	<b>2,853</b>	<b>4,455</b>	<b>3,855</b>	<b>3,791</b>	<b>17,002</b>
<b>End Strength</b>	<b>13</b>	<b>42</b>	<b>100</b>	<b>157</b>	<b>3,266</b>	<b>9,923</b>	<b>15,002</b>	<b>23,106</b>	<b>7,135</b>	<b>6,684</b>	<b>65,428</b>

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

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+	4	11	6	22	169	11	1	0	0	0	224
29	0	0	1	7	49	0	0	0	0	0	57
28	0	0	0	11	68	10	0	0	0	0	89
27	0	0	0	4	69	17	0	0	0	0	90
26	0	0	0	0	122	28	0	0	0	0	150
25	0	0	0	0	75	35	0	0	0	0	111
24	0	0	0	0	50	50	3	0	0	0	103
23	0	0	0	0	20	64	1	0	0	0	86
22	0	0	0	0	18	131	1	0	0	0	150
21	0	0	0	0	19	162	4	0	0	0	185
20	0	0	0	0	18	392	11	0	0	0	420
19	0	0	0	0	2	118	4	0	0	0	124
18	0	0	0	0	1	18	3	0	0	0	22
17	0	0	0	0	0	14	4	0	0	0	19
16	0	0	0	0	0	11	7	0	0	0	18
15	0	0	0	0	0	4	9	0	0	0	13
14	0	0	0	0	0	0	7	0	0	0	7
13	0	0	0	0	0	1	7	0	0	0	8
12	0	0	0	0	0	4	7	0	0	0	11
11	0	0	0	0	0	0	6	0	0	0	6
10	0	0	0	0	0	1	7	0	0	0	8
9	0	2	0	0	2	0	1	0	0	0	4
8	0	0	0	0	0	2	0	0	0	0	3
7	0	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	3	0	0	0	0	4
5	0	0	0	0	3	1	0	0	0	0	5
4	0	0	0	0	1	0	1	0	0	0	2
3	0	0	0	0	1	0	0	0	0	0	1
2	0	0	0	0	6	4	0	0	0	0	10
1	0	0	0	0	5	11	1	0	0	0	17
0	0	0	0	0	12	4	1	0	0	0	18
<b>Total</b>	<b>4</b>	<b>12</b>	<b>7</b>	<b>44</b>	<b>711</b>	<b>1,098</b>	<b>89</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,965</b>
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+	4	10	6	22	178	13	1	0	0	0	233
29	0	0	1	7	51	0	0	0	0	0	60
28	0	0	0	11	72	12	0	0	0	0	94
27	0	0	0	4	73	19	0	0	0	0	96
26	0	0	0	0	129	32	0	0	0	0	161
25	0	0	0	0	79	41	0	0	0	0	120
24	0	0	0	0	52	58	3	0	0	0	113
23	0	0	0	0	21	74	1	0	0	0	97
22	0	0	0	0	19	151	1	0	0	0	172
21	0	0	0	0	20	187	4	0	0	0	211
20	0	0	0	0	19	453	10	0	0	0	482
19	0	0	0	0	2	136	4	0	0	0	143
18	0	0	0	0	1	21	3	0	0	0	25
17	0	0	0	0	0	17	4	0	0	0	21
16	0	0	0	0	0	13	7	0	0	0	19
15	0	0	0	0	0	5	9	0	0	0	14
14	0	0	0	0	0	0	7	0	0	0	7
13	0	0	0	0	0	1	7	0	0	0	8
12	0	0	0	0	0	5	7	0	0	0	12
11	0	0	0	0	0	0	6	0	0	0	6
10	0	0	0	0	0	1	7	0	0	0	8
9	0	1	0	0	2	0	1	0	0	0	4
8	0	0	0	0	0	3	0	0	0	0	3
7	0	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	4	0	0	0	0	4
5	0	0	0	0	4	1	0	0	0	0	5
4	0	0	0	0	1	0	1	0	0	0	2
3	0	0	0	0	1	0	0	0	0	0	1
2	0	0	0	0	6	5	0	0	0	0	11
1	0	0	0	0	5	13	1	0	0	0	19
0	0	0	0	0	13	5	1	0	0	0	20
<b>Total</b>	<b>4</b>	<b>11</b>	<b>7</b>	<b>44</b>	<b>749</b>	<b>1,270</b>	<b>88</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2,173</b>

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

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+	4	10	6	22	167	11	1	0	0	0	221
29	0	0	0	7	48	0	0	0	0	0	57
28	0	0	0	11	67	10	0	0	0	0	89
27	0	0	0	4	68	17	0	0	0	0	90
26	0	0	0	0	121	29	0	0	0	0	150
25	0	0	0	0	74	37	0	0	0	0	111
24	0	0	0	0	49	51	3	0	0	0	104
23	0	0	0	0	20	66	1	0	0	0	88
22	0	0	0	0	18	135	1	0	0	0	154
21	0	0	0	0	19	167	4	0	0	0	190
20	0	0	0	0	18	404	11	0	0	0	432
19	0	0	0	0	2	121	4	0	0	0	128
18	0	0	0	0	1	18	3	0	0	0	23
17	0	0	0	0	0	15	4	0	0	0	19
16	0	0	0	0	0	11	7	0	0	0	18
15	0	0	0	0	0	5	9	0	0	0	13
14	0	0	0	0	0	0	7	0	0	0	7
13	0	0	0	0	0	1	7	0	0	0	8
12	0	0	0	0	0	5	7	0	0	0	12
11	0	0	0	0	0	0	7	0	0	0	7
10	0	0	0	0	0	1	7	0	0	0	8
9	0	1	0	0	2	0	1	0	0	0	4
8	0	0	0	0	0	2	0	0	0	0	3
7	0	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	3	0	0	0	0	4
5	0	0	0	0	3	1	0	0	0	0	5
4	0	0	0	0	1	0	1	0	0	0	2
3	0	0	0	0	1	0	0	0	0	0	1
2	0	0	0	0	6	5	0	0	0	0	10
1	0	0	0	0	4	11	1	0	0	0	17
0	0	0	0	0	12	5	1	0	0	0	18
<b>Total</b>	<b>4</b>	<b>11</b>	<b>6</b>	<b>44</b>	<b>705</b>	<b>1,132</b>	<b>91</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,993</b>
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	11	6	22	166	12	1	0	0	0	220
29	0	0	1	7	48	0	0	0	0	0	56
28	0	0	0	11	67	10	0	0	0	0	88
27	0	0	0	4	68	17	0	0	0	0	89
26	0	0	0	0	120	29	0	0	0	0	150
25	0	0	0	0	73	37	0	0	0	0	111
24	0	0	0	0	49	52	3	0	0	0	104
23	0	0	0	0	20	67	1	0	0	0	89
22	0	0	0	0	18	137	1	0	0	0	156
21	0	0	0	0	19	169	4	0	0	0	192
20	0	0	0	0	18	409	11	0	0	0	438
19	0	0	0	0	2	123	4	0	0	0	130
18	0	0	0	0	1	19	3	0	0	0	23
17	0	0	0	0	0	15	4	0	0	0	19
16	0	0	0	0	0	12	7	0	0	0	19
15	0	0	0	0	0	5	9	0	0	0	14
14	0	0	0	0	0	0	8	0	0	0	8
13	0	0	0	0	0	1	7	0	0	0	8
12	0	0	0	0	0	5	7	0	0	0	12
11	0	0	0	0	0	0	7	0	0	0	7
10	0	0	0	0	0	1	7	0	0	0	8
9	0	2	0	0	2	0	1	0	0	0	4
8	0	0	0	0	0	2	0	0	0	0	3
7	0	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	3	0	0	0	0	4
5	0	0	0	0	3	1	0	0	0	0	5
4	0	0	0	0	1	0	1	0	0	0	2
3	0	0	0	0	1	0	0	0	0	0	1
2	0	0	0	0	6	5	0	0	0	0	10
1	0	0	0	0	4	12	1	0	0	0	17
0	0	0	0	0	12	5	1	0	0	0	18
<b>Total</b>	<b>3</b>	<b>12</b>	<b>7</b>	<b>44</b>	<b>699</b>	<b>1,148</b>	<b>93</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2,006</b>



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

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+	4	9	6	22	164	12	1	0	0	0	218
29	0	0	1	7	47	0	0	0	0	0	56
28	0	0	0	11	66	10	0	0	0	0	88
27	0	0	0	4	67	17	0	0	0	0	89
26	0	0	0	0	119	29	0	0	0	0	149
25	0	0	0	0	73	37	0	0	0	0	111
24	0	0	0	0	49	52	3	0	0	0	104
23	0	0	0	0	20	68	1	0	0	0	89
22	0	0	0	0	18	138	1	0	0	0	157
21	0	0	0	0	19	170	4	0	0	0	193
20	0	0	0	0	18	411	11	0	0	0	440
19	0	0	0	0	2	124	4	0	0	0	130
18	0	0	0	0	1	19	3	0	0	0	23
17	0	0	0	0	0	15	4	0	0	0	20
16	0	0	0	0	0	12	7	0	0	0	19
15	0	0	0	0	0	5	9	0	0	0	14
14	0	0	0	0	0	0	8	0	0	0	8
13	0	0	0	0	0	1	7	0	0	0	8
12	0	0	0	0	0	5	7	0	0	0	12
11	0	0	0	0	0	0	7	0	0	0	7
10	0	0	0	0	0	1	7	0	0	0	8
9	0	1	0	0	2	0	1	0	0	0	4
8	0	0	0	0	0	2	0	0	0	0	3
7	0	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	3	0	0	0	0	4
5	0	0	0	0	3	1	0	0	0	0	5
4	0	0	0	0	1	0	1	0	0	0	2
3	0	0	0	0	1	0	0	0	0	0	1
2	0	0	0	0	6	5	0	0	0	0	10
1	0	0	0	0	4	12	1	0	0	0	11
0	0	0	0	0	12	5	1	0	0	0	18
<b>Total</b>	4	10	7	44	693	1,154	94	0	0	0	2,006
FY 2016											
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	6	22	162	12	1	0	0	0	217
29	0	0	1	7	47	0	0	0	0	0	55
28	0	0	0	11	65	11	0	0	0	0	87
27	0	0	0	4	66	18	0	0	0	0	88
26	0	0	0	0	118	30	0	0	0	0	148
25	0	0	0	0	72	38	0	0	0	0	110
24	0	0	0	0	48	54	3	0	0	0	105
23	0	0	0	0	20	69	1	0	0	0	90
22	0	0	0	0	17	140	1	0	0	0	159
21	0	0	0	0	19	174	4	0	0	0	196
20	0	0	0	0	17	420	11	0	0	0	448
19	0	0	0	0	2	126	4	0	0	0	133
18	0	0	0	0	1	19	3	0	0	0	24
17	0	0	0	0	0	15	4	0	0	0	20
16	0	0	0	0	0	12	7	0	0	0	19
15	0	0	0	0	0	5	9	0	0	0	14
14	0	0	0	0	0	0	8	0	0	0	8
13	0	0	0	0	0	1	7	0	0	0	8
12	0	0	0	0	0	5	7	0	0	0	12
11	0	0	0	0	0	0	7	0	0	0	7
10	0	0	0	0	0	1	7	0	0	0	8
9	0	1	0	0	2	0	1	0	0	0	4
8	0	0	0	0	0	2	0	0	0	0	3
7	0	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	4	0	0	0	0	4
5	0	0	0	0	3	1	0	0	0	0	5
4	0	0	0	0	1	0	1	0	0	0	2
3	0	0	0	0	1	0	0	0	0	0	1
2	0	0	0	0	5	5	0	0	0	0	10
1	0	0	0	0	4	12	1	0	0	0	17
0	0	0	0	0	12	5	1	0	0	0	18
<b>Total</b>	4	11	7	44	684	1,177	92	0	0	0	2,019

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

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
<b>Total</b>	<b>1</b>	<b>2</b>	<b>17</b>	<b>12</b>	<b>455</b>	<b>554</b>	<b>637</b>	<b>174</b>	<b>14</b>	<b>1</b>	<b>1,867</b>
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	8	10	107	2	0	0	0	0	130
29	0	0	0	0	45	12	0	0	0	0	57
28	0	0	0	0	44	24	0	0	0	0	68
27	0	0	0	0	55	15	0	0	0	0	70
26	0	0	0	0	52	20	0	0	0	0	72
25	0	0	0	0	45	29	0	0	0	0	74
24	0	0	0	0	28	41	0	0	0	0	69
23	0	0	0	0	15	60	0	0	0	0	75
22	0	0	0	0	15	89	6	0	0	0	110
21	0	0	0	0	20	121	49	0	0	0	190
20	0	0	0	0	2	82	144	0	0	0	228
19	0	0	0	0	0	26	17	0	0	0	43
18	0	0	0	0	2	16	27	0	0	0	45
17	0	0	0	0	0	2	37	0	0	0	39
16	0	0	0	0	0	0	59	2	0	0	61
15	0	0	0	0	0	2	43	5	0	0	50
14	0	0	0	0	0	0	66	11	0	0	77
13	0	0	0	0	0	0	86	8	0	0	94
12	0	0	0	0	0	0	41	31	0	0	72
11	0	0	0	0	0	0	14	95	0	0	109
10	0	0	0	0	0	0	7	87	0	0	94
9	0	0	0	0	0	0	0	17	0	0	17
8	0	0	0	0	0	0	0	15	0	0	15
7	0	0	0	0	0	0	0	12	0	0	12
6	0	0	0	0	0	0	0	14	0	0	14
5	0	0	0	0	0	0	0	8	1	0	9
4	0	0	0	0	0	0	0	0	2	0	2
3	0	0	0	0	0	0	0	0	1	0	1
2	0	0	0	0	0	0	0	0	0	5	5
1	0	0	0	0	0	0	0	0	0	1	1
0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>1</b>	<b>2</b>	<b>8</b>	<b>10</b>	<b>430</b>	<b>541</b>	<b>596</b>	<b>305</b>	<b>4</b>	<b>6</b>	<b>1,903</b>

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

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	14	109	2	0	0	0	0	142
29	0	0	0	0	46	12	0	0	0	0	58
28	0	0	0	0	45	24	0	0	0	0	69
27	0	0	0	0	56	15	0	0	0	0	71
26	0	0	0	0	53	20	0	0	0	0	73
25	0	0	0	0	46	29	0	0	0	0	75
24	0	0	0	0	29	41	0	0	0	0	70
23	0	0	0	0	15	61	0	0	0	0	76
22	0	0	0	0	15	90	6	0	0	0	111
21	0	0	0	0	20	122	50	0	0	0	192
20	0	0	0	0	2	82	147	0	0	0	232
19	0	0	0	0	0	26	17	0	0	0	44
18	0	0	0	0	2	16	28	0	0	0	45
17	0	0	0	0	0	2	38	1	0	0	42
16	0	0	0	0	0	0	60	1	0	0	62
15	0	0	0	0	0	2	44	4	0	0	50
14	0	0	0	0	0	1	67	9	0	0	77
13	0	0	0	0	0	0	88	6	0	0	94
12	0	0	0	0	0	1	42	25	0	0	67
11	0	0	0	0	0	0	13	76	0	0	89
10	0	0	0	0	0	0	7	70	0	0	77
9	0	0	0	0	0	0	0	13	0	0	13
8	0	0	0	0	0	0	0	12	0	0	13
7	0	0	0	0	0	0	0	10	0	0	10
6	0	0	0	0	0	0	0	11	0	0	11
5	0	0	0	0	0	0	0	6	1	0	7
4	0	0	0	0	0	0	0	0	2	0	2
3	0	0	0	0	0	0	0	0	1	0	1
2	0	0	0	0	0	0	0	0	0	5	5
1	0	0	0	0	0	0	0	0	0	1	1
0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	1	3	14	14	439	545	608	244	4	6	1,878
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+	1	3	17	14	106	2	0	0	0	0	142
29	0	0	0	0	45	12	0	0	0	0	57
28	0	0	0	0	44	23	0	0	0	0	67
27	0	0	0	0	55	15	0	0	0	0	69
26	0	0	0	0	52	19	0	0	0	0	71
25	0	0	0	0	45	28	0	0	0	0	73
24	0	0	0	0	28	40	0	0	0	0	69
23	0	0	0	0	15	60	0	0	0	0	75
22	0	0	0	0	15	88	6	0	0	0	109
21	0	0	0	0	20	120	49	0	0	0	188
20	0	0	0	0	2	81	143	0	0	0	226
19	0	0	0	0	0	26	17	0	0	0	43
18	0	0	0	0	2	15	27	0	0	0	44
17	0	0	0	0	0	2	37	2	0	0	41
16	0	0	0	0	0	0	59	2	0	0	60
15	0	0	0	0	0	2	42	5	0	0	50
14	0	0	0	0	0	1	65	11	0	0	77
13	0	0	0	0	0	0	85	8	0	0	93
12	0	0	0	0	0	1	41	32	0	0	73
11	0	0	0	0	0	0	13	98	0	0	111
10	0	0	0	0	0	0	7	90	0	0	97
9	0	0	0	0	0	0	0	17	0	0	17
8	0	0	0	0	0	0	0	16	0	0	16
7	0	0	0	0	0	0	0	13	0	0	13
6	0	0	0	0	0	0	0	14	0	0	14
5	0	0	0	0	0	0	0	8	1	0	9
4	0	0	0	0	0	0	0	0	2	0	2
3	0	0	0	0	0	0	0	0	1	0	1
2	0	0	0	0	0	0	0	0	0	5	5
1	0	0	0	0	0	0	0	0	0	1	1
0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	1	3	17	14	426	536	590	315	4	6	1,912

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

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	17	14	108	2	0	0	0	0	145
29	0	0	0	0	46	12	0	0	0	0	58
28	0	0	0	0	45	24	0	0	0	0	69
27	0	0	0	0	56	15	0	0	0	0	71
26	0	0	0	0	53	20	0	0	0	0	73
25	0	0	0	0	46	29	0	0	0	0	75
24	0	0	0	0	29	41	0	0	0	0	70
23	0	0	0	0	15	61	0	0	0	0	76
22	0	0	0	0	15	90	6	0	0	0	111
21	0	0	0	0	20	123	50	0	0	0	193
20	0	0	0	0	2	83	146	0	0	0	231
19	0	0	0	0	0	26	17	0	0	0	43
18	0	0	0	0	1	17	27	0	0	0	45
17	0	0	0	0	0	2	37	3	0	0	42
16	0	0	0	0	0	0	60	2	0	0	62
15	0	0	0	0	0	2	44	5	0	0	51
14	0	0	0	0	0	1	67	11	0	0	79
13	0	0	0	0	0	0	87	9	0	0	96
12	0	0	0	0	0	1	42	32	0	0	75
11	0	0	0	0	0	0	13	98	0	0	111
10	0	0	0	0	0	0	7	91	0	0	98
9	0	0	0	0	0	0	0	18	0	0	18
8	0	0	0	0	0	0	0	16	0	0	16
7	0	0	0	0	0	0	0	13	0	0	13
6	0	0	0	0	0	0	0	14	0	0	14
5	0	0	0	0	0	0	0	8	1	0	9
4	0	0	0	0	0	0	0	0	2	0	2
3	0	0	0	0	0	0	0	0	1	0	1
2	0	0	0	0	0	0	0	0	0	5	5
1	0	0	0	0	0	0	0	0	0	1	1
0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>1</b>	<b>3</b>	<b>17</b>	<b>14</b>	<b>436</b>	<b>549</b>	<b>603</b>	<b>320</b>	<b>4</b>	<b>6</b>	<b>1,953</b>
FY 2016											
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	17	15	108	2	0	0	0	0	146
29	0	0	0	0	46	12	0	0	0	0	58
28	0	0	0	0	45	24	0	0	0	0	69
27	0	0	0	0	58	15	0	0	0	0	73
26	0	0	0	0	55	20	0	0	0	0	75
25	0	0	0	0	48	29	0	0	0	0	77
24	0	0	0	0	31	44	0	0	0	0	75
23	0	0	0	0	17	66	0	0	0	0	83
22	0	0	0	0	17	95	6	0	0	0	118
21	0	0	0	0	20	123	50	0	0	0	193
20	0	0	0	0	2	83	150	0	0	0	235
19	0	0	0	0	0	26	22	0	0	0	48
18	0	0	0	0	0	17	32	0	0	0	49
17	0	0	0	0	0	2	37	3	0	0	42
16	0	0	0	0	0	0	60	2	0	0	62
15	0	0	0	0	0	2	44	5	0	0	51
14	0	0	0	0	0	1	67	11	0	0	79
13	0	0	0	0	0	0	87	9	0	0	96
12	0	0	0	0	0	1	42	32	0	0	75
11	0	0	0	0	0	0	13	98	0	0	111
10	0	0	0	0	0	0	7	98	0	0	105
9	0	0	0	0	0	0	0	18	0	0	18
8	0	0	0	0	0	0	0	16	0	0	16
7	0	0	0	0	0	0	0	13	0	0	13
6	0	0	0	0	0	0	0	14	0	0	14
5	0	0	0	0	0	0	0	8	1	0	9
4	0	0	0	0	0	0	0	0	2	0	2
3	0	0	0	0	0	0	0	0	1	0	1
2	0	0	0	0	0	0	0	0	0	5	5
1	0	0	0	0	0	0	0	0	0	1	1
0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>1</b>	<b>3</b>	<b>17</b>	<b>15</b>	<b>447</b>	<b>562</b>	<b>617</b>	<b>327</b>	<b>4</b>	<b>6</b>	<b>1,999</b>

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

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	5	7	1	1	0	0	0	0	0	15
29	0	0	0	0	0	0	0	0	0	0	0
28	0	0	0	0	0	0	0	0	0	0	0
27	0	0	0	0	0	0	0	0	0	0	0
26	0	0	0	1	2	0	3	0	0	0	6
25	0	0	0	0	0	0	0	0	0	0	0
24	0	0	0	0	1	0	4	0	0	0	5
23	0	0	0	0	0	0	0	0	0	0	0
22	0	0	0	0	1	3	10	1	0	0	15
21	0	0	0	0	0	0	0	0	0	0	0
20	0	0	0	0	0	0	14	3	0	0	17
19	0	0	0	0	0	1	0	0	0	0	1
18	0	0	0	0	0	0	23	5	0	0	28
17	0	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	1	24	6	0	0	31
15	0	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	24	7	0	0	31
13	0	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	23	7	0	0	30
11	0	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	13	11	0	0	24
9	0	0	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	19	0	0	19
7	0	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	21	0	0	21
5	0	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	19	0	0	19
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
0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	1	5	7	2	5	5	138	99	0	0	262
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	3	1	1	4	0	0	0	0	10
29	0	0	0	0	0	0	0	0	0	0	0
28	0	0	0	0	0	0	0	0	0	0	0
27	0	0	0	0	0	0	0	0	0	0	0
26	0	0	0	1	1	15	7	0	0	0	24
25	0	0	0	0	0	0	0	0	0	0	0
24	0	0	0	0	1	15	9	0	0	0	25
23	0	0	0	0	0	0	0	0	0	0	0
22	0	0	0	0	1	31	24	1	0	0	57
21	0	0	0	0	0	0	0	0	0	0	0
20	0	0	0	0	0	44	33	3	0	0	80
19	0	0	0	0	0	51	0	0	0	0	51
18	0	0	0	0	0	0	52	5	0	0	57
17	0	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	28	55	7	0	0	90
15	0	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	55	8	0	0	63
13	0	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	52	8	0	0	60
11	0	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	30	12	0	0	42
9	0	0	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	1	23	0	0	24
7	0	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	23	0	0	23
5	0	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	20	0	0	20
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
0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	1	3	2	4	188	318	110	0	0	626

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

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	1	2	1	1	4	0	0	0	0	9
29	0	0	0	0	0	0	0	0	0	0	0
28	0	0	0	0	0	0	0	0	0	0	0
27	0	0	0	0	0	0	0	0	0	0	0
26	0	0	0	1	1	15	4	0	0	0	21
25	0	0	0	0	0	0	0	0	0	0	0
24	0	0	0	0	1	15	5	0	0	0	21
23	0	0	0	0	0	0	0	0	0	0	0
22	0	0	0	0	1	30	14	1	0	0	46
21	0	0	0	0	0	0	0	0	0	0	0
20	0	0	0	0	0	43	20	3	0	0	66
19	0	0	0	0	0	50	0	0	0	0	50
18	0	0	0	0	0	0	31	5	0	0	36
17	0	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	27	34	7	0	0	68
15	0	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	33	8	0	0	41
13	0	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	31	8	0	0	39
11	0	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	18	13	0	0	31
9	0	0	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	22	0	0	22
7	0	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	27	0	0	27
5	0	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	21	0	0	21
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
0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	1	2	2	4	184	190	115	0	0	498
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	1	2	1	1	4	0	0	0	0	9
29	0	0	0	0	0	0	0	0	0	0	0
28	0	0	0	0	0	0	0	0	0	0	0
27	0	0	0	0	0	0	0	0	0	0	0
26	0	0	0	1	1	15	4	0	0	0	21
25	0	0	0	0	0	0	0	0	0	0	0
24	0	0	0	0	1	15	5	0	0	0	21
23	0	0	0	0	0	0	0	0	0	0	0
22	0	0	0	0	1	30	14	1	0	0	46
21	0	0	0	0	0	0	0	0	0	0	0
20	0	0	0	0	0	43	20	3	0	0	66
19	0	0	0	0	0	50	0	0	0	0	50
18	0	0	0	0	0	0	31	5	0	0	36
17	0	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	27	34	7	0	0	68
15	0	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	33	8	0	0	41
13	0	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	31	8	0	0	39
11	0	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	18	13	0	0	31
9	0	0	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	22	0	0	22
7	0	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	27	0	0	27
5	0	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	21	0	0	21
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
0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	1	2	2	4	184	190	115	0	0	498

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

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	1	1	2	1	2	0	0	0	0	7
29	0	0	0	0	0	0	0	0	0	0	0
28	0	0	0	0	0	0	0	0	0	0	0
27	0	0	0	0	0	0	0	0	0	0	0
26	0	0	0	2	2	6	3	1	0	0	14
25	0	0	0	0	0	0	0	0	0	0	0
24	0	0	0	0	1	6	4	1	0	0	12
23	0	0	0	0	0	0	0	0	0	0	0
22	0	0	0	0	1	13	12	2	0	0	28
21	0	0	0	0	0	0	0	0	0	0	0
20	0	0	0	0	0	19	16	6	0	0	41
19	0	0	0	0	0	22	0	0	0	0	22
18	0	0	0	0	0	0	26	9	0	0	35
17	0	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	12	28	13	0	0	53
15	0	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	30	14	0	0	44
13	0	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	26	14	0	0	40
11	0	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	15	23	0	0	38
9	0	0	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	40	0	0	40
7	0	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	43	0	0	43
5	0	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	37	0	0	37
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
0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>5</b>	<b>80</b>	<b>160</b>	<b>203</b>	<b>0</b>	<b>0</b>	<b>454</b>
FY 2016											
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	1	4	1	2	0	0	0	0	11
29	0	0	0	0	0	0	0	0	0	0	0
28	0	0	0	0	0	0	0	0	0	0	0
27	0	0	0	0	0	0	0	0	0	0	0
26	0	0	0	4	2	6	3	1	0	0	16
25	0	0	0	0	0	0	0	0	0	0	0
24	0	0	0	0	1	6	4	1	0	0	12
23	0	0	0	0	0	0	0	0	0	0	0
22	0	0	0	0	1	12	12	2	0	0	27
21	0	0	0	0	0	0	0	0	0	0	0
20	0	0	0	0	0	17	16	6	0	0	39
19	0	0	0	0	0	21	0	0	0	0	21
18	0	0	0	0	0	0	26	9	0	0	35
17	0	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	11	30	13	0	0	54
15	0	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	27	14	0	0	41
13	0	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	26	14	0	0	40
11	0	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	15	23	0	0	38
9	0	0	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	40	0	0	40
7	0	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	43	0	0	43
5	0	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	37	0	0	37
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
0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>8</b>	<b>5</b>	<b>75</b>	<b>159</b>	<b>203</b>	<b>0</b>	<b>0</b>	<b>454</b>

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

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	5	11	3	65	1	0	0	0	0	88
29	0	0	0	3	36	0	0	0	0	0	39
28	0	0	0	1	43	30	0	0	0	0	74
27	0	0	0	1	54	16	0	0	0	0	71
26	0	0	0	0	81	27	0	0	0	0	108
25	0	0	0	0	73	47	0	0	0	0	120
24	0	0	0	0	39	44	35	0	0	0	118
23	0	0	0	0	22	59	13	0	0	0	94
22	0	0	0	0	20	106	16	0	0	0	142
21	0	0	0	0	17	122	21	0	0	0	160
20	0	0	0	0	20	325	217	17	0	0	579
19	0	0	0	0	1	59	60	4	0	0	124
18	0	0	0	0	1	21	9	1	0	0	32
17	0	0	0	0	0	10	13	1	0	0	24
16	0	0	0	0	0	10	27	2	0	0	39
15	0	0	0	0	0	2	24	3	0	0	29
14	0	0	0	0	0	1	21	1	0	0	23
13	0	0	0	0	0	1	28	3	0	0	32
12	0	0	0	0	0	1	30	3	0	0	34
11	0	0	0	0	0	0	30	6	0	0	36
10	0	0	0	0	0	0	38	24	0	0	62
9	0	0	0	0	0	0	4	6	0	0	10
8	0	0	0	0	0	0	3	19	0	0	22
7	0	0	0	0	0	0	0	7	0	0	7
6	0	0	0	0	0	0	1	7	0	0	8
5	0	0	0	0	0	0	0	6	0	0	6
4	0	0	0	0	0	0	0	5	0	0	5
3	0	0	0	0	0	0	1	1	2	0	4
2	0	0	0	0	0	0	1	1	4	0	6
1	0	0	0	0	0	0	0	1	1	1	3
0	0	0	0	0	0	0	0	0	0	1	1
<b>Total</b>	<b>3</b>	<b>5</b>	<b>11</b>	<b>8</b>	<b>472</b>	<b>882</b>	<b>592</b>	<b>118</b>	<b>7</b>	<b>2</b>	<b>2,100</b>
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	5	11	3	65	1	0	0	0	0	87
29	0	0	0	3	36	0	0	0	0	0	39
28	0	0	0	1	43	30	0	0	0	0	74
27	0	0	0	1	54	16	0	0	0	0	71
26	0	0	0	0	81	27	0	0	0	0	108
25	0	0	0	0	73	47	0	0	0	0	120
24	0	0	0	0	39	44	35	0	0	0	118
23	0	0	0	0	22	59	13	0	0	0	94
22	0	0	0	0	20	106	16	0	0	0	142
21	0	0	0	0	17	122	21	0	0	0	160
20	0	0	0	0	20	325	217	17	0	0	579
19	0	0	0	0	1	59	60	4	0	0	124
18	0	0	0	0	1	21	9	1	0	0	32
17	0	0	0	0	0	10	13	1	0	0	24
16	0	0	0	0	0	10	27	2	0	0	39
15	0	0	0	0	0	2	24	3	0	0	29
14	0	0	0	0	0	1	21	1	0	0	23
13	0	0	0	0	0	1	28	3	0	0	32
12	0	0	0	0	0	1	30	3	0	0	34
11	0	0	0	0	0	0	30	6	0	0	36
10	0	0	0	0	0	0	38	24	0	0	62
9	0	0	0	0	0	0	4	6	0	0	10
8	0	0	0	0	0	0	3	19	0	0	22
7	0	0	0	0	0	0	0	7	0	0	7
6	0	0	0	0	0	0	1	7	0	0	8
5	0	0	0	0	0	0	0	6	0	0	6
4	0	0	0	0	0	0	0	5	0	0	5
3	0	0	0	0	0	0	1	1	2	0	4
2	0	0	0	0	0	0	1	1	5	0	7
1	0	0	0	0	0	0	0	1	1	1	3
0	0	0	0	0	0	0	0	0	0	1	1
<b>Total</b>	<b>2</b>	<b>5</b>	<b>11</b>	<b>8</b>	<b>472</b>	<b>882</b>	<b>592</b>	<b>118</b>	<b>8</b>	<b>2</b>	<b>2,100</b>



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

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	5	11	3	65	1	0	0	0	0	88
29	0	0	0	3	36	0	0	0	0	0	39
28	0	0	0	1	43	30	0	0	0	0	74
27	0	0	0	1	54	16	0	0	0	0	71
26	0	0	0	0	81	27	0	0	0	0	108
25	0	0	0	0	73	47	0	0	0	0	120
24	0	0	0	0	39	44	35	0	0	0	118
23	0	0	0	0	22	59	13	0	0	0	94
22	0	0	0	0	20	106	16	0	0	0	142
21	0	0	0	0	17	122	21	0	0	0	160
20	0	0	0	0	20	325	217	17	0	0	579
19	0	0	0	0	1	59	60	4	0	0	124
18	0	0	0	0	1	21	9	1	0	0	32
17	0	0	0	0	0	10	13	1	0	0	24
16	0	0	0	0	0	10	27	2	0	0	39
15	0	0	0	0	0	2	24	3	0	0	29
14	0	0	0	0	0	1	21	1	0	0	23
13	0	0	0	0	0	1	28	3	0	0	32
12	0	0	0	0	0	1	30	3	0	0	34
11	0	0	0	0	0	0	30	6	0	0	36
10	0	0	0	0	0	0	38	24	0	0	62
9	0	0	0	0	0	0	4	6	0	0	10
8	0	0	0	0	0	0	3	19	0	0	22
7	0	0	0	0	0	0	0	7	0	0	7
6	0	0	0	0	0	0	1	7	0	0	8
5	0	0	0	0	0	0	0	6	0	0	6
4	0	0	0	0	0	0	0	5	0	0	5
3	0	0	0	0	0	0	1	1	2	0	4
2	0	0	0	0	0	0	1	1	4	0	6
1	0	0	0	0	0	0	0	1	1	1	3
0	0	0	0	0	0	0	0	0	0	1	1
<b>Total</b>	3	5	11	8	472	882	592	118	7	2	2,100
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	5	11	3	65	1	0	0	0	0	88
29	0	0	0	3	36	0	0	0	0	0	39
28	0	0	0	1	43	30	0	0	0	0	74
27	0	0	0	1	54	16	0	0	0	0	71
26	0	0	0	0	81	27	0	0	0	0	108
25	0	0	0	0	73	47	0	0	0	0	120
24	0	0	0	0	39	44	35	0	0	0	118
23	0	0	0	0	22	59	13	0	0	0	94
22	0	0	0	0	20	106	16	0	0	0	142
21	0	0	0	0	17	122	21	0	0	0	160
20	0	0	0	0	20	325	217	17	0	0	579
19	0	0	0	0	1	59	60	4	0	0	124
18	0	0	0	0	1	21	9	1	0	0	32
17	0	0	0	0	0	10	13	1	0	0	24
16	0	0	0	0	0	10	27	2	0	0	39
15	0	0	0	0	0	2	24	3	0	0	29
14	0	0	0	0	0	1	21	1	0	0	23
13	0	0	0	0	0	1	28	3	0	0	32
12	0	0	0	0	0	1	30	3	0	0	34
11	0	0	0	0	0	0	30	6	0	0	36
10	0	0	0	0	0	0	38	24	0	0	62
9	0	0	0	0	0	0	4	6	0	0	10
8	0	0	0	0	0	0	3	19	0	0	22
7	0	0	0	0	0	0	0	7	0	0	7
6	0	0	0	0	0	0	1	7	0	0	8
5	0	0	0	0	0	0	0	6	0	0	6
4	0	0	0	0	0	0	0	5	0	0	5
3	0	0	0	0	0	0	1	1	2	0	4
2	0	0	0	0	0	0	1	1	4	0	6
1	0	0	0	0	0	0	0	1	1	1	3
0	0	0	0	0	0	0	0	0	0	1	1
<b>Total</b>	3	5	11	8	472	882	592	118	7	2	2,100

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

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	5	11	3	65	1	0	0	0	0	88
29	0	0	0	3	36	0	0	0	0	0	39
28	0	0	0	1	43	30	0	0	0	0	74
27	0	0	0	1	54	16	0	0	0	0	71
26	0	0	0	0	81	27	0	0	0	0	108
25	0	0	0	0	73	47	0	0	0	0	120
24	0	0	0	0	39	44	35	0	0	0	118
23	0	0	0	0	22	59	13	0	0	0	94
22	0	0	0	0	20	106	16	0	0	0	142
21	0	0	0	0	17	122	21	0	0	0	160
20	0	0	0	0	20	325	217	17	0	0	579
19	0	0	0	0	1	59	60	4	0	0	124
18	0	0	0	0	1	21	9	1	0	0	32
17	0	0	0	0	0	10	13	1	0	0	24
16	0	0	0	0	0	10	27	2	0	0	39
15	0	0	0	0	0	2	24	3	0	0	29
14	0	0	0	0	0	1	21	1	0	0	23
13	0	0	0	0	0	1	28	3	0	0	32
12	0	0	0	0	0	1	30	3	0	0	34
11	0	0	0	0	0	0	30	6	0	0	36
10	0	0	0	0	0	0	38	24	0	0	62
9	0	0	0	0	0	0	4	6	0	0	10
8	0	0	0	0	0	0	3	19	0	0	22
7	0	0	0	0	0	0	0	7	0	0	7
6	0	0	0	0	0	0	1	7	0	0	8
5	0	0	0	0	0	0	0	6	0	0	6
4	0	0	0	0	0	0	0	5	0	0	5
3	0	0	0	0	0	0	1	1	2	0	4
2	0	0	0	0	0	0	1	1	4	0	6
1	0	0	0	0	0	0	0	1	1	1	3
0	0	0	0	0	0	0	0	0	0	1	1
<b>Total</b>	<b>3</b>	<b>5</b>	<b>11</b>	<b>8</b>	<b>472</b>	<b>882</b>	<b>592</b>	<b>118</b>	<b>7</b>	<b>2</b>	<b>2,100</b>
FY 2016											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	3	5	11	3	65	1	0	0	0	0	88
29	0	0	0	3	36	0	0	0	0	0	39
28	0	0	0	1	43	30	0	0	0	0	74
27	0	0	0	1	54	16	0	0	0	0	71
26	0	0	0	0	81	27	0	0	0	0	108
25	0	0	0	0	73	47	0	0	0	0	120
24	0	0	0	0	39	44	35	0	0	0	118
23	0	0	0	0	22	59	13	0	0	0	94
22	0	0	0	0	20	106	16	0	0	0	142
21	0	0	0	0	17	122	21	0	0	0	160
20	0	0	0	0	20	325	217	17	0	0	579
19	0	0	0	0	1	59	60	4	0	0	124
18	0	0	0	0	1	21	9	1	0	0	32
17	0	0	0	0	0	10	13	1	0	0	24
16	0	0	0	0	0	10	27	2	0	0	39
15	0	0	0	0	0	2	24	3	0	0	29
14	0	0	0	0	0	1	21	1	0	0	23
13	0	0	0	0	0	1	28	3	0	0	32
12	0	0	0	0	0	1	30	3	0	0	34
11	0	0	0	0	0	0	30	6	0	0	36
10	0	0	0	0	0	0	38	24	0	0	62
9	0	0	0	0	0	0	4	6	0	0	10
8	0	0	0	0	0	0	3	19	0	0	22
7	0	0	0	0	0	0	0	7	0	0	7
6	0	0	0	0	0	0	1	7	0	0	8
5	0	0	0	0	0	0	0	6	0	0	6
4	0	0	0	0	0	0	0	5	0	0	5
3	0	0	0	0	0	0	1	1	2	0	4
2	0	0	0	0	0	0	1	1	4	0	6
1	0	0	0	0	0	0	0	1	1	1	3
0	0	0	0	0	0	0	0	0	0	1	1
<b>Total</b>	<b>3</b>	<b>5</b>	<b>11</b>	<b>8</b>	<b>472</b>	<b>882</b>	<b>592</b>	<b>118</b>	<b>7</b>	<b>2</b>	<b>2,100</b>

**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	
<b>FY 2011</b>										
<b>Beginning Strength</b>	3,550	12,200	40,643	65,506	84,877	141,461	63,110	34,424	17,212	462,983
Motion In	553	2,727	7,598	12,305	21,621	44,582	38,829	25,097	0	153,312
Regular Accessions	0	0	45	108	513	6,034	10,423	20,847	38,219	76,189
Special Gains	0	0	0	0	0	0	0	0	0	0
Other Gains	0	3	11	44	162	608	1,188	648	324	2,987
<b>Total Gains</b>	<b>554</b>	<b>2,730</b>	<b>7,654</b>	<b>12,457</b>	<b>22,296</b>	<b>51,224</b>	<b>50,439</b>	<b>46,591</b>	<b>38,543</b>	<b>232,488</b>
Motion Out	0	553	2,727	7,598	12,305	21,621	44,582	38,829	25,097	153,312
Regular Separations	6	32	197	1,497	6,359	13,288	1,190	0	0	22,568
Retirements (Disability and Non-Disability)	529	2,016	3,851	1,615	200	1	0	0	0	8,213
Separation Programs	0	0	0	0	0	0	0	0	0	0
Attrition & Other Losses	21	103	1,023	2,246	4,017	11,609	3,587	7,173	13,151	42,931
<b>Total Losses</b>	<b>556</b>	<b>2,704</b>	<b>7,799</b>	<b>12,955</b>	<b>22,882</b>	<b>46,519</b>	<b>49,359</b>	<b>46,002</b>	<b>38,248</b>	<b>227,024</b>
<b>End Strength</b>	<b>3,548</b>	<b>12,226</b>	<b>40,498</b>	<b>65,008</b>	<b>84,291</b>	<b>146,166</b>	<b>64,191</b>	<b>35,013</b>	<b>17,507</b>	<b>468,447</b>
<b>FY 2012</b>										
<b>Beginning Strength</b>	3,548	12,226	40,498	65,008	84,291	146,166	64,191	35,013	17,507	468,447
Motion In	548	2,688	7,628	12,570	25,663	45,477	35,196	21,208	0	150,980
Regular Accessions	0	0	47	123	570	5,404	8,724	17,447	31,987	64,302
Special Gains	0	0	0	0	0	0	0	0	0	0
Other Gains	0	3	11	43	163	613	1,118	610	305	2,866
<b>Total Gains</b>	<b>548</b>	<b>2,691</b>	<b>7,687</b>	<b>12,736</b>	<b>26,396</b>	<b>51,495</b>	<b>45,038</b>	<b>39,265</b>	<b>32,291</b>	<b>218,147</b>
Motion Out	0	548	2,688	7,628	12,570	25,663	45,477	35,196	21,208	150,980
Regular Separations	6	34	207	1,370	7,187	16,106	1,149	0	0	26,059
Retirements (Disability and Non-Disability)	544	1,998	3,441	1,541	323	2	0	0	0	7,848
Separation Programs	0	0	0	0	0	0	0	0	0	0
Attrition & Other Losses	23	97	1,060	2,256	4,073	11,819	3,393	6,786	12,442	41,949
<b>Total Losses</b>	<b>573</b>	<b>2,677</b>	<b>7,396</b>	<b>12,795</b>	<b>24,152</b>	<b>53,589</b>	<b>50,020</b>	<b>41,983</b>	<b>33,650</b>	<b>226,836</b>
<b>End Strength</b>	<b>3,523</b>	<b>12,240</b>	<b>40,788</b>	<b>64,948</b>	<b>86,535</b>	<b>144,071</b>	<b>59,209</b>	<b>32,296</b>	<b>16,148</b>	<b>459,758</b>

**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	
<b>FY 2013</b>										
<b>Beginning Strength</b>	3,523	12,240	40,788	64,948	86,535	144,071	59,209	32,296	16,148	459,758
Motion In	598	2,700	7,297	12,365	23,435	46,877	33,642	19,238	0	146,151
Regular Accessions	0	0	39	104	479	4,547	7,427	14,854	27,231	54,681
Special Gains	0	0	0	0	0	0	0	0	0	0
Other Gains	0	3	11	43	161	606	910	496	248	2,479
<b>Total Gains</b>	598	2,703	7,347	12,513	24,075	52,030	41,979	34,588	27,480	203,311
Motion Out	0	598	2,700	7,297	12,365	23,435	46,877	33,642	19,238	146,151
Regular Separations	6	33	216	1,334	7,624	16,789	1,134	0	0	27,137
Retirements (Disability and Non-Disability)	576	1,957	3,240	1,450	361	2	0	0	0	7,585
Separation Programs	0	0	0	0	0	0	0	0	0	0
Attrition & Other Losses	23	101	1,108	2,259	4,025	11,767	2,913	5,826	10,681	38,703
<b>Total Losses</b>	606	2,689	7,264	12,339	24,375	51,992	50,924	39,468	29,919	219,576
<b>End Strength</b>	3,515	12,254	40,872	65,122	86,234	144,109	50,263	27,416	13,708	443,493
<b>FY 2014</b>										
<b>Beginning Strength</b>	3,515	12,254	40,872	65,122	86,234	144,109	50,263	27,416	13,708	443,493
Motion In	608	2,665	6,958	11,823	24,530	36,770	33,686	22,353	0	139,394
Regular Accessions	0	0	49	134	616	5,731	9,214	18,429	33,786	67,960
Special Gains	0	0	0	0	0	0	0	0	0	0
Other Gains	0	3	11	44	162	594	920	502	251	2,486
<b>Total Gains</b>	608	2,667	7,018	12,000	25,309	43,095	43,821	41,284	34,037	209,840
Motion Out	0	608	2,665	6,958	11,823	24,530	36,770	33,686	22,353	139,394
Regular Separations	8	29	223	1,330	7,780	15,206	1,006	0	0	25,582
Retirements (Disability and Non-Disability)	572	1,904	2,852	1,296	431	2	0	0	0	7,057
Separation Programs	0	0	0	0	0	0	0	0	0	0
Attrition & Other Losses	24	99	1,162	2,252	4,015	12,055	2,957	5,914	10,842	39,319
<b>Total Losses</b>	604	2,641	6,902	11,837	24,048	51,793	40,733	39,600	33,195	211,353
<b>End Strength</b>	3,519	12,280	40,988	65,285	87,495	135,411	53,351	29,101	14,550	441,980

**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	
<b>FY 2015</b>										
<b>Beginning Strength</b>	3,519	12,280	40,988	65,285	87,495	135,411	53,351	29,101	14,550	441,980
Motion In	586	2,601	6,316	10,821	21,937	35,467	32,995	22,057	0	132,780
Regular Accessions	0	0	49	134	616	5,767	9,253	18,507	33,929	68,255
Special Gains	0	0	0	0	0	0	0	0	0	0
Other Gains	0	3	11	44	164	555	962	525	262	2,525
<b>Total Gains</b>	<b>586</b>	<b>2,604</b>	<b>6,376</b>	<b>10,998</b>	<b>22,717</b>	<b>41,790</b>	<b>43,210</b>	<b>41,089</b>	<b>34,191</b>	<b>203,560</b>
Motion Out	0	586	2,601	6,316	10,821	21,937	35,467	32,995	22,057	132,780
Regular Separations	7	29	223	1,323	7,835	15,621	993	0	0	26,031
Retirements (Disability and Non-Disability)	555	1,921	2,468	1,280	449	1	0	0	0	6,674
Separation Programs	0	0	0	0	0	0	0	0	0	0
Attrition & Other Losses	26	97	1,172	2,229	3,982	11,688	3,033	6,066	11,120	39,413
<b>Total Losses</b>	<b>588</b>	<b>2,634</b>	<b>6,464</b>	<b>11,148</b>	<b>23,087</b>	<b>49,248</b>	<b>39,493</b>	<b>39,061</b>	<b>33,177</b>	<b>204,898</b>
<b>End Strength</b>	<b>3,518</b>	<b>12,250</b>	<b>40,899</b>	<b>65,135</b>	<b>87,125</b>	<b>127,953</b>	<b>57,069</b>	<b>31,128</b>	<b>15,564</b>	<b>440,642</b>
<b>FY 2016</b>										
<b>Beginning Strength</b>	3,518	12,250	40,899	65,135	87,125	127,953	57,069	31,128	15,564	440,642
Motion In	597	2,597	6,254	11,310	23,740	40,960	34,810	22,262	0	142,530
Regular Accessions	0	0	49	134	616	5,667	9,093	18,186	33,342	67,087
Special Gains	0	0	0	0	0	0	0	0	0	0
Other Gains	0	3	11	43	166	528	986	538	269	2,544
<b>Total Gains</b>	<b>597</b>	<b>2,600</b>	<b>6,313</b>	<b>11,487</b>	<b>24,523</b>	<b>47,154</b>	<b>44,890</b>	<b>40,986</b>	<b>33,611</b>	<b>212,161</b>
Motion Out	0	597	2,597	6,254	11,310	23,740	40,960	34,810	22,262	142,530
Regular Separations	7	28	218	1,307	7,749	14,094	868	0	0	24,270
Retirements (Disability and Non-Disability)	560	1,880	2,347	1,731	689	2	0	0	0	7,209
Separation Programs	0	0	0	0	0	0	0	0	0	0
Attrition & Other Losses	30	97	1,159	2,204	3,975	11,343	3,098	6,196	11,359	39,460
<b>Total Losses</b>	<b>597</b>	<b>2,603</b>	<b>6,321</b>	<b>11,496</b>	<b>23,721</b>	<b>49,179</b>	<b>44,926</b>	<b>41,006</b>	<b>33,621</b>	<b>213,469</b>
<b>End Strength</b>	<b>3,518</b>	<b>12,248</b>	<b>40,891</b>	<b>65,126</b>	<b>87,926</b>	<b>125,929</b>	<b>57,033</b>	<b>31,109</b>	<b>15,554</b>	<b>439,334</b>

**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	
<b>FY 2011</b>										
<b>Beginning Strength</b>	2,569	6,146	21,901	47,678	65,300	51,258	46,039	17,684	13,332	271,907
Motion In	662	1,935	4,095	8,251	19,139	29,124	24,030	23,422	2,971	113,629
Regular Accessions	2	5	27	51	121	40	8,538	3,151	23,165	35,100
Special Gains	0	2	78	231	418	591	464	47	20	1,851
Other Gains	10	19	66	102	187	263	419	343	463	1,872
<b>Total Gains</b>	<b>674</b>	<b>1,961</b>	<b>4,266</b>	<b>8,635</b>	<b>19,865</b>	<b>30,018</b>	<b>33,451</b>	<b>26,963</b>	<b>26,619</b>	<b>152,452</b>
Motion Out	2	387	1,463	4,051	7,769	21,145	34,600	23,560	20,652	113,629
Regular Separations	0	2	102	1,600	6,530	6,636	2,212	120	19	17,221
Retirements (Disability and Non-Disability)	486	1,011	2,193	2,441	570	155	113	11	5	6,985
Separation Programs	10	88	405	392	341	145	95	8	176	1,660
Attrition & Other Losses	7	7	67	451	1,346	1,789	3,987	2,263	3,712	13,629
<b>Total Losses</b>	<b>505</b>	<b>1,495</b>	<b>4,230</b>	<b>8,935</b>	<b>16,556</b>	<b>29,870</b>	<b>41,007</b>	<b>25,962</b>	<b>24,564</b>	<b>153,124</b>
<b>End Strength</b>	<b>2,738</b>	<b>6,612</b>	<b>21,937</b>	<b>47,378</b>	<b>68,609</b>	<b>51,406</b>	<b>38,483</b>	<b>18,685</b>	<b>15,387</b>	<b>271,235</b>
<b>FY 2012</b>										
<b>Beginning Strength</b>	2,738	6,612	21,937	47,378	68,609	51,406	38,483	18,685	15,387	271,235
Motion In	113	1829	4607	10768	23987	38034	34772	23348	2106	139,564
Regular Accessions	2	5	27	49	119	35	8,394	3,219	23,150	35,000
Special Gains	0	2	48	146	269	368	288	29	13	1,163
Other Gains	9	16	41	4	47	245	289	283	407	1,341
<b>Total Gains</b>	<b>124</b>	<b>1,852</b>	<b>4,723</b>	<b>10,967</b>	<b>24,422</b>	<b>38,682</b>	<b>43,743</b>	<b>26,879</b>	<b>25,676</b>	<b>177,068</b>
Motion Out	2	1213	3058	7388	17974	25577	34003	24990	25359	139,564
Regular Separations	0	0	98	1691	6864	6841	2317	125	23	17,959
Retirements (Disability and Non-Disability)	444	889	2058	2454	562	175	113	12	5	6,712
Separation Programs	5	49	247	224	189	91	35	7	126	973
Attrition & Other Losses	4	28	217	561	1463	2091	3714	2227	3833	14,138
<b>Total Losses</b>	<b>455</b>	<b>2,179</b>	<b>5,678</b>	<b>12,318</b>	<b>27,052</b>	<b>34,775</b>	<b>40,182</b>	<b>27,361</b>	<b>29,346</b>	<b>179,346</b>
<b>End Strength</b>	<b>2,407</b>	<b>6,285</b>	<b>20,982</b>	<b>46,027</b>	<b>65,979</b>	<b>55,313</b>	<b>42,044</b>	<b>18,203</b>	<b>11,717</b>	<b>268,957</b>

**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	
<b>FY 2013</b>										
<b>Beginning Strength</b>	2,407	6,285	20,982	46,027	65,979	55,313	42,044	18,203	11,717	268,957
Motion In	697	1927	5316	10548	20917	27669	25193	23392	2103	117,762
Regular Accessions	2	5	27	50	121	40	8,490	3,258	23,407	35,400
Special Gains	0	2	0	10	31	5	0	0	2	50
Other Gains	10	18	69	156	193	228	290	242	365	1,571
<b>Total Gains</b>	<b>709</b>	<b>1,952</b>	<b>5,412</b>	<b>10,764</b>	<b>21,262</b>	<b>27,942</b>	<b>33,973</b>	<b>26,892</b>	<b>25,877</b>	<b>154,783</b>
Motion Out	2	701	1965	5705	11662	22443	28933	24615	21736	117,762
Regular Separations	0	0	99	1654	7176	7522	2588	144	28	19,211
Retirements (Disability and Non-Disability)	447	816	2064	2519	615	158	98	12	6	6,735
Separation Programs	4	63	306	284	248	106	39	9	138	1,197
Attrition & Other Losses	3	7	57	320	1162	1580	3034	2203	3768	12,134
<b>Total Losses</b>	<b>456</b>	<b>1,587</b>	<b>4,491</b>	<b>10,482</b>	<b>20,863</b>	<b>31,809</b>	<b>34,692</b>	<b>26,983</b>	<b>25,676</b>	<b>157,039</b>
<b>End Strength</b>	<b>2,660</b>	<b>6,650</b>	<b>21,903</b>	<b>46,309</b>	<b>66,378</b>	<b>51,446</b>	<b>41,325</b>	<b>18,112</b>	<b>11,918</b>	<b>266,701</b>
<b>FY 2014</b>										
<b>Beginning Strength</b>	2,660	6,650	21,903	46,309	66,378	51,446	41,325	18,112	11,918	266,701
Motion In	430	1182	3400	7963	17559	27169	24948	23373	2083	108,107
Regular Accessions	2	5	27	49	120	40	8,429	3,235	23,243	35,150
Special Gains	0	2	0	10	31	5	0	0	2	50
Other Gains	12	20	25	185	231	213	305	240	369	1,600
<b>Total Gains</b>	<b>444</b>	<b>1,209</b>	<b>3,452</b>	<b>8,207</b>	<b>17,941</b>	<b>27,427</b>	<b>33,682</b>	<b>26,848</b>	<b>25,697</b>	<b>144,907</b>
Motion Out	2	435	1221	3791	9084	18945	28386	24484	21759	108,107
Regular Separations	0	0	98	1626	7141	7494	2579	146	26	19,110
Retirements (Disability and Non-Disability)	458	763	1986	2398	694	150	98	12	6	6,565
Separation Programs	4	64	307	277	243	96	37	8	134	1,170
Attrition & Other Losses	4	7	59	327	1191	1486	3044	2225	3898	12,241
<b>Total Losses</b>	<b>468</b>	<b>1,269</b>	<b>3,671</b>	<b>8,419</b>	<b>18,353</b>	<b>28,171</b>	<b>34,144</b>	<b>26,875</b>	<b>25,823</b>	<b>147,193</b>
<b>End Strength</b>	<b>2,636</b>	<b>6,590</b>	<b>21,684</b>	<b>46,097</b>	<b>65,966</b>	<b>50,702</b>	<b>40,863</b>	<b>18,085</b>	<b>11,792</b>	<b>264,415</b>

**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	
<b>FY 2015</b>										
<b>Beginning Strength</b>	2,636	6,590	21,684	46,097	65,966	50,702	40,863	18,085	11,792	264,415
Motion In	389	1162	3588	8580	17861	28241	25094	24031	2093	111,039
Regular Accessions	3	5	28	52	126	40	8,871	3,405	24,470	37,000
Special Gains	0	2	0	10	31	5	0	0	2	50
Other Gains	12	20	21	168	201	217	315	249	373	1,576
<b>Total Gains</b>	<b>404</b>	<b>1,189</b>	<b>3,637</b>	<b>8,810</b>	<b>18,219</b>	<b>28,503</b>	<b>34,280</b>	<b>27,685</b>	<b>26,938</b>	<b>149,665</b>
Motion Out	2	394	1201	3977	9693	19222	29464	24647	22439	111,039
Regular Separations	0	0	99	1668	7245	7622	2634	146	28	19,442
Retirements (Disability and Non-Disability)	399	740	2012	2529	594	169	97	12	6	6,558
Separation Programs	5	62	297	265	229	92	35	7	150	1,142
Attrition & Other Losses	4	7	59	326	1188	1475	3068	2263	4062	12,452
<b>Total Losses</b>	<b>410</b>	<b>1,203</b>	<b>3,668</b>	<b>8,765</b>	<b>18,949</b>	<b>28,580</b>	<b>35,298</b>	<b>27,075</b>	<b>26,685</b>	<b>150,633</b>
<b>End Strength</b>	<b>2,630</b>	<b>6,576</b>	<b>21,653</b>	<b>46,142</b>	<b>65,236</b>	<b>50,625</b>	<b>39,845</b>	<b>18,695</b>	<b>12,045</b>	<b>263,447</b>
<b>FY 2016</b>										
<b>Beginning Strength</b>	2,630	6,576	21,653	46,142	65,236	50,625	39,845	18,695	12,045	263,447
Motion In	409	1227	4197	9271	19205	29711	25881	24663	2144	116,708
Regular Accessions	3	5	29	53	129	42	9,185	3,524	25,330	38,300
Special Gains	0	2	0	10	31	5	0	0	2	50
Other Gains	12	20	20	163	190	213	303	254	379	1,554
<b>Total Gains</b>	<b>424</b>	<b>1,254</b>	<b>4,246</b>	<b>9,497</b>	<b>19,555</b>	<b>29,971</b>	<b>35,369</b>	<b>28,441</b>	<b>27,855</b>	<b>156,612</b>
Motion Out	2	414	1266	4586	10371	20565	30894	25482	23128	116,708
Regular Separations	0	0	99	1558	6884	7256	2515	140	27	18,479
Retirements (Disability and Non-Disability)	401	743	2025	2551	590	169	95	12	6	6,592
Separation Programs	5	62	296	264	226	92	33	7	154	1,139
Attrition & Other Losses	4	7	59	326	1173	1470	3020	2328	4159	12,546
<b>Total Losses</b>	<b>412</b>	<b>1,226</b>	<b>3,745</b>	<b>9,285</b>	<b>19,244</b>	<b>29,552</b>	<b>36,557</b>	<b>27,969</b>	<b>27,474</b>	<b>155,464</b>
<b>End Strength</b>	<b>2,642</b>	<b>6,604</b>	<b>22,154</b>	<b>46,354</b>	<b>65,547</b>	<b>51,044</b>	<b>38,657</b>	<b>19,167</b>	<b>12,426</b>	<b>264,595</b>



**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	
<b>FY 2011</b>										
<b>Beginning Strength</b>	1,590	4,006	9,057	16,409	29,425	36,775	53,551	18,645	11,676	181,134
Motion In	305	889	1,668	2,952	9,310	18,847	18,438	19,642	0	72,051
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
<b>Total Gains</b>	<b>496</b>	<b>1,576</b>	<b>3,561</b>	<b>6,804</b>	<b>15,496</b>	<b>24,168</b>	<b>19,483</b>	<b>27,000</b>	<b>23,428</b>	<b>122,012</b>
Motion Out	0	305	889	1,668	2,952	9,310	18,847	18,438	19,642	72,051
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	199	676	1,899	3,432	4,830	4,454	6,729	1,362	3,816	27,397
<b>Total Losses</b>	<b>489</b>	<b>1,563</b>	<b>3,478</b>	<b>6,346</b>	<b>15,250</b>	<b>23,162</b>	<b>28,034</b>	<b>20,145</b>	<b>24,209</b>	<b>122,676</b>
<b>End Strength</b>	<b>1,597</b>	<b>4,019</b>	<b>9,140</b>	<b>16,867</b>	<b>29,671</b>	<b>37,781</b>	<b>45,000</b>	<b>25,500</b>	<b>10,895</b>	<b>180,470</b>
<b>FY 2012</b>										
<b>Beginning Strength</b>	1,597	4,019	9,140	16,867	29,671	37,781	45,000	25,500	10,895	180,470
Motion In	301	920	1,666	2,955	9,120	18,513	31,903	25,417	0	90,795
Regular Accessions	291	548	1,301	3,365	4,704	4,554	528	7,889	27,590	50,770
Special Gains	2	0	4	24	718	39	22	8	1	818
Other Gains	6	5	8	31	46	85	271	271	529	1,252
<b>Total Gains</b>	<b>600</b>	<b>1,473</b>	<b>2,979</b>	<b>6,375</b>	<b>14,588</b>	<b>23,191</b>	<b>32,724</b>	<b>33,585</b>	<b>28,120</b>	<b>143,635</b>
Motion Out	0	301	920	1,666	2,955	9,120	18,513	31,903	25,417	90,795
Regular Separations	16	28	94	767	6,129	12,783	4,018	405	291	24,531
Retirements (Disability and Non-Disability)	253	457	401	207	7	0	0	0	0	1,325
Separation Programs	2	10	174	221	319	45	42	54	377	1,244
Attrition & Other Losses	328	675	1,384	3,506	5,163	1,224	3,593	2,723	7,144	25,740
<b>Total Losses</b>	<b>599</b>	<b>1,471</b>	<b>2,973</b>	<b>6,367</b>	<b>14,573</b>	<b>23,172</b>	<b>26,166</b>	<b>35,085</b>	<b>33,229</b>	<b>143,635</b>
<b>End Strength</b>	<b>1,598</b>	<b>4,021</b>	<b>9,146</b>	<b>16,875</b>	<b>29,686</b>	<b>37,800</b>	<b>51,558</b>	<b>24,000</b>	<b>5,786</b>	<b>180,470</b>

**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	
<b>FY 2013</b>										
<b>Beginning Strength</b>	1,598	4,021	9,146	16,875	29,686	37,800	51,558	24,000	5,786	180,470
Motion In	301	918	1,650	2,831	8,121	19,388	24,204	19,486	0	76,899
Regular Accessions	291	548	1,301	3,365	4,704	4,554	528	7,063	24,616	46,970
Special Gains	2	0	4	24	718	39	22	8	1	818
Other Gains	6	5	8	31	46	85	271	271	529	1,252
<b>Total Gains</b>	<b>600</b>	<b>1,471</b>	<b>2,963</b>	<b>6,251</b>	<b>13,589</b>	<b>24,066</b>	<b>25,025</b>	<b>26,828</b>	<b>25,146</b>	<b>125,939</b>
Motion Out	0	301	918	1,650	2,831	8,121	19,388	24,204	19,486	76,899
Regular Separations	16	26	80	659	5,254	10,657	3,444	347	248	20,731
Retirements (Disability and Non-Disability)	253	457	401	207	7	0	0	0	0	1,325
Separation Programs	2	10	174	221	319	45	42	54	377	1,244
Attrition & Other Losses	329	677	1,390	3,514	5,178	5,243	2,151	2,223	5,035	25,740
<b>Total Losses</b>	<b>600</b>	<b>1,471</b>	<b>2,963</b>	<b>6,251</b>	<b>13,589</b>	<b>24,066</b>	<b>25,025</b>	<b>26,828</b>	<b>25,146</b>	<b>125,939</b>
<b>End Strength</b>	<b>1,598</b>	<b>4,021</b>	<b>9,146</b>	<b>16,875</b>	<b>29,686</b>	<b>37,800</b>	<b>51,558</b>	<b>24,000</b>	<b>5,786</b>	<b>180,470</b>
<b>FY 2014</b>										
<b>Beginning Strength</b>	1,598	4,021	9,146	16,875	29,686	37,800	51,558	24,000	5,786	180,470
Motion In	301	918	1,650	2,831	8,121	19,388	24,204	19,486	0	76,899
Regular Accessions	291	548	1,301	3,365	4,704	4,554	528	7,063	24,616	46,970
Special Gains	2	0	4	24	718	39	22	8	1	818
Other Gains	6	5	8	31	46	85	271	271	529	1,252
<b>Total Gains</b>	<b>600</b>	<b>1,471</b>	<b>2,963</b>	<b>6,251</b>	<b>13,589</b>	<b>24,066</b>	<b>25,025</b>	<b>26,828</b>	<b>25,146</b>	<b>125,939</b>
Motion Out	0	301	918	1,650	2,831	8,121	19,388	24,204	19,486	76,899
Regular Separations	16	26	80	659	5,254	10,657	3,444	347	248	20,731
Retirements (Disability and Non-Disability)	253	457	401	207	7	0	0	0	0	1,325
Separation Programs	2	10	174	221	319	45	42	54	377	1,244
Attrition & Other Losses	329	677	1,390	3,514	5,178	5,243	2,151	2,223	5,035	25,740
<b>Total Losses</b>	<b>600</b>	<b>1,471</b>	<b>2,963</b>	<b>6,251</b>	<b>13,589</b>	<b>24,066</b>	<b>25,025</b>	<b>26,828</b>	<b>25,146</b>	<b>125,939</b>
<b>End Strength</b>	<b>1,598</b>	<b>4,021</b>	<b>9,146</b>	<b>16,875</b>	<b>29,686</b>	<b>37,800</b>	<b>51,558</b>	<b>24,000</b>	<b>5,786</b>	<b>180,470</b>

**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	
<b>FY 2015</b>										
<b>Beginning Strength</b>	1,598	4,021	9,146	16,875	29,686	37,800	51,558	24,000	5,786	180,470
Motion In	216	623	903	1,358	6,142	17,827	20,483	10,634	0	58,186
Regular Accessions	204	393	940	2,436	3,410	3,296	383	5,950	20,629	37,641
Special Gains	2	0	4	24	718	39	22	8	1	818
Other Gains	6	5	8	31	46	85	271	271	529	1,252
<b>Total Gains</b>	<b>428</b>	<b>1,021</b>	<b>1,855</b>	<b>3,849</b>	<b>10,316</b>	<b>21,247</b>	<b>21,159</b>	<b>16,863</b>	<b>21,159</b>	<b>97,897</b>
Motion Out	0	216	623	903	1,358	6,142	17,827	20,483	10,634	58,186
Regular Separations	16	28	94	779	6,227	12,960	4,083	406	293	24,886
Retirements (Disability and Non-Disability)	253	457	401	207	7	0	0	0	0	1,325
Separation Programs	2	10	174	221	319	45	42	54	377	1,244
Attrition & Other Losses	236	509	1,016	2,574	3,874	3,970	1,970	2,172	4,865	21,186
<b>Total Losses</b>	<b>507</b>	<b>1,220</b>	<b>2,308</b>	<b>4,684</b>	<b>11,785</b>	<b>23,117</b>	<b>23,922</b>	<b>23,115</b>	<b>16,169</b>	<b>106,827</b>
<b>End Strength</b>	<b>1,519</b>	<b>3,822</b>	<b>8,693</b>	<b>16,040</b>	<b>28,217</b>	<b>35,930</b>	<b>48,795</b>	<b>17,748</b>	<b>10,776</b>	<b>171,540</b>
<b>FY 2016</b>										
<b>Beginning Strength</b>	1,519	3,822	8,693	16,040	28,217	35,930	48,795	17,748	10,776	171,540
Motion In	216	623	904	1,359	6,145	17,829	20,708	16,189	0	63,973
Regular Accessions	204	393	940	2,436	3,410	3,296	383	5,950	20,629	37,641
Special Gains	2	0	4	24	718	39	22	8	1	818
Other Gains	6	5	8	31	46	85	271	271	529	1,252
<b>Total Gains</b>	<b>428</b>	<b>1,021</b>	<b>1,856</b>	<b>3,850</b>	<b>10,319</b>	<b>21,249</b>	<b>21,384</b>	<b>22,418</b>	<b>21,159</b>	<b>103,684</b>
Motion Out	0	216	623	904	1,359	6,145	17,829	20,708	16,189	63,973
Regular Separations	16	28	94	779	6,229	12,960	4,083	408	293	24,890
Retirements (Disability and Non-Disability)	253	457	401	207	7	0	0	0	0	1,325
Separation Programs	2	10	174	221	319	45	42	54	377	1,244
Attrition & Other Losses	236	509	1,016	2,574	3,874	3,970	1,970	2,172	4,860	21,181
<b>Total Losses</b>	<b>507</b>	<b>1,220</b>	<b>2,308</b>	<b>4,685</b>	<b>11,788</b>	<b>23,120</b>	<b>23,924</b>	<b>23,342</b>	<b>21,719</b>	<b>112,613</b>
<b>End Strength</b>	<b>1,440</b>	<b>3,623</b>	<b>8,241</b>	<b>15,205</b>	<b>26,748</b>	<b>34,059</b>	<b>46,255</b>	<b>16,824</b>	<b>10,216</b>	<b>162,611</b>

**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	
<b>FY 2011</b>										
<b>Beginning Strength</b>	2,609	5,208	26,445	41,848	70,172	49,295	52,462	6,225	9,173	263,437
Motion In	668	1,756	7,650	10,464	16,800	24,001	17,986	15,730	0	95,055
Regular Accessions	0	0	0	0	0	0	4,037	4,130	19,798	27,965
Special Gains	0	0	0	0	250	0	0	0	0	250
Other Gains	0	0	0	0	0	0	0	0	0	0
<b>Total Gains</b>	668	1,756	7,650	10,464	17,050	24,001	22,023	19,860	19,798	123,270
Motion Out	0	668	1,756	7,650	10,464	16,800	24,001	17,986	15,730	95,055
Regular Separations	2	5	42	396	3,252	3,694	1,374	631	169	9,565
Retirements (Disability and Non-Disability)	639	1,001	5,615	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	340	278	2,255	2,517	934	454	2,494	9,277
<b>Total Losses</b>	642	1,678	7,754	10,166	16,099	23,085	26,333	19,082	18,430	123,269
<b>End Strength</b>	2,635	5,286	26,341	42,146	71,123	50,211	48,152	7,003	10,541	263,438
<b>FY 2012</b>										
<b>Beginning Strength</b>	2,635	5,286	26,341	42,146	71,123	50,211	48,152	7,003	10,541	263,438
Motion In	520	1,364	6,055	8,389	14,868	23,571	18,978	17,776	0	91,521
Regular Accessions	0	0	0	0	0	0	6,186	3,630	18,210	28,026
Special Gains	0	0	0	0	430	0	0	0	0	430
Other Gains	0	0	0	0	0	0	0	0	0	0
<b>Total Gains</b>	520	1,364	6,055	8,389	15,298	23,571	25,164	21,406	18,210	119,977
Motion Out	0	520	1,364	6,055	8,389	14,868	23,571	18,978	17,776	91,521
Regular Separations	2	6	43	398	3,651	4,315	835	946	511	10,707
Retirements (Disability and Non-Disability)	517	850	4,603	1,700	248	9	0	1	1	7,929
Separation Programs	0	0	1	6	57	67	25	10	39	205
Attrition & Other Losses	2	5	35	226	2,948	2,483	523	1,432	2,027	9,681
<b>Total Losses</b>	521	1,381	6,046	8,385	15,293	21,742	24,954	21,367	20,354	120,043
<b>End Strength</b>	2,634	5,269	26,350	42,150	71,128	52,040	48,362	7,042	8,397	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	
<b>FY 2013</b>										
<b>Beginning Strength</b>	2,634	5,269	26,350	42,150	71,128	52,040	48,362	7,042	8,397	263,372
Motion In	520	1,393	5,940	8,184	14,868	21,401	19,202	16,797	0	88,305
Regular Accessions	0	0	0	0	0	0	5,098	3,624	21,378	30,100
Special Gains	0	0	0	0	430	0	0	0	0	430
Other Gains	0	0	0	0	0	0	0	0	0	0
<b>Total Gains</b>	<b>520</b>	<b>1,393</b>	<b>5,940</b>	<b>8,184</b>	<b>15,298</b>	<b>21,401</b>	<b>24,300</b>	<b>20,421</b>	<b>21,378</b>	<b>118,835</b>
Motion Out	0	520	1,393	5,940	8,184	14,868	21,401	19,202	16,797	88,305
Regular Separations	2	6	45	374	3,758	4,442	1,657	324	580	11,188
Retirements (Disability and Non-Disability)	515	846	4,477	1,522	60	9	0	1	1	7,431
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	926	1,821	11,714
<b>Total Losses</b>	<b>519</b>	<b>1,377</b>	<b>5,955</b>	<b>8,198</b>	<b>15,321</b>	<b>23,243</b>	<b>24,522</b>	<b>20,463</b>	<b>19,237</b>	<b>118,835</b>
<b>End Strength</b>	<b>2,635</b>	<b>5,285</b>	<b>26,335</b>	<b>42,136</b>	<b>71,105</b>	<b>50,198</b>	<b>48,140</b>	<b>7,000</b>	<b>10,538</b>	<b>263,372</b>
<b>FY 2014</b>										
<b>Beginning Strength</b>	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	20,687	18,289	0	92,137
Regular Accessions	0	0	0	0	0	0	5,098	3,624	21,378	30,100
Special Gains	0	0	0	0	430	0	0	0	0	430
Other Gains	0	0	0	0	0	0	0	0	0	0
<b>Total Gains</b>	<b>513</b>	<b>1,358</b>	<b>5,862</b>	<b>8,081</b>	<b>15,029</b>	<b>22,748</b>	<b>25,785</b>	<b>21,913</b>	<b>21,378</b>	<b>122,667</b>
Motion Out	0	513	1,358	5,862	8,081	14,599	22,748	20,687	18,289	92,137
Regular Separations	2	5	42	294	3,533	4,546	1,558	628	780	11,388
Retirements (Disability and Non-Disability)	509	835	4,422	1,560	59	9	0	1	1	7,396
Separation Programs	0	0	1	6	55	63	24	10	38	197
Attrition & Other Losses	2	5	39	359	3,301	3,531	1,455	587	2,270	11,549
<b>Total Losses</b>	<b>513</b>	<b>1,358</b>	<b>5,862</b>	<b>8,081</b>	<b>15,029</b>	<b>22,748</b>	<b>25,785</b>	<b>21,913</b>	<b>21,378</b>	<b>122,667</b>
<b>End Strength</b>	<b>2,635</b>	<b>5,285</b>	<b>26,335</b>	<b>42,136</b>	<b>71,105</b>	<b>50,198</b>	<b>48,140</b>	<b>7,000</b>	<b>10,538</b>	<b>263,372</b>

**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	
<b>FY 2015</b>										
<b>Beginning Strength</b>	2,635	5,285	26,335	42,136	71,105	50,198	48,140	7,000	10,538	263,372
Motion In	519	1,377	5,939	8,197	14,904	21,401	19,202	16,997	0	88,536
Regular Accessions	0	0	0	0	0	0	5,098	3,624	21,378	30,100
Special Gains	0	0	0	0	430	0	0	0	0	430
Other Gains	0	0	0	0	0	0	0	0	0	0
<b>Total Gains</b>	<b>519</b>	<b>1,377</b>	<b>5,939</b>	<b>8,197</b>	<b>15,334</b>	<b>21,401</b>	<b>24,300</b>	<b>20,621</b>	<b>21,378</b>	<b>119,066</b>
Motion Out	0	520	1,377	5,939	8,197	14,904	21,401	19,202	16,997	88,537
Regular Separations	2	6	45	374	3,758	3,503	1,435	282	1,050	10,455
Retirements (Disability and Non-Disability)	515	846	4,477	1,522	60	9	0	1	1	7,431
Separation Programs	0	0	1	6	54	64	24	10	38	197
Attrition & Other Losses	2	5	39	356	3,265	2,921	1,440	1,126	3,292	12,446
<b>Total Losses</b>	<b>519</b>	<b>1,377</b>	<b>5,939</b>	<b>8,197</b>	<b>15,334</b>	<b>21,401</b>	<b>24,300</b>	<b>20,621</b>	<b>21,378</b>	<b>119,066</b>
<b>End Strength</b>	<b>2,635</b>	<b>5,285</b>	<b>26,335</b>	<b>42,136</b>	<b>71,105</b>	<b>50,198</b>	<b>48,140</b>	<b>7,000</b>	<b>10,538</b>	<b>263,372</b>
<b>FY 2016</b>										
<b>Beginning Strength</b>	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	20,687	18,289	0	92,137
Regular Accessions	0	0	0	0	0	0	5,098	3,624	21,378	30,100
Special Gains	0	0	0	0	430	0	0	0	0	430
Other Gains	0	0	0	0	0	0	0	0	0	0
<b>Total Gains</b>	<b>513</b>	<b>1,358</b>	<b>5,862</b>	<b>8,081</b>	<b>15,029</b>	<b>22,748</b>	<b>25,785</b>	<b>21,913</b>	<b>21,378</b>	<b>122,667</b>
Motion Out	0	513	1,358	5,862	8,081	14,599	22,748	20,687	18,289	92,137
Regular Separations	2	5	42	294	3,533	4,546	1,558	628	780	11,388
Retirements (Disability and Non-Disability)	509	835	4,422	1,560	59	9	0	1	1	7,396
Separation Programs	0	0	1	6	55	63	24	10	38	197
Attrition & Other Losses	2	5	39	359	3,301	3,531	1,455	587	2,270	11,549
<b>Total Losses</b>	<b>513</b>	<b>1,358</b>	<b>5,862</b>	<b>8,081</b>	<b>15,029</b>	<b>22,748</b>	<b>25,785</b>	<b>21,913</b>	<b>21,378</b>	<b>122,667</b>
<b>End Strength</b>	<b>2,635</b>	<b>5,285</b>	<b>26,335</b>	<b>42,136</b>	<b>71,105</b>	<b>50,198</b>	<b>48,140</b>	<b>7,000</b>	<b>10,538</b>	<b>263,372</b>

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

FY 2011										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	179	5	7	0	0	0	0	0	0	191
29	33	11	2	0	0	0	0	0	0	45
28	40	40	2	0	0	0	0	0	0	82
27	54	55	4	0	0	0	0	0	0	113
26	50	275	64	0	0	0	0	0	0	389
25	39	153	144	1	0	0	0	0	0	336
24	46	213	537	6	0	0	0	0	0	802
23	31	198	301	99	0	0	0	0	0	629
22	30	281	507	255	1	0	0	0	0	1,073
21	16	301	699	301	10	0	0	0	0	1,326
20	11	478	1,553	920	175	0	0	0	0	3,137
19		8	33	33	15	1	0	0	0	90
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
<b>Total</b>	528	2,016	3,851	1,615	200	1	0	0	0	8,213
FY 2012										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	197	9	3	0	0	0	0	0	0	209
29	37	26	2	0	0	0	0	0	0	65
28	46	53	2	0	0	0	0	0	0	100
27	44	35	9	0	0	0	0	0	0	87
26	52	292	72	1	0	0	0	0	0	416
25	37	160	112	1	0	0	0	0	0	310
24	43	199	436	13	0	0	0	0	0	691
23	30	206	306	89	0	0	0	0	0	631
22	26	269	481	227	0	0	0	0	0	1,004
21	18	287	570	250	15	0	0	0	0	1,140
20	13	456	1,415	925	283	0	0	0	0	3,092
19	0	7	35	34	24	2	0	0	0	102
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
<b>Total</b>	544	1,998	3,441	1,541	323	2	0	0	0	7,848

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

FY 2013										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	223	21	4	0	0	0	0	0	0	248
29	44	35	2	0	0	0	0	0	0	80
28	38	28	5	0	0	0	0	0	0	72
27	46	34	10	0	0	0	0	0	0	90
26	55	280	52	2	0	0	0	0	0	388
25	38	146	79	3	0	0	0	0	0	266
24	46	204	487	13	0	0	0	0	0	750
23	27	200	301	76	0	0	0	0	0	605
22	27	258	379	187	1	0	0	0	0	852
21	19	269	458	213	21	0	0	0	0	980
20	13	473	1,431	923	316	0	0	0	0	3,155
19	0	7	32	32	23	2	0	0	0	97
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
<b>Total</b>	576	1,957	3,240	1,450	361	2	0	0	0	7,584
FY 2014										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	223	31	4	0	0	0	0	0	0	259
29	36	21	4	0	0	0	0	0	0	61
28	41	26	6	0	0	0	0	0	0	72
27	45	35	7	0	0	0	0	0	0	87
26	52	248	37	3	0	0	0	0	0	340
25	39	149	84	3	0	0	0	0	0	275
24	44	196	436	12	0	0	0	0	0	687
23	30	189	234	62	0	0	0	0	0	516
22	28	242	302	166	1	0	0	0	0	740
21	21	278	473	204	27	0	0	0	0	1,003
20	14	481	1,235	817	375	0	0	0	0	2,922
19	0	8	29	29	28	2	0	0	0	96
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
<b>Total</b>	572	1,904	2,852	1,296	431	2	0	0	0	7,057



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

FY 2015										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	203	22	9	0	0	0	0	0	0	234
29	37	17	5	0	0	0	0	0	0	59
28	41	25	4	0	0	0	0	0	0	70
27	45	32	5	0	0	0	0	0	0	82
26	55	283	43	3	0	0	0	0	0	384
25	36	146	78	3	0	0	0	0	0	262
24	44	187	315	9	0	0	0	0	0	556
23	30	176	177	56	0	0	0	0	0	440
22	30	252	313	160	1	0	0	0	0	755
21	20	281	404	180	30	0	0	0	0	915
20	14	492	1,087	837	388	0	0	0	0	2,818
19	0	8	27	32	30	1	0	0	0	99
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
<b>Total</b>	555	1,921	2,468	1,280	449	1	0	0	0	6,674
FY 2016										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	210	20	11	0	0	0	0	0	0	240
29	37	17	4	0	0	0	0	0	0	59
28	40	23	3	0	0	0	0	0	0	66
27	46	33	6	0	0	0	0	0	0	85
26	51	249	38	3	0	0	0	0	0	340
25	37	138	59	2	0	0	0	0	0	236
24	44	175	270	8	0	0	0	0	0	497
23	31	182	184	51	0	0	0	0	0	449
22	30	254	262	134	1	0	0	0	0	681
21	19	285	340	175	31	0	0	0	0	851
20	14	498	1,141	1,314	611	0	0	0	0	3,577
19	1	8	29	44	46	2	0	0	0	129
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
<b>Total</b>	560	1,880	2,347	1,731	689	2	0	0	0	7,209

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

FY 2011										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	252	1	0	0	0	0	0	0	0	253
29	22	4	0	0	0	0	0	0	0	26
28	42	15	2	0	0	0	0	0	0	59
27	36	20	5	0	0	0	0	0	0	61
26	36	340	15	0	0	0	0	0	0	391
25	23	117	30	0	0	0	0	0	0	170
24	23	136	583	2	0	0	0	0	0	744
23	17	102	303	4	0	0	0	0	0	426
22	17	105	347	17	3	0	0	0	0	489
21	12	78	301	59	4	2	0	0	0	456
20	6	91	594	2,248	338	7	0	0	0	3,284
19	0	0	1	3	0	0	0	0	0	4
18	0	0	2	5	4	0	0	0	0	11
17	0	0	1	9	2	0	0	0	0	12
16	0	0	0	8	2	0	0	0	0	10
15	0	0	0	10	6	0	0	0	0	16
14	0	0	2	7	9	0	0	0	0	18
13	0	0	2	11	11	0	0	0	0	24
12	0	0	1	16	9	1	0	0	0	27
11	0	0	3	13	17	2	0	0	0	35
10	0	0	1	12	16	1	0	0	0	30
9	0	0	0	9	16	3	0	0	0	28
8	0	0	0	3	28	11	0	0	1	43
7	0	0	0	4	27	10	1	0	0	42
6	0	0	0	0	22	20	1	0	0	43
5	0	0	0	0	26	29	12	0	0	67
4	0	0	0	0	21	28	13	1	0	63
3	0	0	0	1	7	33	36	0	1	78
2	0	2	0	0	2	7	42	2	0	55
1	0	0	0	0	0	1	8	8	3	20
0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	486	1,011	2,193	2,441	570	155	113	11	5	6,985
FY 2012										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	230	1	0	0	0	0	0	0	0	231
29	20	3	0	0	0	0	0	0	0	23
28	38	13	2	0	0	0	0	0	0	53
27	33	18	4	0	0	0	0	0	0	55
26	33	299	14	0	0	0	0	0	0	346
25	21	103	28	0	0	0	0	0	0	152
24	21	120	547	2	0	0	0	0	0	690
23	16	89	284	4	0	0	0	0	0	393
22	16	93	326	17	3	0	0	0	0	455
21	11	68	282	59	4	2	0	0	0	426
20	5	80	558	2,260	331	8	0	0	0	3,242
19	0	0	1	3	0	0	0	0	0	4
18	0	0	2	5	4	0	0	0	0	11
17	0	0	1	9	2	0	0	0	0	12
16	0	0	0	8	2	0	0	0	0	10
15	0	0	0	10	6	0	0	0	0	16
14	0	0	2	7	9	0	0	0	0	18
13	0	0	2	11	10	0	0	0	0	23
12	0	0	1	17	9	1	0	0	0	28
11	0	0	3	13	17	2	0	0	0	35
10	0	0	1	12	16	1	0	0	0	30
9	0	0	0	9	16	3	0	0	0	28
8	0	0	0	3	28	13	0	0	1	45
7	0	0	0	4	27	11	1	0	0	43
6	0	0	0	0	22	23	1	0	0	46
5	0	0	0	0	26	32	12	0	0	70
4	0	0	0	0	21	31	13	1	0	66
3	0	0	0	1	7	39	36	0	1	84
2	0	2	0	0	2	8	42	2	0	56
1	0	0	0	0	0	1	8	9	3	21
0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	444	889	2,058	2,454	562	175	113	12	5	6,712

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

FY 2013										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	232	1	0	0	0	0	0	0	0	233
29	20	3	0	0	0	0	0	0	0	23
28	39	12	2	0	0	0	0	0	0	53
27	33	16	4	0	0	0	0	0	0	53
26	33	275	14	0	0	0	0	0	0	322
25	21	95	29	0	0	0	0	0	0	145
24	21	110	549	2	0	0	0	0	0	682
23	16	82	285	4	0	0	0	0	0	387
22	16	85	327	18	3	0	0	0	0	449
21	11	63	283	61	5	2	0	0	0	425
20	5	73	558	2,318	362	8	0	0	0	3,324
19	0	0	1	3	0	0	0	0	0	4
18	0	0	2	5	5	0	0	0	0	12
17	0	0	1	9	2	0	0	0	0	12
16	0	0	0	8	2	0	0	0	0	10
15	0	0	0	11	7	0	0	0	0	18
14	0	0	2	7	10	0	0	0	0	19
13	0	0	2	12	11	0	0	0	0	25
12	0	0	1	17	10	1	0	0	0	29
11	0	0	3	13	18	2	0	0	0	36
10	0	0	1	13	17	1	0	0	0	32
9	0	0	0	9	17	3	0	0	0	29
8	0	0	0	4	31	11	0	0	1	47
7	0	0	0	4	30	10	1	0	0	45
6	0	0	0	0	24	21	1	0	0	46
5	0	0	0	0	28	29	10	0	0	67
4	0	0	0	0	23	28	11	1	0	63
3	0	0	0	1	8	33	31	0	1	74
2	0	1	0	0	2	8	37	2	0	50
1	0	0	0	0	0	1	7	9	4	21
0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>447</b>	<b>816</b>	<b>2,064</b>	<b>2,519</b>	<b>615</b>	<b>158</b>	<b>98</b>	<b>12</b>	<b>6</b>	<b>6,735</b>
FY 2014										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	239	1	0	0	0	0	0	0	0	240
29	20	3	0	0	0	0	0	0	0	23
28	40	11	2	0	0	0	0	0	0	53
27	34	15	4	0	0	0	0	0	0	53
26	34	256	14	0	0	0	0	0	0	304
25	21	89	27	0	0	0	0	0	0	137
24	21	103	528	2	0	0	0	0	0	654
23	16	77	274	4	0	0	0	0	0	371
22	16	80	315	17	4	0	0	0	0	432
21	12	59	273	58	5	2	0	0	0	409
20	5	68	536	2,206	406	7	0	0	0	3,228
19	0	0	1	3	0	0	0	0	0	4
18	0	0	2	5	5	0	0	0	0	12
17	0	0	1	9	3	0	0	0	0	13
16	0	0	0	8	3	0	0	0	0	11
15	0	0	0	10	8	0	0	0	0	18
14	0	0	2	7	12	0	0	0	0	21
13	0	0	2	11	13	0	0	0	0	26
12	0	0	1	16	12	1	0	0	0	30
11	0	0	3	13	20	2	0	0	0	38
10	0	0	1	12	19	1	0	0	0	33
9	0	0	0	9	19	3	0	0	0	31
8	0	0	0	3	35	11	0	0	1	50
7	0	0	0	4	33	10	1	0	0	48
6	0	0	0	0	27	20	1	0	0	48
5	0	0	0	0	32	28	10	0	0	70
4	0	0	0	0	26	27	11	1	0	65
3	0	0	0	1	9	30	31	0	1	72
2	0	1	0	0	3	7	37	2	0	50
1	0	0	0	0	0	1	7	9	4	21
0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>458</b>	<b>763</b>	<b>1,986</b>	<b>2,398</b>	<b>694</b>	<b>150</b>	<b>98</b>	<b>12</b>	<b>6</b>	<b>6,565</b>

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

FY 2015										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	206	1	0	0	0	0	0	0	0	207
29	18	3	0	0	0	0	0	0	0	21
28	34	11	2	0	0	0	0	0	0	47
27	30	15	4	0	0	0	0	0	0	49
26	30	249	14	0	0	0	0	0	0	293
25	19	86	28	0	0	0	0	0	0	133
24	19	100	535	2	0	0	0	0	0	656
23	14	74	278	4	0	0	0	0	0	370
22	14	77	319	18	3	0	0	0	0	431
21	10	57	276	61	4	2	0	0	0	410
20	5	66	543	2,328	351	8	0	0	0	3,301
19	0	0	1	3	0	0	0	0	0	4
18	0	0	2	5	4	0	0	0	0	11
17	0	0	1	9	2	0	0	0	0	12
16	0	0	0	8	2	0	0	0	0	10
15	0	0	0	11	7	0	0	0	0	18
14	0	0	2	7	10	0	0	0	0	19
13	0	0	2	12	11	0	0	0	0	25
12	0	0	1	17	10	1	0	0	0	29
11	0	0	3	13	18	2	0	0	0	36
10	0	0	1	13	16	1	0	0	0	31
9	0	0	0	9	16	3	0	0	0	28
8	0	0	0	4	30	12	0	0	1	47
7	0	0	0	4	28	11	1	0	0	44
6	0	0	0	0	23	22	1	0	0	46
5	0	0	0	0	27	31	10	0	0	68
4	0	0	0	0	22	30	11	1	0	64
3	0	0	0	1	8	37	31	0	1	78
2	0	1	0	0	2	8	36	2	0	49
1	0	0	0	0	0	1	7	9	4	21
0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>399</b>	<b>740</b>	<b>2,012</b>	<b>2,529</b>	<b>594</b>	<b>169</b>	<b>97</b>	<b>12</b>	<b>6</b>	<b>6,558</b>
FY 2016										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	207	1	0	0	0	0	0	0	0	208
29	18	3	0	0	0	0	0	0	0	21
28	35	11	2	0	0	0	0	0	0	48
27	30	15	4	0	0	0	0	0	0	49
26	30	250	14	0	0	0	0	0	0	294
25	19	86	28	0	0	0	0	0	0	133
24	19	100	538	2	0	0	0	0	0	659
23	14	75	280	5	0	0	0	0	0	374
22	14	77	321	18	3	0	0	0	0	433
21	10	57	278	62	4	2	0	0	0	413
20	5	67	547	2,346	349	8	0	0	0	3,322
19	0	0	1	3	0	0	0	0	0	4
18	0	0	2	5	4	0	0	0	0	11
17	0	0	1	9	2	0	0	0	0	12
16	0	0	0	8	2	0	0	0	0	10
15	0	0	0	11	7	0	0	0	0	18
14	0	0	2	7	10	0	0	0	0	19
13	0	0	2	12	11	0	0	0	0	25
12	0	0	1	17	10	1	0	0	0	29
11	0	0	3	14	17	2	0	0	0	36
10	0	0	1	13	16	1	0	0	0	31
9	0	0	0	9	16	3	0	0	0	28
8	0	0	0	4	29	12	0	0	1	46
7	0	0	0	5	28	11	1	0	0	45
6	0	0	0	0	23	22	1	0	0	46
5	0	0	0	0	27	31	10	0	0	68
4	0	0	0	0	22	30	11	1	0	64
3	0	0	0	1	8	37	30	0	1	77
2	0	1	0	0	2	8	36	2	0	49
1	0	0	0	0	0	1	6	9	4	20
0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>401</b>	<b>743</b>	<b>2,025</b>	<b>2,551</b>	<b>590</b>	<b>169</b>	<b>95</b>	<b>12</b>	<b>6</b>	<b>6,592</b>

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

FY 2011										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	147	5	0	0	0	0	0	0	0	152
29	26	4	0	1	0	0	0	0	0	31
28	21	10	0	0	0	0	0	0	0	31
27	23	21	5	0	0	0	0	0	0	49
26	15	42	1	1	0	0	0	0	0	59
25	15	36	2	2	0	0	0	0	0	55
24	9	54	4	1	0	0	0	0	0	68
23	10	61	5	6	0	0	0	0	0	82
22	5	58	63	6	0	0	0	0	0	132
21	1	75	71	11	0	0	0	0	0	158
20	1	186	281	182	2	0	0	0	0	652
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
<b>Total</b>	273	552	432	210	2	0	0	0	0	1,469
FY 2012										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	137	4	0	0	0	0	0	0	0	141
29	24	3	0	1	0	0	0	0	0	28
28	19	8	0	0	0	0	0	0	0	27
27	21	17	4	0	0	0	0	0	0	42
26	14	35	1	1	0	0	0	0	0	51
25	14	30	2	2	0	0	0	0	0	48
24	8	45	3	1	0	0	0	0	0	57
23	9	51	4	5	0	0	0	0	0	69
22	5	48	58	6	0	0	0	0	0	117
21	1	62	66	11	0	0	0	0	0	140
20	1	154	263	180	7	0	0	0	0	605
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
<b>Total</b>	253	457	401	207	7	0	0	0	0	1,325

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

FY 2013										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	137	4	0	0	0	0	0	0	0	141
29	24	3	0	1	0	0	0	0	0	28
28	19	8	0	0	0	0	0	0	0	27
27	21	17	4	0	0	0	0	0	0	42
26	14	35	1	1	0	0	0	0	0	51
25	14	30	2	2	0	0	0	0	0	48
24	8	45	3	1	0	0	0	0	0	57
23	9	51	4	5	0	0	0	0	0	69
22	5	48	58	6	0	0	0	0	0	117
21	1	62	66	11	0	0	0	0	0	140
20	1	154	263	180	7	0	0	0	0	605
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
<b>Total</b>	253	457	401	207	7	0	0	0	0	1,325
FY 2014										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	137	4	0	0	0	0	0	0	0	141
29	24	3	0	1	0	0	0	0	0	28
28	19	8	0	0	0	0	0	0	0	27
27	21	17	4	0	0	0	0	0	0	42
26	14	35	1	1	0	0	0	0	0	51
25	14	30	2	2	0	0	0	0	0	48
24	8	45	3	1	0	0	0	0	0	57
23	9	51	4	5	0	0	0	0	0	69
22	5	48	58	6	0	0	0	0	0	117
21	1	62	66	11	0	0	0	0	0	140
20	1	154	263	180	7	0	0	0	0	605
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
<b>Total</b>	253	457	401	207	7	0	0	0	0	1,325

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

FY 2015											
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total	
30+	137	4	0	0	0	0	0	0	0	141	
29	24	3	0	1	0	0	0	0	0	28	
28	19	8	0	0	0	0	0	0	0	27	
27	21	17	4	0	0	0	0	0	0	42	
26	14	35	1	1	0	0	0	0	0	51	
25	14	30	2	2	0	0	0	0	0	48	
24	8	45	3	1	0	0	0	0	0	57	
23	9	51	4	5	0	0	0	0	0	69	
22	5	48	58	6	0	0	0	0	0	117	
21	1	62	66	11	0	0	0	0	0	140	
20	1	154	263	180	7	0	0	0	0	605	
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	
<b>Total</b>	253	457	401	207	7	0	0	0	0	1,325	
FY 2016											
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total	
30+	137	4	0	0	0	0	0	0	0	141	
29	24	3	0	1	0	0	0	0	0	28	
28	19	8	0	0	0	0	0	0	0	27	
27	21	17	4	0	0	0	0	0	0	42	
26	14	35	1	1	0	0	0	0	0	51	
25	14	30	2	2	0	0	0	0	0	48	
24	8	45	3	1	0	0	0	0	0	57	
23	9	51	4	5	0	0	0	0	0	69	
22	5	48	58	6	0	0	0	0	0	117	
21	1	62	66	11	0	0	0	0	0	140	
20	1	154	263	180	7	0	0	0	0	605	
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	
<b>Total</b>	253	457	401	207	7	0	0	0	0	1,325	

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

FY 2011										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	243	0	0	0	0	0	0	0	0	243
29	59	5	0	0	0	0	0	0	0	64
28	77	205	1	0	0	0	0	0	0	283
27	68	124	6	0	0	0	0	0	0	198
26	77	96	606	0	0	0	0	0	0	779
25	46	102	523	0	0	0	0	0	0	671
24	34	137	639	125	0	0	0	0	0	935
23	18	108	598	107	0	0	0	0	0	831
22	12	95	723	122	0	0	0	0	0	952
21	2	71	771	173	0	0	0	0	0	1,017
20	3	58	1,719	1,102	26	0	0	0	0	2,908
19	0	0	8	11	0	0	0	0	0	19
18	0	0	6	22	0	0	0	0	0	28
17	0	0	7	26	0	0	0	0	0	33
16	0	0	5	18	1	0	0	0	0	24
15	0	0	1	26	0	0	0	0	0	27
14	0	0	2	21	1	0	0	0	0	24
13	0	0	0	35	2	0	0	0	0	37
12	0	0	0	18	3	0	0	0	0	21
11	0	0	0	17	5	0	0	0	0	22
10	0	0	0	10	5	0	0	0	0	15
9	0	0	0	3	7	0	0	0	0	10
8	0	0	0	0	8	0	0	0	0	8
7	0	0	0	0	6	0	0	0	0	6
6	0	0	0	0	7	1	0	0	0	8
5	0	0	0	0	3	4	0	0	0	7
4	0	0	0	0	0	3	0	0	0	3
3	0	0	0	0	0	2	0	0	0	2
2	0	0	0	0	0	1	0	1	0	2
1	0	0	0	0	0	0	0	0	1	1
0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>639</b>	<b>1,001</b>	<b>5,615</b>	<b>1,836</b>	<b>74</b>	<b>11</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>9,178</b>
FY 2012										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	197	0	0	0	0	0	0	0	0	197
29	48	4	0	0	0	0	0	0	0	52
28	63	175	1	0	0	0	0	0	0	239
27	55	105	5	0	0	0	0	0	0	165
26	63	82	495	0	0	0	0	0	0	640
25	37	87	429	0	0	0	0	0	0	553
24	27	116	524	116	0	0	0	0	0	783
23	14	91	490	100	0	0	0	0	0	695
22	10	81	593	113	3	0	0	0	0	800
21	1	60	632	160	0	0	0	0	0	853
20	2	49	1,409	1,020	63	0	0	0	0	2,543
19	0	0	7	10	2	0	0	0	0	19
18	0	0	5	20	2	0	0	0	0	27
17	0	0	6	24	1	0	0	0	0	31
16	0	0	4	17	4	0	0	0	0	25
15	0	0	1	24	2	0	0	0	0	27
14	0	0	2	19	6	0	0	0	0	27
13	0	0	0	32	7	0	0	0	0	39
12	0	0	0	17	12	0	0	0	0	29
11	0	0	0	16	18	0	0	0	0	34
10	0	0	0	9	19	0	0	0	0	28
9	0	0	0	3	24	0	0	0	0	27
8	0	0	0	0	27	0	0	0	0	27
7	0	0	0	0	21	0	0	0	0	21
6	0	0	0	0	24	0	0	0	0	24
5	0	0	0	0	10	5	0	0	0	15
4	0	0	0	0	3	2	0	0	0	5
3	0	0	0	0	0	2	0	0	0	2
2	0	0	0	0	0	0	0	1	0	1
1	0	0	0	0	0	0	0	0	1	1
0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>517</b>	<b>850</b>	<b>4,603</b>	<b>1,700</b>	<b>248</b>	<b>9</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>7,929</b>



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

FY 2013										
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	47	4	0	0	0	0	0	0	0	51
28	62	175	1	0	0	0	0	0	0	238
27	55	105	5	0	0	0	0	0	0	165
26	64	81	482	0	0	0	0	0	0	627
25	37	86	417	0	0	0	0	0	0	540
24	27	115	509	103	0	0	0	0	0	754
23	14	91	477	92	0	0	0	0	0	674
22	10	80	577	101	0	0	0	0	0	768
21	1	60	614	143	0	0	0	0	0	818
20	2	49	1,370	913	23	0	0	0	0	2,357
19	0	0	7	9	0	0	0	0	0	16
18	0	0	5	18	0	0	0	0	0	23
17	0	0	6	21	0	0	0	0	0	27
16	0	0	4	15	1	0	0	0	0	20
15	0	0	1	21	0	0	0	0	0	22
14	0	0	2	17	1	0	0	0	0	20
13	0	0	0	29	1	0	0	0	0	30
12	0	0	0	15	2	0	0	0	0	17
11	0	0	0	14	4	0	0	0	0	18
10	0	0	0	8	4	0	0	0	0	12
9	0	0	0	3	5	0	0	0	0	8
8	0	0	0	0	6	0	0	0	0	6
7	0	0	0	0	5	0	0	0	0	5
6	0	0	0	0	6	0	0	0	0	6
5	0	0	0	0	2	5	0	0	0	7
4	0	0	0	0	0	2	0	0	0	2
3	0	0	0	0	0	2	0	0	0	2
2	0	0	0	0	0	0	0	1	0	1
1	0	0	0	0	0	0	0	0	1	1
0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>515</b>	<b>846</b>	<b>4,477</b>	<b>1,522</b>	<b>60</b>	<b>9</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>7,431</b>
FY 2014										
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	47	4	0	0	0	0	0	0	0	51
28	62	172	1	0	0	0	0	0	0	235
27	54	103	5	0	0	0	0	0	0	162
26	61	80	475	0	0	0	0	0	0	616
25	37	85	412	0	0	0	0	0	0	534
24	27	114	503	106	0	0	0	0	0	750
23	14	90	471	93	0	0	0	0	0	668
22	10	79	570	104	0	0	0	0	0	763
21	1	59	607	147	0	0	0	0	0	814
20	2	49	1,353	936	23	0	0	0	0	2,363
19	0	0	7	9	0	0	0	0	0	16
18	0	0	5	19	0	0	0	0	0	24
17	0	0	6	22	0	0	0	0	0	28
16	0	0	4	15	1	0	0	0	0	20
15	0	0	1	22	0	0	0	0	0	23
14	0	0	2	18	1	0	0	0	0	21
13	0	0	0	29	1	0	0	0	0	30
12	0	0	0	15	2	0	0	0	0	17
11	0	0	0	14	4	0	0	0	0	18
10	0	0	0	8	4	0	0	0	0	12
9	0	0	0	3	5	0	0	0	0	8
8	0	0	0	0	6	0	0	0	0	6
7	0	0	0	0	5	0	0	0	0	5
6	0	0	0	0	5	0	0	0	0	5
5	0	0	0	0	2	5	0	0	0	7
4	0	0	0	0	0	2	0	0	0	2
3	0	0	0	0	0	2	0	0	0	2
2	0	0	0	0	0	0	0	1	0	1
1	0	0	0	0	0	0	0	0	1	1
0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>509</b>	<b>835</b>	<b>4,422</b>	<b>1,560</b>	<b>59</b>	<b>9</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>7,396</b>

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

FY 2015										
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	47	4	0	0	0	0	0	0	0	51
28	62	175	1	0	0	0	0	0	0	238
27	55	105	5	0	0	0	0	0	0	165
26	64	81	482	0	0	0	0	0	0	627
25	37	86	417	0	0	0	0	0	0	540
24	27	115	509	103	0	0	0	0	0	754
23	14	91	477	92	0	0	0	0	0	674
22	10	80	577	101	0	0	0	0	0	768
21	1	60	614	143	0	0	0	0	0	818
20	2	49	1,370	913	23	0	0	0	0	2,357
19	0	0	7	9	0	0	0	0	0	16
18	0	0	5	18	0	0	0	0	0	23
17	0	0	6	21	0	0	0	0	0	27
16	0	0	4	15	1	0	0	0	0	20
15	0	0	1	21	0	0	0	0	0	22
14	0	0	2	17	1	0	0	0	0	20
13	0	0	0	29	1	0	0	0	0	30
12	0	0	0	15	2	0	0	0	0	17
11	0	0	0	14	4	0	0	0	0	18
10	0	0	0	8	4	0	0	0	0	12
9	0	0	0	3	5	0	0	0	0	8
8	0	0	0	0	6	0	0	0	0	6
7	0	0	0	0	5	0	0	0	0	5
6	0	0	0	0	6	0	0	0	0	6
5	0	0	0	0	2	5	0	0	0	7
4	0	0	0	0	0	2	0	0	0	2
3	0	0	0	0	0	2	0	0	0	2
2	0	0	0	0	0	0	0	1	0	1
1	0	0	0	0	0	0	0	0	1	1
0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	515	846	4,477	1,522	60	9	0	1	1	7,431
FY 2016										
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	47	4	0	0	0	0	0	0	0	51
28	62	172	1	0	0	0	0	0	0	235
27	54	103	5	0	0	0	0	0	0	162
26	61	80	475	0	0	0	0	0	0	616
25	37	85	412	0	0	0	0	0	0	534
24	27	114	503	106	0	0	0	0	0	750
23	14	90	471	93	0	0	0	0	0	668
22	10	79	570	104	0	0	0	0	0	763
21	1	59	607	147	0	0	0	0	0	814
20	2	49	1,353	936	23	0	0	0	0	2,363
19	0	0	7	9	0	0	0	0	0	16
18	0	0	5	19	0	0	0	0	0	24
17	0	0	6	22	0	0	0	0	0	28
16	0	0	4	15	1	0	0	0	0	20
15	0	0	1	22	0	0	0	0	0	23
14	0	0	2	18	1	0	0	0	0	21
13	0	0	0	29	1	0	0	0	0	30
12	0	0	0	15	2	0	0	0	0	17
11	0	0	0	14	4	0	0	0	0	18
10	0	0	0	8	4	0	0	0	0	12
9	0	0	0	3	5	0	0	0	0	8
8	0	0	0	0	6	0	0	0	0	6
7	0	0	0	0	5	0	0	0	0	5
6	0	0	0	0	5	0	0	0	0	5
5	0	0	0	0	2	5	0	0	0	7
4	0	0	0	0	0	2	0	0	0	2
3	0	0	0	0	0	2	0	0	0	2
2	0	0	0	0	0	0	0	1	0	1
1	0	0	0	0	0	0	0	0	1	1
0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	509	835	4,422	1,560	59	9	0	1	1	7,396

## **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 10 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 11 and FY 12 data represent budgeted end strength submitted by the Army, Navy, and Air Force. 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 9.6 million DOD beneficiaries located around the globe with a workforce of more than 176,000 active duty and civilian medical personnel and over 66,000 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 our 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. An increasingly competitive civilian healthcare industry job market, a projected future nationwide shortage of physicians and nurses, a growing and aging beneficiary population, the requirement for lifelong care for injuries sustained in battle, and the increasing cost of sustaining the health care benefit are among these challenges.

The ASD (HA) has outlined and implemented an MHS Human Capital Strategy to meet these challenges. This plan establishes the vision for optimizing the MHS workforce across the Services to enable the delivery of its evolving mission more effectively and efficiently through increased interoperability, collaboration, and agility. The MHS Strategic Plan will help the MHS successfully meet its missions and continue to provide world-class healthcare to our beneficiaries.

**Table 4-1: DoD Medical Manpower Program**

Corps	Active Component			Reserve Component		
	FY10	FY11	FY12	FY10	FY11	FY12
	Actual	Estimate	Estimate	Actual	Estimate	Estimate
Medical	11,578	11,710	11,827	3,362	4,536	4,500
Dental	2,965	3,110	3,135	1,128	1,322	1,321
Nurse	10,126	9,846	9,805	8,990	7,894	7,828
Medical Service	8,153	8,098	8,234	5,424	6,086	5,994
Medical Specialist (USA)	1,503	1,454	1,516	1,137	1,579	1,577
Biomedical Sciences (USAF)	2,340	2,108	2,113	772	571	569
Veterinary (USA)	494	482	531	216	238	239
Warrant Officers	147	143	143	50	119	118
Medical Enlisted	74,990	78,534	78,784	42,784	40,749	40,613
Dental Enlisted	5,677	5,453	5,491	2,653	2,050	2,050
Total	117,973	120,938	121,578	66,516	65,144	64,809
DHP Civilian Workyears	58,408	58,728	56,881	N/A	N/A	N/A

**Table 4-1a: Army Medical Manpower Program**

Corps	Active Component			Reserve Component		
	FY10	FY11	FY12	FY10	FY11	FY12
	Actual	Estimate	Estimate	Actual	Estimate	Estimate
Medical	4,317	4,575	4,747	1,804	2,231	2,216
Dental	954	1,060	1,067	565	813	813
Nurse	3,947	3,580	3,645	5,607	4,142	4,117
Medical Service	4,770	4,542	4,596	4,270	4,804	4,711
Medical Specialist	1,503	1,454	1,516	1,137	1,579	1,577
Veterinary	494	482	531	216	238	239
Warrant Officers	147	143	143	50	119	118
Medical Enlisted	34,518	35,218	35,129	29,014	27,813	27,701
Dental Enlisted	1,483	1,502	1,501	1,886	1,286	1,286
Total	52,133	52,556	52,874	44,549	43,025	42,778
DHP Civilian Workyears	38,920	38,920	37,127	N/A	N/A	N/A

**Table 4-1b: Navy Medical Manpower Program**

<b>Table 4-1b: Navy Medical Manpower Program</b>						
<b>Corps</b>	<b>Active Component</b>			<b>Reserve Component</b>		
	<b>FY10</b>	<b>FY11</b>	<b>FY12</b>	<b>FY10</b>	<b>FY11</b>	<b>FY12</b>
	<b>Actual</b>	<b>Estimate</b>	<b>Estimate</b>	<b>Actual</b>	<b>Estimate</b>	<b>Estimate</b>
Medical	4,017	4,039	3,990	726	717	696
Dental	1,123	1,120	1,135	254	254	253
Nurse	3,121	3,111	3,013	1,352	1,347	1,308
Medical Service	2,554	2,665	2,748	352	353	353
Warrant Officers	0	0	0	0	0	0
Medical Enlisted	23,700	24,155	24,549	4,769	4,770	4,735
Dental Enlisted	1,697	1,800	1,843	286	286	286
<b>Total</b>	<b>36,212</b>	<b>36,890</b>	<b>37,278</b>	<b>7,739</b>	<b>7,727</b>	<b>7,631</b>
DHP Civilian Workyears	12,661	13,257	12,909	N/A	N/A	N/A

**Table 4-1c: Air Force Medical Manpower Program**

<b>Table 4-1c: Air Force Medical Manpower Program</b>						
<b>Corps</b>	<b>Active Component</b>			<b>Reserve Component</b>		
	<b>FY10</b>	<b>FY11</b>	<b>FY12</b>	<b>FY10</b>	<b>FY11</b>	<b>FY12</b>
	<b>Actual</b>	<b>Estimate</b>	<b>Estimate</b>	<b>Actual</b>	<b>Estimate</b>	<b>Estimate</b>
Medical	3,493	3,107	3,101	1,007	1,599	1,599
Dental	1,000	932	935	309	258	258
Nurse	3,346	3,160	3,150	2,257	2,415	2,413
Medical Service	1,027	874	875	814	937	938
Biomedical Sciences	2,340	2,108	2,113	772	571	569
Medical Enlisted	18,797	16,396	16,352	8,928	8,502	8,523
Dental Enlisted	2,498	2,150	2,145	611	478	478
<b>Total</b>	<b>32,501</b>	<b>28,727</b>	<b>28,671</b>	<b>14,698</b>	<b>14,760</b>	<b>14,778</b>
DHP Civilian Workyears	6,827	6,551	6,845	N/A	N/A	N/A

## **Chapter 5: Manpower Request Justifications**

### **Army Manpower Request**

#### **Introduction**

Ten 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 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 by FY 11 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 14%. 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 all of its TESI goals. The TESI off ramp will be accomplished through a combination of increased losses and reduced accessions.

#### **MILITARY MANPOWER**

##### **Operating Forces:**

**a. Active Component.** During 2011, the Army converted a BCT to a Stryker BCT design, built one new multi-functional support brigade, converted four functional support brigades and built one functional support brigade. In 2012, the Army will convert a legacy maneuver brigade to a BCT, convert a second BCT to a Stryker BCT design, build two multi-functional support brigades, and convert one functional support brigade; bringing the Army to a total of 45 BCTs (one still in a legacy maneuver brigade design), 38 Multifunctional Support Brigades, and 44 Functional Support Brigades. The conversion of the AC to a modular structure will be 99% complete under the Grow The Army (GTA) plan at the close of 2012.

**b. Army National Guard.** In 2011, ARNG built four multi-functional support brigades and converted two functional support brigades. In 2012, ARNG will finish the year with a total of 28 BCTs, 48 multifunctional support brigades, and 39 functional support brigades bring the ARNG to 99% completion of the GTA plan.

**c. Army Reserve.** In 2011, the USAR built two and converted ten functional support brigades completing the USAR portion of the GTA plan with 12 multi-functional support brigades and 47 functional support brigades.

**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:**

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 47.0 % of the Army civilian workforce is within the discretionary control of the Army. The remaining 53.0% 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) 8.7% are foreign national employees controlled by international agreements; 2) 10.4% are paid for by the working capital fund (pursuant to 10 USC 2208); 3) 14.1% are Military Technicians; and 4) 19.7% are externally funded (to include Defense Health Programs, Special Operations, Intelligence, Foreign Military Sales and Counter-Drug programs). In addition, there are about 24,592 employees separately funded by the Civil Works and Cemetary appropriations.

The Army has been operating under a Continuing Resolution for the reporting period covered under Fiscal Year 2011. On January 6, 2011, the Secretary of Defense announced that the DoD civilian workforce would be frozen at the Fiscal Year 2010 budgeted full time equivalent (FTE) level for the next three years. On February 11, 2011, the Assistant Secretary of the Army, Financial Management and Comptroller, provided funding target reductions for civilian pay to Army Operations and Maintenance Appropriation- funded commands requesting they determine how a 10 percent reduction in civilian authorizations would be applied in terms of what will not be done, how many FTES the reduction represents, and the explicit operational impact. The policy stipulated that the command input would be augmented with a separate analysis by Army-level Program Evaluation Groups (PEGs) before developing more rational, defensible reductions, with full awareness of the associated impacts. The command input and PEG assessments will be the basis for final civilian pay reduction targets aligned with Army priorities.

As of January 2011, the Army had 16,817 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 in the process of evaluating Army Audit Agency recommendations on management controls to ensure civilian authorizations are not established, and hiring does not take place without first ensuring that workload validation has taken place based on the processes described below.

### **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 \$40.5 billion of contracted services for a reported contractor workforce of approximately 214K contractor man year equivalents (CMEs): 142K CMEs in the generating force and 72K 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

Outlined in this request are the requirements for Active, Reserve, and Civilian manpower. Trends are addressed as indicated by actual performance in FY 2010 to projections into FY 2012. The information reflects changes contained in the President's Budget (PB) submission for FY 2012. Key initiatives are addressed to focus on future needs of a more efficient, highly effective fleet. Strength levels requested are those required to support Navy's missions throughout the world. Major force structure changes affecting manpower are described below.

## Key Manpower Issues

As the demand for our Navy continues to grow, our Maritime Strategy continues to guide our Navy's operations and investments. Its core tenets are enduring and our Navy is executing daily the six core capabilities it articulates for our sea Services: forward presence, deterrence, sea control, power projection, maritime security, and humanitarian assistance and disaster response.

Our Navy continues to meet planned operational commitments and respond to crises as they emerge globally. We remain engaged in operations in Afghanistan and in the drawdown of U.S. forces in Iraq. Our Navy has more than 14,000 active and reserve Sailors on the ground and another 10,000 at sea in CENTCOM, including ongoing Individual Augmentee support to both operations. Our aircraft carriers provide about 30 percent of close air support for troops on the ground in Afghanistan and our Navy and Marine Corps pilots fly about 32 percent of all electronic attack missions there.

Because our national interests extend beyond Iraq and Afghanistan, so does our Navy. More than 40 percent of our Navy is underway daily, globally present and persistently engaged. Last year, our Navy provided deterrence against North Korea, conducted counter-piracy operations in the Indian Ocean with a coalition of several nations, trained local forces in maritime security as part of our Global Maritime Partnership initiatives in Africa and the Pacific, responded with humanitarian assistance and disaster relief to the earthquake in Haiti and flood in Pakistan, and conducted the world's largest maritime exercise, which brought together 14 nations and more than 20,000 military personnel, to improve coordination and trust in multi-national operations in the Pacific. Our Sailors remain on point throughout the world, projecting US influence, responding to contingencies, and building international relationships that will keep the maritime commons safe and secure and enable the free flow of commerce, which underpins our economic prosperity.

Our Navy continues to be recognized as a highly-ranked place to work as a result of its workforce planning, life-work integration, diversity, and training initiatives. We met or exceeded overall officer and enlisted active recruiting goals last year and we are accessing a force of extremely high quality. We continue to move forward on assigning women into our submarine force, with the first women submariners to report aboard SSBNs and SSGNs by the end of this year. We remain committed to performance as a criterion for promotion in our Navy and have successfully transitioned the majority of our civilian personnel out of the National Security Personnel System (NSPS) and back into the General Schedule (GS) system with our remaining NSPS employees scheduled to covert to GS by the end of this year.

The continuing resolution (CR) for FY 2011 prevents us from applying the increased FY 2011 O&M funding to improve our readiness. It has also forced us to take other mitigation measures, including: reducing operations, limiting hundreds of contracts for base operating support, slowing hiring of civilians, reducing Permanent Change of Station notifications for our Sailors from about six months lead time to less than two months, not initiating the Small Business Innovative Research program, and delaying procurement contracts for new capabilities and existing production lines.

Our FY 2012 budget submission is based on our funding request for FY 2011. It properly balances our Navy for today and in the future and achieves the optimal balance among priorities. While we continue to rely on a combination of base budget and overseas contingency operations funding to support our Navy, our FY 2012 request reduces our reliance on overseas contingency operations funding for enduring missions. Our FY 2012 request reflects the continued effort we started two years ago to reduce the cost to own and operate our Fleet, which has continued to grow as a result of greater operational demands, maintenance requirements, and manpower and costs. We leveraged the opportunity presented by the Secretary of Defense to significantly reduce excess overhead costs and apply the savings to warfighting capability and capacity by executing a deliberate, thoughtful, and integrated approach to finding efficiencies that improve the long-term sustainability of our force. We are taking steps to buy smarter, streamline our organizations and operations, realign manpower, and pursue energy efficiencies.

## **Develop and Support our Sailors, Navy Civilians and their Families**

Our Sailors, Navy civilians, and their families are the backbone of our Maritime Strategy. They make us who we are. Their skill, innovation, and dedication turn our ships, aircraft, weapons and systems into global capabilities that prevent conflict, build partnerships, and, when necessary, project combat power to prevail in war. Our investment in our Sailors, Navy civilians, and their families ensures our Navy's continued maritime dominance today and in the future.

Our Navy continues to size, shape, and stabilize our force through a series of performance-based measures designed to retain the skills, pay grade, and experience mix necessary to meet current and future threats. Our FY 2012 budget requests authorization of, and funding for, 325,700 active end strength and 66,200 reserve end strength. We continue to rely on overseas contingency operations funding to support our individual augmentees (IAs) performing non-core Navy missions in support of contingency operations; however we have decreased our OCO funding request to support 3,836 non-core IA end-strength in FY 2012.

Our FY 2012 end-strength reflects efficiencies in our manpower account that include migrating 6,000 military billets from shore and staff activities into the Fleet to man new ships and squadrons, restore optimal manning cuts, add needed information technology and nuclear operators to our force, and restore more than 1,100 billets for FY 2013 to extend USS PELELIU in commission. We reduced excess overhead by disestablishing several staffs, but not their associated ships and aircraft, to include submarine, patrol aircraft, and destroyer squadrons, as well as one Carrier Strike Group staff. We are disestablishing the headquarters of Second Fleet and transferring responsibility for its mission to U.S. Fleet Forces Command. These efficiencies streamline our organizations and allowed us to reinvest the savings into warfighting capability and capacity.

Navy Medicine has been a leader and pilot testing ground for the Department in a new concept called the Patient-Centered Medical Home. Beneficiaries have welcomed it, and it shows in their satisfaction scores. We are convinced that our beneficiaries will readily accept

very modest changes to copayments as long as we continue to invest in these transformational approaches to delivering high quality health care. The proposals in the President's budget are consistent with our efforts over the last several years: a focus on internal efficiency, incentivizing the health behaviors we want, and ensuring all of our beneficiaries are treated equitably

The tone of our force continues to be positive. In 2010, we conducted the Navy Total Force Survey, which was the first of its kind to assess the work-related attitudes and experiences of active and reserve Sailors and Navy civilians. The survey reported that Navy personnel are, overall, satisfied with the quality of their leadership, benefits, compensation, and opportunities within the Navy for personal growth and development.

Our FY 2012 budget request represents a balanced approach to supporting our Sailors and their families, sustaining the high tempo of current operations, and preserving Fleet and family readiness. Highlights follow of our efforts to develop and support our Sailors, Navy civilians and their families.

### **Recruiting and Retention**

Navy's recruiting performance remained strong in FY11, continuing exceptional performance from FY10. We entered the year with 58% of total force enlisted requirements already contracted and are concentrating our efforts on matching the highest quality future Sailor 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. Active Component (AC) general officer recruiting is well ahead of benchmarks, but AC medical, specifically physician recruiting for the Medical Corps, is particularly challenging. Reserve Component (RC) officer recruiting is slightly behind recruiting benchmarks due to the low number of Navy Veterans leaving active duty. Although production levels are higher this year, as compared to the same time last year in most of our reserve programs, we continue to have challenges in the RC General Officer and RC Medical Programs.

To ensure we stay within our Congressionally-authorized end strength, we are executing force stabilization measures that include Perform-to-Serve (PTS) for enlisted Sailors. PTS considers the manning levels in each enlisted rating and reviews the record of Sailors eligible for reenlistment to determine if the Sailor should remain in the rating, convert to an undermanned specialty, transition to the reserves, or separate from the Navy. With this performance-based measures, we expect to meet our FY11 authorized active end strength of 328,700 and reserve end strength of 65,500 by the end of the fiscal year, as well as our active and reserve end strength targets in FY12.

### **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. 2010 saw a transition from enlisted GSA detailing to enlisted, OCO Support Assignments (OSA) detailing. 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 and OSA detailing has been positive; however, GSA and OSA 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 and the continued downsizing of IA missions in Iraq, approximately 32.0% of our total IA assignments were filled as GSA details in FY-10.

## **Conclusion**

Our Navy has a unique and proud history of service to our Nation and partners across the globe. Our Navy Total Force has both strategic and operational elements and has evolved into a composite blended force of complementary and mirroring capabilities and 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 progressed, 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. A ready Total Force, supported by a comprehensive continuum of care, is the heart of our Navy. We will continue to 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 21<sup>st</sup> century demands.

# 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 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. In keeping with our naval sea traditions, the Marine Corps will participate in maritime security operations to ensure freedom of navigation along vital sea lines of communication, to include the recapture of vessels and rescue crews from Somali pirates. The Marine Corps will take part in civil-military and humanitarian assistance operations such as Operation Tomodachi in Japan, focused military to military training events in Africa, Europe, and Central/South America, and theatre security cooperation events in the PACOM AOR. Additionally, the Marine Corps has rapidly reinforced U. S. Embassies in Port au Prince, Haiti; Conakey, Guinea; Bishkek, Kyrgyzstan; and Cairo, Egypt to assist and protect diplomatic personnel amidst crises in these foreign capitals.

## **Sustaining the 202K Expeditionary 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. Looking ahead, the Marine Corps foresee a world of increasing instability, failed or failing states, and conflict characterized by poverty, unemployment, urbanization, overpopulation, and competition for scarce natural resources. The key to sustaining an expeditionary force in readiness is having a balanced force capable of responding across the range of military operations as a Navy-Marine Corps team. Sustaining 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.

As America's Expeditionary Force in Readiness, the Marines are ready to execute any mission assigned in support of crisis and contingency response. In addition to our Afghanistan commitment, we continue to source forward-based and deployed forces to meet Geographic Combatant Commander requirements. In light of operational demands, and through the support of Congress in authorizing the end strength of 202,100 active duty forces, combat units are beginning to realize an approximate 1:2 dwell time. Other units vary at more favorable dwell time levels depending on their mission. The Marine Corps anticipate a 1:2 dwell ratio for combat units to remain relatively stable provided that current deployed force levels are not increased; however, increased operational demands in Afghanistan or elsewhere may result in dwell times inconsistent with fostering a resilient Total Force

Some Marines in select military occupational specialties continue to fall into what is known as a high-demand, low-density status. This is a key indicator that the combat demand for Marines with these skills does not match, or exceeds, the current manpower requirement and/or inventory. In addition, there are currently 14 of 211 occupational specialties where the

on-hand number of Marines is less than 90 percent of what is required. Our recently completed force structure review addressed all of these concerns. The Marine Corps is actively working to recruit, promote, and retain the right number of Marines in the right occupational specialties thus promoting resiliency of the Total Force.

The Marine Corps has conducted a detailed force structure review to develop the optimum mix of capabilities as America's Expeditionary Force in Readiness in the post-Afghanistan security environment. The force structure review addressed 21st Century challenges confronting our Nation and its Marine Corps, aiming to build on the historic role as the Nation's crisis response force. The results of that effort provide for a strategically mobile, "middleweight" force optimized for forward-presence and rapid crisis response. Marine units will be light enough to leverage the flexibility and capacity of amphibious ships, yet heavy enough to accomplish the mission when they get there. The force structure review also aimed for a force structure that provides capability and capacity across the range of military operations, while simultaneously providing for resiliency in the Total Force. Additionally, the force structure review developed ways to increase unit readiness within operating forces to ensure 99 percent manning of enlisted billets and 95 percent manning of officer billets.

### **Key Manpower Issues**

The 202,100 AC end strength enables the Marine Corps to sustain 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.

An equally 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 programs. The Marine Corps needs the strong support of Congress to achieve 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 FY11, particularly when viewed through the lens of accession missions to sustain the 202,100 end strength. The Marine Corps will continue to need the support of Congress for targeted enlistment bonuses for shaping the force with critical specialty skills and other recruiting programs, such as advertising, which will be essential in meeting these challenges.

Retention is the other important part of building and sustaining the Marine Corps. In Fiscal Year 2010, the Marine Corps retained 28% of its' First Term and 79% of its' eligible career force. In Fiscal Year 2011, the Marine Corps is poised to achieve targets of 27% First Term and 57% Career Force retention rates. Fiscal Year 2012 will require the Marine Corps to sustain FY2011 retention rates as we continue to sustain and shape the 202K force.

The Marine Corps' continuing success can be largely attributed to two important enduring themes. First, Marines want to stay Marine 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, the Marine Corps' wise use of the selective reenlistment bonus program (SRBP) that the Congressional leadership has provided. This program remains critical to force

shaping and sustainment. Filling high demand low density MOSs will continue to be a challenge and will require continued congressional support of the SRBP.

### **Reserve Component**

Sustained combat operations and worldwide theater security cooperation and training commitments over the last decade point towards an essential requirement for the Marine Corps Reserve to continue focusing at the operational, rather than strategic level of warfare. Since 9/11, the Marine Corps Reserve has engaged continuously in combat operations as well as in regional security cooperation and crisis prevention activities in support of the Geographical Combatant Commanders. This operational tempo has built a momentum among our war fighters and a depth of experience throughout the ranks that is unprecedented in generations of Marine Corps Reservists. In fact, today's Marine Corps Reserve is more highly trained, capable, and battle-tested than at any time since the Korean War.

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. 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.

The Reserve Component offers separating Active Component Marines an option to continue to serve in the Marine Corps. The approach of encouraging "Stay Marine" emphasizes retaining the valuable skills and experience our Marines have gained during their years of active duty, and ensures our Selected Marine Corps Reserve units are manned and led with the required leadership of NCOs, SNCOs, and company grade officers. This effectively postures the Marine Corps Reserve to augment and reinforce the Active Component in support of global operational requirements.

### **Civilian Manpower**

Traditionally, civilian employees have served primarily in the supporting establishment. Today, they are deploying with the operating forces and serving in positions traditionally occupied by active duty Marines. Civilian Marines remain committed in supporting the best trained and equipped Marine units as our nation's principal crisis response force.

The Marine Corps has established a ceiling of 17,501 Full Time Equivalent (FTEs) for civilian labor while meeting challenges in converting Military Police to Civilian Law Enforcement personnel, switching from the Navy Marine Corps Intranet (NMCI) to the Next Generation Enterprise Network (NGEN), and revitalizing Acquisition Workforce Development. In conjunction with the civilian labor efficiency, the USMC is presently reviewing and validating the Strategic Workforce Planning process to achieve a balanced workforce in all capability sets to support the current mission.

# 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.

## Military Manpower

**Active Component:** The FY12 President's Budget (PB) maintained an increase of 600 in active duty military from 332,200 in FY11 to 332,800 in FY12 approved in the FY10PB. This decision to increase end strength sought to address new, emerging and ongoing Air Force missions to include ISR, Nuclear Enterprise, Cyber Numbered Air Force, US Special Operations Command, aircraft maintenance, OSD and Joint. The Air Force maintains its military end strength at the FY10PB programmed levels, shifting resources to meet the priorities of: continuing to strengthen the Nuclear Enterprise; partner with the Joint and Coalition Team to win today's fight; develop and care for airmen and their families; modernize Air, Space and Cyberspace inventories, organizations, and training; and recapture Acquisition Excellence.

The Air Force continues to face the challenge of tempering its Active Duty personnel inventory to its programmed end strength. It was 16.8K over strength at the close of FY09, with the over strength reduced to 2.6K at the close of FY10. Reductions-in-force, selective retirement boards and reduced opportunities for selective continuation are underway to further reduce the military inventory in FY11 and have it inline with end strength by the close of FY12.

In keeping with Title 10, U.S.C., Section 129a, the justification for military-to-civilian conversions is based on converting non-military essential positions to civilian. The Defense Manpower Review Process also resulted in military-to-civilian conversions for various Defense Agencies.

## Reserve Component:

**Air National Guard (ANG):** The ANG military end strength is 106,700 for FY11 and FY12 – unchanged between the two years.

Air Force Reserve (USAFR): USAFR military end strength in the FY 12PB is 71,400 in FY 12. The USAFR programmed end strength will increase by 200 spaces between FY 11 and FY 12. The decision to increase end strength was approved in the FY10PB and sought to address new, emerging and ongoing missions to include Intelligence Surveillance and Reconnaissance (ISR), Airlift, Aerial Refueling, Space and Battlefield Airmen.

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 Military Technicians, who serve their units as civilians during peacetime and as uniformed members upon mobilization. The civilian work force supports the Air Force mission in numerous capacities. 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 FY12PB decreased Air Force civilian FTEs by 6,921, from 190,180 in FY11 to 183,259 in FY12. Through the FY12 Resource Management Decision process, U.S. Civilian end strength was returned to the near FY10-levels of the FY10PB. Growth realized in the programming years of the FY10PB and the subsequent FY11PB was eliminated with few exceptions. The goal is to manage the FY12 reduction without implementing any involuntary reduction-in-force.

### **Contract Manpower**

The Air Force continues to refine its ability to account for the capabilities provided through contracted services. To do this, the Air Force is working with DoD Component counterparts to develop the mechanisms to publish service contract inventory and perform the required reviews pursuant to the requirements of Title 10 Section 2330a. For FY09, the Air Force has accounted for about \$33.1 billion of contracted services for a reported contractor workforce of approximately 189.6K full time equivalents (FTEs).

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