



PERSONNEL AND
READINESS

UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

MAR 3 2008

MEMORANDUM FOR ASSISTANT SECRETARY OF THE ARMY,
MANPOWER AND RESERVE AFFAIRS
ASSISTANT SECRETARY OF THE NAVY,
MANPOWER AND RESERVE AFFAIRS
ASSISTANT SECRETARY OF THE AIR FORCE,
MANPOWER AND RESERVE AFFAIRS

SUBJECT: Well-Being of the Force Indicators

This memo provides background and establishes requirements for the Well-Being of the Force Indicators.

In late 2007, we chartered a working group to develop a suite of indicators that could help senior leaders determine if the Force was having difficulty coping with the increased demands of deployments, transformation, and operational tempo. Our action acknowledged that we share the corporate responsibility to sustain the All Volunteer Force through the certain challenges of the future.

This was no easy undertaking for the appointed working group. Over weeks of meetings, the representatives briefed each other about the substantial support programs every Service provides to its members and families. The working group and subject matter experts (SMEs) selected potent data points to inform senior leaders about the well-being of the force, trusting that each Service would respond eagerly to troubling indicators. The working group recommended six high level well-being indicators comprised of multiple sub-level indicators. I congratulate the working group members for their collaborative approach and for a job well done.

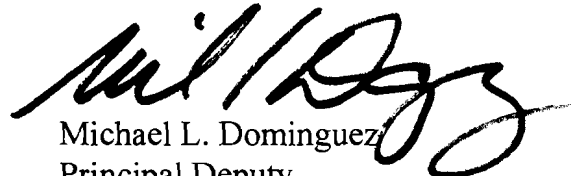
The approved Well-Being of the Force indicators are contained in Attachment 1. Quarterly reviews of the suite of indicators will begin May 2008 during my regularly scheduled weekly meetings with you and the Service Deputy Chiefs of Staff for Personnel.

Offices under the purview of the Secretary of Defense Personnel and Readiness are authorized to collect data for most of the indicators and these processes are part of the Department's normal business. These authorized offices and SMEs will serve as the information sources for the quarterly briefings (see Attachment 1). The reporting requirements and central points of contact (POCs) for indiscipline (non-judicial

punishment (article 15s); courts-martial; and desertions) and alcohol program referrals are outlined in Attachment 2. Please have the appropriate functional offices in your Service provide the data to these OSD POCs.

My point of contact for the Well-Being Indicators briefs is Dr. Susan Kelly (susan.kelly@osd.mil; 703-697-1898). Please ask your central POC for the Well-Being of the Force Indicator briefings to contact Dr. Kelly by March 15, 2008.

These indicators provide us a strong beginning point. We will learn more and refine data points, definitions, and risk parameters as the quarterly discussions proceed. I look forward to our exchanges.



Michael L. Dominguez
Principal Deputy

Attachments:

- 1) Well-Being Indicators with Sub-Level Indicators
- 2) Reporting Procedures for Indiscipline and Alcohol Program Referrals

Well-Being of The Force Indicators 2008

Indicator	Authority	Period Collected	Month(s) available for reporting	OSD POC
Self-Reported Stress				
Self-Reported Stress Member	10 USC 1782,	Active duty-3 Xs per year Reserve-2 X per year	AD— May (end), Sept (end), Jan (beg) RC— July (end), Jan (beg)	Rachael Mapes DMDC 703-696-8387 Rachael.mapes@osd.pentagon.mil
Mental Health Evaluations				
Mental Health Referrals from PDHA; PDHRA	DoDD 6200.4,; DoDD 6490.02; DoDI 6490.03,	Monthly	Any; 90 days past end of period collected	Col Kenneth Cox 703-578-8524 Kenneth.Cox1@ha.osd.mil.
PTSD incident cases	DoDD 6200.4,; DoDD 6490.02; DoDI 6490.03,	Monthly	Any; 90 days past end of period collected	Col Kenneth Cox 703-578-8524 Kenneth.Cox1@ha.osd.mil.
Risk Behaviors in the Force				
Substance Abuse				
Alcohol program referrals/assessments	DoDI 1010.6	Quarterly	End of each FY quarter	Capt. David Arday david.arday@tma.osd.mil
Positive Urinalyses	DODD 1010. 1, 4, 9, DOD 1010.16	Quarterly	Any	Col. Ron Shippee OASD(HA) 571-309-1708 ronald.shippee@ha.osd.mil

Family Maltreatment				
Substantiated spouse abusers	DoDI 6400.01; DoDI 6400.06; 6400.01-M-1 Child Abuse and Domestic Abuse Incident Reporting System	Semi-annual	May; November	Dr. David Lloyd OSD P&R MC&FP, Family Advocacy Prg. 703-602-4990 David.lloyd@osd.mil
Substantiated child abusers	DoDI 6400.01; DoDI 6400.06; 6400.01-M-1 Child Abuse and Domestic Abuse Incident Reporting System	Semi-annual	May; November	Dr. David Lloyd OSD P&R MC&FP, Family Advocacy Prg. 703-602-4990 David.lloyd@osd.mil
Substantiated child victims	DoDI 6400.01; DoDI 6400.06; 6400.01-M-1 Child Abuse and Domestic Abuse Incident Reporting System	Semi-annual	May; November	Dr. David Lloyd OSD P&R MC&FP, Family Advocacy Prg. 703-602-4990 David.lloyd@osd.mil
Suicides	USD P&R policy memo; June 2006.	Quarterly	4 th month after quarter studied	Col Bob Ireland OSD HA C&PP 703-681-3611 robert.ireland@osd.mil
Indiscipline				
Non-judicial punishment (Article 15s)	PDUSD Memo February 2008	Semi-annual	May, November	Col. Shawn Shumake OSD P&R PI Legal Policy 703-697-3387 david.shumake@osd.mil

Courts-Martial	PDUSD Memo February 2008	Semi-annual	May, November	Col. Shawn Shumake OSD P&R PI Legal Policy 703-697-3387 david.shumake@osd.mil
Desertions	DoDD 1325.2	Semi-annual	May, November	Col. Shawn Shumake OSD P&R PI Legal Policy 703-697-3387 david.shumake@osd.mil
Early Separations	Section 586, 2005 NDAA (PL 108- 375) Annual Report Identifying Reasons for Discharges from Armed Forces During the Preceding Fiscal Year.	Annual	May	CDR Lesa Kirsch OSD P&R MPP 703-697-4959 Lesa.kirsch@osd.mil
Safety Mishaps	SecDef Memo 6/22/06; DODI 6055.7; DSOC Charter 12 Sep 06	Monthly	Any	Mr. Jerry Aslinger DSOC 703-604-0838 Jerry.aslinger@osd.mil

**Reporting Requirements for Well-Being Indicators:
Alcohol Program Referral/Assessments;
Non-Judicial Punishment; Courts-Martial; Desertions**

Alcohol Program Referrals/Assessments

Measure Definition: Rate per thousand of Alcohol Program screenings/assessments conducted within each Military Service for the quarter compared to the baseline level within each Service.

Data Required for Rate: $\frac{\text{Number of screenings/assessments}^*}{\text{Number in population of concern}^{**}}$

Data Due Date: Fourteen (14) days before briefing date. Briefing dates TBD by OSD Central POC.

OSD Point of Contact: CAPT David Arday, MD, MPH
Medical Epidemiologist
Office of the Chief Medical Officer
TRICARE Management Activity
Phone 703-681-0064 DSN 761
david.arday@tma.osd.mil

Non-Judicial Punishment (Article 15s)

Measure Definition:

Rate per thousand of non-judicial punishment proceedings administered by each Service during the first and second halves of the fiscal year, compared to the baseline rate for each Service.

Data Required for Rate: $\frac{\text{Number of non-judicial punishment proceedings administered}^*}{\text{Number in population of concern}^{**}}$

Data Due Dates: October 1-March 31 data due 15 April of each year;
April 1-September 30 data due 15 October of each year.

OSD Point of Contact: Colonel Shawn Shumake
Legal Policy
OSD (P&R) Program Integration
Telephone: 703-697-3387
David.shumake@osd.mil

General/Special Courts-Martial

Measure Definition: Rate per thousand of General or Special Courts-martial within each Service for the first and second halves of the fiscal year, compared to the baseline rate for each Service.

Data Required for Rate: Number of General/Special Courts-martial*
Number in Population of Concern**

Data Due Dates: October 1-March 31 data due 15 April of each year;
April 1-September 30 data due 15 October of each year.

OSD Point of Contact: Colonel Shawn Shumake
Legal Policy
OSD (P&R) Program Integration
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David.shumake@osd.mil

Desertions

Measure Definition: Rate per thousand of desertions occurring within each Service for the first or second halves of the fiscal year compared to the baseline rate for each Service.

Data Required for Rate: Number of desertions*
Number in Population of Concern**

Data Due Dates: October 1-March 31 data due 30 April of each year;
April 1-September 30 data due 30 October of each year.

OSD Point of Contact: Colonel Shawn Shumake
Legal Policy
OSD (P&R) Program Integration
Telephone: 703-697-3387
David.shumake@osd.mil

*Data is to be provided by each Service

**Data is to be provided by the Defense Management Data Center. Population of Concern is determined for each indicator by the Well-Being of the Force working group members and subject matter experts. Example: Regular ("Active Component") members and reserve component members on active duty (within each Service; by quarter).