



DEFENSE MANPOWER REQUIREMENTS REPORT

Fiscal Year 2001

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

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PART I: OVERVIEW

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Introduction

The Secretary of Defense hereby submits to the Congress the Defense Manpower Requirements Report (DMRR) for Fiscal Year (FY) 2001 in compliance with Section 115a of Title 10, United States Code (U. S.C.). This report should be used with the Report of the Secretary of Defense to the Congress on the FY 2001 Budget. It also available in DoD's Defense Link web site: <http://dticaw.dtic.mil/prhome/dusdpi.html>.

Organization of the Report

This report explains the Department of Defense (DoD) manpower requirements incorporated in the President's Budget for FY 2001. The report is organized into seven parts.

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

Department of Defense Manpower Request

Table 1-1: Active Component Military Manpower

(in thousands)	FY 1999 <u>ACTUAL</u>	FY 2000 <u>ESTIMATE</u>	FY 2001 <u>ESTIMATE</u>
Army	479.4	480.0	480.0
Navy	373.0	371.8	372.0
Marine Corps	172.6	172.5	172.6
Air Force	360.6	357.9	357.0
Totals (may not add due to rounding)	1,385.7	1,382.2	1,381.6

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

Table 1-2: Selected Reserve Manpower Request

(in thousands)	FY 1999 <u>ACTUAL</u>	FY 2000 <u>ESTIMATE</u>	FY 2001 <u>ESTIMATE</u>
Army National Guard	357.5	350.0	350.0
Army Reserve	206.9	205.0	205.0
Naval Reserve	89.2	89.1	88.9
Marine Corps Reserve	40.0	39.6	39.5
Air National Guard	105.7	106.7	108.0
Air Force Reserve	71.8	73.7	74.3
Totals (may not add due to rounding)	870.9	864.1	865.7

Table 1-3: Civilian Manpower Request

(in thousands)	FY 1999 <u>ACTUAL</u>	FY 2000 <u>ESTIMATE</u>	FY 2001 <u>ESTIMATE</u>
Army	226.8	218.7	214.5
Navy	185.8	181.0	175.4
Marine Corps	17.7	17.1	16.9
Air Force	168.7	162.3	160.0
Defense-Wide	119.9	119.5	115.7
Totals (may not add due to rounding)	718.9	698.8	682.6

The Total Force

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

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

SELRES. IRR members are liable for involuntary active duty for training and fulfillment of mobilization requirements.

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

Manpower Requirements Overview

DoD streamlining efforts, which have yielded significant reductions in military and civilian manpower over the past decade, continue into the new millennium. The Department plans to reduce its Active military and civilian manpower by over 94,000 spaces from FY 1999 assigned levels by FY 2005. This represents an aggregate reduction of over 800,000 military and over 490,000 civilian personnel—over 39 percent of our Active military and civilian work force—from FY 1987 levels. Smaller, but still significant, reductions have been implemented for our Reserve Components, which are designed to provide critical combat augmentation capability for our Active forces. Reserve Component manpower reductions have totaled nearly 280,000, or over 24 percent since FY 1987, with 34,700 additional spaces being eliminated by FY 2005.

Despite such major downsizing, the Department still makes a substantial commitment to supporting many non-DoD missions/organizations. For example, Service military manpower is committed to a variety of functions, such as treaty enforcement, other Federal agency support, and DoD management. Table 2-6 provides additional information on military manpower assigned outside their parent Services.

Several major initiatives affecting Defense manpower have begun. They have long-term implications for the size, composition, and structure of the Department of Defense. These include a revised definition of and reductions in the acquisition work force, an ongoing review of inherently governmental functions, likely infrastructure changes, and a review of DoD-wide major headquarters activities. As these initiatives are completed and implemented, they will directly impact the manpower request.

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

The Department of Defense continues to question the efficacy of military end strength floors. We believe these arbitrary limits constitute congressional interference with the Secretary's authority to organize and man the Department in accordance with his assessment of the National Security Strategy. Table 1-4 lists major military force units required to execute the National Strategy. Since DoD policy is to maintain as small an active peacetime force as National Security policy, military strategy, and technological advances permit, the Department should remain free from statutory constraints that affect its ability to manage the military force effectively. Further, continuation of end strength floors is disruptive to the Department's plans to implement aspects of the QDR and Defense Reform Initiative. On balance, end strength floors allow Congress to assume operational responsibility for Executive Branch functions.

Civilian Manpower Overview

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

In FY 2001, the Defense Department has programmed approximately 682,500 full-time equivalent (FTE) civilians to accomplish its mission requirements, excluding civil functions. Approximately 52,000 of these civilians are foreign national personnel on DoD's direct payroll or foreign nationals hired indirectly through contractual arrangement with host nations overseas. The FY 2001 level is approximately 2.3 percent (or 16,300) below DoD's FY 2000 authorized level of 698,826 and approximately 5.1 percent (or 36,500) below the actual FY 1999 level of 719,007.

Table 1-4: Major Military Force Units (FY 1999-2001)

		FY 1999 ACTUAL		FY 2000 ESTIMATE		FY 2001 ESTIMATE		
Strategic Forces								
ICBMs								
Air Offense Squadrons / PAA		Active	11	116	14	126	14	130
		Guard/Reserve	3	26	3	24	3	24
Air Defense Squadrons / PAA		Guard/Reserve	6	90	4	60	4	60
Space Squadrons/PAA		Active	5	0	5	0	4	0
		Guard/Reserve	4	0	5	0	5	0
Counter Drug Support Squadrons / PAA			1	4	1	4	1	4
Tactical Forces								
Land Forces								
Army Divisions		Active	10		10		10	
		Guard/Reserve	8		8		8	
Army Separate Brigades & Regiments		Active	3		3		3	
		Guard/Reserve	17		17		17	
Marine Divisions		Active	3		3		3	
		Guard/Reserve	1		1		1	
Tactical Air Forces								
Air Force Squadrons / PAA		Active	119	1,481	117	1,510	116	1,493
		Guard/Reserve	33	477	33	477	33	477
Navy Squadrons / PAA		Active	62	568	60	552	60	556
		Reserve	6	50	6	50	6	50
Carriers		Active	11		11		12	
		Reserve	1		1		0	
Marine Corps Squadrons / PAA		Active	94	980	95	983	94	980
		Reserve	15	165	15	162	15	165
Naval Forces								
Attack Submarines		Active	57		56		55	
Surface Combatants		Active	106		108		108	
		Reserve (Cat A)	10		8		8	
Amphibious Assault Ships		Active	37		37		38	
		Reserve	2		2		2	
Patrol Ships		Active	13		13		13	
Mine Warfare Ships		Active	11		11		11	
		Reserve (Cat A)	5		5		5	
ASW and FAD Squadrons / PAA		Active	48	402	48	402	48	402
		Reserve	10	87	9	65	11	81
Mobility Forces								
Naval Airlift Squadrons / PAA		Active	10	124	10	124	10	124
		Reserve	13	57	13	57	13	57
Air Force Airlift Squadrons / PAA		Active	79	791	77	778	77	759
		Guard/Reserve	29	246	29	246	29	246
Air Refueling Squadrons / PAA		Active-Tactical	3	36	3	36	3	36
		Active-Airlift	22	246	22	246	22	246
		Guard/Reserve	19	204	19	204	19	204
Sealift Forces		Naval Auxiliary Ships	26		26		26	
		Military Sealift Command Ships	41		41		41	

The FY 2001 level reflects the Department's continued streamlining of its infrastructure. The restructuring initiatives identified in this report are all focused on making the Defense Department work better at less cost. The Department is continuing to work with the Congress on necessary legislative reform. We continue to aggressively review DoD component activities to determine whether additional functions performed by Defense personnel could be more efficiently obtained from private sources. However, the Department's streamlining efforts are limited by a number of non-programmatic legislative provisions that preclude or restrict resource savings through competition.

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PART II: END STRENGTH SUMMARIES

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Table 2-1: Department of Defense Manpower Totals

(in thousands)

	FY 1999 <u>ACTUAL</u>	FY 2000 <u>ESTIMATE</u>	FY 2001 <u>ESTIMATE</u>
ARMY			
Active			
Military	479.4	480.0	480.0
Civilians	226.8	218.7	214.5
Subtotal	706.3	698.7	694.5
Selected Reserve			
National Guard	357.5	350.0	350.0
Reserve	206.9	205.0	205.0
Subtotal	564.3	555.0	555.0
Total Military	1,043.8	1,035.0	1,035.0
Total Army	1,270.6	1,253.7	1,249.5
NAVY			
Active			
Military	373.0	371.8	372.0
Civilians	185.8	181.0	175.4
Subtotal	558.9	552.8	547.4
Selected Reserve	89.2	89.1	88.9
Total Military	462.2	460.9	460.9
Total Navy	648.0	642.0	636.3
MARINE CORPS			
Active			
Military	172.6	172.5	172.6
Civilians	17.7	17.3	16.9
Subtotal	190.3	189.8	189.5
Selected Reserve	40.0	39.6	39.5
Total Military	212.6	212.1	212.1
Total Marine Corps	230.3	229.4	229.0
AIR FORCE			
Active			
Military	360.6	357.9	357.0
Civilians	168.7	162.3	160.0
Subtotal	529.3	520.2	517.0
Selected Reserve			
National Guard	105.7	106.7	108.0
Reserve	71.8	73.7	74.3
Subtotal	177.5	180.4	182.3
Total Military	538.1	538.3	539.3
Total Air Force	706.8	700.6	699.3
DEFENSE-WIDE			
Military		Included in Service totals	
Civilians	120.0	119.5	115.7
TOTAL DoD			
Active			
Military	1,385.7	1,382.2	1,381.6
Civilians	719.0	699.1	682.4
Subtotal	2,104.7	2,081.4	2,064.0
Selected Reserve			
National Guard	463.2	456.7	458.0
Reserve	407.8	407.5	407.7
Subtotal	870.9	864.1	865.7
Total Military	2,256.6	2,246.4	2,247.3
Total DoD	2,975.6	2,945.5	2,929.7

NOTE: Totals may not add due to rounding

Table 2-2: Department of Defense Military Manpower by Unit Type

(in thousands)

	FY 1999 ACTUAL			FY 2000 AUTHORIZED			FY 2001 REQUESTED		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
ARMY									
End Strength in Units	61.7	344.9	406.6	62.3	354.7	417.0	62.2	354.8	417.0
Individuals									
Transients	0.7	6.4	7.1	1.5	8.0	9.5	1.5	7.6	9.1
Trainees/Students	10.5	48.1	58.6	9.8	34.9	44.7	9.7	35.5	45.2
Cadets	4.1	0.0	4.1	4.0	0.0	4.0	4.0	0.0	4.0
Patients/Prisoners/Holdees	0.2	2.9	3.1	0.3	3.5	3.8	0.3	3.6	3.9
Undistributed Manning	0.0	0.0	0.0	-0.1	1.1	1.0	0.1	0.7	0.8
Total End Strength	77.2	402.3	479.4	77.8	402.2	480.0	77.8	402.2	480.0
NAVY									
End Strength in Units	45.5	275.0	320.5	45.5	275.1	320.6	45.5	275.9	321.4
Individuals									
Transients	1.3	10.9	12.2	1.3	10.6	11.9	1.3	10.6	11.9
Trainees/Students	6.6	27.6	34.2	6.5	27.1	33.6	6.5	26.4	32.9
Cadets	0.0	4.3	4.3	0.0	4.0	4.0	0.0	4.0	4.0
Patients/Prisoners/Holdees	0.1	1.7	1.8	0.1	1.7	1.8	0.1	1.7	1.8
Undistributed Manning	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total End Strength	53.5	319.5	373.0	53.4	318.5	371.8	53.4	318.6	372.0
MARINE CORPS									
End Strength in Units	14.5	130.4	144.9	14.5	129.1	143.6	14.5	129.1	143.6
Individuals									
Transients	0.5	4.7	5.2	0.5	5.0	5.6	0.5	5.0	5.6
Trainees/Students	2.9	18.7	21.6	2.9	19.5	22.4	2.9	19.5	22.4
Cadets	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Patients/Prisoners/Holdees	0.0	0.9	0.9	0.0	1.1	1.1	0.0	1.1	1.1
Undistributed Manning	0.0	0.0	0.0	0.0	0.0	-0.1	0.0	0.0	0.0
Total End Strength	17.9	154.7	172.6	17.9	154.7	172.5	17.9	154.7	172.6
AIR FORCE									
End Strength in Units	64.1	264.5	328.6	62.9	265.8	328.7	63.6	262.7	326.3
Individuals									
Transients	1.0	3.8	4.8	0.9	3.6	4.5	0.9	3.6	4.5
Trainees/Students	5.3	17.1	22.4	6.1	14.9	21.0	6.0	16.2	22.2
Cadets	0.0	4.1	4.1	0.0	4.0	4.0	0.0	4.0	4.0
Patients/Prisoners/Holdees	0.0	0.2	0.2	0.0	0.2	0.2	0.0	0.2	0.2
Undistributed Manning	-0.1	0.6	0.5	-0.3	-0.2	-0.5	-0.3	0.1	-0.2
Total End Strength	70.3	290.3	360.6	69.6	288.3	357.9	70.2	286.8	357.0
TOTAL DoD									
End Strength in Units	185.8	1,014.8	1,200.6	185.2	1,024.7	1,209.9	185.8	1,022.5	1,208.3
Individuals	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Transients	3.5	25.8	29.3	4.2	27.2	31.5	4.2	26.8	31.1
Trainees/Students	25.3	111.5	136.8	25.3	96.4	121.7	25.1	97.6	122.7
Cadets	4.1	8.4	12.5	4.0	8.0	12.0	4.0	8.0	12.0
Patients/Prisoners/Holdees	0.3	5.7	6.0	0.4	6.5	6.9	0.4	6.6	7.0
Undistributed Manning	-0.1	0.6	0.5	-0.4	0.9	0.4	-0.2	0.8	0.6
Total End Strength	218.9	1,166.8	1,385.7	218.7	1,163.7	1,382.2	219.3	1,162.3	1,381.6

NOTE: Totals may not add due to rounding

Table 2-3: Department of Defense Military End Strength/Civilian Full-Time Equivalents by Infrastructure Category

(in thousands) Force/Infrastructure Category	FY 1999 ACTUAL				FY 2000 ESTIMATE				FY 2001 ESTIMATE			
	Active	Civilian	Guard	Reserve	Active	Civilian	Guard	Reserve	Active	Civilian	Guard	Reserve
1XXX Force Structure	740.3	127.5	414.2	333.5	807.9	128.9	437.6	333.4	812.8	128.8	430.4	329.2
2A2AA Acquisition Infrastructure	5.0	47.1	0.0	1.2	5.0	45.8	0.0	0.9	4.9	44.8	0.0	0.7
2A2AS Acquisition Infrastructure - S&T	2.1	14.3	0.0	0.0	1.9	14.5	0.0	0.0	1.9	14.2	0.0	0.0
2A2AT Acquisition Infrastructure - T&E	5.1	7.2	0.0	0.0	3.9	7.0	0.0	0.0	3.8	6.3	0.0	0.0
2A2BE Environmental	0.3	5.6	0.0	0.0	0.2	5.5	0.0	0.0	0.2	5.4	0.0	0.0
2A2BH Family Housing Activities	0.0	1.2	0.0	0.0	0.0	1.2	0.0	0.0	0.0	1.2	0.0	0.0
2A2BO Base Operations	79.2	73.8	0.4	9.1	56.5	64.7	0.4	7.8	54.0	62.9	1.3	9.5
2A2BP Construction and Planning	0.1	5.9	0.0	0.0	0.1	6.0	0.0	0.0	0.1	6.0	0.0	0.0
2A2BR Real Property Maintenance	13.0	31.9	0.0	0.0	6.8	28.0	0.0	0.0	6.4	26.9	0.0	0.0
2A2BX Base Closure/Environ Compliance	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2A2CA Central C3 - Administration	1.9	0.1	0.0	0.7	2.0	0.1	0.0	0.8	2.0	0.1	0.0	0.8
2A2CB Central C3 - Base Comm/Ops	12.8	5.3	0.0	0.0	9.2	5.2	0.0	0.0	8.3	5.1	0.0	0.0
2A2CI Central C3 - Info Mgt/Services	0.7	2.4	0.0	0.0	0.9	3.0	0.0	0.0	0.9	2.7	0.0	0.0
2A2CM Central C3 - HQ	0.5	1.2	0.0	0.2	0.5	1.2	0.0	0.3	0.5	1.4	0.0	0.2
2A2CN Central C3 - Navigation/Mapping/Geodesy	4.6	0.9	0.6	0.0	4.5	0.9	0.9	0.0	5.2	1.0	0.9	0.0
2A2CS Central C3 - Security	6.4	5.5	0.0	0.6	6.4	5.6	0.0	0.6	6.6	5.6	0.0	0.6
2A2FD Department-Wide Administration	26.7	45.9	2.0	11.4	22.6	47.4	1.4	11.1	21.8	46.7	1.4	12.3
2A2FH Management/Operational Headquarters	33.5	18.6	31.5	14.8	32.5	16.2	3.6	15.1	32.2	16.6	7.6	14.1
2A2FW Geophysical Aids	4.7	1.5	0.5	0.4	3.4	1.5	0.6	0.5	3.3	1.5	0.6	0.5
2A2LA Logistics - Administrative Support	2.1	4.9	0.0	1.0	2.3	5.3	0.0	0.6	2.2	5.1	0.0	0.7
2A2LB Logistics - Installation Support	8.9	14.0	0.0	0.5	5.7	15.6	0.0	0.7	4.4	14.6	0.0	1.5
2A2LC Commissaries and Exchanges	0.0	17.5	0.0	0.0	0.0	17.2	0.0	0.0	0.0	16.5	0.0	0.0
2A2LD Maintenance Activities	2.5	73.4	0.0	2.2	1.8	68.3	0.0	1.7	1.6	67.5	0.0	0.9
2A2LG General Logistics Activities	3.5	43.1	0.0	1.7	3.6	43.9	0.0	2.0	3.5	42.5	0.0	2.2
2A2LM Logistics - Management	0.2	1.7	0.0	0.5	0.2	2.4	0.0	0.4	0.2	2.2	0.0	0.6
2A2LS Supply Operations	0.6	33.9	0.0	1.0	0.6	33.8	0.0	0.7	0.6	31.9	0.0	0.8
2A2LT Transportation	16.3	10.0	0.0	0.0	15.4	10.1	0.0	0.0	14.9	10.0	0.0	0.0
2A2MA Medical - Administrative Support	0.4	0.5	0.0	0.0	0.4	0.5	0.0	0.1	0.6	0.5	0.0	0.1
2A2MB Medical - Installation Support	1.3	2.8	0.0	0.0	2.9	2.4	0.0	0.0	2.8	2.4	0.0	0.0
2A2MC Patient Care	71.5	32.5	5.4	14.0	58.6	32.4	5.1	15.5	58.7	31.6	5.1	15.2
2A2MS Medical Support Activities	20.0	4.9	0.0	3.1	18.8	4.1	0.0	3.7	18.4	4.0	0.0	3.7
2A2PA Personnel - Administrative Support	0.2	0.4	0.0	0.0	0.2	0.4	0.0	0.0	0.2	0.4	0.0	0.0
2A2PB Personnel - Installation Support	0.2	0.3	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.2	0.0	0.0
2A2PD Dependent Support Activities	0.5	21.5	0.0	0.0	0.5	22.0	0.0	0.0	0.5	22.2	0.0	0.0
2A2PG General Personnel Activities	10.4	13.0	0.0	0.6	10.5	12.2	0.0	0.9	10.3	11.5	0.0	0.6
2A2PN Acquisition of New Personnel	28.4	4.0	0.5	3.6	28.0	3.8	0.5	3.1	28.1	3.8	0.5	3.7
2A2PP PCS Costs	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2A2PT Transients and Holding Accounts	16.7	0.0	0.0	0.5	34.2	0.0	0.0	0.5	38.5	0.0	0.0	0.5
2A2TA Training - Administrative Support	1.7	1.8	0.0	0.1	1.5	1.7	0.0	0.2	1.4	1.7	0.0	0.2
2A2TB Training - Installation Support	15.9	19.0	0.0	0.0	12.2	17.6	0.0	0.0	11.2	16.6	0.0	0.0
2A2TC Command Managed Training Programs	26.2	4.5	2.7	0.8	29.7	4.4	3.5	0.5	29.2	4.6	3.0	2.9
2A2TG General Central Training Activities	2.5	1.8	0.0	0.2	3.0	2.0	0.0	0.2	2.8	2.0	0.0	0.2
2A2TN Training of New Personnel	68.0	0.2	0.9	4.0	51.6	0.3	1.4	3.9	49.5	0.2	1.4	3.9
2A2TO Officer Training and Academies	23.2	3.2	0.0	0.0	21.3	3.1	0.0	0.0	21.2	3.0	0.0	0.0
2A2TR Aviation and Flight Training	12.9	2.2	0.0	0.9	11.9	2.3	0.0	1.1	11.9	2.3	0.0	1.2
2A2TS Professional and Skill Training	120.1	13.2	4.4	1.2	103.9	12.2	1.6	1.0	104.7	12.3	5.6	0.8
2BF Resource Adjustments	-5.4	-0.9	0.0	0.0	-0.9	-2.0	0.0	0.0	-0.7	-3.9	0.0	0.1
Totals (may not add due to rounding)	1,385.7	719.0	463.2	407.8	1,382.2	698.8	456.7	407.5	1,381.6	682.6	458.0	407.7
			870.9				864.1				865.7	

**Table 2-3A: Army Military End Strength/Civilian Full-Time Equivalents
by Infrastructure Category**

(in thousands) Infrastructure Category		FY 1999 ACTUAL				FY 2000 AUTHORIZED				FY 2001 REQUESTED			
		Active	Civilian	Guard	Reserve	Active	Civilian	Guard	Reserve	Active	Civilian	Guard	Reserve
1A1	Combat Forces	194.8	6.5	216.1	24.3	199.3	12.6	211.5	10.0	200.0	13.6	193.5	10.2
1A2	Direct Support Forces	107.8	36.4	106.6	177.9	114.1	31.5	134.5	191.0	115.2	31.2	143.6	187.6
1B3	Intelligence Programs	6.4	1.8	0.0	0.0	7.6	1.9	0.0	0.0	7.5	1.9	0.0	0.8
1B6	RDT&E Programs	0.6	2.5	0.0	0.0	0.6	3.1	0.0	0.0	0.6	2.9	0.0	0.0
1BC	C3 for Forces	0.7	3.2	0.0	0.0	0.7	2.6	0.0	0.0	0.6	2.3	0.0	0.0
1BO	Other Defense Mission Programs	0.0	0.2	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.1	0.0	0.0
1BOC	Counterdrug Programs	0.2	0.4	0.0	0.0	0.1	0.7	0.0	0.0	0.1	0.7	0.0	0.0
1BS	Space Programs	0.2	0.1	0.0	0.0	0.1	0.1	0.0	0.0	0.1	0.1	0.0	0.0
2A2AA	Acquisition Infrastructure	0.5	2.5	0.0	0.0	0.4	2.6	0.0	0.0	0.4	2.4	0.0	0.0
2A2AS	Acquisition Infrastructure - S&T	0.8	9.3	0.0	0.0	0.8	9.8	0.0	0.0	0.8	9.7	0.0	0.0
2A2AT	Acquisition Infrastructure - T&E	0.7	3.7	0.0	0.0	0.6	3.6	0.0	0.0	0.6	3.0	0.0	0.0
2A2BE	Environmental	0.0	2.8	0.0	0.0	0.0	2.5	0.0	0.0	0.0	2.4	0.0	0.0
2A2BH	Family Housing Activities	0.0	1.2	0.0	0.0	0.0	1.2	0.0	0.0	0.0	1.2	0.0	0.0
2A2BO	Base Operations	6.1	23.8	0.0	0.0	4.9	18.3	0.0	0.0	4.6	17.7	0.8	0.0
2A2BP	Construction and Planning	0.1	5.9	0.0	0.0	0.1	6.0	0.0	0.0	0.1	6.0	0.0	0.0
2A2BR	Real Property Maintenance	0.2	13.0	0.0	0.0	0.1	10.2	0.0	0.0	0.1	9.9	0.0	0.0
2A2CA	Central C3 - Administration	0.7	0.0	0.0	0.0	0.8	0.0	0.0	0.0	0.8	0.0	0.0	0.0
2A2CB	Central C3 - Base Comm/Ops	0.4	0.7	0.0	0.0	0.3	0.4	0.0	0.0	0.3	0.4	0.0	0.0
2A2CI	Central C3 - Info Mgt/Services	0.4	1.8	0.0	0.0	0.6	2.2	0.0	0.0	0.6	2.0	0.0	0.0
2A2CM	Central C3 - HQ	0.1	0.3	0.0	0.0	0.2	0.4	0.0	0.0	0.2	0.4	0.0	0.0
2A2CN	Central C3 - Navigation/Mapping/Geodesy	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2A2CS	Central C3 - Security	0.2	0.1	0.0	0.0	0.1	0.2	0.0	0.0	0.1	0.2	0.0	0.0
2A2FD	Department-Wide Administration	6.8	7.5	0.0	2.2	4.7	8.1	0.0	1.4	4.7	8.3	0.0	1.4
2A2FH	Management/Operational Headquarters	4.8	12.6	30.4	0.0	7.0	10.4	2.5	0.0	7.0	10.8	6.5	0.0
2A2FW	Geophysical Aids	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2A2LA	Logistics - Administrative Support	0.5	1.6	0.0	0.0	0.5	1.7	0.0	0.0	0.5	1.6	0.0	0.0
2A2LB	Logistics - Installation Support	0.3	2.5	0.0	0.0	0.5	5.4	0.0	0.0	0.5	5.1	0.0	0.0
2A2LC	Commissaries and Exchanges	0.0	0.3	0.0	0.0	0.0	0.3	0.0	0.0	0.0	0.3	0.0	0.0
2A2LD	Maintenance Activities	0.1	18.1	0.0	0.0	0.0	17.5	0.0	0.0	0.0	16.5	0.0	0.0
2A2LG	General Logistics Activities	0.2	6.4	0.0	0.0	0.3	6.8	0.0	0.0	0.3	7.2	0.0	0.0
2A2LM	Logistics - Management	0.1	0.7	0.0	0.0	0.1	1.1	0.0	0.0	0.1	1.1	0.0	0.0
2A2LS	Supply Operations	0.0	3.2	0.0	0.0	0.0	3.2	0.0	0.0	0.0	3.1	0.0	0.0
2A2LT	Transportation	0.3	2.4	0.0	0.0	0.3	2.3	0.0	0.0	0.4	2.2	0.0	0.0
2A2MA	Medical - Administrative Support	0.1	0.3	0.0	0.0	0.1	0.3	0.0	0.0	0.1	0.3	0.0	0.0
2A2MB	Medical - Installation Support	0.1	1.2	0.0	0.0	0.1	0.8	0.0	0.0	0.1	0.8	0.0	0.0
2A2MC	Patient Care	19.6	19.1	0.0	0.0	18.1	18.6	0.0	0.6	18.1	18.2	0.0	0.6
2A2MS	Medical Support Activities	8.6	3.2	0.0	0.0	7.9	2.7	0.0	0.0	7.9	2.6	0.0	0.0
2A2PA	Personnel - Administrative Support	0.1	0.1	0.0	0.0	0.2	0.1	0.0	0.0	0.2	0.1	0.0	0.0
2A2PB	Personnel - Installation Support	0.0	0.3	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.2	0.0	0.0
2A2PD	Dependent Support Activities	0.0	2.8	0.0	0.0	0.0	3.0	0.0	0.0	0.0	2.9	0.0	0.0
2A2PG	General Personnel Activities	2.2	5.0	0.0	0.0	2.0	4.4	0.0	0.0	1.8	4.3	0.0	0.0
2A2PN	Acquisition of New Personnel	14.1	2.8	0.0	1.9	14.6	2.5	0.0	1.6	14.6	2.5	0.0	2.0
2A2PT	Transients and Holding Accounts	10.2	0.0	0.0	0.0	13.3	0.0	0.0	0.0	13.0	0.0	0.0	0.0
2A2TA	Training - Administrative Support	0.4	0.8	0.0	0.0	0.3	0.9	0.0	0.0	0.3	0.8	0.0	0.0
2A2TB	Training - Installation Support	5.7	9.8	0.0	0.0	4.6	9.0	0.0	0.0	3.9	8.3	0.0	0.0
2A2TC	Command Managed Training Programs	0.5	0.5	0.0	0.0	0.5	0.3	0.0	0.0	0.5	0.3	0.0	2.2
2A2TG	General Central Training Activities	1.9	1.1	0.0	0.0	2.2	1.1	0.0	0.0	2.1	1.2	0.0	0.0
2A2TN	Training of New Personnel	31.8	0.2	0.0	0.0	24.3	0.2	0.0	0.0	24.6	0.2	0.0	0.0
2A2TO	Officer Training and Academies	7.3	1.3	0.0	0.0	7.3	1.4	0.0	0.0	6.9	1.4	0.0	0.0
2A2TR	Aviation and Flight Training	2.5	0.6	0.0	0.0	2.6	0.6	0.0	0.0	2.5	0.6	0.0	0.0
2A2TS	Professional and Skill Training	40.3	6.5	4.4	0.6	36.2	5.6	1.5	0.4	36.6	5.6	5.6	0.2
2BF	Resource Adjustments	0.1	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.4	0.0	0.0	0.0
Totals (may not add due to rounding)		479.4	226.8	357.5	206.9	480.0	218.6	350.0	205.0	480.0	214.4	350.0	205.0

**Table 2-3B: Navy Military End Strength/Civilian Full-Time Equivalents
by Infrastructure Category**

(in thousands)		FY 1999 ACTUAL			FY 2000 ESTIMATE			FY 2001 ESTIMATE		
		Active	Civilian	Reserve	Active	Civilian	Reserve	Active	Civilian	Reserve
Force/Infrastructure Category										
1XXX	Force Structure	191.7	18.1	46.8	202.4	18.2	46.8	203.5	18.1	44.4
2A2AA	Acquisition Infrastructure	0.8	39.7	0.6	0.9	38.4	0.5	0.9	37.8	0.3
2A2AS	Acquisition Infrastructure - S&T	0.0	0.3	0.0	0.0	0.3	0.0	0.0	0.3	0.0
2A2AT	Acquisition Infrastructure - T&E	0.2	0.0	0.0	0.3	0.0	0.0	0.3	0.0	0.0
2A2BE	Environmental	0.0	0.6	0.0	0.0	0.6	0.0	0.0	0.6	0.0
2A2BH	Family Housing Activities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2A2BO	Base Operations	21.9	29.9	9.1	19.0	28.8	7.8	18.8	27.5	9.4
2A2BR	Real Property Maintenance	0.6	2.9	0.0	0.5	3.0	0.0	0.5	2.9	0.0
2A2BX	Base Closure/Environ Compliance	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2A2CA	Central C3 - Administration	0.4	0.0	0.4	0.4	0.0	0.4	0.4	0.0	0.4
2A2CB	Central C3 - Base Comm/Ops	0.3	0.1	0.0	0.2	0.1	0.0	0.2	0.2	0.0
2A2CI	Central C3 - Info Mgt/Services	0.0	0.1	0.0	0.0	0.1	0.0	0.0	0.1	0.0
2A2CM	Central C3 - HQ	0.3	0.4	0.1	0.3	0.4	0.2	0.2	0.4	0.1
2A2CN	Central C3 - Navigation/Mapping/Geodesy	0.0	0.4	0.0	0.0	0.4	0.0	0.0	0.4	0.0
2A2CS	Central C3 - Security	2.3	2.3	0.1	2.6	2.3	0.2	2.7	2.3	0.2
2A2FD	Department-Wide Administration	6.4	4.1	1.5	4.8	4.4	1.6	4.7	4.4	2.8
2A2FH	Management/Operational Headquarters	16.7	2.2	12.2	14.7	2.1	12.8	14.7	2.2	11.7
2A2FW	Geophysical Aids	1.2	1.0	0.2	1.2	0.9	0.3	1.2	0.9	0.3
2A2LA	Logistics - Administrative Support	0.4	1.1	1.0	0.7	1.5	0.6	0.7	1.5	0.7
2A2LB	Logistics - Installation Support	0.4	0.4	0.5	0.2	0.5	0.7	0.3	0.5	1.5
2A2LC	Commissaries and Exchanges	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2A2LD	Maintenance Activities	1.3	30.0	2.2	0.9	28.6	1.7	0.9	28.4	0.9
2A2LG	General Logistics Activities	2.2	12.6	0.4	2.3	13.1	0.5	2.3	12.5	0.7
2A2LM	Logistics - Management	0.0	0.0	0.5	0.0	0.3	0.4	0.0	0.2	0.6
2A2LS	Supply Operations	0.4	7.5	1.0	0.4	7.0	0.7	0.4	6.9	0.8
2A2LT	Transportation	1.2	5.6	0.0	1.3	5.8	0.0	0.7	5.7	0.0
2A2MA	Medical - Administrative Support	0.2	0.2	0.0	0.2	0.2	0.1	0.2	0.2	0.1
2A2MB	Medical - Installation Support	0.9	1.5	0.0	2.6	1.5	0.0	2.6	1.5	0.0
2A2MC	Patient Care	22.6	7.3	5.6	22.9	8.0	6.5	22.9	7.8	6.1
2A2MS	Medical Support Activities	6.3	1.3	3.1	5.6	0.9	3.7	5.7	0.9	3.7
2A2PA	Personnel - Administrative Support	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2A2PB	Personnel - Installation Support	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2A2PD	Dependent Support Activities	0.1	2.3	0.0	0.1	2.2	0.0	0.1	2.1	0.0
2A2PG	General Personnel Activities	4.7	4.8	0.6	5.1	4.8	0.9	5.0	4.3	0.6
2A2PN	Acquisition of New Personnel	7.5	0.6	1.2	6.4	0.6	1.0	6.4	0.6	1.2
2A2PT	Transients and Holding Accounts	0.0	0.0	0.5	13.8	0.0	0.5	13.7	0.0	0.5
2A2TA	Training - Administrative Support	0.1	0.2	0.0	0.1	0.2	0.0	0.1	0.2	0.0
2A2TB	Training - Installation Support	2.2	2.9	0.0	1.3	2.5	0.0	1.2	2.4	0.0
2A2TC	Command Managed Training Programs	9.1	1.2	0.8	11.7	1.3	0.5	11.5	1.4	0.7
2A2TG	General Central Training Activities	0.1	0.4	0.0	0.3	0.4	0.0	0.2	0.4	0.0
2A2TN	Training of New Personnel	16.7	0.0	0.1	9.6	0.0	0.1	9.7	0.0	0.1
2A2TO	Officer Training and Academies	7.0	1.0	0.0	6.4	0.8	0.0	6.3	0.8	0.0
2A2TR	Aviation and Flight Training	4.8	0.3	0.2	4.4	0.3	0.3	4.4	0.3	0.3
2A2TS	Professional and Skill Training	41.1	2.8	0.5	27.9	2.7	0.6	28.2	2.8	0.6
2BF	Resource Adjustments	0.2	-0.2	0.0	0.1	-1.9	0.0	0.1	-3.9	0.1
Totals (may not add due to rounding)		373.0	185.8	89.2	371.8	181.0	89.1	372.0	175.4	88.9

**Table 2-3C: Marine Corps Military End Strength/Civilian Full-Time
Equivalents by Infrastructure Category**

(in thousands) Force/Infrastructure Category		FY 1999 ACTUAL			FY 2000 ESTIMATE			FY 2001 ESTIMATE		
		Active	Civilian	Reserve	Active	Civilian	Reserve	Active	Civilian	Reserve
1XXX	Force Structure	101.7	0.2	34.7	102.6	0.2	34.3	104.1	0.2	34.3
2A2AA	Acquisition Infrastructure	0.7	0.0	0.0	0.7	0.0	0.0	0.7	0.0	0.0
2A2AS	Acquisition Infrastructure - S&T	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2A2AT	Acquisition Infrastructure - T&E	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2A2BE	Environmental	0.0	0.5	0.0	0.0	0.4	0.0	0.0	0.4	0.0
2A2BH	Family Housing Activities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2A2BO	Base Operations	8.4	4.7	0.0	8.4	4.6	0.0	8.5	4.6	0.0
2A2BR	Real Property Maintenance	0.2	4.1	0.0	0.2	3.7	0.0	0.2	3.5	0.0
2A2BX	Base Closure/Environ Compliance	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2A2CA	Central C3 - Administration	0.1	0.0	0.0	0.1	0.0	0.0	0.1	0.0	0.0
2A2CB	Central C3 - Base Comm/Ops	0.2	0.3	0.0	0.2	0.3	0.0	0.3	0.3	0.0
2A2CI	Central C3 - Info Mgt/Services	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2A2CM	Central C3 - HQ	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2A2CN	Central C3 - Navigation/Mapping/Geodesy	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2A2CS	Central C3 - Security	2.5	0.0	0.0	2.4	0.0	0.0	2.5	0.0	0.0
2A2FD	Department-Wide Administration	3.6	0.5	2.2	3.7	0.4	2.1	3.8	0.4	2.0
2A2FH	Management/Operational Headquarters	1.1	0.1	0.0	1.1	0.1	0.0	1.0	0.1	0.0
2A2FW	Geophysical Aids	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2A2LA	Logistics - Administrative Support	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2A2LB	Logistics - Installation Support	1.0	0.9	0.0	1.0	0.9	0.0	1.0	0.8	0.0
2A2LC	Commissaries and Exchanges	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2A2LD	Maintenance Activities	0.1	1.6	0.0	0.1	1.8	0.0	0.1	1.8	0.0
2A2LG	General Logistics Activities	0.2	0.9	0.0	0.2	0.9	0.0	0.2	0.9	0.0
2A2LM	Logistics - Management	0.0	0.7	0.0	0.0	0.6	0.0	0.0	0.6	0.0
2A2LS	Supply Operations	0.1	0.0	0.0	0.1	0.0	0.0	0.1	0.0	0.0
2A2LT	Transportation	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2A2MA	Medical - Administrative Support	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2A2MB	Medical - Installation Support	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2A2MC	Patient Care	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2A2MS	Medical Support Activities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2A2PA	Personnel - Administrative Support	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2A2PB	Personnel - Installation Support	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2A2PD	Dependent Support Activities	0.0	0.6	0.0	0.0	0.7	0.0	0.0	0.7	0.0
2A2PG	General Personnel Activities	1.4	0.6	0.0	1.4	0.5	0.0	1.4	0.5	0.0
2A2PN	Acquisition of New Personnel	3.7	0.2	0.2	3.6	0.2	0.2	3.6	0.2	0.2
2A2PT	Transients and Holding Accounts	5.1	0.0	0.0	5.0	0.0	0.0	6.7	0.0	0.0
2A2TA	Training - Administrative Support	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2A2TB	Training - Installation Support	2.5	1.4	0.0	2.4	1.4	0.0	2.4	1.3	0.0
2A2TC	Command Managed Training Programs	3.5	0.1	0.0	3.6	0.0	0.0	3.6	0.0	0.0
2A2TG	General Central Training Activities	0.0	0.1	0.0	0.0	0.1	0.0	0.0	0.1	0.0
2A2TN	Training of New Personnel	13.9	0.0	3.0	13.5	0.0	3.0	10.6	0.0	3.0
2A2TO	Officer Training and Academies	1.2	0.0	0.0	1.2	0.0	0.0	1.3	0.0	0.0
2A2TR	Aviation and Flight Training	1.3	0.0	0.0	1.3	0.0	0.0	1.3	0.0	0.0
2A2TS	Professional and Skill Training	20.1	0.2	0.0	19.8	0.3	0.0	19.1	0.3	0.0
2BF	Resource Adjustments	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Totals (may not add due to rounding)		172.6	17.7	40.0	172.5	17.3	39.6	172.6	16.9	39.5

**Table 2-3D: Air Force Military End Strength/Civilian Full-Time
Equivalents by Infrastructure Category**

(in thousands) <u>Force/Infrastructure Category</u>		FY 1999 ACTUAL				FY 2000 ESTIMATE				FY 2001 ESTIMATE			
		Active	Civilian	Guard	Reserve	Active	Civilian	Guard	Reserve	Active	Civilian	Guard	Reserve
1XXX	Force Structure	136.2	40.2	91.5	49.8	180.4	41.0	91.6	51.4	181.0	41.1	93.3	51.9
2A2AA	Acquisition Infrastructure	3.0	4.5	0.0	0.6	3.0	4.2	0.0	0.4	2.9	4.0	0.0	0.4
2A2AS	Acquisition Infrastructure - S&T	1.3	4.5	0.0	0.0	1.1	4.2	0.0	0.0	1.1	3.9	0.0	0.0
2A2AT	Acquisition Infrastructure - T&E	4.2	3.6	0.0	0.0	3.1	3.5	0.0	0.0	3.0	3.3	0.0	0.0
2A2BE	Environmental	0.3	1.7	0.0	0.0	0.2	2.0	0.0	0.0	0.2	2.0	0.0	0.0
2A2BO	Base Operations	42.8	15.4	0.4	0.0	24.3	13.0	0.4	0.1	22.1	13.0	0.4	0.1
2A2BR	Real Property Maintenance	12.1	11.8	0.0	0.0	6.0	11.0	0.0	0.0	5.6	10.5	0.0	0.0
2A2BX	Base Closure/Environ Compliance	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2A2CA	Central C3 - Administration	0.7	0.1	0.0	0.3	0.7	0.1	0.0	0.5	0.7	0.1	0.0	0.5
2A2CB	Central C3 - Base Comm/Ops	11.9	4.2	0.0	0.0	8.5	4.4	0.0	0.0	7.5	4.2	0.0	0.0
2A2CI	Central C3 - Info Mgt/Services	0.3	0.4	0.0	0.0	0.3	0.4	0.0	0.0	0.3	0.4	0.0	0.0
2A2CM	Central C3 - HQ	0.0	0.0	0.0	0.1	0.1	0.1	0.0	0.1	0.1	0.1	0.0	0.1
2A2CN	Central C3 - Navigation/Mapping/Geodesy	4.5	0.5	0.6	0.0	4.5	0.4	0.9	0.0	5.1	0.6	0.9	0.0
2A2CS	Central C3 - Security	1.3	0.4	0.0	0.4	1.2	0.4	0.0	0.4	1.2	0.4	0.0	0.4
2A2FD	Department-Wide Administration	10.0	6.8	2.0	5.6	9.4	7.0	1.4	5.9	8.6	6.7	1.4	6.0
2A2FH	Management/Operational Headquarters	10.8	3.1	1.2	2.5	9.7	2.9	1.1	2.4	9.4	3.0	1.1	2.4
2A2FW	Geophysical Aids	3.4	0.5	0.5	0.3	2.2	0.6	0.6	0.3	2.1	0.5	0.6	0.3
2A2LA	Logistics - Administrative Support	1.1	1.1	0.0	0.0	1.1	1.1	0.0	0.0	1.0	1.0	0.0	0.0
2A2LB	Logistics - Installation Support	7.2	10.2	0.0	0.0	4.0	8.9	0.0	0.0	2.7	8.2	0.0	0.0
2A2LC	Commissaries and Exchanges	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2A2LD	Maintenance Activities	1.2	23.6	0.0	0.0	0.7	20.4	0.0	0.0	0.5	20.8	0.0	0.0
2A2LG	General Logistics Activities	0.9	7.7	0.0	1.3	0.8	7.9	0.0	1.5	0.8	7.6	0.0	1.5
2A2LM	Logistics - Management	0.1	0.3	0.0	0.0	0.1	0.3	0.0	0.0	0.1	0.3	0.0	0.0
2A2LS	Supply Operations	0.1	2.0	0.0	0.0	0.1	2.1	0.0	0.0	0.1	2.0	0.0	0.0
2A2LT	Transportation	14.8	2.0	0.0	0.0	13.8	2.1	0.0	0.0	13.7	2.1	0.0	0.0
2A2MA	Medical - Administrative Support	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.0
2A2MB	Medical - Installation Support	0.2	0.1	0.0	0.0	0.2	0.1	0.0	0.0	0.2	0.1	0.0	0.0
2A2MC	Patient Care	29.3	5.7	5.4	8.4	17.5	5.5	5.1	8.4	17.7	5.3	5.1	8.4
2A2MS	Medical Support Activities	5.1	0.4	0.0	0.0	5.3	0.5	0.0	0.0	4.7	0.5	0.0	0.0
2A2PD	Dependent Support Activities	0.4	2.6	0.0	0.0	0.4	2.9	0.0	0.0	0.4	3.2	0.0	0.0
2A2PG	General Personnel Activities	2.1	1.5	0.0	0.0	2.0	1.4	0.0	0.0	2.0	1.4	0.0	0.0
2A2PN	Acquisition of New Personnel	3.2	0.4	0.5	0.4	3.3	0.5	0.5	0.3	3.3	0.5	0.5	0.3
2A2PT	Transients and Holding Accounts	1.4	0.0	0.0	0.0	2.1	0.0	0.0	0.0	5.1	0.0	0.0	0.0
2A2TA	Training - Administrative Support	1.2	0.7	0.0	0.1	1.0	0.7	0.0	0.2	1.0	0.6	0.0	0.2
2A2TB	Training - Installation Support	5.6	5.0	0.0	0.0	4.0	4.6	0.0	0.0	3.6	4.5	0.0	0.0
2A2TC	Command Managed Training Programs	13.0	2.7	2.7	0.0	14.1	2.8	3.5	0.0	13.6	2.8	3.0	0.0
2A2TG	General Central Training Activities	0.5	0.2	0.0	0.2	0.5	0.3	0.0	0.2	0.5	0.3	0.0	0.2
2A2TN	Training of New Personnel	5.5	0.0	0.9	1.0	4.2	0.0	1.4	0.8	4.5	0.0	1.4	0.8
2A2TO	Officer Training and Academies	7.7	0.8	0.0	0.0	6.4	0.9	0.0	0.0	6.7	0.8	0.0	0.0
2A2TR	Aviation and Flight Training	4.4	1.3	0.0	0.7	3.6	1.4	0.0	0.8	3.7	1.5	0.0	0.9
2A2TS	Professional and Skill Training	18.6	3.5	0.1	0.0	19.9	3.2	0.1	0.0	20.8	3.2	0.1	0.0
2BF	Resource Adjustments	-5.7	-1.0	0.0	0.0	-2.0	-0.3	0.0	0.0	-1.1	-0.3	0.0	0.0
Totals (may not add due to rounding)		360.6	168.7	105.7	71.8	357.9	162.3	106.7	73.7	357.0	160.0	108.0	74.3

**Table 2-3E: Defense-Wide Civilian Full-Time Equivalents
by Infrastructure Category**

(in thousands)

<u>Force/Infrastructure Category</u>	<u>FY 1999 ACTUAL</u>	<u>FY 2000 ESTIMATE</u>	<u>FY 2001 ESTIMATE</u>
1XXX Force Structure	18.0	17.0	16.7
2A2AA Acquisition Infrastructure	0.5	0.6	0.6
2A2AS Acquisition Infrastructure - S&T	0.2	0.2	0.2
2A2BE Environmental	0.0	0.0	0.0
2A2BR Real Property Maintenance	0.1	0.1	0.1
2A2CI Central C3 - Info Mgt/Services	0.2	0.3	0.2
2A2CM Central C3 - HQ	0.4	0.4	0.6
2A2CS Central C3 - Security	2.7	2.7	2.7
2A2FD Department-Wide Administration	27.0	27.5	26.9
2A2FH Management/Operational Headquarters	0.7	0.6	0.6
2A2LA Logistics - Administrative Support	1.0	1.0	1.0
2A2LB Logistics - Installation Support	0.0	0.0	0.0
2A2LC Commissaries and Exchanges	17.2	16.9	16.2
2A2LG General Logistics Activities	15.6	15.1	14.4
2A2LM Logistics - Management	0.0	0.0	0.0
2A2LS Supply Operations	21.3	21.6	20.0
2A2MA Medical - Administrative Support	0.0	0.0	0.0
2A2MB Medical - Installation Support	0.0	0.0	0.0
2A2MC Patient Care	0.3	0.3	0.3
2A2MS Medical Support Activities	0.0	0.0	0.0
2A2PA Personnel - Administrative Support	0.3	0.3	0.3
2A2PD Dependent Support Activities	13.2	13.2	13.2
2A2PG General Personnel Activities	1.0	1.0	1.0
2A2PN Acquisition of New Personnel	0.0	0.0	0.0
2A2TS Professional and Skill Training	0.2	0.5	0.5
2BF Resource Adjustments	0.3	0.3	0.3
Totals (may not add due to rounding)	120.0	119.5	115.7

Table 2-4: Reserve Component Military Technicians

(in thousands)	Major Headquarters			High Priority Units			Other			Total		
	Dual Status	Non-Dual Status	Total	Dual Status	Non-Dual Status	Total	Dual Status	Non-Dual Status	Total	Dual Status	Non-Dual Status	Total
Fiscal Year 1999												
ARMY												
Army National Guard												
Required	0.0	0.0	0.0	17.2	0.0	17.2	4.7	1.9	6.6	21.9	1.9	23.8
Estimate	0.0	0.0	0.0	18.4	0.0	18.4	4.7	1.7	6.4	23.1	1.7	24.8
Actual	0.0	0.0	0.0	17.0	0.0	17.0	4.7	1.9	6.6	21.7	1.9	23.6
Army Reserve												
Required	0.0	0.0	0.0	9.1	0.0	9.1	1.2	0.0	1.2	10.3	0.0	10.3
Estimate	0.0	0.0	0.0	5.4	0.3	5.7	0.0	0.8	0.8	5.4	1.1	6.5
Actual	0.0	0.0	0.0	4.2	0.6	4.9	0.6	0.9	1.5	4.8	1.5	6.3
AIR FORCE												
Air National Guard												
Required	0.0	0.0	0.0	22.4	0.3	22.8	0.0	0.0	0.0	22.4	0.3	22.8
Estimate	0.0	0.0	0.0	22.4	0.3	22.8	0.0	0.0	0.0	22.4	0.3	22.8
Actual	0.0	0.0	0.0	22.6	0.3	22.9	0.0	0.0	0.0	22.6	0.3	22.9
Air Force Reserve												
Required	0.04	0.0	0.0	9.6	0.0	9.6	0.1	0.0	0.1	9.7	0.0	9.7
Estimate	0.04	0.0	0.0	9.6	0.0	9.6	0.1	0.0	0.1	9.8	0.0	9.8
Actual	0.04	0.0	0.0	9.2	0.0	9.2	0.2	0.0	0.2	9.5	0.0	9.5
Fiscal Year 2000												
ARMY												
Army National Guard												
Required	0.0	0.0	0.0	16.4	0.0	16.4	5.0	1.8	6.8	21.4	1.8	23.2
Estimate	0.0	0.0	0.0	18.1	0.0	18.1	5.0	1.8	6.8	23.1	1.8	24.9
Actual	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Army Reserve												
Required	0.0	0.0	0.0	11.5	0.0	11.5	1.6	0.0	1.6	13.1	0.0	13.1
Estimate	0.0	0.0	0.0	5.2	0.5	5.7	0.0	0.8	0.8	5.2	1.3	6.5
Actual	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
AIR FORCE												
Air National Guard												
Required	0.0	0.0	0.0	22.3	0.3	22.6	0.0	0.0	0.0	22.3	0.3	22.6
Estimate	0.0	0.0	0.0	22.3	0.3	22.6	0.0	0.0	0.0	22.3	0.3	22.6
Actual	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Air Force Reserve												
Required	0.04	0.0	0.0	9.6	0.0	9.6	0.1	0.0	0.1	9.7	0.0	9.7
Estimate	0.04	0.0	0.0	9.6	0.0	9.6	0.1	0.0	0.1	9.8	0.0	9.8
Actual	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table 2-5: Full-Time Support to the Selected Reserves

(in thousands)	<u>FY 1999 ACTUAL</u>	<u>FY 2000 ESTIMATE</u>	<u>FY 2001 ESTIMATE</u>
ARMY RESERVE			
Active Guard/Reserve	13.0	12.8	12.8
Army Reserve Technicians	6.4	6.5	6.4
Dual Status	4.8	5.2	5.2
Non-Dual Status	1.5	1.3	1.2
Active Component with Reserve Units	0.5	0.5	0.5
Civilians	1.2	1.2	1.2
Subtotal	21.0	21.0	21.0
ARMY NATIONAL GUARD			
Active Guard/Reserve	21.9	22.4	22.4
Military Technicians	23.6	24.9	24.0
Dual Status	21.7	23.1	22.4
Non-Dual Status	1.9	1.8	1.6
Active Component with Reserve Units	0.2	0.2	0.2
Civilians	0.5	0.5	0.5
Subtotal	46.1	48.1	47.1
NAVAL RESERVE			
Active Guard/Reserve (TAR)	15.9	15.0	14.6
Active Component with Reserve Units	6.4	6.2	6.2
Civilians	1.8	1.7	1.6
Subtotal	24.1	22.9	22.5
MARINE CORPS RESERVE			
Active Guard/Reserve	2.3	2.3	2.2
Active Component with Reserve Units	4.2	4.1	4.1
Civilians	0.2	0.2	0.2
Subtotal	6.7	6.5	6.4
AIR FORCE RESERVE			
Active Guard/Reserve	1.0	1.1	1.3
Air Reserve Technicians	9.5	9.8	9.7
Dual Status	9.5	9.8	9.7
Non-Dual Status	0.0	0.0	0.0
Active Component with Reserve Units	0.7	0.7	0.8
Civilians	5.3	5.2	5.0
Subtotal	16.5	16.8	16.7
AIR NATIONAL GUARD			
Active Guard/Reserve	11.0	11.2	11.1
Military Technicians	22.9	22.6	22.5
Dual Status	22.6	22.2	22.2
Non-Dual Status	0.3	0.3	0.3
Active Component with Reserve Units	0.7	0.7	0.7
Civilians	1.4	1.4	1.4
Subtotal	36.0	35.9	35.8
DoD TOTALS			
Active Guard/Reserve	65.0	64.8	64.5
Military Technicians	62.3	63.8	62.7
Active Component with Reserve Units	12.7	12.4	12.4
Civilians	10.3	10.2	9.8
Total	150.3	151.1	149.5

NOTE: Totals may not add due to rounding

Table 2-6: Manpower in Defense-Level Activities or Accounts

	FY 1999 ACTUAL			FY 2000 ESTIMATE			FY 2001 ESTIMATE		
	Military	Civilian	Total	Military	Civilian	Total	Military	Civilian	Total
OSD-Level (Note 1)									
Office of the Secretary of Defense, and OSD Managed Programs	526	1,393	1,919	471	1,396	1,867	471	1,463	1,934
<u>Office of the DoD Inspector General</u>	<u>33</u>	<u>1,191</u>	<u>1,224</u>	<u>29</u>	<u>1,213</u>	<u>1,242</u>	<u>29</u>	<u>1,213</u>	<u>1,242</u>
Subtotal	559	2,584	3,143	500	2,609	3,109	500	2,676	3,176
Defense Agencies (Note 1)									
Ballistic Missile Defense Organization	134	321	455	142	405	547	141	389	530
Communications-Intelligence (Note 3)	3,985	16,337	20,322	5,310	16,640	21,950	5,298	16,455	21,753
Defense Advanced Research Projects Agency	12	134	146	18	160	178	18	159	177
Defense Commissary Agency	9	17,448	17,457	12	17,102	17,114	12	16,456	16,468
Defense Contract Audit Agency	0	3,921	3,921	0	3,959	3,959	0	3,999	3,999
Defense Finance & Accounting Service	1,511	17,950	19,461	1,519	18,309	19,828	1,357	17,602	18,959
Defense Legal Services Agency	7	80	87	11	92	103	11	103	114
Defense Logistics Agency	1,142	40,907	42,049	1,351	39,805	41,156	1,344	37,393	38,737
Defense Security Cooperation Agency	39	303	342	42	304	346	42	305	347
Defense Security Service	0	2,527	2,527	0	2,609	2,609	0	2,688	2,688
<u>Defense Threat Reduction Agency</u>	<u>784</u>	<u>961</u>	<u>1,745</u>	<u>1,052</u>	<u>950</u>	<u>2,002</u>	<u>1,054</u>	<u>980</u>	<u>2,034</u>
Subtotal	7,623	100,889	108,512	9,457	100,335	109,792	9,277	96,529	105,806
DoD Field Activities (Note 1)									
American Forces Information Service	380	308	688	354	309	663	341	302	643
Defense Prisoner of War/Missing Persons Office	25	78	103	46	74	120	46	69	115
DoD Education Activity	1	13,482	13,483	1	13,452	13,453	1	13,459	13,460
DoD Human Resources Activity	8	687	695	15	679	694	15	677	692
Office of Economic Adjustment	6	38	44	3	39	42	3	39	42
TRICARE Management Activity	66	321	387	66	297	363	66	297	363
<u>Washington Headquarters Services</u>	<u>157</u>	<u>1,357</u>	<u>1,514</u>	<u>162</u>	<u>1,400</u>	<u>1,562</u>	<u>162</u>	<u>1,410</u>	<u>1,572</u>
Subtotal	643	16,271	16,914	647	16,250	16,897	634	16,253	16,887
Other Defense-Wide Organizations (Note 1)									
Uniformed Services University of the Health Sciences (Note 4)	0	115	115	0	124	124	0	124	124
<u>United States Court of Appeals for the Armed Services</u>	<u>0</u>	<u>53</u>	<u>53</u>	<u>0</u>	<u>59</u>	<u>59</u>	<u>0</u>	<u>59</u>	<u>59</u>
Subtotal	0	168	168	0	183	183	0	183	183
Joint Staff and Unified/Combined Commands (Note 2)									
The Joint Staff	1,164	192	1,356	1,095	204	1,299	1,085	203	1,288
CJCS Controlled Activities	0	0	0	0	0	0	291	334	625
United States Central Command	0	0	0	0	0	0	1,138	175	1,313
United States European Command	0	0	0	0	0	0	1,458	503	1,961
United States Joint Forces Command	0	0	0	0	0	0	1,770	855	2,625
United States Pacific Command	0	0	0	0	0	0	2,334	778	3,112
United States Southern Command	0	0	0	0	0	0	825	388	1,213
United States Space Command	0	0	0	0	0	0	633	119	752
United States Special Operations Command (Note 5)	0	0	0	1,196	477	1,673	1,315	994	2,309
United States Strategic Command	0	0	0	0	0	0	1,495	369	1,864
United States Transportation Command (Note 6)	0	0	0	126	0	126	488	508	996
North American Aerospace Defense Command	0	0	0	0	0	0	232	31	263
<u>North Atlantic Treaty Organization</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>3,791</u>	<u>0</u>	<u>3,791</u>
Subtotal	1,164	192	1,356	2,417	681	3,098	16,855	5,257	22,112
Other Organizations (Note 1)									
Uniformed Services University of the Health Sciences	0	115	115	0	124	124	0	124	124
<u>United States Court of Appeals for the Armed Services</u>	<u>0</u>	<u>53</u>	<u>53</u>	<u>0</u>	<u>59</u>	<u>59</u>	<u>0</u>	<u>59</u>	<u>59</u>
Subtotal	0	168	168	0	183	183	0	183	183
Program Manager Manpower (Note 7)									
Defense Health Program (Note 8)	94,452	39,681	134,133	92,342	38,888	131,230	92,339	38,031	130,370
Special Operations Forces (Note 9)	29,596	2,762	32,358	28,043	2,655	30,698	27,978	2,663	30,641
Special Operations Forces (Note 9)	29,596	2,762	32,358	28,043	2,655	30,698	27,978	2,663	30,641
<u>Transportation Working Capital Fund (Note 10)</u>	<u>15,261</u>	<u>0</u>	<u>15,261</u>	<u>14,031</u>	<u>0</u>	<u>14,031</u>	<u>13,754</u>	<u>0</u>	<u>13,754</u>
Subtotal	139,309	42,443	181,752	134,416	41,543	175,959	134,071	40,694	174,765

NOTES:

- 1 Military end strength numbers shown for information only, accounted for in Service manpower totals
- 2 Military end strength for Joint Staff and Unified Commands shown for information only, accounted for in Service manpower totals. Civilian FTEs for Unified Commands also accounted for in Service manpower totals. Unified Command numbers not separately identifiable in FYDP until FY 2001.
- 3 Includes DISA and intelligence organizations (DIA and NIMA)
- 4 USUHS RDT&E Only, USUHS O&M Included in Defense Health Program
- 5 Includes USSOCOM joint activities only
- 6 Includes USTRANSCOM joint activities only
- 7 Military end strength and civilian FTE numbers shown for information only, accounted for in Military Department or Defense-Wide Component manpower totals
- 8 Less TRICARE Management Activity and Uniformed Services University of the Health Sciences RDT&E
- 9 Includes Military Department Major Force Program 11 activities only.
- 10 Includes Military Department TWCF activities only.

Table 2-7: Department of Defense Military Manpower Totals (FY 1987-1999)

<u>Fiscal Year</u>	<u>Army</u>	<u>Navy</u>	<u>Marine Corps</u>	<u>Air Force</u>	<u>Total</u>
1987	780,815	586,841	199,523	607,035	2,174,214
1988	771,847	592,570	197,351	576,446	2,138,214
1989	769,741	592,652	196,956	570,872	2,130,221
1990	750,589	582,854	196,652	539,262	2,069,357
1991	725,445	571,294	195,000	510,875	2,002,614
1992	611,305	541,921	184,590	470,315	1,808,131
1993	572,423	509,950	178,379	444,351	1,705,103
1994	541,343	468,667	174,158	426,327	1,610,495
1995	508,559	434,617	174,639	400,409	1,518,224
1996	491,103	416,735	174,883	389,001	1,471,722
1997	491,707	395,564	173,906	377,685	1,438,862
1998	483,880	382,338	173,142	367,470	1,406,830
1999	479,426	373,046	172,641	360,590	1,385,703

<u>Fiscal Year</u>	<u>ARNG</u>	<u>USAR</u>	<u>USNR</u>	<u>USMCR</u>	<u>ANG</u>	<u>AFRES</u>	<u>Total</u>
1987	451,858	313,638	148,096	42,253	114,595	80,415	1,150,855
1988	455,182	312,825	149,457	43,556	115,221	82,116	1,158,357
1989	456,960	319,244	151,505	43,576	116,061	83,214	1,170,560
1990	444,224	310,071	152,789	44,530	117,786	83,813	1,153,213
1991	446,121	309,681	151,510	44,933	117,786	84,539	1,154,570
1992	426,528	302,850	142,314	42,256	119,083	81,874	1,114,905
1993	409,919	275,900	132,395	41,738	117,162	80,562	1,057,676
1994	396,928	259,856	107,627	40,711	113,587	79,621	998,330
1995	374,930	241,300	100,597	40,933	109,825	78,267	945,852
1996	369,975	226,211	97,956	42,077	110,484	73,668	920,371
1997	370,044	212,850	95,317	41,997	110,022	71,986	902,216
1998	362,444	204,968	93,171	40,842	108,096	71,970	881,491
1999	357,469	206,836	89,172	39,953	105,715	71,772	870,917

Table 2-8: Estimated Number of Military Personnel on Active Duty (FY 2000-2005)

(in thousands)	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005
ARMY						
Commissioned/Warrant Officers	77.8	77.8	77.8	77.8	77.8	77.8
Enlisted Personnel	398.2	398.2	398.2	398.2	398.2	398.2
<u>Cadets</u>	<u>4.0</u>	<u>4.0</u>	<u>4.0</u>	<u>4.0</u>	<u>4.0</u>	<u>4.0</u>
Total	480.0	480.0	480.0	480.0	480.0	480.0
NAVY						
Commissioned/Warrant Officers	53.4	53.4	53.4	53.3	53.2	53.1
Enlisted Personnel	314.5	314.6	313.4	311.3	311.4	311.5
<u>Midshipmen</u>	<u>4.0</u>	<u>4.0</u>	<u>4.0</u>	<u>4.0</u>	<u>4.0</u>	<u>4.0</u>
Total	371.8	372.0	370.8	368.6	368.6	368.6
MARINE CORPS						
Commissioned/Warrant Officers	17.9	17.9	17.9	17.9	17.9	17.9
<u>Enlisted Personnel</u>	<u>154.7</u>	<u>154.7</u>	<u>154.7</u>	<u>154.7</u>	<u>154.7</u>	<u>154.7</u>
Total	172.5	172.6	172.6	172.6	172.6	172.6
AIR FORCE						
Commissioned Officers	69.6	70.2	70.2	70.1	70.2	70.2
Enlisted Personnel	284.3	282.8	278.0	277.0	277.8	277.5
<u>Cadets</u>	<u>4.0</u>	<u>4.0</u>	<u>4.0</u>	<u>4.0</u>	<u>4.0</u>	<u>4.0</u>
Total	357.9	357.0	352.2	351.1	352.0	351.7
DoD TOTAL						
Commissioned/Warrant Officers	218.6	219.3	219.3	219.0	219.0	219.0
Enlisted Personnel	1,151.6	1,150.3	1,144.3	1,141.3	1,142.2	1,141.9
<u>Cadets and Midshipmen</u>	<u>12.0</u>	<u>12.0</u>	<u>12.0</u>	<u>12.0</u>	<u>12.0</u>	<u>12.0</u>
Total	1,382.2	1,381.6	1,375.6	1,372.3	1,373.2	1,372.9

NOTE: Totals may not add due to rounding

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PART III: OFFICER FLOW DATA

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

Fiscal Year 2000														
Grade	Commissioned Officers										Warrant Officers			Total
	Q-10	Q-9	Q-8	Q-7	Q-6	Q-5	Q-4	Q-3	Q-2	Q-1	W-5	W-4/-3	W-2/-1	
Begin Strength	37	115	283	436	11,430	28,276	43,005	70,818	25,475	25,040	341	6,087	8,909	220,252
Promoted in	11	34	85	142	1,827	4,469	8,291	11,744	12,385	0	81	1,083	237	40,389
Gains (excl promotion)	0	0	0	0	20	60	2,340	1,856	951	14,250	1	54	1,339	20,871
Promoted out	0	10	32	81	142	1,827	4,469	8,291	11,690	12,385	0	286	1,169	40,382
Deaths	0	0	0	0	6	13	10	27	4	6	0	6	10	82
End of Obligation	0	0	0	0	1	37	391	2,747	428	5	0	0	220	3,829
Paid Separations	0	0	0	0	1	10	68	1,538	54	18	0	20	6	1,715
Retired (Disability)	0	0	0	1	79	49	71	67	23	8	0	90	34	422
Retired (Non-Disability)	14	16	58	59	1,662	2,865	1,679	837	48	11	68	710	172	8,201
Other	0	0	0	0	69	235	3,109	3,681	1,199	449	8	85	96	8,930
Total losses	14	26	90	141	1,960	5,036	9,798	17,188	13,446	12,882	76	1,197	1,707	63,560
End Strength	34	123	278	437	11,317	27,769	43,838	67,230	25,365	26,408	347	6,027	8,778	217,951

Fiscal Year 2001														
Grade	Commissioned Officers										Warrant Officers			Total
	Q-10	Q-9	Q-8	Q-7	Q-6	Q-5	Q-4	Q-3	Q-2	Q-1	W-5	W-4/-3	W-2/-1	
Begin Strength	34	123	278	437	11,317	27,769	43,838	67,230	25,365	26,408	347	6,027	8,778	217,951
Promoted in	10	33	90	143	2,053	5,291	8,520	14,174	13,413	0	110	1,182	537	45,557
Gains (excl promotion)	0	0	0	0	12	36	2,283	1,804	740	14,840	0	28	1,175	20,918
Promoted out	0	9	31	86	143	2,053	5,291	8,520	14,121	13,413	0	344	1,238	45,250
Deaths	0	0	0	0	6	13	10	27	4	6	0	6	10	82
End of Obligation	0	0	0	0	1	32	291	1,369	386	0	0	0	140	2,220
Paid Separations	0	0	0	0	1	8	47	1,652	67	18	0	20	8	1,821
Retired (Disability)	0	0	0	1	89	55	69	63	20	9	0	56	16	379
Retired (Non-Disability)	9	31	51	51	1,542	2,683	1,512	650	18	10	51	650	154	7,412
Other	0	0	0	0	50	217	2,939	3,186	1,050	388	5	64	108	8,007
Total losses	9	40	82	138	1,833	5,061	10,160	15,467	15,666	13,844	56	1,140	1,674	65,171
End Strength	35	116	286	442	11,549	28,035	44,481	67,741	23,852	27,404	401	6,097	8,816	219,255

Fiscal Year 2002														
Grade	Commissioned Officers										Warrant Officers			Total
	Q-10	Q-9	Q-8	Q-7	Q-6	Q-5	Q-4	Q-3	Q-2	Q-1	W-5	W-4/-3	W-2/-1	
Begin Strength	35	116	286	442	11,549	28,035	44,481	67,741	23,852	27,404	401	6,097	8,816	219,255
Promoted in	9	31	85	135	1,782	4,687	7,320	11,448	13,930	0	63	1,165	237	40,892
Gains (excl promotion)	0	0	0	0	12	36	2,283	1,768	739	14,893	0	28	1,390	21,149
Promoted out	0	8	29	81	135	1,782	4,687	7,321	11,395	13,930	0	322	1,196	40,886
Deaths	0	0	0	0	6	15	10	27	4	6	0	6	10	84
End of Obligation	0	0	0	0	1	33	404	2,727	358	0	0	0	156	3,680
Paid Separations	0	0	0	0	1	8	46	1,326	67	20	0	20	8	1,496
Retired (Disability)	0	0	0	1	89	57	69	67	22	10	0	57	17	389
Retired (Non-Disability)	9	23	56	53	1,598	2,593	1,425	433	24	7	61	679	164	7,125
Other	0	0	0	0	43	313	2,849	3,290	1,263	344	2	108	139	8,351
Total losses	9	31	85	135	1,873	4,801	9,490	15,190	13,134	14,317	63	1,192	1,690	62,010
End Strength	35	116	286	442	11,470	27,957	44,594	65,767	25,387	27,980	401	6,098	8,753	219,286

DoD Officer Flow Management Plan (Continued)

Fiscal Year 2003

Grade	Commissioned Officers										Warrant Officers			Total
	Q-10	Q-9	Q-8	Q-7	Q-6	Q-5	Q-4	Q-3	Q-2	Q-1	W-5	W-4/3	W-2/1	
Begin Strength	35	116	286	442	11,470	27,957	44,594	65,767	25,387	27,980	401	6,098	8,753	219,286
Promoted in	11	36	89	138	1,841	4,748	7,352	12,358	14,400	0	63	1,074	240	42,351
Gains (excl promotion)	0	0	0	0	12	36	2,284	1,803	739	14,961	0	28	1,389	21,251
Promoted out	0	10	34	85	138	1,841	4,748	7,352	12,305	14,400	0	305	1,125	42,344
Deaths	0	0	0	0	6	15	10	27	4	6	0	6	10	84
End of Obligation	0	0	0	0	1	33	385	2,850	382	0	0	0	156	3,808
Paid Separations	0	0	0	0	1	8	47	1,449	69	20	0	20	8	1,622
Retired (Disability)	0	0	0	1	15	58	65	68	24	11	0	57	17	316
Retired (Non-Disability)	11	26	55	52	1,272	2,639	1,498	428	26	7	61	666	168	6,909
Other	0	0	0	0	465	307	2,847	3,248	1,320	345	2	123	137	8,794
Total losses	11	36	89	138	1,898	4,901	9,601	15,422	14,131	14,789	63	1,177	1,621	63,877
End Strength	35	116	286	442	11,425	27,840	44,629	64,506	26,396	28,152	400	6,023	8,761	219,011

Fiscal Year 2004

Grade	Commissioned Officers										Warrant Officers			Total
	Q-10	Q-9	Q-8	Q-7	Q-6	Q-5	Q-4	Q-3	Q-2	Q-1	W-5	W-4/3	W-2/1	
Begin Strength	35	116	286	442	11,425	27,840	44,629	64,506	26,396	28,152	400	6,023	8,761	219,011
Promoted in	10	32	82	131	1,881	4,900	7,699	12,955	14,358	0	63	1,048	240	43,400
Gains (excl promotion)	0	0	0	0	10	26	2,284	1,761	739	15,109	0	28	1,391	21,347
Promoted out	0	9	30	78	131	1,881	4,900	7,699	12,902	14,358	0	283	1,121	43,393
Deaths	0	0	0	0	6	15	10	27	4	6	0	6	10	84
End of Obligation	0	0	0	0	1	33	412	2,321	394	0	0	0	156	3,318
Paid Separations	0	0	0	0	1	8	47	1,450	72	20	0	20	8	1,626
Retired (Disability)	0	0	0	1	91	59	74	68	24	11	0	57	17	402
Retired (Non-Disability)	9	22	54	52	1,609	2,772	1,547	396	26	7	61	670	171	7,396
Other	0	0	0	0	45	308	2,882	3,379	1,307	354	2	121	139	8,537
Total losses	9	31	84	131	1,884	5,076	9,873	15,340	14,730	14,756	63	1,157	1,622	64,756
End Strength	36	117	284	442	11,432	27,691	44,739	63,882	26,763	28,504	400	5,942	8,770	219,002

Fiscal Year 2005

Grade	Commissioned Officers										Warrant Officers			Total
	Q-10	Q-9	Q-8	Q-7	Q-6	Q-5	Q-4	Q-3	Q-2	Q-1	W-5	W-4/3	W-2/1	
Begin Strength	36	117	284	442	11,432	27,691	44,739	63,882	26,763	28,504	400	5,942	8,770	219,002
Promoted in	10	31	83	132	1,880	4,721	7,452	13,411	14,519	0	63	1,048	240	43,591
Gains (excl promotion)	0	0	0	0	10	36	2,284	1,785	739	15,326	0	28	1,391	21,598
Promoted out	0	9	29	79	132	1,880	4,721	7,452	13,358	14,519	0	283	1,121	43,584
Deaths	0	0	0	0	6	15	10	27	4	6	0	6	10	84
End of Obligation	0	0	0	0	1	33	406	2,385	424	0	0	0	156	3,406
Paid Separations	0	0	0	0	1	8	46	1,452	73	20	0	20	8	1,628
Retired (Disability)	0	0	0	1	91	59	70	68	24	11	0	57	17	398
Retired (Non-Disability)	10	22	54	52	1,659	2,850	1,468	391	26	7	61	670	171	7,441
Other	0	0	0	0	44	314	2,877	3,486	1,324	356	2	123	136	8,662
Total losses	10	31	83	132	1,934	5,159	9,599	15,261	15,234	14,919	63	1,159	1,619	65,203
End Strength	36	117	284	442	11,388	27,289	44,876	63,818	26,787	28,910	400	5,859	8,782	218,988

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

Fiscal Year 2000														
Grade	Commissioned Officers										Warrant Officers			Total
	Q-10	Q-9	Q-8	Q-7	Q-6	Q-5	Q-4	Q-3	Q-2	Q-1	W-5	W-4/-3	W-2/-1	
Begin Strength	12	42	98	147	3,569	9,018	13,718	22,304	9,439	8,346	341	4,396	7,068	78,498
Promoted in	4	12	29	50	561	1,383	2,637	3,858	4,427	0	81	588	0	13,630
Gains (excl promotion)	0	0	0	0	9	15	50	629	305	4,540	1	42	846	6,437
Promoted out	0	4	12	29	50	561	1,383	2,637	3,858	4,427	0	81	588	13,630
Deaths	0	0	0	0	3	7	3	9	0	2	0	6	9	39
End of Obligation	0	0	0	0	0	8	124	517	81	0	0	0	220	950
Paid Separations	0	0	0	0	0	0	44	470	40	10	0	20	6	590
Retired (Disability)	0	0	0	0	4	12	19	37	14	5	0	10	9	110
Retired (Non-Disability)	6	4	21	20	590	975	305	118	17	6	68	467	110	2,709
Other	0	0	0	0	35	106	325	1,697	810	277	8	65	63	3,385
Total losses	6	8	33	49	682	1,669	2,204	5,485	4,820	4,727	76	649	1,005	21,412
End Strength	10	46	94	148	3,457	8,747	14,201	21,306	9,351	8,159	347	4,377	6,909	77,152

Fiscal Year 2001														
Grade	Commissioned Officers										Warrant Officers			Total
	Q-10	Q-9	Q-8	Q-7	Q-6	Q-5	Q-4	Q-3	Q-2	Q-1	W-5	W-4/-3	W-2/-1	
Begin Strength	10	46	94	148	3,457	8,747	14,201	21,306	9,351	8,159	347	4,377	6,909	77,152
Promoted in	4	12	29	50	817	1,953	2,807	6,573	4,556	0	110	626	0	17,538
Gains (excl promotion)	0	0	0	0	9	10	64	595	260	4,543	0	25	925	6,431
Promoted out	0	4	12	29	50	817	1,953	2,807	6,573	4,556	0	110	626	17,538
Deaths	0	0	0	0	3	7	3	9	0	2	0	6	9	39
End of Obligation	0	0	0	0	0	5	79	330	52	0	0	0	140	607
Paid Separations	0	0	0	0	0	0	24	470	40	10	0	20	6	570
Retired (Disability)	0	0	0	0	4	13	21	40	15	5	0	11	10	120
Retired (Non-Disability)	3	14	10	16	440	726	227	88	13	5	51	344	76	2,013
Other	0	0	0	0	22	72	255	1,179	595	201	5	41	64	2,434
Total losses	3	18	22	45	520	1,640	2,563	4,923	7,288	4,779	56	532	931	23,321
End Strength	11	40	101	153	3,763	9,070	14,509	23,551	6,879	7,923	401	4,496	6,903	77,800

Fiscal Year 2002														
Grade	Commissioned Officers										Warrant Officers			Total
	Q-10	Q-9	Q-8	Q-7	Q-6	Q-5	Q-4	Q-3	Q-2	Q-1	W-5	W-4/-3	W-2/-1	
Begin Strength	11	40	101	153	3,763	9,070	14,509	23,551	6,879	7,923	401	4,496	6,903	77,800
Promoted in	4	11	26	42	515	1,480	2,064	3,823	4,313	0	63	534	0	12,875
Gains (excl promotion)	0	0	0	0	9	10	64	574	262	4,605	0	25	892	6,441
Promoted out	0	4	11	26	42	515	1,480	2,065	3,823	4,313	0	63	534	12,876
Deaths	0	0	0	0	3	7	3	9	0	2	0	6	9	39
End of Obligation	0	0	0	0	0	6	88	368	57	0	0	0	156	676
Paid Separations	0	0	0	0	0	0	24	470	40	10	0	20	6	570
Retired (Disability)	0	0	0	0	5	15	23	45	17	6	0	12	11	134
Retired (Non-Disability)	4	7	15	16	528	761	310	67	19	0	61	373	82	2,243
Other	0	0	0	0	14	167	196	1,363	725	133	2	85	94	2,779
Total losses	4	11	26	42	592	1,471	2,124	4,386	4,682	4,464	63	559	892	19,316
End Strength	11	40	101	153	3,695	9,089	14,513	23,562	6,772	8,064	401	4,496	6,903	77,800

Army Officer Flow Management Plan (Continued)

Fiscal Year 2003

<u>Grade</u>	<u>Commissioned Officers</u>										<u>Warrant Officers</u>			<u>Total</u>
	<u>O-10</u>	<u>O-9</u>	<u>O-8</u>	<u>O-7</u>	<u>O-6</u>	<u>O-5</u>	<u>O-4</u>	<u>O-3</u>	<u>O-2</u>	<u>O-1</u>	<u>W-5</u>	<u>W-4/-3</u>	<u>W-2/-1</u>	
Begin Strength	11	40	101	153	3,695	9,089	14,513	23,562	6,772	8,064	401	4,496	6,903	77,800
Promoted in	4	11	26	42	582	1,526	2,101	3,858	4,319	0	63	534	0	13,067
Gains (excl promotion)	0	0	0	0	9	10	65	574	262	4,605	0	25	892	6,441
Promoted out	0	4	11	26	42	582	1,526	2,101	3,858	4,319	0	63	534	13,067
Deaths	0	0	0	0	3	7	3	9	0	2	0	6	9	39
End of Obligation	0	0	0	0	0	6	88	368	57	0	0	0	156	676
Paid Separations	0	0	0	0	0	0	24	470	40	10	0	20	6	570
Retired (Disability)	0	0	0	0	5	15	23	45	17	6	0	12	11	134
Retired (Non-Disability)	4	7	15	16	528	761	310	67	19	0	61	373	82	2,243
Other	0	0	0	0	14	167	196	1,363	725	133	2	85	94	2,779
Total losses	4	11	26	42	592	1,538	2,171	4,423	4,717	4,470	63	559	892	19,508
End Strength	11	40	101	153	3,694	9,087	14,508	23,571	6,637	8,199	400	4,496	6,903	77,800

Fiscal Year 2004

<u>Grade</u>	<u>Commissioned Officers</u>										<u>Warrant Officers</u>			<u>Total</u>
	<u>O-10</u>	<u>O-9</u>	<u>O-8</u>	<u>O-7</u>	<u>O-6</u>	<u>O-5</u>	<u>O-4</u>	<u>O-3</u>	<u>O-2</u>	<u>O-1</u>	<u>W-5</u>	<u>W-4/-3</u>	<u>W-2/-1</u>	
Begin Strength	11	40	101	153	3,694	9,087	14,508	23,571	6,637	8,199	400	4,496	6,903	77,800
Promoted in	4	11	26	42	582	1,526	2,101	3,858	4,319	0	63	534	0	13,067
Gains (excl promotion)	0	0	0	0	9	10	65	574	262	4,605	0	25	892	6,441
Promoted out	0	4	11	26	42	582	1,526	2,101	3,858	4,319	0	63	534	13,067
Deaths	0	0	0	0	3	7	3	9	0	2	0	6	9	39
End of Obligation	0	0	0	0	0	6	88	368	57	0	0	0	156	676
Paid Separations	0	0	0	0	0	0	24	470	40	10	0	20	6	570
Retired (Disability)	0	0	0	0	5	15	23	45	17	6	0	12	11	134
Retired (Non-Disability)	4	7	15	16	528	761	310	67	19	0	61	373	82	2,243
Other	0	0	0	0	14	167	196	1,363	725	133	2	85	94	2,779
Total losses	4	11	26	42	592	1,538	2,171	4,423	4,717	4,470	63	559	892	19,508
End Strength	11	40	101	153	3,693	9,086	14,503	23,580	6,501	8,333	400	4,496	6,903	77,800

Fiscal Year 2005

<u>Grade</u>	<u>Commissioned Officers</u>										<u>Warrant Officers</u>			<u>Total</u>
	<u>O-10</u>	<u>O-9</u>	<u>O-8</u>	<u>O-7</u>	<u>O-6</u>	<u>O-5</u>	<u>O-4</u>	<u>O-3</u>	<u>O-2</u>	<u>O-1</u>	<u>W-5</u>	<u>W-4/-3</u>	<u>W-2/-1</u>	
Begin Strength	11	40	101	153	3,693	9,086	14,503	23,580	6,501	8,333	400	4,496	6,903	77,800
Promoted in	4	11	26	42	582	1,526	2,101	3,858	4,319	0	63	534	0	13,067
Gains (excl promotion)	0	0	0	0	9	10	65	574	262	4,605	0	25	892	6,441
Promoted out	0	4	11	26	42	582	1,526	2,101	3,858	4,319	0	63	534	13,067
Deaths	0	0	0	0	3	7	3	9	0	2	0	6	9	39
End of Obligation	0	0	0	0	0	6	88	368	57	0	0	0	156	676
Paid Separations	0	0	0	0	0	0	24	470	40	10	0	20	6	570
Retired (Disability)	0	0	0	0	5	15	23	45	17	6	0	12	11	134
Retired (Non-Disability)	4	7	15	16	528	761	310	67	19	0	61	373	82	2,243
Other	0	0	0	0	14	167	196	1,363	725	133	2	85	94	2,779
Total losses	4	11	26	42	592	1,538	2,171	4,423	4,717	4,470	63	559	892	19,508
End Strength	11	40	101	153	3,692	9,084	14,498	23,590	6,365	8,467	400	4,496	6,903	77,800

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

Fiscal Year 2000													
Grade	Commissioned Officers										Warrant Officers		Total
	Q-10	Q-9	Q-8	Q-7	Q-6	Q-5	Q-4	Q-3	Q-2	Q-1	W-4/-3	W-2/-1	
Begin Strength	10	27	73	110	3,304	7,243	10,325	17,872	6,422	6,460	883	810	53,539
Promoted in	3	7	26	40	628	1,043	1,947	3,072	2,941	0	163	0	9,870
Gains (excl promotion)	0	0	0	0	10	19	2,173	557	316	3,794	12	248	7,129
Promoted out	0	3	7	26	40	628	1,043	1,947	3,072	2,941	52	111	9,870
Deaths	0	0	0	0	0	0	0	0	0	0	0	0	0
End of Obligation	0	0	0	0	0	0	0	0	0	0	0	0	0
Paid Separations	0	0	0	0	0	6	21	475	5	5	0	0	512
Retired (Disability)	0	0	0	0	68	28	36	20	9	3	75	21	260
Retired (Non-Disability)	4	3	19	14	380	597	351	236	31	5	109	40	1,789
Other	0	0	0	0	28	73	2,628	1,748	149	83	16	32	4,757
Total losses	4	6	26	40	516	1,332	4,079	4,426	3,266	3,037	252	204	17,188
End Strength	9	28	73	110	3,426	6,973	10,366	17,075	6,413	7,217	806	854	53,350

Fiscal Year 2001													
Grade	Commissioned Officers										Warrant Officers		Total
	Q-10	Q-9	Q-8	Q-7	Q-6	Q-5	Q-4	Q-3	Q-2	Q-1	W-4/-3	W-2/-1	
Begin Strength	9	28	73	110	3,426	6,973	10,366	17,075	6,413	7,217	806	854	53,350
Promoted in	2	7	29	40	486	1,165	2,217	2,917	3,192	0	150	300	10,505
Gains (excl promotion)	0	0	0	0	0	0	2,100	540	152	4,061	3	0	6,856
Promoted out	0	2	7	29	40	486	1,165	2,217	2,917	3,192	50	100	10,205
Deaths	0	0	0	0	0	0	0	0	0	0	0	0	0
End of Obligation	0	0	0	0	0	0	0	0	0	0	0	0	0
Paid Separations	0	0	0	0	0	4	20	324	18	5	0	2	373
Retired (Disability)	0	0	0	0	78	33	33	13	5	4	40	2	208
Retired (Non-Disability)	2	5	22	11	408	555	317	200	5	5	165	55	1,750
Other	0	0	0	0	18	112	2,539	1,773	222	86	21	37	4,808
Total losses	2	7	29	40	544	1,190	4,074	4,527	3,167	3,292	276	196	17,344
End Strength	9	28	73	110	3,368	6,948	10,609	16,005	6,590	7,986	683	958	53,367

Fiscal Year 2002													
Grade	Commissioned Officers										Warrant Officers		Total
	Q-10	Q-9	Q-8	Q-7	Q-6	Q-5	Q-4	Q-3	Q-2	Q-1	W-4/-3	W-2/-1	
Begin Strength	9	28	73	110	3,368	6,948	10,609	16,005	6,590	7,986	683	958	53,367
Promoted in	2	7	28	40	526	1,115	1,821	2,740	3,700	0	225	0	10,204
Gains (excl promotion)	0	0	0	0	0	0	2,100	519	152	4,025	3	248	7,047
Promoted out	0	2	7	28	40	526	1,115	1,821	2,740	3,700	75	150	10,204
Deaths	0	0	0	0	0	2	0	0	0	0	0	0	2
End of Obligation	0	0	0	0	0	0	0	0	0	0	0	0	0
Paid Separations	0	0	0	0	0	4	19	312	18	7	0	2	362
Retired (Disability)	0	0	0	0	77	33	31	12	5	4	40	2	204
Retired (Non-Disability)	2	5	21	12	405	521	304	192	5	7	165	59	1,698
Other	0	0	0	0	17	110	2,504	1,704	272	110	21	38	4,776
Total losses	2	7	28	40	539	1,196	3,973	4,041	3,040	3,828	301	251	17,246
End Strength	9	28	73	110	3,355	6,867	10,557	15,223	7,402	8,183	610	955	53,372

Navy Officer Flow Management Plan (Continued)

Fiscal Year 2003

<u>Grade</u>	<u>Commissioned Officers</u>										<u>Warrant Officers</u>		<u>Total</u>
	<u>O-10</u>	<u>O-9</u>	<u>O-8</u>	<u>O-7</u>	<u>O-6</u>	<u>O-5</u>	<u>O-4</u>	<u>O-3</u>	<u>O-2</u>	<u>O-1</u>	<u>W-4/-3</u>	<u>W-2/-1</u>	
Begin Strength	9	28	73	110	3,355	6,867	10,557	15,223	7,402	8,183	610	955	53,372
Promoted in	2	7	28	40	519	1,125	1,822	3,080	3,817	0	215	0	10,655
Gains (excl promotion)	0	0	0	0	0	0	2,100	515	152	4,015	3	247	7,032
Promoted out	0	2	7	28	40	519	1,125	1,822	3,080	3,817	75	140	10,655
Deaths	0	0	0	0	0	2	0	0	0	0	0	0	2
End of Obligation	0	0	0	0	0	0	0	0	0	0	0	0	0
Paid Separations	0	0	0	0	0	4	20	320	20	7	0	2	373
Retired (Disability)	0	0	0	0	3	34	32	13	7	5	40	2	136
Retired (Non-Disability)	2	5	21	12	77	537	318	198	7	7	164	63	1,411
Other	0	0	0	0	436	113	2,517	1,649	327	111	21	39	5,213
Total losses	2	7	28	40	556	1,209	4,012	4,002	3,441	3,947	300	246	17,790
End Strength	9	28	73	110	3,318	6,783	10,467	14,816	7,930	8,251	528	956	53,269

Fiscal Year 2004

<u>Grade</u>	<u>Commissioned Officers</u>										<u>Warrant Officers</u>		<u>Total</u>
	<u>O-10</u>	<u>O-9</u>	<u>O-8</u>	<u>O-7</u>	<u>O-6</u>	<u>O-5</u>	<u>O-4</u>	<u>O-3</u>	<u>O-2</u>	<u>O-1</u>	<u>W-4/-3</u>	<u>W-2/-1</u>	
Begin Strength	9	28	73	110	3,318	6,783	10,467	14,816	7,930	8,251	528	956	53,269
Promoted in	2	7	28	40	555	1,135	1,918	3,428	3,784	0	215	0	11,112
Gains (excl promotion)	0	0	0	0	0	0	2,100	515	152	4,234	3	249	7,253
Promoted out	0	2	7	28	40	555	1,135	1,918	3,428	3,784	75	140	11,112
Deaths	0	0	0	0	0	2	0	0	0	0	0	0	2
End of Obligation	0	0	0	0	0	0	0	0	0	0	0	0	0
Paid Separations	0	0	0	0	0	4	20	321	23	7	0	2	377
Retired (Disability)	0	0	0	0	79	35	35	13	7	5	40	2	216
Retired (Non-Disability)	2	5	21	12	413	560	338	199	7	7	165	67	1,796
Other	0	0	0	0	18	117	2,549	1,757	353	120	21	40	4,975
Total losses	2	7	28	40	550	1,273	4,077	4,208	3,818	3,923	301	251	18,478
End Strength	9	28	73	110	3,323	6,645	10,408	14,551	8,048	8,562	445	954	53,156

Fiscal Year 2005

<u>Grade</u>	<u>Commissioned Officers</u>										<u>Warrant Officers</u>		<u>Total</u>
	<u>O-10</u>	<u>O-9</u>	<u>O-8</u>	<u>O-7</u>	<u>O-6</u>	<u>O-5</u>	<u>O-4</u>	<u>O-3</u>	<u>O-2</u>	<u>O-1</u>	<u>W-4/-3</u>	<u>W-2/-1</u>	
Begin Strength	9	28	73	110	3,323	6,645	10,408	14,551	8,048	8,562	445	954	53,156
Promoted in	2	7	28	40	555	1,135	1,918	3,532	3,868	0	215	0	11,300
Gains (excl promotion)	0	0	0	0	0	0	2,100	515	152	4,430	3	249	7,449
Promoted out	0	2	7	28	40	555	1,135	1,918	3,532	3,868	75	140	11,300
Deaths	0	0	0	0	0	2	0	0	0	0	0	0	2
End of Obligation	0	0	0	0	0	0	0	0	0	0	0	0	0
Paid Separations	0	0	0	0	0	4	19	323	24	7	0	2	379
Retired (Disability)	0	0	0	0	79	35	31	13	7	5	40	2	212
Retired (Non-Disability)	2	5	21	12	463	610	303	200	7	7	165	67	1,862
Other	0	0	0	0	18	117	2,547	1,870	349	122	21	40	5,084
Total losses	2	7	28	40	600	1,323	4,035	4,324	3,919	4,009	301	251	18,839
End Strength	9	28	73	110	3,278	6,457	10,391	14,274	8,149	8,983	362	952	53,066

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

Fiscal Year 2000													
Grade	Commissioned Officers										Warrant Officers		Total
	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	W-4/-3	W-2/-1	
Begin Strength	4	11	25	40	620	1,763	3,402	4,946	2,657	2,590	808	1,031	17,897
Promoted in	1	2	4	7	112	350	654	1404	1321	0	332	237	4,424
Gains (excl promotion)	0	0	0	0	0	9	13	18	24	1456	0	245	1,765
Promoted out	0	0	0	0	7	112	350	654	1,350	1,321	153	470	4,417
Deaths	0	0	0	0	1	2	2	2	0	0	0	1	8
End of Obligation	0	0	0	0	0	0	0	312	79	5	0	0	396
Paid Separations	0	0	0	0	0	0	0	137	2	0	0	0	139
Retired (Disability)	0	0	0	0	3	5	11	4	0	0	5	4	32
Retired (Non-Disability)	1	2	4	7	95	200	168	78	0	0	134	22	711
Other	0	0	0	0	5	38	122	131	189	33	4	1	523
Total losses	1	2	4	7	111	357	653	1,318	1,620	1,359	296	498	6,226
End Strength	4	11	25	40	621	1,765	3,416	5,050	2,382	2,687	844	1,015	17,860

Fiscal Year 2001													
Grade	Commissioned Officers										Warrant Officers		Total
	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	W-4/-3	W-2/-1	
Begin Strength	4	11	25	40	621	1,765	3,416	5,050	2,382	2,687	844	1,015	17,860
Promoted in	1	2	4	7	112	331	616	1,226	1,429	0	406	237	4,371
Gains (excl promotion)	0	0	0	0	2	10	15	19	34	1,420	0	250	1,750
Promoted out	0	0	0	0	7	112	331	616	1,173	1,429	184	512	4,364
Deaths	0	0	0	0	1	2	2	2	0	0	0	1	8
End of Obligation	0	0	0	0	0	0	0	233	78	0	0	0	311
Paid Separations	0	0	0	0	0	0	0	137	2	0	0	0	139
Retired (Disability)	0	0	0	0	3	5	10	4	0	0	5	4	31
Retired (Non-Disability)	1	2	4	7	93	210	169	83	0	0	141	23	733
Other	0	0	0	0	10	12	119	142	170	45	2	7	507
Total losses	1	2	4	7	114	341	631	1,217	1,423	1,474	332	547	6,093
End Strength	4	11	25	40	621	1,765	3,416	5,078	2,422	2,633	918	955	17,888

Fiscal Year 2002													
Grade	Commissioned Officers										Warrant Officers		Total
	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	W-4/-3	W-2/-1	
Begin Strength	4	11	25	40	621	1,765	3,416	5,078	2,422	2,633	918	955	17,888
Promoted in	1	2	4	7	112	331	616	1,226	1,429	0	406	237	4,371
Gains (excl promotion)	0	0	0	0	2	10	15	19	34	1,420	0	250	1,750
Promoted out	0	0	0	0	7	112	331	616	1,173	1,429	184	512	4,364
Deaths	0	0	0	0	1	2	2	2	0	0	0	1	8
End of Obligation	0	0	0	0	0	0	0	261	78	0	0	0	339
Paid Separations	0	0	0	0	0	0	0	137	2	0	0	0	139
Retired (Disability)	0	0	0	0	3	5	10	4	0	0	5	4	31
Retired (Non-Disability)	1	2	4	7	93	210	169	83	0	0	141	23	733
Other	0	0	0	0	10	12	119	142	170	45	2	7	507
Total losses	1	2	4	7	114	341	631	1,245	1,423	1,474	332	547	6,121
End Strength	4	11	25	40	621	1,765	3,416	5,078	2,462	2,579	992	895	17,888

Marine Corps Officer Flow Management Plan (Continued)

Fiscal Year 2003

<u>Grade</u>	<u>Commissioned Officers</u>										<u>Warrant Officers</u>		<u>Total</u>
	<u>O-10</u>	<u>O-9</u>	<u>O-8</u>	<u>O-7</u>	<u>O-6</u>	<u>O-5</u>	<u>O-4</u>	<u>O-3</u>	<u>O-2</u>	<u>O-1</u>	<u>W-4/3</u>	<u>W-2/1</u>	
Begin Strength	4	11	25	40	621	1,765	3,416	5,078	2,462	2,579	992	895	17,888
Promoted in	1	2	4	7	112	331	616	1,226	1,421	0	325	240	4,285
Gains (excl promotion)	0	0	0	0	2	10	15	19	34	1,420	0	250	1,750
Promoted out	0	0	0	0	7	112	331	616	1,173	1,421	167	451	4,278
Deaths	0	0	0	0	1	2	2	2	0	0	0	1	8
End of Obligation	0	0	0	0	0	0	0	257	86	0	0	0	343
Paid Separations	0	0	0	0	0	0	0	137	2	0	0	0	139
Retired (Disability)	0	0	0	0	3	5	5	4	0	0	5	4	26
Retired (Non-Disability)	1	2	4	7	89	218	185	79	0	0	129	23	737
Other	0	0	0	0	14	4	108	150	162	45	17	4	504
Total losses	1	2	4	7	114	341	631	1,245	1,423	1,466	318	483	6,035
End Strength	4	11	25	40	621	1,765	3,416	5,078	2,494	2,533	999	902	17,888

Fiscal Year 2004

<u>Grade</u>	<u>Commissioned Officers</u>										<u>Warrant Officers</u>		<u>Total</u>
	<u>O-10</u>	<u>O-9</u>	<u>O-8</u>	<u>O-7</u>	<u>O-6</u>	<u>O-5</u>	<u>O-4</u>	<u>O-3</u>	<u>O-2</u>	<u>O-1</u>	<u>W-4/3</u>	<u>W-2/1</u>	
Begin Strength	4	11	25	40	621	1,765	3,416	5,078	2,494	2,533	999	902	17,888
Promoted in	1	2	4	7	112	331	616	1,226	1,385	0	299	240	4,223
Gains (excl promotion)	0	0	0	0	0		15	19	34	1,420	0	250	1,738
Promoted out	0	0	0	0	7	112	331	616	1,173	1,385	145	447	4,216
Deaths	0	0	0	0	1	2	2	2	0	0	0	1	8
End of Obligation	0	0	0	0	0	0	0	257	86	0	0	0	343
Paid Separations	0	0	0	0	0	0	0	137	2	0	0	0	139
Retired (Disability)	0	0	0	0	3	5	11	4	0	0	5	4	32
Retired (Non-Disability)	1	2	4	7	89	210	185	79	0	0	132	22	731
Other	0	0	0	0	12	2	102	150	161	45	15	5	492
Total losses	1	2	4	7	112	331	631	1,245	1,422	1,430	297	479	5,961
End Strength	4	11	25	40	621	1,765	3,416	5,078	2,491	2,523	1,001	913	17,888

Fiscal Year 2005

<u>Grade</u>	<u>Commissioned Officers</u>										<u>Warrant Officers</u>		<u>Total</u>
	<u>O-10</u>	<u>O-9</u>	<u>O-8</u>	<u>O-7</u>	<u>O-6</u>	<u>O-5</u>	<u>O-4</u>	<u>O-3</u>	<u>O-2</u>	<u>O-1</u>	<u>W-4/3</u>	<u>W-2/1</u>	
Begin Strength	4	11	25	40	621	1,765	3,416	5,078	2,491	2,523	1,001	913	17,888
Promoted in	1	2	4	7	112	331	616	1,226	1,385	0	299	240	4,223
Gains (excl promotion)	0	0	0	0	0	10	15	19	34	1,420	0	250	1,748
Promoted out	0	0	0	0	7	112	331	616	1,173	1,385	145	447	4,216
Deaths	0	0	0	0	1	2	2	2	0	0	0	1	8
End of Obligation	0	0	0	0	0	0	0	257	86	0	0	0	343
Paid Separations	0	0	0	0	0	0	0	137	2	0	0	0	139
Retired (Disability)	0	0	0	0	3	5	11	4	0	0	5	4	32
Retired (Non-Disability)	1	2	4	7	89	210	185	79	0	0	132	22	731
Other	0	0	0	0	12	12	102	150	162	45	17	2	502
Total losses	1	2	4	7	112	341	631	1,245	1,423	1,430	299	476	5,971
End Strength	4	11	25	40	621	1,765	3,416	5,078	2,487	2,513	1,001	927	17,888

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

Fiscal Year 2000											
Commissioned Officers											Total
Grade	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	
Begin Strength	11	35	87	139	3,937	10,252	15,560	25,696	6,957	7,644	70,318
Promoted in	3	13	26	45	526	1,693	3,053	3,410	3,696	0	12,465
Gains (excl promotion)	0	0	0	0	1	17	104	652	306	4,460	5,540
Promoted out	0	3	13	26	45	526	1,693	3,053	3,410	3,696	12,465
Deaths	0	0	0	0	2	4	5	16	4	4	35
End of Obligation	0	0	0	0	1	29	267	1,918	268	0	2,483
Paid Separations	0	0	0	0	1	4	3	456	7	3	474
Retired (Disability)	0	0	0	1	4	4	5	6	0	0	20
Retired (Non-Disability)	3	7	14	18	597	1,093	855	405	0	0	2,992
Other	0	0	0	0	1	18	34	105	51	56	265
Total losses	3	10	27	45	651	1,678	2,862	5,959	3,740	3,759	18,734
End Strength	11	38	86	139	3,813	10,284	15,855	23,799	7,219	8,345	69,589
Fiscal Year 2001											
Commissioned Officers											Total
Grade	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	
Begin Strength	11	38	86	139	3,813	10,284	15,855	23,799	7,219	8,345	69,589
Promoted in	3	12	28	46	638	1,842	2,880	3,458	4,236	0	13,143
Gains (excl promotion)	0	0	0	0	1	16	104	650	294	4,816	5,881
Promoted out	0	3	12	28	46	638	1,842	2,880	3,458	4,236	13,143
Deaths	0	0	0	0	2	4	5	16	4	4	35
End of Obligation	0	0	0	0	1	27	212	806	256	0	1,302
Paid Separations	0	0	0	0	1	4	3	721	7	3	739
Retired (Disability)	0	0	0	1	4	4	5	6	0	0	20
Retired (Non-Disability)	3	10	15	17	601	1,192	799	279	0	0	2,916
Other	0	0	0	0	0	21	26	92	63	56	258
Total losses	3	13	27	46	655	1,890	2,892	4,800	3,788	4,299	18,413
End Strength	11	37	87	139	3,797	10,252	15,947	23,107	7,961	8,862	70,200
Fiscal Year 2002											
Commissioned Officers											Total
Grade	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	
Begin Strength	11	37	87	139	3,797	10,252	15,947	23,107	7,961	8,862	70,200
Promoted in	2	11	27	46	629	1,761	2,819	3,659	4,488	0	13,442
Gains (excl promotion)	0	0	0	0	1	16	104	656	291	4,843	5,911
Promoted out	0	2	11	27	46	629	1,761	2,819	3,659	4,488	13,442
Deaths	0	0	0	0	2	4	5	16	4	4	35
End of Obligation	0	0	0	0	1	27	316	2,098	223	0	2,665
Paid Separations	0	0	0	0	1	4	3	407	7	3	425
Retired (Disability)	0	0	0	1	4	4	5	6	0	0	20
Retired (Non-Disability)	2	9	16	18	572	1,101	642	91	0	0	2,451
Other	0	0	0	0	2	24	30	81	96	56	289
Total losses	2	11	27	46	628	1,793	2,762	5,518	3,989	4,551	19,327
End Strength	11	37	87	139	3,799	10,236	16,108	21,904	8,751	9,154	70,226

Air Force Officer Flow Management Plan (Continued)

Fiscal Year 2003

<u>Grade</u>	<u>Commissioned Officers</u>										<u>Total</u>
	<u>O-10</u>	<u>O-9</u>	<u>O-8</u>	<u>O-7</u>	<u>O-6</u>	<u>O-5</u>	<u>O-4</u>	<u>O-3</u>	<u>O-2</u>	<u>O-1</u>	
Begin Strength	11	37	87	139	3,799	10,236	16,108	21,904	8,751	9,154	70,226
Promoted in	4	16	31	49	628	1,766	2,813	4,194	4,843	0	14,344
Gains (excl promotion)	0	0	0	0	1	16	104	695	291	4,921	6,028
Promoted out	0	4	16	31	49	628	1,766	2,813	4,194	4,843	14,344
Deaths	0	0	0	0	2	4	5	16	4	4	35
End of Obligation	0	0	0	0	1	27	297	2,225	239	0	2,789
Paid Separations	0	0	0	0	1	4	3	522	7	3	540
Retired (Disability)	0	0	0	1	4	4	5	6	0	0	20
Retired (Non-Disability)	4	12	15	17	578	1,123	685	84	0	0	2,518
Other	0	0	0	0	1	23	26	86	106	56	298
Total losses	4	16	31	49	636	1,813	2,787	5,752	4,550	4,906	20,544
End Strength	11	37	87	139	3,792	10,205	16,238	21,041	9,335	9,169	70,054

Fiscal Year 2004

<u>Grade</u>	<u>Commissioned Officers</u>										<u>Total</u>
	<u>O-10</u>	<u>O-9</u>	<u>O-8</u>	<u>O-7</u>	<u>O-6</u>	<u>O-5</u>	<u>O-4</u>	<u>O-3</u>	<u>O-2</u>	<u>O-1</u>	
Begin Strength	11	37	87	139	3,792	10,205	16,238	21,041	9,335	9,169	70,054
Promoted in	3	12	24	42	632	1,908	3,064	4,443	4,870	0	14,998
Gains (excl promotion)	0	0	0	0	1	16	104	653	291	4,850	5,915
Promoted out	0	3	12	24	42	632	1,908	3,064	4,443	4,870	14,998
Deaths	0	0	0	0	2	4	5	16	4	4	35
End of Obligation	0	0	0	0	1	27	324	1,696	251	0	2,299
Paid Separations	0	0	0	0	1	4	3	522	7	3	540
Retired (Disability)	0	0	0	1	4	4	5	6	0	0	20
Retired (Non-Disability)	2	8	14	17	579	1,241	714	51	0	0	2,626
Other	0	0	0	0	1	22	35	109	68	56	291
Total losses	2	11	26	42	630	1,934	2,994	5,464	4,773	4,933	20,809
End Strength	12	38	85	139	3,795	10,195	16,412	20,673	9,723	9,086	70,158

Fiscal Year 2005

<u>Grade</u>	<u>Commissioned Officers</u>										<u>Total</u>
	<u>O-10</u>	<u>O-9</u>	<u>O-8</u>	<u>O-7</u>	<u>O-6</u>	<u>O-5</u>	<u>O-4</u>	<u>O-3</u>	<u>O-2</u>	<u>O-1</u>	
Begin Strength	12	38	85	139	3,795	10,195	16,412	20,673	9,723	9,086	70,158
Promoted in	3	11	25	43	631	1,729	2,817	4,795	4,947	0	15,001
Gains (excl promotion)	0	0	0	0	1	16	104	677	291	4,871	5,960
Promoted out	0	3	11	25	43	631	1,729	2,817	4,795	4,947	15,001
Deaths	0	0	0	0	2	4	5	16	4	4	35
End of Obligation	0	0	0	0	1	27	318	1,760	281	0	2,387
Paid Separations	0	0	0	0	1	4	3	522	7	3	540
Retired (Disability)	0	0	0	1	4	4	5	6	0	0	20
Retired (Non-Disability)	3	8	14	17	579	1,269	670	45	0	0	2,605
Other	0	0	0	0	0	18	32	103	88	56	297
Total losses	3	11	25	43	630	1,957	2,762	5,269	5,175	5,010	20,885
End Strength	12	38	85	139	3,797	9,983	16,571	20,876	9,786	8,947	70,234

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

Fiscal Year 2000											
<u>YACS</u>	<u>Q-10</u>	<u>Q-9</u>	<u>Q-8</u>	<u>Q-7</u>	<u>Q-6</u>	<u>Q-5</u>	<u>Q-4</u>	<u>Q-3</u>	<u>Q-2</u>	<u>Q-1</u>	<u>TOTAL</u>
30+	3	7	24	11	174	0	0	0	0	0	219
29	0	0	0	1	96	1	0	0	0	0	98
28	0	0	0	1	67	23	0	0	0	0	90
27	0	0	0	1	71	24	0	0	0	0	96
26	0	0	0	0	74	44	0	0	0	0	118
25	0	0	0	0	27	45	0	0	0	0	72
24	0	0	0	0	28	54	0	0	0	0	82
23	0	0	0	0	15	145	0	0	0	0	160
22	0	0	0	0	23	163	0	0	0	0	186
21	0	0	0	0	25	204	2	0	0	0	231
20	0	0	0	0	12	239	29	0	0	0	281
19	0	0	0	0	3	35	28	0	0	0	67
18	0	0	0	0	0	17	73	0	0	0	90
17	0	0	0	0	1	12	68	2	0	0	83
16	0	0	0	0	1	6	37	1	0	0	45
15	0	0	0	0	0	2	26	1	0	0	29
14	0	0	0	0	0	1	17	3	0	0	21
13	0	0	0	0	0	1	17	9	0	0	27
12	0	0	0	0	0	0	14	12	0	0	26
11	0	0	0	0	0	0	0	19	0	0	19
10	0	0	0	0	0	0	2	16	0	0	18
9	0	0	0	0	0	0	1	9	0	0	10
8	0	0	0	0	0	0	1	12	0	0	14
7	0	0	0	0	0	0	2	16	1	0	19
6	0	0	0	0	0	0	0	9	0	0	9
5	0	0	0	0	0	0	0	8	3	0	11
4	0	0	0	0	0	0	0	5	2	0	7
3	0	0	0	0	0	0	0	0	5	1	6
2	0	0	0	0	0	0	0	0	7	2	9
1	0	0	0	0	0	0	0	0	0	3	3
TOTAL	3	7	24	15	617	1,017	318	123	18	7	2,147
Fiscal Year 2001											
<u>YACS</u>	<u>Q-10</u>	<u>Q-9</u>	<u>Q-8</u>	<u>Q-7</u>	<u>Q-6</u>	<u>Q-5</u>	<u>Q-4</u>	<u>Q-3</u>	<u>Q-2</u>	<u>Q-1</u>	<u>TOTAL</u>
30	3	5	18	9	131	0	0	0	0	0	165
29	0	0	0	1	72	1	0	0	0	0	74
28	0	0	0	1	50	17	0	0	0	0	68
27	0	0	0	1	54	18	0	0	0	0	72
26	0	0	0	0	56	33	0	0	0	0	90
25	0	0	0	0	20	34	0	0	0	0	55
24	0	0	0	0	21	41	0	0	0	0	62
23	0	0	0	0	11	110	0	0	0	0	121
22	0	0	0	0	17	124	0	0	0	0	141
21	0	0	0	0	19	154	2	0	0	0	175
20	0	0	0	0	9	181	22	0	0	0	212
19	0	0	0	0	3	26	21	0	0	0	50
18	0	0	0	0	0	13	55	0	0	0	68
17	0	0	0	0	1	9	51	2	0	0	63
16	0	0	0	0	1	4	28	1	0	0	34
15	0	0	0	0	0	2	20	1	0	0	22
14	0	0	0	0	0	1	13	3	0	0	16
13	0	0	0	0	0	1	13	7	0	0	20
12	0	0	0	0	0	0	10	9	0	0	20
11	0	0	0	0	0	0	0	14	0	0	14
10	0	0	0	0	0	0	2	12	0	0	14
9	0	0	0	0	0	0	1	7	0	0	8
8	0	0	0	0	0	0	1	9	0	0	10
7	0	0	0	0	0	0	2	12	1	0	14
6	0	0	0	0	0	0	0	7	0	0	7
5	0	0	0	0	0	0	0	6	3	0	9
4	0	0	0	0	0	0	0	3	2	0	5
3	0	0	0	0	0	0	0	0	3	1	4
2	0	0	0	0	0	0	0	0	5	2	7
1	0	0	0	0	0	0	0	0	0	3	3
TOTAL	3	5	18	11	467	769	241	93	14	5	1,625

Army Officer Retirements (Continued)
Fiscal Year 2002

<u>YACS</u>	<u>Q-10</u>	<u>Q-9</u>	<u>Q-8</u>	<u>Q-7</u>	<u>Q-6</u>	<u>Q-5</u>	<u>Q-4</u>	<u>Q-3</u>	<u>Q-2</u>	<u>Q-1</u>	<u>TOTAL</u>
30	3	6	20	10	146	0	0	0	0	0	184
29	0	0	0	1	81	1	0	0	0	0	83
28	0	0	0	1	56	19	0	0	0	0	76
27	0	0	0	1	60	20	0	0	0	0	81
26	0	0	0	0	63	37	0	0	0	0	100
25	0	0	0	0	23	38	0	0	0	0	61
24	0	0	0	0	24	46	0	0	0	0	69
23	0	0	0	0	12	123	0	0	0	0	135
22	0	0	0	0	19	138	0	0	0	0	157
21	0	0	0	0	21	172	2	0	0	0	195
20	0	0	0	0	10	201	25	0	0	0	237
19	0	0	0	0	3	29	24	0	0	0	56
18	0	0	0	0	0	14	62	0	0	0	76
17	0	0	0	0	1	10	57	2	0	0	70
16	0	0	0	0	1	5	31	1	0	0	38
15	0	0	0	0	0	2	22	1	0	0	25
14	0	0	0	0	0	1	14	3	0	0	18
13	0	0	0	0	0	1	14	8	0	0	23
12	0	0	0	0	0	0	11	10	0	0	22
11	0	0	0	0	0	0	0	16	0	0	16
10	0	0	0	0	0	0	2	13	0	0	15
9	0	0	0	0	0	0	1	8	0	0	9
8	0	0	0	0	0	0	1	10	0	0	11
7	0	0	0	0	0	0	2	13	1	0	16
6	0	0	0	0	0	0	0	8	0	0	8
5	0	0	0	0	0	0	0	7	3	0	10
4	0	0	0	0	0	0	0	4	2	0	6
3	0	0	0	0	0	0	0	0	4	1	5
2	0	0	0	0	0	0	0	0	6	2	8
1	0	0	0	0	0	0	0	0	0	3	3
TOTAL	3	6	20	12	520	857	268	104	15	6	1,811

Fiscal Year 2003

<u>YACS</u>	<u>Q-10</u>	<u>Q-9</u>	<u>Q-8</u>	<u>Q-7</u>	<u>Q-6</u>	<u>Q-5</u>	<u>Q-4</u>	<u>Q-3</u>	<u>Q-2</u>	<u>Q-1</u>	<u>TOTAL</u>
30	3	6	20	10	146	0	0	0	0	0	184
29	0	0	0	1	81	1	0	0	0	0	83
28	0	0	0	1	56	19	0	0	0	0	76
27	0	0	0	1	60	20	0	0	0	0	81
26	0	0	0	0	63	37	0	0	0	0	100
25	0	0	0	0	23	38	0	0	0	0	61
24	0	0	0	0	24	46	0	0	0	0	69
23	0	0	0	0	12	123	0	0	0	0	135
22	0	0	0	0	19	138	0	0	0	0	157
21	0	0	0	0	21	172	2	0	0	0	195
20	0	0	0	0	10	201	25	0	0	0	237
19	0	0	0	0	3	29	24	0	0	0	56
18	0	0	0	0	0	14	62	0	0	0	76
17	0	0	0	0	1	10	57	2	0	0	70
16	0	0	0	0	1	5	31	1	0	0	38
15	0	0	0	0	0	2	22	1	0	0	25
14	0	0	0	0	0	1	14	3	0	0	18
13	0	0	0	0	0	1	14	8	0	0	23
12	0	0	0	0	0	0	11	10	0	0	22
11	0	0	0	0	0	0	0	16	0	0	16
10	0	0	0	0	0	0	2	13	0	0	15
9	0	0	0	0	0	0	1	8	0	0	9
8	0	0	0	0	0	0	1	10	0	0	11
7	0	0	0	0	0	0	2	13	1	0	16
6	0	0	0	0	0	0	0	8	0	0	8
5	0	0	0	0	0	0	0	7	3	0	10
4	0	0	0	0	0	0	0	4	2	0	6
3	0	0	0	0	0	0	0	0	4	1	5
2	0	0	0	0	0	0	0	0	6	2	8
1	0	0	0	0	0	0	0	0	0	3	3
TOTAL	3	6	20	12	520	857	268	104	15	6	1,810

Army Officer Retirements (Continued)
Fiscal Year 2004

YACS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	TOTAL
30	3	6	20	10	146	0	0	0	0	0	184
29	0	0	0	1	81	1	0	0	0	0	83
28	0	0	0	1	56	19	0	0	0	0	76
27	0	0	0	1	60	20	0	0	0	0	81
26	0	0	0	0	63	37	0	0	0	0	100
25	0	0	0	0	23	38	0	0	0	0	61
24	0	0	0	0	24	46	0	0	0	0	69
23	0	0	0	0	12	123	0	0	0	0	135
22	0	0	0	0	19	138	0	0	0	0	157
21	0	0	0	0	21	172	2	0	0	0	195
20	0	0	0	0	10	201	25	0	0	0	237
19	0	0	0	0	3	29	24	0	0	0	56
18	0	0	0	0	0	14	62	0	0	0	76
17	0	0	0	0	1	10	57	2	0	0	70
16	0	0	0	0	1	5	31	1	0	0	38
15	0	0	0	0	0	2	22	1	0	0	25
14	0	0	0	0	0	1	14	3	0	0	18
13	0	0	0	0	0	1	14	8	0	0	23
12	0	0	0	0	0	0	11	10	0	0	22
11	0	0	0	0	0	0	0	16	0	0	16
10	0	0	0	0	0	0	2	13	0	0	15
9	0	0	0	0	0	0	1	8	0	0	9
8	0	0	0	0	0	0	1	10	0	0	11
7	0	0	0	0	0	0	2	13	1	0	16
6	0	0	0	0	0	0	0	8	0	0	8
5	0	0	0	0	0	0	0	7	3	0	10
4	0	0	0	0	0	0	0	4	2	0	6
3	0	0	0	0	0	0	0	0	4	1	5
2	0	0	0	0	0	0	0	0	6	2	8
1	0	0	0	0	0	0	0	0	0	3	3
TOTAL	3	6	20	12	520	857	268	104	15	6	1,811

Fiscal Year 2005

YACS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	TOTAL
30	3	6	20	10	146	0	0	0	0	0	184
29	0	0	0	1	81	1	0	0	0	0	83
28	0	0	0	1	56	19	0	0	0	0	76
27	0	0	0	1	60	20	0	0	0	0	81
26	0	0	0	0	63	37	0	0	0	0	100
25	0	0	0	0	23	38	0	0	0	0	61
24	0	0	0	0	24	46	0	0	0	0	69
23	0	0	0	0	12	123	0	0	0	0	135
22	0	0	0	0	19	138	0	0	0	0	157
21	0	0	0	0	21	172	2	0	0	0	195
20	0	0	0	0	10	201	25	0	0	0	237
19	0	0	0	0	3	29	24	0	0	0	56
18	0	0	0	0	0	14	62	0	0	0	76
17	0	0	0	0	1	10	57	2	0	0	70
16	0	0	0	0	1	5	31	1	0	0	38
15	0	0	0	0	0	2	22	1	0	0	25
14	0	0	0	0	0	1	14	3	0	0	18
13	0	0	0	0	0	1	14	8	0	0	23
12	0	0	0	0	0	0	11	10	0	0	22
11	0	0	0	0	0	0	0	16	0	0	16
10	0	0	0	0	0	0	2	13	0	0	15
9	0	0	0	0	0	0	1	8	0	0	9
8	0	0	0	0	0	0	1	10	0	0	11
7	0	0	0	0	0	0	2	13	1	0	16
6	0	0	0	0	0	0	0	8	0	0	8
5	0	0	0	0	0	0	0	7	3	0	10
4	0	0	0	0	0	0	0	4	2	0	6
3	0	0	0	0	0	0	0	0	4	1	5
2	0	0	0	0	0	0	0	0	6	2	8
1	0	0	0	0	0	0	0	0	0	3	3
TOTAL	3	6	20	12	520	857	268	104	15	6	1,811

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

Fiscal Year 2000											
<u>YACS</u>	<u>O-10</u>	<u>O-9</u>	<u>O-8</u>	<u>O-7</u>	<u>O-6</u>	<u>O-5</u>	<u>O-4</u>	<u>O-3</u>	<u>O-2</u>	<u>O-1</u>	<u>TOTAL</u>
30	2	6	17	7	94	0	0	0	0	0	126
29	0	0	0	0	29	1	0	0	0	0	30
28	0	0	0	0	51	3	0	0	0	0	54
27	0	0	0	0	47	5	0	0	0	0	52
26	0	0	0	0	52	7	0	0	0	0	59
25	0	0	0	0	48	11	0	0	0	0	59
24	0	0	0	0	46	30	0	0	0	0	76
23	0	0	0	0	21	57	0	0	0	0	78
22	0	0	0	0	14	92	1	0	0	0	107
21	0	0	0	0	20	125	0	0	0	0	145
20	0	0	0	0	16	205	3	0	0	0	224
19	0	0	0	0	1	46	3	0	0	0	50
18	0	0	0	0	1	28	23	0	0	0	52
17	0	0	0	0	0	11	58	0	0	0	69
16	0	0	0	0	0	3	58	1	0	0	62
15	0	0	0	0	0	1	23	0	0	0	24
14	0	0	0	0	0	1	41	1	0	0	43
13	0	0	0	0	0	1	48	8	0	0	57
12	0	0	0	0	1	1	27	14	0	0	43
11	0	0	0	0	0	0	12	41	0	0	53
10	0	0	0	0	0	0	8	46	0	0	54
9	0	0	0	0	0	0	2	74	0	0	76
8	0	0	0	0	0	0	0	68	1	0	69
7	0	0	0	0	0	0	1	3	0	0	4
6	0	0	0	0	0	0	0	6	1	0	7
5	0	0	0	0	0	0	0	7	3	0	10
4	0	0	0	0	0	0	0	1	3	0	4
3	0	0	0	0	0	0	0	0	5	0	5
2	0	0	0	0	0	0	1	1	0	2	4
1	0	0	0	0	0	0	0	0	1	2	3
TOTAL	2	6	17	7	441	628	309	271	14	4	1,699
Fiscal Year 2001											
<u>YACS</u>	<u>O-10</u>	<u>O-9</u>	<u>O-8</u>	<u>O-7</u>	<u>O-6</u>	<u>O-5</u>	<u>O-4</u>	<u>O-3</u>	<u>O-2</u>	<u>O-1</u>	<u>TOTAL</u>
30	4	3	19	12	95	0	0	0	0	0	133
29	0	0	0	0	29	1	0	0	0	0	30
28	0	0	0	0	52	3	0	0	0	0	55
27	0	0	0	0	49	5	0	0	0	0	54
26	0	0	0	0	53	6	0	0	0	0	59
25	0	0	0	0	49	11	0	0	0	0	60
24	0	0	0	0	47	30	0	0	0	0	77
23	0	0	0	0	21	57	0	0	0	0	78
22	0	0	0	0	14	92	1	0	0	0	107
21	0	0	0	0	20	124	0	0	0	0	144
20	0	0	0	0	16	204	4	0	0	0	224
19	0	0	0	0	1	46	4	0	0	0	51
18	0	0	0	0	1	28	29	0	0	0	58
17	0	0	0	0	0	11	73	0	0	0	84
16	0	0	0	0	0	3	73	1	0	0	77
15	0	0	0	0	0	1	29	0	0	0	30
14	0	0	0	0	0	1	51	1	0	0	53
13	0	0	0	0	0	1	59	8	0	0	68
12	0	0	0	0	1	1	34	13	0	0	49
11	0	0	0	0	0	0	15	39	0	0	54
10	0	0	0	0	0	0	10	43	0	0	53
9	0	0	0	0	0	0	3	69	0	0	72
8	0	0	0	0	0	0	0	64	3	0	67
7	0	0	0	0	0	0	1	3	0	0	4
6	0	0	0	0	0	0	0	6	3	0	9
5	0	0	0	0	0	0	0	7	9	0	16
4	0	0	0	0	0	0	0	1	9	0	10
3	0	0	0	0	0	0	0	0	13	0	13
2	0	0	0	0	0	0	1	1	0	4	6
1	0	0	0	0	0	0	0	0	3	4	7
TOTAL	4	3	19	12	448	625	387	256	40	8	1,802

Navy Officer Retirements (Continued)

Fiscal Year 2002

YACS	Q-10	Q-9	Q-8	Q-7	Q-6	Q-5	Q-4	Q-3	Q-2	Q-1	TOTAL
30	2	5	21	12	104	0	0	0	0	0	144
29	0	0	0	0	32	1	0	0	0	0	33
28	0	0	0	0	56	3	0	0	0	0	59
27	0	0	0	0	52	5	0	0	0	0	57
26	0	0	0	0	57	7	0	0	0	0	64
25	0	0	0	0	53	10	0	0	0	0	63
24	0	0	0	0	51	28	0	0	0	0	79
23	0	0	0	0	23	53	0	0	0	0	76
22	0	0	0	0	15	86	1	0	0	0	102
21	0	0	0	0	22	117	0	0	0	0	139
20	0	0	0	0	18	192	3	0	0	0	213
19	0	0	0	0	1	43	3	0	0	0	47
18	0	0	0	0	1	26	26	0	0	0	53
17	0	0	0	0	0	10	67	0	0	0	77
16	0	0	0	0	0	3	66	1	0	0	70
15	0	0	0	0	0	1	26	0	0	0	27
14	0	0	0	0	0	1	46	1	0	0	48
13	0	0	0	0	0	1	54	6	0	0	61
12	0	0	0	0	1	1	31	11	0	0	44
11	0	0	0	0	0	0	14	32	0	0	46
10	0	0	0	0	0	0	9	36	0	0	45
9	0	0	0	0	0	0	2	58	0	0	60
8	0	0	0	0	0	0	0	53	1	0	54
7	0	0	0	0	0	0	1	2	0	0	3
6	0	0	0	0	0	0	0	5	1	0	6
5	0	0	0	0	0	0	0	6	2	0	8
4	0	0	0	0	0	0	0	1	2	0	3
3	0	0	0	0	0	0	0	0	3	0	3
2	0	0	0	0	0	0	1	1	0	5	7
1	0	0	0	0	0	0	0	0	1	4	5
TOTAL	2	5	21	12	486	588	350	213	10	9	1,696

Fiscal Year 2003

YACS	Q-10	Q-9	Q-8	Q-7	Q-6	Q-5	Q-4	Q-3	Q-2	Q-1	TOTAL
30	2	5	21	12	103	0	0	0	0	0	143
29	0	0	0	0	32	1	0	0	0	0	33
28	0	0	0	0	56	3	0	0	0	0	59
27	0	0	0	0	51	4	0	0	0	0	55
26	0	0	0	0	57	6	0	0	0	0	63
25	0	0	0	0	53	9	0	0	0	0	62
24	0	0	0	0	50	26	0	0	0	0	76
23	0	0	0	0	23	50	0	0	0	0	73
22	0	0	0	0	15	81	1	0	0	0	97
21	0	0	0	0	22	110	0	0	0	0	132
20	0	0	0	0	17	181	3	0	0	0	201
19	0	0	0	0	1	41	3	0	0	0	45
18	0	0	0	0	1	25	25	0	0	0	51
17	0	0	0	0	0	10	63	0	0	0	73
16	0	0	0	0	0	3	63	1	0	0	67
15	0	0	0	0	0	1	25	0	0	0	26
14	0	0	0	0	0	1	44	1	0	0	46
13	0	0	0	0	0	1	52	6	0	0	59
12	0	0	0	0	1	1	29	11	0	0	42
11	0	0	0	0	0	0	14	30	0	0	44
10	0	0	0	0	0	0	9	35	0	0	44
9	0	0	0	0	0	0	2	55	0	0	57
8	0	0	0	0	0	0	0	51	1	0	52
7	0	0	0	0	0	0	1	2	0	0	3
6	0	0	0	0	0	0	0	5	1	0	6
5	0	0	0	0	0	0	0	5	2	0	7
4	0	0	0	0	0	0	0	1	2	0	3
3	0	0	0	0	0	0	0	0	3	0	3
2	0	0	0	0	0	0	1	1	0	6	8
1	0	0	0	0	0	0	0	0	1	5	6
TOTAL	2	5	21	12	482	554	335	204	10	11	1,636

Navy Officer Retirements (Continued)

Fiscal Year 2004

YACS	Q-10	Q-9	Q-8	Q-7	Q-6	Q-5	Q-4	Q-3	Q-2	Q-1	TOTAL
30	2	5	21	12	105	0	0	0	0	0	145
29	0	0	0	0	33	1	0	0	0	0	34
28	0	0	0	0	58	3	0	0	0	0	61
27	0	0	0	0	53	5	0	0	0	0	58
26	0	0	0	0	59	6	0	0	0	0	65
25	0	0	0	0	54	10	0	0	0	0	64
24	0	0	0	0	52	27	0	0	0	0	79
23	0	0	0	0	24	52	0	0	0	0	76
22	0	0	0	0	16	84	1	0	0	0	101
21	0	0	0	0	23	114	0	0	0	0	137
20	0	0	0	0	18	185	3	0	0	0	206
19	0	0	0	0	1	42	3	0	0	0	46
18	0	0	0	0	1	25	26	0	0	0	52
17	0	0	0	0	0	10	66	0	0	0	76
16	0	0	0	0	0	3	66	1	0	0	70
15	0	0	0	0	0	1	26	0	0	0	27
14	0	0	0	0	0	1	46	1	0	0	48
13	0	0	0	0	0	1	54	6	0	0	61
12	0	0	0	0	1	1	31	11	0	0	44
11	0	0	0	0	0	0	15	31	0	0	46
10	0	0	0	0	0	0	9	36	0	0	45
9	0	0	0	0	0	0	2	58	0	0	60
8	0	0	0	0	0	0	0	53	1	0	54
7	0	0	0	0	0	0	1	2	0	0	3
6	0	0	0	0	0	0	0	5	1	0	6
5	0	0	0	0	0	0	0	5	3	0	8
4	0	0	0	0	0	0	0	1	3	0	4
3	0	0	0	0	0	0	0	0	5	0	5
2	0	0	0	0	0	0	1	1	0	6	8
1	0	0	0	0	0	0	0	0	1	6	7
TOTAL	2	5	21	12	498	571	350	211	14	12	1,696

Fiscal Year 2005

YACS	Q-10	Q-9	Q-8	Q-7	Q-6	Q-5	Q-4	Q-3	Q-2	Q-1	TOTAL
30	2	5	21	12	106	0	0	0	0	0	146
29	0	0	0	0	32	1	0	0	0	0	33
28	0	0	0	0	57	3	0	0	0	0	60
27	0	0	0	0	52	5	0	0	0	0	57
26	0	0	0	0	58	7	0	0	0	0	65
25	0	0	0	0	54	10	0	0	0	0	64
24	0	0	0	0	51	28	0	0	0	0	79
23	0	0	0	0	23	54	0	0	0	0	77
22	0	0	0	0	16	87	1	0	0	0	104
21	0	0	0	0	22	118	0	0	0	0	140
20	0	0	0	0	18	194	4	0	0	0	216
19	0	0	0	0	1	44	4	0	0	0	49
18	0	0	0	0	1	27	28	0	0	0	56
17	0	0	0	0	0	10	70	0	0	0	80
16	0	0	0	0	0	3	70	1	0	0	74
15	0	0	0	0	0	1	28	0	0	0	29
14	0	0	0	0	0	1	49	1	0	0	51
13	0	0	0	0	0	1	58	6	0	0	65
12	0	0	0	0	1	1	33	11	0	0	46
11	0	0	0	0	0	0	14	32	0	0	46
10	0	0	0	0	0	0	10	36	0	0	46
9	0	0	0	0	0	0	2	58	0	0	60
8	0	0	0	0	0	0	0	53	1	0	54
7	0	0	0	0	0	0	1	2	0	0	3
6	0	0	0	0	0	0	0	5	1	0	6
5	0	0	0	0	0	0	0	5	3	0	8
4	0	0	0	0	0	0	0	1	3	0	4
3	0	0	0	0	0	0	0	0	5	0	5
2	0	0	0	0	0	0	1	1	0	6	8
1	0	0	0	0	0	0	0	0	1	6	7
TOTAL	2	5	21	12	492	595	373	212	14	12	1,738

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

Fiscal Year 2000											
YACS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	TOTAL
30	1	2	4	4	44	2	0	0	0	0	57
29	0	0	0	0	18	4	0	0	0	0	22
28	0	0	0	0	13	3	0	0	0	0	16
27	0	0	0	0	10	7	0	0	0	0	17
26	0	0	0	0	7	8	0	0	0	0	15
25	0	0	0	0	6	18	0	0	0	0	24
24	0	0	0	0	1	23	0	0	0	0	24
23	0	0	0	0	0	33	1	0	0	0	34
22	0	0	0	0	0	45	3	0	0	0	48
21	0	0	0	0	0	42	88	0	0	0	130
20	0	0	0	0	0	21	97	0	0	0	118
19	0	0	0	0	0	1	5	0	0	0	6
18	0	0	0	0	0	1	4	0	0	0	5
17	0	0	0	0	0	1	3	0	0	0	4
16	0	0	0	0	0	0	2	1	0	0	3
15	0	0	0	0	0	0	2	3	0	0	5
14	0	0	0	0	0	0	2	2	0	0	4
13	0	0	0	0	0	0	2	13	0	0	15
12	0	0	0	0	0	0	1	11	0	0	12
11	0	0	0	0	0	0	0	10	0	0	10
10	0	0	0	0	0	0	0	8	0	0	8
9	0	0	0	0	0	0	0	3	0	0	3
8	0	0	0	0	0	0	0	1	0	0	1
7	0	0	0	0	0	0	0	1	0	0	1
6	0	0	0	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1	2	4	4	99	209	210	53	0	0	582
Fiscal Year 2001											
YACS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	TOTAL
30	1	2	4	4	47	2	0	0	0	0	60
29	0	0	0	0	16	4	0	0	0	0	20
28	0	0	0	0	5	3	0	0	0	0	8
27	0	0	0	0	5	7	0	0	0	0	12
26	0	0	0	0	17	8	0	0	0	0	25
25	0	0	0	0	5	18	0	0	0	0	23
24	0	0	0	0	1	25	0	0	0	0	26
23	0	0	0	0	0	36	1	0	0	0	37
22	0	0	0	0	0	44	3	0	0	0	47
21	0	0	0	0	0	43	82	0	0	0	125
20	0	0	0	0	0	21	82	0	0	0	103
19	0	0	0	0	0	2	91	0	0	0	93
18	0	0	0	0	0	2	1	0	0	0	3
17	0	0	0	0	0	0	1	0	0	0	1
16	0	0	0	0	0	0	1	0	0	0	1
15	0	0	0	0	0	0	1	2	0	0	3
14	0	0	0	0	0	0	2	7	0	0	9
13	0	0	0	0	0	0	2	7	0	0	9
12	0	0	0	0	0	0	2	21	0	0	23
11	0	0	0	0	0	0	1	17	0	0	18
10	0	0	0	0	0	0	0	16	0	0	16
9	0	0	0	0	0	0	0	12	0	0	12
8	0	0	0	0	0	0	0	3	0	0	3
7	0	0	0	0	0	0	0	1	0	0	1
6	0	0	0	0	0	0	0	1	0	0	1
5	0	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1	2	4	4	96	215	270	87	0	0	679

Marine Corps Officer Retirements (Continued)

Fiscal Year 2002

<u>YACS</u>	<u>Q-10</u>	<u>Q-9</u>	<u>Q-8</u>	<u>Q-7</u>	<u>Q-6</u>	<u>Q-5</u>	<u>Q-4</u>	<u>Q-3</u>	<u>Q-2</u>	<u>Q-1</u>	<u>TOTAL</u>
30	1	2	4	4	44	2	0	0	0	0	57
29	0	0	0	0	11	4	0	0	0	0	15
28	0	0	0	0	9	3	0	0	0	0	12
27	0	0	0	0	5	7	0	0	0	0	12
26	0	0	0	0	16	8	0	0	0	0	24
25	0	0	0	0	6	18	0	0	0	0	24
24	0	0	0	0	1	28	0	0	0	0	29
23	0	0	0	0	0	36	1	0	0	0	37
22	0	0	0	0	0	48	3	0	0	0	51
21	0	0	0	0	0	44	87	0	0	0	131
20	0	0	0	0	0	21	88	0	0	0	109
19	0	0	0	0	0	2	1	0	0	0	3
18	0	0	0	0	0	2	1	0	0	0	3
17	0	0	0	0	0	0	1	0	0	0	1
16	0	0	0	0	0	0	1	2	0	0	3
15	0	0	0	0	0	0	2	7	0	0	9
14	0	0	0	0	0	0	2	7	0	0	9
13	0	0	0	0	0	0	2	17	0	0	19
12	0	0	0	0	0	0	1	17	0	0	18
11	0	0	0	0	0	0	0	16	0	0	16
10	0	0	0	0	0	0	0	12	0	0	12
9	0	0	0	0	0	0	0	3	0	0	3
8	0	0	0	0	0	0	0	1	0	0	1
7	0	0	0	0	0	0	0	1	0	0	1
6	0	0	0	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1	2	4	4	92	223	190	83	0	0	599

Fiscal Year 2003

<u>YACS</u>	<u>Q-10</u>	<u>Q-9</u>	<u>Q-8</u>	<u>Q-7</u>	<u>Q-6</u>	<u>Q-5</u>	<u>Q-4</u>	<u>Q-3</u>	<u>Q-2</u>	<u>Q-1</u>	<u>TOTAL</u>
30	1	2	4	4	44	2	0	0	0	0	57
29	0	0	0	0	6	4	0	0	0	0	10
28	0	0	0	0	11	3	0	0	0	0	14
27	0	0	0	0	9	6	0	0	0	0	15
26	0	0	0	0	16	7	0	0	0	0	23
25	0	0	0	0	6	17	0	0	0	0	23
24	0	0	0	0	0	24	0	0	0	0	24
23	0	0	0	0	0	36	1	0	0	0	37
22	0	0	0	0	0	47	3	0	0	0	50
21	0	0	0	0	0	44	83	0	0	0	127
20	0	0	0	0	0	21	98	0	0	0	119
19	0	0	0	0	0	2	0	0	0	0	2
18	0	0	0	0	0	2	1	0	0	0	3
17	0	0	0	0	0	0	1	0	0	0	1
16	0	0	0	0	0	0	1	0	0	0	1
15	0	0	0	0	0	0	1	2	0	0	3
14	0	0	0	0	0	0	2	7	0	0	9
13	0	0	0	0	0	0	2	6	0	0	8
12	0	0	0	0	0	0	2	19	0	0	21
11	0	0	0	0	0	0	1	16	0	0	17
10	0	0	0	0	0	0	0	16	0	0	16
9	0	0	0	0	0	0	0	12	0	0	12
8	0	0	0	0	0	0	0	3	0	0	3
7	0	0	0	0	0	0	0	1	0	0	1
6	0	0	0	0	0	0	0	1	0	0	1
5	0	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1	2	4	4	92	215	196	83	0	0	597

Marine Corps Officer Retirements (Continued)

Fiscal Year 2004

<u>YACS</u>	<u>Q-10</u>	<u>Q-9</u>	<u>Q-8</u>	<u>Q-7</u>	<u>Q-6</u>	<u>Q-5</u>	<u>Q-4</u>	<u>Q-3</u>	<u>Q-2</u>	<u>Q-1</u>	<u>TOTAL</u>
30	1	2	4	4	44	2	0	0	0	0	57
29	0	0	0	0	6	4	0	0	0	0	10
28	0	0	0	0	11	3	0	0	0	0	14
27	0	0	0	0	9	6	0	0	0	0	15
26	0	0	0	0	16	7	0	0	0	0	23
25	0	0	0	0	6	17	0	0	0	0	23
24	0	0	0	0	0	24	0	0	0	0	24
23	0	0	0	0	0	36	1	0	0	0	37
22	0	0	0	0	0	47	3	0	0	0	50
21	0	0	0	0	0	44	83	0	0	0	127
20	0	0	0	0	0	21	98	0	0	0	119
19	0	0	0	0	0	2	0	0	0	0	2
18	0	0	0	0	0	2	1	0	0	0	3
17	0	0	0	0	0	0	1	0	0	0	1
16	0	0	0	0	0	0	1	0	0	0	1
15	0	0	0	0	0	0	1	0	0	0	1
14	0	0	0	0	0	0	2	2	0	0	4
13	0	0	0	0	0	0	2	7	0	0	9
12	0	0	0	0	0	0	2	6	0	0	8
11	0	0	0	0	0	0	1	19	0	0	20
10	0	0	0	0	0	0	0	16	0	0	16
9	0	0	0	0	0	0	0	16	0	0	16
8	0	0	0	0	0	0	0	12	0	0	12
7	0	0	0	0	0	0	0	3	0	0	3
6	0	0	0	0	0	0	0	1	0	0	1
5	0	0	0	0	0	0	0	1	0	0	1
4	0	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1	2	4	4	92	215	196	83	0	0	597

Fiscal Year 2005

<u>YACS</u>	<u>Q-10</u>	<u>Q-9</u>	<u>Q-8</u>	<u>Q-7</u>	<u>Q-6</u>	<u>Q-5</u>	<u>Q-4</u>	<u>Q-3</u>	<u>Q-2</u>	<u>Q-1</u>	<u>TOTAL</u>
30	1	2	4	4	44	2	0	0	0	0	57
29	0	0	0	0	6	4	0	0	0	0	10
28	0	0	0	0	11	3	0	0	0	0	14
27	0	0	0	0	9	6	0	0	0	0	15
26	0	0	0	0	16	7	0	0	0	0	23
25	0	0	0	0	6	17	0	0	0	0	23
24	0	0	0	0	0	24	0	0	0	0	24
23	0	0	0	0	0	36	1	0	0	0	37
22	0	0	0	0	0	47	3	0	0	0	50
21	0	0	0	0	0	44	83	0	0	0	127
20	0	0	0	0	0	21	98	0	0	0	119
19	0	0	0	0	0	2	0	0	0	0	2
18	0	0	0	0	0	2	1	0	0	0	3
17	0	0	0	0	0	0	1	0	0	0	1
16	0	0	0	0	0	0	1	0	0	0	1
15	0	0	0	0	0	0	1	0	0	0	1
14	0	0	0	0	0	0	2	2	0	0	4
13	0	0	0	0	0	0	2	7	0	0	9
12	0	0	0	0	0	0	2	6	0	0	8
11	0	0	0	0	0	0	1	19	0	0	20
10	0	0	0	0	0	0	0	16	0	0	16
9	0	0	0	0	0	0	0	16	0	0	16
8	0	0	0	0	0	0	0	12	0	0	12
7	0	0	0	0	0	0	0	3	0	0	3
6	0	0	0	0	0	0	0	1	0	0	1
5	0	0	0	0	0	0	0	1	0	0	1
4	0	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1	2	4	4	92	215	196	83	0	0	597

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

Fiscal Year 2000											
<u>Grade</u>	<u>Q-10</u>	<u>Q-9</u>	<u>Q-8</u>	<u>Q-7</u>	<u>Q-6</u>	<u>Q-5</u>	<u>Q-4</u>	<u>Q-3</u>	<u>Q-2</u>	<u>Q-1</u>	<u>TOTAL</u>
30+	3	7	7	8	136	0	0	0	0	0	161
29	0	0	3	4	59	0	0	0	0	0	66
28	0	0	2	3	84	46	0	0	0	0	135
27	0	0	2	2	57	33	0	0	0	0	94
26	0	0	0	2	90	33	0	0	0	0	125
25	0	0	0	0	61	54	0	0	0	0	115
24	0	0	0	0	45	50	0	0	0	0	95
23	0	0	0	0	14	103	0	0	0	0	117
22	0	0	0	0	21	144	1	0	0	0	166
21	0	0	0	0	20	170	4	0	0	0	194
20	0	0	0	0	11	398	252	0	0	0	661
19	0	0	0	0	1	49	147	0	0	0	197
18	0	0	0	0	1	7	59	0	0	0	67
17	0	0	0	0	1	3	109	0	0	0	113
16	0	0	0	0	0	2	93	21	0	0	116
15	0	0	0	0	0	4	89	52	0	0	145
14	0	0	0	0	0	1	57	55	0	0	113
13	0	0	0	0	0	0	37	54	0	0	91
12	0	0	0	0	0	0	3	68	0	0	71
11	0	0	0	0	0	0	7	70	0	0	77
10	0	0	0	0	0	0	2	74	0	0	76
9	0	0	0	0	0	0	0	8	0	0	8
8	0	0	0	0	0	0	0	7	0	0	7
7	0	0	0	0	0	0	0	1	0	0	1
6	0	0	0	0	0	0	0	1	0	0	1
5	0	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0	0
TOTAL	3	7	14	19	601	1,097	860	411	0	0	3,012
Fiscal Year 2001											
<u>Grade</u>	<u>Q-10</u>	<u>Q-9</u>	<u>Q-8</u>	<u>Q-7</u>	<u>Q-6</u>	<u>Q-5</u>	<u>Q-4</u>	<u>Q-3</u>	<u>Q-2</u>	<u>Q-1</u>	<u>TOTAL</u>
30	3	10	9	7	106	0	0	0	0	0	135
29	0	0	2	4	52	0	0	0	0	0	58
28	0	0	2	3	76	54	0	0	0	0	135
27	0	0	2	2	88	43	0	0	0	0	135
26	0	0	0	2	98	29	0	0	0	0	129
25	0	0	0	0	57	20	0	0	0	0	77
24	0	0	0	0	40	48	0	0	0	0	88
23	0	0	0	0	33	102	0	0	0	0	135
22	0	0	0	0	8	142	10	0	0	0	160
21	0	0	0	0	17	239	27	0	0	0	283
20	0	0	0	0	24	325	133	0	0	0	482
19	0	0	0	0	5	172	234	0	0	0	411
18	0	0	0	0	1	16	65	0	0	0	82
17	0	0	0	0	0	1	65	0	0	0	66
16	0	0	0	0	0	3	87	0	0	0	90
15	0	0	0	0	0	2	92	10	0	0	104
14	0	0	0	0	0	0	49	40	0	0	89
13	0	0	0	0	0	0	29	41	0	0	70
12	0	0	0	0	0	0	7	48	0	0	55
11	0	0	0	0	0	0	6	47	0	0	53
10	0	0	0	0	0	0	0	93	0	0	93
9	0	0	0	0	0	0	0	3	0	0	3
8	0	0	0	0	0	0	0	1	0	0	1
7	0	0	0	0	0	0	0	1	0	0	1
6	0	0	0	0	0	0	0	1	0	0	1
5	0	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0	0
TOTAL	3	10	15	18	605	1,196	804	285	0	0	2,936

Air Force Officer Retirements (Continued)
Fiscal Year 2002

<u>Grade</u>	<u>O-10</u>	<u>O-9</u>	<u>O-8</u>	<u>O-7</u>	<u>O-6</u>	<u>O-5</u>	<u>O-4</u>	<u>O-3</u>	<u>O-2</u>	<u>O-1</u>	<u>TOTAL</u>
30	2	9	16	11	100	0	0	0	0	0	138
29	0	0	0	2	51	0	0	0	0	0	53
28	0	0	0	2	92	56	0	0	0	0	150
27	0	0	0	1	109	19	0	0	0	0	129
26	0	0	0	1	86	33	0	0	0	0	120
25	0	0	0	2	31	72	0	0	0	0	105
24	0	0	0	0	29	116	1	0	0	0	146
23	0	0	0	0	17	167	3	0	0	0	187
22	0	0	0	0	19	156	3	0	0	0	178
21	0	0	0	0	11	172	15	0	0	0	198
20	0	0	0	0	25	221	451	0	0	0	697
19	0	0	0	0	5	83	15	0	0	0	103
18	0	0	0	0	1	6	15	0	0	0	22
17	0	0	0	0	0	2	25	0	0	0	27
16	0	0	0	0	0	0	43	0	0	0	43
15	0	0	0	0	0	0	26	0	0	0	26
14	0	0	0	0	0	2	27	2	0	0	31
13	0	0	0	0	0	0	21	4	0	0	25
12	0	0	0	0	0	0	1	11	0	0	12
11	0	0	0	0	0	0	1	29	0	0	30
10	0	0	0	0	0	0	0	47	0	0	47
9	0	0	0	0	0	0	0	1	0	0	1
8	0	0	0	0	0	0	0	1	0	0	1
7	0	0	0	0	0	0	0	1	0	0	1
6	0	0	0	0	0	0	0	1	0	0	1
5	0	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0	0
TOTAL	2	9	16	19	576	1,105	647	97	0	0	2,471

Fiscal Year 2003

<u>Grade</u>	<u>O-10</u>	<u>O-9</u>	<u>O-8</u>	<u>O-7</u>	<u>O-6</u>	<u>O-5</u>	<u>O-4</u>	<u>O-3</u>	<u>O-2</u>	<u>O-1</u>	<u>TOTAL</u>
30	4	12	14	12	109	0	0	0	0	0	151
29	0	0	1	2	49	0	0	0	0	0	52
28	0	0	0	2	77	44	0	0	0	0	123
27	0	0	0	1	81	19	0	0	0	0	101
26	0	0	0	1	101	29	0	0	0	0	131
25	0	0	0	0	68	75	0	0	0	0	143
24	0	0	0	0	27	133	0	0	0	0	160
23	0	0	0	0	21	155	0	0	0	0	176
22	0	0	0	0	15	129	0	0	0	0	144
21	0	0	0	0	16	227	5	0	0	0	248
20	0	0	0	0	17	225	520	0	0	0	762
19	0	0	0	0	1	72	9	0	0	0	82
18	0	0	0	0	0	15	12	0	0	0	27
17	0	0	0	0	0	3	21	0	0	0	24
16	0	0	0	0	0	1	27	0	0	0	28
15	0	0	0	0	0	0	26	0	0	0	26
14	0	0	0	0	0	0	34	6	0	0	40
13	0	0	0	0	0	0	31	8	0	0	39
12	0	0	0	0	0	0	2	12	0	0	14
11	0	0	0	0	0	0	3	28	0	0	31
10	0	0	0	0	0	0	0	32	0	0	32
9	0	0	0	0	0	0	0	1	0	0	1
8	0	0	0	0	0	0	0	1	0	0	1
7	0	0	0	0	0	0	0	1	0	0	1
6	0	0	0	0	0	0	0	1	0	0	1
5	0	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0	0
TOTAL	4	12	15	18	582	1,127	690	90	0	0	2,538

Air Force Officer Retirements (Continued)

Fiscal Year 2004

<u>Grade</u>	<u>O-10</u>	<u>O-9</u>	<u>O-8</u>	<u>O-7</u>	<u>O-6</u>	<u>O-5</u>	<u>O-4</u>	<u>O-3</u>	<u>O-2</u>	<u>O-1</u>	<u>TOTAL</u>
30	2	8	14	10	90	0	0	0	0	0	124
29	0	0	0	3	37	0	0	0	0	0	40
28	0	0	0	2	76	66	0	0	0	0	144
27	0	0	0	2	104	15	0	0	0	0	121
26	0	0	0	1	116	37	0	0	0	0	154
25	0	0	0	0	71	76	0	0	0	0	147
24	0	0	0	0	46	119	0	0	0	0	165
23	0	0	0	0	14	188	0	0	0	0	202
22	0	0	0	0	20	190	0	0	0	0	210
21	0	0	0	0	2	240	0	0	0	0	242
20	0	0	0	0	7	229	564	0	0	0	800
19	0	0	0	0	0	57	8	0	0	0	65
18	0	0	0	0	0	23	17	0	0	0	40
17	0	0	0	0	0	4	32	0	0	0	36
16	0	0	0	0	0	1	26	0	0	0	27
15	0	0	0	0	0	0	28	0	0	0	28
14	0	0	0	0	0	0	8	4	0	0	12
13	0	0	0	0	0	0	31	8	0	0	39
12	0	0	0	0	0	0	2	11	0	0	13
11	0	0	0	0	0	0	3	9	0	0	12
10	0	0	0	0	0	0	0	21	0	0	21
9	0	0	0	0	0	0	0	1	0	0	1
8	0	0	0	0	0	0	0	1	0	0	1
7	0	0	0	0	0	0	0	1	0	0	1
6	0	0	0	0	0	0	0	1	0	0	1
5	0	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0	0
TOTAL	2	8	14	18	583	1,245	719	57	0	0	2,646

Fiscal Year 2005

<u>Grade</u>	<u>O-10</u>	<u>O-9</u>	<u>O-8</u>	<u>O-7</u>	<u>O-6</u>	<u>O-5</u>	<u>O-4</u>	<u>O-3</u>	<u>O-2</u>	<u>O-1</u>	<u>TOTAL</u>
30	3	8	14	10	93	0	0	0	0	0	128
29	0	0	0	3	25	0	0	0	0	0	28
28	0	0	0	2	85	64	0	0	0	0	151
27	0	0	0	2	102	12	0	0	0	0	116
26	0	0	0	1	136	34	0	0	0	0	171
25	0	0	0	0	71	83	0	0	0	0	154
24	0	0	0	0	32	150	0	0	0	0	182
23	0	0	0	0	19	220	0	0	0	0	239
22	0	0	0	0	14	189	0	0	0	0	203
21	0	0	0	0	4	217	0	0	0	0	221
20	0	0	0	0	2	245	439	0	0	0	686
19	0	0	0	0	0	51	22	0	0	0	73
18	0	0	0	0	0	6	53	0	0	0	59
17	0	0	0	0	0	1	50	0	0	0	51
16	0	0	0	0	0	0	46	0	0	0	46
15	0	0	0	0	0	1	29	0	0	0	30
14	0	0	0	0	0	0	15	2	0	0	17
13	0	0	0	0	0	0	13	11	0	0	24
12	0	0	0	0	0	0	6	4	0	0	10
11	0	0	0	0	0	0	2	9	0	0	11
10	0	0	0	0	0	0	0	21	0	0	21
9	0	0	0	0	0	0	0	1	0	0	1
8	0	0	0	0	0	0	0	1	0	0	1
7	0	0	0	0	0	0	0	1	0	0	1
6	0	0	0	0	0	0	0	1	0	0	1
5	0	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0	0
TOTAL	3	8	14	18	583	1,273	675	51	0	0	2,625

PART IV: MEDICAL MANPOWER REQUIREMENTS

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Medical Manpower Overview

The Fiscal Year 2001 Medical Manpower Requirements Chapter to the Defense Manpower Requirements Report (DMRR) is submitted in accordance with Section 115a of title 10, United States Code (10 U.S.C.), which specifies:

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

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

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

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

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

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

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

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

Organization of the Medical Manpower Requirements Chapter

The medical chapter displays the number of military medical personnel, by corps or designation, of both the Active and Reserve components within the Department of Defense (DoD) for Fiscal Years (FY) 1999, 2000, and 2001. The FY 1999 data represents validated actual end strength obtained from the Health Manpower and Personnel Data System maintained at the Defense Manpower Data Center. The FY 2000 and 2001 data represent budgeted end strength submitted by the Army, Navy, and Air Force. It is important to note that the Reserve component manpower requested by the Department in the President's Budget is limited to that of the Selected Reserve (SELRES). To meet total force wartime needs, the Military Departments will also rely, in part, on the Pretrained Individual Manpower (PIM) categories within the Reserve component. The PIM is comprised of the Individual Ready Reserve (IRR), the Standby Reserve, and military retirees.

End Strength

End strength data represent the manpower strength as of the last day of the fiscal year and can be further identified as actual end strength or budgeted end strength. Actual end strength delineates the personnel inventory as of the end of FY 1999. Budgeted end strength reflects the manpower contained in the DoD Component's budgets. These data are aggregated for the total medical force by each of the healthcare personnel categories identified in the title 10 reporting specifications for this medical report.

Legislation Limiting Medical Personnel Reductions

Section 129c of title 10, U.S.C., stipulates that the Secretary of Defense shall not reduce the total number of DoD medical personnel more than five percent from the previous fiscal year, or ten percent from the year prior to the last, without certifying to Congress that reductions are in excess of current and projected needs and that such reductions will not increase the cost of health care services provided under TRICARE. Total medical manpower includes active component, SELRES, and DHP civilian personnel.

Mission

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

Table 4-1: DoD Medical Manpower Program

<u>Corps</u>	FY 2001 Budgeted End Strength	
	<u>Active Component</u>	<u>Reserve Component</u>
Medical	12,073	4,872
Dental	3,641	1,324
Nurse	10,529	10,802
Medical Service	7,716	4,254
Medical Specialist (USA)	899	1,065
Biomedical Science	2,354	879
Veterinary (USA)	411	108
Warrant Officers	128	60
Medical Enlisted	72,077	51,306
Dental Enlisted	7,055	2,097
Total Military	116,883	76,767
DHP Civilian Workyears	37,047	N/A

Table 4-1A: Army Medical Manpower Program

<u>Corps</u>	FY 2001 Budgeted End Strength	
	<u>Active Component</u>	<u>Reserve Component</u>
Medical	4,347	2,635
Dental	1,138	740
Nurse	3,381	5,813
Medical Service	3,925	2,852
Medical Specialist	899	1,065
Veterinary	411	108
Warrant Officers	126	60
Medical Enlisted	28,289	31,753
Dental Enlisted	1,450	1,155
Total Military	43,966	46,181
DHP Civilian Workyears	21,998	N/A

Table 4-1B: Navy Medical Manpower Program

FY 2001 Budgeted End Strength

<u>Corps</u>	<u>Active Component</u>	<u>Reserve Component</u>
Medical	3,931	953
Dental	1,378	141
Nurse	3,170	1,983
Medical Service	2,721	411
Warrant Officers	2	0
Medical Enlisted	24,451	8,150
Dental Enlisted	3,239	306
Total Military	38,892	11,944
DHP Civilian Workyears	9,833	N/A

Table 4-1C: Air Force Medical Manpower Program

FY 2001 Budgeted End Strength

<u>Corps</u>	<u>Active Component</u>	<u>Reserve Component</u>
Medical	3,795	1,284
Dental	1,125	443
Nurse	3,978	3,006
Medical Service	1,070	991
Biomedical Science	2,354	879
Medical Enlisted	19,337	11,403
Dental Enlisted	2,366	636
Total Military	34,025	18,642
DHP Civilian Workyears	5,216	N/A

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

<u>Corps</u>	<u>Active Component</u>			<u>Reserve Component</u>		
	<u>FY 1999 Actual</u>	<u>FY 2000 Estimate</u>	<u>FY 2001 Estimate</u>	<u>FY 1999 Actual</u>	<u>FY 2000 Estimate</u>	<u>FY 2001 Estimate</u>
Medical	12,369	12,176	12,073	4,825	5,074	4,872
Dental	3,491	3,661	3,641	1,447	1,587	1,324
Nurse	10,779	10,764	10,529	12,641	11,402	10,802
Medical Service	7,648	7,785	7,716	5,382	4,398	4,254
Medical Specialist	864	881	899	3,823	1,148	1,065
Biomedical Science	2,528	2,519	2,354	760	879	879
Veterinary	413	414	411	198	145	108
Warrant Officers	131	128	128	92	64	60
Medical Enlisted	72,417	72,552	72,077	53,789	54,123	51,306
Dental Enlisted	6,884	7,229	7,055	2,771	2,351	2,097
Total Military	117,524	118,109	116,883	82,805	81,171	76,767
DHP Civilian Workyears	39,704	37,824	37,047	N/A	N/A	N/A

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

<u>Corps</u>	Active Component			Reserve Component		
	FY 1999 <u>Actual</u>	FY 2000 <u>Authorized</u>	FY 2001 <u>Requested</u>	FY 1999 <u>Actual</u>	FY 2000 <u>Authorized</u>	FY 2001 <u>Requested</u>
Medical	4,332	4,347	4,347	2,609	2,837	2,635
Dental	1,003	1,138	1,138	767	889	740
Nurse	3,300	3,381	3,381	7,484	6,302	5,813
Medical Service	3,919	3,949	3,925	3,823	3,090	2,852
Medical Specialist	864	881	899	900	1,148	1,065
Veterinary	413	414	411	198	145	108
Warrant Officers	130	126	126	90	64	60
Medical Enlisted	29,879	28,289	28,289	36,254	34,470	31,753
Dental Enlisted	1,561	1,450	1,450	1,587	1,449	1,155
Total Military	45,401	43,975	43,966	53,712	50,394	46,181
DHP Civilian Workyears	24,103	22,471	21,998	N/A	N/A	N/A

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

<u>Corps</u>	Active Component			Reserve Component		
	FY 1999 <u>Actual</u>	FY 2000 <u>Authorized</u>	FY 2001 <u>Requested</u>	FY 1999 <u>Actual</u>	FY 2000 <u>Authorized</u>	FY 2001 <u>Requested</u>
Medical	4,086	3,931	3,931	1,110	953	953
Dental	1,357	1,380	1,378	334	281	141
Nurse	3,146	3,171	3,170	1,950	1,983	1,983
Medical Service	2,619	2,742	2,721	648	411	411
Warrant Officers	1	2	2	2	0	0
Medical Enlisted	22,459	24,321	24,451	6,202	8,150	8,150
Dental Enlisted	2,765	3,195	3,239	617	306	306
Total Military	36,433	38,742	38,892	10,863	12,084	11,944
DHP Civilian Workyears	9,834	10,067	9,833	N/A	N/A	N/A

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

<u>Corps</u>	Active Component			Reserve Component		
	FY 1999 <u>Actual</u>	FY 2000 <u>Estimate</u>	FY 2001 <u>Estimate</u>	FY 1999 <u>Actual</u>	FY 2000 <u>Estimate</u>	FY 2001 <u>Estimate</u>
Medical	3,951	3,898	3,795	1,106	1,284	1,284
Dental	1,131	1,143	1,125	346	417	443
Nurse	4,333	4,212	3,978	3,207	3,117	3,006
Medical Service	1,110	1,094	1,070	911	897	991
Biomedical Science	2,528	2,519	2,354	760	879	879
Medical Enlisted	20,079	19,942	19,337	11,333	11,503	11,403
Dental Enlisted	2,558	2,584	2,366	567	596	636
Total Military	35,690	35,392	34,025	18,230	18,693	18,642
DHP Civilian Workyears	5,767	5,286	5,216	N/A	N/A	N/A

PART V: MANPOWER REQUEST JUSTIFICATIONS

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Army Manpower Request

Introduction

This chapter describes Army manpower requirements: Active Component, Army National Guard (ARNG), U. S. Army Reserve (USAR), and civilian. By law, the Army is assigned the tasks of defending the United States and its territories; supporting national policies and objectives; and defeating nations responsible for aggression that endangers the peace and security of the United States. These tasks, in the context of the international security environment, drive the size and shape of the Army.

Today, the Army is a globally engaged force, heavily committed to meeting the current requirements of the National Security and Military strategies while simultaneously starting a comprehensive transformation to better meet future strategic requirements. These strategies place unique demands upon the Army, given severely limited manpower resources. Tomorrow, the Army will continue to provide the Nation with the ability to defeat any adversary and also the ability to achieve full spectrum dominance to control any situation across the full range of military operations. The Army vision aims to meet these requirements by transforming the force to a more strategically responsive and dominant one across the entire spectrum of operations.

The Army faces stark challenges both today and in the future concerning its soldier and civilian work forces. The requirements for technical and advanced skills will only increase, as it means for performing full spectrum operations become more sophisticated. Yet today's booming economy and increased opportunities for higher education have created unprecedented competition for the quality people that fill the Army's ranks today. We will continue to pursue innovative ways to attract and retain the quality soldiers and civilians we need.

Key Manpower Issues

Wartime manpower requirements are based on the total Active Army (including mobilized USAR/ARNG units) wartime force structure plus estimated combat casualties for illustrative planning scenarios derived in conjunction with Defense Planning Guidance. The current worst case scenario is for two nearly simultaneous MTWs located in Southwest Asia and Northeast Asia, and represents a partial mobilization only.

A comprehensive Army wartime manpower analysis under a dual MTW scenario estimated a manpower shortage of 127,077 soldiers if the Army is to maintain wartime required strength levels. To meet this shortage, 58,823 IRR personnel and 31,872 retirees are available in the Reserve individual manpower pools at the needed skills and grades. This leaves an approximate 36,000 manpower space shortfall to bring all units to Authorized Level of Organization (ALO 1) strength.

Involuntary access to the IRR at Presidential Selected Reserve Call-up (PSRC) is critical to filling forward stationed/early deploying units to wartime required levels and providing projected casualty replacements. This would help reduce the level of required cross-leveling, a practice that serves only to bleed off needed manpower from later deploying units, power projection/support platforms and the CONUS sustaining base.

A legislative compromise to the Selected Reserve Augmentation program proposed by the Army several years ago to allow involuntary access to 30,000 members of the IRR at PSRC, has proven to be grossly inadequate in meeting individual mobilization manpower grade and skill requirements. As of March 1, 2000, 160 Army personnel (less than 0.3 percent of total IRR

requirements) are enrolled in the IRRAA. Current operations tempo (OPTEMPO) and deployment tempo (DEPTempo) are significant barriers to overcome in convincing separating soldiers to voluntarily join this IRR category.

Major Force Structure Changes Affecting Manpower Request

The 1997 Quadrennial Defense Review (QDR) validated the Army's existing operating combat (Table of Organization and Equipment (TOE)) force structure while recognizing the opportunity to effect some reductions in both operating and generating institutional (Table of Distribution and Allowances (TDA)) forces and in both the Active and Reserve Components.

The Active Army end strength is 480,000 (a reduction from 781,000 in 1987) and consists of four corps, ten Active divisions, 8 ARNG divisions, and 15 separate enhanced brigades. This represents a similar reduction from the Cold War Army of five corps and 28 divisions (18 Active and 10 ARNG). The Active Component Army consisting of ten divisions: four light (two light infantry, one airborne, and one air assault), and six heavy (mix of mechanized infantry and armor). Each division has three Active Component combat brigades.

The Army's Active Component end strength of 480,000 has a Force Structure Allowance (FSA) of 417,000. The USAR has reduced its Selected Reserve (SELRES) end strength commensurate with Active Army force reductions to 205,000. The Army National Guard has reduced its FSA to 388,000 and end strength to 350,000. To mitigate the impact of force structure reductions on soldiers and family members, the Army will continue to maximize voluntary separations, increase early retirements, reduce accessions, and minimize involuntary separations.

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

Today's Reserve Components are not forces "in reserve" being saved for future use nor are they merely a cadre force. Reserve Component units are an integral part of theater operational plans, and provide a significant part of the Army's combat, combat support, and combat service support forces. As the Army reshapes itself, its primary focus will be to improve the readiness of the existing Reserve Component units while continuing modernization efforts.

Civilian work force adjustments for FY 2000 and FY 2001 are commensurate with force structure requirements, workload projections, and streamlining plans. The actual FY 1999 workyear level was 224,900. The budgeted work year levels of 218,300 for FY 2000 and 215,700 for FY 2001 reflect the impact of force structure downsizing and streamlining. Work force levels may continue to decline in the outyears as a result of decisions to outsource A-76 studies. Army will continue to consider civilians in combat support roles, such as those utilized in Desert Storm and Haiti, in force planning.

Active Component

The Active Component force structure will remain globally engaged to protect and promote U. S. vital interests in CONUS, Europe, the Pacific, and Latin America.

Forces Command (FORSCOM) is faced with a number of challenges for FY 2000. The fielding of the "Initial Brigades" will cause some turmoil in FORSCOM structure. The Heavy Brigade at Ft. Lewis will be the first to convert in FY 2000 and will require 482 additional manpower spaces. The Light Brigade at Ft. Lewis will convert in FY 2001 and will cost 1,253 spaces. Specific manpower resources have not yet been identified for reallocation, but the bulk of these spaces can be expected to come from FORSCOM structure. FORSCOM is also attempting to find solutions to retain the XVIII Airborne Corps air traffic control company, scheduled to inactivate in FY 2000. FORSCOM is also considering ways to reestablish it as an Active unit, or to establish it as a mixed Active/Reserve Component unit to save manpower. Finally, FORSCOM is fielding a 54-space chemical brigade headquarters in FY 2003. This new unit is not yet resourced and will be heavily impacted by Initial Brigade bills.

Training and Doctrine Command (TRADOC) will decrease in military and civilian strength in FY 2000. Military strength decline is a result of the Army's effort to man Divisions at 100 percent, experiments in contracting some functions, and DRID/Fair actions. Civilian manpower will decline from 21,650 to a target of 21,000 in the final year of cuts begun in 1990.

Army Materiel Command (AMC) personnel reductions for FY 2000 total 1,612 military and 6,504 civilian spaces. Major drivers for reduction in stovepipe organizations were in support of the 95th Test Maintenance Diagnostic Equipment Company (TMDE) for FY 2000 and out. Reductions are primarily the result of the QDR, command plan transfers AMC to the U.S. Army Test and Evaluation Command, and the Officer Reduction Initiative.

United States Army Special Operations Command (USASOC), in coordination with the Department of the Army, has dramatically increased the capabilities of its Active Component Civil Affairs (CA) battalion through the resourcing of 84 additional officers and soldiers. The FY 2002 increase of the Active Component CA battalion will provide increased capabilities in support of operations conducted worldwide, while reducing the high OPTEMPO currently experienced by our force. USASOC has also increased its capability to conduct sustainment operations in support of its special operations forces through the multi-component redesign of its special operations support battalion, raising its strength from 400 to 666 Active and Reserve Component personnel. Additionally, USASOC has implemented a set of redesigns of psychological operations forces to better meet current and emerging needs of our regional warfighters, and our National interests worldwide.

U. S. Army Europe (USAREUR) military end strength will remain at 65,000 as mandated by treaty in FY 2000. Within that number, there will be internal restructuring of units to increase efficiency and consolidate some maintenance functions in order to obtain cost savings.

Pacific

Eighth U. S. Army (EUSA) aggregate military force structure for FY 2000 stands at 24,304. In FY 2000, EUSA received the final 333-space increment of the 1,133 authorizations applied from FY 1998 to FY 2000. Force structure continues to be shaped by commitments to theater operations, congressional directives, and the continuing threat of North Korean action. These considerations are all incorporated into the Total Army Analysis and other force structure processes.

Latin America

U. S. Army South (USARSO) has completed its withdrawal from the Republic of Panama, as directed by the Panama Canal Treaty, and its relocation to Fort Buchanan, Puerto Rico. USARSO and its assigned units were also reorganized as part of the relocation. This resulted in a reduction of 522 military authorizations in FY 2000 and aggregate savings of 1,732 manpower spaces.

Reserve Component

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

U. S. Army Reserve (USAR). The Army Reserve is a community-based, federal force; an extension of the Active Army that is directly responsive to the Army and federal needs, and available for immediate activation at Presidential direction. Nearly 1.1 million SELRES, IRR, Standby Reserve, and Retired Reserve personnel furnish the majority of the Army's strength. USAR SELRES provides nearly 40 percent of the combat support and combat service support of the entire Army. During Desert Shield/Desert Storm, about 74,000 SELRES personnel, including IMAs and members of 647 Army Reserve units, were activated. Additionally, another 20,000 IRR personnel were called up, for a total of almost 95,000 USAR members activated for the operation. The USAR also supported recent operations in Somalia, Rwanda, Haiti, and Bosnia-Herzegovina with combat support and combat service support soldiers. The percentage of Army Reservists comprised 35 percent of all DoD Reserve Forces deployed during Desert Shield/Desert Storm, and the percentage of USAR personnel as a proportion of all Services' Reserve Forces deployed has grown with each subsequent operation in the past decade. Each year approximately 20,000 Reservists are deployed to 50 countries worldwide on a variety of missions.

USAR Initiatives. The USAR has reduced its SELRES end strength commensurate with Active Army "above the line" force reductions. As a result, the USAR will maintain an end strength of 205,000 in FY 2001, down 3,000 from FY 1999. This end strength will mean the USAR will have seen a reduction of 36 percent since its FY 1989 high of 319,244.

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

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

Increased support to the Active Component. Active Component strength reductions increase dependence upon the USAR to assist or assume AC missions. Forty-seven percent of the Army's combat service support assets now reside in the USAR. Transfer of installation management functions and institutional/collective training missions to the USAR depend upon proven capabilities which have helped America's Army to downsize without the loss of ability to perform its missions.

The Individual Mobilization Augmentee (IMA) Program is designed to pre-assign trained individual SELRES personnel in peacetime to an Active Army, Defensewide, or other Federal Government position which must be filled under Presidential Selected Reserve Call Up. As members of the SELRES, IMAs are subject to involuntary call to active duty by the President under 10 U.S.C., 12304. The FY 1999 end strength for the USAR IMA Program was 8,019. The FY 2000 and FY 2001 end strength objective for the IMA Program is 8000 each year.

The Full-time Support (FTS) Program is a "force multiplier" that enables drilling Reserve soldiers to take maximum advantage of the limited training time available. The USAR FTS force is composed of military technicians, Reserve Component members on active duty (AGR), Active Component members, and civilian employees. FTS personnel assist in recruiting and retention, supply, maintenance, administration, mobilization planning, managing, and training Reserve Component members.

Army National Guard. The ARNG finished FY 1999 with 357,469 personnel. In FY 2000, the ARNG will reach end strength of 350,000 and remain throughout the out years. Overmanning of Force Support Package units and enhanced Separate Brigade units will continue to support ARNG readiness. ARNG force structure allowance will be at 388,000 in FY 2000 and beyond. Specific details concerning the ARNG include:

Federal Mission. All Army National Guard (ARNG) units are organized and resourced for their federal wartime missions. The ARNG augments and reinforces Active forces by providing combat/combat support/combat service support units to military operations. The ARNG consists primarily of fifteen enhanced separate brigades, eight combat divisions, eighteen separate brigades (15 enhanced) and echelon above division combat support and combat service support units. Currently the ARNG provides 54 percent of total Army combat structure, 46 percent of combat support and 32 percent of the combat service support units.

State Mission. The ARNG is under the command of State governors until called-up for active duty by the Federal Government. In this status the ARNG plays a critical role in times of civil unrest and natural disasters. The National Guard is ideally equipped to assist civil authorities in a wide variety of missions much as disaster assistance, environmental, law enforcement support, and community assistance. During FY 1999 the ARNG responded to 267 call-ups from State governors, totaling more than 281,000 mandays.

Manning the Force. At its core, the Guard and its capabilities are a direct reflection of its quality people. Manning the force--recruiting and retaining quality soldiers--remains a critical leadership and management function within the ARNG. During the course of the year, the Guard met its strength goals through an ambitious program of recruiting and retention incentive initiatives. Additional efforts were devoted to ensuring the continuing vitality of ARNG full-time manning programs during the year.

Recruiting and Retention. The ARNG's FY 1999 end strength objectives included achieving a SELRES strength of 357,000 (39,055 commissioned and warrant officers and 317,945 enlisted personnel). To attain this goal, enlisted gains were programmed at 56,958,

officer gains at 3,153 and enlisted extensions at 52,000. Enlisted losses were projected not to exceed 62,165.

ARNG Full-Time Support Program provides a cadre of more than 45,000 full-time personnel to organize, recruit, administer, train and maintain the ARNG. The FY 1999 FTS military force consists of 23,283 military technicians (MILTECH) and 21,986 AGR personnel, who perform the majority of day-to-day operations for the Guard. MILTECHs include both dual status and non-dual status personnel. A total of 24,196 FTS MILTECHs and 21,941 AGRs are authorized for FY 2000.

The ARNG in Bosnia. More than 2,000 Guard soldiers continue to support the U. S. Stabilization Force in the Balkans under the auspices of Operations JOINT GUARD and JOINT FORGE. Troops and equipment continue to be deployed from every ARNG division, as well as numerous smaller organizations. These deployments complement the efforts of Active Component troops in the region by providing personnel with expertise in areas such as aviation, military police, fire support, public affairs and other specialties found largely in the Reserve Component. ARNG support to the U. S. mission in Bosnia provides a representative look at increasing Active/Reserve integration and cooperation. The current fiscal year is resulting in even greater Guard involvement in this important region. Headquarters elements from the Texas Army National Guard, have deployed to Bosnia to act as the command and control element for U. S. and allied forces serving in Multi-National Division, North. Planning calls for even more ARNG participation in FY 2001 and beyond, including deployments by elements of the Virginia and Pennsylvania ARNGs.

Civilians

Army civilians provide a major contribution in support of the Army's mission. Civilians comprise about one-fifth of total Army manpower, and help manage and operate bases, depots, and laboratories. They support the Army mission by performing a full range of logistics functions, including depot maintenance, supply, transportation and acquisition management. Civilians also provide essential support in training, medical care, research and development, engineering, personnel and administration, and facilities management. Civilians also provided direct support in Desert Storm, Somalia, and Bosnia.

Projected civilian workyear levels of 218,300 for FY 2000 and 215,700 for FY 2001 reflect significant reductions over the last several years. This reduction is consistent with the reduced Army funding and force structure. Between FY 1989 and FY 1999, the Army reduced its civilian work force by approximately 178,000 spaces. Most recently, the Army has developed initiatives to streamline infrastructure by consolidating functions and operations, improving the performance of the defense acquisition system, outsourcing non-core functions, and more effectively managing resources.

Navy Manpower Request

Introduction

This chapter outlines the Navy's requirements for Active, Reserve, and civilian manpower. It addresses manpower trends from actual performance in FY 1999 to projections into FY 2001 and reflects changes contained in the President's Budget submission for FY 2001. Further, it reviews the Navy's initiatives and programs geared to meet the challenge of maintaining a high readiness posture within the context of a more fiscally constrained environment.

Actual Navy Active military end strength in FY 1999 was 373,046. FY 2000 authorized and FY 2001 requested end strength levels are 371,800 and 372,000, respectively. The FY 2000 civilian manpower level of 180,971 FTEs is projected to decline to 175,430 FTEs in FY 2001.

Key Manpower Issues

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

This budget includes several initiatives designed to aggressively attack the persistent problem of undermanning of at-sea billets. For example, through strategic sourcing and other military reapplication initiatives the Navy has effectively reapplied over 5,000 military billets to key positions. O&M resources are budgeted to perform necessary functions previously provided by these MILPERS billets.

The Navy's primary goal remains putting the right person, in the right place, with the right training, at the right time. This means establishing and prioritizing manpower requirements and fully resourcing programs to maintain the personnel inventory to recruit, train, assign, develop, and retain our personnel. The strong economy, increased PERSTEMPO, desire to enhance quality of life, and other factors have resulted in a twenty-year-low retention rate and an extremely challenging recruiting environment. This, in turn, has produced inventory and distribution problems resulting in gapped billets both afloat and ashore.

In FY 1998, the at-sea enlisted manning gap averaged just over 17,300. A number of aggressive initiatives helped reduce that number to approximately 12,000 by the end of FY 1999. At the start of FY 2000, Navy efforts helped reduce the gap to 9,757, and it anticipates an average of less than 10,000 throughout the remainder of FY 2000. Efforts continue unabated to address the root causes of the gap, to include: improving retention, building a healthy Delayed Entry Program, and making adjustments to minimize the impact of phasing accessions and losses.

The Navy's primary focus continues to be maximum readiness through selective retention of qualified and experienced personnel. The Chief of Naval Personnel discussed the critical programs and policies in the Navy's manpower and personnel account for FY 2001, particularly the challenges Navy faces in recruiting and retention, with the Personnel Subcommittees of the Senate and House Armed Services Committees in late February and mid-March.

Major Force Structure Changes Affecting Manpower Request

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

Total Battle Forces. In FY 2000 the total battle forces increase to 316 ships. The total battle forces category contains four major sub-categories: Strategic Forces, Battle Forces, Support Forces, and Mobilization Forces Category A. Changes in each of the four categories are outlined in the following paragraphs.

Strategic Forces (Ballistic Missile Submarines (SSBN)). In FY 2000/2001 the total number of Ohio class SSBNs remains constant at 18.

Battle Forces (Aircraft Carriers, Surface Combatants, Nuclear Attack Submarines (SSN), Amphibious Warfare Ships, and Mine Warfare Ships).

In FY 2001 Active aircraft carriers increase to 12 as the USS John F. Kennedy reverts from a Reserve training carrier to an operational carrier. In FY 2000 surface combatants increase to 108 with the commissioning of two Arleigh Burke class destroyers. In FY 2001, Combatants remain constant at 108 with the commissioning of three Arleigh Burke class destroyers and the decommissioning of three Spruance class destroyers.

In FY 2000, the total number of SSNs decreases to 56 with the decommissioning of one Sturgeon class SSN. In FY 2001, SSNs decrease to 55 with the decommissioning of one Sturgeon class SSN.

In FY 2000, Amphibious Warfare ships remain constant at 37. In FY 2001 they increase to 38 with the commissioning of WASP Class Amphibious Assault Ship.

In FY 2000, Combat Logistics ships remain constant at 34. Mine Warfare Ships remain constant at 16 in FY 2000 and 2001. MSC will elevate three T-AO's and one T-AE to full operating status.

Support Forces

Mobilization Forces Category "A". In FY 1999, Mobilization Forces Category "A" were constant at 18 (one CV, ten Oliver Hazard Perry class guided missile frigates (FFG), two Tank Landing Ships, four Avenger class mine countermeasures (MCM) ships, and one Osprey class coastal mine hunter (MHC). In FY 2000, the total numbers of Mobilization Forces Category "A" ships decrease to 16 as two FFGs are decommissioned. In FY 2001, they increase to 17 with the addition of one MCM ship.

Local Defense and Miscellaneous Support Forces

Mine Warfare. In FY 2000, MHC ships are eliminated with the transfer of one MHC to the Reserve forces (Category B).

Coastal Defense. The number of Patrol craft remains constant at 13 in FY 2000 and 2001.

Mobilization Forces Category B. In FY 2000, the total increases to 11 with the addition of one Osprey class MHC. In FY 2001, they will decrease to 10 with the addition of one MHC and conversion of two MHC's to the Active battle force.

Naval Aviation Forces. Active operational squadrons remain constant at 118 in FY 2000. Reserve squadrons decrease to 30 in FY 2000 upon the inactivation of Fleet Air Reconnaissance Squadron Eleven. Of the 118 Active operational squadrons, 36 are carrier strike/fighter (VFA/VF), 14 are carrier electronic warning (VAQ), 10 are airborne early warning (VAW), 42 are anti-surface/submarine warfare (HS, HSL, VP, VS), four are fleet air reconnaissance (VQ), and the remaining 12 are logistics support/special project/mine counter measure (HC, VRC, VPU, HM) type squadrons. The 30 Reserve squadrons are composed of three VFA, one carrier electronic warning (VAQ), two airborne early warning (VAW), 10 anti-surface/submarine warfare (HS, HSL, VP), and the remaining 14 are logistics support (VFC, HCS, VR) type squadrons.

Active Component

The Navy's battle force ships and aviation units provide a key component of the National Military Strategy goal to shape the international environment and respond to the full spectrum of crises. The Navy budget provides for operational levels, sufficient to maintain the high personnel and unit readiness necessary to conduct the full spectrum of joint military activities.

The role of the Navy on the world stage is evident throughout the budget. From contributions to multilateral operations under United Nations/NATO auspices to cooperative agreements with allied navies, international engagement efforts cross the entire spectrum of the Navy missions and activities. Navy requirements are often met through participation with allies and other foreign countries, in joint exercises, port visits, and exchange programs. Joint/international exercises planned for FY 2001 include STRONG RESOLVE, UNIFIED ENDEAVOR, NORTHERN VIKING and AGILE LION.

Operational activities include drug interdiction, joint maneuvers, multi-national training exercises, humanitarian assistance (including natural disasters, medical, salvage, and search and rescue) and when called upon, contingency operations such as those in the Arabian Gulf and the Balkans. On February 1, nearly 50,000 Sailors and Marines on over 100 ships were deployed to locations around the world.

The budget provides a deployable Battle Force (including Reserves) of 316 Naval vessels through the end of FY 2001. This level supports 12 aircraft carrier battle groups and 12 amphibious groups. It also provides for the operation, maintenance and training of ten Active Navy carrier air wings. Naval aviation is divided into three primary mission areas: tactical air/anti-submarine warfare (ASW), fleet air support, and fleet air training. Tactical air squadrons conduct strike operations, provide flexibility in dealing with a wide range of threats identified in the National Military Strategy, and provide long range and local protection against airborne and surface threats. ASW squadrons locate, destroy and provide force protection against sub-surface threats, and conduct maritime surveillance operations. Fleet air support squadrons provide vital fleet logistics support. In fleet air training, the fleet readiness squadrons provide the necessary training to allow pilots to become proficient with their specific type of aircraft and transition to fleet operations.

Reserve Component

The Navy budget supports Naval Reserve end strength of 88,883 in FY 2001. This figure includes drilling Navy Reserve personnel attached to specific units, as well as FTS personnel.

The Naval Reserve is experiencing recruiting and retention challenges similar to those experienced by the Navy's Active Component. Today's difficult recruiting and retention

environment is posing significant challenges for the enlisted drilling Reserve population. Reversing enlisted recruiting and retention trends are a prime concern; however, it is important to note that demand for Reserve peacetime contributory support to the Active Component continues to increase.

The Navy is taking a balanced approach to address this increased demand despite recruiting and retention challenges. During FY 1999, the Navy revitalized Reserve recruiting and retention incentive programs such as enlistment, reenlistment and affiliation bonus programs. This budget sustains incentive program increases in FY 2000 and FY 2001, funds the Montgomery G.I. Bill "Kicker" program beginning in FY 2000 and increases the number of Reserve recruiters beginning in FY 2000. Building on the increased enlisted annual training (AT) participation rate experienced in FY 1999 and the resultant decrease in AT waivers, this budget provides increased funding for enlisted AT to achieve a budgeted participation rate of 90 percent in FY 2001. This budget also contains increased travel funding for drill periods at fleet concentration sites and funds for the legislative proposal to pay full drill pay to Reservists participating in military funeral honors beginning in FY 2001.

The Naval Reserve force will consist of 15 battle force ships in FY 2001 as the USS John F. Kennedy reverts to the Active Component. The Kennedy was designated an operational Reserve carrier in FY 1996 to meet dedicated training requirements in a "non-deployed" status. Since that time world events require moving this carrier back into a regular operational schedule. This transfer will help meet forward presence commitments, while stabilizing carrier rotation plans in response to active duty OPTEMPO and PERSTEMPO requirements. As a result of this transfer, Reserve ship funding lines decrease starting in FY 2001. In FY 2001, the Naval Reserve will consist of eight frigates, two Tank Landing Ships (LST) one Mine Countermeasures Support Ship (MCS), and four MCMs. The Naval Reserve force continues to actively augment and support the Active force while achieving PERSTEMPO goals.

Reserve aviation has expanded its role by accepting more missions from the Active force. The Reserve Component provides all of the Navy's adversary and overseas logistics requirements and a portion of the electronic training and counter-narcotics missions. The Naval Reserve also provides support to the Active force through participation in various exercises and mine warfare missions. These varied missions demonstrate the Navy's effort to fully employ the Navy's total force concept. In FY 2001 the Naval Reserve will further enhance its air mine warfare capability as the SH-2G is replaced with the more capable SH-60B. The new C-40A logistic transport aircraft will also be introduced into the Reserve inventory in FY 2001 as a replacement for the aging C-9 aircraft.

Civilians

Navy civilian personnel levels are lower than at any time since the outbreak of World War II. The budget reflects the continued downward trend of the civilian work force as a result of reductions in force structure, decreasing workload and management efficiency, and strategic sourcing.

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

Civilian workyears are based on workload in the Navy's FY 2000 and FY 2001 program and the appropriate mix of civilian and contractor workload accomplishment. The Navy budget projects continued downsizing of the civilian work force through FY 2005, including a three-percent reduction between FY 2000 and FY 2001. This largely reflects the Navy's aggressive strategic sourcing program.

Marine Corps Manpower Request

Introduction

The Marine Corps has built an efficient Total Force. Sustaining readiness remains the Marine Corps' highest priority. The fiscal trends of the past years have affected the Marine Corps' ability to fully achieve the balance between readiness and other crucial concerns such as force modernization, infrastructure, and quality of life. Operating tempo remains high and places a strain on two key components of readiness: manpower and equipment.

Key Manpower Issues

The Marine Corps' ability to meet the demands of the 21st century is directly related to both the size and manning of its operational forces. The Corps will continue to strive to create efficiencies in the manpower process so we can optimize manning in the Fleet Marine Forces (FMF) and the supporting establishment. By proactively managing our officer and enlisted populations, the Marine Corps will ensure it provides the right experience level in the right occupational field so commanders can accomplish their missions in the 21st century. The highly sophisticated operating environments in which Marines are employed require resourceful, innovative, and well-educated individuals. Currently, over 96 percent of enlisted recruits are high school graduates and 66 percent score above the national average on the Armed Forces Qualification Test. Similarly, Marine officer candidates are among the most highly motivated and best qualified graduates of America's colleges and universities.

Civilians

The Marine Corps' civilian work force is employed in a wide variety of professional, technical, trade, and administrative functions. These "Civilian Marines" provide essential continuity in their functional areas and are a crucial component of the Marine Corps Total Force. With a population of approximately 17,000, their manning of supporting establishment billets allows Marines to fill operational billets. This has a dramatic impact by enhancing training, readiness, and sustainability of operational Marine forces.

The Corps has strengthened the way it makes Marines, building self-confidence and strength of character, and instilling a common set of values. The Corps' goal is not only to produce high quality Marines, capable of winning our Nation's battles, but to also make better Americans. The transformation process that starts with recruiting the highest quality men and women, and continues through boot camp and into the operational forces produces better-trained Marines with a stronger appreciation for the Marine ethos. The Marine Corps has placed great emphasis on a new program called "Cohesion." This program builds and assigns Marine recruits into teams at boot camp, during the culmination of recruit training, the "Crucible." These teams continue through initial occupational specialty training and then into the FMF.

The Cohesion program is designed to develop team integrity, through the assignment of Marines who will remain together throughout their first term of enlistment, where they will build bonds, and develop confidence in each other. Achieving this objective requires synchronization of team assignments with deployment cycles so teams spend as much time together as possible in a unit. Ideally, first-term Marines will spend their entire enlistments in the same unit. Initial efforts will focus on ground combat units, but this program will ultimately be implemented throughout the Marine Corps. More cohesive units improve the Corps' readiness posture and combat capabilities. The daily performance and conduct of individual Marines reflect the values of the Corps and the ideals of the Nation they serve.

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

Maintaining Marine Corps expeditionary readiness is dependent on high quality people in Active and Reserve Marine forces, as well as the civilian personnel component. These individuals are the cornerstones of the Corps, and their training, leadership, and quality of life will continue to be of the utmost importance.

Air Force Manpower Request

Introduction

This chapter describes Air Force manpower requirements in terms of Active military, United States Air Force Reserve (USAFR), Air National Guard (ANG), 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, the chapter identifies wartime manpower requirements, requested manpower strengths for the budget years, and major changes by component.

Wartime manpower requirements are based on the total Air Force worldwide force structure plus the number of additional personnel needed to replace estimated combat casualties. The Defense Planning Guidance, the Joint Strategic Capabilities Plan, and the new planning scenarios for Fiscal Years 2001 through 2005 will be used to form the basis for a new data base reflecting the Air Force's projected wartime manpower requirements.

Key Manpower Issues

The FY 2001 President's Budget calls for a 900-space decrease in Air Force active duty military manpower from 357,900 in FY 2000 to 357,000 in FY 2001. The FY 2001 figure represents a 38 percent reduction in manpower from the end of the Cold War era. Civilian manpower is projected to decline by 4 percent, or 6,679 FTEs, between FYs 1999 and 2001. The civilian figure for FY 2001 represents a 40 percent reduction in manpower since FY 1987. However, this reduction includes a significant number of functional transfers to Defense Agency Accounts over the period FY 1990 through 1994.

The Air Force Competitive Sourcing and Privatization (CS&P) program continues to build its past extraordinary record in A-76. This program's fundamental objective is to reduce infrastructure, increase the role of the private sector, while still meeting mission requirements. The Air Force intends to maintain governmental control of the mission while improving quality, reducing costs and identifying savings that would be applied toward future force modernization. The Air Force has established general guidelines to identify areas that are not inherently governmental, military essential, or legislatively protected as candidates for CS&P. It has identified opportunities in base operating support, depot maintenance, housing, and education and training areas.

Major Force Structure Changes Affecting Manpower Request

Strategic Offense forces consist of strategic bomber aircraft and intercontinental ballistic missiles (ICBMs), and the programs that directly support them. B-2 deliveries continue for a total of 16 by FY 2000.

Strategic Defense forces consist of space and missile defense systems, interceptor forces, surveillance forces, and the programs that directly support them. Strategic defensive forces include those assets with a primary mission of providing early warning of a bomber or cruise missile attack. Space defense consists of elements dealing with defense against space based objects or the defense of US space assets. Air Force Space Command supplies ground surveillance assets to include the Distant Early Warning line, North Warning System, and Joint Surveillance System (FAA radars, ground system connectivity, and region operational control centers/sector operational control centers). Additionally, the ground environment activities include the NORAD Command Post, the missile warning center, and space surveillance centers

in Cheyenne Mountain, Colorado, and the Consolidated Space Operations Center at Schriever AFB, Colorado. Air defense of the United States is currently an ANG mission. The ANG performs 100 percent of the air defense fighter-interceptor mission, which provides air defense of the CONUS.

Strategic Command, Control and Communications (C3) consists of an array of systems and procedures necessary for the peacetime and wartime command of assigned strategic nuclear forces. Robust C3 capabilities enhance the national security objective of "deterrence" by ensuring the NCA and USCINCPAC can effect the peacetime positive control and management activities, as well as the emergency alerting, posturing, and employment of ICBMs, SLBMs and strategic nuclear bombers. The ground environment activities include three ballistic missile early warning sites; five submarine launch ballistic missile detection and warning sites, and spaced based tactical warning/attack and its associated ground and mobile support systems.

Tactical Air Forces. To meet current regional commitments, the Air Force must have credible, responsive forces to support crisis response requirements. Overseas basing represents roughly 45 percent of our total active duty combat fighter forces, the remaining 55 percent provides stateside active duty rotational units. The ANG and USAFR provide a responsive Reserve Component capability during a national crisis. This force posture has been developed to support the overseas rotation of operational fighter units. Training requirements must be considered in developing the total fighter force structure. Close air support, interdiction, counter-air, and strategic attack bomber missions are complex and require high levels of training and, in many cases, specialized training ranges to retain proficiency. The part-time nature of ANG and USAFR personnel and proximity of individual units are carefully assessed when assigning roles and missions that require skills that must be continually exercised to achieve and maintain essential levels of proficiency.

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

Active Component

Military manpower end strength in the FY 2001 President's Budget is 357,900 in FY 2000 and 357,000 in FY 2001. The FY 2001 military manpower decrease is primarily related to savings from competitive sourcing, reengineering, and privatization.

Reserve Component

SELRES

U.S. Air Force Reserve military end strength in the FY 2001 President's Budget is 73,708 in FY 2000 and 74,300 in FY 2001. The USAFR programmed end strength will increase by 592 spaces between FY 2000 and FY 2001.

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

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

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

Because actual assigned strength is used in FY 1999, not all programmed growth between FY 1999 and FY 2000 is real growth. Actual assigned strength is often less than programmed strength due to recruiting and hiring difficulties.

Air National Guard. The Air National Guard (ANG) has a programmed increase of 1,322 between FY 2000 and FY 2001. This is due to a one-year extension of 1,778 drilling guardsmen for civil engineering support.

Full-Time Support Program. Full-time manpower consists of military technicians, Active AGRs, Active Component, and civil service personnel performing the day-to-day duties necessary for mission accomplishment and readiness objectives. FY 2000 full-time manpower programmed for the ANG is as follows: 11,157 AGR, and 22,596 technicians and 1,424 Title 5 civilians.

Civilians

Civilians comprise approximately one third of Air Force manpower. Civilians include ANG and AFRES 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. The largest concentration of Air Force civilians is in Air Force Materiel Command, where they perform depot level maintenance on major weapons systems, materiel management and distribution, basic scientific research and technology development. However, all major commands and organizations depend on the contributions of civilian employees to accomplish the mission, with civilians assigned to virtually every Air Force installation worldwide, particularly in base operating support functions and real property maintenance.

Air Force civilian manpower levels for FY 2001 reflect significant civilian reductions directed by DoD to reduce Defense infrastructure in conjunction with National Performance Review initiatives. DoD guidance directed a reduction in civilian work years in the order of 4 percent per year through FY 1999, dropping to 3 percent in FY 2000 and 2 percent in FY 2001. This decision accelerates reductions to include both force structure reductions and Federal Government-wide streamlining initiatives. The Air Force is working to identify changes in business practices and streamlining efforts that, along with future base closure actions, will define the remaining reductions in the civilian work force. It continues to emphasize outsourcing where cost-effective.

Defense Agencies and Related Organizations

Introduction

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

- 13 Defense Agencies,
- 7 DoD Field Activities, and
- 5 other organizations.

Defense Agencies

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

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

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

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

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

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

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

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

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

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

Defense Security Service (DSS) ensures the provision of high quality security investigations; industrial security consultation and assessments; and security education, training and awareness services to the security community.

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

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

DoD Field Activities

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

Defense Prisoner of War/Missing Personnel Office (DPMO) exercises policy, control and oversight within DoD of the investigation and recovery processes, and coordinates with other federal agencies on all matters concerning missing DoD personnel.

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

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

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

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

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

Other Organizations

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

Department of Defense Inspector General (DoDIG) is responsible for audits and investigations to prevent and detect fraud, waste and abuse in the Department.

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

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

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

Significant Highlights

The Department is continuing its concerted effort to streamline Defense-wide manpower. Between FY 1999 and FY 2001, civilian manpower levels (measured in terms of FTEs) in Defense Agency accounts are programmed to decline by approximately 3.7 percent, from 118,015 to 113,642. Most of the reductions in Defense Agency civilians reflects streamlining and outsourcing initiatives planned by the Defense Logistics Agency and the Defense Finance and Accounting Service and the consolidation of Defense Information Systems Agency megacenters. DoD civilian and military manpower associated with each Defense Agency and DoD Field Activity for FY 1999 through FY 2001 is itemized at Table 2-6.

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PART VI: COST OF MANPOWER

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Introduction

This chapter discusses the DoD manpower program from a fiscal perspective. It provides a concise statement of the Department's Fiscal Year 1999, 2000 and 2001 cost of manpower.

The remainder of the chapter is organized into three sections.

- Summary costs and trends.
- Detailed Manpower Costs for Fiscal Years 1999, 2000 and 2001
- Pay tables for military and civilian employees.

Summary Costs and Trends

Table 6-1 shows military manpower costs and total DoD end strength data included in the FY 2001 Budget. Table 6-2, Percentage Pay Raises, presents a historical display of pay raises for each year since 1974 for the Military, General Schedule, and Wage Board pay structures. Definitions of the summary cost categories are at the end of this section.

Table 6-1: Defense Manpower Costs
(Budget Authority, \$ Billion)

Military Manpower Costs	<u>FY 1999</u>	<u>FY 2000</u>	<u>FY 2001</u>
Military Personnel Appropriations	60.7	63.5	65.0
<u>Reserve and Guard Personnel Appropriations</u>	<u>10.0</u>	<u>10.2</u>	<u>10.8</u>
Total Cost	70.7	73.7	75.8
End Strengths (in thousands)			
Active Military	1,385.7	1,382.2	1,381.6
Selected Reserve	870.9	864.1	865.7
Civilian (FTEs)	719.0	698.8	682.6
Retired Military	1,927.0	1,945.8	1,961.0

Detailed Manpower Costs

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

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

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

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

Military Retired Pay. Prior to FY 1985, military retired pay was funded by the Military Retired Pay appropriation. This appropriation, managed by DoD, provided funds for the compensation of military personnel retired from previous service. Commencing in FY 1985, DoD implemented a new accrual accounting system for military retired pay. Under this concept, accrual costs are budgeted in the Military Personnel accounts (Active and Reserve Components)

and subsequently transferred to a new Military Retirement Trust Fund. Retired pay is paid from the trust fund. Beginning in FY 1987, separate accrual calculations are made for members on active duty and members of the Ready Reserve who serve in a part-time status. Unfunded liability for retired pay will be liquidated over a period of time to be determined by the DoD Retirement Board of Actuaries. This Board of Actuaries also determines an amortization schedule for the transfer of funds from the general fund of the Treasury to the new DoD Military Retirement Trust Fund. Retirement accrual costs are further reduced by the significant revision to the Military Retirement system in 1986 for new entrants on or after August 1, 1986. This revision reduced retirement benefits in comparison to the pre-existing system thereby reducing accrual costs.

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

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

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

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

Basic Allowance for Housing (BAH) is the combination of the former Basic Allowance for Quarters (BAQ) and the Variable Housing Allowance (VHA). The BAH is paid to military members based on grade and dependency status who do not occupy government housing. The cost of BAH is a function of overall strength, the grade and dependency status distribution of the force, and the numbers and condition of government housing units.

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

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

Special Pays include bonuses provided to certain medical and selected other occupations as further inducement for continued service. Also included in this category are Enlistment Bonuses, Overseas Extension Pay, Hostile Fire/Imminent Danger Pay, Foreign

Language Proficiency Pay, Overseas Extension Pay, and Special Duty Assignment Pay. Special Duty Assignment Pay is authorized for enlisted personnel who have been assigned to demanding duties or duties requiring an unusual degree of responsibility. The Secretaries of the Military Departments designate the skill areas that meet these criteria.

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

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

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

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

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

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

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

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

Reserve Component Allowances and Benefits include BAQ, subsistence, other allowances including special and incentive pays, and FICA payments; monthly student stipends (ROTC, Armed Forces Health Professions Scholarships, Branch Officers Basic Course, and Platoon Leader Class); Montgomery GI Bill (MGIB) educational benefits; disability and

hospitalization benefits; death gratuities; administrative duty pay; adoption expense reimbursement; and management and training costs for the Individual Ready Reserve (IRR).

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

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

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

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

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

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

Table 6-2: Percentage Pay Raises

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

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

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

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

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

Table 6-3A: Fiscal Year 1999 Active Component Military Pay Appropriations
(\$ Million)

<u>Cost Categories</u>	<u>Army</u>	<u>Navy</u>	<u>Marine Corps</u>	<u>Air Force</u>	<u>Total</u>
Basic Pay	\$10,863.6	\$8,395.8	\$3,394.4	\$9,040.8	\$31,694.6
Retired Pay Accrual	3,280.8	2,532.9	1,023.3	2,730.3	9,567.3
Basic Allowance for Housing (BAH)	1,784.2	1,898.9	525.3	1,731.8	5,940.2
Basic Allowance for Quarters	0.0	0.0	0.0	0.0	0.0
Variable Housing Allowance	0.0	0.0	0.0	0.0	0.0
Subsistence Allowance (in kind and cash)	1,392.8	884.0	402.8	928.4	3,608.0
Incentive Pays	146.7	204.3	45.2	226.6	622.8
Special Pays	478.2	756.9	65.3	340.1	1,640.5
Other Allowances	497.5	495.9	167.0	414.6	1,575.0
Separation Pays	337.5	238.0	58.1	149.0	782.6
Federal Income Contribution Act	936.5	720.6	288.3	786.0	2,731.4
Permanent Change of Station Travel	1,090.9	637.5	227.3	847.6	2,803.3
Cadets	40.7	38.8	0.0	37.5	117.0
Miscellaneous	204.3	99.6	44.0	41.3	389.2
Subtotal	\$21,053.7	\$16,903.2	\$6,241.0	\$17,274.0	\$61,471.9
Less Reimbursables	193.0	248.4	30.4	205.2	677.0
Total Obligations (may not add due to rounding)	\$20,860.7	\$16,654.8	\$6,210.6	\$17,068.8	\$60,794.9

Table 6-3B: Fiscal Year 2000 Active Component Military Pay Appropriations
(\$ Million)

<u>Cost Categories</u>	<u>Army</u>	<u>Navy</u>	<u>Marine Corps</u>	<u>Air Force</u>	<u>Total</u>
Basic Pay	\$11,388.9	\$8,663.1	\$3,561.6	\$9,315.6	\$32,929.2
Retired Pay Accrual	3,621.7	2,752.3	1,130.6	2,962.4	10,467.0
Basic Allowance for Housing (BAH)	1,888.7	2,062.5	566.6	1,755.0	6,272.8
Subsistence Allowance (in kind and cash)	1,430.2	909.0	413.6	930.2	3,683.0
Incentive Pays	148.3	255.0	51.5	341.7	796.5
Special Pays	642.0	836.9	95.9	463.0	2,037.8
Other Allowances	495.4	458.0	178.7	414.6	1,546.7
Separation Pays	318.6	152.5	61.9	189.6	722.6
Federal Income Contribution Act	860.8	656.2	271.7	709.9	2,498.6
Permanent Change of Station Travel	1,096.0	637.5	235.8	900.4	2,869.7
Cadets	39.6	38.4	0.0	38.4	116.4
Miscellaneous	133.7	69.9	28.9	40.3	272.8
Subtotal	\$22,063.9	\$17,491.3	\$6,596.8	\$18,061.1	\$64,213.1
Less Reimbursables	212.6	237.2	30.7	247.5	728.0
Total Obligations (may not add due to rounding)	\$21,851.3	\$17,254.1	\$6,566.1	\$17,813.6	\$63,485.1

Table 6-3C: Fiscal Year 2001 Active Component Military Pay Appropriations
(\$ Million)

<u>Cost Categories</u>	<u>Army</u>	<u>Navy Marine Corps</u>	<u>Air Force</u>	<u>Total</u>
Basic Pay	\$11,870.6	\$9,099.1	\$3,738.6	\$34,411.0
Retired Pay Accrual	3,513.7	2,691.0	1,104.7	10,181.4
Basic Allowance for Housing (BAH)	1,973.7	2,074.5	584.3	6,468.0
Subsistence Allowance (in kind and cash)	1,345.6	924.6	455.4	3,662.9
Incentive Pays	149.0	243.0	49.6	782.6
Special Pays	569.0	843.6	94.2	1,978.6
Other Allowances	471.7	483.7	201.1	1,569.3
Separation Pay	330.4	180.0	70.1	790.5
Federal Income Contribution Act	899.8	689.0	286.0	2,614.2
Permanent Change of Station Travel	1,091.4	620.4	238.2	2,821.5
Cadets	41.7	39.0	0.0	119.2
Miscellaneous	123.1	73.5	31.7	268.5
Subtotal	\$22,379.7	\$17,961.4	\$6,853.9	\$65,667.7
Less Reimbursables	181.3	218.5	31.6	621.3
Total Obligations (may not add due to rounding)	\$22,198.4	\$17,742.9	\$6,822.3	\$65,046.4

Table 6-4A: Fiscal Year 1999 Reserve Component Military Pay Appropriations
(\$ Million)

<u>Cost Categories</u>	<u>Army Reserve</u>	<u>Naval Marine Corps Reserve</u>	<u>Air Force Reserve</u>	<u>Army National Guard</u>	<u>Air National Guard</u>	<u>Total</u>
Basic Pay	\$1,254.5	\$773.0	\$227.2	\$2,289.8	\$891.8	\$5,896.1
Retired Pay Accrual	199.0	151.1	31.8	47.3	355.6	936.4
Other Allowance & Benefits	366.4	221.1	68.4	423.9	197.7	1,422.9
Basic Allowance for Housing	147.0	127.2	29.7	56.8	303.8	773.8
Clothing	31.0	12.3	7.0	14.3	62.6	144.7
Travel	181.5	163.5	34.1	121.4	177.6	762.0
Total Obligations (may not add due to rounding)	\$2,179.4	\$1,448.2	\$398.2	\$3,613.3	\$1,451.8	\$9,935.9

Table 6-4B. FY 2000 Reserve Component Military Pay Appropriations

Table 6-4B: Fiscal Year 2000 Reserve Component Military Pay Appropriations
(\$ Million)

<u>Cost Categories</u>	<u>Army Reserve</u>	<u>Naval Marine Corps Reserve</u>	<u>Air Force Reserve</u>	<u>Army National Guard</u>	<u>Air National Guard</u>	<u>Total</u>
Basic Pay	\$1,310.5	\$781.0	\$222.8	\$2,166.4	\$931.1	\$5,894.4
Retired Pay Accrual	229.1	162.9	36.4	57.3	377.6	1,035.7
Other Allowance & Benefits	377.5	234.1	86.0	163.1	579.2	1,644.6
Basic Allowance for Housing	153.5	124.4	28.4	55.2	273.3	758.7
Clothing	38.7	11.6	8.4	15.3	71.0	163.4
Travel	182.7	159.4	30.7	119.1	137.7	708.1
Total Obligations (may not add due to rounding)	\$2,292.0	\$1,473.4	\$412.7	\$3,605.2	\$1,529.0	\$10,204.9

Table 6-4C: Fiscal Year 2001 Reserve Component Military Pay Appropriations
(\$ Million)

<u>Cost Categories</u>	<u>Army Reserve</u>	<u>Naval Marine Corps Reserve</u>	<u>Air Force Reserve</u>	<u>Army National Guard</u>	<u>Air National Guard</u>	<u>Total</u>
Basic Pay	\$1,379.9	\$802.0	\$248.3	\$526.2	\$2,185.3	\$6,120.4
Retired Pay Accrual	267.5	174.9	45.3	82.3	430.1	1,198.8
Other Allowances & Benefits	391.7	246.4	72.5	159.2	652.3	1,740.3
Basic Allowance for Housing	163.0	133.7	29.3	62.1	281.6	802.2
Clothing	41.9	12.0	8.5	15.7	74.7	172.3
Travel	189.9	159.4	32.5	136.2	123.6	721.2
Total Obligations (may not add due to rounding)	\$2,433.9	\$1,528.4	\$436.4	\$981.7	\$3,747.6	\$10,755.2

**Table 6-5A: Fiscal Year 1999 Active Component
Permanent Change of Station Costs
(\$ Million)**

<u>Cost Categories</u>	<u>Army</u>	<u>Navy</u>	<u>Marine Corps</u>	<u>Air Force</u>	<u>Total</u>
Accession Travel	\$118.2	\$52.2	\$30.4	\$53.4	\$254.2
Training Travel	40.1	53.9	5.5	56.3	155.8
Operational Travel	142.9	153.9	63.1	140.8	500.7
Rotational Travel	570.9	228.8	76.4	423.1	1299.2
Separation Travel	156.2	113.3	44.7	109.0	423.2
Travel of Organized Units	8.2	15.4	0.8	7.2	31.6
Non-Temporary Storage	34.3	14.5	4.5	21.6	74.9
Temporary Lodging Expense	20.2	5.5	1.9	36.2	63.8
Subtotal	\$1,091.0	\$637.5	\$227.3	\$847.6	\$2,803.4
Less Reimbursables	8.0	3.2	0.3	1.3	12.8
Total Obligations (may not add due to rounding)	\$1,083.0	\$634.3	\$227.0	\$846.3	\$2,790.6

**Table 6-5B: Fiscal Year 2000 Active Component
Permanent Change of Station Costs
(\$ Million)**

<u>Cost Categories</u>	<u>Army</u>	<u>Navy</u>	<u>Marine Corps</u>	<u>Air Force</u>	<u>Total</u>
Accession Travel	\$128.3	\$56.6	\$30.5	\$58.0	\$273.4
Training Travel	40.3	50.9	6.7	57.5	155.4
Operational Travel	150.4	153.2	65.9	146.5	516.0
Rotational Travel	557.6	231.8	76.8	450.9	1317.1
Separation Travel	156.0	108.6	44.6	105.0	414.2
Travel of Organized Units	1.6	17.1	1.0	20.8	40.5
Non-Temporary Storage	32.9	13.5	4.5	23.0	73.9
Temporary Lodging Expense	28.9	5.8	5.8	38.7	79.2
Subtotal	\$1,096.0	\$637.5	\$235.8	\$900.4	\$2,869.7
Less Reimbursables	8.0	3.5	0.4	1.3	13.2
Total Obligations (may not add due to rounding)	\$1,088.0	\$634.0	\$235.4	\$899.1	\$2,856.5

**Table 6-5C: Fiscal Year 2001 Active Component
Permanent Change of Station Costs
(\$ Million)**

<u>Cost Categories</u>	<u>Army</u>	<u>Navy</u>	<u>Marine Corps</u>	<u>Air Force</u>	<u>Total</u>
Accession Travel	\$133.3	\$55.1	\$32.3	\$59.4	\$280.1
Training Travel	39.3	44.1	6.8	58.7	148.9
Operational Travel	145.8	154.5	65.2	142.8	508.3
Rotational Travel	545.5	209.1	75.5	443.4	1273.5
Separation Travel	164.5	120.7	47.0	103.1	435.3
Travel of Organized Units	1.5	16.4	1.0	6.0	24.9
Non-Temporary Storage	33.0	14.4	4.5	21.4	73.3
Temporary Lodging Expense	28.5	6.1	5.9	36.7	77.2
Subtotal	\$1,091.4	\$620.4	\$238.2	\$871.5	\$2,821.5
Less Reimbursables	8.0	3.5	0.4	1.3	13.2
Total Obligations (may not add due to rounding)	\$1,083.4	\$616.9	\$237.8	\$870.2	\$2,808.3

Table 6-6A: Monthly Military Basic Pay Table

Effective January 1, 2000 (see note)

	Years of Service														
	<2	2	3	4	6	8	10	12	14	16	18	20	22	24	26
Commissioned Officers															
O-10 (CSA, CNQ, CMC, CSAF)	-	-	-	-	-	-	-	-	-	-	-	12488.70	12488.70	12488.70	12488.70
O-10	8214.90	8503.80	8503.80	8503.80	8503.80	8830.20	8830.20	9319.50	9319.50	9986.40	9986.40	10655.10	10655.10	10655.10	11318.40
O-9	7280.70	7471.50	7630.50	7630.50	7630.50	7824.60	7824.60	8150.10	8150.10	8830.20	8830.20	9319.50	9319.50	9319.50	9986.40
O-8	6594.30	6792.30	6953.10	6953.10	6953.10	7471.50	7471.50	7824.60	7824.60	8150.10	8503.80	8830.20	9048.00	9048.00	9048.00
O-7	5479.50	5851.80	5851.80	5851.80	6114.60	6114.60	6468.90	6468.90	6792.30	7471.50	7985.40	7985.40	7985.40	7985.40	7985.40
O-6	4061.10	4461.60	4754.40	4754.40	4754.40	4754.40	4754.40	4916.10	5693.10	5983.80	6114.60	6468.90	6687.30	7015.50	
O-5	3248.40	3813.90	4077.90	4077.90	4077.90	4077.90	4200.30	4427.10	4723.80	5077.50	5368.20	5531.10	5724.60	5724.60	
O-4	2737.80	3333.90	3556.20	3556.20	3622.20	3781.80	4040.40	4267.50	4461.60	4658.10	4785.90	4785.90	4785.90	4785.90	
O-3	2544.00	2844.30	3041.10	3364.80	3525.90	3652.20	3850.20	4040.40	4139.10	4139.10	4139.10	4139.10	4139.10	4139.10	
O-2	2218.80	2423.10	2910.90	3009.00	3071.10	3071.10	3071.10	3071.10	3071.10	3071.10	3071.10	3071.10	3071.10	3071.10	
O-1	1926.30	2004.90	2423.10	2423.10	2423.10	2423.10	2423.10	2423.10	2423.10	2423.10	2423.10	2423.10	2423.10	2423.10	
Commissioned Officers With Over 4 Years Active Duty Service As An Enlisted Member Or Warrant Officer															
O3E	-	-	-	3364.80	3525.90	3652.20	3850.20	4040.40	4200.30	4200.30	4200.30	4200.30	4200.30	4200.30	4200.30
O2E	-	-	-	3009.00	3071.10	3168.60	3333.90	3461.40	3556.20	3556.20	3556.20	3556.20	3556.20	3556.20	3556.20
O1E	-	-	-	2423.10	2588.40	2683.80	2781.30	2877.60	3009.00	3009.00	3009.00	3009.00	3009.00	3009.00	3009.00
Warrant Officers															
W-5	-	-	-	-	-	-	-	-	-	-	-	4475.10	4628.70	4782.90	4937.40
W-4	2592.00	2788.50	2868.60	2947.50	3083.40	3217.20	3352.80	3485.10	3622.20	3753.60	3888.00	4019.40	4155.60	4289.70	4427.10
W-3	2355.90	2555.40	2555.40	2588.40	2694.30	2814.90	2974.20	3071.10	3177.00	3298.20	3418.50	3539.10	3659.40	3780.00	3900.90
W-2	2063.40	2232.60	2232.60	2305.80	2423.10	2555.40	2652.60	2749.80	2844.30	2949.00	3056.40	3163.80	3270.90	3378.30	3378.30
W-1	1719.00	1971.00	1971.00	2135.70	2232.60	2332.80	2433.30	2533.20	2634.00	2734.80	2835.00	2910.90	2910.90	2910.90	2910.90
Enlisted Members															
E9 (SGMA, MCFON, SGM/C, CMC/SAF)							4719.00	4719.00	4719.00	4719.00	4719.00	4719.00	4719.00	4719.00	4719.00
E-9	-	-	-	-	-	-	3015.30	3083.40	3152.70	3225.60	3298.20	3361.50	3537.90	3675.60	3882.60
E-8	-	-	-	-	-	2528.40	2601.60	2669.70	2739.00	2811.60	2875.50	2946.30	3119.40	3258.00	3467.10
E-7	1765.80	1906.20	1976.10	2045.70	2115.60	2182.80	2252.70	2323.20	2427.90	2496.90	2566.20	2599.50	2774.40	2912.40	3119.40
E-6	1518.90	1655.70	1724.40	1797.60	1865.40	1932.60	2003.40	2106.60	2172.90	2242.80	2277.00	2277.00	2277.00	2277.00	2277.00
E-5	1332.60	1450.50	1521.00	1587.30	1691.70	1761.00	1830.00	1898.10	1932.60	1932.60	1932.60	1932.60	1932.60	1932.60	1932.60
E-4	1242.90	1312.80	1390.20	1497.30	1556.70	1556.70	1556.70	1556.70	1556.70	1556.70	1556.70	1556.70	1556.70	1556.70	1556.70
E-3	1171.50	1235.70	1284.60	1335.90	1335.90	1335.90	1335.90	1335.90	1335.90	1335.90	1335.90	1335.90	1335.90	1335.90	1335.90
E-2	1127.40	1127.40	1127.40	1127.40	1127.40	1127.40	1127.40	1127.40	1127.40	1127.40	1127.40	1127.40	1127.40	1127.40	1127.40
E-1 >4mo	1005.60	1005.60	1005.60	1005.60	1005.60	1005.60	1005.60	1005.60	1005.60	1005.60	1005.60	1005.60	1005.60	1005.60	1005.60
E-1 <4mo	930.30	-	-	-	-	-	-	-	-	-	-	-	-	-	-

NOTE: Public Law No. 106-65, FY 2000 National Defense Authorization Act, signed into law on October 5, 1999, directed a 4.8% pay increase for January-June 2000.

Table 6-6B: Monthly Military Basic Pay Table

Effective July 1, 2000 (see note)

	Years of Service														
	<2	2	3	4	6	8	10	12	14	16	18	20	22	24	26
Commissioned Officers															
O10 (CSA, CNO, CMC, CSAF)	-	-	-	-	-	-	-	-	-	-	-	12,488.70	12,488.70	12,488.70	12,488.70
O10	-	-	-	-	-	-	-	-	-	-	-	10,655.10	10,707.60	10,930.20	11,318.40
O9	-	-	-	-	-	-	-	-	-	-	-	9,319.50	9,453.60	9,647.70	9,986.40
O8	6,594.30	6,810.30	6,953.10	6,993.30	7,171.80	7,471.50	7,540.80	7,824.60	7,906.20	8,150.10	8,503.80	8,830.20	9,048.00	9,048.00	9,048.00
O7	5,479.50	5,851.80	5,851.80	5,894.40	6,114.60	6,282.00	6,475.80	6,669.00	6,863.10	7,471.50	7,985.40	7,985.40	7,985.40	7,985.40	8,025.60
O6	4,061.10	4,461.60	4,754.40	4,754.40	4,772.40	4,976.70	5,004.00	5,004.00	5,163.30	5,791.20	6,086.10	6,381.30	6,549.00	6,719.10	7,049.10
O5	3,248.40	3,813.90	4,077.90	4,127.70	4,291.80	4,291.80	4,420.80	4,659.30	4,971.90	5,286.00	5,436.00	5,583.60	5,751.90	5,751.90	5,751.90
O4	2,737.80	3,333.90	3,556.20	3,606.00	3,812.40	3,980.40	4,252.50	4,464.00	4,611.00	4,758.80	4,808.70	4,808.70	4,808.70	4,808.70	4,808.70
O3	2,544.00	2,844.30	3,112.80	3,364.80	3,525.90	3,702.60	3,850.20	4,040.40	4,139.10	4,139.10	4,139.10	4,139.10	4,139.10	4,139.10	4,139.10
O2	2,218.80	2,527.20	2,910.80	3,009.00	3,071.10	3,071.10	3,071.10	3,071.10	3,071.10	3,071.10	3,071.10	3,071.10	3,071.10	3,071.10	3,071.10
O1	1,926.30	2,004.90	2,423.10	2,423.10	2,423.10	2,423.10	2,423.10	2,423.10	2,423.10	2,423.10	2,423.10	2,423.10	2,423.10	2,423.10	2,423.10
Commissioned Officers With Over 4 Years Active Duty Service As An Enlisted Member Or Warrant Officer															
O3E	-	-	-	3,364.80	3,525.90	3,702.60	3,850.20	4,040.40	4,200.30	4,291.80	4,416.90	4,416.90	4,416.90	4,416.90	4,416.90
O2E	-	-	-	3,009.00	3,071.10	3,168.60	3,333.90	3,461.40	3,556.20	3,556.20	3,556.20	3,556.20	3,556.20	3,556.20	3,556.20
O1E	-	-	-	2,423.10	2,588.40	2,683.80	2,781.30	2,877.60	3,009.00	3,009.00	3,009.00	3,009.00	3,009.00	3,009.00	3,009.00
Warrant Officers															
W5	-	-	-	-	-	-	-	-	-	-	-	4,475.10	4,628.70	4,782.90	4,937.40
W4	2,592.00	2,788.50	2,868.60	2,947.50	3,083.40	3,217.20	3,352.80	3,485.10	3,622.20	3,753.60	3,888.00	4,019.40	4,155.60	4,289.60	4,427.10
W3	2,355.90	2,555.40	2,555.40	2,588.40	2,694.30	2,814.90	2,974.20	3,071.10	3,177.00	3,298.20	3,418.50	3,539.10	3,659.40	3,780.00	3,900.90
W2	2,063.40	2,232.60	2,232.60	2,305.80	2,423.10	2,555.40	2,652.60	2,749.80	2,844.30	2,949.00	3,056.40	3,163.80	3,270.90	3,378.30	3,483.30
W1	1,719.00	1,971.00	1,971.00	2,135.70	2,232.60	2,332.80	2,433.30	2,533.20	2,634.00	2,734.80	2,835.00	2,910.90	2,910.90	2,910.90	2,910.90
Enlisted Members															
E9 (SGMA, MCPON, SGVMC, CMC/SAF)							4,719.00	4,719.00	4,719.00	4,719.00	4,719.00	4,719.00	4,719.00	4,719.00	4,719.00
E9	-	-	-	-	-	-	3,015.30	3,083.40	3,169.80	3,271.50	3,373.20	3,473.40	3,609.30	3,744.30	3,915.90
E8	-	-	-	-	-	2,528.40	2,601.60	2,689.70	2,751.60	2,840.10	2,932.50	3,026.10	3,161.10	3,295.50	3,483.60
E7	1,765.80	1,927.80	2,001.80	2,073.00	2,147.70	2,220.90	2,294.10	2,367.30	2,439.30	2,514.00	2,588.10	2,660.40	2,787.60	2,962.20	3,134.40
E6	1,518.90	1,678.20	1,752.60	1,824.30	1,899.30	1,973.10	2,047.20	2,118.60	2,191.50	2,244.60	2,283.30	2,283.30	2,285.70	2,285.70	2,285.70
E5	1,332.60	1,494.00	1,566.00	1,640.40	1,714.50	1,789.50	1,861.50	1,936.20	1,936.20	1,936.20	1,936.20	1,936.20	1,936.20	1,936.20	1,936.20
E4	1,242.90	1,373.10	1,447.20	1,520.10	1,593.90	1,593.90	1,593.90	1,593.90	1,593.90	1,593.90	1,593.90	1,593.90	1,593.90	1,593.90	1,593.90
E3	1,171.50	1,260.60	1,334.10	1,335.90	1,335.90	1,335.90	1,335.90	1,335.90	1,335.90	1,335.90	1,335.90	1,335.90	1,335.90	1,335.90	1,335.90
E2	1,127.40	1,127.40	1,127.40	1,127.40	1,127.40	1,127.40	1,127.40	1,127.40	1,127.40	1,127.40	1,127.40	1,127.40	1,127.40	1,127.40	1,127.40
E1 >4mo	1,005.60	1,005.60	1,005.60	1,005.60	1,005.60	1,005.60	1,005.60	1,005.60	1,005.60	1,005.60	1,005.60	1,005.60	1,005.60	1,005.60	1,005.60
E1 <4mo	930.30	-	-	-	-	-	-	-	-	-	-	-	-	-	-

NOTE: Reflects 5.5% Targeted Pay Raise in July 2000, designed to restructure pay tables to compensate promotion more heavily than longevity.

Table 6-7A: 2000 General Schedule Pay Table

Annual Pay - Incorporates a 4.4% General Increase, Effective January 1, 2000

<u>GS Grade</u>	<u>Step</u>									
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>
1	13,870	14,332	14,794	15,252	15,715	15,986	16,440	16,900	16,918	17,351
2	15,594	15,964	16,481	16,918	17,107	17,610	18,113	18,616	19,119	19,622
3	17,015	17,582	18,149	18,716	19,283	19,850	20,417	20,984	21,551	22,118
4	19,100	19,737	20,374	21,011	21,648	22,285	22,922	23,559	24,196	24,833
5	21,370	22,082	22,794	23,506	24,218	24,930	25,642	26,354	27,066	27,778
6	23,820	24,614	25,408	26,202	26,996	27,790	28,584	29,378	30,172	30,966
7	26,470	27,352	28,234	29,116	29,998	30,880	31,762	32,644	33,526	34,408
8	29,315	30,292	31,269	32,246	33,223	34,200	35,177	36,154	37,131	38,108
9	32,380	33,459	34,538	35,617	36,696	37,775	38,854	39,933	41,012	42,091
10	35,658	36,847	38,036	39,225	40,414	41,603	42,792	43,981	45,170	46,359
11	39,178	40,484	41,790	43,096	44,402	45,708	47,014	48,320	49,626	50,932
12	46,955	48,520	50,085	51,650	53,215	54,780	56,345	57,910	59,475	61,040
13	55,837	57,698	59,559	61,420	63,281	65,142	67,003	68,864	70,725	72,586
14	65,983	68,182	70,381	72,580	74,779	76,978	79,177	81,376	83,575	85,774
15	77,614	80,201	82,788	85,375	87,962	90,549	93,136	95,723	98,310	100,897

Table 6-7B: 2000 Senior Executive Service (SES), Senior Level (SL) and Scientific/Professional (ST) Pay Table

Annual Pay - Effective January 1, 2000

<u>SES</u>		<u>SL/ST</u>	
ES-1	106,200	Minimum	93,137
ES-2	111,200	Maximum	122,400
ES-3	116,300		
ES-4	122,200		
ES-5	122,400		
ES-6	122,400		

Table 6-7C: 2000 Executive Schedule Pay Table

Annual Pay - Effective January 1, 2000

<u>Level</u>	<u>Salary</u>
V	114,500
IV	122,400
III	130,200
II	141,300
I	157,000

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PART VII: GLOSSARY

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Definitions of Terms

AC: Active Component.

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

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

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

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

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

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

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

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

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

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

Infrastructure Categories (IC) are groups of PEs. The IC structure divides DoD programs into two basic categories: mission and infrastructure. Mission programs include combat forces and their direct support as well as most R&D programs. Infrastructure programs contain nine primary categories: Acquisition, Installation Support, Central C4, Force Management, Central Logistics, Central Medical, Central Personnel, Central Training, and Resource Adjustment. Each primary IC category is further divided into subcategories.

Inventory: The actual personnel strength for a prior year.

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

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

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

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

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

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

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

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

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

Infrastructure Categories (IC)

2A2AA	Acquisition Infrastructure	Consists of those program elements that support program management, which includes program offices, program executive offices, and matrix support to the acquisition programs.
2A2AS	Acquisition Infrastructure – Science & Technology	Consists of Basic Research, Exploratory Development, and Advanced Development with corresponding R&D budget activities.
2A2AT	Acquisition Infrastructure – Test & Evaluation	Consists of the test and evaluation infrastructure resources for organizations and facilities, excluding BOS and RPMA, necessary for test and evaluation operations. The infrastructure supports all RDT&E funded T&E activities including the Major Range Test Facility Base (MRTFB) and OT&E organizations.
2A2BE	Environmental	Includes program elements for pollution prevention, environmental compliance, environmental restoration, environmental conservation, and environmental research programs in the department.
2A2BH	Family Housing Activities	Includes leasing, construction, maintenance, and the operation of family housing.
2A2BO	Base Operations	Includes resources for base operating support (BOS), base physical security programs, and real estate management for Active and Reserve bases. Included in this category are the activities associated with base administration, retail supply operations, maintenance of installation equipment, bachelor housing operations and furnishings, other base services, and other personnel support. For example, BOS for the Army European bases (PE 0202396A) and BOS for Army National Guard (PE 0505896A) are included in this activity. This activity does not include BOS that is specifically identified to other infrastructure activities.
2A2BP	Construction and Planning	Includes the resources for construction planning and design activities. These resources include the cost of planning and design for military construction, minor construction, access roads, and minor land acquisition.
2A2BR	Real Property Maintenance	Includes real property maintenance activities (RPMA) and minor construction programs. The activity does not include RPMA and minor construction that is specifically identified to the following infrastructure activities: acquisition; command, control and communications; force management; logistics; medical; personnel; and training. In general, RPM funds the operation of utilities for all real property and other engineering support such as fire protection, custodial services, entomology services, refuse collection and disposal, snow removal and ice alleviation, rental of real property, (excluding payments to GSA) as well as other installation engineering services.

2A2BX	Base Closure/ Environmental Compliance	Includes DoD BRAC programs and undistributed adjustments.
2A2CA	Central Command, Control and Communications (C3) - Administration	Includes management headquarters supporting central communications and selected service support to defense agencies.
2A2CB	Central C3 - Base Communications/ Operations	Includes program elements that provide non-tactical communication support to service and defense agency installations to include telephone systems, and other local communications. This also includes base operations and support, real property maintenance activities, and minor construction for central C3 activities.
2A2CI	Central C3 – Information Management/Services	Includes resources for the management of information services and the implementation of the Corporate Information Management (CIM) process throughout DoD. This activity also contains resources associated with the development of software and operation of installation level data processing facilities.
2A2CM	Central C3 - HQ	Includes program elements for major C3 management headquarters assets. This includes the management of the General Defense Intelligence Program (GDIP) and cryptological activities.
2A2CN	Central C3 - Navigation/ Mapping/Geodesy	Includes program elements associated with the NAVSTAR Global Positioning System (GPS) and other systems intended to improve navigation/positioning capabilities as well as the operations and support of air traffic control facilities.
2A2CS	Central C3 - Security	Includes program elements for physical security, counter-intelligence, installation security forces, and investigative activities.
2A2FD	Department-Wide Administration	Includes program elements that resource departmental headquarters, management of international programs, NATO infrastructure, support to other defense organizations and federal government agencies, security investigative services, support of service acquisition executives, industrial security and audit programs, public affairs activities, and criminal and judicial activities.
2A2FH	Management/Operational Headquarters	Includes program elements that resource the management and operational headquarters for both force elements and joint planning activities. For example, the management headquarters for the DoD CINCs (USEUCOM, PACOM, SOUTHCOM, CENTCOM, etc.) are included in this category. Furthermore, Service Commands directly related to force operations and planning, such as Navy's Anti-submarine Command, are included in this category.

2A2FW	Geophysical Aids	Includes program elements that resource weather, and meteorological activities. This category includes resources associated with the Weather Service for the Navy and Air Force, the Defense Meteorological Satellite Program, Oceanographic services and other related elements.
2A2LA	Logistics – Administrative Support	Includes management headquarters supporting central logistics activities, visual information systems support, and service support to the Defense Logistics Agency (DLA).
2A2LB	Logistics – Installation Support	Includes base operations and support, real property maintenance activities, minor construction, and base communications for central logistics activities.
2A2LC	Commissaries and Exchanges	Includes program elements that provide the resources for commissaries and military exchanges and management/operation activities of commissary troop issue subsistence support.
2A2LD	Maintenance Activities	Includes depot and other maintenance programs operated by the central logistics or material commands of the military departments. The resources contained in the DBOF "memorandum" entries (including the offsetting entries) associated with maintenance depots are also included in this activity.
2A2LG	General Logistics Activities	Includes miscellaneous central logistics programs such as procurement operations, printing plants, industrial preparedness, re-utilization and marketing service, and inactive weapons system storage.
2A2LM	Logistics – Management	Includes inventory control point operations and administrative support.
2A2LS	Supply Operations	Includes supply depot operations, distribution depot operations, and supply management. The resources contained in the DBOF "memorandum" entries (including the offsetting entries) associated with supply depots are also included in this activity.
2A2LT	Transportation	Includes first and second destination transportation charges as well as the equipment and associated direct and indirect costs identified to traffic management for the movement of cargo and troops by air, sea, or ground. The resources contained in the DBOF "memorandum" entries (including the offsetting entries) associated with transportation are included in this activity.
2A2MA	Medical – Administrative Support	Includes management headquarters supporting medical activities, visual information systems support, and service support to medical activities.
2A2MB	Medical – Installation Support	Includes planning, design, and construction of medical facilities, base operations and support, real property maintenance activities, and base communications for central medical activities.

2A2MC	Patient Care	Includes patient care in station hospitals and clinics, regional defense medical facilities, non-defense facilities, CHAMPUS, and dental care.
2A2MS	Medical Support Activities	Includes medical training and education (including USUHS); recruitment of medical personnel; medical system support; and other medical support activities.
2A2PA	Personnel – Administrative Support	Includes management headquarters supporting central personnel activities as well as visual information systems.
2A2PB	Personnel – Installation Support	Includes base operations and support, real property maintenance activities, and base communications for central personnel activities.
2A2PD	Dependent Support Activities	Includes CONUS and overseas dependent schools, community, youth, and family centers, and child development activities.
2A2PG	General Personnel Activities	Includes the Armed Forces information services, automated personnel management systems, troop issue subsistence, civilian disability compensation, and other miscellaneous personnel support activities.
2A2PN	Acquisition of New Personnel	Includes recruiting, advertising, examination, and recruit processing activities and the veterans education assistance program.
2A2PP	PCS Costs	Includes all permanent change of station (PCS) funding.
2A2PQ	Quality of Life	Includes those programs judged to improve the quality of life for the individual Service member. Programs include Family Centers, Child Care, Family Housing, commissaries, voluntary education, transition services, and other programs created to benefit the service member.
2A2PT	Transients and Holding Accounts	Includes personnel who are not available for duty due to hospital confinement or disciplinary reasons, personnel in PCS travel status, or enroute to a duty assignment from training.
2A2TA	Training – Administrative Support	Includes management headquarters and visual information activities which support central training activities.
2A2TB	Training – Installation Support	Includes base operations and support, real property maintenance activities, and base communications for central training infrastructure.
2A2TC	Command Managed Training Programs	Includes non-unit training activities managed by the operational commands. These activities, such as transition training into new weapon systems, are not considered unit training. Other command managed training activities include supplemental flying to maintain pilot proficiency and the training conducted in Naval Readiness Groups.
2A2TG	General Central Training Activities	Includes general support to the training establishment and training developments. These resources provide training aids for troop schools and training centers.

2A2TN	Training of New Personnel	Includes recruit or accession training, and On Station Unit Training (OSUT).
2A2TO	Officer Training and Academies	Includes Reserve Officer Training Corps (ROTC), other college commissioning programs, officer training schools (OTS), and the Service academies.
2A2TR	Aviation and Flight Training	Includes flight screening, undergraduate pilot training, navigator training, EURO-NATO training and the procurement of new training aircraft.
2A2TS	Professional and Skill Training	Includes academic and professional military education programs as well as multiple types of skill training. This activity includes DoD civilian training, education and development, language training, undergraduate space training, acquisition training, general skill training, and other professional education.
2BF	Resource Adjustments	Includes program elements for centralized accounts such as Foreign Currency Fluctuations, Commissary Resale Stocks, and Force Structure Deviation.

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