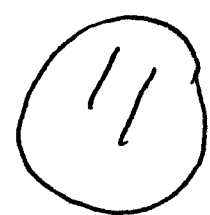


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Manpower Requirements Report

May 1994

1988

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DEFENSE MANPOWER REQUIREMENTS REPORT FY 1995

Prepared by
Office of the Under Secretary of Defense

(Personnel & Readiness)
(Health Affairs)
(Reserve Affairs)

Department of the Army
Department of the Navy
Department of the Air Force

Defense Agencies

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FY 1995 DEFENSE MANPOWER REQUIREMENTS REPORT

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CHAPTER I

INTRODUCTION

The Secretary of Defense hereby submits to the Congress the Defense Manpower Requirements Report (DMRR) for FY 1995 in compliance with Section 115a of Title 10, United States Code (U.S.C.). This report should be read and used along with the Report of the Secretary of Defense to the Congress on the FY 1995 Budget.

I. ORGANIZATION OF THE REPORT

This report explains the Department of Defense manpower requirements incorporated in the President's Budget for FY 1995. The report is organized into eight chapters, two appendices, and three annexes. The annexes are bound and provided separately. This report begins to incorporate the changes in the force structure recommended by the bottom-up review.

Defense Manpower Requirements. (Chapters I through VIII). Chapter I provides an introduction to the report. Chapter II is a summary of the Department's FY 1994-95 manpower requirements. Chapters III through VII contain details on manpower requirements for each of the military Services and the Defense Agencies. Chapter VIII summarizes various manpower cost data.

Unit Annex. As requested by the Senate Armed Services Committee, a Unit Annex is provided that describes the planned allocation of manpower to specific types of units within the force.

Officer Flow Annex. Section 115a(e) of Title 10, U.S.C., requires the submission of specified detailed data on the Services' officer corps. These data are contained in the Officer Flow Annex.

Medical Manpower Annex. Section 115a(g)(1) of Title 10, U.S.C., requires the submission of detailed information on medical manpower. This information is contained in the Medical Manpower Annex.

II. THE TOTAL FORCE

The structure of our armed forces is based on the DoD Total Force Policy which recognizes various components' contribution to national security. Those components include the Active and Reserve Components, the civilian workforce, retired military, host nation support, and DoD contractors.

A. 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, student, etc.). These men and women are on call twenty-four hours a day and receive full-time military pay.

B. Reserve Component Military

Each Reserve component consists of three Reserve categories: Ready Reserve, Standby Reserve, and Retired Reserve. The exceptions are the Army National Guard and Air National Guard, which have neither a Standby nor a Retired Reserve.

1. 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.

a. **Selected Reserve**. The Selected Reserve 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. Individual mobilization augmentees (IMAs) are members of the Selected Reserve not assigned to a Reserve Component unit but rather assigned to and trained for an Active Component organization, Selective Service System, or Federal Emergency Management Agency billet that must be filled on or shortly after mobilization.

b. **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 Selected Reserve. IRR members are liable for involuntary active duty for training and fulfillment of mobilization requirements.

c. **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 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.

2. Standby Reserve

Personnel assigned to the Standby Reserve have completed all obligated or required service or have been removed from the Ready Reserve because of civilian employment, temporary hardship, or disability. Standby Reservists maintain military affiliation, but are not required to perform training or to be assigned to a unit.

3. Retired Reserve

The Retired Reserve consists of personnel who have been placed in a retirement status based on completion of 20 or more qualifying years of Reserve Component and/or Active Component service. A member of the Retired Reserve does not receive retired pay until reaching age 60, unless he or she has 20 or more years active Federal military service.

C. Civilian Component

Civilians occupy roles that do not require military incumbents. The civilian workforce repairs airplanes, ships, and tanks; provides research, medical, communications, and logistical support; and operates and maintains military installations. Civilians contribute directly to the readiness of the Armed Forces by providing continuity and expertise and by freeing uniformed personnel to perform military-specific tasks.

D. Contractor Services Support Component

DoD uses service contracts to: a) acquire specialized knowledge and skills not available in DoD; b) to obtain temporary or intermittent services; and c) to obtain more cost-effective performance of various commercial-type functions available in the private sector. Section 2462 of Title 10, U.S. Code 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.

E. 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.

III. MANPOWER MIX

The Department's policy is to maintain as small an active peacetime force as national security policy, military strategy, and overseas commitments permit. Department policy is to employ civilian employees and contractors wherever possible to free our military forces to perform military-specific functions, yet maintaining emphasis on meeting specific requirements such as the Goldwater-Nichols DoD Reorganization Act of 1986.

Often the most cost-effective way to meet overseas peacetime and wartime requirements in non-combat activities is to use host nation support (HNS). The agreements we have with the United Kingdom, Norway, Turkey, Italy, and the BENELUX countries to provide port operations, surface transportation and many other support functions are examples of this support. The same type of arrangements also exist with Japan and Korea. Increased reliance on HNS makes strategic warning and allied response even more important. It also allows our strategic lift to focus on the transport of reinforcements and sustainment to the theater of operations.

In considering the most appropriate force mix, focus must be placed on the need for forces to (1) provide peacetime presence, (2) maintain rapid crisis response capabilities, (3) hedge against a need to reconstitute forces, and (4) provide strategic deterrence. Peacetime presence is provided by forward-deployed forces. These forces generally are in the Active Component.

Since the Total Force Policy was announced in 1973, the Department has increased its reliance on Reserve Component units. The Army relies on Reserve units to provide selected combat, combat support, and combat service support. Naval Reserve units form an integral part of most mission areas, including surface combatants, carrier air wings, maritime patrol, airlift, and medical support. The Marine Corps Reserve provides a division-wing team with balanced combat, combat support, and combat service support forces similar to active force counterpart units. Air Reserve Component units provide at least half of the air refueling capability, all of the strategic defense interceptor mission, and a significant portion of the airlift and tactical fighter capability.

Reservists have traditionally supported Active forces in meeting a broad range of peacetime operations. As the Reserve component roles and missions expand to meet the challenges of the new security environment,

use of Reserve capabilities other than during war and contingencies is a recurring theme in DoD planning. National Guard and Reserve forces will help promote international stability during peacekeeping, peace enforcement, and humanitarian assistance operations. Missions appropriate to the Reserve components include support for Active forces engaged in such operations, including strategic airlift, service support, civil affairs, and other capabilities. The Army and Air National Guard will continue to serve as the first line of defense for domestic emergencies. They will provide forces to respond to natural disasters, domestic unrest, and other threats to domestic tranquility.

IV. 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. The individual Service chapters describe the wartime manpower requirements and the overall mobilization manpower situation in more detail.

V. MANPOWER TERMINOLOGY

The discussion of manpower and personnel readiness requires that the reader understand the terms describing manpower categories. For that reason, a glossary of defense manpower terms is provided in Appendix B. The basic distinction between "spaces", that is billets or positions, and "faces", people to fill the positions, must be understood. Our forces are made up of a variety of different types of units. Each unit has associated with it a collection of positions that must be filled by qualified people in order for the unit to perform its mission.

During peacetime, it is neither necessary nor desirable to fill all positions in all units. Some units may not be staffed at all, due to a lack of funding or because we can fill them in an expeditious manner following mobilization. Some units may be staffed with a combination of active and reserve people. As a unit is tasked to perform more in peacetime, the proportion of full-time people, whether active, reserve, or civilian, may be expected to increase.

The Department's manning does not change overnight to match changes in the programmed force structure. As the force structure is changed, the programmed manning must be adjusted to best balance the requirements of force changes, available inventory, accession and separation predictions, fiscal constraints, manpower ceilings, etc. The collection of positions authorized to be filled with trained personnel is called the authorized or programmed manning.

VI. DEFENSE MISSION CATEGORIES

Defense Mission Categories (DMCs) are used throughout this report to describe and explain the DoD manpower requirements and resources. DMCs were created at the request of Congress for a mission oriented budget and are used for the first time in this report for program comparability purposes. Previous reports utilized Defense Planning and Programming Categories (DPPCs). A policy has been established that discontinues the use of DPPCs in manpower reports to OSD and emphasizes the importance in ensuring that all documents displaying the President's Budget display manpower and program data in the same manner.

The DMC structure divides DoD programs into three basic categories: major force missions, defense-wide missions, and defense-wide support missions. All force components are allocated to specific DMCs, with no position being counted more than once. DMCs aggregate, for each program, all the resources that can be reasonably associated with the "output" of that program. For example, the Strategic Program includes not only the bomber program, but also the base support personnel that sustain these units. In this way, the DMCs provide a more effective display of total resources required to perform a particular function. The DPPCs, on the other hand, segregated support activities. Definitions of the Defense Mission Categories are provided in Appendix B.

The Defense Mission Category entitled "Undistributed" appears in active component DMC tables throughout this Report. Negative entries project temporary undermanning of the structure at the end of a fiscal year; positive entries project temporary overmanning at the end of a fiscal year. Budgeted manpower cannot be completely distributed to DMC mission categories because of cyclic variations in the "Individuals" category (non-unit personnel). The Individuals category is comprised of several dynamic components which vary throughout the year, e.g., the number of trainees and students varies daily because most courses of instruction are less than one year. In consonance with the statutory requirement to report active and Selected Reserve military manpower end strength, all DMC categories, including Individuals, are portrayed as of the last day of the indicated fiscal year.

CHAPTER II

MANPOWER REQUIREMENTS SUMMARY

This chapter presents the Department of Defense manpower request and provides an overview of manpower requirement trends.

I. NATIONAL SECURITY OBJECTIVES, POLICY, AND DEFENSE MANPOWER

The defense strategy developed by President Clinton and further refined by the "Bottom-Up Review" continues to make progress toward the President's vision of a new security for the post-Cold War Era. The Bottom-Up Review emphasizes the strategy, force structure, and the comprehensive vision required for America's future security. The intent of the Defense budget is to protect the country by ensuring the readiness and quality of our forces. It should be noted that several separation incentives have been used to reduce the DoD. These incentives require continuing legal authority. If this authority is not extended, changes in accessions or an increased reliance on RIFs may be necessary.

The composition of defense forces is based on DoD's Total Force Policy, which recognizes that all units in the force structure contribute to deterrence and success in wartime. In structuring our military forces units are placed in the Selected Reserve, whenever feasible, to maintain as small an Active Component peacetime force as national security considerations permit. Service planning assumes that Selected Reserve units and Individual Mobilization Augmentees will be made available for any contingency to bring the total force to its required capability.

The following table is a summary of the major force elements planned for the end of FY 1994 and FY 1995.

Table II-1

SUMMARY OF MAJOR FORCE ELEMENTS

	<u>ACTUAL</u>	<u>BUDGET</u>	
	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>Strategic</u>			
ICBMs	787	667	585
Bombers (PAA) 1/			
Active	201	140	89
Air Reserve Component (Air Force)	0	12	18
Tankers (PAA) 1/			
Active	324	284	271
ARC	222	262	261

Strategic

Interceptor Squadrons/PAA Guard	12/216	10/150	10/150
Ballistic Missile Submarines	22	16	16
Mobile Logistics Ships	1	1	0
Support Ships	1	1	0

Tactical/Mobility

Land Forces

Army Divisions

Active	14	12	12
Guard	8	8	8

Army Separate Brigades & Regiments

Active 2/3/	10	11	8
Guard/Reserve 3/	26	30	30

Marine Corps Divisions

Active	3	3	3
Reserve	1	1	1

Tactical Air Forces

Air Force Squadrons/PAA 2/

Active	74/1310	67/1120	68/1091
ARC	46/988	42/663	39/558

Navy Squadrons/PAA

Active	81/710	77/650	69/614
Reserve	14/120	14/118	5/34

Carriers

Active	13	12	11
Reserve (Cat A)	0	0	1

Marine Corps Squadrons/PAA

Active	28/406	29/418	29/413
Reserve	6/72	6/72	6/72

Naval Forces

Attack Submarines

(active only)	88	87	83
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Surface Combatants

Active	124	110	115
Reserve (Cat A)	16	16	14

Amphibious Assault Ships

Active	54	41	39
Reserve	2	0	0

Patrol Ships (active only)

Mine Warfare Ships	0	0	0
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Active	13	15	13
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Reserve (Cat A)	0	0	2
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ASW and FAL Squadrons

Active	54/403	52/385	48/321
Reserve	19/148	15/138	15/138

Mobility Forces			
Airlift Squadrons 3/			
Active	54/535	54/522	50/501
ARC	51/306	71/371	73/381
Sealift Forces			
Naval Auxiliary Ships 4/	63	49	40
Military Sealift Command Ships	38	39	39

1/Primary aerospace vehicle authorized (PAA).

2/Includes combat coded tactical fighter, tactical reconnaissance, and tactical air control squadrons, combat/combat support coded special operations and tactical electronic warfare squadrons; and combat support coded tactical tanker/cargo (KC-10) and airborne warning and control squadrons.

3/Includes CH-46, CH-53, H-3, C-17, C-130, C-141, C-5 and C-9s. Excludes rescue and weather.

4/Includes Underway replenishment ships and support ships.

II. MANPOWER REQUEST

The Department's request for manpower is summarized in this section.

A. Active Component Military Strength

Active Component Military Manpower (End Strength in Thousands)

	<u>ACTUAL</u>	<u>BUDGET</u>	
	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
Army	572.4	540.0	510.0
Navy	510.0	471.5	441.6
Marine Corps	178.4	174.0	174.0
Air Force	<u>444.4</u>	<u>425.7</u>	<u>400.1</u>
Total in the Budget	1705.1	1611.2	1525.7

Note: Details may not sum to totals due to rounding.

B. Selected Reserve Strength

The following table shows the manpower request for the Selected Reserve, expressed in end strengths. These figures include Individual Mobilization Augmentees (IMA) and full-time Active Guard/Reserve members.

Selected Reserve Military Manpower
 (End Strength in Thousands)

	<u>ACTUAL</u>	<u>BUDGET</u>	
	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
Army National Guard	409.9	410.0	400.0
Army Reserve	275.9	260.0	242.0
Naval Reserve*	132.4	113.4	100.7
Marine Corps Reserve	41.7	42.2	42.0
Air National Guard	117.2	117.7	115.6
Air Force Reserve	<u>80.6</u>	<u>81.5</u>	<u>78.7</u>
Total	1057.7	1024.8	979.0

Note: Details may not sum to totals due to rounding.

*The authorized FY 1994 Naval Reserve strength is 118.0K.

The following table shows the number of personnel involved in full time support of the Reserve Components. The National Guard and Reserve military technicians who are also DoD civilians are included in the Selected Reserve totals throughout this report.

Full-Time Support to the Selected Reserve^{1/}
 (End Strength in Thousands)

	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
Army National Guard			
Active Guard/Reserve	24.4	24.2	23.6
Military Technicians	27.3	27.3	27.4
Civilians	0.1	0.5	0.5
Active Component	<u>0.5</u>	<u>0.1</u>	<u>0.1</u>
Total	52.3	52.0	51.6
Army Reserve			
Active Guard/Reserve	12.6	12.5	11.9
Military Technicians	7.3	7.2	7.0
Civilians	1.2	1.6	1.6
Active Component	<u>1.2</u>	<u>1.3</u>	<u>1.3</u>
Total	22.3	22.6	21.8
Naval Reserve			
Active Guard/Reserve (TAR)	21.4	19.4	17.5
Civilians	2.8	2.8	2.7
Active Component	<u>6.2</u>	<u>3.4</u>	<u>5.9</u>
Total	30.4	25.6	26.1
Marine Corps Reserve			
Active Guard/Reserve	2.3	2.3	2.3
Civilians	0.2	0.2	0.2
Active Component	<u>4.8</u>	<u>4.2</u>	<u>4.0</u>
Total	7.2	6.7	6.5
Air National Guard			
Active Guard/Reserve	9.1	9.4	9.1
Military Technicians ^{2/}	25.0	24.3	24.2
Civilians	1.8	1.7	1.8
Active Component	<u>0.7</u>	<u>1.0</u>	<u>0.9</u>
Total	36.6	36.4	36.0
Air Force Reserve			
Active Guard/Reserve	0.6	0.6	0.6
Military Technicians	9.8	10.5	10.3
Civilians	5.2	5.7	5.9
Active Component	<u>0.7</u>	<u>0.8</u>	<u>0.7</u>
Total	16.3	17.6	17.6
DoD Total			
Active Guard/Reserve	70.4	68.4	65.0
Military Technicians	69.4	69.3	68.9
Civilians	11.7	12.5	12.0
Active Component	<u>13.9</u>	<u>10.8</u>	<u>13.7</u>
Total	165.4	161.0	159.6

^{1/}Active Guard/Reserve (AGR) personnel are included in Selected Reserve strength throughout the report.

^{2/}Includes reimbursable military technicians.

C. Civilian Component

Civilian End Strength 1/
(in Thousands)

	<u>ACTUAL</u>	<u>BUDGET</u>	
	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
Army	294.2	293.6	281.0
Navy*	269.2	252.5	229.3
Marine Corps*	16.0	15.9	15.9
Air Force	201.7	201.5	195.4
Defense Agencies	<u>155.8</u>	<u>159.6</u>	<u>151.7</u>
Total	936.9	923.1	873.4

Note: Details may not sum to totals due to rounding.

*While the total number of civilians in the Navy/Marine Corps team is consistent with the President's budget, approximately 2,000 Marine Corps Industrial account personnel have been allocated to the Navy's DBOF account. The service chapters reflect the actual figures.

1/Civilian strength includes U.S. direct hire and foreign national direct and indirect hire employees and excludes the following two categories:

1. National Security Agency

NSA civilian strength is excluded in accordance with Public Law 86-36.

2. Civil Functions

Civil function strength, estimated at 30,000 for FY 1995, is excluded from this submission. DoD civil functions include the Army's Corps of Engineers, Arlington National Cemetery, and the Air Force's Wildlife Conservation Program.

III. MANPOWER OVERVIEW

Military and civilian manpower strength trends are shown in the following tables.

Defense Manpower
(End Strength in Thousands)

	<u>ACTUAL</u>	<u>BUDGET</u>	
	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
Military			
Active	1,705.1	1,611.2	1,525.7
Officer	256.7	245.9	238.5
Enlisted	1,435.9	1,353.0	1,275.2
Cadets/Midshipmen	12.5	12.3	12.0
Selected Reserve	1,057.7	1,024.8	979.0
Civilian 1/	<u>936.9</u>	<u>923.1</u>	<u>873.4</u>
Total	3,699.7	3,559.1	3,378.1

1/Full time equivalent (FTE) end strength.

A. Military Manpower

The FY 1995 authorization request for Active Component military manpower is 1,525,692. The Selected Reserve authorization request is 978,997. Highlights of the military manpower requirements by Service follow.

ARMY

US. Army force structure uniquely supports the National Military Strategy (NMS). The primarily CONUS-based power projection Army can begin to move as soon as strategic lift aircraft are available. Strategic mobility for the heavy brigades is enhanced by prepositioned equipment, some sets of which are afloat to permit that equipment to move rapidly to a crisis area. Following deployment, the soldiers on the ground send potential adversaries an unequivocal message of US commitment and resolve. Should deterrence then fail, only the Army can conduct sustained ground combat operations over the entire battlefield to defeat any opponent in any region of the world.

To satisfy the evolving post-Cold War strategy, the Army is structured for a variety of roles and missions, from operations other than war (OOTW), like humanitarian relief and peacekeeping, to the mid- to high-intensity conflict environment of major regional contingencies. The Army's balanced structure -- heavy, light and special operations forces -- allows the President and Secretary of Defense to tailor a ground response to any situation. The Army also maintains the ability to promptly reconstitute forces to counter any unanticipated threat. The reserve components are vital in that role, especially for combat support and combat service support functions.

The manpower requirements for the Active Army, the Army Reserve, and the Army National Guard are a function of the force structure necessary to support the National Military Strategy. The Army's manpower challenge is to attract and retain quality soldiers equal to the challenges that face the Nation. The Army's future force must possess four essential qualities:

- 1) Versatility - the ability to respond to a widening array of challenges, while drawing from a smaller reservoir of forces.
- 2) Deployability - the ability to project appropriate combat power rapidly to wherever American interests are threatened.
- 3) Lethality - the ability to overwhelm all potential adversaries through a Total Army effort.
- 4) Expandability - the Ability to generate forces rapidly in response to a deterioration of international order.

The Army demonstrates the value of its strength and structure through a variety of singular and cooperative efforts and operations. These efforts include assistance to States as well as other nations during natural disasters, counter narcotics, and civil assistance. The continuation of efforts such as OPERATION PROVIDE COMFORT in Iraq, OPERATION RESTORE HOPE in Somalia, continuing commitments to European and Pacific allies as well as new missions in Bosnia-Herzegovina, Croatia, and Macedonia create an ever expanding Army role in international affairs and tax swiftly declining resources.

As the strategic land combat force, the Army must continue to provide the Nation with the ability to put a trained and ready force on

the ground anywhere in the world in short notice. Recent lessons have enabled the Army to develop a force mix that capitalizes on the demonstrated qualities of its manpower and advanced technologies.

Reduction of the military and civilian workforce is required as the Army swiftly down sizes. Consistent with the Army's personnel management philosophy, commanders influence how to reduce the civilian workforce, taking the most severe actions (e.g., reductions in force and furloughs) as a last resort. When civilian personnel are impacted by reduction actions, job transition (i.e., ACAP) and placement programs are available to assist them in finding continued employment.

By sustaining a quality force composed of quality soldiers, the Army will continue to fulfill its fundamental mission of providing trained and ready forces for prompt, sustained land combat in defense of our national interests, while being prepared to serve wherever, whenever, and however the Nation calls.

NAVY

The foundation of the Navy's manpower strategy is that personnel reductions must keep pace with force structure draw downs. This resultant smaller force structure can become unbalanced with a mismatch of properly needed skill for both officer and enlisted personnel; the people in these "overmanned" areas must then be targeted for conversion to other specialties or for early release. Similarly, as our pay grade pyramid shrinks, its shape must remain the same, i.e., junior pay grades must be downsized at the same rate as the senior pay grade.

The Navy desires to protect force readiness in the near term by protecting quality people currently on board, maintain sufficient accession levels to preclude a "hollow force" in the future, manage officer accessions and retention to maintain the correct grade/quality mix, improve recruit quality to reduce attrition and ensure long term readiness, and re balance the enlisted skill mix using existing force management tools.

The Navy is drawing down in a controlled, steady manner. Far from focusing solely on reducing end strength numbers, the Navy is committed to replenishing and retaining a core of experienced and well-trained people in order to effectively execute the Navy's mission now and in the future

MARINE CORPS

The tide of recent events has altered the Marine Corps' force reduction profile. Former Secretary Aspin's Bottom Up Review (BUR) validated the requirement for a more robust Marine Corps than that conceived by the prior Base Force panel. The BUR concluded that Marine forces of 174K would be necessary to uphold the tenets of the National Military Strategy.

The Deputy Secretary of Defense approved a Program Budget Decision on December 13, 1993, that "directs the Marine Corps to develop and employment plan that provides a ramp down to the 174,000 end strength level by the end of FY 1994, and maintain this level

through FY 1995 and the out-years." Accordingly, the Marine Corps' FY95 manpower request of 174K remains unchanged from the previous year. Reserve forces drop 200 from the previous authorization of 42.2K, and civilian strength increases slightly to 18.0K.

AIR FORCE

The Air Force continues to undergo its most fundamental reshaping since it was established as a separate Service nearly half a century ago. The broad sweep of change has touched every corner of the Air Force and every aspect of how we do business.

The Air Force FY 1995 budget submission provides the necessary resources to maintain a ready force, while providing prudent modernization. We guarded against a hollow force by accelerating force structure reductions and preserving our readiness accounts. Readiness for today is provided by an adequately funded operations and maintenance account. Tomorrow's readiness is achieved through our modernization program. We have designated 1994 as the Year of Readiness in the Air Force. During this year, we will develop a comprehensive readiness plan projecting 20-25 years into the future. It will be the first such plan to integrate combat, support, and infrastructure requirements. This plan will reflect the SECDEF's Bottom-Up Review of Defense Needs and Programs while addressing requirements stretching beyond today's programs.

The Air Force has continued to incorporate the principles of total quality management into every aspect of the Air Force--streamlining and de-layering organizations, removing roadblocks to improvement and empowering people from bottom to top. We have cut headquarters' staffs, restructured numbered air forces, eliminated air divisions, consolidated laboratories and given our wings and squadrons a new look.

The FY 1995 President's Budget call for a reduction in Air Force active duty military manpower from 425,700 in FY 1994 to 400,051 in FY 1995. The FY 1995 figure represents a 56 percent reduction in manpower from the Vietnam-era high point in 1968 and a 34 percent reduction since the mid-eighties. Civilian manpower levels will fall to 201,521 in FY 1994 and 195,418 in FY 1995. The civilian figure for FY 1995 is 46 percent lower than the Vietnam-era high in 1967 and a 26 percent reduction since the mid-eighties.

Our commitment to a Quality Air Force springs from our vision of the world's most respected air and space force. We are not the same Air Force of just a few years ago. We're smaller, but we have struck a balance among force structure, readiness, modernization, and people, allowing us to support our nation's objectives.

B. Civilian Manpower

1. Civilian Manpower Management

A major Defense goal is to use civilian manpower in the most economical and efficient manner possible in positions where military-specific skills and knowledge are not required. DoD managers also use service contracts to acquire skills and knowledge not available in the government or to obtain cost-effective, temporary, or intermittent

services that are not "inherently governmental." Other options, applicable to work load of a short-term and/or non-recurring nature, includes the use of overtime, temporary employees, interagency or intra-agency support, and cooperative agreements.

The Department continues to manage the civilian work force based on mission requirements and to promote the use of quantitative and qualitative performance indicators and work load measures to the issue of right sizing.

2. Civilian End Strength Estimates

The Department ended FY 1993 at a civilian end strength level of 936,945--2.8 percent (or 27,207 strength) below the FY 1993 projection.

The FY 1994 civilian estimate is 923,123--1.5 percent (or 13,822 strength) below the actual FY 1993 year-end level. The FY 1995 civilian estimate is 873,388--5.4 percent (or 49,735 strength) below the FY 1994 estimate and 6.8 percent (or 63,557 strength) below the actual FY 1993 level.

FY 1995 begins implementation of the Department's Bottom-Up Review. As a result of that review, it was determined that additional reductions in DoD infrastructure areas were warranted given the magnitude of force structure reductions. The Department levied a top down strategy aimed at streamlining DoD civilian manpower as a primary infrastructure cost. Variable reduction targets, ranging from 2-5 percent, were established for each of fiscal years 1995 through 1999. DoD Components were directed to conduct internal organizational and functional reviews and to develop streamlining plans necessary to support implementation of allocated reductions. The Department's top down strategy is designed to ensure that necessary restructuring and redesign of DoD infrastructure mission areas occurs.

IV. MOBILIZATION MANPOWER

Wartime manpower requirements are based on estimated requirements to fight a specified scenario. DoD has, for many years, used a worldwide war scenario which had as a primary component, a European conflict. With the changing world environment, such a scenario is no longer particularly plausible. The Joint Staff, OSD, and the Services have worked to construct a new series of scenarios which fit the changing world environment and take into account OPERATION DESERT SHIELD/ STORM. These scenarios, together with the Defense Planning Guidance 1996-2001, will form the basis for a new Wartime Manpower Mobilization Planning System (WARMAPS) data base, which will be used to produce new estimates of wartime manpower requirements.

V. MANPOWER REQUIREMENTS SUMMARY

The following tables summarize the FY 1993-1995 Defense manpower requirements. The presentation is by DMC category.

TABLE II-2
DEPARTMENT OF DEFENSE ACTIVE MILITARY MANPOWER
 (End Strength in Thousands)

<u>DEFENSE MISSION CODES</u>	<u>ACTUAL</u> <u>FY 1993</u>	<u>PROGRAMMED</u> <u>FY 1994</u>	<u>BUDGETED</u> <u>FY 1995</u>
Major Force Missions	1,024.1	1,037.3	974.5
Strategic Forces	73.6	64.8	53.5
Strategic Offense	60.0	52.1	41.2
Strategic Defense	6.0	5.7	5.7
Strategic C	7.7	6.9	6.5
Industrial & Stock Fund	0.0	0.0	0.0
General Purpose Forces	1019.3	971.6	920.1
Land Forces	465.2	458.4	424.2
Tactical Air Forces	191.8	178.4	165.7
Naval Forces	274.1	257.0	243.6
Mobility Forces	62.5	60.6	58.1
Special Operations Forces	26.7	28.8	29.2
General Purpose Support	0.1	0.1	0.2
Theater Missile Defense	0.0	0.0	0.0
Counter Drug Support	0.1	0.1	0.1
Defense-Wide Missions	102.6	110.4	107.2
Intelligence & Communications	69.2	70.7	68.5
Intelligence	36.8	38.2	38.2
Communications	32.5	32.6	30.4
General Research & Development	18.6	18.4	17.9
Science & Technology Program	3.3	3.3	3.3
Undistributed Development	0.0	0.0	0.0
RDT&E Management & Support	15.3	15.1	14.5
Other Defense-Wide Missions	21.7	21.2	20.8
Geophysical Sciences	10.5	9.5	9.3
Space Launch Support	2.2	2.2	2.2
Nuclear Weapons Support	0.5	0.3	0.4
International Support	8.8	8.9	8.9
Defense-Wide Support Missions	502.8	464.2	444.2
Logistical Support	29.2	28.6	25.3
Supply Operations	5.0	5.9	4.9
Maintenance Operations	4.8	4.0	3.3
Other Logistical Support	19.3	18.7	17.3
Personnel Support	444.6	406.4	360.9
Personnel Acquisitions	45.3	44.0	42.2
Training	236.8	211.1	205.1
Medical	97.4	93.5	92.7
Individuals	55.8	48.6	42.0
Federal Agency Support	1.6	1.8	1.8
Other Personnel Support	7.6	7.3	7.0
Other Centralized Support	29.1	29.2	28.6
Departmental Headquarters	29.1	29.2	28.6
Retired Pay	0.0	0.0	0.0
Undistributed Adjustments	0.0	0.0	0.0
TOTAL END STRENGTH IN BUDGET	1,705.1	1,611.2	1,525.7

End strength may not equal total of DMC categories due to rounding.

TABLE II-3
DEPARTMENT OF DEFENSE RESERVE MANPOWER
(End Strength in Thousands)

<u>DEFENSE MISSION CODES</u>	<u>ACTUAL</u> <u>FY 1993</u>	<u>PROGRAMMED</u> <u>FY 1994</u>	<u>BUDGETED</u> <u>FY 1995</u>
Major Force Missions	827.8	799.1	762.7
Strategic Forces	10.5	10.1	10.1
Strategic Offense	1.0	2.2	2.2
Strategic Defense	9.5	7.9	7.9
Strategic C	0.0	0.0	0.0
Industrial & Stock Fund	0.0	0.0	0.0
General Purpose Forces	817.3	788.9	752.6
Land Forces	561.8	553.2	529.2
Tactical Air Forces	78.2	72.3	65.9
Naval Forces	82.5	68.7	63.5
Mobility Forces	76.6	80.7	80.6
Special Operations Forces	18.2	13.8	13.4
General Purpose Support	0.0	0.0	0.0
Theater Missile Defense	0.0	0.0	0.0
Counter Drug Support	0.0	0.0	0.0
Defense-Wide Missions	23.9	22.1	22.2
Intelligence & Communications	22.0	20.2	20.3
Intelligence	5.5	4.3	4.5
Communications	16.5	15.9	15.8
General Research & Development	0.7	0.7	0.7
Science & Technology Program	0.0	0.0	0.0
Undistributed Development	0.0	0.0	0.0
RDT&E Management & Support	0.7	0.7	0.7
Other Defense-Wide Missions	1.3	1.2	1.1
Geophysical Sciences	1.2	1.2	1.1
Space Launch Support	0.0	0.0	0.0
Nuclear Weapons Support	0.0	0.0	0.0
International Support	0.0	0.0	0.0
Defense-Wide Support Missions	168.8	166.4	157.4
Logistical Support	11.5	10.2	9.1
Supply Operations	3.8	3.0	2.6
Maintenance Operations	3.7	3.2	3.1
Other Logistical Support	4.0	4.0	3.3
Personnel Support	107.2	109.4	102.9
Personnel Acquisitions	6.3	5.9	5.7
Training	68.9	71.1	65.7
Medical	29.2	28.0	27.1
Individuals	2.8	4.4	4.1
Federal Agency Support	0.0	0.1	0.1
Other Personnel Support	0.0	0.0	0.0
Other Centralized Support	50.1	46.8	45.5
Departmental Headquarters	50.1	46.8	45.5
Retired Pay	0.0	0.0	0.0
Undistributed Adjustments	0.0	0.0	0.0
Individual Mobilization Augmentees	24.8	24.7	24.8
Active Guard/Reserves	12.6	12.5	11.9
TOTAL END STRENGTH IN BUDGET	1,057.7	1,024.8	979.0

End strength may not equal total of DMC categories due to rounding.

TABLE II-4
DEPARTMENT OF DEFENSE CIVILIAN MANPOWER
 (End Strength in Thousands)

<u>DEFENSE MISSION CODES</u>	<u>ACTUAL</u> <u>FY 1993</u>	<u>PROGRAMMED</u> <u>FY 1994</u>	<u>BUDGETED</u> <u>FY 1995</u>
<u>Major Force Missions</u>	<u>209.4</u>	<u>214.4</u>	<u>203.9</u>
Strategic Forces	17.9	20.7	16.2
Strategic Offense	11.5	11.8	10.2
Strategic Defense	6.0	5.7	5.6
Strategic C	0.4	0.5	0.4
Industrial & Stock Fund	0.0	0.0	0.0
General Purpose Forces	191.4	196.3	187.6
Land Forces	87.3	88.5	83.1
Tactical Air Forces	38.2	37.7	35.2
Naval Forces	29.8	31.2	30.3
Mobility Forces	32.7	32.6	33.2
Special Operations Forces	2.9	2.7	3.0
General Purpose Support	0.1	0.2	0.2
Theater Missile Defense	0.0	0.0	0.0
Counter Drug Support	0.3	3.0	2.6
<u>Defense-Wide Missions</u>	<u>128.6</u>	<u>134.4</u>	<u>126.4</u>
Intelligence & Communications	40.5	45.6	43.9
Intelligence	17.8	18.8	17.5
Communications	22.7	26.8	26.4
General Research & Development	70.3	70.1	64.4
Science & Technology Program	19.8	18.9	16.4
Undistributed Development	0.2	0.2	0.2
RDT&E Management & Support	50.3	51.0	47.8
Other Defense-Wide Missions	17.9	18.7	18.2
Geophysical Sciences	12.5	11.7	11.1
Space Launch Support	0.8	1.2	1.2
Nuclear Weapons Support	0.5	0.5	0.5
International Support	4.1	5.3	5.4
<u>Defense-Wide Support Missions</u>	<u>599.0</u>	<u>574.3</u>	<u>543.1</u>
Logistical Support	378.8	345.9	319.3
Supply Operations	123.2	116.0	103.9
Maintenance Operations	166.9	155.0	137.1
Other Logistical Support	88.7	75.0	78.3
Personnel Support	131.5	138.4	134.5
Personnel Acquisitions	10.7	11.7	11.8
Training	48.4	50.5	47.7
Medical	48.6	53.4	53.3
Individuals	0.0	0.0	0.0
Federal Agency Support	0.0	0.0	0.0
Other Personnel Support	23.9	22.9	21.7
Other Centralized Support	88.6	90.0	89.3
Departmental Headquarters	88.6	90.0	89.3
Retired Pay	0.0	0.0	0.0
Undistributed Adjustments	0.0	0.0	0.0
<u>TOTAL END STRENGTH IN BUDGET</u>	<u>936.9</u>	<u>923.1</u>	<u>873.4</u>

End strength may not equal total of DMC categories due to rounding.

CHAPTER III

ARMY MANPOWER REQUIREMENTS

I. INTRODUCTION

A. General

The manpower requirements for the Active Army, the Army Reserve, the Army National Guard, and the civilian workforce are a function of the force structure necessary to support the National Military Strategy. The Army's manpower challenge is to attract and retain quality soldiers and civilians equal to the challenges that face the Nation. The Army's future force must possess four essential qualities:

- Versatility - the ability to respond to a widening array of challenges, while drawing from a smaller reservoir of forces.
- Deployability - the ability to project appropriate combat power rapidly to wherever American interests are threatened.
- Lethality - the ability to overwhelm all potential adversaries through a Total Army effort.
- Expandability - the Ability to generate forces rapidly in response to a deterioration of international order.

The Army demonstrates the value of its strength and structure through a variety of singular and cooperative efforts and operations. These efforts include assistance to States as well as other nations during natural disasters, counter narcotics and civil assistance. The continuation of efforts such as OPERATION PROVIDE COMFORT in Iraq, OPERATION RESTORE HOPE in Somalia, continuing commitments to European and Pacific allies as well as new missions in Bosnia-Herzegovina, Croatia, and Macedonia create an ever expanding Army role in international affairs and tax swiftly declining resources.

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

Reduction of the military and civilian workforce is required as the Army swiftly downsizes. Consistent with the Army's personnel management philosophy, commanders influence how to reduce the civilian workforce, taking the most severe actions (e.g., reductions in force and furloughs) as a last resort. When civilian personnel are impacted by reduction actions, job transition (i.e., ACAP) and placement programs are available to assist them in finding continued employment.

By sustaining a quality force composed of quality soldiers and civilians, the Army will continue to fulfill its fundamental mission of providing trained and ready forces for prompt, sustained land combat in defense of our national interests, while being prepared to serve wherever, whenever and however the Nation calls.

B. Wartime Manpower Requirements

Wartime manpower requirements are based on the total Army world-wide wartime force structure and the number of additional personnel needed to replace estimated combat casualties. Planning scenarios together with Defense Planning Guidance for Fiscal Years 1994-1999 will be used to form the basis for a new Wartime Manpower Mobilization Planning System (WARMAPS) data base, which will be used to produce new estimates of the Army's wartime manpower requirements.

C. Strength Request

Requested strengths for the Active and Reserve Components and the civilian workforce are shown below:

Army Strength Request
(Strength in Thousands)

	<u>FY 94</u>	<u>FY 95</u>
Active Military	540.0	510.0
Army Reserve	260.0	242.0
Army National Guard	410.0	400.0
Civilians*	293.6	281.0

*Includes Civilian Technicians

D. Major Changes Affecting Manpower Programs

1. Overview

a. US. Army force structure uniquely supports the National Military Strategy (NMS). The primarily CONUS-based power projection Army can begin to move as soon as strategic lift aircraft are available. Strategic mobility for the heavy brigades is enhanced by prepositioned equipment, some sets of which are afloat to permit that equipment to move rapidly to a crisis area. Following deployment, the soldiers on the ground send potential adversaries an unequivocal message of US commitment and resolve. Should deterrence then fail, only the Army can conduct sustained ground combat operations over the entire battlefield to defeat any opponent in any region of the world.

b. To satisfy the evolving post-Cold War strategy, the Army is structured for a variety of roles and missions, from operations other than war (OOTW), like humanitarian relief and peacekeeping, to the mid-to high-intensity conflict environment of major regional contingencies. The Army's balanced structure -- heavy, light and special operations forces -- allows the President and Secretary of Defense to tailor a ground response to any situation. The Army also maintains the ability to promptly reconstitute forces to counter any unanticipated threat. The reserve components are vital in that role, especially for combat support and combat service support functions.

c. Force structure/manpower plans for FY 94 - FY 96 maintain the deterrent, warfight and sustainment capabilities of America's Army by continuing emphasis on readiness, training, modernization and enhanced productivity. Force structure changes in this period anticipate the reductions required by the Bottom-Up Review (BUR) and Defense Planning Guidance (DPG) for FY 95-99.

The following tables display the strength changes by major Defense Mission Category (DMC), for the Active and Selected Reserve components and civilian workforce. (Note: Due to rounding, data in the tables may not add to the totals shown.)

Army Active Manpower by DMC
(End Strength in Thousands)

	Actual		
	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
Strategic Forces	0.3	0.4	0.4
General Purpose Forces	384.9	365.3	343.9
Intelligence & Communications	14.9	16.5	15.3
General Research & Development	4.1	4.1	3.8
Other Defense-wide Mission	4.8	4.0	4.0
Logistics Support	3.4	3.6	3.2
Personnel Support	151.7	136.2	130.0
Other Centralized Support	<u>8.5</u>	<u>9.8</u>	<u>9.4</u>
Total in the Budget	572.4	540.0	510.0

US Army Reserve Manpower by DMC
(End Strength in Thousands)

	Actual		
	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
General Purpose Forces	189.8	176.9	159.4
Intelligence & Communications	0.6	0.5	0.5
Personnel Support	70.9	66.1	66.2
Other Centralized Support	14.4	9.9	9.5
Individuals (Trainees)*	(19.6)	(16.4)	(15.3)
Individual Mobilization Aug	(13.1)	(13.0)	(13.0)
Active Guard/Reserve	<u>(12.6)</u>	<u>(12.5)</u>	<u>(11.9)</u>
Total in the budget	275.9	260.0	242.0

Army National Guard Manpower by DMC
(End Strength in Thousands)

	Actual		
	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
General Purpose Forces	355.0	387.0	389.6
Personnel Support	22.2	-9.8	-22.5
Other Centralized Support	32.7	32.8	32.9
Individuals (Trainees)*	(17.2)	(19.5)	(16.7)
Active Guard Reserve*	<u>(24.7)</u>	<u>(24.2)</u>	<u>(23.7)</u>
Total in the budget	409.9	410.0	400.0

*Parenthetical entries are not additive to total end strength. Individuals and Active Guard/Reserve are allocated among the appropriate DMC.

Army Civilian (Direct and Indirect Hire) Manpower by DMC
(End Strength in Thousands)

	Actual		
	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
Strategic Forces	1.4	1.5	1.5
General Purpose Forces	82.8	84.1	78.6
Intelligence & Communications	11.6	12.8	12.5
General Research & Development	25.9	25.1	22.7
Other Defense-wide Mission	2.1	2.9	2.9
Logistics Support	69.5	62.7	58.6
Personnel Support	64.1	69.0	67.6
Other Centralized Support	<u>36.6</u>	<u>35.4</u>	<u>36.6</u>
Total in the Budget	294.2	293.6	281.0

2. The FY 1993 - FY 1995 Programs

a. At the end of FY 93, America's Army consisted of four corps, fourteen active divisions, and eight National Guard divisions. This contrasts with the Cold War Army of five corps and 28 divisions (18 Active and 10 National Guard). In FY 93, the 26th National Guard Infantry Division and the 50th National Guard Armored Division inactivated. In FY94, the number of active divisions will be further reduced to twelve by the inactivation of the 6th and 7th Infantry Divisions.

b. As a result of congressional direction, structural reshaping and manpower budget constraints, the Army's Active Component end strength will be reduced from a FY87 high of 781K to 572.4K by end-FY 93, 540K by end-FY94, and 510K by end-FY 95. To mitigate the impact of force structure reductions on soldiers, civilians and family members, the Army plans to maximize voluntary separations, increase early retirements, reduce accessions, and minimize involuntary separations.

c. Throughout this period, America's Army will be trained and ready to fight; a strategic force capable of decisive victory wherever, whenever, and however called upon to serve the nation.

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

Civilian strength adjustments for FY 1994 and FY 1995 are commensurate with force structure requirements as determined by workload projections and moderated by approved funding levels. The FY 1993 actual civilian employment level was 294.2K. The estimated level of 293.6 for FY94 and 281.0 for FY 1995 reflects congressionally mandated funding adjustments that affected civilian strength, force structure downsizing and DMR initiatives. Strength levels continue to decline in the outyears as base closures and realignments, reduced funding levels, force structure reductions, and more efficient methods of operation are put into effect.

3. Active Component

In FY 1994 and FY 1995 active component force structure changes will continue in CONUS, Europe, and the Pacific under the Army's force reduction plan.

a. CONUS. In FY 1993, the 5th Infantry Division (Mechanized) converted to the 2d Armored Division and moved from Fort Polk, LA to Fort Hood, TX. The 2d ACR(L) moved from Fort Lewis, WA to Fort Polk, LA. Additionally, the 7th Infantry Division (Light) inactivated at Ford Ord, CA, less 1st Brigade with its direct support artillery and forward support battalions moved to Fort Lewis, WA. An armored brigade from US. Army, Europe (USAREUR) is scheduled to move to Ft. Lewis, WA in FY94 pending completion of the environmental impact statement. Equipment modernization fieldings for armed OH58D and AH64 attack helicopters, M1A2 main battle tanks and M2A2 Bradley Fighting Vehicles will continue through FY 1995 to the smaller, more lethally capable force.

b. Europe

(1) The force structure draw down continues in Europe. It began in 1990 with a peak of 213,000 soldiers and is on the path towards 65,000 soldiers which the current planning guidance states is to occur by 30 SEP 1995. During FY 1993, a total of 36,817 military personnel and 11,094 civilians were reduced. Army strength in Europe at the end of FY 1993 was 92,842 military personnel and 37,757 civilians. During FY 1994 another 23,400 soldiers are scheduled to be withdrawn for a projected end strength of 74,900. Civilians are projected to be at 31,956.

(2) During FY 1993 reductions were geared towards reducing force structure to provide a war fighting capability of one Corps and a force structure at echelons above Corps to support the Corps. Across the theater combat, combat support, and combat service support units were inactivated or transferred to CONUS Divisions. They were reduced from 10 to 9 maneuver battalions.

(3) During FY 1994 reductions will occur to reduce war fighting capability at every level from division to echelons above Corps. 1st Armored Division and 3rd Infantry Division (Mechanized) will be reduced from three to two ground maneuver brigades along with their supporting combat and combat support units. One brigade combat team is scheduled to be transferred to Fort Lewis, WA once the environmental impact study is approved. The other brigade combat team is scheduled for inactivation. V Corps, 11th Armored Cav Reg is scheduled for inactivation by March 1994. Other combat and combat support units within V Corps, and at echelons above Corps are also scheduled for reduction to meet Army troop limits as specified by the Defense Authorization Act.

c. Pacific

(1) Eighth US. Army (EUSA) force structure continues to be shaped by commitments to theater operations, congressional directives and the continuing threat of North Korean action. Nunn-Warner Phase I (FY 1990-1992) reductions were completed in FY 1992; however, the Nunn-Warner Phase II reductions have been suspended indefinitely by the SecDef.

(2) US Army Pacific (USARPAC). The 6th Infantry Division will convert to a Light Infantry Brigade by the end of FY 1994.

d. Latin America

US Army South (USARSO). The Panama Canal Treaty Implementation Plan (PC-TIP) provides an orderly draw down of forces in Panama. USARSO force structure remained constant during FY 1993. The draw down of force structure will continue during FY94 and FY 95. Defense of the canal, nation building assistance, and the counter drug program remain as major USARSO missions.

4. Reserve Component

a. Active Component/Reserve Component (AC/RC) Mix.

Composition and size of the Army are based on the National Military Strategy (NMS). Deterrence remains the central motivating and organizing concept guiding US military strategy. Military force contributes to deterrence in four broad areas: strategic deterrence, forward presence, power projection, and reconstitution. The restructured Army will have a forward presence AC division in Europe and in the Pacific. The CONUS-based crisis response force has five AC divisions. AC and RC reinforcing divisions complete the force.

A basic consideration in determining the AC/RC mix is the availability for deployment, which drives unit readiness, and is largely dependent on warning and response time. AC forces are needed for rapid deployment. Numerous RC units will be required to maintain high readiness levels commensurate with their role in the contingency force.

In distributing the projected force reductions in end strength, the Army focused on an appropriate mix of combat and combat support forces from among the AC and RC to meet the NMS requirements. The exact determination of this mix was the result of a rigorous analytical process called Total Army Analysis (TAA). Reductions bear a direct relationship to the NMS. HQDA determined component selection based on availability, capability, and affordability at acceptable risk.

b. Directed Training Associations (DTA). To improve readiness and warfighting capabilities, the majority of RC units (at a minimum, combat arms battalion-size and above) have a Roundout/Roundup Affiliation, or Partnership Association with an AC unit.

c. US Army Reserve (USAR). Today's Army Reserve is a network of units and individuals in communities across the country. Numbering 1.2 million soldiers, the Army Reserve accounts for almost one-third of America's Army. With a \$3.5 billion budget, the Army Reserve allows the US to cost-effectively maintain military strength and preparedness.

As a vital partner in America's Army, the USAR is a reflection of society, centered on enduring values and core competencies. These core competencies, when coupled with those of the Active Army, form a synergism and add value to America's Army and to the Nation we serve. These core competencies are:

- **Federal Force.** The Army Reserve is an extension of the Active Army; a federal force that can be activated immediately upon the call of the President.

- **Echelons Above Division (EAD)/Echelons above Corps (EAC).** The USAR provides a large percentage of the combat support and the combat service support for America's Army at EAD and EAC. At these highest levels of command and control, Army Reservists provide strategic planning and support to warfighting commanders in fields such as personnel management, logistics, engineering, finance, public administration and training.

- **Combat Support (CS)/Combat Service Support (CSS).** The Army Reserve's primary contribution to mission capability is combat support and combat service support units that constitute 43 percent of America's Army capability. The USAR is the principal provider of medical and civil affairs personnel as well as maintenance, logistics, and transportation specialists, and other skills, all considered combat support and combat service support. Found predominantly in the Army Reserve, these skills are an integral component of any deployment and are often enhanced by related civilian occupations.

- **Training Base Expansion.** The Army Reserve assists the Active Component of America's Army in force reconstitution by providing basic and advanced training units that augment and expand Army training during national emergencies; a system of military schools; and evaluators of unit and individual readiness.

- **Individuals.** A large pool of highly trained and experienced individual Army Reservists augments the Army during a national crisis. Whether an Army Reserve soldier is a member of a USAR unit, an Individual Mobilization Augmentee, or a member of the Individual Ready Reserve, the civilian skills that he or she possess constitute "value added" to America's Army.

- **Army National Guard (ARNG).** Reductions continue to reach an end strength of 410K in FY 94 and 400K in FY 95. Overmanning of contingency force pool units beginning in FY 94 will help increase their readiness. Intensive management will help minimize readiness impact on lower priority National Guard units. 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 currently provides 50 percent of America's Army combat force structure, 37 percent of combat support and 32 percent of combat service support force structure. The role of the Army National Guard during the Persian Gulf War highlights the Guard's role in the national defense structure. Three hundred ninety eight (398) ARNG units consisting of 62,411 Army Guard Soldiers were mobilized. The Army Guard provides crucial combat, combat support and combat service support units to provide rapid augmentation, reinforcement and expansion of the Army during call-up and mobilization.

- State Mission. The Army National Guard remains under the command of State governors unless called-up for active duty by the Federal government. As such, the Guard plays a critical role in times of civil unrest and natural disasters. During FY 93, more than 34,000 Guard soldiers were called upon by

47 States. In all, 326 military support missions were completed during FY93 including support for natural disasters, search and rescue, water haul, fire fighting and law enforcement assistance. The Midwest floods during the summer 1993 involved 10,963 Guardsmen and women. Over 3500 Army Guard flight hours were logged during flood relief operation in Illinois, Iowa and Missouri. Overall, 460,000 Guard duty days supported State missions in FY93, a 90,000 day increase over FY92.

-Restructuring of the Reserve Components. The restructuring of the Reserve Components announced on 10 December 1993 will maintain the ARNG force through the exchange of Guard force structure for Army Reserve force structure. The Guard will keep artillery, aviation, infantry, armor and special forces units that would have been otherwise lost and the Army Reserve will keep units that also would have been lost. The Army Guard will retain a balanced war fighting force of combat, combat support and combat service support units for Federal and State roles.

5. Army Civilians

The projected civilian strength levels of 293.6K for FY 1994, and 281K for FY 1995 reflect significant reductions over the last several years. These reduced strength levels are consistent with the reduced funding and force structure levels. The Army's goal is to continue to maintain optimum civilian force levels necessary to support projected workloads to achieve maximum efficiency and effectiveness.

E. Key Manpower Issues

1. Quality

The quality of the Army is determined by the quality of accessions and the retention of personnel across the various military and civilian grades. From 1980, when low quality active component accessions resulted in congressionally mandated quality standards for the military services, to the present, a dramatic increase is evident:

HSDG		AFQT I-III A		AFQT IV	
1980	1993	1980	1993	1980	1993
54%	95%	26%	70%	52%	2%

Quality active component goals for FY 1995 reflect a higher standard than that of the 1980's. During the late 1980's, the quality goals were 90 percent HSDG, 63 percent AFQT I-III A, and a ceiling of 10 percent AFQT IV. First implemented in FY 1991 in anticipation of planned force reductions during the next four years, these goals are at least 95 percent HSDG, at least 67 percent AFQT category I-III A, and no more than 2 percent AFQT category IV. These levels can be maintained only through continued competitive compensation, attractive educational incentives and enlistment bonuses, and by maintaining an effective communications/ advertising program to ensure quality prospects are aware of opportunities available through Army service. These programs become increasingly important as there is a decreasing propensity to enlist. Retention, in turn, requires appropriate Selective Reenlistment Bonuses and quality of life programs that will support the needs of the soldiers and their families. Since active component soldiers constitute a significant accession cohort for the Reserve Components, quality active component accessions are an essential element in Total Force readiness. This is of particular importance during the reduction.

2. Stability

In FY92 and FY 93 the Army's voluntary drawdown programs served as the primary element in the shaping and sizing of the force. However, because of their voluntary nature, these programs significantly increased personnel turbulence within the Army.

In FY94, the size of the voluntary separation programs has decreased, and with that, so has the significance of its impact on personnel turbulence. The program is smaller, more finely tuned to grade and skill overages and with greater centralized control.

In FY 95, the voluntary separation programs will continue in the FY94 mode.

3. Officer Reduction Management

The National Defense Authorization Acts (NDAA) of 1991 to 1994 gave the Army and retained for its use the increased management flexibility necessary for downsizing the force through fiscal year 1999. The Army will continue to encourage a "volunteer first" policy during the reduction period primarily using the voluntary reduction measures available under current statutes and utilizing the involuntary reduction programs, Selective Early Retirement Boards (SERB) for retirement eligible officers and the Regular Army/Other Than Regular Army (RA/OTRA) Reduction in Force (RIF) for commissioned officers only when necessary. RIF authority for regular Army warrant officers has been written into the NDAA of 1994/1995 and will be used only when necessary.

The Voluntary Separation Incentive (VSI) and Special Separation Benefit (SSB) programs (VSI/SSB) were authorized in fiscal year 1992 and used in fiscal years 1993 and 1994. These programs offered monetary and other benefits incentives for officers with more than six but less than twenty years of active federal service to voluntarily leave the service.

The success of the VSI/SSB programs greatly enhanced the previous years' drawdown and allowed the Army to meet officer end strength. An additional benefit from the Army program is gleaned by offering the VSI/SSB to RIF eligible officers and captains one time non-selected to major. Because sufficient officers participated in the VSI/SSB programs, it allowed the cancellation of the FY 92 and 93 captain's RIF board, a reduction in the target for the FY 92 majors RIF board, and a substantial reduction in the number of captains twice non-selected for major. This program will continue in FY 1994 and beyond, focusing primarily on captains who will be RIF eligible officers and captains once non-selected to major as a means to eliminate or reduce the burden of involuntary separations.

The FY 1993/1994 NDAA authorized the Temporary Early Retirement Authority (TERA). This program focused on officers with more than fifteen but less than twenty years of active federal service in overage skills. It was used in the FY 93 drawdown program.

In general, the early retirement program is used to assist in the reduction of the field grade end strength. The TERA is used for those with more than fifteen but less than twenty years of commissioned service. The targeted populations for this program are a promotion cohort of majors prior to their consideration for promotion to lieutenant colonel and majors at least one or more time non-selected to lieutenant colonel in overage specialties. Like VSI/SSB, a voluntary

offering is made to garner sufficient losses to meet the end strength and skill constraints. If sufficient voluntary losses cannot be realized, a SERB will be convened for those majors in the promotion cohort and a Selective Continuation Review Board will be conducted to select for, early retirement, those majors who are at least twice non-selected for lieutenant colonel.

4. Enlisted Reduction Management

The downsizing plan continues on track, with almost 80% completed. The enlisted force reduction continues in FY 1994, seeking primarily voluntary separations supplemented by existing involuntary programs, if needed. As in FY 1993, the Army continues to offer a Voluntary Early Transition Program for qualified soldiers with 3 or more years of service (YOS). In addition, enlisted soldiers with over 6 years of service and less than 20, may apply for separation with VSI or SSB. Control of grade, skill, quality, and force balance remains the centerpiece of the program. Additionally, the Army received approval to implement an early retirement program in FY 1993 for soldiers in certain excess grades/skills with between 15-20 YOS. The FY 1994 program is larger than the FY 1993 program, but continues to target excess grades/skills. With the pace of the drawdown slowing, drawdown targets in FY 1995 are expected to be smaller than FY 1994. No significant additional incentives are needed for the Army to meet the FY 1994 and programmed FY 1995 active component reductions.

II. SIGNIFICANT HIGHLIGHTS

A. Active Component Military Manpower

1. General

The active Army ended FY 1993 with an actual strength of 572.4K; Active Army military end strength is programmed for 540K in FY 1994 and 510K in FY 1995, down 270.8K from 780.8K at the beginning of FY 1987.

2. Programmed Manpower Structure, Programmed Manning, and Operating Strength (details explained in Section III)

3. Readiness Assessment

In FY92 Personnel Readiness declined beginning with the increase in the Army's negative operating strength deviation (OSD). In FY 93 the Chief of Staff of the Army developed specific personnel fill priorities to ensure the readiness of our critical, fundamental elements and the contingency forces.

In FY94, as the negative OSD decreases during the first half of the fiscal years, we project personnel readiness to increase and then subsequently decrease as the Army returns to a negative OSD posture during the last half of FY94 and through FY 95.

In FY 95, the negative OSD will continue. The Chief of Staff of the Army's personnel fill guidance will remain in effect, and readiness of the Army's fundamental elements and Contingency Force units will remain very good. However, the remaining Army units will not fair as well and may tend to fall as much as a readiness level below like priority units.

TABLE III-1
ACTIVE ARMY PROGRAMMED MANPOWER STRUCTURE, PROGRAMMED MANNING AND END STRENGTH

TOTAL AC MILITARY	FY 93		FY 94			FY 95		
	AUTH	INV	PROG RCMT	PROG AUTH	% MSG	PROG RCMT	PROG AUTH	% MSG
DEFENSE MISSION CATEGORIES								
MAJOR FORCE MISSIONS	386.4	385.1	397.9	365.6	91.9%	388.5	344.3	88.6%
Strategic Forces	0.3	0.3	0.7	0.4	57.1%	0.7	0.4	57.1%
Strategic Offense	0.0	0.0	0.0	*	0.0%	0.0	*	0.0%
Strategic Defense	0.3	0.3	0.7	0.3	43.9%	0.7	0.4	57.3%
General Purpose Forces	386.1	384.9	397.2	365.3	92.0%	387.8	343.9	88.7%
Land Forces	370.5	369.6	380.5	349.1	91.8%	370.9	327.6	88.3%
Mobility Forces	0.5	0.5	0.7	0.7	100.0%	0.5	0.5	100.0%
Special Operations Forces	14.9	14.5	15.8	15.3	96.8%	16.1	15.6	96.8%
General Purpose Support	0.2	0.1	0.1	0.1	100.0%	0.2	0.2	100.0%
Counter Drug Support	0.1	0.1	0.1	0.1	100.0%	0.1	0.1	100.0%
DEFENSE-WIDE MISSIONS	26.7	23.8	27.0	24.6	90.9%	26.9	23.1	85.9%
Intelligence & Communications	16.7	14.9	17.4	16.5	94.8%	17.0	15.3	90.0%
Intelligence	9.4	7.7	9.6	9.0	93.8%	9.5	8.4	88.4%
Communications	7.3	7.2	7.8	7.6	97.4%	7.5	7.0	93.3%
Gen Research & Development	4.7	4.1	5.7	4.1	71.9%	5.4	3.8	70.4%
Science & Technology Prog	1.6	1.5	2.2	1.5	68.2%	1.9	1.5	78.9%
RDT&E Management & Support	3.1	2.6	3.5	2.6	74.3%	3.5	2.3	65.7%
Other Defense-Wide Missions	5.3	4.8	3.9	4.0	101.3%	4.5	4.0	88.9%
Geophysical Sciences	1.1	1.1	0.2	0.1	50.0%	0.2	0.1	50.0%
Nuclear Weapons Support	0.2	0.2	0.2	0.1	50.0%	0.2	0.1	50.0%
International Support	4.1	3.6	4.1	3.7	90.2%	4.1	3.7	90.2%
DEFENSE-WIDE SUPPORT MISSIONS	153.0	163.6	149.0	149.6	100.4%	148.6	142.6	96.0%
Logistics Support	4.1	3.4	3.7	3.6	97.3%	3.5	3.2	91.4%
Supply Operations	1.3	1.2	1.4	1.4	100.0%	1.3	1.3	100.0%
Maintenance Operations	0.7	0.7	0.7	0.7	100.0%	0.7	0.7	100.0%
Other Logistics Support	2.1	1.6	1.7	1.6	94.0%	1.5	1.3	86.7%
Personnel Support	138.8	151.7	134.9	136.2	101.0%	135.0	130.0	96.3%
Personnel Acquisition	17.4	16.7	17.1	16.6	97.1%	16.5	15.7	95.2%
Training	85.7	83.9	77.4	75.0	96.9%	78.5	74.5	94.9%
Medical	32.9	32.9	37.5	27.7	73.9%	37.0	27.4	74.1%
Federal Agency Support	0.2	0.1	0.1	0.1	100.0%	0.1	0.1	100.0%
Other Personnel Support	2.6	3.3	2.8	2.5	89.3%	2.7	2.4	88.9%
Individuals	14.7	14.7	14.5	14.1	97.2%	9.8	9.8	100.0%
Other Centralized Support	10.1	8.5	10.4	9.8	94.2%	10.1	9.4	93.1%
Departmental Support	10.1	8.5	10.4	9.8	94.2%	10.1	9.4	93.1%
ENDSTRENGTH IN THE BUDGET	566.0	572.4	574.2	540.0	94.1%	563.9	510.0	90.4%

* Indicates less than 50
 Totals may not add due to rounding

TABLE III-1A
ACTIVE ARMY PROGRAMMED MANPOWER STRUCTURE, PROGRAMMED MANNING AND END STRENGTH

A C OFFICERS	FY93		FY94			FY 95		
	AUTH	INV	PROG	PROG	%	PROG	PROG	%
			RGMT	AUTH	MSG	RGMT	AUTH	MSG
DEFENSE MISSION CATEGORIES								
MAJOR FORCE MISSIONS	43.4	43.3	49.3	41.3	83.7%	49.2	39.6	80.4%
Strategic Forces	0.3	0.2	0.4	0.3	74.4%	0.4	0.3	74.4%
Strategic Offense	0.0	0.0	0.0	*	0.0%	0.0	*	0.0%
Strategic Defense	0.2	0.2	0.4	0.3	78.1%	0.4	0.3	78.1%
General Purpose Forces	43.2	43.1	48.9	41.0	83.8%	48.8	39.3	80.5%
Land Forces	40.2	40.5	45.5	37.7	82.9%	45.5	36.1	79.4%
Mobility Forces	0.2	0.2	0.3	0.3	100.0%	0.2	0.2	100.0%
Special Operations Forces	2.7	2.3	3.0	2.9	96.3%	3.0	2.9	96.3%
General Purpose Support	0.0	0.0	0.1	0.1	100.0%	0.1	0.1	100.0%
Counter Drug Support	0.0	0.1	0.0	0.0	0.0%	0.0	0.0	0.0%
DEFENSE-WIDE MISSIONS	6.5	5.4	7.1	5.9	83.1%	7.1	5.7	80.3%
Intelligence & Communications	3.6	2.9	3.7	3.4	91.9%	3.7	3.3	89.2%
Intelligence	2.4	1.7	2.5	2.3	92.0%	2.5	2.2	88.0%
Communications	1.2	1.2	1.2	1.1	91.7%	1.2	1.1	91.7%
General Research & Development	1.4	1.2	1.9	1.2	63.2%	1.9	1.1	57.9%
Science & Technology Prog	0.7	0.6	0.8	0.6	75.0%	0.8	0.6	75.0%
RDT&E Management & Support	0.7	0.6	1.1	0.6	54.5%	1.1	0.5	45.5%
Other Defense-Wide Missions	1.5	1.3	1.5	1.3	86.7%	1.5	1.3	86.7%
Geophysical Sciences	0.1	0.1	0.1	0.1	100.0%	0.1	0.1	100.0%
Nuclear Weapons Support	0.1	0.1	0.1	0.1	100.0%	0.1	0.1	100.0%
International Support	1.3	1.1	1.3	1.2	92.3%	1.3	1.2	92.3%
DEFENSE-WIDE SUPPORT MISSIONS	40.0	39.2	44.0	37.2	84.5%	44.0	37.2	84.5%
Logistics Support	1.9	1.4	1.7	1.6	94.1%	1.7	1.5	88.2%
Supply Operations	0.8	0.7	0.8	0.8	100.0%	0.8	0.8	100.0%
Maintenance Operations	0.1	0.1	0.1	0.1	100.0%	0.1	0.1	100.0%
Other Logistics Support	1.0	0.6	0.8	0.7	87.5%	0.8	0.6	75.0%
Personnel Support	32.9	33.8	36.7	30.5	83.1%	36.7	30.8	83.9%
Personnel Acquisition	3.0	2.5	3.4	3.0	88.2%	3.3	2.9	87.9%
Training	17.1	16.3	18.0	16.7	92.8%	18.0	16.8	93.3%
Medical	12.1	11.9	14.6	10.5	71.9%	14.5	10.4	71.7%
Federal Agency Support	0.1	0.1	0.1	0.1	100.0%	0.1	0.1	100.0%
Other Personnel Support	0.6	0.7	0.6	0.5	83.3%	0.6	0.4	66.7%
Individuals	2.3	2.3	0.0	-0.3	0.0%	0.2	0.2	100.0%
Other Centralized Support	5.2	4.0	5.6	5.1	91.1%	5.6	4.9	87.5%
Departmental Support	5.2	4.0	5.6	5.1	91.1%	5.6	4.9	87.5%
ENDSTRENGTH IN THE BUDGET	89.9	87.9	100.4	84.4	84.0%	100.3	82.3	82.0%

* Indicates less than 50
Totals may not add due to rounding

**TABLE III-13
ACTIVE ARMY PROGRAMMED MANPOWER STRUCTURE, PROGRAMMED MANNING AND END STRENGTH**

A C ENLISTED DEFENSE MISSION CATEGORIES	FY93		FY94			FY 95		
	AUTH	INV	PROG RCMT	PROG AUTH	% MSG	PROG RCMT	PROG AUTH	% MSG
MAJOR FORCE MISSIONS	342.9	341.8	348.6	324.4	93.0%	339.3	304.8	89.8%
Strategic Forces	0.0	0.0	0.3	0.0	0.0%	0.3	0.1	33.3%
Strategic Offense	0.0	0.0	0.0	*	0.0%	0.0	*	0.0%
Strategic Defense	0.0	0.0	0.3	0.0	0.0%	0.3	0.1	33.3%
General Purpose Forces	342.9	341.8	348.3	324.4	93.1%	339.0	304.7	89.9%
Land Forces	330.3	329.1	335.0	311.4	93.0%	325.4	291.5	89.6%
Mobility Forces	0.3	0.3	0.4	0.4	100.0%	0.3	0.3	100.0%
Special Operations Forces	12.2	12.2	12.8	12.5	97.7%	13.1	12.7	96.9%
General Purpose Support	0.1	0.1	0.0	0.0	0.0%	0.1	0.1	100.0%
Counter Drug Support	0.1	0.1	0.1	0.1	100.0%	0.1	0.1	100.0%
DEFENSE-WIDE MISSIONS	20.2	18.4	19.9	18.7	93.7%	19.8	17.4	87.9%
Intelligence & Communications	13.1	12.0	13.7	13.1	95.6%	13.3	12.1	91.0%
Intelligence	7.0	6.0	7.1	6.7	94.4%	7.0	6.2	88.6%
Communications	6.1	6.0	6.6	6.5	98.5%	6.3	5.9	93.7%
Gen Research & Development	3.3	2.9	3.8	2.9	76.3%	3.5	2.6	74.3%
Science & Technology Prog	0.9	0.9	1.4	0.9	64.3%	1.1	0.9	81.8%
RDT&E Management & Support	2.4	2.0	2.4	2.0	83.3%	2.4	1.7	70.8%
Other Defense-Wide Missions	3.8	3.5	2.4	2.7	110.3%	3.0	2.7	90.0%
Geophysical Sciences	1.0	1.0	0.1	0.1	100.0%	0.1	0.1	100.0%
Nuclear Weapons Support	0.1	0.1	0.1	0.0	0.0%	0.1	0.0	0.0%
International Support	2.8	2.4	2.8	2.6	92.9%	2.8	2.6	92.9%
DEFENSE-WIDE SUPPORT MISSIONS	113.0	124.4	105.0	112.4	107.0%	104.6	105.4	100.8%
Logistics Support	2.2	2.0	2.0	2.0	100.0%	1.8	1.7	94.4%
Supply Operations	0.5	0.5	0.6	0.6	100.0%	0.5	0.5	100.0%
Maintenance Operations	0.6	0.6	0.6	0.6	100.0%	0.6	0.6	100.0%
Other Logistics Support	1.1	0.9	0.9	0.9	100.0%	0.7	0.7	100.0%
Personnel Support	105.9	117.9	98.2	105.7	107.6%	98.3	99.2	100.9%
Personnel Acquisition	14.4	14.3	13.7	13.6	99.3%	13.2	12.9	97.7%
Training	68.6	67.7	59.4	58.3	98.1%	60.5	57.7	95.4%
Medical	20.8	20.9	22.9	17.2	75.1%	22.5	17.0	75.6%
Federal Agency Support	0.1	0.0	0.0	0.0	0.0%	0.0	0.0	0.0%
Other Personnel Support	2.0	2.6	2.2	2.1	95.4%	2.1	2.0	95.2%
Individuals	12.4	12.4	14.5	14.5	95.5%	9.6	9.6	100.0%
Other Centralized Support	4.9	4.5	4.8	4.7	97.9%	4.5	4.5	100.0%
Departmental Support	4.9	4.5	4.8	4.7	97.9%	4.5	4.5	100.0%
ENDSTRENGTH IN THE BUDGET	476.2	484.6	473.8	455.6	96.2%	463.6	427.7	92.3%

* Indicates less than 50
Totals may not add due to rounding

Table III-1C
End Strength Summary
 (End Strength in Thousands)

	Actual FY93	Budget FY94	FY95
<u>TOTAL ACTIVE MILITARY</u>			
End Strength in Units	<u>507.4</u>	<u>482.0</u>	<u>456.0</u>
INDIVIDUALS	<u>65.1</u>	<u>58.7</u>	<u>58.0</u>
TRANSIENTS	10.7	10.7	9.6
HOLDEES	4.0	4.3	4.1
TRAINEES/STUDENTS	46.2	39.6	40.3
CADETS	4.2	4.1	4.0
UNDISTRIBUTED MANNING		-0.7	-4.0
ENDSTRENGTH IN THE BUDGET	<u>572.4</u>	<u>540.0</u>	<u>510.0</u>
<u>Active Officers</u>			
End Strength in Units	<u>75.0</u>	<u>73.7</u>	<u>71.3</u>
INDIVIDUALS	<u>12.9</u>	<u>13.2</u>	<u>12.8</u>
TRANSIENTS	1.7	1.6	1.3
HOLDEES	0.6	0.6	0.6
TRAINEES/STUDENTS	10.6	11.0	10.9
CADETS			
UNDISTRIBUTED MANNING		-2.4	-1.7
Total End Strength	<u>87.8</u>	<u>84.4</u>	<u>82.3</u>
<u>Active Enlisted</u>			
End Strength in Units	<u>432.5</u>	<u>408.4</u>	<u>384.7</u>
INDIVIDUALS	<u>52.2</u>	<u>45.5</u>	<u>45.2</u>
TRANSIENTS	9.0	9.1	8.3
HOLDEES	3.4	3.7	3.5
TRAINEES/STUDENTS	35.6	28.6	29.4
CADETS	4.2	4.1	4.0
UNDISTRIBUTED MANNING		1.7	-2.3
END STRENGTH IN THE BUDGET	<u>484.6</u>	<u>455.6</u>	<u>427.7</u>

B. Reserve Component Military Manpower

1. US Army Reserve (USAR)

a. General. The USAR end strength in FY 93 was 275.9K. Programmed manning for FY 94 is 260.0K, and 242.0K for FY 95.

b. Programmed Manpower Structure, Programmed Manning and Operating Strength. Both the programmed manning and requirements shown in Table III-2 decline in FY 94 and FY 95. Authorizations shown are based upon the FY 94/95 Authorization and FY 94 Appropriations Acts.

c. Trained in Unit Strength. The percentage of trained manpower in units versus requirements increases in the budget years because operating strength declines at a slower rate than force structure. Force structure shown for FY 94 and FY 95 and is based upon the Total Army Analysis process.

USAR Trained in Unit Strength
(In Thousands)

	Actual		
	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
End Strength	275.9	260.0	242.0
- Training Pipeline	19.6	16.4	15.3
- IMA	13.1	13.0	13.0
Operating Strength	243.2	230.6	213.7
- Non Unit AGR	4.0	3.9	3.3
+ Unit AC Personnel	1.2	1.3	1.3
Trained Unit Strength	240.4	225.4	211.7
Structure Requirements (Wartime) (Programmed Structure)	281.4	260.1	235.3
% Trained/Requirements	85.4	86.7	90.0

d. Readiness Assessment. The personnel readiness of the USAR improved in FY 93. However, MOS qualification (MOSQ) remains the primary readiness inhibitor. The USAR is involved in improving MOSQ through command emphasis and increased management of training seats to ensure the best use of training resources. Efforts will continue in FY 94 and the outyears to acquire and retain quality personnel.

e. Individual Mobilization Augmentee (IMA) Program. "The purpose of the IMA Program is to preassign trained individual Selected Reservists in peacetime to an Active Component, Department of Defense Agency, Selective Service System or Federal Emergency Management Agency (FEMA)" organization's billet which must be filled on or shortly after mobilization. As a member of the Selected Reserve, an IMA is subject to involuntary call to active duty by the President under 10 USC 673b. IMA requirements exceed available authorizations. There are approximately 17000 requirements currently identified. An IMA participates in training activities on a part-time basis with an active component unit in preparation for recall in a mobilization. Funding is required to support annual training requirements for each IMA soldier.

The FY 93 end strength for the USAR IMA Program was 13,068. FY 94 and FY 95 end strength for the IMA Program is straight lined at 13,000.

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

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

The USAR full-time support force is comprised of military technicians, reserve component members on active duty (AGR), active component members, and civilian employees. Complete definitions for each category are in Department of Defense Directive 1205.18. The FTS Program END STRENGTH in FY 93 was 22,119.

USAR Full-time Support

	Actual		
	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
Active Guard/Reserve	12,637	12,542	11,940
Army Reserve Techs*	7,321	7,159	7,004
Active Army with USAR			
units	1,240	1,271	1,263
DA Civilians*	<u>1,152</u>	<u>1,591</u>	<u>1,588</u>
TOTAL	22,119	22,563	21,795

*Includes only DA civilians in support of USAR units.

TABLE III-2
US ARMY RESERVE (USAR) PROGRAMMED MANPOWER STRUCTURE,
PROGRAMMED MANNING AND END STRENGTH
(Thousands)

USAR TOTAL	FY93		FY94			FY 95		
	AUTH	INV	PROG RCMT	PROG AUTH	% MSG	PROG RCMT	PROG AUTH	% MSG
DEFENSE MISSION CATEGORIES								
MAJOR FORCE MISSIONS	<u>192.8</u>	<u>189.8</u>	<u>201.9</u>	<u>183.3</u>	<u>90.8%</u>	<u>177.4</u>	<u>165.6</u>	<u>93.3%</u>
General Purpose Forces	<u>192.8</u>	<u>189.8</u>	<u>201.9</u>	<u>183.3</u>	<u>90.8%</u>	<u>177.4</u>	<u>165.6</u>	<u>93.3%</u>
Land Forces	178	175.2	188.3	172	91.3%	165.6	154.6	93.4%
Mobility Forces	2.1	2.1	1.9	1.8	94.7%	1.9	1.8	94.7%
Special Operations Forces	12.7	12.5	11.7	9.4	80.3%	9.9	9.2	92.9%
DEFENSE-WIDE MISSIONS	<u>0.6</u>	<u>0.6</u>	<u>0.7</u>	<u>0.5</u>	<u>71.4%</u>	<u>0.7</u>	<u>0.5</u>	<u>71.4%</u>
Intelligence & Communicat	0.6	0.6	0.7	0.5	71.4%	0.7	0.5	71.4%
Intelligence	0.6	0.6	0.7	0.5	71.4%	0.7	0.5	71.4%
DEFENSE-WIDE SUPPORT MISSIONS	<u>86.4</u>	<u>85.3</u>	<u>82.7</u>	<u>76</u>	<u>91.9%</u>	<u>79.8</u>	<u>75.7</u>	<u>94.9%</u>
Personnel Support	<u>71.9</u>	<u>70.9</u>	<u>72.1</u>	<u>66.1</u>	<u>91.7%</u>	<u>69.6</u>	<u>66.2</u>	<u>95.1%</u>
Personnel Acquisition	1.7	1.7	1.7	1.7	100.0%	1.6	1.6	100.0%
Medical	8.8	8.7	8.3	6.5	78.3%	7.2	6.5	90.3%
Training	61.4	60.5	62.1	57.9	93.2%	60.8	58.1	95.6%
Other Centralized Support	<u>14.5</u>	<u>14.4</u>	<u>10.6</u>	<u>9.9</u>	<u>93.4%</u>	<u>10.2</u>	<u>9.5</u>	<u>93.1%</u>
Departmental Support	14.5	14.4	10.6	9.9	93.4%	10.2	9.5	93.1%
ENDSTRENGTH IN THE BUDGET	<u>279.8</u>	<u>275.9</u>	<u>285.3</u>	<u>260</u>	<u>91.1%</u>	<u>257.9</u>	<u>242</u>	<u>93.8%</u>

TABLE III-2A
 US ARMY RESERVE (USAR) PROGRAMMED MANPOWER STRUCTURE,
 PROGRAMMED MANNING AND END STRENGTH
 (Thousands)

USAR OFFICERS	FY 93		FY 94			FY 95		
	AUTH	INV	PROG	PROG	%	PROG	PROG	%
DEFENSE MISSION CATEGORIES	AUTH	INV	RCMT	AUTH	MSG	RCMT	AUTH	MSG
MAJOR FORCE MISSIONS	29.6	29.9	30.4	27.7	91.1%	25.4	24.8	97.6%
General Purpose Forces	29.6	29.9	30.4	27.7	91.1%	25.4	24.8	97.6%
Land Forces	25.8	26.1	26.8	24.6	91.8%	22	21.7	98.6%
Mobility Forces	0.7	0.7	0.6	0.6	100.0%	0.6	0.6	100.0%
Special Operations Forces	3.1	3.1	3	2.5	83.3%	2.8	2.5	89.3%
DEFENSE-WIDE MISSIONS	0.3	0.3	0.3	0.2	66.7%	0.3	0.2	66.7%
Intelligence & Communications	0.3	0.3	0.3	0.2	66.7%	0.3	0.2	66.7%
Intelligence	0.3	0.3	0.3	0.2	66.7%	0.3	0.2	66.7%
DEFENSE-WIDE SUPPORT MISSIONS	26	26	26.4	23.9	90.5%	26.1	23.7	90.8%
Personnel Support	20.3	20.2	22	19.9	90.5%	22	19.9	90.5%
Personnel Acquisition	0	0	0	0		0	0	
Medical	2.3	2.3	2.4	2	83.3%	2.4	2	83.3%
Training	18	17.9	19.6	17.9	91.3%	19.6	17.9	91.3%
Other Centralized Support	5.7	5.8	4.4	4	90.9%	4.1	3.8	92.7%
Departmental Support	5.7	5.8	4.4	4	90.9%	4.1	3.8	92.7%
ENDSTRENGTH IN THE BUDGET	55.9	56.3	57.1	52	91.1%	51.8	48.8	94.2%

TABLE III-2B
 US ARMY RESERVE (USAR) PROGRAMMED MANPOWER STRUCTURE,
 PROGRAMMED MANNING AND END STRENGTH
 (Thousands)

USAR ENLISTED	FY93		FY94			FY 95		
	AUTH	INV	PROG	PROG	%	PROG	PROG	%
DEFENSE MISSION CATEGORIES	AUTH	INV	RCMT	AUTH	MSG	RCMT	AUTH	MSG
MAJOR FORCE MISSIONS	163.2	159.9	171.5	155.5	90.7%	152	140.8	92.6%
General Purpose Forces	163.2	159.9	171.5	155.5	90.7%	152	140.8	92.6%
Land Forces	152.2	149.1	161.5	147.4	91.3%	143.6	132.9	92.5%
Mobility Forces	1.4	1.4	1.3	1.2	92.3%	1.3	1.2	92.3%
Special Operations Forces	9.6	9.4	8.7	6.9	79.3%	7.1	6.7	94.4%
DEFENSE-WIDE MISSIONS	0.3	0.3	0.4	0.3	75.0%	0.4	0.3	75.0%
Intelligence & Communications	0.3	0.3	0.4	0.3	75.0%	0.4	0.3	75.0%
Intelligence	0.3	0.3	0.4	0.3	75.0%	0.4	0.3	75.0%
DEFENSE-WIDE SUPPORT MISSIONS	60.4	59.3	56.3	52.1	92.5%	53.7	52	96.8%
Personnel Support	51.6	50.7	50.1	46.2	92.2%	47.6	46.3	97.3%
Personnel Acquisition	1.7	1.7	1.7	1.7	100.0%	1.6	1.6	100.0%
Medical	6.5	6.4	5.9	4.5	76.3%	4.8	4.5	93.8%
Training	43.4	42.6	42.5	40	94.1%	41.2	40.2	97.6%
Other Centralized Support	8.8	8.6	6.2	5.9	95.2%	6.1	5.7	93.4%
Departmental Support	8.8	8.6	6.2	5.9	95.2%	6.1	5.7	93.4%
ENDSTRENGTH IN THE BUDGET	223.9	219.6	228.2	208	91.1%	206.1	193.2	93.7%

Table III-2C
End Strength Summary
 (End Strength in Thousands)

<u>TOTAL USAR</u>	Actual FY93	Budget FY94	FY95
<u>End Strength in Units</u>	<u>230.6</u>	<u>218.1</u>	<u>201.8</u>
<u>INDIVIDUALS</u>	<u>45.3</u>	<u>41.9</u>	<u>40.2</u>
Individual Mobilization Augm	13.1	13.0	13.0
Active Guard/Reserve	12.6	12.5	11.9
Trainees/Students	19.6	16.4	15.3
<u>END STRENGTH IN THE BUDGET</u>	<u>275.9</u>	<u>260.0</u>	<u>242.0</u>
<u>USAR Officers</u>			
<u>End Strength in Units</u>	<u>42.7</u>	<u>39.0</u>	<u>35.8</u>
<u>INDIVIDUALS</u>	<u>13.6</u>	<u>13.0</u>	<u>13.0</u>
Individual Mobilization Augm	10.2	9.7	9.7
Active Guard/Reserve	3.4	3.3	3.3
Trainees/Students	0.0	0.0	0.0
<u>END STRENGTH IN THE BUDGET</u>	<u>56.3</u>	<u>52.0</u>	<u>48.8</u>
<u>USAR Enlisted</u>			
<u>End Strength in Units</u>	<u>187.9</u>	<u>179.1</u>	<u>165.9</u>
<u>INDIVIDUALS</u>	<u>31.7</u>	<u>28.9</u>	<u>27.3</u>
Individual Mobilization Augm	2.9	3.3	3.3
Active Guard/Reserve	9.2	9.2	8.7
Trainees/Students	19.6	16.4	15.3
<u>END STRENGTH IN THE BUDGET</u>	<u>219.6</u>	<u>208.0</u>	<u>193.2</u>

2. Army National Guard (ARNG)

a. General. The ARNG FY 1993 Selected Reserve Personnel Inventory decreased 16.6K from the FY 1992 level of 426.5K to FY 1993 409.9K or 3.3 percent.

b. Programmed Manpower Structure, Programmed Manning, and Operating Strength. The percent of the inventory versus programmed manning requirements dropped due to the reduction of personnel inventory in FY 1993 without a corresponding reduction in wartime requirements.

c. Trained in Unit. Table III-8C reflects the trained personnel assigned to units compared to the wartime unit structure. The percentage trained units lowers as budget end strength does not grow in relationship with structure.

ARNG Trained In Unit Strength

	Actual <u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
End Strength	409.9	410.0	400.0
-Training Pipeline	17.2	19.5	16.7
Operating Strength	392.7	390.5	383.3
-Non Unit AGR	6.4	6.3	6.1
Trained Unit Strength	372.8	371.0	364.3
Structure Reqs (Wartime) (Proposed Requirements)	425.3	420.0	420.0
% Trained in Units	91.0	90.0	91.0

d. Readiness Assessment. ARNG personnel readiness is affected by available strength and MOS qualification and retention programs are dealing effectively with the available strength shortfall. MOS qualification (MOSQ) remains the primary readiness inhibitor. To address this problem, the ARNG is involved in an effort to improve MOSQ through command emphasis and increased management of available school seats to ensure the best use of training resources. However, recent ARNG force modernization has had a significantly negative impact on MOSQ. As MOSs are changed to match new equipment, personnel first undergo new equipment training and become MOS-qualified to support the new modernized equipment. During the transition period from old to new requirements personnel are not MOS-qualified according to new document requirements. Highly technical and professional skill areas (e.g. medical, chemical) requiring lengthy schooling are also a major problem. M-day soldiers frequently experience difficulty obtaining leave from their civilian jobs commensurate with school seat availability.

e. Full-time Support Program. The goal of the Full-time support program is to contribute to the operational readiness of Reserve Component units prior to mobilization. In order to accomplish this, sufficient full time manpower must be available to train, supply, maintain, administer, recruit and manage the force. As there is not sufficient time between mobilization and deployment to correct significant deficiencies, some units must be ready before mobilization.

Full time support for ARNG and USAR units consists primarily of the Active Guard/ Reserve (AGR) program and the military technician program; active component soldiers and civilian personnel are also involved.

ARNG Full-time Support

	Actual		
	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
AGR	24,400	24,100	23,600
Dual Status Military Techs	24,486	25,248	24,928
Non Dual Status APNG Civ	2,811	2,011	2,466
Active Army with ARNG	546	546	566
Army Civilians	449	468	463

FY 1993 Congressional Floor total technicians 27,084

3. **RC Personnel on Active Duty.** The FY 1993 (Actual) figures are for those individuals serving on active duty as of the last day of FY 1993 under orders specifying an aggregate period in excess of 180 days.

TABLE III-3
ARMY NATIONAL GUARD (ARNG) PROGRAMMED MANPOWER STRUCTURE, PROGRAMMED MANNING
AND END STRENGTH
(In Thousands)

<u>ARNG TOTAL</u>	FY93		FY94			FY95		
	AUTH	INV	PROG RQMT	PROG AUTH	% MNG	PROG RQMT	PROG AUTH	% MNG
<u>DEFENSE MISSION CATEGORIES</u>								
<u>MAJOR FORCE MISSIONS</u>	<u>379.1</u>	<u>355.0</u>	<u>362.6</u>	<u>352.7</u>	<u>97.2</u>	<u>374.0</u>	<u>345.5</u>	<u>92.3</u>
GENERAL PURPOSE FORCES	<u>379.1</u>	<u>355.0</u>	<u>362.6</u>	<u>352.7</u>	<u>97.2</u>	<u>374.0</u>	<u>345.5</u>	<u>92.3</u>
Land Forces	376.3	352.1	361.0	351.1	97.2	372.6	344.1	92.3
Special Operations Forces	2.8	2.9	1.6	1.6	100.0	1.4	1.4	100.0
<u>DEFENSE-WIDE SUPPORT MISSIONS</u>	<u>52.8</u>	<u>54.9</u>	<u>57.4</u>	<u>57.3</u>	<u>99.8</u>	<u>54.8</u>	<u>54.5</u>	<u>99.4</u>
PERSONNEL SUPPORT	<u>22.1</u>	<u>22.2</u>	<u>24.6</u>	<u>24.5</u>	<u>99.5</u>	<u>21.9</u>	<u>21.6</u>	<u>98.6</u>
Personnel Acquisition	3.3	3.3	3.3	3.3	100.0	3.2	3.2	100.0
Training	18.8	18.9	21.3	21.2	99.5	18.7	18.4	98.4
OTHER CENTRALIZED SUPPORT	<u>30.7</u>	<u>32.7</u>	<u>32.8</u>	<u>32.8</u>	<u>100.0</u>	<u>32.9</u>	<u>32.9</u>	<u>100.0</u>
Departmental Support	30.7	32.7	32.8	32.8	100.0	32.9	32.9	100.0
<u>ENDSTRENGTH IN THE BUDGET</u>	<u>431.9</u>	<u>409.9</u>	<u>420.0</u>	<u>410.0</u>	<u>97.6</u>	<u>428.8</u>	<u>400.0</u>	<u>93.2</u>

TABLE III-3A
ARMY NATIONAL GUARD (ARNG) PROGRAMMED MANPOWER STRUCTURE, PROGRAMMED MANNING
AND END STRENGTH
(In Thousands)

<u>ARNG OFFICERS</u>	FY93		FY94			FY95		
	AUTH	INV	PROG RQMT	PROG AUTH	% MNG	PROG RQMT	PROG AUTH	% MNG
<u>DEFENSE MISSION CATEGORIES</u>								
<u>MAJOR FORCE MISSIONS</u>	<u>41.3</u>	<u>35.4</u>	<u>39.1</u>	<u>35.3</u>	<u>90.2</u>	<u>41.4</u>	<u>34.4</u>	<u>83.0</u>
GENERAL PURPOSE FORCES	<u>41.3</u>	<u>35.4</u>	<u>39.1</u>	<u>35.3</u>	<u>90.2</u>	<u>41.4</u>	<u>34.4</u>	<u>83.0</u>
Land Forces	40.7	34.8	38.8	35.0	90.2	41.1	34.1	83.0
Special Operations Forces	0.6	0.6	0.3	0.3	100.0	0.3	0.3	100.0
<u>DEFENSE-WIDE SUPPORT MISSIONS</u>	<u>10.4</u>	<u>11.3</u>	<u>11.6</u>	<u>11.5</u>	<u>99.1</u>	<u>11.5</u>	<u>11.4</u>	<u>99.1</u>
PERSONNEL SUPPORT	<u>1.2</u>	<u>1.1</u>	<u>1.2</u>	<u>1.1</u>	<u>90.6</u>	<u>1.1</u>	<u>1.0</u>	<u>90.9</u>
Personnel Acquisition	0.2	0.2	0.2	0.2	100.0	0.1	0.1	100.0
Training	1.0	0.9	1.0	0.9	90.0	1.0	0.9	90.0
OTHER CENTRALIZED SUPPORT	<u>9.2</u>	<u>10.2</u>	<u>10.4</u>	<u>10.4</u>	<u>100.0</u>	<u>10.4</u>	<u>10.4</u>	<u>100.0</u>
Departmental Support	9.2	10.2	10.4	10.4	100.0	10.4	10.4	100.0
<u>ENDSTRENGTH IN THE BUDGET</u>	<u>51.7</u>	<u>46.7</u>	<u>50.7</u>	<u>46.8</u>	<u>92.3</u>	<u>52.9</u>	<u>45.8</u>	<u>86.5</u>

**TABLE III-3B
ARMY NATIONAL GUARD (ARNG) PROGRAMMED MANPOWER STRUCTURE, PROGRAMMED MANNING
AND END STRENGTH
(In Thousands)**

<u>ARNG ENLISTED</u>	FY93		FY94			FY95		%
	AUTH	INV	PROG RCMT	PROG AUTH	MNG	PROG RCMT	PROG AUTH	
<u>DEFENSE MISSION CATEGORIES</u>								
<u>MAJOR FORCE MISSIONS</u>	<u>337.8</u>	<u>319.7</u>	<u>323.5</u>	<u>317.4</u>	<u>98.1</u>	<u>332.6</u>	<u>311.0</u>	<u>93.5</u>
<u>GENERAL PURPOSE FORCES</u>	<u>337.8</u>	<u>319.7</u>	<u>323.5</u>	<u>317.4</u>	<u>98.1</u>	<u>332.6</u>	<u>311.0</u>	<u>93.5</u>
Land Forces	335.6	317.5	322.2	316.1	98.1	331.5	309.9	93.5
Special Operations Forces	2.2	2.2	1.3	1.3	100.0	1.1	1.1	100.0
<u>DEFENSE-WIDE SUPPORT MISSIONS</u>	<u>42.4</u>	<u>43.6</u>	<u>45.8</u>	<u>45.8</u>	<u>100.0</u>	<u>43.3</u>	<u>43.1</u>	<u>99.5</u>
<u>PERSONNEL SUPPORT</u>	<u>20.9</u>	<u>21.1</u>	<u>23.4</u>	<u>23.4</u>	<u>100.0</u>	<u>20.8</u>	<u>20.6</u>	<u>99.9</u>
Personnel Acquisition	3.1	3.1	3.1	3.1	100.0	3.1	3.1	100.0
Training	17.8	18.0	20.3	20.3	100.0	17.7	17.5	98.9
<u>OTHER CENTRALIZED SUPPORT</u>	<u>21.5</u>	<u>22.5</u>	<u>22.4</u>	<u>22.4</u>	<u>100.0</u>	<u>22.5</u>	<u>22.5</u>	<u>100.0</u>
Departmental Support	21.5	22.5	22.4	22.4	100.0	22.5	22.5	100.0
<u>ENDSTRENGTH IN THE BUDGET</u>	<u>380.2</u>	<u>363.3</u>	<u>369.3</u>	<u>363.2</u>	<u>98.3</u>	<u>375.9</u>	<u>354.1</u>	<u>94.2</u>

Table III-3C
End Strength Summary
 (End Strength in Thousands)

	Actual FY93	Budget FY94	FY95
<u>TOTAL ARNG</u>			
<u>End Strength in Units</u>	<u>391.0</u>	<u>388.8</u>	<u>381.6</u>
<u>INDIVIDUALS</u>	<u>18.9</u>	<u>21.2</u>	<u>18.4</u>
TRAINEEs/STUDENTs	18.9	21.2	18.4
<u>END STRENGTH IN THE BUDGET</u>	<u>409.9</u>	<u>410.0</u>	<u>400.0</u>
<u>ARNG Officers</u>			
<u>End Strength in Units</u>	<u>45.8</u>	<u>45.9</u>	<u>44.9</u>
<u>INDIVIDUALS</u>			
TRAINEEs/STUDENTs	0.9	0.9	0.9
<u>END STRENGTH IN THE BUDGET</u>	<u>46.7</u>	<u>46.8</u>	<u>45.8</u>
<u>ARNG Enlisted</u>			
<u>End Strength in Units</u>	<u>345.2</u>	<u>342.9</u>	<u>336.6</u>
<u>INDIVIDUALS</u>	<u>18.0</u>	<u>20.3</u>	<u>17.5</u>
TRAINEEs/STUDENTs	18.0	20.3	17.5
<u>END STRENGTH IN THE BUDGET</u>	<u>363.2</u>	<u>363.2</u>	<u>354.1</u>

**USAR and ARNG Personnel on
Active Duty for Training and Special Work in
Excess of 180 Days**

	<u>USAR FY 93</u>		<u>ARNG FY 93</u>	
	<u>(Actual)</u>		<u>(Actual)</u>	
	<u>Off</u>	<u>Enl</u>	<u>Off</u>	<u>Enl</u>
Recruit and Specialized Training	1	227	21	935
Flight Training	43	2	18	138
Professional Training at Military Institutions	5	0	5	15
Professional Training at Civilian Institutions	0	63	3	54
Active Duty Special Work	<u>13</u>	<u>29</u>	<u>5</u>	<u>11</u>
Total	62	321	52	1153

C. Civilian Manpower

1. General

Army civilians provide a major contribution in support of the Army's mission. Civilians, paid from appropriated funds (less those in support of civil works functions) comprise about one-fifth of Army manpower (including reserves and national guard). Civilians help manage and operate bases, depots and laboratories. They support the Army mission by performing a full range of logistics functions, including depot maintenance, supply, transportation and acquisition management. Civilians also provide essential support in training, medical care, research and development, engineering, personnel and administration, and facilities management. Civilians provided direct support in Desert Storm and Somalia. Most recently, through Defense Management Report (DMR) initiatives, the Army has sought to streamline these missions and processes by consolidating functions and operations, improving the performance of the defense acquisition system and more effectively managing resources. The majority of the Army's manpower resource savings brought about through DMR decisions are civilian. It is critical that, once streamlined, the Army has the capability to recruit and retain the high-quality civilian force needed to accomplish these critical missions. The Army is committed to reducing its civilian strength levels commensurate with the reduced measured workload inherent in a smaller Army. The standard tools used to reduce strength to the projected funding levels include: release of non-critical temporary employees; managed hiring freeze; voluntary early retirement authority; voluntary separation incentive pay (VSIP); and reductions-in-force only where necessary. The VSIP is the most recent tool available. The National Defense Authorization Act for FY 1993 authorized the use of VSIP which is a lump sum payment equal to severance pay up to \$25,000. The purpose is to encourage employees to take immediate or early retirement or resign, in order to avoid or minimize involuntary separations. VSIP may be used in connection with Voluntary Early Retirement (where appropriate and after approval by the Office of Personnel Management), optional retirement, and resignations.

First year results indicate that where VSIP is being offered, RIF's are minimized. Effective implementation of VSIP authority should also generate savings and promote a balanced occupational mix of civilian employees.

Nearly 20 percent of the Army's appropriated fund civilian force is stationed overseas and provides a critical mobilization base needed for transition to wartime operations. Japan has agreed to assume 100% of Foreign National (FN) labor costs by FY 1995. Korea will contribute 33% of personnel costs by FY 1995. USAREUR burden sharing initiatives are still being negotiated. .

TABLE III-4
ARMY CIVILIAN PROGRAMMED MANPOWER STRUCTURE, PROGRAMMED MANNING
AND END STRENGTH
(DIRECT AND INDIRECT HIRE END STRENGTH)
(In Thousands)

CIVILIANS	FY93		FY94			FY95		
	AUTH	MNG	PROG RQMT	PROG AUTH	% MNG	PROG RQMT	PROG AUTH	% MNG
DEFENSE MISSION CATEGORIES								
MAJOR FORCE MISSIONS	85.8	84.3	101.5	85.6	84%	90.6	80.1	88%
STRATEGIC FORCES	1.4	1.4	1.7	1.5	88%	1.7	1.5	88%
Strategic Offense	0.1	0.1	0.1	0.1	100%	0.1	0.1	100%
Strategic Defense	1.3	1.3	1.6	1.4	88%	1.6	1.4	88%
GENERAL PURPOSE FORCES	84.4	82.8	99.8	84.1	84%	88.9	78.6	88%
Land Forces	79.4	77.9	94.2	79.0	84%	83.3	73.6	88%
Mobility Forces	3.5	3.3	3.5	3.3	94%	3.5	3.2	91%
Special Operations Forces	1.3	1.4	1.6	1.4	88%	1.6	1.4	88%
Counter Drug Support	0.2	0.2	0.5	0.4	80%	0.5	0.4	80%
DEFENSE-WIDE MISSIONS	40.9	39.6	46.2	40.8	88%	43.8	38.1	87%
INTELLIGENCE & COMMUNICATIONS	12.8	11.6	14.1	12.8	91%	13.9	12.5	90%
Intelligence	3.4	2.8	3.8	3.3	87%	3.6	3.0	83%
Communications	9.4	8.8	10.3	9.5	92%	10.3	9.5	92%
GENERAL RESEARCH & DEVELOPMENT	25.1	25.9	28.8	25.1	87%	26.6	22.7	85%
Science & Technology Program	12.7	14.4	15.7	13.5	86%	13.4	11.2	83%
Undistributed Development Program	0.2	0.2	0.2	0.2	100%	0.2	0.2	100%
RDT&E Management & Support	12.2	11.3	12.9	11.4	88%	12.9	11.3	88%
OTHER DEFENSE-WIDE MISSIONS	3.0	2.1	3.3	2.9	88%	3.3	2.9	88%
Geophysical Sciences	0.4	0.4	0.0	0.0	0%	0.0	0.0	0%
International Support	2.6	1.7	3.3	2.9	88%	3.3	2.9	88%
DEFENSE-WIDE SUPPORT MISSIONS	184.8	170.2	186.9	167.1	89%	185.5	162.8	88%
LOGISTICS SUPPORT	71.1	69.5	68.9	62.7	91%	68.1	58.6	86%
Supply Operations	17.4	14.9	15.2	13.7	90%	14.4	12.0	83%
Maintenance Operations	34.2	32.4	34.0	30.9	91%	34.0	28.6	84%
Other Logistics Support	19.5	22.2	19.7	18.1	92%	19.7	18.0	91%
PERSONNEL SUPPORT	77.6	64.1	77.0	69.0	90%	76.4	67.6	88%
Personnel Acquisition	5.3	6.5	8.3	7.4	89%	8.3	7.3	88%
Training	31.5	25.6	29.3	26.4	90%	29.3	25.3	86%
Medical	31.7	27.9	34.5	31.1	90%	34.0	31.0	91%
Other Personnel Support	9.1	4.1	4.9	4.1	84%	4.8	4.0	83%
OTHER CENTRALIZED SUPPORT	36.1	36.6	41.0	35.4	86%	41.0	36.6	89%
Departmental Support	36.1	36.6	41.0	35.4	86%	41.0	36.6	89%
TOTAL PROGRAMMED MANNING	311.5	294.2	334.7	293.6	88%	320.0	281.0	88%

2. Major Changes

The FY 1995 civilian strength estimate reflect a reduction of 12,611 from FY 94. The Army has reduced over 109K civilians since FY 1989 from the FY 1993 actual levels and is projected to reduce a total of 123K by FY 1995. Major changes include reductions to logistics support, base operations, and support to force structure. Other adjustments include savings from base closures, functional transfers (to include commissary operation and finance and accounting), reduction in Research and Development infrastructure, and civilianization of military positions. Table III-4 shows the civilian employment estimate by DMC.

D. Manpower Management Improvements

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

1. Army Acquisition Corps (AAC)

The Defense Acquisition Workforce Improvement Act (P.L. 101-510) was enacted to professionalize the military and civilian acquisition workforce of the Department of Defense. The legislation states, "The Secretary of Defense shall ensure that the Acquisition Corps is established for each of the military departments.....". The AAC was established to comply with statutory requirements. An integrated selection, education and training, assignment and promotion system is in place for military and civilian AAC members.

2. MANPRINT

MANPRINT is an initiative that renews emphasis on the soldier as a key element of man-machine weapon systems performance. The MANPRINT program makes the following domains imperative in the materiel acquisition process: human factors engineering, manpower, personnel, training, system safety, and health hazard assessments. The MANPRINT philosophy is that soldiers are the Army's most important resource. Emphasis on MANPRINT will ensure that soldiers are considered during materiel development from before concept exploration to final product improvement. Recent initiatives undertaken to enhance soldier-machine interface through system design have been extensive. Efforts include technical tool and MANPRINT data base development, human performance research, and training of government and industry personnel involved in the acquisition process.

Verifiable improvements have been identified as a by-product of the MANPRINT program. Personnel savings have been realized on the Howitzer Improvement Program and significant cost avoidance has been achieved on the Avenger and the Airborne Target Handoff System.

III. ARMY PROGRAMMED MANPOWER BY DEFENSE MISSION CATEGORY (DMC)

A. Major Force Missions

1. Strategic Forces

a. Strategic Offense (in thousands):

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	0.0	0.0	0.0
<u>Civilian</u>	0.1	0.1	0.1

b. Strategic Defense (in thousands):

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	0.3	0.3	0.4
<u>Civilian</u>	1.3	1.4	1.4

2. General Purpose Forces

a. Land Forces (in thousands)

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	369.6	349.1	327.6
USAR	175.2	172.0	154.6
ARNG	352.1	351.1	344.1
<u>Civilian</u>	77.9	79.0	73.6

The decrease to active military manpower (-20,500) in FY 94 and (-21,499) in FY 95 reflects the continuation of the ongoing initiatives to reduce the size of the active Army.

The increase to civilian manpower (1,154) in FY 94 reflects underexecution in FY 93 due to funding limitations and workforce reduction initiatives. The decrease (-5,410) in FY 95 reflects the transfer of FT Ord from FORSCOM to TRADOC (-466), transfer of spaces in support of reserve units (-1,600), and workload and funding reductions in association with downsizing initiatives (-3,344).

The decrease in the USAR manpower (-3,200) in FY 94 and (-17,500) in FY 95 reflect end strength and force structure reductions due to the Army's drawdown.

ARNG manpower continues to decrease under Army directive to downsize.

b. Mobility Forces (in thousands):

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	0.5	0.7	0.5
USAR	2.1	1.8	1.8
<u>Civilian</u>	3.3	3.3	3.2

c. Special Operations Forces (in thousands):

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	14.5	15.3	15.6
USAR	12.5	9.4	9.2
<u>Civilian</u>	1.4	1.4	1.4

The increase to active military manpower (860) in FY 94 and (241) in FY 95 reflects increased support to special operations forces.

The decrease in USAR manpower (-3,100) in FY 94 and (-200) in FY 95 reflect programmed force structure reductions.

d. General Purpose Support (in thousands):

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	0.1	0.1	0.2
<u>Civilian</u>	0.0	0.0	0.0

e. Counter Drug Support (in thousands):

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	0.1	0.1	0.1
<u>Civilian</u>	0.2	0.4	0.4

B. DEFENSE-WIDE MISSIONS

1. Intelligence & Communications

a. Intelligence (in thousands):

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	7.7	9.0	8.4
USAR	0.6	0.5	0.5
<u>Civilian</u>	2.8	3.3	3.0

The increase to active military manpower (1,309) in FY 94 reflects underexecution in FY 93. The decrease (-649) in FY 95 reflects force structure adjustments to intelligence programs in association with the ongoing initiative to reduce the size of the active Army.

The increase to civilian manpower (502) in FY 94 reflects underexecution in FY 93 due to funding limitations and workforce reduction initiatives. The decrease (-294) in FY 95 reflects workload and funding reductions in association with downsizing initiatives.

The change in USAR manpower (-100) in FY 94 reflects force structure actions through FY 95.

b. Communication (in thousands):

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	7.2	7.6	7.0
<u>Civilian</u>	8.8	9.5	9.5

The decrease to active military manpower (-576) in FY 95 reflects ongoing initiatives to reduce the size of the active Army.

The increase to civilian manpower (763) in FY 94 reflects underexecution in FY 93 due to funding limitations and workforce reduction initiatives.

2. General Research and Development

a. Science & Technology Prog (in thousands):

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	1.5	1.5	1.5
<u>Civilian</u>	14.4	13.5	11.2

The decrease to civilian manpower (-939) in FY 94 and (-2,277) in FY 95 reflects program decrements in support of downsizing initiatives.

b. Undistributed Development Program (in thousands):

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	0.0	0.0	0.0
<u>Civilian</u>	0.2	0.2	0.2

c. RDTE Management and Support (in thousands):

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	2.6	2.6	2.3
<u>Civilian</u>	11.3	11.4	11.3

The decrease to active military manpower (-324) in FY 95 reflects downsizing initiatives.

3. Other Defense-Wide Missions

a. Geophysical Sciences (in thousands):

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	1.1	0.1	0.1
<u>Civilian</u>	0.4	0.0	0.0

The decrease to active military manpower (-952) in FY 94. reflects reprogramming actions.

The decrease to civilian manpower (-430) in FY 94 reflects reprogramming actions.

b. Nuclear Weapons Support (in thousands):

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	0.2	0.1	0.1
<u>Civilian</u>	0.0	0.0	0.0

c. International Support (in thousands):

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	3.6	3.7	3.7
<u>Civilian</u>	1.7	2.9	2.9

The increase to civilian manpower (1,192) reflects underexecution in FY 93 due to funding limitations and workforce reduction initiatives.

3. DEFENSE-WIDE SUPPORT MISSIONS

1. Logistics Support

a. Supply Operations (in thousands):

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	1.2	1.4	1.3
<u>Civilian</u>	14.9	13.7	12.0

The increase to active military manpower (227) in FY 94 reflects force structure actions. The decrease (-136) in FY 95 reflects force structure adjustments

The decrease to civilian manpower (-1,177) in FY 94 and (-1,764) in FY 95 reflects program decrements in support of downsizing initiatives.

b. Maintenance Operations (in thousands):

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	0.7	0.7	0.7
<u>Civilian</u>	32.4	30.9	28.6

The decrease to civilian manpower (-1,535) in FY 94 and (-2,306) in FY 95 reflects program decrements in support of downsizing initiatives.

c. Other Logistics Support (in thousands):

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	1.6	1.6	1.3
<u>Civilian</u>	22.2	18.1	18.0

The decrease to active military manpower (-269) in FY 95 reflects force structure adjustments in support of downsizing the active Army.

The decrease to civilian manpower (-4,060) in FY 94 and (-160) in FY 95 reflects program decrements in support of downsizing initiatives.

2. Personnel Support

a. Personnel Acquisition (in thousands):

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	16.7	16.6	15.7
..ARNG	3.3	3.3	3.2
<u>Civilian</u>	6.5	7.4	7.3

The decrease to active military manpower (-900) in FY 95 reflects force structure adjustments in support of downsizing the active Army.

The increase to civilian manpower (905) in FY 94 reflects underexecution in FY 93 due to funding limitations and workforce reduction initiatives. The decrease (-51) in FY 95 reflects workload and funding reductions in association with downsizing initiatives.

b. Training (in thousands):

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	83.9	75.0	74.5
USAR	60.5	57.9	58.1
ARNG	18.9	21.2	18.4
<u>Civilian</u>	25.6	26.4	25.3

The decrease to active military manpower (-8,900) in FY 94 and (-500) in FY 95 reflects force structure adjustments in support of downsizing the active Army.

The increase to civilian manpower (767) in FY 94 reflects underexecution in FY 93 due to funding limitations and workforce reduction initiatives. The decrease (-1,067) in FY 95 reflects workload and funding reductions in association with downsizing initiatives (-1533) and the transfer of FT ORD from FORSCOM to TRADOC (+466).

The decrease in the USAR manpower (-2,600) in FY 94 and increase (200) in FY 95 reflect programmed force structure actions.

c. Medical (in thousands):

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	32.9	27.7	27.4
USAR	8.7	6.5	6.5
<u>Civilian</u>	27.9	31.1	31.0

The decrease to active military manpower (-5,194) in FY 94 and (-300) in FY 95 reflects force structure adjustments in support of downsizing the active Army.

The increase to civilian manpower (-3,246) in FY 94 reflects underexecution in FY 93 due to funding limitations and workforce reduction initiatives. The decrease (-159) in FY 95 reflects workload and funding reductions in association with downsizing initiatives.

The decrease in the USAR manpower (-2,200) in FY 94 reflects programmed force structure actions through FY 95.

d. Federal Agency Support (in thousands):

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	0.1	0.1	0.1
<u>Civilian</u>	0.0	0.0	0.0

e. Other Personnel Support (in thousands):

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	3.3	2.5	2.4
<u>Civilian</u>	4.1	4.1	4.0

The decrease to active military manpower (-763) in FY 94 and (-97) in FY 95 reflects force structure adjustments in support of downsizing the active Army.

The decrease to civilian manpower (-69) in FY 95 reflects workload and funding reductions in association with downsizing initiatives.

3. Other Centralized Support

a. Departmental Support (in thousands):

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	8.5	9.8	9.4
USAR	14.4	9.9	9.5
ARNG	32.7	32.8	32.9
<u>Civilian</u>	36.6	35.4	36.6

The increase to active military manpower (1,300) in FY 94 reflects underexecution in FY 93. The decrease (-402) in FY 95 reflects force structure adjustments.

The decrease to civilian manpower (-1,219) in FY 94 reflects program decrements in support of downsizing initiatives. The increase of (1,178) in FY 95 reflects increased support to Reserve units (+1,600) and workload and funding reductions in association with downsizing initiatives (-422).

The decrease in USAR manpower (-4,500) in FY 94 and (-400) in FY 95 reflects programmed force structure actions.

The increase to ARNG (100) in FY 94 and (100) in FY 95 reflects adjustments in force structure.

CHAPTER IV

NAVY MANPOWER REQUIREMENTS

I. INTRODUCTION

A. General

This chapter outlines the Navy's requirements for active, reserve, and civilian manpower for FY 1993 through FY 1995. It addresses manpower trends from actual performance in FY 1993 to projections into FY 1995 and reflects changes contained in the President's Budget submission for FY 1995. Further, it reviews the Navy's initiatives and programs geared to meet the challenge of maintaining readiness posture within the context of a more fiscally constrained environment.

Authorized Navy active military end strength in FY 1994 is 471,476 (62,729 officers and 408,747 enlisted) and 441,641 in FY 1995 (60,490 officers and 381,151 enlisted). This represents a reduction of 5,856 officers, and 62,453 enlisted personnel between FY 1993 and FY 1995. Civilian employment in FY 1994 (250,466 end strength) is projected to decline by 23,215 to 227,251 end strength in FY 1995.

The Navy's manpower management strategy during this period of force reductions is to retain high quality personnel, increase experience levels, maintain acceptable sea/shore rotation, improve training levels and reduce manpower costs. This strategy includes a continued commitment to provide the quality of life for Navy personnel that will contribute to positive retention and readiness.

The Navy must be able to fill key positions to perform its mission successfully and safely. Therefore, the recruiting and retention of high caliber officer and enlisted personnel to man our technologically-sophisticated Navy remains a top priority. Retention of experienced enlisted personnel during force drawdown will require stable levels of compensation, continued advancement opportunity, and an acceptable quality of life for both the sailor and his/her family.

B. Wartime Manpower Requirements

Wartime manpower requirements are based on the total Navy worldwide force structure and the number of additional personnel needed to replace estimated combat casualties. Planning scenarios from Defense Planning Guidance are used to form the basis for the Wartime Manpower Mobilization Planning System (WARMAPS) data base, which projects estimates of the Navy's wartime manpower requirements.

C. Strength Request

The Navy resources for active military, reserve military, and civilian manpower for FY 1993 through FY 1995 are as follows:

Navy Manpower Requirements
(Strength in Thousands)

	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>Military</u>			
Active	510.0	471.5	441.6
Selected Reserve/TAR (Drilling Reserve & TAR)	132.4	113.4	100.7
<u>Civilian*</u>	267.1	250.5	227.3

*While the total number of civilians in the Navy/Marine Corps team is consistent with the President's budget, approximately 2,000 Marine Corps Industrial account personnel have been allocated to the Navy's DBOF account. The service chapters reflect the actual figures.

The Navy active manpower requirement shows only the authorized end strength required to effectively operate the Navy during peacetime. The wartime requirement, as indicated in paragraph B above, reflects end strength which would be needed during mobilization.

The Selected Reserve component requirement reflects the difference between the trained manpower needed at the start of a protracted conventional war and the Active Navy we can afford and attain in peacetime.

The civilian requirement is the manpower level required to execute funded requirements and comply with concerted efforts to contain manpower costs through pursuit of economy, efficiency, and productivity improvement programs.

The Navy reassesses military billet assignments at shore establishments and considers substituting civilians or contractors for all non-military essential billets when it is more cost effective and consistent with sea-shore rotation requirements.

D. Major Changes Affecting Manpower Requirements

1. Manpower Requirement by Major DMC

The following military manpower tables depict the Navy's active end strength distribution using programmed end strength for each Defense Mission Code (DMC) between FY 1993 and FY 1995 and reflect end strength changes tied to force structure and shore infrastructure reductions.

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

a. Total Battle Forces Within Total Battle Forces are four major sub-categories: Strategic Forces (SSBN and their support ships), Battle Forces (Aircraft Carriers, Surface Combatants, Attack Submarines, Amphibious Warfare Ships, Patrol and Mine Warfare Ships),

Support Forces (Mobile Logistic and Fleet Support Ships), and Mobilization Forces Category "A" (Reserve, including Surface Combatants and Amphibious Warfare Ships). In FY 1994 the total ship battle forces decreased by 48 to 387 ships. In FY 1995 the number will decrease to 373. Changes in each of the four categories are outlined in the following paragraphs.

Navy Active Strength Distribution By DMC
(Strength in Thousands)

<u>DMC</u>	<u>FY 1993*</u>	<u>FY 1994</u>	<u>FY 1995</u>
Strategic Forces	14.4	13.1	10.8
General Purpose Forces	305.7	288.2	271.9
Intelligence & Communications	17.3	17.3	16.6
General Research & Development	5.1	5.1	5.0
Other Defense-Wide Missions	2.9	2.9	2.9
Logistical Support	9.2	8.0	6.3
Personnel Support	147.9	130.1	121.6
Other Centralized Support	7.6	6.7	6.5
Total in the Budget	510.0	471.5	441.6

Note: Totals may not add due to rounding.

*End Year Actuals

Navy Selected Reserve Strength Distribution by DMC
(Strength in Thousands)

<u>DMC</u>	<u>FY 1993*</u>	<u>FY 1994</u>	<u>FY 1995</u>
Strategic Forces	1.0	0.5	0.5
General Purpose Forces	91.4	77.8	70.0
Intelligence & Communications	6.3	4.5	4.1
General Research & Development	0.7	0.7	0.7
Other Defense-Wide Missions	0.5	0.4	0.3
Logistical Support	9.9	8.5	7.9
Personnel Support	20.3	18.6	15.0
Other Centralized Support	2.4	2.3	2.2
Total in the Budget	132.4	113.4	100.7

Note: Totals may not add due to rounding.

*End Year Actuals

Navy Civilian Strength Distribution By DMC
(Strength in Thousands)

<u>DMC</u>	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
Strategic Forces	5.1	5.1 ¹	4.8
General Purpose Forces	31.7	33.2	32.6
Intelligence & Communications	6.7	6.1	5.7
General Research & Development	32.0	33.4	30.5
Other Defense-Wide Missions	2.1	2.1	2.0
Logistical Support	159.4	140.8	123.0
Personnel Support	25.2	25.0	24.1
Other Centralized Support	4.9	4.8	4.6
Total in the Budget*	267.1	250.5	227.3

Note: Totals may not add due to rounding.

*While the total number of civilians in the Navy/Marine Corps team is consistent with the President's budget, approximately 2,000 Marine Corps Industrial account personnel have been allocated to the Navy's DBOF account. The service chapters reflect the actual figures.

(1) Strategic Forces. In FY 1994, the total number of ballistic missile submarines (SSBN) decreases to 16 with the conversion of one Benjamin Franklin class SSBN to SSN status, the decommissioning of one Lafayette, four James Madison and one Benjamin Franklin class SSBN. In FY 1995, the total number of SSBN remains at 16 with the decommissioning of the last Benjamin Franklin class submarine and the commissioning of one Ohio class SSBN.

(2) Battle Forces Aircraft Carriers decrease to 12 in FY 1994 with the decommissioning of the USS Saratoga. In FY 1995, Aircraft Carriers further decrease to 11 with the transfer of the USS John F. Kennedy to the Naval Reserve Force. In FY 1994, Surface Combatants decrease to 110 with the decommissioning of 17 conventional and two nuclear powered cruisers and the commissioning of four Arleigh Burke class destroyers and one Ticonderoga class cruiser. In FY 1995, Surface Combatants increase to 115 with the decommissioning of one nuclear powered cruiser and the commissioning of six Arleigh Burke destroyers.

In FY 1994, Attack Submarines decrease to 87 with the decommissioning of one Permit and three Sturgeon class submarines, the commissioning of three Los Angeles class and the conversion of one Benjamin Franklin class SSBN to SSN. In FY 1995, the total number of Attack Submarines decreases to 83 with the decommissioning of six Sturgeon class submarines and the commissioning of two Los Angeles class SSN.

Amphibious Warfare ships decrease to 41 in FY 1994 with the decommissioning of two LPH, three LKA and nine LST and the commissioning of one LHD and 10 LSD. In FY 1995, it further decreases to 39 with decommissioning of four LST and one LPH and the commissioning of two LSD and one LHD.

In FY 1994, Combat Logistics Ships decrease to 47

with decommissioning of two AE, one AFS, two AOR and the conversion of two AFS to T-AFS (MSC) and the commissioning of one T-AO and one AOE. In FY 1995, Combat Logistics Ships decreases to 42 with the decommissioning of three AE, one AFS, two AOR, the conversion of one AE to T-AE (MSC) and the commissioning of two AOE.

Mine Warfare Ships increase to 15 in FY 1994 with the commissioning of two Avenger class MCM's and decreases to 13 in FY 1995 with the transfer of two Avenger class MCM's to the Naval Reserve Force.

(3) Support Forces Mobile Logistic Ships decrease to 14 in FY 1994 with the decommissioning of three tenders and decreases to 11 in FY 1995 with the decommissioning of two tenders and one repair ship.

Support ships decrease to 27 in FY 1994 with the decommissioning of three ARS, two ASR and two TAGOS and decreases to 26 in FY 1995 with the decommissioning of one additional ASR.

(4) Mobilization Forces Category "A" In FY 1994, Mobilization Forces Category "A" decreases to 16 with the deactivation of two LST. In FY 1995, it increases to 17 with the deactivation of two FFG and the transfer of the USS John F. Kennedy and two Avenger class MCM's from the active force.

(b) Local Defense and Miscellaneous Support Forces

(1) Surface Combatants In FY 1994, mine countermeasure ships increase to one with the commissioning of one Osprey class MHC. FY 1995, increases to three with the commissioning of two additional Osprey class MHC.

(2) Coastal Defense Patrol craft increase to eight with the commissioning of six PC-1 class craft and further increase in FY 1995 to 13 with the commissioning of five additional PC-1 class craft.

(3) Auxiliaries and Sealift Forces In FY 1994, auxiliaries and sealift forces will increase to 147 with the addition of one T-ACS, one T-AK, seven T-AKR, and two T-AOT. In FY 1995, auxiliaries and sealift forces will further increase to 154 with the addition of seven T-AKR.

(4) Mobilization Forces Category B Decreases to zero in FY 1994, with the deletion of eight Reserve Frigates, five Mine Sweepers and two Support Ships. The first Reserve Mine Hunter Coastal (MHC) is added in FY 1995.

(c) Naval Aviation Forces

Active tactical squadrons decrease to 77 in FY 1994 and to 69 in FY 1995. Reserve tactical squadrons decrease to five in FY 1995. ASW/FAD squadrons decrease to 52 in FY 1994 and to 48 in FY 1995.

Reserve ASW/FAD squadrons decrease to 15 in 1994.

E. Key Manpower Issues

1. Force Reduction Strategy

The foundation of our manpower strategy is that personnel reductions must keep pace with force structure drawdowns. This resultant smaller force structure can become unbalanced with a mismatch of properly needed skills for both officer and enlisted personnel; the people in these "overmanned" areas must then be targeted for conversion to other specialties or for early release. Similarly, as our paygrade pyramid shrinks, its shape must remain the same, i.e., junior paygrades must be downsized at the same rate as the senior paygrade.

Navy desires to protect force readiness in the near term by protecting quality people currently on board, maintain sufficient accession levels to preclude a "hollow force" in the future, manage officer accessions and retention to maintain the correct grade/quality mix, improve recruit quality to reduce attrition and ensure long term readiness, and rebalance the enlisted skill mix using existing force management tools.

Navy is drawing down in a controlled, steady manner. Far from focusing solely on reducing end strength numbers, we are committed to replenishing and retaining a core of experienced and well-trained people who will effectively execute our mission now and in the future.

2. Recruiting

A key element in manning the smaller, more technical Navy of the future is the ability to successfully recruit to requirements for High School Diploma Graduate (HSDG) and Upper Mental Group (UMG) enlistees. The Navy will need a quality future force.

The Navy has developed a workload model that predicts the average recruiter workload required to meet present and future recruiting goals. The model demonstrates that, despite force downsizing the Navy's recruiting workforce needs to remain stable to support necessary accession levels. This is necessary to successfully compete in a much tougher market and to attract high quality recruits.

3. Bonus Programs

It is vital that the Navy have the necessary tools available to adequately shape the force. The ability to retain the best and most highly trained officers and petty officers is not only the key to readiness, but is more efficient and economical than recruiting and training a new accession. To ensure the right people stay, most of whom have readily marketable skills in the civilian economy, the Navy uses selectively targeted bonus programs. These bonus programs have been vital to the Navy's ability to retain highly skilled officers and petty officers, particularly in specialties that are undermanned. Even while downsizing, these bonuses are essential to

retain targeted skills and adequately shape the force to present and future requirements.

II. SIGNIFICANT HIGHLIGHTS

A. Active Component Military Manpower

1. General

The Navy's highest priority continues to be the accession and retention of people in the necessary quantity and quality to meet operational requirements. People are as integral to new weapon systems as hardware and must not only be recruited, but retained. Therefore, the Navy continues to focus on retaining those enlisted and officer personnel whose mission critical skills contribute directly to readiness and whose talents are in shortest supply.

2. Programmed Manpower Structure, Programmed Manning, and End Strength

The Navy's programmed manning in FY 1994 and FY 1995 is oriented toward ensuring that personnel are available to meet the manpower requirements established by force structure. The active manpower shown in Table IV-1 reflects the decreasing manpower requirements in response to the reduction in force structure and shore infrastructure.

B. Reserve Component Military Manpower

1. Naval Reserve Manpower

The reduced threat of global war, longer warning times, and the ability to rapidly generate certain capabilities have allowed a reduction in Naval Reserve end strength directly linked to Navy's force structure and infrastructure reductions. Additionally, reductions were taken in those areas where large numbers of requirements supported a global vice contingency war scenario.

Despite the reduction in end strength, the Naval Reserve remains the principal source of trained units and personnel to augment active forces during initial stages of mobilization. The Naval Reserve is therefore manned, equipped, and trained to a high state of readiness. To ensure effective training and integration of forces, the Naval Reserve provides contributory support to assist active forces in performing their missions while concurrently fulfilling mobilization training requirements.

Naval Reserve Manpower Requirements
(Strength in Thousands)

	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
Total Selected Reserve	132.4	113.4	100.7
Unit Reservists and Trainees	108.4	93.4	83.1
SAM 1/	(1.9)	(2.1)	(0.0)
O/SAM 2/	(0.0)	(0.0)	(0.0)
Full Time Support	21.5	19.4	17.5
TARs	(20.2)	(18.2)	(16.3)
Canvasser/Recruiters	(1.0)	(0.9)	(0.9)
Title 10 USC 265	(0.2)	(0.2)	(0.2)
IMAs 3/	2.5	0.6	0.1

Note: Totals may not add due to rounding.

1/Sea and Air Mariner Program

2/Officer Sea and Air Mariner Program

3/Individual Mobilization Augmentees (IMAs) perform up to 48 paid drills per year, plus two weeks of active duty.

The Sea and Air Mariner (SAM) program, a non-prior service accession program inaugurated in FY 1984 to help the Naval Reserve meet its junior enlisted personnel mobilization requirements, is drawing down. An offshoot of the SAM program, Sea and Air Mariner II (SAM II), was developed specifically to place individuals onboard FFT 1052 class ships, to serve two years on Initial Active Duty Training. With the cancellation of the FFT program, the SAM II program draws down in FY 1994. Both the SAM and SAM II programs are eliminated in FY 1995.

Naval Reserve Trained in Unit Strength
(In Thousands)

	<u>FY 1993*</u>	<u>FY 1994</u>	<u>FY 1995</u>
End Strength	132.4	113.4	100.7
- Training Pipeline	2.4	2.4	0.3
- IMAs	2.5	0.6	0.1
Operating Strength	127.5	110.4	100.3
- NON Unit AGR	9.8	9.4	8.7
+ Unit AC Personnel	3.9	2.2	4.3
Trained Unit Strength	121.6	103.2	95.9
Wartime Unit Structure	143.8	131.9	130.9
% Trained in Units	84.6%	78.2%	73.3%

Note: IMAs include Sea College personnel, who are reported as Reserve Components Common Personnel Data System Category B, MOD T. These individuals have zero drill obligation, but are required to perform Annual Training and are available for mobilization.

Wartime Unit Structure =

Total Manpower Force Structure - Non Unit AGRs + Unit AC Personnel

2. Initial Active Duty For Training

The individuals performing initial active duty for training (IADT) are non-prior service enlisted and officer personnel in the SAM, SAM II and Officer Sea Air Mariner II (OSAM II) programs. All three of these programs draw down in FY 1994 and are eliminated in FY 1995.

Officers and Enlisted Members Serving on Active Duty for Training

<u>Category</u>	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>Enlisted</u>			
Recruit and Specialized Training (Including SAM Trainees)	797	893	0
<u>Officer</u>			
Flight Training (Includes OSAM acquisition training)	0	0	0
Professional (Includes OSAM acquisition training)	30	16	0
TOTAL	827	909	0

C. Civilian Manpower

1. General

Civilian manpower comprises a vital segment of the Navy's overall resources. A majority of the civilian employees of the Department of the Navy are directly related to our readiness posture. Fifty-five percent of the civilians work in industrial activities, which are primarily engaged in depot level maintenance and repair of ships, aircraft, and associated equipment. Many of the civilians employed at operation and maintenance activities, such as ship repair facilities, air stations and bases contribute directly to operational readiness. The balance of the civilians provide essential support in functions such as training, medical care, and the engineering, development, and acquisition of weapons systems, all of which have a definite, although longer range, impact on readiness.

Civilian personnel is budgeted to decline by 40 thousand end strength between FY 1993 and FY 1995 and by 66 thousand end strength through FY 1999. This complies with the Defense Planning Guidance to reduce civilians by approximately four percent per year, including civilians at Research and Development activities. Savings of over 26 thousand civilians result from BRAC I, II, and III decisions through FY 1999. At bases where an earlier closure is feasible, Navy has accelerated the closure date resulting in the achievement of over eighty percent of the civilian savings by the end of FY 1996. Associated civilian high grade reductions comply with Executive Order 12839 and the high grade target established for the Navy by the Office of the Secretary of Defense. Similarly, Management Headquarters organizations reflect appropriate adjustments to comply with Section 906 of the FY 1991 Defense Authorization Act and are budgeted to further decline by an additional four percent per year through FY 1999. These budgeted civilian manpower reductions reflect infrastructure downsizing consistent with force reductions and requirements while preserving the capacity necessary to meet readiness requirements.

The FY 1994 request is for 250,466 civilians and the FY 1995 request is for 227,251 civilians.

2. Major Program Changes

The civilian end strength budget estimates for FY 1994 reflect an alignment of civilian manpower with workload requirements and funding adjustments associated with force and support structure reductions while complying with congressional direction. The FY 1994 and FY 1995 estimates reflect a net reduction of 16,500 and 39,800 respectively from the FY 1993 end strength level. Significant changes in civilian end strength levels are discussed below.

Civilian reductions are based on mission changes and changes to funded programs and comply with Defense Guidance to reduce the civilian workforce and with Congressional direction to reduce headquarters manpower. Major work force reductions reflected in the estimates for the Naval Aviation Depots and Naval Shipyards (-9,100 from FY 1993 to FY 1994 and -21,900 from FY 1993 to FY 1995). These reductions are based on specific workload changes (type of ship and type of work to be performed), workload reductions through consolidations, increased competition, and work force efficiencies. As force structure is reduced or realigned, civilian support personnel in all defense manpower categories are similarly reduced or realigned. Additionally, civilian reductions and realignments to reflect the activities adjustments approved through the BRAC I, II and III base closure decisions are reflected in the estimates.

3. Improvements and Efficiencies

The Navy estimate of civilian manpower requirements reflects a continuing commitment to increase the efficiency of the civilian work force. The staffing levels, reflect consolidation and closing savings as a result of BRAC I, II and III which impacts over 56 bases and activities.

The current FY 1994 budget reflects savings from initiatives, primarily from the depot workload reductions and infrastructure downsizing including the consolidation of Navy Broadcast Services, the consolidation of the Naval Intelligence Command and efficiencies in base operating support areas.

While the Navy is downsizing, additional efficiencies are reflected in the budget estimates to capture savings as a result of implementation of innovative ideas based on "National Performance Review" recommendations that will improve the Navy's way of doing business in the future. Civilian resources are reduced in FY 1997 and the outyears to reflect these efficiencies. Achievement of these savings is predicated on establishment of more flexible procedures for outsourcing and changing personnel regulations that inhibit the more efficient use of civilian manpower.

III. NAVY PROGRAMMED MANPOWER BY DEFENSE MISSION CATEGORY

This section summarizes changes in the Navy's manpower totals in terms of force and program changes resulting in year-to-year adjustments in overall requirements.

A. Major Force Missions

1. Strategic Forces

a. Strategic Offense (in thousands)

	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>Military</u>			
Active	12.7	11.4	9.1
Reserve	1.0	0.5	0.5
<u>Civilian</u>	4.9	4.9	4.6

In FY 1994, active military manpower in Strategic Offense decreases overall by -1,273, primarily due to reductions in sea-launched ballistic missile forces (SLBM) including Fleet Ballistic Missile submarines, base operations and real property maintenance activities directly associated with SLBM forces. In FY 1995, active military manpower decreases overall by -2,357 due to further reductions in these areas.

The Reserve reduction in FY 1994 reflects the reduction in augmentees to submarine tenders decommissioning or realigning to General Purpose Forces.

There is no significant changes in civilian end strength from FY 1993 to FY 1994. Reductions in FY 1995 result from a reduction in base operations and real property maintenance and savings through management consolidation.

b. Strategic Defense (in thousands)

	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>Military</u>			
Active	0.3	0.3	0.3
Reserve	0.0	0.0	0.0
<u>Civilian</u>	0.2	0.2	0.2

There are no significant changes to in Strategic Defense.

c. Strategic C (in thousands)

	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>Military</u>			
Active	1.4	1.4	1.4
Reserve	0.0	0.0	0.0
<u>Civilian</u>	0.0	0.0	0.0

There are no significant changes in Strategic C.

d. Industrial & Stock Fund Support (in thousands)

	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>Military</u>			
Active	0.0	0.0	0.0
Reserve	0.0	0.0	0.0
<u>Civilian</u>	0.0	0.0	0.0

There is no manpower assigned in Industrial and Stock Fund Support.

2. General Purpose Forces

a. Land Forces (in thousands)

	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>Military</u>			
Active	5.1	5.7	5.7
Reserve	2.1	2.2	2.2
<u>Civilian</u>	0.0	0.0	0.0

In FY 1994, active military manpower in Land Forces increases overall by +646 due to increased Navy support to Marine Corps. There are no significant changes in FY 1995.

b. Tactical Air Forces (in thousands)

	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>Military</u>			
Active	27.3	24.7	21.7
Reserve	4.0	4.1	1.6
<u>Civilian</u>	0.1	0.1	0.1

In FY 1994, active military manpower in Tactical Air Forces decrease overall by -2,550, due primarily to reductions in air to air combat squadrons, air to ground combat squadrons, electronic warfare squadrons and miscellaneous mission activities including air wing staffs, readiness (training) squadrons, and aviation support. In FY 1995, active military manpower decreases overall by -3,020 in these same areas.

The Reserve reduction in FY 1995 reflects the deletion of 1 reserve carrier air wing, the addition of 1 reserve aircraft carrier and the reduction of augmentees to Active component carriers.

c. Naval Forces (in thousands)

	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>Military</u>			
Active	269.0	252.6	239.4
Reserve	82.5	68.7	63.5
<u>Civilian</u>	29.8	31.2	30.3

In FY 1994, active military manpower in Naval Forces decreases overall by -16,031 due primarily to reductions of -4,307 in Surface Combatants; -1,544 in Amphibious Forces; -985 in Maritime Patrol and Undersea Surveillance Forces; -1,769 in Sea-Based Anti-Submarine Warfare Air Forces; -2,295 in Fleet Support; -3,224 in Base Operations and Management Headquarters; and -1,197 in Other Operational Support. In FY 1995 active military manpower in Naval Forces decreases by -13,230 due to reductions of -1,902 in Amphibious Forces; -2,431 in Service Forces; -1,014 in Maritime Patrol and Undersea Surveillance Forces; -978 in Sea-Based Anti-submarine Warfare Air Forces; -3,672 in Fleet Support; -2,064 in Base Operations and Management Headquarters; and -816 in Other Operational Support; and increases of +324 in Surface Combatants; and +470 in Mine Warfare Forces.

The Reserve reduction in FY 1994 reflects the decommissioning or disestablishment of four Reserve VP squadrons, one LAMPS squadron, eight NRF frigates, five NRF mine sweepers, two NRF LST, and two NRF ARS. Additionally, Reserve augmentees supporting numerous Active Component activities are being downsized and/or realigned in such missions as Ship Augmentation, Operational Staffs, Control of Shipping and Shore Intermediate Maintenance Activities. The

reduction in FY 1995 reflects continued reductions in augmentees to the active component, deletion two frigates and three Reserve Construction Battalions, and the addition of four NRF mine counter measures ships and one NRF mine control ship.

Increases in civilian end strength from FY 1993 to FY 1994 are due to increases in Fleet Support and Navy Systems Support, and Base Operations Support. Base Operations Support decreases in FY 1995 due to base closures and activity downsizing.

d. Mobility Forces (in thousands)

	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>Military</u>			
Active	1.2	1.3	1.3
Reserve	1.6	1.4	1.4
<u>Civilian</u>	1.6	1.7	2.0

There are no significant changes to active military manpower in Mobility Forces in FY 1994/5.

The Reserve reduction in FY 1994 reflects downsizing Reserve augmentees to Active Component Military Sealift activities.

There is no significant change in civilian manpower in FY 1994. Increases in FY 1995 are due to increases in Sealift Forces.

e. Special Operations Forces (in thousands)

	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>Military</u>			
Active	4.4	4.7	4.7
Reserve	1.2	1.3	1.3
<u>Civilian</u>	0.2	0.2	0.2

In FY 1994, active military manpower increase by +297 due to increase in Special Operations Forces Training, General Support, Force Enhancement, and Management Headquarters. In FY 1995, there is no significant change.

There are no significant changes in Reserve or civilian manpower in FY 1994/5.

f. General Purpose Support (in thousands)

	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>Military</u>			
Active	0.0	0.0	0.0
Reserve	0.0	0.0	0.0
<u>Civilian</u>	0.0	0.0	0.0

There are no significant changes in manpower in General Purpose Support in FY 1994/5.

g. Theater Missile Defense (in thousands)

	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>Military</u>			
Active	0.0	0.0	0.0
Reserve	0.0	0.0	0.0
<u>Civilian</u>	0.0	0.0	0.0

There is no active military manpower assigned in Theater Missile Defense in FY 1994/5.

h. Counter Drug Support (in thousands)

	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>Military</u>			
Active	0.0	0.0	0.0
Reserve	0.0	0.0	0.0
<u>Civilian</u>	0.0	0.0	0.0

There was no manpower assigned in Counter Drug Support in FY 1994/5.

B. Defense-wide Missions

1. Intelligence and Communications

a. Intelligence (in thousands)

	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>Military</u>			
Active	9.7	10.4	10.0
Reserve	4.9	3.6	3.2
<u>Civilian</u>	4.1	4.1	3.9

In FY 1994, active military manpower in Intelligence increased by +683 due to increases in major commands world-wide, cryptologic activities and communications. In FY 1995, active military manpower in Intelligence decreased by -351 due to reductions in intelligence support activities.

The Reserve reductions in FY 1994 and FY 1995 reflect downsizing Reserve augmentees to Active Component Intelligence and Cryptologic activities.

There are no significant changes in civilian manpower in FY 1994/5.

b. Communications (in thousands)

	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>Military</u>			
Active	7.5	6.9	6.6
Reserve	1.4	0.9	0.9
<u>Civilian</u>	2.6	2.0	1.8

In FY 1994, active military manpower in Communications decreases by -646 due to reductions in base communications, base operations and management headquarters at installations with a primary mission of telecommunications activity. In FY 1995, active military manpower further decrease by -316 due to reductions in these same areas.

The Reserve reductions in FY 1994 reflect downsizing reserve augmentees to Active Component Communications activities.

Civilian reductions in FY 1994 are due to a functional transfer from Communications to Research and Development support. FY 1995 reductions are due to decreases in base communications, base operations and management headquarters.

2. General Research and Development

a. Science & Technology Program (in thousands)

	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>Military</u>			
Active	0.0	0.0	0.0
Reserve	0.0	0.0	0.0
<u>Civilian</u>	0.0	0.0	0.0

There is no significant change in manpower in Science and Technology program.

b. Undistributed Development Program (in thousands)

	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>Military</u>			
Active	0.0	0.0	0.0
Reserve	0.0	0.0	0.0
<u>Civilian</u>	0.0	0.0	0.0

There is no manpower in the Undistributed Development Program in FY 1994/5.

c. RDT&E Management & Support (in thousands)

	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>Military</u>			
Active	5.1	5.1	5.0
Reserve	0.7	0.7	0.7
<u>Civilian</u>	32.0	33.4	30.5

There is no significant change in active military manpower in RDT&E Management & Support in FY 1994/5.

Increases in civilian end strength in FY 1994 are due to realignments from Communications to Research and Development Support and increases in RDT&E Management and Support. Decreases in FY 1995 are due to reductions in Research and Development Base Operations and Management Headquarters.

3. Other Defense-Wide Missions

a. Geophysical Sciences (in thousands)

	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>Military</u>			
Active	1.6	1.4	1.4
Reserve	0.5	0.4	0.3
<u>Civilian</u>	1.6	1.6	1.5

There are no significant changes in Geophysical Sciences in FY 1994/5.

b. Space Launch Support (in thousands)

	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>Military</u>			
Active	0.0	0.0	0.0
Reserve	0.0	0.0	0.0
<u>Civilian</u>	0.0	0.0	0.0

There is no manpower assigned in Space Launch Support in FY 1994/5.

c. Nuclear Weapons Support (in thousands)

	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>Military</u>			
Active	0.0	0.1	0.1
Reserve	0.0	0.0	0.0
<u>Civilian</u>	0.0	0.0	0.0

There are no significant changes in active military manpower in Nuclear Weapons Support in FY 1994/5.

d. International Support (in thousands)

	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>Military</u>			
Active	1.3	1.4	1.4
Reserve	0.0	0.0	0.0
<u>Civilian</u>	0.5	0.5	0.5

There are no significant changes in active military manpower in International Support in FY 1994/5.

c. Defense-Wide Support Missions

1. Logistics Support

a. Supply Operations (in thousands)

	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>Military</u>			
Active	2.7	2.4	2.2
Reserve	3.8	3.0	2.6
<u>Civilian</u>	19.9	18.6	16.6

Changes to active military manpower in FY 1994/5 are primarily due to adjustments in the Defense Business Operating Fund (DBOF).

The Reserve decreases in FY 1994 and FY 1995 reflect reductions to Reserve augmentees to various Active component activities.

Decreases in civilian end strength in FY 1994 are the result reductions in the area of supply operations and the transfer of maintenance support personnel to Other Logistics Support. FY 1995 decreases result from reductions in supply operations due to base closure.

b. Maintenance Operations (in thousands)

	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>Military</u>			
Active	2.7	1.9	1.3
Reserve	3.7	3.2	3.1
<u>Civilian</u>	101.2	91.5	76.5

In FY 1994, active military manpower in Maintenance Operations decreases overall by -756 due to reductions at munitions facilities. In FY 1995, it decreases by -676 due to reductions in the same area.

The Reserve decrease in FY 1994 reflects an overall downsizing of Reserve augmentees to Active component aviation and ship maintenance activities.

Reductions in civilian end strength in FY 1994 and FY 1995 are the result of efficiencies, workload reductions and base closure reductions.

c. Other Logistical Support (in thousands)

	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>Military</u>			
Active	3.7	3.6	2.9
Reserve	2.4	2.3	2.1
<u>Civilian</u>	38.3	30.7	29.9

In FY 1994, there is no significant change in active military manpower in Other Logistical Support. In FY 1995, active military manpower decreases by -746 due primarily to reductions in Base Operations and Management Headquarters at logistics installations.

The Reserve decrease in FY 1994 and FY 1995 reflects reductions in Reserve augmentees to Active component logistics support activities.

Decreases in civilian end strength in FY 1994 are due to reductions in Navy Public Work Centers and Defense Printing Service, which was partially offset by the transfer of end strength from Supply Operations. Decreases in FY 1995 are the result of further reductions in these areas.

2. Personnel Support

a. Personnel Acquisition (in thousands)

	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>Military</u>			
Active	14.0	13.2	12.9
Reserve	2.0	1.6	1.5
<u>Civilian</u>	2.1	2.1	2.1

In FY 1994, active military manpower in Personnel Acquisition decrease by -775 due to reductions in recruiting, examining, and processing personnel. In FY 1995, it decreases by -285 due to reductions in recruiting.

The Reserve decrease in FY 1994 reflects the reduction in the number of Personnel Mobilization Teams to 16.

b. Training (in thousands)

	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>Military</u>			
Active	80.1	64.8	58.4
Reserve	5.3	3.7	1.0
<u>Civilian</u>	10.2	10.1	9.0

In FY 1994 active military manpower in Training decrease by -15,361 due to reductions in recruit training, general skills training, professional military training and training support programs. In FY 1995 Training decreases by -6,274 due to further reductions in these same areas.

The Reserve reductions in FY 1994 and FY 1995 reflect the phase out of the Sea Air Mariner non-prior service program.

There are no significant changes to civilian end strength in FY 1994. Reductions in FY 1995 are due to decreases in Training Base Operations and Management Headquarters and Military Personnel Training.

c. Medical (in thousands)

	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>Military</u>			
Active	28.6	28.7	28.3
Reserve	12.3	12.6	11.7
<u>Civilian</u>	12.1	12.0	12.3

There are no significant changes to active military manpower in Medical for FY 1994/5.

The Reserve increase in FY 1994 reflects undermanning in FY 1993. The decrease in FY 1995 reflects downsizing of Reserve augmentees to Active component medical treatment activities.

There are no significant changes to civilian end strength in FY 1994/5.

d. Individuals (in thousands)

	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>Military</u>			
Active	23.4	21.4	19.9
Reserve	0.6	0.7	0.7
<u>Civilian</u>	0.0	0.0	0.0

e. Federal Agency Support (in thousands)

	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>Military</u>			
Active	0.1	0.1	0.1
Reserve	0.0	0.1	0.1
<u>Civilian</u>	0.0	0.0	0.0

There are no significant changes in Federal Agency Support in FY 1994/5.

f. Other Personnel Support (in thousands)

	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>Military</u>			
Active	1.6	2.0	1.9
Reserve	0.0	0.0	0.0
<u>Civilian</u>	0.8	0.8	0.7

In FY 1994, active military manpower in Other Personnel Support increase by +319 due to increases in activities dedicated to enhancing morale and improving community relations. There is no significant change in FY 1995.

3. Other Centralized Support

a. Departmental Headquarters (in thousands)

	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>Military</u>			
Active	7.6	6.7	6.5
Reserve	2.4	2.3	2.2
<u>Civilian</u>	4.9	4.8	4.6

In FY 1994, active military manpower in Departmental Headquarters decreases by -874 due to reductions in department-wide headquarters, including the Bureau of Naval Personnel (BUPERS) and Navy Legal Service Offices. There is no significant change in FY 1995.

The Reserve decreases in FY 1994 and FY 1995 reflect downsizing Reserve augmentees to various Active component headquarters activities.

Reductions in civilian end strength in FY 1994/5 are due to decreases in department-wide headquarters.

b. Undistributed Adjustments (in thousands)

	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>Military</u>			
Active	0.0	0.0	0.0
Reserve	0.0	0.0	0.0
<u>Civilian</u>	0.0	0.0	0.0

TABLE XV-1
ACTIVE NAVY PROGRAMMED MANPOWER STRUCTURE, PROGRAMMED MANNING,
AND END STRENGTH

(End Strength in Thousands)

TOTAL AC MILITARY DEFENSE MISSION CODES	FY 1993		FY 1994			FY 1995		
	AUTH	INV	REOT	AUTH	REQ	REOT	AUTH	REQ
Major Force Missions	331.1	321.3	304.4	302.2	99	282.5	283.6	98
Strategic Forces	14.9	14.4	13.2	13.1	99	11.2	10.8	97
Strategic Offense	13.1	12.7	11.5	11.4	99	9.4	9.1	98
Strategic Defense	0.4	0.3	0.3	0.3	97	0.3	0.3	92
Strategic C	1.4	1.4	1.5	1.4	99	1.4	1.4	99
Industrial & Stock Fund	0.0	0.0	0.0	0.0	100	0.0	0.0	100
General Purpose Forces	316.2	305.7	291.2	288.2	99	278.3	271.9	98
Land Forces	5.6	5.1	5.8	5.7	98	5.8	5.7	98
Tactical Air Forces	26.8	27.3	24.9	24.7	100	21.9	21.7	100
Naval Forces	278.2	269.0	254.4	252.6	99	244.3	239.4	98
Mobility Forces	1.3	1.2	1.3	1.3	100	1.4	1.3	96
Special Operations Forces	4.3	4.4	4.7	4.7	100	4.9	4.7	97
General Purpose Support	0.0	0.0	0.0	0.0	95	0.0	0.0	95
Theater Missile Defense	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Counter Drug Support	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Defense-Wide Missions	27.3	25.3	25.2	25.4	99	25.1	24.5	98
Intelligence & Communications	18.4	17.3	17.6	17.3	98	16.9	16.6	98
Intelligence	10.5	9.7	10.6	10.4	97	10.2	10.0	98
Communications	7.9	7.5	7.0	6.9	98	6.7	6.6	98
General Research & Development	5.6	5.1	5.3	5.1	97	5.3	5.0	97
Science & Technology Program	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Undistributed Development	0.0	0.0	0.0	0.0	100	0.0	0.0	100
RDT&E Management & Support	5.6	5.1	5.3	5.1	97	5.3	5.0	97
Other Defense-Wide Missions	3.3	2.9	3.0	2.9	97	2.9	2.9	97
Geophysical Sciences	1.7	1.6	1.5	1.4	94	1.4	1.4	95
Space Launch Support	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Nuclear Weapons Support	0.1	0.1	0.1	0.1	94	0.1	0.1	94
International Support	1.4	1.3	1.4	1.4	99	1.4	1.4	99
Defense-Wide Support Missions	168.0	164.6	149.1	144.8	97	139.4	134.5	96
Logistical Support	8.8	9.2	8.3	8.0	96	6.7	6.3	94
Supply Operations	2.5	2.7	2.6	2.4	99	2.4	2.2	99
Maintenance Operations	2.4	2.7	2.1	1.9	97	1.4	1.3	91
Other Logistical Support	3.9	3.7	3.8	3.6	93	3.0	2.9	92
Personnel Support	152.4	147.9	133.8	130.1	97	125.9	121.6	96
Personnel Acquisitions	14.0	14.0	13.7	13.2	97	13.5	12.9	96
Training	84.1	80.1	66.5	64.8	98	60.6	58.5	96
Medical	29.0	28.6	28.8	28.7	97	28.7	28.3	97
Individuals	23.2	23.4	22.7	21.4	91	21.2	19.9	91
Federal Agency Support	0.1	0.1	0.1	0.1	98	0.1	0.1	99
Other Personnel Support	2.0	1.6	2.0	2.0	98	2.0	1.9	96
Other Centralized Support	6.9	7.6	6.8	6.7	98	6.7	6.5	97
Departmental Headquarters	6.9	7.6	6.8	6.7	98	6.7	6.5	97
Retired Pay	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Undistributed Adjustments	0.0	0.0	0.0	0.0	100	0.0	0.0	100
TOTAL END STRENGTH IN BUDGET	526.4	510.0	479.4	471.5	98	454.0	441.6	97

End strength may not equal total of DMC categories due to rounding.

Note: Active Navy Manpower Structure or requirements consist of peacetime requirements.

END STRENGTH SUMMARY

(End strength in Thousands)

	Actual	Budget	
	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>End Strength in Units</u>	430.2	399.7	375.0
<u>Undistributed</u>	0	0	0
<u>Individuals Account</u>	89.7	71.8	66.6
Transients	(19.6)	(20.4)	(18.9)
PPH	(0.5)	(2.7)	(2.4)
Trainees and Students	(52.7)	(44.6)	(41.3)
Cadets and Midshipman	(4.2)	(4.1)	(4.0)
<u>Total End Strength</u>	510.0	471.5	441.6

Note: Totals may not add due to rounding.

**TABLE IV-1A
ACTIVE NAVY PROGRAMMED MANPOWER STRUCTURE, PROGRAMMED MANNING,
AND END STRENGTH**

(End Strength in Thousands)

AC OFFICERS	FY 1993		FY 1994			FY 1995		
	AUTH	INV	REQT	AUTH	MNG	REQT	AUTH	MNG
DEFENSE MISSION CODES					%			%
Major Force Missions	31.3	30.6	29.2	28.2	99	27.2	27.3	98
Strategic Forces	2.0	1.7	1.7	1.7	98	1.5	1.5	99
Strategic Offense	1.5	1.3	1.3	1.3	97	1.1	1.1	99
Strategic Defense	0.2	0.2	0.2	0.2	99	0.2	0.2	98
Strategic C	0.2	0.2	0.2	0.2	100	0.2	0.2	100
Industrial & Stock Fund	0.0	0.0	0.0	0.0	100	0.0	0.0	100
General Purpose Forces	29.6	28.8	27.5	27.2	99	26.4	25.7	98
Land Forces	0.8	0.7	0.8	0.8	98	0.8	0.8	98
Tactical Air Forces	3.8	3.8	3.8	3.7	97	3.4	3.3	97
Naval Forces	24.0	23.4	21.9	21.7	99	21.0	20.7	98
Mobility Forces	0.3	0.3	0.2	0.2	97	0.3	0.2	95
Special Operations Forces	0.7	0.7	0.7	0.7	98	0.8	0.7	97
General Purpose Support	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Theater Missile Defense	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Counter Drug Support	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Defense-Wide Missions	4.4	3.8	4.3	4.2	97	4.4	4.3	97
Intelligence & Communications	2.1	1.9	2.1	2.0	95	2.1	2.1	95
Intelligence	1.5	1.4	1.5	1.5	96	1.5	1.5	96
Communications	0.6	0.5	0.5	0.5	91	0.6	0.6	92
General Research & Development	1.3	1.1	1.3	1.3	99	1.4	1.3	99
Science & Technology Program	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Undistributed Development	0.0	0.0	0.0	0.0	100	0.0	0.0	100
RDT&E Management & Support	1.3	1.1	1.3	1.3	99	1.4	1.3	99
Other Defense-Wide Missions	1.0	0.8	0.9	0.9	99	0.9	0.9	99
Geophysical Sciences	0.4	0.3	0.3	0.3	100	0.3	0.3	100
Space Launch Support	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Nuclear Weapons Support	0.1	0.1	0.1	0.1	92	0.1	0.1	92
International Support	0.5	0.4	0.5	0.5	100	0.5	0.5	100
Defense-Wide Support Missions	31.1	32.1	30.2	29.6	98	29.5	28.9	98
Logistical Support	3.4	3.3	3.3	3.2	97	3.1	3.0	95
Supply Operations	1.6	1.7	1.6	1.6	100	1.4	1.4	100
Maintenance Operations	0.5	0.5	0.5	0.4	99	0.5	0.4	91
Other Logistical Support	1.3	1.2	1.3	1.2	94	1.3	1.2	91
Personnel Support	24.4	25.2	23.6	23.3	99	23.1	22.9	99
Personnel Acquisitions	1.4	1.4	1.4	1.3	99	1.4	1.3	97
Training	11.2	12.1	10.5	10.3	97	10.0	9.9	98
Medical	8.8	8.4	8.7	8.6	100	8.6	8.4	100
Individuals	2.7	3.1	2.8	2.8	100	3.0	3.0	100
Federal Agency Support	0.1	0.1	0.1	0.1	100	0.1	0.1	100
Other Personnel Support	0.2	0.1	0.2	0.2	100	0.2	0.2	100
Other Centralized Support	3.3	3.5	3.3	3.2	97	3.2	3.1	97
Departmental Headquarters	3.3	3.5	3.3	3.2	97	3.2	3.1	97
Retired Pay	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Undistributed Adjustments	0.0	0.0	0.0	0.0	100	0.0	0.0	100
TOTAL END STRENGTH IN BUDGET	67.6	66.3	63.7	62.7	99	61.8	60.5	98

End strength may not equal total of DMC categories due to rounding.

Note: Active Navy Manpower Structure or requirements consist of peacetime requirements.

OFFICER END STRENGTH SUMMARY

(End strength in Thousands)

	Actual	Budget	
	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>End Strength in Units</u>	54.9	53.0	51.1
<u>Undistributed</u>	0.0	0.0	0.0
<u>Individuals Account</u>	11.4	9.8	9.4
Transients	(2.9)	(3.0)	(3.0)
PFH	(0.2)	(0.1)	(0.1)
Trainees and Students	(8.4)	(6.7)	(6.4)
Cadets and Midshipman	(0.0)	(0.0)	(0.0)
<u>Total End Strength</u>	66.3	62.7	60.5

Note: Totals may not add due to rounding.

**TABLE IV-18
ACTIVE NAVY PROGRAMMED MANPOWER STRUCTURE, PROGRAMMED MANNING,
AND END STRENGTH**

(End Strength in Thousands)

AC ENLISTED DEFENSE MISSION CODES	FY 1993		FY 1994			FY 1995		
	AUTH	INV	REOT:	AUTH	% MNG	REOT	AUTH	%
Major Force Missions	299.6	290.7	275.2	273.4	99	261.6	256.3	98
Strategic Forces	12.9	12.7	11.5	11.5	95	9.7	9.3	97
Strategic Offense	11.6	11.3	10.2	10.1	95	8.3	8.0	98
Strategic Defense	0.2	0.1	0.1	0.1	95	0.1	0.1	95
Strategic C	1.2	1.2	1.2	1.2	92	1.2	1.2	92
Industrial & Stock Fund	0.0	0.0	0.0	0.0	100	0.0	0.0	100
General Purpose Forces	286.7	277.0	263.7	261.0	99	251.9	246.1	98
Land Forces	4.8	4.3	5.0	4.9	98	5.0	4.9	98
Tactical Air Forces	23.0	23.5	21.1	21.1	100	18.4	18.4	100
Naval Forces	254.2	245.6	232.5	230.9	99	223.3	218.7	98
Mobility Forces	1.0	0.9	1.1	1.0	93	1.1	1.0	97
Special Operations Forces	3.6	3.7	4.0	4.0	100	4.1	4.0	97
General Purpose Support	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Theater Missile Defense	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Counter Drug Support	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Defense-Wide Missions	22.2	21.4	21.6	21.2	98	20.8	20.2	98
Intelligence & Communications	16.3	15.4	15.5	15.2	98	14.8	14.6	98
Intelligence	9.0	8.3	9.1	8.9	98	8.7	8.5	98
Communications	7.4	7.0	6.4	6.4	99	6.1	6.0	98
General Research & Development	4.3	3.9	4.0	3.9	97	3.9	3.7	97
Science & Technology Program	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Undistributed Development	0.0	0.0	0.0	0.0	100	0.0	0.0	100
RDT&E Management & Support	4.3	3.9	4.0	3.9	97	3.9	3.7	97
Other Defense-Wide Missions	2.0	2.1	2.1	2.0	98	2.1	2.0	98
Geophysical Sciences	1.4	1.3	1.2	1.1	93	1.2	1.0	94
Space Launch Support	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Nuclear Weapons Support	0.0	0.0	0.0	0.0	100	0.0	0.0	100
International Support	0.9	0.8	0.9	0.9	96	0.9	0.9	96
Defense-Wide Support Missions	136.2	132.5	119.0	115.2	96	110.0	105.5	95
Logistical Support	5.3	5.8	5.0	4.8	95	3.6	3.4	94
Supply Operations	0.9	1.1	1.0	0.9	99	1.0	0.8	99
Maintenance Operations	1.8	2.2	1.4	1.5	96	0.9	0.8	91
Other Logistical Support	2.6	2.6	2.6	2.4	93	1.8	1.7	93
Personnel Support	128.0	122.6	110.4	106.8	96	102.8	98.8	95
Personnel Acquisitions	12.6	12.6	12.3	11.9	97	12.1	11.6	96
Training	72.9	68.0	56.0	54.4	98	50.6	48.6	97
Medical	20.2	20.3	20.3	20.1	96	20.1	19.9	96
Individuals	20.5	20.2	20.0	18.6	90	18.2	16.9	89
Federal Agency Support	0.0	0.0	0.0	0.0	93	0.0	0.0	96
Other Personnel Support	1.8	1.5	1.8	1.8	98	1.8	1.7	95
Other Centralized Support	3.6	4.0	3.5	3.5	99	3.5	3.4	98
Departmental Headquarters	3.6	4.0	3.5	3.5	99	3.5	3.4	98
Retired Pay	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Undistributed Adjustments	0.0	0.0	0.0	0.0	100	0.0	0.0	100
TOTAL END STRENGTH IN BUDGET	459.4	443.6	415.7	408.7	98	392.2	381.2	97

End strength may not equal total of DMC categories due to rounding.

Note: Active Navy Manpower Structure or requirements consist of peacetime requirements.

ENLISTED END STRENGTH SUMMARY
(End strength in Thousands)

	Actual	Budget	
	FY 1993	FY 1994	FY 1995
<u>End Strength in Units</u>	375.3	346.7	323.9
<u>Undistributed</u>	0.0	0.0	0.0
<u>Individuals Account</u>	68.3	62.0	57.2
Transients	(16.7)	(17.4)	(16.0)
PPH	(3.0)	(2.6)	(2.3)
Trainees and Students	(44.4)	(37.9)	(35.0)
Cadets and Midshipman	(4.2)	(4.1)	(4.0)
<u>Total End Strength</u>	443.6	408.7	381.2

Note: Totals may not add due to rounding.

TABLE IV-2
NAVAL RESERVE PROGRAMMED MANPOWER STRUCTURE, PROGRAMMED MANNING,
AND END STRENGTH

(End Strength in Thousands)

USER TOTAL	FY 1993		FY 1994			FY 1995		
	AUTH	INV	REOT	AUTH	MBG	REOT	AUTH	MBG
DEFENSE MISSION CODES					%			%
Major Force Missions	22.2	22.4	26.1	28.4	82	29.1	20.3	72
Strategic Forces	0.6	1.0	0.7	0.5	80	0.7	0.3	72
Strategic Defense	0.5	1.0	0.7	0.5	80	0.7	0.5	72
Strategic C	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Industrial & Stock Fund	0.0	0.0	0.0	0.0	60	0.0	0.0	60
General Purpose Forces	92.3	91.4	95.4	77.8	82	88.4	70.0	79
Land Forces	2.4	2.1	2.2	2.2	100	2.2	2.2	100
Tactical Air Forces	4.1	4.0	10.8	4.1	38	7.7	1.6	21
Naval Forces	80.8	82.5	78.5	68.7	88	74.6	63.5	85
Mobility Forces	3.5	1.6	2.5	1.4	58	2.5	1.4	57
Special Operations Forces	1.5	1.2	1.5	1.3	91	1.5	1.3	91
General Purpose Support	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Theater Missile Defense	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Counter Drug Support	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Defense-Wide Missions	7.4	7.4	8.3	5.6	68	8.3	5.2	62
Intelligence & Communications	6.3	6.3	7.0	4.5	63	7.0	4.1	59
Intelligence	4.9	4.9	5.9	3.6	61	5.9	3.2	55
Communications	1.3	1.4	1.1	0.9	85	1.1	0.9	85
General Research & Development	0.7	0.7	0.8	0.7	84	0.8	0.7	81
Science & Technology Program	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Undistributed Development	0.0	0.0	0.0	0.0	100	0.0	0.0	100
RDT&E Management & Support	0.7	0.7	0.8	0.7	84	0.8	0.7	81
Other Defense-Wide Missions	0.5	0.5	0.5	0.4	83	0.5	0.3	73
Geophysical Sciences	0.5	0.4	0.5	0.4	83	0.5	0.3	73
Space Launch Support	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Nuclear Weapons Support	0.0	0.0	0.0	0.0	100	0.0	0.0	100
International Support	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Defense-Wide Support Missions	40.5	32.6	32.8	29.4	20	30.0	25.0	83
Logistical Support	9.2	9.9	9.7	8.5	88	9.7	7.9	82
Supply Operations	3.5	3.8	3.6	3.0	82	3.6	2.6	73
Maintenance Operations	3.3	3.7	3.2	3.2	99	3.2	3.1	98
Other Logistical Support	2.3	2.4	2.9	2.3	82	2.9	2.1	75
Personnel Support	28.9	20.3	20.6	18.6	90	18.0	15.0	83
Personnel Acquisitions	9.0	2.0	1.6	1.6	98	1.6	1.5	91
Training	3.7	5.3	3.9	3.7	95	1.2	1.0	79
Medical	15.3	12.3	14.4	12.6	88	14.4	11.7	82
Individuals	0.8	0.6	0.7	0.7	100	0.7	0.7	100
Federal Agency Support	0.1	0.0	0.1	0.1	100	0.1	0.1	100
Other Personnel Support	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Other Centralized Support	2.4	2.4	2.5	2.3	92	2.4	2.2	91
Departmental Headquarters	2.4	2.4	2.5	2.3	92	2.4	2.2	91
Retired Pay	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Undistributed Adjustments	0.0	0.0	0.0	0.0	100	0.0	0.0	100
TOTAL END STRENGTH IN BUDGET	140.8	132.4	137.3	113.4	83	127.4	100.7	72

End strength may not equal total of DMC categories due to rounding.

END STRENGTH SUMMARY

(End strength in Thousands)

	<u>Actual</u>		<u>Budget</u>
	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>End Strength in Units</u>	131.8	112.7	100.0
<u>Undistributed</u>	0.0	0.0	0.7
<u>Individuals Account</u>	0.6	0.7	0.7
Transients	(0.6)	(0.7)	(0.7)
PPH	(0.1)	(0.0)	(0.0)
Trainees and Students	(0.0)	(0.0)	(0.0)
Cadets and Midshipman	(0.0)	(0.0)	(0.0)
<u>Total End Strength</u>	132.4	113.4	100.7

Note: Totals may not add due to rounding.

TABLE IV-2A
NAVAL RESERVE PROGRAMMED MANPOWER STRUCTURE, PROGRAMMED MANNING, AND END STRENGTH

(End Strength in Thousands)

USER OFFICERS	FY 1993		FY 1994			FY 1995		
	AUTH	IMV	REOT	AUTH	MSG	REOT	AUTH	MSG
DEFENSE MISSION CODES				%				%
Strategic Forces	0.1	0.2	0.1	0.1	77	0.1	0.1	77
Strategic Offense	0.1	0.2	0.1	0.1	77	0.1	0.1	77
Strategic Defense	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Strategic C	0.0	0.0	0.0	0.0	50	0.0	0.0	50
Industrial & Stock Fund	0.0	0.0	0.0	0.0	100	0.0	0.0	100
General Purpose Forces	14.1	14.6	13.5	11.4	85	12.8	10.6	83
Land Forces	0.4	0.4	0.4	0.4	100	0.4	0.4	100
Tactical Air Forces	0.6	0.6	1.3	0.5	41	0.9	0.3	30
Naval Forces	12.0	12.7	10.6	9.5	90	10.3	8.9	87
Mobility Forces	0.8	0.7	0.9	0.7	74	0.9	0.7	74
Special Operations Forces	0.3	0.3	0.3	0.3	94	0.3	0.3	94
General Purpose Support	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Theater Missile Defense	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Counter Drug Support	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Defense-Wide Missions	2.8	3.0	3.3	2.4	74	3.3	2.2	68
Intelligence & Communications	2.4	2.6	2.8	2.0	72	2.8	1.8	66
Intelligence	2.3	2.4	2.7	1.9	73	2.6	1.7	65
Communications	0.1	0.1	0.1	0.1	70	0.1	0.1	70
General Research & Development	0.3	0.4	0.4	0.3	85	0.4	0.3	82
Science & Technology Program	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Undistributed Development	0.0	0.0	0.0	0.0	100	0.0	0.0	100
RDT&E Management & Support	0.3	0.4	0.4	0.3	85	0.4	0.3	82
Other Defense-Wide Missions	0.1	0.1	0.1	0.1	86	0.1	0.1	74
Geophysical Sciences	0.1	0.1	0.1	0.1	86	0.1	0.1	74
Space Launch Support	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Nuclear Weapons Support	0.0	0.0	0.0	0.0	100	0.0	0.0	100
International Support	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Defense-Wide Support Missions	16.8	2.3	2.6	2.2	23	2.4	2.2	28
Logistical Support	2.6	2.7	2.7	2.4	89	2.7	2.2	83
Supply Operations	1.1	1.2	1.1	0.9	84	1.1	0.8	72
Maintenance Operations	0.7	0.7	0.6	0.6	94	0.6	0.6	92
Other Logistical Support	0.9	0.9	1.0	0.9	92	1.0	0.9	89
Personnel Support	12.7	5.0	5.3	5.1	96	5.2	4.6	89
Personnel Acquisitions	7.5	0.4	0.3	0.3	88	0.3	0.3	83
Training	0.3	0.4	0.3	0.3	82	0.2	0.1	60
Medical	4.9	4.0	4.6	4.5	97	4.6	4.2	91
Individuals	0.0	0.1	0.0	0.0	100	0.0	0.0	100
Federal Agency Support	0.1	0.0	0.1	0.1	100	0.1	0.1	100
Other Personnel Support	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Other Centralized Support	1.5	1.6	1.6	1.5	92	1.5	1.4	91
Departmental Headquarters	1.5	1.6	1.6	1.5	92	1.5	1.4	91
Retired Pay	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Undistributed Adjustments	0.0	0.0	0.0	0.0	100	0.0	0.0	100
TOTAL END STRENGTH IN BUDGET	33.2	27.1	26.5	22.2	86	25.6	21.1	82

End strength may not equal total of DMC categories due to rounding.

OFFICER END STRENGTH SUMMARY

(End strength in Thousands)

	Actual	Budget	
	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>End Strength in Units</u>	27.1	22.9	21.1
<u>Undistributed</u>	0.0	0.0	0.0
<u>Individuals Account</u>	0.1	0.0	0.0
Transients	(0.1)	(0.0)	(0.0)
PPH	(0.0)	(0.0)	(0.0)
Trainees and Students	(0.0)	(0.0)	(0.0)
Cadets and Midshipman	(0.0)	(0.0)	(0.0)
<u>Total End Strength</u>	27.1	22.9	21.1

Note: Totals may not add due to rounding.

TABLE IV-2B
NAVAL RESERVE PROGRAMMED MANPOWER STRUCTURE, PROGRAMMED MANNING, AND END STRENGTH

(End Strength in Thousands)

USER ENLISTED REVERSE MISSION CODES	FY 1993		FY 1994			FY 1995		
	AUTH	INV	REOT	AUTH	MSG	REOT	AUTH	MSG
Strategic Forces	0.5	0.8	0.6	0.5	81	0.6	0.4	71
Strategic Offense	0.5	0.8	0.6	0.5	81	0.6	0.4	71
Strategic Defense	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Strategic C	0.0	0.0	0.0	0.0	67	0.0	0.0	67
Industrial & Stock Fund	0.0	0.0	0.0	0.0	100	0.0	0.0	100
General Purpose Forces	78.2	76.7	81.9	66.4	81	75.6	59.5	79
Land Forces	1.9	1.7	1.8	1.8	100	1.8	1.8	100
Tactical Air Forces	3.5	3.4	9.5	3.5	37	6.8	1.3	20
Naval Forces	68.9	69.9	67.9	59.2	87	64.3	54.5	85
Mobility Forces	2.7	0.9	1.6	0.8	49	1.6	0.7	47
Special Operations Forces	1.2	0.9	1.2	1.0	91	1.2	1.0	91
General Purpose Support	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Theater Missile Defense	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Counter Drug Support	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Defense-Wide Missions	4.6	4.4	5.0	3.2	64	5.0	3.0	52
Intelligence & Communications	3.8	3.7	4.2	2.5	60	4.2	2.3	55
Intelligence	2.6	2.4	3.3	1.7	52	3.3	1.5	46
Communications	1.2	1.3	0.9	0.8	88	0.9	0.8	88
General Research & Development	0.4	0.3	0.4	0.4	83	0.4	0.3	81
Science & Technology Program	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Undistributed Development	0.0	0.0	0.0	0.0	100	0.0	0.0	100
RDT&E Management & Support	0.4	0.3	0.4	0.4	83	0.4	0.3	81
Other Defense-Wide Missions	0.4	0.4	0.4	0.3	82	0.4	0.3	72
Geophysical Sciences	0.4	0.4	0.4	0.3	82	0.4	0.3	72
Space Launch Support	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Nuclear Weapons Support	0.0	0.0	0.0	0.0	100	0.0	0.0	100
International Support	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Defense-Wide Support Missions	23.6	23.3	23.2	20.5	88	20.7	16.8	81
Logistical Support	6.6	7.1	7.0	6.1	87	7.0	5.7	82
Supply Operations	2.5	2.6	2.5	2.1	82	2.5	1.9	74
Maintenance Operations	2.7	3.0	2.6	2.6	100	2.6	2.6	100
Other Logistical Support	1.5	1.5	1.9	1.4	76	1.9	1.2	67
Personnel Support	16.1	15.3	15.3	13.6	88	12.8	10.3	81
Personnel Acquisitions	1.5	1.6	1.3	1.3	100	1.3	1.2	93
Training	3.4	4.9	3.5	3.4	96	1.0	0.9	83
Medical	10.5	8.3	9.8	8.2	83	9.8	7.6	77
Individuals	0.7	0.5	0.7	0.7	100	0.7	0.7	100
Federal Agency Support	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Other Personnel Support	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Other Centralized Support	0.9	0.9	0.9	0.8	91	0.9	0.8	92
Departmental Headquarters	0.9	0.9	0.9	0.8	91	0.9	0.8	92
Retired Pay	0.0	0.0	0.0	0.0	100	0.0	0.0	100
Undistributed Adjustments	0.0	0.0	0.0	0.0	100	0.0	0.0	100
TOTAL END STRENGTH IN BUDGET	106.2	105.3	110.8	90.5	82	101.2	79.6	78

End strength may not equal total of DMC categories due to rounding.

ENLISTED END STRENGTH SUMMARY

(End strength in Thousands)

	<u>Actual</u>	<u>Budget</u>	
	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>End strength in Units</u>	104.7	89.9	79.0
<u>Undistributed</u>	0.0	0.0	0.0
<u>Individuals Account</u>	0.5	0.7	0.7
Transients	(0.5)	(0.7)	(0.7)
PPH	(0.1)	(0.0)	(0.0)
Trainees and Students	(0.0)	(0.0)	(0.0)
Cadets and Midshipman	(0.0)	(0.0)	(0.0)
<u>Total End Strength</u>	105.3	90.5	79.6

Note: Totals may not add due to rounding.

TABLE IV-3
NAVY CIVILIAN PROGRAMMED MANPOWER STRUCTURE, PROGRAMMED MANNING, AND END STRENGTH

(End Strength in Thousands)

CIVILIAN*			
DEFENSE MISSION CODES	FY 1993	FY 1994	FY 1995
Major Force Missions	16.8	18.3	17.4
Strategic Forces	5.1	5.1	4.8
Strategic Offense	4.9	4.9	4.6
Strategic Defense	0.2	0.2	0.2
Strategic C	0.0	0.0	0.0
Industrial & Stock Fund	0.0	0.0	0.0
General Purpose Forces	31.7	33.2	32.6
Land Forces	0.0	0.0	0.0
Tactical Air Forces	0.1	0.1	0.1
Naval Forces	29.8	31.2	30.3
Mobility Forces	1.6	1.7	2.0
Special Operations Forces	0.2	0.2	0.2
General Purpose Support	0.0	0.0	0.0
Theater Missile Defense	0.0	0.0	0.0
Counter Drug Support	0.0	0.0	0.0
Defense-Wide Missions	40.8	41.6	38.2
Intelligence & Communications	6.7	6.1	5.7
Intelligence	4.1	4.1	3.9
Communications	2.6	2.0	1.8
General Research & Development	32.0	33.4	30.5
Science & Technology Program	0.0	0.0	0.0
Undistributed Development	0.0	0.0	0.0
RDT&E Management & Support	32.0	33.4	30.5
Other Defense-Wide Missions	2.1	2.1	2.0
Geophysical Sciences	1.6	1.6	1.5
Space Launch Support	0.0	0.0	0.0
Nuclear Weapons Support	0.0	0.0	0.0
International Support	0.5	0.5	0.5
Defense-Wide Support Missions	189.5	170.6	151.7
Logistical Support	159.4	140.8	123.0
Supply Operations	19.9	18.6	16.6
Maintenance Operations	101.2	91.5	76.5
Other Logistical Support	38.3	30.7	29.9
Personnel Support	25.2	25.0	24.1
Personnel Acquisitions	2.1	2.1	2.1
Training	10.2	10.1	9.0
Medical	12.1	12.0	12.3
Individuals	0.0	0.0	0.0
Federal Agency Support	0.0	0.0	0.0
Other Personnel Support	0.8	0.8	0.7
Other Centralized Support	4.9	4.8	4.6
Departmental Headquarters	4.9	4.8	4.6
Retired Pay	0.0	0.0	0.0
Undistributed Adjustments	0.0	0.0	0.0
TOTAL END STRENGTH IN BUDGET	267.1	250.5	227.3

End strength may not equal total of DMC categories due to rounding.

*While the total number of civilians in the Navy/Marine Corps team is consistent with the President's budget, approximately 2,000 Marine Corps Industrial account personnel have been allocated to the Navy's DBOF account. The service chapters reflect the actual figures.

CHAPTER V

MARINE CORPS MANPOWER REQUIREMENTS

I. INTRODUCTION

A. General

This chapter describes the Marine Corps' Total Force requirement for Active, Reserve, and Civilian manpower; displays manpower levels authorized for FY 1995; highlights trends in the program; introduces new manpower initiatives; and explains yearly manning fluctuations.

The Marine Corps has been executing a deliberate force structure reduction plan that would drive it to a CJCS directed Base Force level of 159,000 by FY 1997. Planned reductions beyond FY 1994, however, have been superseded by the outcome of Secretary Aspin's Bottom Up Review (BUR). That panel concluded that the Marine Corps would require Active forces of 174,000 to satisfy the tenets of the National Military Strategy. The FY 1994 Authorizations Act raised Marine Corps end strength to 177,000 from the previously budgeted 174,100. The Senate Armed Services Committee report further stated that "the committee expects the Marine Corps to plan to this level in future budget submissions." Notwithstanding this Congressional action, the Deputy Secretary of Defense approved a Program Budget Decision on December 13, 1993, that "directs the Marine Corps to develop an employment plan that provides a ramp down to the 174,000 end strength level by the end of FY 1994, and maintain this level through FY 1995 and the out-years."

The Marine Corps is requesting an Active Component strength of 174K for FY 1995, as directed by the Deputy Secretary of Defense. This will sustain FY 1994 force levels. The Reserve Component drops 200 from its FY 1994 authorized strength to 42,000. Civilian end strength increases slightly to 18.0K.

B. Wartime Manpower Requirements

Wartime military manpower requirements are determined by combining force structure demands with estimates for combat casualty replacement. These wartime requirements are shown in the Wartime Authorized Strength Report.

In peacetime, the requirement for civilian manpower is represented by the authorized civilian work force. On M-day, the requirement for civilian manpower may increase to reflect the support requirements associated with mobilization buildup and preparation of military forces for deployment. These requirements are also reflected on Wartime Tables of Organization ("W" T/Os). Also on M-day, peacetime civilian manpower may be reduced because some civilian employees are subject to call-up as reservists or military retirees. The Marine Corps continuously identifies those individuals who hold key positions in the Federal government and who are either members of the Ready Reserve or retired military personnel eligible for recall/mobilization.

C. Marine Corps Military Strength Request and Civilian Employment Plan

The Marine Corps selectively mans its authorized force structure within the confines of fiscal constraint and mission requirement. As the peacetime operating force requirement is lower than that during war, these organizations are typically manned below 100 percent. In time of crisis, these forces will be augmented by realigning Active Component assets or using pre-trained manpower, i.e. Selected Marine Corps Reserve, Individual Ready Reserve, and Retirees.

Marine Corps Active, Reserve, and civilian manpower requests for FY 1994 and FY 1995 are as follows:

Marine Corps Manpower Requirement
(Strength in Thousands)

	<u>ACTUAL</u>	<u>BUDGET</u>	
	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
Active Military	178.4	174.0	174.0
Marine Corps Selected Reserve	41.7	42.2	42.0
Civilian Manpower*	18.2	17.9	18.0

*While the total number of civilians in the Navy/Marine Corps team is consistent with the President's budget, approximately 2,000 Marine Corps Industrial account personnel have been allocated to the Navy's DBOF account. The service chapters reflect the actual figures.

The difference between peacetime manpower requirements and the wartime demand for manpower is the necessity to man vacant Fleet Marine Force (FMF) billets, augment supporting establishment (non-FMF) structure, and provide for casualty replacements. To meet the demand for wartime manpower, the Marine Corps will use all available assets: Active Component personnel, Selected Marine Corps Reserve, Individual Ready Reserve, Standby Reserve, retirees, and non-prior service accessions.

D. Major Force Structure Changes

1. Active Component Structure Changes

In FY 1992 the Marine Corps developed a structure drawdown plan, USMC 2001, that established a road map for modernization, consolidations, and reductions of selected units through the FYDP to achieve an end strength of 159,000. That plan provided for an end strength of 177,000 for FY 1994. With minor modification, the Marine Corps will continue to execute that plan until reaching its newly defined base force level of 174,000. These reductions were structured to allow the Corps to perform its assigned roles and missions as prescribed by the National Military Strategy.

a. Command Element. Adjustments in the Command Element are aimed at increasing command and control through enhanced communication assets, while reducing the overhead of headquarters units during peacetime. As a result, all Marine Expeditionary Brigade (MEB) headquarters will be deactivated by FY 1994. During FY 1994 the Marine Expeditionary Force (MEF) headquarters and Communications Battalions will become more robust to support increased command and control

capabilities by theater CINCs. The Force Reconnaissance companies are reduced in size as the Direct Action Platoons are deactivated.

b. Ground Combat Element. The Ground Combat Element (GCE) will reorganize and down size, striving for maximum firepower with the minimum lift footprint available, Artillery battalions have reorganized to enhance flexibility. Reconnaissance battalions will become mounted in LAVs to enhance their mobility and act as a force multiplier.

c. Aviation Combat Element. The modernization of the Aviation Combat Element (ACE) continues with the transition of A-6E to F/A-18D squadrons, which will be completed by FY 1995. F/A-18As will be replaced with night attack capable F/A-18Cs with an anticipated completion date of FY 2001. Planned acquisition of the more capable AH-1Ws continues as a replacement for older models and 25 percent of the UH-1 fleet. The Marine Air Control Groups will reorganize in FY 1994. A rotary wing MAG Headquarters and its associated support units will be deactivated during FY 1994. All Active and Reserve OV-10 squadrons have been deactivated. Base closures and realignments are anticipated through FY 1995.

d. Combat Service Support. Reorganizations and reductions in the Combat Service Support Element (CSSE) are being implemented to accommodate a 174K Marine Corps. As a result, the CSSEs within the I and II MEF remain significantly stable in size and organization. The only significant change in CSSE structure is the transfer of two Bridge Companies, with a total of 159 billets, from the Active force to the USMCR.

2. Reserve Structure Changes

A Corps-wide validation of Individual Mobilization Augmentee (IMA) structure will be completed in FY 1994. Preliminary feedback indicates that a number of existing billets will be eliminated or converted to preassigned Individual Ready Reserve (IRR) assets. IMA manning levels, shown in Tables V-2, V-2A, and V-2B, have been impacted as some hiring decisions are pending the completion of the validation.

The Selected Marine Corps Reserve FY 1995 programmed end strength is 42,000. This represents a reduction of 200 reservists from the FY 1994 authorization. Proper management of accessions and attrition will enable us to realize this slight decrease in manpower while maintaining a high state of readiness in the Selected Marine Corps Reserve.

The Selected Marine Corps Reserve will continue to be maintained at a high level of readiness, ensuring rapid mobilization of a capable force.

3. Manpower Requirement

Marine Corps Active Manpower Requirement
(Strength in Thousands)

	<u>ACTUAL</u>	<u>BUDGET</u>	
	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
Strategic Forces	*	*	*
General Purpose Forces	123.0	123.2	120.4
Intelligence & Communications	0.8	0.9	0.9
General Research & Development	0.9	0.9	0.9
Other Defense-Wide Missions	0.1	0.1	0.1
Logistics Support	1.5	1.6	1.5
Personnel Support	49.1	44.1	46.9
Other Centralized Support	2.9	3.1	3.2
Total in the Budget	178.4	174.0	174.0

Note: Details may not sum to totals due to rounding.

*Less than 50

Selected Marine Corps Reserve Manpower Requirement
(Strength in Thousands)

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
General Purpose Forces	37.6	38.2	38.2
Personnel Support	3.7	3.5	3.4
Other Centralized Support	<u>0.5</u>	<u>0.5</u>	<u>0.5</u>
Total in the Budget	41.7	42.2	42.0

**TABLE V-1
ACTIVE MARINE CORPS PROGRAMMED MANPOWER STRUCTURE,
PROGRAMMED MANNING, AND END STRENGTH**

(in thousands)

TOTAL AC MILITARY DEFENSE MISSION CATEGORIES	FY 1993		FY 1994			FY 1995		
	AUTH	INV	REOT	AUTH	%	REOT	AUTH	%
Major Force Missions	125.2	123.1	137.3	123.3	90	136.7	120.4	88
Strategic Forces	*	*	*	*	98	*	*	98
Strategic Offense	0	0	0	0	0	0	0	0
Strategic Defense	*	*	*	*	100	*	*	100
Strategic C ³	*	*	*	*	88	*	*	88
Industrial & Stock Fund Spt	0	0	0	0	0	0	0	0
General Purpose Forces	125.1	123.0	137.3	123.2	90	136.7	120.4	88
Land Forces	92.2	90.5	103.6	92.5	89	103.2	90.9	88
Tactical Air Forces	26.4	27.4	29.0	26.3	91	29.0	25.3	87
Naval Forces	6.4	5.1	4.5	4.4	96	4.4	4.2	96
Mobility Forces	*	*	*	*	100	*	*	100
Special Operations Forces	*	*	*	*	100	*	*	100
General Purpose Support	*	*	*	*	100	*	*	100
Theater Missile Defense	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Counter Drug Support	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Defense-Wide Missions	1.2	1.8	2.0	1.2	98	2.0	1.2	98
Intelligence & Communications	0.2	0.8	0.2	0.2	99	0.2	0.2	99
Intelligence	0.9	0.8	0.8	0.8	99	0.8	0.8	99
Communications	0.1	0.1	0.1	0.1	100	0.1	0.1	100
General Research & Development	0.2	0.2	0.2	0.2	96	0.2	0.2	96
Science & Technology Program	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Undist Development Program	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
RDT&E Management & Support	0.9	0.9	0.9	0.9	96	0.9	0.9	96
Other Defense-Wide Missions	0.1	0.1	0.1	0.1	100	0.1	0.1	100
Geophysical Sciences	*	*	*	*	100	*	*	100
Space Launch Support	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Nuclear Weapons Support	*	*	*	*	100	*	*	100
International Support	0.1	0.1	0.1	0.1	100	0.1	0.1	100
Defense-Wide Support Missions	52.1	53.5	52.1	48.8	94	55.4	51.6	93
Logistics Support	1.6	1.5	1.7	1.6	93	1.6	1.5	93
Supply Operations	0.2	0.2	0.3	0.3	99	0.3	0.3	99
Maintenance Operations	0.2	0.1	0.2	0.2	82	0.2	0.2	82
Other Logistics Support	1.2	1.1	1.2	1.1	94	1.1	1.0	93
Personnel Support	47.2	49.1	47.0	44.1	94	50.3	46.2	93
Personnel Acquisition	4.5	4.1	4.2	4.1	98	3.9	3.8	98
Training	33.3	35.8	35.7	33.0	92	37.0	33.7	91
Medical	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Individuals	6.6	6.7	4.2	4.2	N/A	6.7	6.7	N/A
Federal Agency Support	1.5	1.3	1.5	1.5	100	1.5	1.5	100
Other Personnel Support	1.3	1.2	1.3	1.3	97	1.3	1.2	96
Other Centralized Support	3.3	2.9	3.4	3.1	93	3.4	3.2	93
Departmental Headquarters	3.3	2.9	3.4	3.1	93	3.4	3.2	93
Retired Pay	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total End Strength in Budget	179.2	178.4	191.4	174.0	91	194.1	174.0	90

Note: Details may not sum to totals due to rounding.

*Less than 50

**TABLE V-1A
ACTIVE MARINE CORPS PROGRAMMED MANPOWER STRUCTURE,
PROGRAMMED MANNING, AND END STRENGTH**

(in thousands)

OFFICERS	FY 1993		FY 1994			FY 1995		
	AUTH	INV	REOT	AUTH	%	REOT	AUTH	%
DEFENSE MISSION CATEGORIES								
Major Force Missions	10.7	10.2	11.8	11.0	92	11.2	10.6	82
Strategic Forces	*	*	*	*	100	*	*	100
Strategic Offense	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Strategic Defense	*	*	*	*	100	*	*	100
Strategic C ³	*	*	*	*	100	*	*	100
Industrial & Stock Fund Spt	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
General Purpose Forces	10.7	10.2	11.8	11.0	92	11.2	10.6	82
Land Forces	7.7	7.9	8.7	8.0	91	8.7	7.8	89
Tactical Air Forces	2.5	2.6	2.8	2.6	92	2.8	2.4	86
Naval Forces	0.4	0.4	0.4	0.4	98	0.4	0.4	96
Mobility Forces	*	*	*	*	100	*	*	100
Special Operations Forces	*	*	*	*	100	*	*	100
General Purpose Support	*	*	*	*	100	*	*	100
Theater Missile Defense	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Counter Drug Support	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Defense-Wide Missions	0.7	0.6	0.7	0.7	98	0.7	0.7	98
Intelligence & Communications	0.2	0.2	0.2	0.2	99	0.2	0.2	99
Intelligence	0.1	0.1	0.1	0.1	99	0.1	0.1	99
Communications	*	*	*	*	100	*	*	100
General Research & Development	0.4	0.4	0.5	0.4	97	0.5	0.4	97
Science & Technology Program	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Undist Development Program	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
RDT&E Management & Support	0.4	0.4	0.5	0.4	97	0.5	0.4	97
Other Defense-Wide Missions	0.1	0.1	0.1	0.1	100	0.1	0.1	100
Geophysical Sciences	*	*	*	*	100	*	*	100
Space Launch Support	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Nuclear Weapons Support	*	*	*	*	100	*	*	100
International Support	0.1	0.1	0.1	0.1	100	0.1	0.1	100
Defense-Wide Support Missions	6.2	6.2	6.5	6.1	100	7.1	6.7	100
Logistics Support	0.3	0.3	0.3	0.3	98	0.3	0.3	98
Supply Operations	0.1	0.1	0.1	0.1	100	0.1	0.1	100
Maintenance Operations	*	*	*	*	100	*	*	100
Other Logistics Support	0.2	0.2	0.2	0.2	96	0.2	0.2	96
Personnel Support	5.2	5.5	4.2	4.6	94	5.5	5.1	93
Personnel Acquisition	0.5	0.5	0.5	0.5	99	0.5	0.5	99
Training	4.1	4.3	4.3	4.1	95	4.4	4.1	93
Medical	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Individuals	0.6	0.5	-0.1	-0.1	N/A	0.4	0.4	N/A
Federal Agency Support	*	*	0.1	0.1	100	0.1	0.1	100
Other Personnel Support	0.1	0.1	0.1	0.1	99	0.1	0.1	99
Other Centralized Support	1.2	1.2	1.3	1.2	97	1.3	1.2	97
Departmental Headquarters	1.2	1.2	1.3	1.2	97	1.3	1.2	97
Retired Pay	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total End Strength in Budget	18.3	18.4	19.0	17.9	94	19.7	18.0	91

Note: Details may not sum to totals due to rounding.

*Less than 50

**TABLE V-1B
ACTIVE MARINE CORPS PROGRAMMED MANPOWER STRUCTURE,
PROGRAMMED MANNERS, AND END STRENGTH**

(in thousands)

ENLISTED DEFENSE MISSION CATEGORIES	FY 1993		FY 1994			FY 1995		
	AUTH	INV	REOT	AUTH	%	REOT	AUTH	%
Major Force Missions	114.5	112.3	125.3	112.3	90	124.7	109.2	88
Strategic Forces	*	*	*	*	92	*	*	92
Strategic Offense	0.0	0.0	0.0	0.0	0	0.0	0.0	0
Strategic Defense	*	*	*	*	100	*	*	100
Strategic C ³	*	*	*	*	50	*	*	50
Industrial & Stock Fund Spt	0.0	0.0	0.0	0.0	0	0.0	0.0	0
General Purpose Forces	114.4	112.2	125.3	112.3	90	124.7	109.2	88
Land Forces	84.5	82.7	94.9	84.6	89	94.5	83.1	88
Tactical Air Forces	24.0	24.8	26.2	23.7	90	26.2	22.9	87
Naval Forces	5.9	4.7	4.2	4.0	96	4.0	3.8	95
Mobility Forces	*	*	*	*	100	*	*	100
Special Operations Forces	*	*	*	*	100	*	*	100
General Purpose Support	*	*	*	*	100	*	*	100
Theater Missile Defense	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0
Counter Drug Support	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0
Defense-Wide Missions	1.2	1.2	1.2	1.2	100	1.2	1.2	100
Intelligence & Communications	0.7	0.7	0.7	0.7	100	0.7	0.7	100
Intelligence	0.7	0.6	0.7	0.7	100	0.7	0.7	100
Communications	*	*	*	*	100	*	*	100
General Research & Development	0.5	0.5	0.5	0.4	95	0.5	0.4	95
Science & Technology Program	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0
Undist Development Program	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0
RDT&E Management & Support	0.5	0.5	0.5	0.4	95	0.5	0.4	95
Other Defense-Wide Missions	*	*	*	*	100	*	*	100
Geophysical Sciences	*	*	*	*	100	*	*	100
Space Launch Support	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0
Nuclear Weapons Support	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0
International Support	*	*	*	*	100	*	*	100
Defense-Wide Support Missions	45.5	46.5	46.1	42.7	93	48.3	44.2	93
Logistics Support	1.3	1.2	1.4	1.3	93	1.3	1.2	91
Supply Operations	0.2	0.2	0.2	0.2	98	0.2	0.2	98
Maintenance Operations	0.1	0.1	0.2	0.1	81	0.2	0.1	82
Other Logistics Support	0.9	0.9	1.0	0.9	93	0.9	0.8	92
Personnel Support	42.3	43.6	42.6	39.5	93	44.2	41.8	93
Personnel Acquisition	3.5	4.0	3.7	3.6	99	3.4	3.4	99
Training	9.8	30.9	32.0	28.9	90	32.6	29.6	90
Medical	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Individuals	6.0	6.2	4.3	4.3	N/A	6.3	6.3	N/A
Federal Agency Support	1.5	1.3	1.5	1.5	100	1.5	1.5	100
Other Personnel Support	1.2	1.1	1.2	1.1	96	1.2	1.1	96
Other Centralized Support	1.2	1.7	2.1	1.9	91	2.2	2.0	91
Departmental Headquarters	1.9	1.7	2.1	1.9	91	2.2	2.0	91
Retired Pay	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total End Strength in Budget	160.9	159.9	172.6	156.1	90	174.2	156.0	90

Note: Details may not sum to totals due to rounding.

*Less than 50

End Strength Summary
(End Strength in Thousands)

	Actual	Budget	
	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY1995</u>
Total AC Military			
<u>End Strength in Units</u>	<u>149.1</u>	<u>147.8</u>	<u>145.6</u>
<u>Undistributed</u>	<u>0.0</u>	<u>-2.0</u>	<u>-0.4</u>
<u>Individuals</u>	<u>29.3</u>	<u>28.2</u>	<u>28.8</u>
Transients	5.0	5.1	5.3
PPH	1.8	1.0	1.0
Trainees/Students	22.6	22.1	22.6
Cadets/Midshipmen	*	*	*
<u>Total End Strength</u>	<u>178.4</u>	<u>174.0</u>	<u>174.0</u>

Note: Details may not sum to totals due to rounding.
*Less than 50

End Strength Summary
(End Strength in Thousands)

	Actual	Budget	
	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY1995</u>
Officers			
<u>End Strength in Units</u>	<u>15.2</u>	<u>15.4</u>	<u>15.0</u>
<u>Undistributed</u>	<u>0.0</u>	<u>-0.7</u>	<u>-0.1</u>
<u>Individuals</u>	<u>3.1</u>	<u>3.2</u>	<u>3.1</u>
Transients	0.4	0.5	0.5
PPH	*	*	*
Trainees/Students	2.6	2.6	2.7
Cadets/Midshipmen	0.0	0.0	0.0
<u>Total End Strength</u>	<u>18.3</u>	<u>17.9</u>	<u>18.0</u>

Note: Details may not sum to totals due to rounding.
*Less than 50

End Strength Summary
(End Strength in Thousands)

	Actual	Budget	
	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY1995</u>
Enlisted			
<u>End Strength in Units</u>	<u>137.3</u>	<u>132.3</u>	<u>129.8</u>
<u>Undistributed</u>	<u>0.0</u>	<u>-1.3</u>	<u>0.5</u>
<u>Individuals</u>	<u>26.1</u>	<u>25.1</u>	<u>25.7</u>
Transients	4.5	4.7	4.8
PPH	1.7	1.0	1.0
Trainees/Students	20.0	19.4	19.9
Cadets/Midshipmen	*	*	*
<u>Total End Strength</u>	<u>159.9</u>	<u>156.1</u>	<u>156.0</u>

Note: Details may not sum to totals due to rounding.
*Less than 50

TABLE V-2
MARINE CORPS SELECTED RESERVE PROGRAMMED MANPOWER STRUCTURE.
PROGRAMMED MANNING AND END STRENGTH

(in thousands)

TOTAL USMCR MILITARY	FY 1993			FY 1994			FY 1995		
	AUTH	INV	REOT	AUTH	INV	REOT	AUTH	INV	REOT
DEFENSE MISSION CATEGORIES									
Major Force Missions									
General Purpose Forces	38.4	37.6	41.1	38.2	92.9	42.1	38.2	90.7	
Land Forces	32.4	32.0	35.6	33.8	94.9	36.7	34.1	92.9	
Tactical Air Forces	6.0	5.6	5.5	4.4 ¹	80.0 ¹	5.4	4.1 ²	75.9 ²	
Defense-Wide Support Missions									
Personnel Support	3.4	3.7	3.5	3.5	100	3.4	3.4	100	
Personnel Acquisition	0.2	0.2	0.2	0.2	100	0.2	0.2	100	
Military Personnel Training	3.2	3.1	2.9	2.9	100	2.9	2.9	100	
Individuals	0.0	0.5	0.4	0.4	100	0.3	0.3	100	
Other Centralized Support									
Departmental Headquarters	0.5	0.5	0.5	0.5	100	0.5	0.5	100	
Total Programmed Manning	42.3		45.1	42.2	93.6	46.0	42.0	91.3	
END STRENGTH IN THE BUDGET		41.7		42.2			42.0		

Note: Details may not sum to totals due to rounding.
¹Down due to deactivations, redesignations, reorganizations, and BRAC-relocations.
²Down as relocated units reconstitute.

TABLE V-2A
MARINE CORPS SELECTED RESERVE PROGRAMMED MANPOWER STRUCTURE.
PROGRAMMED MANNING AND END STRENGTH

(in thousands)

USMCR OFFICERS	FY 1993			FY 1994			FY 1995		
	AUTH	INV	REOT	AUTH	INV	REOT	AUTH	INV	REOT
DEFENSE MISSION CATEGORIES									
Major Force Missions									
General Purpose Forces	3.6	3.4	4.1	3.8	92.7	3.8	3.8	97.4	
Land Forces	2.9	2.7	3.5	3.3	94.3	3.3	3.3 ²	100.0 ²	
Tactical Air Forces	0.7	0.7	0.6	0.5 ¹	83.3 ¹	0.6	0.5*	83.3*	
Defense-Wide Support Missions									
Personnel Support	***	0.1	0.1	0.1	100	0.1	0.1	100	
Personnel Acquisition	***	0.1	0.1	0.1	100	0.1	0.1	100	
Military Personnel Training	***	***	***	***	100	***	***	100	
Individuals	0.0	***	***	***	***	***	***	***	
Other Centralized Support									
Departmental Headquarters	0.2	0.2	0.2	0.2	100	0.2	0.2	100	
Total Programmed Manning		3.8	4.4	4.1	93.2	4.2	4.1	97.6	
END STRENGTH IN THE BUDGET		3.7		4.1			4.1		

Note: Details may not sum to totals due to rounding.
¹Down due to deactivations, redesignations, reorganizations, and BRAC-relocations.
²Down as relocated units reconstitute.
 ***Less than 50 Marines.

TABLE V-2B
MARINE CORPS SELECTED RESERVE PROGRAMMED MANPOWER STRUCTURE.
PROGRAMMED MANNING AND END STRENGTH
(in thousands)

USMC ^R ENLISTED	FY 1993		FY 1994			FY 1995		
	AUTH	INV	PROX	AUTH	%	PROX	AUTH	%
DEFENSE MISSION CATEGORIES								
Major Force Missions								
General Purpose Forces	32.2	34.1	37.0	34.4	92.0	38.1	34.1	89.5
Land Forces	27.0	29.2	32.1	29.8	92.8	33.3	29.8	89.5
Tactical Air Forces	5.2	4.9	4.9	4.6 ¹	93.9 ¹	4.8	4.3 ²	89.6 ²
Defense-Wide Support Missions								
Personnel Support	3.5	3.6	3.4	3.4	100.0	3.3	3.3	100.0
Personnel Acquisition	0.1	0.1	0.1	0.1	100.0	0.1	0.1	100.0
Military Personnel Training	3.2	3.1	2.9	2.9	100.0	2.9	2.9	100.0
Individuals		0.4		0.4			0.4	
Other Centralized Support								
Departmental Headquarters	0.4	0.4	0.4	0.4	100.0	0.4	0.4	100.0
Total Programmed Manning	36.1		40.8	38.2	93.6	41.8	37.8	90.4
END STRENGTH IN THE BUDGET		38.1		38.2			37.8	

Note: Details may not sum to totals due to rounding.

¹ Down due to deactivations, redesignations, reorganizations, and BRAC-relocations.

² Down as relocated units reconstitute.

Marine Corps Civilian Manpower Requirement
(Strength in Thousands)

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
General Purpose Forces	9.5	9.6	9.6
Logistics Support	4.9	4.5	4.6
Personnel Support	2.7	2.8	2.8
Other Centralized Support	1.1	1.0	1.0
Total in the Budget*	18.2	17.9	18.0

Note: Details may not sum due to rounding.

*While the total number of civilians in the Navy/Marine Corps team is consistent with the President's budget, approximately 2,000 Marine Corps Industrial account personnel have been allocated to the Navy's DBOF account. The service chapters reflect the actual figures.

E. Key Manpower Issues

1. Quality of Life

The Marine Corps is being called upon, today as never before, to provide quality of life programs that will enhance readiness, encourage recruitment, and stimulate retention. With fewer Marines and the probability of increased deployment time, the quality of life we can provide will have a direct impact on our ability to perform our mission. To protect the Corps' most valuable assets -- Marines and their families -- we have committed scarce operational dollars to ensure our quality of life programs provide the most essential services. From family service centers to off-duty education, from equal opportunity to child care, our quality of life programs support the health, safety, and well being of our entire force. Although more may be required, absent additional funding, we cannot increase support for these vital programs without adversely affecting our operational capabilities.

2. Expanding Roles for Women

Title V, Subtitle D, Section 541 of the 1994 National Defense Authorization Act repealed the combat exclusion law (Title 10 USC, § 6015). Title 10 USC, § 6015, formerly restricted women from serving aboard combatant vessels. As a result of this Congressional action, the Navy intends to make surface combatants, afloat staffs, combat aircraft squadrons that deploy on combatants, and units of Naval Construction Force available for assignment of women. These actions will result in the future deployment of female Marines on amphibious shipping.

Effective April 1993, the Marine Corps established a gender neutral flight policy. Males and females may now compete on an equal basis for flight school. Specific Marine Corps orders relating to aviation have been revised to reflect this new gender neutral policy. Because the Marine Corps uses the already integrated Naval Aviation Training Command, adjustments for training female Marine aviators were not required.

The Department of Defense announced a new assignment rule for women and a corresponding definition of direct combat in January 1993. This action rescinded the old "risk rule." The Services are now reviewing all billets and MOSs previously closed to women to determine what changes will be made as a result of the new DoD policy.

3. DOPMA Grade Table Relief

The Defense Officer Personnel Management Act (DOPMA), passed into law in 1981, places a ceiling on the number of field grade officers (O-4, O-5, & O-6) that the Services may have. This threshold reflects grade tables based on field grade requirements and retention rates experienced at that time. Field grade officer retention rates and requirements have changed significantly since the enactment of this Act. Subsequent passage of joint officer legislation in 1986 and the Defense Acquisition Workforce Improvement Act in 1990 have contributed significantly to an ever widening gap between requirements and authorizations, based on grade tables. The Marine Corps currently estimates that it will experience a shortfall of 760 Majors and Lieutenant Colonels necessary to satisfy joint/external & validated internal requirements. This will have a detrimental impact on our ability to accomplish our mission.

A Marine Corps proposal to amend its grade tables is under consideration by the 103rd Congress. Pending resolution of that proposal, Congress has provided the Marine Corps temporary grade table relief for FYs 1994 & 1995. Permanent changes will likely be considered for the FY95 Defense Authorization Act.

4. Overseas Presence

The ever-changing geo-political environment impacts the makeup of the American military presence overseas. Marine Corps forces are assigned throughout the globe in support of security force and Marine Security Guard missions, but the preponderance of our overseas presence is focused in Northeast Asia. Modifications to the Marine Corps' overseas presence relative to Northeast Asia and NATO Europe are described below.

a. NATO Europe

Although American military presence in Europe is declining in response to a decreased threat from the former Soviet Union, the Marine Corps authorized strength was increased from 1,236 to 1,290 in FY 1993 with the stand up of a Marine Security Force detachment in Souda Bay, Greece. That authorization remains in effect for FY 1995.

b. Northeast Asia

Congressional legislation aimed at reducing America's military footprint in the East Asian Pacific Rim levied phased cuts on all the Services. The Marine Corps was affected by only the first phase of these reductions, which imposed a strength ceiling of 22,253 Marines for Japan and Korea. The Marine Corps achieved that threshold at the end of December 1992 and will continue to adhere to that constraint, until directed otherwise.

II. SIGNIFICANT HIGHLIGHTS

A. Active Component Military Manpower

1. General

The Marine Corps' FY 1993 end strength was 178,379. An end-strength request of 174,000 was submitted for FY 1995.

2. Programmed Manpower Structure and Programmed Manning

a. Programmed Manpower Structure, Programmed Manning, and End Strength

Programmed manning decreases are tied to force structure changes, resulting in 90 percent manning of the Active Force Structure. Table V-1 illustrates the relationship between programmed manpower structure, programmed manning, and end strength, by officer, enlisted, and total manpower categories.

b. Readiness Assessment

Readiness considerations remain a top priority for the Marine Corps. We continually strive to achieve 90 percent manning of our wartime structure, as prescribed by the Defense Planning Guidance.

Critical skills will be preserved throughout the force by judiciously using Enlistment Bonuses, Selective Reenlistment Bonuses (SRB), and appropriately conceived retention policies.

Training and education remain among the Marine Corps' highest priorities. All recruits will continue to undergo rigorous field training upon entry into the Marine Corps. This emphasis on up front training ensures that Marines arrive at their initial duty stations fully trained and ready to deploy. Follow-on training and continuing professional military education hone warrior skills and enhance the Marine Corps' readiness posture.

B. Reserve Component Military Manpower

The mission of the Marine Corps Reserve is to provide trained and qualified units and individuals for active duty in time of war, national emergency, and other such times as national security may require. The Reserve Component is comprised of three entities: the Ready Reserve, the Standby Reserve, and the Retired Reserve. Among these, the Ready Reserve, consisting of the Selected Marine Corps Reserve and the Individual Ready Reserve, is the primary source of mobilization manpower.

1. Ready Reserve

a. General

The Ready Reserve consists of two categories, the Selected Marine Corps Reserve (SMCR) and the Individual Ready Reserve (IRR). Both fall under the authority of the Commanding General, Marine Reserve Force (CG, MARRESFOR). The principal components of MARRESFOR

are a Division, an Aircraft Wing, a Force Service Support Group, two Marine Expeditionary Brigade Command Elements, and a Reserve Support Command.

b. Selected Marine Corps Reserve

Reorganization of the Selected Marine Corps Reserve throughout the FYDP will emphasize its role in augmenting and reinforcing the Active Component as well as providing a reconstitution base. More Selected Reserve units will be devoted to meeting Active Component shortfalls. The Reserve is being equipped with the same weapons and systems as the Active Component.

(1) Programmed Manpower Structure, Programmed Manning, and End Strength

(a) Programmed Manpower Structure and Programmed Manning. Table V-2 illustrates the relationship between the programmed manpower structure and programmed manning.

(b) Trained in Unit Strength. The following reflects trained in unit strength for the Selected Marine Corps Reserve:

SELECTED MARINE CORPS RESERVE TRAINED IN UNIT STRENGTH
(in Thousands)

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
End Strength	41.7	42.2	42.0
-Training Pipeline	3.1	3.0	3.0
-IMAs	1.3	1.5	1.6
Operating Strength	36.8	37.7	37.4
-Non-Unit Personnel	0.7	0.7	0.7
+Unit AC Personnel	4.6	4.4	4.4
Trained Unit Strength	42.1	42.8	42.5
Structure Requirement (Wartime)	43.5	43.7	44.9
-Non-Unit Structure	0.7	0.7	0.7
Wartime Unit Structure	42.8	43.0	44.2
% Trained in Units	98.4%	99.5%	96.2%

NOTE: Structure requirement (wartime) and wartime unit structure numbers include Active Component structure in the tactical air forces.

(2) Selected Reserve Readiness Assessment

Personnel readiness remained high in FY 1993. Percentage trained in unit strength was well above 90 percent of war time requirements. Recruitment of non-prior service and prior service Marines to match specific skill requirements by unit has consistently improved personnel readiness.

The Base Closure and Realignment Commission (BRAC) results will have the greatest impact on readiness for the foreseeable future. BRAC 93 results affected 50 percent of the Selected Marine Corps Reserve (SMCR) aviation. Nineteen separate SMCR units must stand down and "stand up" at new sites. Five receiving sites are outside the reasonable commuting distance (100-150 miles) from the original locations. A shortage of BRAC funds will delay these moves and severely restrict essential infrastructure renovations at all receiving sites. These changes further create unplanned increases in accession requirements, formal school seat training requirements, transition training and military construction (MILCON/MCNR). BRAC 95 will more heavily impact the SMCR as Air Force/Army Reserve and National Guard sites, installations, and training areas are closed in line with the Bottom-up Review.

SMCR readiness will be degraded. Plans to minimize the readiness impact are being developed, but recruiting and school seat constraints will dictate readiness reconstitution for all relocated units. Maintaining end strength will be a challenge as units close, relocate, and reconstitute from zero to their authorized manning level. SMCR end strength and the capability to augment and reinforce the Active Component will be affected for the next 3-5 years.

(3) Individual Mobilization Augmentees (IMA)

IMAs are used to provide pre-trained individual reservists to fill critical wartime billets within 24 hours after the appropriate authority is invoked. An increase in the number of IMAs is programmed during FY 1993. The increase will be used to fill identified requirements.

Individual Mobilization Augmentees
(In Thousands)

<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
Actual	Goal	Goal
1.3	1.5	1.6

(4) Full-Time Support

FTS Reservists contribute to mobilization readiness and accomplishment of the Reserve mission. They are qualified Marine reservists on active duty for periods of one to five years in support of the Marine Corps Reserve. Their knowledge and effort assist the Active forces administer policies and regulations affecting the Reserve Component, as well as the organization and administration of recruiting, instructing, and/or training the Reserve Component.

Full-Time Support Personnel
(In Thousands)

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
	Actual	Goal	Goal
Reserve (FTS)	2.3	2.3	2.3
Civilian	0.3	0.2	0.2
Active Duty	<u>4.6</u>	<u>4.4</u>	<u>4.4</u>
Total	7.2	6.9	6.9

c. Individual Ready Reserve (IRR)

The IRR consists of members of the Ready Reserve who have no mandatory training requirement. The IRR provides pre-trained Marines to fill shortfalls in Active Operating Forces and Reserve units, and also provides for the expansion of the supporting base, as necessary, to meet wartime contingency requirements.

Individual Ready Reserve
(In Thousands)

<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
69.5	69.5	69.5

2. Standby Reserve

The Standby Reserve consists of members of the Reserve Component other than those in the Ready Reserve or Retired Reserve. The Standby Reserve provides additional manpower to augment Active and Reserve forces in a national emergency declared by Congress. If mobilized, members in the Standby Reserve would require refresher training.

3. Retirees

The retired military population is composed of those members who have completed 20 or more years of active duty (both Regular and Reserve), Reserve retirees who have completed 20 or more years of qualifying service and are eligible for Reserve retired pay at age 60, and those retired for disability. Mobilization potential excludes those retired for disability.

Retirees (Mobilization Potential)
(in thousands)

	<u>FY93</u>	<u>FY94</u>	<u>FY95</u>
Categories I and II	27.3	27.3	27.3
Category III	61.3	61.3	61.3

4. Marine Corps Reserve Personnel on Active Duty for Training in Excess of 179 Days

Other than those undergoing initial skills training, the Marine Corps did not have Reserve personnel on active duty for training in excess of 179 days in FY 1993, nor are any programmed for FY 1994 through FY 1995.

C. Civilian Manpower

1. General

Marine Corps military and civilian manpower resources are integrated to maximize efficiency and avoid unnecessary duplication of effort. Civilian personnel are used to meet supporting activity requirements to the maximum extent possible, freeing Marines to man the operational forces, thereby contributing to overall effectiveness. This method of manpower resource allocation also enhances training, readiness, and sustainability. It ensures operational continuity and

provides specialized experience not otherwise available in the military structure. Marine Corps civilian personnel serve in a variety of functional areas including professional, technical, trade and administrative activities. The Marine Corps manpower request for FY 1994 includes 17,933 civilians.

2. Major Civilian Manpower Changes

Marine Corps civilian manpower requirements are in transition for a variety of reasons:

- Congressionally mandated management headquarters reductions
- Management efficiencies achieved through Defense Management Report (DMR) initiatives such as the consolidation of accounting and finance operations and the streamlining of Automated Data Processing operations and Design Centers under new Defense Agencies.
- Civilianization of military billets not requiring Active members
- Impact of Active force reductions on civilian/Marine mix performing support missions.

TABLE V-3
MARINE CORPS CIVILIAN PROGRAMMED MANPOWER
 (Direct and Indirect Hire End Strength in Thousands)

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>GENERAL PURPOSE FORCES</u>	<u>9.5</u>	<u>9.6</u>	<u>9.6</u>
Land Forces	9.4	9.5	9.5
Naval Forces	*	*	*
Mobility Forces	*	*	*
<u>LOGISTICS SUPPORT</u>	<u>4.9</u>	<u>4.5</u>	<u>4.6</u>
Supply Operations	0.2	0.2	0.2
Maintenance Operations	2.2	2.0	2.1
Other Logistics Support	2.5	2.3	2.3
<u>PERSONNEL SUPPORT</u>	<u>2.7</u>	<u>2.8</u>	<u>2.8</u>
Training	2.0	2.0	2.0
Other Personnel Support	0.6	0.6	0.6
Personnel Acquisition	0.2	0.2	0.2
<u>OTHER CENTRALIZED SUPPORT</u>	<u>1.1</u>	<u>1.0</u>	<u>1.0</u>
Departmental Headquarters	1.1	1.0	1.0
<u>END STRENGTH IN THE BUDGET**</u>	<u>18.2</u>	<u>17.9</u>	<u>18.0</u>

* Less than 50

**While the total number of civilians in the Navy/Marine Corps team is consistent with the President's budget, approximately 2,000 Marine Corps Industrial account personnel have been allocated to the Navy's DEOF account. The service chapters reflect the actual figures.

Note: Details may not sum to totals due to rounding.

Centralized management efficiencies such as the DMR are complemented by the efforts of base, depot, and air station commanders. The commanders are free, through management-to-payroll, to determine the number of civilians they require under a given budget. This latitude allows the commander to make the most efficient resource trade-offs.

3. Civilian Manpower Management

Removal of statutory civilian personnel end-of-year ceilings permits Marine Corps activities to adjust their work force to workload fluctuations, allowing high priority requirements to be met while maintaining scheduled production on routine workload.

D. Manpower Management Improvements

1. Voluntary Separation Incentive (VSI)/Special Separation Benefit (SSB) Program

During FY 1993, the Marine Corps utilized the VSI/SSB program to remedy grade and skill imbalances in the force. It had the additional benefit of improving promotion flows. Participation in this program is voluntary and provides a choice of financial incentives to selected quality career Marines who may be affected by downsizing and restructuring decisions.

In FY 1993, 274 officers and 1,377 enlisted Marines utilized this program. The scope has been expanded for officers in FY 1994 to include Captains in selective MOSs who have not yet been in zone for selection to Major. Those officers having failed selection once to Major are also eligible to apply for the program. It is anticipated that 562 enlisted members and up to 200 officers will take advantage of the program in FY 1994.

These readjustment benefits complement our current force management policies and help refine the fit between our projected inventory of Marines and our revised force structure.

2. Temporary Early Retirement Authority (TERA)

In FY 1993, the Marine Corps offered voluntary early retirement to 100 majors with 15 to 19 years of active service in over-strength skills or who had failed selection to lieutenant colonel at least one time. Forty majors exercised this early retirement option. In FY 1994, voluntary early retirement will be offered to 100 majors with 15 to 19 years of active service or those majors having failed selection to lieutenant colonel at least once. The Marine Corps does not plan to use the temporary early retirement authority in FY 1995 since the force reductions will be complete at the end of FY 1994.

3. Officer Force Management

The FY 1991 Defense Authorization Act mandated steep reductions in military manpower through the period ending in FY 1995. To encourage early voluntary retirements, Congress authorized a limited number of officers to retire with two rather than the normal three years in grade. The Marine Corps intends to continue to allow as many officers as possible to retire under that provision to improve grade and year group imbalances. Congress also enhanced the Services' ability to effect involuntary reductions through an amendment to DOPMA

which provides additional officer management flexibility. Among the provisions included in the amendment was expanded selective early retirement (SER) authority.

In FY 1993, 16 colonels (12 percent selection rate) and 62 lieutenant colonels (30 percent selection rate) were selected for early retirement. The Marine Corps does not intend to implement the selective early retirement in FYs 1994 or 1995.

Officer end strength will continue to decline to a level of 17,851. This will support an Active force level of 174,000 in FY 1994. During FY95 we anticipate achieving our final officer end strength requirement of 17,980 to sustain our base force.

4. Enlisted Force Management

The Enlisted Career Force Controls (ECFC) program will remain the mainstay of enlisted force management during FY 1995. ECFC is a comprehensive manpower management program designed to provide Marines with the correct grades and skills to commanders, as well as equitable promotion opportunity and tempo across all Marine Corps skills. The program involves shaping of the grade structure in order to provide structural equitability and to control the flow of Marines into the career force grade structure. By controlling the demand (grade structure) and the supply (Marines with greater than 4 YOS), promotion equity will result.

In early FY 1992 significant refinements to the ECFC included transitioning to an up-or-out promotion policy for enlisted members and the establishment of variable promotion opportunities dependent upon individual skill promotion tempo. These refinements enhance the ability to ensure the time-in-service goals for each grade are met, which means individual Marines are assured an equitable opportunity to progress through the ranks. The Marine Corps has not conducted an Enlisted Selective Early Retirement Board since FY 1992 nor do we expect to use it in the future. The ECFC's up-or-out policy obviates the necessity for ESERB's for E-8s and E-9s.

5. Recruiting

With the downsizing of the Armed Forces, base closures, and dramatic realignment within the defense industry, and a new national service corps, our society tends to become more "civilianized." This trend has a ripple effect on people's lives, as well as their attitudes. Layoffs from the military alone have emerged as the single largest impact on the workforce of the 90s. Hence, the perception of less relevant Armed Forces does not elude the public. Many now believe that an opportunity for rewarding military careers no longer exists. With the collapse of the Soviet Union, young people simply fail to see a defined role for the military, i.e., no threat.

Available young Americans have grown less disposed toward military service and at the same time, resources in support of recruiting are becoming more scarce. Meanwhile, recruiting requirements remain fairly high (the Marine Corps' FY94 & FY95 total force requirements alone could exceed 47,000 each year), and the population of potential recruits has not yet begun to grow.

For the immediate future, we must remain vigilant to avoid serious declines in force quality -- specifically in terms of aptitude and education. With smaller Naval Forces, our people must perform a

wider variety of tasks with less direct supervision. They must be talented and versatile. Consequently, high quality recruits are more critical than ever. To ensure the necessary flow of quality recruits, we must maintain a solid corps of recruiters who have sufficient recruiting and advertising resources to enable them to accomplish their recruiting mission with a reasonable amount of effort.

6. Management Information

By October 1994, the Marine Corps will complete the merger of the Reserve Manpower Management and Pay System (REMMPS) with the Joint Uniform Military Pay System/Manpower Management System (JUMPS/MMS). This new "Total Force" integrated personnel and pay system known as the Marine Corps Total Force System (MCTFS) will also include Retiree Personnel Management information. It will enhance the overall readiness of the Marine Corps by eliminating the requirement to transfer personnel and pay data when reservists or retirees are recalled to active duty.

The Marine Corps implemented a new Table of Manpower Requirements (T/MR) system during 1992. The T/MR supports the development, validation, and publication of Marine Corps Tables of Organization (T/O). Although a T/MR system has existed since the mid 1970s, the new system will provide planners with capabilities such as on-line development and staffing of T/O change requests that were previously unavailable. The system stores and maintains the Marine Corps Regular and Reserve T/Os and develops a target force.

Integrated within the T/MR software system are the major mechanisms of the Manning Level Process (MLP) and Total Force Planning Model (TFPM). The MLP translates budgeted end strength into authorized billets by grade, Military Occupational Specialty (MOS), and Monitored Command Code (MCC), in a report called the Authorized Strength Report (ASR). The TFPM provides the automated capability to allocate authorized end strength among user-defined Billet MOSSs, non-primary MOSSs, and the individuals account ensuring that the Manpower Planning Process adheres to end strength, MOS, and grade constraints. The T/MR system enhances the manpower process by identifying inconsistencies and facilitating tracking methods.

Development of the Enlisted Planning System (EPS) was begun in 1985. The last module of the system will be completed in 1994. EPS is a set of manpower management tools designed to assist enlisted planners develop thoroughly integrated manpower plans. It will enhance the Marine Corps' ability to plan accessions and training, shape the force, and manage enlisted end strength.

The Marine Corps continues with the Total Force Manpower Process Modernization (TFMPM) project. The purpose of the project is twofold: to convert existing software models used in the assignment process to current form, eliminating the requirement to run these models on antiquated hardware systems; and to research the feasibility of using these models to support the Reserve Component. Many of the models are being updated to accommodate a wider range of variables and we are investigating the possibility of integrating the models we currently use. These conversions will ensure the viability of the models well into the 21st century.

7. Requirements Determination

The Marine Corps developed a process to balance critical workload requirements and available manpower resources. The Manpower Requirements Assessment Survey (MRAS) was designed out of a need for a capability to assign a limited civilian manpower base to prioritized workload requirements. Due to the magnitude of civilian manpower reductions, the available work force is not always sufficient to perform all required tasks. This process, which will allow us to maximize the effectiveness and efficiency of our civilian workforce, was begun in mid-January 1992 and completed its primary objectives by the end of FY94.

8. Conversion of Unaccompanied Billets

The Marine Corps has a ceiling of 3,700 accompanied tour billets in Okinawa. This has grown from a base of approximately 800 Marines serving accompanied tours in Okinawa in 1981. The Marine Corps filled 3,250 accompanied billets in fiscal year 1993. The present target in fiscal year 1994 is 3,571. Planned increases will allow the Marine Corps to grow to 3,700 accompanied tours by FY 1997. Accompanied tours provide stability and increase readiness for both WestPAC and CONUS commands. Cost savings in permanent change of station dollars are also realized as more billets are converted to accompanied tours.

Our present plan allows for 3,571 accompanied billets this fiscal year and a gradual increase of 43 billets each year thereafter, reaching 3,700 accompanied billets in Okinawa by FY 1997.

9. Unit Deployment Program

Since implementing the UDP, the Marine Corps has realized several significant benefits. Marines are now stabilized in the same tactical units for up to three years. This has not only strengthened unit cohesion, but has enhanced continuity of training and given Marine operational forces a greater expeditionary posture. All these benefits have together increased combat readiness.

The Marine Corps was able to continue UDP during OPERATION DESERT SHIELD/DESERT STORM with reduced unit participation and augmentation by SMCR units, but resumed full execution by the start of FY 1992. Force structure reduction decisions may force modifications to the UDP in the future. Nevertheless, the Marine Corps will continue to make maximum use of this successful and beneficial program for manning forces in the Western Pacific.

III. MARINE CORPS PROGRAMMED MANPOWER BY DMC

A. Major Force Missions

Marine Corps forces captured within this category are primarily combatant related activities or programs that directly support them. In FY 1995, 120.3K Marines (69.1 percent of the Active Marine Corps) will fall in this category. Units accounted for here are all rapidly deployable and exist primarily to conduct combat operations.

With the exception of Reserves filling Individual Mobilization Augmentee billets, undergoing initial active duty for training, or serving on full-time active duty, the entire Selected Marine Corps Reserve constitutes general purpose forces.

1. Strategic Forces (in thousands)

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	*	*	*

* Less than 50

2. General Purpose Forces (in thousands)

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	123.1	123.3	120.4
Reserve	37.6	38.2	38.2
Civilian	9.5	9.6	9.6

B. Defense Wide Missions

This category encompasses intelligence and communications, general research and development, other defense-wide mission activities and the programs that directly support them. Though Marine Corps participation in these areas appears somewhat minimal, Marines assigned herein cover a broad range of duties to include support to Defense agencies, on-site inspection teams, and technical assistance field teams.

1. Intelligence and Communications (in thousands)

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	0.8	0.9	0.9

2. General Research & Development (in thousands)

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	0.9	0.9	0.9

3. Other Defense-Wide Missions (in thousands)

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	0.1	0.1	0.1

C. Defense-Wide Support Missions

This heading encompasses all defense-wide support missions including the personnel programs for recruitment, retention, training, etc.; logistics support programs such as central supply and maintenance; and other centralized support such as departmental headquarters. Marines found in this category are typically assigned to bases and stations that provide support to tenant Fleet Marine Force units. Civilians captured under this category reinforce capabilities

directly affecting readiness and sustainability of Marine Corps operating forces and further serve safety and quality of life functions.

1. Logistics Support (in thousands)

	<u>FY 93</u>	<u>FY'94</u>	<u>FY 95</u>
<u>Military</u>			
Active	1.5	1.6	1.5
Reserve	*	*	*
Civilian	4.9	4.5	4.6

* Less than 50.

2. Personnel Support (in thousands)

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	49.1	44.1	46.9
Reserve	3.7	3.5	3.4
Civilian	2.7	2.8	2.8

3. Other Centralized Support (in thousands)

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	2.9	3.1	3.2
Reserve	0.5	0.5	0.5
Civilian	1.1	1.0	1.0

CHAPTER VI

AIR FORCE MANPOWER REQUIREMENTS

I. INTRODUCTION

A. General

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

B. Wartime Manpower Requirements

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 1995-2000 will be used to form the basis for a new Wartime Manpower Mobilization Planning System (WARMAPS) data base. This data base will be used to produce new estimates of the Air Force's wartime manpower requirements.

C. Strength Request

The FY 1995 request for active military, reserve military, and civilian manpower is as follows:

Air Force Strength Request and Civilian Employment Plan (End Strength in Thousands)

	<u>FY 94</u>	<u>FY 95</u>
Active Military	425.7	400.1
Reserve		
ANG	117.7	115.6
USAFR	81.5	78.7
Civilian	201.5	195.4

D. Major Changes Affecting Manpower

The tables VI-1 through VI-4 display manpower by Defense Mission Category (DMC), showing inventory for FY 1993 and the FY 1994 - FY 1995 totals in the FY 1995 request (end strength in thousands).

Table VI-1

Active Military
(In Thousands)

	<u>FY 93</u> ¹	<u>FY 94</u>	<u>FY 95</u>
<u>Major Force Missions</u>	264.6	246.2	226.2
Strategic Forces	58.9	51.3	42.3
Strategic Offense	47.3	40.7	32.1
Strategic Defense	5.4	5.1	5.0
Strategic C3	6.3	5.5	5.1
General Purpose Forces	205.7	194.9	183.9
Tactical Air Forces	137.1	127.4	118.7
Mobility Forces	60.8	58.6	56.3
Special Operations Forces	7.8	8.8	8.9
<u>Defense-Wide Missions</u>	58.6	58.5	57.7
Intelligence & Communications	36.2	36.0	35.7
Intelligence	18.5	18.0	19.0
Communications	17.7	18.0	16.7
General Research & Development	8.5	8.3	8.2
Science & Technology Program	1.8	1.8	1.8
RDT&E Management & Support	6.7	6.5	6.3
Other Defense-Wide Missions	13.9	14.2	13.8
Geophysical Sciences	7.8	8.0	7.8
Space Launch Support	2.2	2.2	2.2
Nuclear Weapons Support	0.2	0.2	0.2
International Support	3.8	3.7	3.7
<u>Defense-Wide Support Missions</u>	121.1	121.0	116.2
Logistics Support	15.1	15.4	14.3
Supply Operations	0.9	1.8	1.1
Maintenance Operations	1.3	1.2	1.1
Other Logistics Support	12.9	12.4	12.1
Personnel Support	95.9	96.0	92.4
Personnel Acquisition	10.5	10.1	9.8
Training	37.0	38.3	38.4
Medical	35.9	37.1	37.0
Individuals	11.0	8.9	5.6
Federal Agency Support	0.1	0.1	0.1
Other Personnel Support	1.5	1.5	1.5
Other Centralized Support	10.1	9.6	9.5
Departmental Headquarters	10.1	9.6	9.5
Total End Strength in Budget	444.4	425.7	400.1

Note: Details may not sum to totals due to rounding.

Table VI-2

U.S. Air Force Reserve
(In Thousands)

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Major Force Missions</u>	<u>61.7</u>	<u>61.6</u>	<u>59.1</u>
Strategic Forces	0.6	1.4	1.4
Strategic Offense	0.0	0.7	0.7
Strategic Defense	0.6	0.7	0.7
General Purpose Forces	61.0	60.1	57.7
Tactical Air Forces	17.5	15.7	14.5
Mobility Forces	42.2	43.4	42.1
Special Operations Forces	1.4	1.1	1.1
<u>Defense-Wide Missions</u>	<u>4.3</u>	<u>4.4</u>	<u>4.4</u>
Intelligence & Communications	3.2	3.4	3.4
Intelligence	1.9	2.1	2.1
Communications	1.3	1.4	1.4
General Research & Development	0.9	0.8	0.8
RDT&E Management & Support	0.9	0.8	0.8
Other Defense-Wide Missions	0.2	0.2	0.2
Geophysical Sciences	0.2	0.2	0.2
<u>Defense-Wide Support Missions</u>	<u>14.6</u>	<u>15.5</u>	<u>15.2</u>
Logistics Support	3.0	3.2	2.8
Maintenance Operations	1.5	1.5	1.5
Other Logistics Support	1.6	1.7	1.2
Personnel Support	8.4	9.5	9.6
Personnel Acquisition	0.3	0.3	0.3
Training	1.7	2.6	2.6
Medical	5.9	6.1	6.2
Federal Agency Support	0.4	0.4	0.4
Other Centralized Support	3.2	2.8	2.8
Departmental Headquarters	3.2	2.8	2.8
Total End Strength in Budget	80.6	81.5	78.7

Note: Details may not sum to totals due to rounding.

Table VI-3

Air National Guard
(In Thousands)

	<u>FY 93'</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Major Force Missions</u>	<u>93.4</u>	<u>93.7</u>	<u>91.7</u>
Strategic Forces	9.5	8.9	8.9
Strategic Offense	0.0	1.0	1.0
Strategic Defense	9.5	7.9	7.9
General Purpose Forces	83.9	84.8	82.8
Tactical Air Forces	51.7	48.9	46.3
Mobility Forces	31.4	35.1	35.7
Special Operations Forces	0.8	0.8	0.8
<u>Defense-Wide Missions</u>	<u>14.7</u>	<u>14.6</u>	<u>15.1</u>
Intelligence & Communications	14.1	14.0	14.5
Intelligence	0.1	0.1	0.7
Communications	14.0	13.9	13.8
Other Defense-Wide Missions	0.6	0.6	0.6
Geophysical Sciences	0.6	0.6	0.6
<u>Defense-Wide Support Missions</u>	<u>9.1</u>	<u>9.4</u>	<u>8.8</u>
Personnel Support	6.5	7.2	7.0
Personnel Acquisition	0.5	0.5	0.5
Training	1.0	1.7	1.5
Medical	5.0	5.0	5.0
Other Centralized Support	2.6	2.2	1.8
Departmental Headquarters	2.6	2.2	1.8
Total End Strength in Budget	117.2	117.7	115.6

Note: Details may not sum to totals due to rounding.

Table VI-4

Civilians
(In Thousands)

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Major Force Missions</u>	78.6	78.0	74.2
Strategic Forces	11.3	11.2	9.6
Strategic Offense	6.5	6.8	5.5
Strategic Defense	4.4	3.9	3.7
Strategic C3	0.4	0.5	0.4
General Purpose Forces	67.3	66.8	64.6
Tactical Air Forces	38.1	37.6	35.1
Mobility Forces	27.8	27.6	28.0
Special Operations Forces	1.3	1.5	1.4
Counter Drug Support	0.1	0.1	0.1
<u>Defense-Wide Missions</u>	25.4	26.0	25.8
Intelligence & Communications	8.6	9.7	9.6
Intelligence	3.2	3.4	3.3
Communications	5.4	6.3	6.3
General Research & Development	11.6	10.9	10.9
Science & Technology Program	5.2	5.3	5.1
RDT&E Management & Support	6.4	5.6	5.8
Other Defense-Wide Missions	5.2	5.4	5.3
Geophysical Sciences	2.8	2.6	2.4
Space Launch Support	0.8	1.2	1.2
International Support	1.6	1.6	1.7
<u>Defense-Wide Support Missions</u>	97.8	97.6	95.4
Logistics Support	65.3	62.8	60.6
Supply Operations	8.8	8.6	2.9
Maintenance Operations	31.1	30.6	29.9
Other Logistics Support	25.4	23.6	27.8
Personnel Support	21.3	22.7	22.5
Personnel Acquisition	1.9	2.0	2.2
Training	10.6	11.4	11.1
Medical	7.6	8.9	8.8
Other Personnel Support	1.2	0.4	0.4
Other Centralized Support	11.2	12.1	12.3
Departmental Headquarters	11.2	12.1	12.3
Total End Strength in Budget	201.7	201.5	195.4

Note: Details may not sum to totals due to rounding.

The following sections highlight Air Force major force structure areas and include a brief rationale for participation by either the Active or Reserve Component. Specific changes in force structure are detailed in Section III, Air Force Manpower Requirements by Defense Mission Category (DMC).

1. Strategic Offense

In FY 1995, these forces consist of strategic bomber aircraft, tanker aircraft, and Intercontinental Ballistic Missiles (ICBMs) and the programs that directly support them. Participation by the ANG/USAFR in the nuclear offensive mission is limited to air refueling operations because of the highly time-sensitive nature of bomber and missile operations and the intensive peacetime training requirements. In FY 1994, some B-1 aircraft transferred from the active forces to the ANG, and some B-52 aircraft transferred from the active forces to the USAFR. In FY 1993, the ICBM mission transferred to Space Command.

2. Strategic Defense

In FY 1995, these forces consist of space and missile defense systems, interceptor forces, surveillance forces and the programs that directly support them. Strategic Defensive Forces include those assets with a primary mission of providing early warning of a bomber or cruise missile attack. Space defense consists of elements dealing with defense against space based objects or the defense of US space assets. AFSPACECOM supplies ground surveillance assets to include the Distant Early Warning line, North Warning System, and Joint Surveillance System (47 FAA radars, aerostats, ground system connectivity, and Region Operational Control Centers/Sector Operational Control Centers). Additionally, the ground environment activities include the NORAD Command Post, the missile warning center, and space surveillance centers in Cheyenne Mountain, and the Consolidated Space Operations Center at Falcon AFB, CO. Air defense of the United States is a traditional mission of the Air Reserve Component (ARC). For over 30 years, ANG units have performed air defense alert in the United States. The ANG now performs 100 percent of the air defense fighter interceptor mission.

3. Strategic Command, Control and Communications

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 USCINSTRAT can effect the peacetime positive control and management activities, as well as the emergency alerting, posturing, and employment of ICBMs, SLBMs and strategic nuclear bombers. The ground environment activities include three ballistic missile early warning sites; five Submarine Launch Ballistic Missile detection and warning sites, and spaced based Tactical Warning/Attack Assessment (Defense Support Program) and its associated ground and mobile support system.

4. 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 25 percent of our total fighter forces, another 35 percent provides stateside rotational units.

The remaining is provided by the ARC. The ARC are able to provide a responsive military capability during a national crisis. In our fighter force, ARC units will comprise 36 percent of the total force by 1995. The ARC fighter force is being modernized simultaneously with the active force with F-15 and F-16 aircraft. This force posture has been developed so that the rotation base of training and operational fighter units supports overseas fighter force commitments. The ANG provides 100 percent of the RF-4C reconnaissance forces. The USAFR also contributes KC-10 associate aircrews.

Training requirements must be considered in developing the total fighter force structure. Close air support, interdiction, counterair and strategic attack bomber missions are complex and require high levels of training and, in many cases, specialized training ranges to retain proficiency. The part-time nature of the ARC 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.

5. Mobility Forces

The proper mix of active and reserve force units is necessary to maintain a non-mobilized surge and contingency support capability in addition to performing day-to-day airlift missions. Peacetime airlift augmentation and wartime surge missions are well suited to the ARC. In addition to providing strategic and tactical airlift aircraft units and associate C-5, C-9, and C-141 units, the ARC also provide substantial capabilities in aeromedical evacuation, rescue and recovery, aerial port operations, and weather reconnaissance.

E. Key Manpower Issues

The Air Force continues to undergo its most fundamental reshaping since it was established as a separate Service nearly half a century ago. The broad sweep of change has touched every corner of the Air Force and every aspect of how we do business.

This reshaping has been driven by the demands of a new era -- new thinking, new security challenges and opportunities, new fiscal constraints and new technology. The Air Force began this effort four years ago when we developed a strategic planning framework, Global Reach - Global Power, to set out our vision of what air and space power can bring to the Nation's defense. Simply put, Global Reach - Global Power gives us a clear view of aerospace power's inherent strengths -- speed, range, flexibility, precision and lethality -- and helps us focus on what we need to do to create and nurture these strengths. Global Reach - Global Power is the overarching structure within which we plan, program and budget all our activities.

The Air Force has continued to incorporate the principles of total quality management into every aspect of the Air Force -- streamlining and delayering organizations, removing roadblocks to improvement and empowering people from bottom to top. We have cut headquarters' staffs, restructured numbered air forces, eliminated air divisions, consolidated laboratories and given our wings and squadrons an entirely new look.

By planning within our vision and managing wisely, we have been able to design a program well suited for what the President and the

Nation will need in the future. This leaner, meaner Air Force is more efficient in peacetime. In war, it will be even more lethal than it was in the Gulf.

Our experience in the Gulf underscored the need to change outdated distinctions between strategic and tactical -- for airframes and for major commands. As a result, Air Combat Command (ACC) now blends the airborne firepower of the Air Force into one command, erasing outdated distinctions that matched tactical aircraft to armies and long-range aircraft to a strategic nuclear mission. ACC's bombers now train for a variety of conventional roles where their crews will practice to be as proficient at hitting tanks as they are at hitting enemy warmaking capacity. Likewise, Air Mobility Command now lines up most of our mobility and refueling assets on the same team, enabling the American response to reach its destination anywhere on the globe.

The Gulf also proved that the real source of victory is competence -- the kind of competence that can only be gained from years of realistic training and exercises. Our ongoing training initiatives will help preserve this winning edge, even in the face of severe personnel drawdowns, by improving our training structure and raising training standards. In 1993, for example, we transferred all weapon system crew training to Air Training Command (to form Air Education and Training Command) to enable the operational commands to concentrate on their mission of combat preparation. Action is also being taken to strengthen Air Force technical training and education responsibilities. The planned changes will ensure a single, coherent education and training structure for all Air Force personnel from initial entry through retirement.

As forces are reduced and manpower levels decline in concert with our new reshaping strategy, the Air Force has drawn down the active duty force and shifted a greater percentage of the total mission to the ARC. Every effort is being made to ensure military reductions minimize internal turmoil, afford maximum transition assistance to members and sustain future mission requirements. It is critical to note that manpower reductions in FY 1994 and FY 1995 will not generate significant savings in personnel pay and allowances because of the need to offset the cost of separation payments associated with the Voluntary Separation Incentive, Special Separation Benefit, and 15 Year Retirement.

The FY 1995 President's Budget calls for a reduction in Air Force active duty military manpower from 425,700 in FY 1994 to 400,000 in FY 1995. The FY 1995 figure represents a 56 percent reduction in manpower from the Vietnam-era high point in 1968 and a 34 percent reduction since the mid-eighties. Civilian manpower levels will fall to 201,521 in FY 1994 and 195,418 in FY 1995. The civilian figure for FY 1995 is 44 percent lower than the all-time high in 1969 and a 26 percent reduction since the mid-eighties. Further, between 1973 and 1994, the Air Force has reduced total management headquarters manpower by over 25,000. The net effect is a 62 percent reduction in the management headquarters, compared to a corresponding reduction of 39 percent in the combined active duty military and civilian manpower levels during the same period.

The Air Force hopes to minimize the impact of involuntary military reductions in 1994 by offering voluntary separation incentives to selected military members and utilizing the temporary 15-year retirement authority granted by Congress in the FY 1993 National Defense Authorization Act. Regional involuntary separations in the

civilian work force will occur due to resizing and base closures; however, every effort will be made through the DoD Priority Placement Program to lessen the impact on affected personnel.

II. SIGNIFICANT HIGHLIGHTS

A. Active Component Military Manpower

1. General

Military manpower end strength in the FY 1995 President's Budget is 425,700 in FY 1994 and 400,000 in FY 1995.

The FY 1994 military manpower decreases are primarily related to three types of actions. Force structure reductions are projected across many weapon systems and proportionate manpower reductions are reflected. Three successive rounds of base closures have required significant reductions in base operating support manpower. Finally, efficiency initiatives and the Defense Management Report program have streamlined our organizations and support functions, eliminated management layers, and initiated new technologies to save manpower. Accession levels have been adjusted to assure our future force will have the skills required to support a smaller Air Force.

2. Programmed Manpower Structure, Programmed Manning, and End Strength

Table VI-5 reflects Air Force Programmed Manpower Structure, Programmed Manning, and End Strength.

Table VI-5
ACTIVE AIR FORCE PROGRAMMED MANPOWER STRUCTURE, PROGRAMMED MANNING AND END STRENGTH
(In Thousands)

TOTAL ACTIVE MILITARY DEFENSE MISSION CATEGORIES	FY 1993		FY 1994			FY 1995		
	INV	AUTH	RECT	AUTH	MNG	RECT	AUTH	MNG
Major Force Missions								
<u>Strategic Forces</u>	<u>59.0</u>	<u>59.0</u>	<u>51.9</u>	<u>51.3</u>	<u>99%</u>	<u>42.8</u>	<u>42.2</u>	<u>99%</u>
Strategic Offense	47.3	47.3	41.2	40.7	99%	32.6	32.1	98%
Strategic Defense	5.4	5.4	5.1	5.1	100%	5.1	5.0	98%
Strategic C	6.3	6.3	5.6	5.5	98%	5.1	5.1	100%
<u>General Purpose Forces</u>	<u>205.7</u>	<u>210.2</u>	<u>197.1</u>	<u>194.8</u>	<u>99%</u>	<u>186.0</u>	<u>183.2</u>	<u>99%</u>
Tactical Air Forces	137.1	137.1	128.6	127.4	99%	119.9	118.7	99%
Mobility Forces	60.8	64.8	59.6	58.6	98%	57.2	56.3	98%
Special Operations Forces	7.8	8.3	8.9	8.8	99%	8.9	8.9	100%
Defense-Wide Missions								
<u>Intelligence & Communications</u>	<u>36.2</u>	<u>37.5</u>	<u>36.2</u>	<u>36.0</u>	<u>99%</u>	<u>36.0</u>	<u>35.7</u>	<u>99%</u>
Intelligence	18.5	19.7	18.1	18.0	99%	19.2	19.0	99%
Communications	17.7	17.8	18.1	18.0	99%	16.8	16.7	99%
<u>General Research & Development</u>	<u>8.5</u>	<u>8.5</u>	<u>8.3</u>	<u>8.3</u>	<u>100%</u>	<u>8.1</u>	<u>8.1</u>	<u>100%</u>
Science & Technology Program	1.8	1.8	1.8	1.8	100%	1.8	1.8	100%
RDT&E Management & Support	6.7	6.7	6.5	6.5	100%	6.3	6.3	100%
<u>Other Defense-Wide Missions</u>	<u>14.0</u>	<u>14.0</u>	<u>14.4</u>	<u>14.1</u>	<u>98%</u>	<u>14.2</u>	<u>13.9</u>	<u>98%</u>
Geophysical Sciences	7.8	7.8	8.3	8.0	96%	8.1	7.8	96%
Space Launch Support	2.2	2.2	2.2	2.2	100%	2.2	2.2	100%
Nuclear Weapons Support	0.2	0.2	0.2	0.2	100%	0.2	0.2	100%
International Support	3.8	3.8	3.7	3.7	100%	3.7	3.7	100%
Defense-Wide Support Mission								
<u>Logistics Support</u>	<u>15.1</u>	<u>15.7</u>	<u>15.4</u>	<u>15.4</u>	<u>100%</u>	<u>14.3</u>	<u>14.3</u>	<u>100%</u>
Supply Operations	0.9	1.4	1.8	1.8	100%	1.1	1.1	100%
Maintenance Operations	1.3	1.3	1.2	1.2	100%	1.1	1.1	100%
Other Logistics Support	12.9	13.0	12.4	12.4	100%	12.1	12.1	100%
<u>Personnel Support</u>	<u>96.0</u>	<u>90.1</u>	<u>100.2</u>	<u>96.0</u>	<u>96%</u>	<u>96.4</u>	<u>92.4</u>	<u>96%</u>
Personnel Acquisition	10.5	10.6	10.5	10.1	96%	10.1	9.8	97%
Training	37.0	39.3	38.7	38.3	99%	38.8	38.4	99%
Medical	35.9	37.4	40.4	37.1	92%	40.3	37.0	92%
Individuals	11.0	1.1	8.9	8.9	100%	5.6	5.6	100%
Federal Agency Support	0.1	0.1	0.1	0.1	100%	0.1	0.1	100%
Other Personnel Support	1.5	1.6	1.6	1.5	94%	1.5	1.5	100%
<u>Other Centralized Support</u>	<u>10.1</u>	<u>10.0</u>	<u>10.0</u>	<u>9.6</u>	<u>96%</u>	<u>9.9</u>	<u>9.5</u>	<u>96%</u>
Departmental Headquarters	10.1	10.0	10.0	9.6	96%	9.9	9.5	96%
End Strength in the Budget	444.6	444.4	433.5	425.7	98%	407.7	400.0	98%

Note: Details may not sum due to rounding.

Table VI-5a

ACTIVE AIR FORCE PROGRAMMED MANPOWER STRUCTURE, PROGRAMMED MANNING AND END STRENGTH

(In Thousands)

ACTIVE OFFICERS DEFENSE MISSION CATEGORIES	FY 1993		FY 1994			FY 1995		
	INV	AUTH	REQD	AUTH	MNG	REQD	AUTH	MNG
Major Force Missions								
Strategic Forces	2.2	2.2	2.2	2.2	100%	2.2	2.2	100%
Strategic Offense	7.3	7.3	6.5	6.5	100%	5.3	5.3	100%
Strategic Defense	1.7	1.7	1.7	1.7	100%	1.6	1.6	100%
Strategic C	0.8	0.8	0.7	0.7	100%	0.7	0.7	100%
General Purpose Forces	27.2	27.4	25.1	25.7	98%	24.2	24.6	99%
Tactical Air Forces	16.4	16.4	15.6	15.4	99%	15.0	14.8	99%
Mobility Forces	9.4	9.4	8.9	8.7	98%	8.3	8.2	99%
Special Operations Forces	1.4	1.5	1.6	1.6	100%	1.6	1.6	100%
Defense-Wide Missions								
Intelligence & Communications	5.3	5.7	5.4	5.4	100%	5.5	5.4	98%
Intelligence	3.4	3.7	3.4	3.4	100%	3.6	3.5	97%
Communications	1.9	2.0	2.0	2.0	100%	1.9	1.9	100%
General Research & Development	2.2	2.2	2.2	2.2	100%	2.2	2.2	100%
Science/Technology Program	1.1	1.1	1.1	1.1	100%	1.1	1.1	100%
RDT&E Management & Support	1.1	1.1	1.1	1.1	100%	1.1	1.1	100%
Other Defense-Wide Missions	3.2	3.2	3.7	3.6	97%	3.7	3.6	97%
Geophysical Sciences	1.3	1.3	1.3	1.2	92%	1.2	1.2	100%
Space Launch Support	1.1	1.1	1.0	1.0	100%	1.0	0.9	90%
Nuclear Weapons Support	0.1	0.1	0.1	0.1	100%	0.1	0.1	100%
International Support	1.4	1.4	1.3	1.3	100%	1.4	1.4	100%
Defense-Wide Support Mission								
Logistics Support	6.5	7.0	6.8	6.8	100%	6.4	6.4	100%
Supply Operations	0.6	1.0	1.1	1.1	100%	0.7	0.7	100%
Maintenance Operations	0.2	0.3	0.2	0.2	100%	0.2	0.2	100%
Other Logistics Support	5.7	5.7	5.5	5.5	100%	5.5	5.5	100%
Personnel Support	24.5	23.6	25.5	23.2	94%	25.3	23.6	93%
Personnel Acquisition	1.9	1.9	1.8	1.8	100%	1.7	1.7	100%
Training	9.6	10.3	10.1	10.0	99%	9.8	9.6	98%
Medical	11.4	11.7	13.3	11.8	89%	13.2	11.7	89%
Individuals	1.4	-0.6	0.0	0.0		0.3	0.3	100%
Federal Agency Support	0.0	0.0	0.1	0.1	100%	0.1	0.1	100%
Other Personnel Support	0.2	0.2	0.2	0.2	100%	0.2	0.2	100%
Other Centralized Support	4.7	4.5	4.7	4.5	96%	4.6	4.4	96%
Departmental Headquarters	4.7	4.5	4.7	4.5	96%	4.6	4.4	96%
End Strength in the Budget	84.1	84.1	81.3	80.2	97%	80.2	77.7	97%

Note: Details may not sum due to rounding.

Table VI-5b
ACTIVE AIR FORCE PROGRAMMED MANPOWER STRUCTURE, PROGRAMMED MANNING AND END STRENGTH

(In Thousands)

ACTIVE ENLISTED DEFENSE MISSION CATEGORIES	FY 1993		FY 1994			FY 1995		
	INV	AUTH	RECT	AUTH	MNG	RECT	AUTH	MNG
Major Force Missions								
Strategic Forces	42.1	42.1	43.1	42.4	28%	35.2	34.7	22%
Strategic Offense	40.0	40.0	34.7	34.2	99%	27.3	26.9	99%
Strategic Defense	3.6	3.6	3.5	3.4	97%	3.5	3.4	97%
Strategic C	5.5	5.5	4.9	4.8	98%	4.4	4.4	100%
General Purpose Forces	178.5	182.2	170.2	162.0	92%	160.2	152.2	85%
Tactical Air Forces	120.7	120.7	113.0	111.9	99%	104.9	103.9	99%
Mobility Forces	51.4	55.4	50.7	49.9	98%	48.8	48.1	99%
Special Operations Forces	6.4	6.8	7.2	7.2	100%	7.2	7.2	100%
Defense-Wide Missions								
Intelligence & Communications	30.2	31.8	30.8	30.6	99%	30.5	30.3	99%
Intelligence	15.1	16.0	14.7	14.6	99%	15.6	15.5	99%
Communications	15.8	15.8	16.1	16.0	99%	14.9	14.8	99%
General Research & Development	6.3	6.4	6.1	6.1	100%	6.0	6.0	100%
Science & Technology Program	0.7	0.7	0.7	0.7	100%	0.7	0.7	100%
RDT&E Management & Support	5.6	5.7	5.4	5.4	100%	5.3	5.3	100%
Other Defense-Wide Missions	10.1	10.1	10.8	10.5	97%	10.6	10.3	97%
Geophysical Sciences	6.5	6.5	7.1	6.8	96%	6.9	6.6	96%
Space Launch Support	1.1	1.1	1.2	1.2	100%	1.3	1.3	100%
Nuclear Weapons Support	0.1	0.1	0.1	0.1	100%	0.1	0.1	100%
International Support	2.4	2.4	2.4	2.4	100%	2.3	2.3	100%
Defense-Wide Support Mission								
Logistics Support	8.6	8.7	8.6	8.6	100%	7.8	7.8	100%
Supply Operations	0.3	0.4	0.7	0.7	100%	0.4	0.4	100%
Maintenance Operations	1.1	1.0	1.0	1.0	100%	0.8	0.8	100%
Other Logistics Support	7.2	7.3	6.9	6.9	100%	6.6	6.6	100%
Personnel Support	71.4	62.2	74.6	72.3	97%	71.2	68.7	96%
Personnel Acquisition	8.7	4.5	8.7	8.4	97%	8.4	6.1	96%
Training	27.3	28.9	28.5	28.3	99%	29.0	28.8	99%
Medical	24.5	25.7	27.1	25.3	93%	27.1	25.2	93%
Individuals	9.6	1.7	8.9	8.9	100%	5.3	5.3	100%
Other Personnel Support	1.3	1.4	1.4	1.4	100%	1.4	1.3	93%
Other Centralized Support	5.4	5.4	5.4	5.2	96%	5.3	5.1	96%
Departmental Headquarters	5.4	5.4	5.4	5.2	96%	5.3	5.1	96%
End Strength in the Budget	360.3	360.8	350.3	344.8	98%	327.5	322.3	98%

Note: Details may not sum due to rounding.

**Table VI-5c
End Strength Summary
(End Strength in Thousands)**

<u>Total Active Military</u>	Actual	Budget	
	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>End Strength in Units</u>	410.9	392.1	369.6
<u>Undistributed</u>	-5.5	1.4	-1.9
<u>Individuals</u>	<u>39.0</u>	<u>32.2</u>	<u>32.3</u>
Transients	16.0	7.1	7.2
PPH	0.5	0.4	0.4
Trainees and Students	18.3	20.6	20.7
Cadets and Midshipmen	4.2	4.1	4.0
<u>Total End Strength</u>	<u>444.4</u>	<u>425.7</u>	<u>400.1</u>
<u>Active Officers</u>	Actual	Budget	
	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>End Strength in Units</u>	77.0	74.3	71.1
<u>Undistributed</u>	-1.5	-1.2	-1.0
<u>Individuals</u>	<u>8.6</u>	<u>7.9</u>	<u>7.6</u>
Transients	2.8	1.2	1.2
PPH	*	*	*
Trainees and Students	5.8	6.7	6.4
<u>Total End Strength</u>	<u>84.1</u>	<u>81.0</u>	<u>77.7</u>
* Less than 50			
<u>Active Enlisted</u>	Actual	Budget	
	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
<u>End Strength in Units</u>	334.1	318.0	298.9
<u>Undistributed</u>	-4.1	2.5	-0.9
<u>Individuals</u>	<u>30.3</u>	<u>24.3</u>	<u>24.3</u>
Transients	13.2	6.0	6.0
PPH	0.4	0.3	0.3
Trainees and Students	12.5	13.9	14.3
Cadets and Midshipmen	4.2	4.1	4.0
<u>Total End Strength</u>	<u>360.3</u>	<u>344.8</u>	<u>322.3</u>

Note: Details may not sum due to rounding.

B. Reserve Component Military Manpower

1. Ready Reserve

a. Selected Reserve

(1) U.S. Air Force Reserve (USAFR)

(a) General. The USAFR programmed end strength will decrease by 2800 spaces between FY 1994 and FY 1995. This reduction was driven by the following: F-16 squadrons(-753), A-10 squadrons(-369), OA-10 squadrons(-113), KC-10 units(-74), C-141 associate program(-1270), C-5 unit equipped units(-143), C-130 units(-170), and Combat Logistics Support Squadrons(-413). This decrease is partially offset by increases in the C-141 unit equipped program(+556) and the C-17 associate program(+87).

(b) Programmed Manpower Structure, Programmed Manning and End Strength. Table VI-6 displays by DMC category the USAFR programmed manpower structure, programmed manpower and end strength. The USAFR structure decreases by 2834 drill spaces and increases by 40 IMA spaces between FY 1994 and FY 1995.

(c) Trained in Unit Strength. The following displays Air Force Reserve end strength, then adds or subtracts appropriate personnel to show the trained in unit strength. This strength is compared to the wartime unit structure to compute the percent trained in units. The results show the Air Force Reserve is able to yet maintain a high percentage of trained personnel.

USAFR TRAINED IN UNIT STRENGTH
(in thousands)

	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
End strength	80.6	81.5	78.7
- Training Pipeline*	0.7	1.7	1.7
- IMAs	11.7	11.7	11.8
Operating Strength	68.2	68.1	65.2
- Non Unit AGR	0.6	0.6	0.6
+ Unit A/C Personnel	0.7	0.8	0.7
Trained Unit Strength	68.3	68.3	65.3
Structure Requirements (WARTIME)	68.3	69.6	66.6
% Trained In Unit	100	98	98

*Includes categories F and P

(d) Individual Mobilization Augmentee
(IMA) Program

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

insufficient. IMA requirements decreased by 40 positions in FY 1995 due to a reduction in wartime required skills.

Individual Mobilization Augmentees

	<u>Goal</u>	<u>FY 93</u> <u>Actual</u>	<u>FY 94</u> <u>Goal</u>	<u>FY 95</u> <u>Goal</u>
Total	11,758	11,668	11,746	11,786
48 Drill	785	741	806	846
24 Drill	10,652	10,643	10,569	10,569
Other	321	284	371	371

(e) Full-Time Support Programs. Statutory Tour personnel 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. They serve on the staff of active component headquarters organizations 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.

In the USAFR, Statutory Tour personnel are not assigned to unit level. Full time support at the combat and combat support unit level is provided by Air Reserve Technicians (ARTs) serving in dual status. As civil service civilians they provide full time day-to-day support to a Reserve unit. As members of the Air Force Reserve, they are integral members of their reserve unit, participate in all military training and duty in their unit, and are available to enter active duty should their unit be mobilized. Because actual assigned strength is used in FY 1993, not all programmed growth between FY 1993 and FY 1995 is real growth. Actual assigned strength is often less than programmed strength due to recruiting and hiring difficulties.

USAFR Full Time Support
(In Thousands)

	<u>FY 93</u>	<u>FY 94</u>	<u>FY95</u>
Statutory Tour	0.6	0.6	0.6
Air Reserve Technican	9.8	10.5	10.3
Civilians	5.2	5.7	5.9
Active Component	0.8	0.7	0.7
Total	16.4	17.5	17.5

Table VI-6
AIR FORCE RESERVE PROGRAMMED MANPOWER STRUCTURE, PROGRAMMED MANNING AND END STRENGTH
(In Thousands)

TOTAL AFR MILITARY DEFENSE MISSION CATEGORIES	FY 1993		FY 1994			FY 1995		
	INV	AUTH	REOT	AUTH	MNG	REOT	AUTH	MNG
Major Force Missions								
Strategic Forces	0.0	0.0	0.7	0.7	100%	0.7	0.7	100%
Strategic Offense	0.0	0.0	0.7	0.7	100%	0.7	0.7	100%
General Purpose Forces	60.1	60.7	60.4	59.3	99%	58.0	56.8	98%
Tactical Air Forces	16.9	17.0	15.1	15.1	100%	13.9	13.9	100%
Mobility Forces	41.8	42.6	44.3	43.1	97%	43.0	41.8	97%
SpecOp Forces	1.4	1.2	1.1	1.1	100%	1.1	1.1	100%
Defense-Wide Missions								
Intell/Communications	1.1	1.1	1.1	1.1	100%	1.1	1.1	100%
Communications	1.1	1.1	1.1	1.1	100%	1.1	1.1	100%
Other Def/Wide Missions	0.2	0.3	0.2	0.2	100%	0.2	0.2	100%
Geophysical Sciences	0.2	0.3	0.2	0.2	100%	0.2	0.2	100%
Defense-Wide Support Mission								
Logistics Support	1.6	1.7	1.7	1.7	100%	1.2	1.2	100%
Other Log Support	1.6	1.7	1.7	1.7	100%	1.2	1.2	100%
Personnel Support	4.6	4.6	4.7	4.6	98%	4.8	4.7	98%
Personnel Acquisition	0.3	0.3	0.3	0.3	100%	0.3	0.3	100%
Training	0.2	0.1	0.1	0.1	100%	0.1	0.1	100%
Medical	4.1	4.2	4.3	4.2	98%	4.3	4.2	98%
Other Centralized Support	0.7	0.5	0.5	0.5	100%	0.5	0.5	100%
Departmental Headquarters	0.7	0.5	0.5	0.5	100%	0.5	0.5	100%
End Strength in Units	68.3	68.2	68.3	68.1	98%	66.5	65.2	98%
Ind Mobilization Augmentees	11.7			11.7			11.8	
Individuals								
Trainees and Students	0.7			1.7			1.7	
Total End Strength	80.6			81.5			78.7	

Note: Details may not sum due to rounding.

Table VI-6a
AIR FORCE RESERVE PROGRAMMED MANPOWER STRUCTURE, PROGRAMMED MANNING AND END STRENGTH
(In Thousands)

AER OFFICERS	FY 1993		FY 1994			FY 1995		
	INV	AUTH	RECT	AUTH	MNG	RECT	AUTH	MNG
DEFENSE MISSION CATEGORIES								
Major Force Missions								
<u>Strategic Forces</u>	<u>0.0</u>	<u>0.0</u>	<u>0.1</u>	<u>0.1</u>	<u>100%</u>	<u>0.1</u>	<u>0.1</u>	<u>100%</u>
Strategic Offense	0.0	0.0	0.1	0.1	100%	0.1	0.1	100%
<u>General Purpose Forces</u>	<u>7.8</u>	<u>7.8</u>	<u>7.6</u>	<u>7.5</u>	<u>99%</u>	<u>7.5</u>	<u>7.4</u>	<u>99%</u>
Tactical Air Forces	1.4	1.4	1.3	1.3	100%	1.2	1.2	100%
Mobility Forces	6.2	6.2	6.2	6.1	98%	6.2	6.1	98%
Special Operations Forces	0.2	0.2	0.1	0.1	100%	0.1	0.1	100%
Defense-Wide Missions								
<u>Intelligence & Communications</u>	<u>0.1</u>	<u>0.1</u>	<u>0.1</u>	<u>0.1</u>	<u>100%</u>	<u>0.1</u>	<u>0.1</u>	<u>100%</u>
Communications	0.1	0.1	0.1	0.1	100%	0.1	0.1	100%
<u>Other Defense-Wide Missions</u>	<u>0.1</u>	<u>0.1</u>	<u>0.1</u>	<u>0.1</u>	<u>100%</u>	<u>0.1</u>	<u>0.1</u>	<u>100%</u>
Geophysical Sciences	0.1	0.1	0.1	0.1	100%	0.1	0.1	100%
Defense-Wide Support Mission								
<u>Personnel Support</u>	<u>0.2</u>	<u>0.2</u>	<u>1.0</u>	<u>0.9</u>	<u>90%</u>	<u>1.0</u>	<u>0.9</u>	<u>90%</u>
Medical	0.9	0.9	1.0	0.9	90%	1.0	0.9	90%
<u>Other Centralized Support</u>	<u>0.4</u>	<u>0.2</u>	<u>0.3</u>	<u>0.3</u>	<u>100%</u>	<u>0.3</u>	<u>0.3</u>	<u>100%</u>
Departmental Headquarters	0.4	0.2	0.3	0.3	100%	0.3	0.3	100%
End Strength in Units	2.3	2.1	2.2	2.0	98%	2.1	2.0	98%
Individual Mobilization Augmentees	6.7			6.6			6.6	
Total End Strength	15.8			15.6			15.5	

Note: Details may not sum due to rounding.

Table VI-6b
AIR FORCE RESERVE PROGRAMMED MANPOWER STRUCTURE, PROGRAMMED MANNING AND END STRENGTH
(In Thousands)

AFR ENLISTED DEFENSE MISSION CATEGORIES	FY 1993		FY 1994			FY 1995		
	INV	AUTH	REOT	AUTH	MNG	REOT	AUTH	MNG
Major Force Missions								
Strategic Forces	0.0	0.0	0.6	0.6	100%	0.6	0.6	100%
Strategic Offense	0.0	0.0	0.6	0.6	100%	0.6	0.6	100%
General Purpose Forces	52.3	51.0	52.8	51.7	98%	50.5	49.4	98%
Tactical Air Forces	15.5	15.6	13.9	13.9	100%	12.8	12.8	100%
Mobility Forces	35.6	36.3	37.9	36.8	97%	36.7	35.6	97%
Special Operations Forces	1.2	1.1	1.0	1.0	100%	1.0	1.0	100%
Defense-Wide Missions								
Intelligence & Communications	1.0	1.1	1.1	1.1	100%	1.1	1.1	100%
Communications	1.0	1.1	1.1	1.1	100%	1.1	1.1	100%
Other Defense-Wide Missions	0.1	0.2	0.1	0.1	100%	0.1	0.1	100%
Geophysical Sciences	0.1	0.2	0.1	0.1	100%	0.1	0.1	100%
Defense-Wide Support Mission								
Logistics Support	1.6	1.6	1.7	1.7	100%	1.2	1.2	100%
Other Logistics Support	1.6	1.6	1.7	1.7	100%	1.2	1.2	100%
Personnel Support	3.6	3.7	3.6	3.6	100%	3.7	3.7	100%
Personnel Acquisition	0.3	0.3	0.3	0.3	100%	0.3	0.3	100%
Training	0.1	0.1	0.1	0.1	100%	0.1	0.1	100%
Medical	3.2	3.2	3.2	3.2	100%	3.3	3.3	100%
Other Centralized Support	0.4	0.2	0.3	0.3	100%	0.3	0.3	100%
Departmental Headquarters	0.4	0.2	0.3	0.3	100%	0.3	0.3	100%
End Strength in Units	59.0	59.8	60.2	59.1	98%	57.5	56.4	98%
Individual Mobilization Augmentees	5.0			5.1			5.1	
Individuals								
Trainees and Students	0.7			1.7			1.7	
Total End Strength	64.7			65.2			63.2	

Note: Details may not sum due to rounding.

(2) Air National Guard

(a) General. The Air National Guard (ANG) has a programmed decrease of 2,100 between FY 1994 and FY 1995. This includes a decrease of 1,809 drilling guardsmen and an decrease of 292 full-time active guard/reserve (AGR) personnel. The revised strength reflects force structure changes and partially offset by the transfer of new missions.

(b) Programmed Manpower Structure, Programmed Manning and End Strength. Table VI-7 displays ANG programmed manning and end strength by DMC category. The Air National Guard programmed end strength of 115,600 in FY 1995 will allow for an overall manning level of 97 percent when compared to total requirements.

**Table VI-7
AIR NATIONAL GUARD PROGRAMMED MANPOWER STRUCTURE, PROGRAMMED MANNING AND END STRENGTH**

(In Thousands)

TOTAL ANG MILITARY DEFENSE MISSION CATEGORIES	FY 1993		FY 1994			FY 1995		
	INV	AUTH	REOT	AUTH	MNG	REOT	AUTH	MNG
Major Force Missions								
<u>Strategic Forces</u>	9.5	9.3	9.0	8.9	99%	9.1	8.9	98%
Strategic Offense	0.0	0.0	1.0	1.0	100%	1.0	1.0	100%
Strategic Defense	9.5	9.3	8.0	7.9	99%	8.1	7.9	98%
<u>General Purpose Forces</u>	83.9	86.1	85.9	84.0	96%	84.1	82.8	97%
Tactical Air Forces	51.7	52.3	50.4	48.7	96%	47.8	46.3	97%
Mobility Forces	31.4	33.0	34.7	34.5	99%	35.9	35.7	98%
Special Operations Forces	0.8	0.8	0.8	0.8	100%	0.8	0.8	100%
Defense-Wide Missions								
<u>Intelligence & Communications</u>	14.1	14.3	15.3	14.0	92%	15.8	14.5	92%
Intelligence	0.1	0.1	0.1	0.1	100%	0.7	0.7	100%
Communications	14.0	14.2	15.2	13.9	91%	15.1	13.8	91%
<u>Other Defense-Wide Missions</u>	0.6	0.6	0.6	0.6	100%	0.6	0.6	100%
Geophysical Sciences	0.6	0.6	0.6	0.6	100%	0.6	0.6	100%
Defense-Wide Support Mission								
<u>Personnel Support</u>	5.6	5.7	5.9	5.6	95%	5.9	5.6	95%
Personnel Acquisition	0.5	0.6	0.5	0.5	100%	0.5	0.5	100%
Training	0.1	0.1	0.1	0.1	100%	0.1	0.1	100%
Medical	5.0	5.0	5.3	5.0	94%	5.3	5.0	94%
<u>Other Centralized Support</u>	2.6	1.7	2.7	3.0	111%	2.7	1.8	67%
Departmental Headquarters	2.6	1.7	2.7	3.0	111%	2.7	1.8	67%
End Strength in Units	116.3	117.7	119.4	116.1	98%	118.5	114.2	97.5%
Individuals								
Trainees and Students	1.0	1.6		1.6			1.4	
Total End Strength	117.2	119.3		117.7		118.5	115.6	

Note: Details may not sum due to rounding.

Table VI-7a
AIR NATIONAL GUARD PROGRAMMED MANPOWER STRUCTURE, PROGRAMMED MANNING AND END STRENGTH
(In Thousands)

ANG OFFICERS DEFENSE MISSION CATEGORIES	FY 1993		FY 1994			FY 1995		
	INV	AUTH	REQT	AUTH	MNG	REQT	AUTH	MNG
Major Force Missions								
<u>Strategic Forces</u>	1.0	1.0	0.9	0.9	100%	0.9	0.9	100%
Strategic Offense	0.0	0.0	0.1	0.1	100%	0.1	0.1	100%
Strategic Defense	1.0	1.0	0.8	0.8	100%	0.8	0.8	100%
<u>General Purpose Forces</u>	9.8	10.1	9.8	9.9	101%	9.7	9.7	100%
Tactical Air Forces	4.8	5.0	4.5	4.6	102%	4.1	4.2	102%
Mobility Forces	4.9	4.9	5.2	5.2	100%	5.5	5.4	99%
Special Operations Forces	0.1	0.1	0.1	0.1	100%	0.1	0.1	100%
Defense-Wide Missions								
<u>Intelligence & Communications</u>	0.7	0.9	0.8	0.9	116%	0.9	1.0	113%
Intelligence	0.0	0.0	0.0	0.0		0.1	0.1	100%
Communications	0.7	0.9	0.8	0.9	116%	0.8	0.9	116%
<u>Other Defense-Wide Missions</u>	0.1	0.1	0.1	0.1	100%	0.1	0.1	100%
Geophysical Sciences	0.1	0.1	0.1	0.1	100%	0.1	0.1	100%
Defense-Wide Support Mission								
<u>Personnel Support</u>	1.4	1.6	1.7	1.6	95%	1.7	1.6	95%
Medical	1.4	1.6	1.7	1.6	95%	1.7	1.6	95%
<u>Other Centralized Support</u>	1.2	0.8	1.2	1.0	87%	1.2	0.8	71%
Departmental Headquarters	1.2	0.8	1.2	1.0	87%	1.2	0.8	71%
End Strength in Units	14.2	14.6	14.6	14.5	99%	14.1	14.2	101%
Individuals								
Trainees and Students	0.0			0.0			0.0	
Total End Strength	14.2			14.5			14.2	

Note: Details may not sum due to rounding.

Table VI-7b
AIR NATIONAL GUARD PROGRAMMED MANPOWER STRUCTURE, PROGRAMMED MANNING AND END STRENGTH
(In Thousands)

ANG ENLISTED DEFENSE MISSION CATEGORIES	FY 1993		FY 1994			FY 1995		
	INV	AUTH	RECT	AUTH	MNG	RECT	AUTH	MNG
Major Force Missions								
Strategic Forces	8.6	8.2	8.1	8.0	99%	7.9	8.0	101%
Strategic Offense	0.0	0.0	0.9	0.9	100%	0.9	0.9	100%
Strategic Defense	8.6	8.2	7.2	7.1	99%	7.0	7.1	101%
General Purpose Forces	74.1	76.2	76.2	74.1	97%	74.8	75.1	98%
Tactical Air Forces	46.9	47.3	46.0	44.1	96%	43.8	42.1	96%
Mobility Forces	26.5	28.1	24.5	24.5	100%	30.3	30.3	100%
Special Operations Forces	0.7	0.7	0.7	0.7	100%	0.7	0.7	100%
Defense-Wide Missions								
Intelligence & Communications	13.4	13.3	15.0	13.0	87%	15.5	13.5	87%
Intelligence	0.1	0.1	0.1	0.1	100%	0.6	0.6	100%
Communications	13.3	13.2	14.9	12.9	87%	14.9	12.9	87%
Other Defense-Wide Missions	0.5	0.5	0.5	0.5	100%	0.5	0.5	100%
Geophysical Sciences	0.5	0.5	0.5	0.5	100%	0.5	0.5	100%
Defense-Wide Support Mission								
Personnel Support	4.1	4.0	4.2	4.0	95%	4.2	4.0	95%
Personnel Acquisition	0.5	0.5	0.5	0.5	100%	0.5	0.5	100%
Medical	3.6	3.5	3.7	3.5	95%	3.7	3.5	95%
Other Centralized Support	1.4	0.9	1.5	2.0	129%	1.5	1.0	62%
Departmental Headquarters	1.4	0.9	1.5	2.0	129%	1.5	1.0	62%
End Strength in Units	102.1	103.0	105.5	101.6	96%	104.4	100.1	96%
Individuals								
Trainees and Students	1.0	1.6		1.6			1.4	
Total End Strength	103.1	104.7		103.2			101.5	

Note: Details may not sum due to rounding.

(c) Trained in Unit Strength. The following displays ANG end strength, then adds or subtracts appropriate personnel to show the trained in unit strength. This strength is compared to wartime unit structure to compute the percent trained in units.

ANG TRAINED IN UNIT STRENGTH
(in thousands)

	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
End strength	117.2	117.7	115.6
- Trained Pipeline*	1.9	2.6	2.4
Operating Strength	115.3	115.1	113.2
- Non Unit AGR	0.5	0.5	0.5
+ Unit A/C Personnel	0.7	1.0	0.9
Trained Unit Strength	117.1	115.6	113.7
Structure Requirements (WARTIME)	121.7	120.0	119.7
- Non-Unit Structure**	0.5	0.5	0.5
Wartime Unit Structure	121.2	119.5	119.2
% Trained In Unit	96	99	99

*Includes categories F and P

**AGR in Management Headquarters, ANG Support Center, and ANG State Headquarters.

(d) Full-Time Support Program. Full-time manpower consists of military technicians, active Guard and Reserve (AGR), Active Component and civil service personnel performing the day-to-day duties necessary for mission accomplishment and readiness objectives. Half of the full-time manpower available to the ANG is dedicated to equipment maintenance. The remainder is dedicated to training, logistics, administration and other support functions. The elements of full-time manpower programmed for the ANG are as follows:

	<u>ANG Full-Time Support</u>		
	(In Thousands)		
	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
Military Technicians*	25.0	24.3	24.2
Civilians	1.8	1.7	1.8
Active Duty Guard/Reserve (AGR)	9.1	9.4	9.1
Active Air Force with ANG	0.7	1.0	0.9
Total**	36.6	36.4	36.0

*Includes non-dual status National Guard civilian technicians.

**Numbers may not total due to rounding.

b. Individual Ready Reserves (IRR)

The IRR consists of people who have recently served in the active forces or Selected Reserve and have remaining a period of obligated service or have volunteered to remain beyond their statutory

obligation. They are subject to being called to active duty during a national emergency declared by the President or the Congress. IRR end strength for FY 1993 was 112.2K, and is projected to be 113.6K and 111.3K for FY 1994 and FY 1995 respectively.

2. Standby Reserve

The Standby Reserve consists of people who have completed their statutory military obligation and have chosen to maintain a reserve status, or who have been designated key civilian employees, or who have a temporary hardship disability. They are not in a pay status and do not generally participate in reserve training or readiness programs, but are available for active duty in time of war or a national emergency declared by Congress. The Standby Reserve end strength for FY 1993 was 11.3K, and is projected to be 11.8K and 12.4K for FY 1994 and FY 1995 respectively.

3. Reserve Component Personnel on Active Duty

The following charts depict the number of officers and enlisted members serving on active duty for training as of the last day of FY 1993 under orders specifying an aggregate period in excess of 180 days and an estimate for FY 1994 of the number that will be ordered to such duty.

Air Force Reserve

	<u>FY 1993</u>		<u>FY 1994</u>	
	<u>OFF</u>	<u>ENL</u>	<u>OFF</u>	<u>ENL</u>
Recruit and Specialized Training	-	639	-	1693
Flight Training	53	-	53	-
Professional Training in Military and Civilian Institutions	24	-	24	-

Air National Guard

	<u>FY 1993</u>		<u>FY 1994</u>	
	<u>OFF</u>	<u>ENL</u>	<u>OFF</u>	<u>ENL</u>
Recruit and Specialized Training	-	234	-	234
Flight Training	318	-	318	-
Professional Training in Military and Civilian Institutions	27	-	27	-

C. Civilian Force Management

1. General

Civilians comprise approximately one third of Air Force manpower. Civilian end strength includes Air Force Reserve military technicians, who serve their units as civilians during peacetime, and as uniformed members upon mobilization. The civilian work force supports the Air Force mission in numerous capacities. Their largest

concentration is in Air Force Material Command, where they perform depot level maintenance on major weapons systems, material 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.

2. Major Program Changes

Air Force civilian manpower levels for FY 1995 reflect the significant reductions taken in the FY 1995 President's Budget including transfers and base closures. Requirements are drawing down in concert with force structure and base closures. Loss management tools to include hiring freezes to reduce accessions, early retirement authority, and reduction-in-force, were enhanced in FY 1993 with legislation authorizing incentive bonuses for voluntary separations through regular retirement, early retirement, and resignation. The Air Force plans maximum application of these incentives within the law to increase voluntary separations and reduce the impact of RIF.

Planning actions continue for closures in FY 1994 and the outyears for the 16 CONUS and 11 overseas bases identified for closure. Reduction-in-force notifications are made to Congress where required, employees registered in priority placement programs, and retraining activities initiated in coordination with the host States and the Department of Labor under the Job Training Partnership Act.

Table VI-7
AIR FORCE CIVILIAN PROGRAMMED MANPOWER STRUCTURE, PROGRAMMED MANNING AND END STRENGTH
(In Thousands)

CIVILIAN DEFENSE MISSION CATEGORIES	FY 1993		FY 1994			FY 1995		
	INV	AUTH	REOT	AUTH	MNG	REOT	AUTH	MNG
Major Force Missions								
Strategic Forces	11.3	12.0	11.5	11.2	97%	9.9	9.6	97%
Strategic Offense	6.5	7.0	7.1	6.8	96%	5.8	5.5	95%
Strategic Defense	4.4	4.5	3.9	3.9	100%	3.7	3.7	100%
Strategic C	0.4	0.5	0.5	0.5	100%	0.4	0.4	100%
General Purpose Forces	67.2	66.0	68.3	66.7	98%	66.0	64.5	98%
Tactical Air Forces	38.1	38.0	38.4	37.6	98%	35.9	35.1	98%
Mobility Forces	27.8	26.6	28.4	27.6	97%	28.7	28.0	98%
Special Operations Forces	1.3	1.4	1.5	1.5	100%	1.4	1.4	100%
Counter Drug Support	0.1	0.1	0.1	0.1	100%	0.1	0.1	100%
Defense-Wide Missions								
Intelligence & Communications	8.6	9.5	9.7	9.7	100%	9.6	9.6	100%
Intelligence	3.2	3.6	3.4	3.4	100%	3.3	3.3	100%
Communications	5.4	5.9	6.3	6.3	100%	6.3	6.3	100%
General R&D	11.6	10.7	10.9	10.9	100%	10.9	10.9	100%
Science/Technology Program	5.2	5.3	5.3	5.3	100%	5.1	5.1	100%
RDT&E Management & Support	6.4	5.4	5.6	5.6	100%	5.8	5.8	100%
Other Defense-Wide Missions	5.2	5.3	5.5	5.4	98%	5.4	5.3	98%
Geophysical Sciences	2.8	2.5	2.7	2.6	96%	2.5	2.4	96%
Space Launch Support	0.8	1.2	1.2	1.2	100%	1.2	1.2	100%
International Support	1.6	1.6	1.6	1.6	100%	1.7	1.7	100%
Defense-Wide Support Mission								
Logistics Support	65.3	66.8	62.8	62.8	100%	60.6	60.6	100%
Supply Operations	8.8	10.5	8.6	8.6	100%	2.9	2.9	100%
Maintenance Operations	31.1	31.3	30.6	30.6	100%	29.9	29.9	100%
Other Logistics Support	25.4	25.0	23.6	23.6	100%	27.8	27.8	100%
Personnel Support	20.1	22.3	22.8	22.3	98%	22.7	22.1	97%
Personnel Acquisition	1.9	1.9	2.1	2.0	95%	2.3	2.2	96%
Training	10.6	11.5	11.5	11.4	99%	11.2	11.1	99%
Medical	7.6	8.9	9.2	8.9	97%	9.2	8.8	96%
Other Personnel Support	1.2	2.3	0.5	0.4	80%	0.4	0.4	100%
Other Centralized Support	11.2	11.7	12.6	12.1	96%	12.7	12.3	97%
Departmental Headquarters	11.2	11.7	12.6	12.1	96%	12.7	12.3	97%
End Strength in the Budget	201.7	206.6	204.8	201.5	98%	198.7	195.4	98%

Note: Details may not sum due to rounding.

III. AIR FORCE MANPOWER REQUIREMENTS BY DEFENSE MISSION CATEGORY (DMC)

A. Major Force Missions

1. Strategic Forces

a. Strategic Offense

Strategic Offense (PAA) 1/

<u>Active Force</u>	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Bombers</u>			
B-52	117	56	32
B-1B	84	80	50
B-2	0	4	7
<u>Missiles</u>			
Minuteman	737	617	535
Peacekeeper	50	50	50
<u>Reserve Forces</u>			
<u>Bombers</u>			
ANG B-1B	0	4	10
AFR B-52	0	8	8

1/Does not include Training Aircraft

Offensive Strategic Forces consist of combat aircraft under the control of the Air Combat Command (ACC), intercontinental ballistic missiles under the control of AFSPACECOM and those programs that directly support those forces. ACC's and AFSPACECOM's primary mission is to deter nuclear/conventional war by maintaining the ability to deliver nuclear/conventional weapons to any part of the world.

Strategic Offense Manpower (In Thousands)

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	47.3	40.7	32.1
<u>Reserve</u>			
ANG	0.0	1.0	1.0
AFR	0.0	0.7	0.7
<u>Civilian</u>	6.5	6.8	5.5

The FY 1994 active military decrease results from base transfers (-1699), Base Closure and Realignment actions (-1598), continued retirement of Minuteman II ICBMs (-1538), short Range Attack Missile reductions (-766), cancellation of the Peacekeeper Rail Garrison (-670) and bomber force structure adjustments (-543). The FY 1995 decrease results from bomber force structure adjustments (-3827), Base Closure and Realignments (-3414) and continued retirement of Minuteman II ICBMs (-1242).

The Air National Guard manpower increase results from the transfer of a conventional B-1 unit from the active component(+988).

In FY 1994, Air Force Reserve increase is due to the newly assigned B-52 mission(+725).

Decreases in civilian manpower for FY 1995 are the result of Base Closure and Realignment actions (-1250).

b. Strategic Defense

Strategic Defense (PAA)

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Reserve Forces</u>			
ANG F-16	180	120	120
ANG F-15	36	30	30

Air Force Strategic Defensive Forces consists of space and missile defense systems, interceptor forces, surveillance forces and the programs that directly support them.

Strategic Defense Manpower
(in thousands)

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	5.4	5.1	5.0
Reserve			
ANG	9.5	7.9	7.9
AFR	0.0	0.0	0.0
<u>Civilian</u>	4.4	3.9	3.7

The civilian decrease in FY 1994 is due to administratively realigning ANG bombers out of Strategic Defense program element into bomber program element (-424) and a reduction in ANG flying hours (-88).

The decrease in the Air National Guard manpower in FY 1994 is due to two units converting to mobility forces(-1506) and the loss of 24 PAA at the remaining units(-119).

c. Strategic Command, Control and Communications

In FY 1995, Strategic Command, Control and Communications Forces include seven PAA EC-135 Post Attack Command and Control System aircraft, which are used by the Air Combat Command for airborne command posts, communications relay, and launch control centers. Three PAA E-4B National Emergency Airborne Command Post aircraft serve as the most survivable part of the National Military Command System. The ground environment activities include three ballistic missile early warning sites; five Submarine Launch Ballistic Missile detection and warning sites, and space-based Tactical Warning/Attack Assessment (Defense Support Program) and its associated ground and mobile support system.

Strategic C Manpower
(in thousands)

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
Military			
Active	6.3	5.5	5.1
Reserve			
ANG	0.0	0.0	0.0
AFR	0.0	0.0	0.0
Civilian	0.4	0.5	0.4

The FY 1994 decrease in active military include the reduction of 2 PAA EC-135 Post Attack Command and Control System aircraft (-139), command and control program adjustments (-163), base realignments and closures (-399), and Minuteman II adjustments (-83). The FY 1995 decrease in active military includes closure of two radar warning sites (-170), base closures (-152), and reduction in command and control aircraft (-99).

The FY 1995 decrease in civilians is due to base closure (-75) and the closing of two radar warning sites (-15).

2. General Purpose Forces

a. Tactical Air Forces

Tactical Air Forces (PAA) 1/

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Active Force</u>			
Tactical Fighter Wing Equivalents	16.08	13.42	13.0
Tactical Fighter Aircraft	1158	966	936
Airborne Warning and Control Aircraft (E-3)	29	29	29
Airborne TACS Aircraft (OA-10)	60	66	72
Electronic Combat Aircraft 2/	34	34	34
<u>Reserve Forces</u>			
ARC TAC Fighter Wing Equivalents	11.33	8.7	7.5
ANG Fighter Aircraft	612	489	438
AFR Fighter Aircraft	204	138	102
ANG Reconnaissance Aircraft (RF-4C)	72	36	18
AFR TACS Aircraft (OA-10)	18	30	24
ANG Airborne TACS Aircraft (OA-37, OA-10)	30	42	30

1/ Combat Coded Only

2/ Includes EF-111A and EC-130H (Compass Call) squadrons.

3/ Associate squadrons currently provide 43% of the wartime required aircrews for utilization with active USAF squadrons.

Tactical Air Forces consist of air-to-air/air-to-ground combat aircraft squadrons, defense suppression, tactical reconnaissance, C3, tanker/cargo and other tactical air warfare forces and the programs that directly support them. Manpower supporting these forces includes air crews, organizational and intermediate aircraft maintenance personnel, weapon systems security, and munitions maintenance personnel. Also included in this category are the forces and manpower for the Air Force's Tactical Air Control System, the Air Force

Operational Test and Evaluation Center, civil engineering RED HORSE (Rapid Engineer Deployable, Heavy Operational Repair Squadron, Engineer) squadrons and tactical intelligence squadrons.

Tactical Air Forces Manpower
(in Thousands)

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	137.1	127.4	118.7
Reserve			
ANG	51.7	48.7	46.3
AFR	16.9	15.1	13.9
<u>Civilian</u>	38.1	37.6	35.1

The FY 1994 active duty military decrease is the result of continuing reductions in force structure as the AF draws down to 20 Fighter Wing Equivalents (FWE) (-5500), economies from adoption of a two level maintenance concept (-460), CONUS and European base closures and other European withdrawal actions (-4000), management headquarters reductions (-310), military-to-civilian conversions (-290), and reductions in Combat Comm (-390). Reductions are partially offset by growth in Joint Stars (+110), additions to the Space Warfare Center (+53), and the movement of DBOF resources into this DMC (+460). The FY 1995 active military decrease is the result of continued force structure drawdowns (-875), two level maintenance (-350), CONUS and European base closures and other withdrawal actions (-4300), the transfer of resources for the establishment of the Defense Airborne Reconnaissance Office (-1875), various DMRs (-760), management headquarters reductions (-370), and combat comm (-125). The FY 1994 civilian decrease is the result of reductions in force structure (-230), base closures (-950), and ARC force structure reductions (-1300). This was partially offset by additions for the conversions of billeting managers from non-appropriated fund to appropriated fund (+210), the addback to PACAF of its DFAS reduction (+145), realignments from various other DMCs (+1250), and military-to-civilian conversions (+290). The FY 1995 civilian decrease is the result of continued force structure reductions (-300), base closures (-600), management headquarters reductions (-140), and ARC force structure reductions (-1400).

The FY 1994 Air National Guard manpower decrease is due to force structure changes in tactical units. The ANG converted a training unit from F-16s to the B-1, reduced PAA at another unit and the reductions were partially offset by an increase in the FMS program (-1708). Three F-15 units reduced 6 PAA each (-225), seven F-16 units reduced 6 PAA each (-843). In the reconnaissance mission two units converted to air refueling (-1343). These decreases were partially offset by under executing the FY 93 programmed strength in civil engineering (+571), tactical air control ground forces (+441) and the tactical air mission (+73).

The FY 1995 Air National Guard manpower decrease is due to additional training reductions (-539), a reduction of 6 PAA in the A-10 mission (-107), further reductions in the F-16 units and PAA (-889), and a reconnaissance unit converting to air refueling (-828).

In FY 1994, USAFR manpower decreases due to reductions in F-16 aircraft(-1087) and the transfer of B-52 assets to Strategic Offensive category(-725). The FY 1995 decrease is due to the continued drawdown of F-16s(-753) and the reduction of A-10 and OA-10 aircraft(-482).

The FY 1994 civilian increase results from growth in advance program technology (+370), which was partially offset by force structure adjustments (-423).

b. Mobility Forces

Mobility Forces (PAA)

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Active Force</u>			
Tactical Airlift Aircraft	148	136	136
Strategic Airlift Aircraft	239	241	224
Aeromedical Aircraft*	18	18	18
Tanker Aircraft	324	284	271
Rescue Aircraft	20	25	25
<u>Reserve Forces</u>			
ANG Tactical Airlift Aircraft	162	158	160
AFR Tactical Airlift Aircraft	96	92	92
Strategic Airlift (AFR-unit equipped)	60	64	68
Strategic Airlift (ANG-unit equipped)	27	27	28
ANG Rescue Aircraft	24	25	25
AFR Rescue Aircraft	25	31	31
ANG Tanker Aircraft	172	202	204
AFR Tanker Aircraft	50	60	57
Strategic Airlift Squadrons (AFR-Assoc) 1/	16	17	16
Aeromed Airlift Squadrons (AFR-Assoc) 1/	1	1	1
Tanker/Cargo Squadron (KC-10)1/	3	3	3

*Manpower to support Aeromedical activities is counted in the Medical DMC.

1/ Associate airlift squadrons provide aircrews and maintenance personnel for utilization with active USAF squadrons. These include one C-9 aeromedical evacuation squadron, four C-5 squadrons, and 13 C-141 squadrons in FY 1992. The AFR adds a C-17 associated squadron and loses two C-141 squadrons with the closure of Norton AFB, CA, in FY 1993.

Air Force Mobility Forces consist of airlift C3, intertheater, aeromedical, commercial and intertheater airlift, airlift rescue and recovery forces and the programs that directly support them.

Mobility Forces Manpower
(in thousands)

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	60.8	58.6	56.3
Reserve			
ANG	31.4	34.5	35.7
AFR	41.8	43.1	41.8
<u>Civilian</u>			
	27.8	27.6	28.0

The FY 1994 decrease in military manpower results from a reduction of 12 C-130 aircraft (-550), 4 C-141s (-220), a transfer of assets to Special Operations Forces (-500), and the accelerated closure of 1 mobility base (Norton) (-930). The accelerated base closure also accounts for the civilian decrease (-200) in FY 1994. The FY 1995 decrease in military manpower results from reducing 6 C-5s (-400), 13 C-141s (-925), 4 KC-135s (-300), and 3 KC-10s (-100). A transfer of 8 C-141s to the ANG reduced an additional (-575). The increase in FY 1995 of (+400) civilians results from the added number of civilians required by the ANG for the transferred C-141s.

The ANG increases in mobility forces are the result of force structure changes in mission. The air refueling force increases 3 units from the tactical mission(+2067). The rescue mission receives an increase in mission and transfer from the active component(+96). The C-130 force increases a unit from strategic defense, this increase is partially offset by 2 units reducing 4 PAA(+410). The remaining increase is the result of under executing FY 93(+522).

The AFR increase in FY 1994 is due to an increase in KC-135 aircraft(+950), conversion of a special operations unit to rescue(+145), an increase in C-141 crew ratio(+87) and an adjustment to the C-17 program(+106). In FY 1995, further reductions in KC-10 units(-74), C-141 associate program (-1270), C-5 associate program(-222), C-5 unit equipped units(-143), C-130 units(-170). These decreases are partially offset by increases in the C-141 unit equipped program(+556) and the C-17 associate program(+87).

c. Special Operations Forces

Special Operations (PAA)

	FY 93	FY 94	FY 95
<u>Active Force</u>			
Special Ops A/C	96	94	95
<u>Reserve Forces</u>			
AFR Special Ops A/C	14	9	9
ANG Special Ops A/C	6	6	6

Special Operations Forces Manpower
(in thousands)

	FY 93	FY 94	FY95
<u>Military</u>			
Active	7.8	8.8	8.8
Reserve			
ANG	0.8	0.8	0.8
AFR	1.4	1.1	1.1
<u>Civilian</u>	1.3	1.5	1.5

The FY 1994 military increase is the result of transfer of Special Operations Force unique training (+517). The appearance of additional growth in FY 1994 (+524) is caused by adjusting the FY 1993 program to match execution.

d. Counter Drug Support

Counter Drug Support Manpower
(in thousands)

	<u>FY 93</u>	<u>FY 94</u>	<u>FY95</u>
<u>Civilian</u>	0.1	0.1	0.1

B. Defense-Wide Missions

1. Intelligence & Communications

a. Intelligence Manpower (in thousands)

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	18.5	18.0	19.0
Reserve			
ANG	0.1	0.1	0.7
AFR	0.0	0.0	0.0
<u>Civilian</u>	3.2	3.4	3.3

The active military decrease in FY 1994 results from programmatic reductions in classified programs (-1780). These reductions are partially masked by an offset in unit understrength in FY 1993 manning (+1214). The active military increase in FY 1995 results from the establishment of the Defense Airborne Reconnaissance Office (+1862) and the attendant transfer of manpower, which is partially offset by programmatic reductions in classified programs (-763) and FOA infrastructure reductions (-15). The civilian decrease in FY 1995 results from programmatic reductions in classified programs (-142).

The growth in the Air National Guard in FY 1994 reflects a mission(Pacer Coin) transfer from the active component(+631).

b. Communications Manpower (in thousands)

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	17.7	18.0	16.7
Reserve			
ANG	14.0	13.9	13.8
AFR	1.1	1.1	1.1
<u>Civilian</u>	5.4	6.3	6.3

The active military decrease in FY 1995 is due to the European drawdown (-688), infrastructure reduction in Field Operating Agencies (-357), reduction in Science and Technology (-208) and base closures (-64). The appearance of civilian growth (+1040) in FY 1994 is caused by adjusting the FY 1993 program to match execution.

The ANG decrease is due to manning based on UTC requirements(-84).

2. General Research & Development

a. Science & Technology Program Manpower (in thousands)

	<u>FY 93</u>	<u>'FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	1.8	1.8	1.8
Reserve			
ANG	0.0	0.0	0.0
AFR	0.0	0.0	0.0
<u>Civilian</u>	5.2	5.3	5.1

The decrease in civilians in FY 1995 (-200) results from the implementation of a 20% reduction phased over five years in lab infrastructure.

b. RDT&E Management & Support Manpower (in thousands)

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	6.7	6.5	6.3
Reserve			
ANG	0.0	0.0	0.0
AFR	0.0	0.0	0.0
<u>Civilian</u>	6.4	5.6	5.8

The FY 1995 decrease in military is due to a reduction in Test Aircraft maintenance (-63) and Base Engineering (-85) and Test Manpower(-10). The reduction in civilians in FY 1994 is caused by a directed civilian workforce downsizing (-366) and unit understrength in FY 1993 (-1006). These reductions are partially offset by an increase in RDT&E Reimbursable Manpower (+618). The increases in FY 1995 result from Foreign Military Sales (+93) and Aircraft Maintenance (+389). These increases are partially offsets by decreases driven by a civilian reduction (-140), Test reduction (-60) Contracts (-11) and Base Support (-20).

3. Other Defense-Wide Missions

a. Geophysical Sciences Manpower (in thousands)

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	7.8	8.0	7.8
Reserve			
ANG	0.6	0.6	0.6
AFR	0.2	0.2	0.2
<u>Civilian</u>	2.8	2.6	2.4

The active military decrease In FY 1995 is due to base closures (-86), the European Drawdown (-49), the closing of two radar sites (-28) and infrastructure reductions at the Field Operating

Agencies and Major Air Commands (-27). The civilian decrease in FY 1995 is due to civilian workforce downsizing (-131). This reduction (-57) is partially offset by a Congressional add for FY 1994 only.

b. Space Launch Support Manpower (in thousands)

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	2.2	2.2	2.2
<u>Civilian</u>	0.8	1.2	1.2

The appearance of civilian growth (+363) is caused by adjusting the FY 1993 program to match execution.

c. Nuclear Weapons Support Manpower (in thousands)

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	0.2	0.2	0.2
<u>Civilian</u>	0.0	0.0	0.0

d. International Support Manpower (in thousands)

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	3.8	3.7	3.7
<u>Civilian</u>	1.6	1.6	1.7

The civilian manpower increase in FY 1995 is primarily due to increased Foreign Military Sales to Taiwan (+27), Thailand (+8), Singapore (+12), Norway (+6), Egypt (+12), and NATO (+3).

C. Defense-Wide Support Missions

1. Logistics Support

a. Supply Operations Manpower (in thousands)

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	0.9	1.8	1.1
<u>Civilian</u>	8.8	8.6	2.9

In FY 1994, active military was transferred from multiple DMCs to the Defense Information Service Agency (+536). Additionally, a military increase in FY 1994 resulted from understrength in FY 1993 manning (+473) which was partially offset by a supply management business area reduction of (-54). Military end strength decreased in FY 1995 due to a transfer of the Cost of Operations Division from the Defense Business Operating Fund (-419) to direct funded operations and maintenance and information systems

restructuring (-226). The civilian decrease in FY 1995 was the result of the Cost of Operations Division manpower resources transferring from the Defense Business Operating Fund (-5729) to direct funded operations and maintenance.

b. Maintenance Operations Manpower (in thousands)

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	1.3	1.2	1.1
Reserve			
ANG	0.0	0.0	0.0
AFR	1.5	1.5	1.5
<u>Civilian</u>	31.1	30.6	29.9

In FY 1995, the military end strength declined due to the reduction in Combat Logistics Support Squadrons (-178). In FY 1994, force structure drawdowns drove civilian end strength reductions in the depots (-648) which was partially offset by added civilians to work two level maintenance (+172). In FY 1995, workforce downsizing (-332) and force structure related reductions (-578) were partially offset by increased civilians to work two level maintenance (+161).

c. Other Logistics Support Manpower (in thousands)

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	12.9	12.4	12.1
Reserve			
ANG	0.0	0.0	0.0
AFR	1.5	1.6	1.2
<u>Civilian</u>	25.4	23.6	27.8

In FY 1994, military end strength was reduced in management headquarters (-115), civil engineering (-155), and information systems (-162) in addition to a classified program reduction (-116). Restructuring again reduced end strength in FY 1995 including management headquarters (-191), civil engineering (-155), information systems (-30), acquisition streamlining (-187), and infrastructure reductions (-156). These FY 1995 reductions were partially offset by a transfer of the Cost of Operations Division from the Defense Business Operating Fund to direct funded operations and maintenance (+419). In FY 1994, civilian end strength was reduced due to civilian workforce downsizing (-1410), classified programs (-527), and force structure related cuts (-125) which were partially offset by an increase in environmental related end strength (+263). In FY 1995, the Cost of Operations Division manpower resources were transferred from the Defense Business Operating Fund to direct funded operations and maintenance (+5729). This increase was partially offset by civilian workforce downsizing (-1382) and management headquarters restructuring (-120).

In FY 1995 the AFR reduces Combat Logistics Support Squadron manpower (-413).

2. Personnel Support

a. Personnel Acquisition Manpower (in thousands)

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	10.5	10.1	9.8
Reserve			
ANG	0.5	0.5	0.5
AFR	0.3	0.3	0.3
<u>Civilian</u>	1.9	2.0	2.2

The active military manpower decrease in FY 1995 results from a military to civilian conversion (-211) at the USAFA and as a result a reduction in Cadet end strength (-100). The FY 1995 civilian increase results from a military to civilian conversion (+211) at the USAFA.

b. Training Manpower (in thousands)

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	37.0	38.3	38.4
Reserve			
ANG	1.0	1.7	1.5
AFR	0.2	0.1	0.1
<u>Civilian</u>	10.6	11.4	11.1

The FY 1994 military increase results from unit understrength in FY 1993 manning (+2318), the transfer in, from multiple DMCs, of manpower to stand up the new Air Education and Training Command (+735), and the realignment of Air Mobility Command manpower from Defense Business Operating Fund to Operation and Maintenance accounts (+132). These increases are partially offset by a decrease in non prior service accessions which reduced training requirements for instructors, staff, and students (-599); base closures (-620); a decrease in flight training (-240); contracting out initiatives (-190); and medical program element realignments (-258). The FY 1995 military increase results from an increase in nonprior service accessions which increase requirements for training instructors, staff, and students (+603); and an increase in flight training (+220). These increases are offset by base closures (-61); a reduction in graduate education faculty, staff, and students (-236); contracting out initiatives (-210); Defense Management Review initiatives (-90); and military to civilian conversions (-89). In FY 1994, the civilian increase results from unit understrength in FY 1993 (+841); conversion of billeting nonappropriated fund employees to appropriated fund employees (+162); the realignment of Air Mobility Command manpower from DBOF to Operations and Maintenance accounts (+62); the transfer in, from multiple DMCs, of manpower to stand up the new Air Education and Training Command (+124). The increase was partially offset by base closure actions (-420). In FY 1995, the civilian decrease is a result of base closure actions (-338), and a reduction in management headquarters (-36). This decrease was partially offset by a restructure of Civil Air Patrol (+27), and military to civilian conversions (+89).

The ANG increase in FY 1994 is the result of less basic military trainees entering training in FY 1993(+715). The programmed manpower, the result of force structure changes, decreases in FY 1995 (-216).

c. Medical Manpower (in thousands)

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	35.9	37.1	37.0
Reserve			
ANG	5.0	5.0	5.0
AFR	4.1	4.2	4.2
<u>Civilian</u>	7.6	8.9	8.8

The active military increase in FY 1994 results from masked unit understrength in FY 1993 manning (+1485), program element realignments (+330) and adjustments to get to the Congressionally directed FY 1989 medical "floor" (+611). These actions are partially offset by a military reduction used to buy contract dollars (-166), military-to-civilian conversions (-91), contingency hospital reductions (-102), adjustments for economies and efficiencies (-200), and base closure actions (-640). The civilian increase in FY 1994 results from masked unit understrength in FY 1993 manning (+1290) and military-to-civilian conversions (+91). The active military decrease in FY 1995 results from the phased closure of Uniformed Services University of the Health Sciences (-48) and FOA reorganization (-37). The civilian decrease in FY 1995 results from FOA reorganization (-32) and base closure actions (-111). These actions are partially offset by the expansion of the managed care program (+82).

d. Individuals Manpower (in thousands)

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	11.0	8.9	5.6

The active military decrease in FY 1994 results from actual end year 1993 strength reporting (-2878) and a decrease in patients, prisoners, and holdees (-102). This decrease was partially offset by an increase in overseas rotational moves (+869). The active military decrease in FY95 is the result of temporary unit undermanning (-3295).

e. Federal Agency Support Manpower (in thousands)

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	0.1	0.1	0.1
Reserve			
ANG	0.0	0.0	0.0
AFR	0.4	0.4	0.4

f. Other Personnel Support Manpower (in thousands)

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	1.5	1.5	1.5
<u>Civilian</u>	1.2	0.4	0.4

The civilian decrease in FY 1994 is the result of base closures (-112), and realignment of family support center and child development manpower to multiple DMCs (-2064). These decreases are partially offset by unit understrength in FY 1993 (+1090), and the realignment of Air Mobility Command manpower from DBOF to Operations and Maintenance accounts (+251).

3. Other Centralized Support

a. Departmental Headquarters Manpower (in thousands)

	<u>FY 93</u>	<u>FY 94</u>	<u>FY 95</u>
<u>Military</u>			
Active	10.1	9.6	9.5
Reserve			
ANG	2.6	2.2	1.8
AFR	0.7	0.5	0.5
<u>Civilian</u>	11.2	12.1	12.3

In FY 1994, the military decrease is primarily due to streamlining of communications requirements (-155) and unit understrength in the Defense Logistics Agency (-314). The civilian growth in FY 1994 is primarily due to realignment of airlift operations and support in Air Mobility Command to O&M from DBOF (+153), expansion of the Morale, Welfare, Recreation, and Services Agency programs (+83), and base realignments and closure manpower adjustments (+856). These were partially offset by reductions in Field Operating Agencies (-215). In FY 1995, the military decrease is due to reduced support to the Civil Air Patrol (-100). This was partially offset by growth in medical programs (+37). In FY 1995, the civilian increase was the result of growth in medical programs (+32) and increased AFR base operations support at Bergstrom AFB (+260). These are partially offset by infrastructure reductions (-101).

CHAPTER VII

DEFENSE AGENCIES AND RELATED ORGANIZATIONS

I. INTRODUCTION

In 1958, Congress authorized the Secretary of Defense to integrate as a separate organizational entity, "any supply or service activity common to more than one military department, whenever (he) determines it will be advantageous to the Government in terms of effectiveness, economy, or efficiency". Since that time, the Secretary has utilized that authority several times to create most of the organizations discussed in this chapter. Such organizations are delineated in terms of either a Defense Agency, DoD Field Activity, or Defense Support Activity. DoD Components that did not receive their charters from the Secretary of Defense were created by Public Law. The missions of Defense Agencies vary widely, ranging from communications, mapping, intelligence, education, logistics, and other support to the Military Services and other parts of the federal government. Functional consolidations increase the Department's efficiency and permit the Services to devote a greater portion of their resources to their primary military missions. The Secretary continues to use this management philosophy to improve the effectiveness and efficiency of Defense operations.

The Office of the Secretary of Defense (OSD), assisted by the Joint Staff (JS), oversees, assigns responsibilities, and periodically evaluates the organizational effectiveness of Defense Agencies, DoD Field Activities, and related organizations.

II. MISSIONS

The missions and end strength for the following DoD Components are discussed within this chapter:

- A. 16 Defense Agencies;
- B. 9 DoD Field Activities;
- C. 12 Defense Support Activities; and
- D. 9 Other Organizations/Centralized Accounts

A. DEFENSE AGENCIES:

There are currently sixteen Defense Agencies. The Central Imagery Office, created on May 6, 1992, represents the most recent Defense Agency creation. Civilian strength associated with the National Security Agency is excluded from this submission pursuant to Public Law 89-36.

1. Advanced Research Projects Agency (ARPA)

ARPA manages and directs basic and applied research and development projects which involve high risk and high payoff technologies and is also responsible for Dual Use Technologies, the

Technology Reinvestment Program, and Air Defense and Balanced Technology Initiatives.

2. Ballistic Missiles Defense Organization (BMDO)

The BMDO is a research activity designed to eliminate the threat posed by nuclear ballistic missiles and to increase the contribution of defense systems to US and allied security. Today, emphasis is on ballistic missiles acquisition and deployment.

3. Central Imagery Office (CIO)

CIO is a combat support agency responsible for ensuring responsive support to the National Command Authority, the Department of Defense, the Intelligence Community, and other government agencies on matters concerning imagery relating to national security.

4. Defense Contract Audit Agency (DCAA)

DCAA performs all necessary contract audit functions for the Department and provides accounting and financial advisory services to DoD Components involved in procurement and contract administration operations.

5. Defense Commissary Agency (DeCA)

DeCA is responsible for providing an efficient and effective worldwide resale system of groceries and household supplies to members of the Military Services, their families, and other authorized patrons; and to provide a peacetime training environment for food supply logisticians needed during wartime; and troop issue subsistence support to military dining facilities.

6. Defense Finance and Accounting Service (DFAS)

DFAS is responsible for consolidating, standardizing, and integrating finance and accounting requirements, functions, procedures, operations, and systems across DoD and to ensure their proper relationship with other functional areas.

7. Defense Intelligence Agency (DIA)

The mission of DIA is to satisfy the foreign military and military related intelligence requirements of DoD and other authorized recipients, and to provide the military intelligence contribution to national intelligence.

8. Defense Investigative Service (DIS)

DIS is a law enforcement, personnel investigative, and industrial security agency responsible for conducting background investigations and for providing industrial security services to over twenty Federal civilian agencies.

9. Defense Information Systems Agency (DISA)

DISA is a combat support agency responsible for planning, developing and supporting the command, control, communications, and information systems serving the needs of the National Command Authorities during peace and war. DISA supports the interoperability of the World Wide Military Command and Control System (WWMCCS), the Defense Communications System (DCS), theater and tactical command and control systems, and those national and/or international commercial systems that affect the DISA mission. More recently, DISA was directed to assist in the accelerated implementation of DoD migration systems, data administration, and functional process improvements.

10. Defense Logistics Agency (DLA)

DLA provides common support supplies and worldwide logistic services across DoD and to other federal agencies and authorized foreign governments. Supply management responsibilities include clothing, subsistence, medical goods, industrial and construction material, general and electronic supplies, and petroleum products. Logistic services include contract administration and management, surplus personal property reutilization and disposal, and operation of the Federal Cataloging System. Manpower requirements for the Defense Acquisition University (DAU); Defense Business Management University (DBMU); and the Defense Technical Information Center (DTIC) are also accounted for by DLA.

11. Defense Legal Services Agency (DLSA)

DLSA provides centralized legal advice, services, and support to selected Defense Agencies/Activities.

12. Defense Mapping Agency (DMA)

DMA provides mapping, charting, and geodetic services in support of the Department's strategic and tactical military operations and weapon systems. DMA also compiles general aeronautical and marine navigation data.

13. Defense Nuclear Agency (DNA)

DNA acts as the principal staff advisor on matters concerning nuclear weapons, nuclear weapons systems acquisitions, nuclear weapon effects on weapon systems and forces, land-based storage facilities, and arms control verification, compliance, cooperative threat reduction, development, testing, and evaluation. DNA is DoD's focal point for sustaining technical and general nuclear training expertise.

14. Defense Security Assistance Agency (DSAA)

DSAA directs, administers and supervises the execution of DoD security assistance programs. These programs include Foreign

Military Sales, International Military Education and Training, and Foreign Military Financing programs.

15. National Security Agency (NSA)

NSA is established as a combat support agency responsible for the centralized coordination, direction, and performance of highly specialized technical functions in support of foreign intelligence and U.S. communications and computer security.

16. On-Site Inspection Agency (OSIA)

OSIA was created by Presidential directive to manage and coordinate on-site inspections used to collect information for monitoring the Intermediate-Range Nuclear Forces Treaty and other treaties, as assigned.

B. DoD FIELD ACTIVITIES:

There are currently nine DoD Field Activities that perform services more limited in scope than those of Defense Agencies. The Civilian Personnel Management Service (CPMS) and the Defense Prisoners of War/Missing in Action Office (DPMO), established in 1993, represent the most recent DoD Field Activity creations.

1. American Forces Information Service (AFIS) is responsible for the management of DoD's internal information programs and the Armed Forces Radio and Television Service.

2. Civilian Personnel Management Service (CPMS) was established August 30, 1993 to consolidate common administrative personnel functions, provide civilian personnel policy support, and functional information management to DoD components.

3. Defense Medical Program Activity (DMPA) is responsible for managing the DoD Unified Medical Program and all aspects of the DoD information systems used to support military health care and medical facility construction projects.

4. Department of Defense Education Activity (DoDEA) administers and operates primary and secondary schools for the dependents of Defense personnel assigned overseas; and in CONUS and Puerto Rico where state and local school systems are unable to either accommodate military dependents or provide a comparable public education. DoDEA also administers the Family Advocacy Program involving military child and spouse abuse initiatives.

5. Defense Prisoners of War/Missing in Action Office (DPMO) was established on July 16, 1993 to provide centralized management of prisoner of war/missing in action (POW/MIA) affairs within the Department.

6. Defense Technology Security Administration (DTSA) administers the DoD's technology security program concerned with the processing of export license applications.

7. Office of the Civilian Health and Medical Program of the Uniformed Services (OCHAMPUS) administers civilian health and medical care programs for retirees, dependents, and survivors of active duty, retired, and deceased Service members. OCHAMPUS also administers a similar program for selected beneficiaries of the Veterans Administration.

8. Office of Economic Adjustment (OEA) provides economic advice and assistance projects to communities significantly affected by major DoD program changes such as base closures, contract cutbacks, reductions-in-force, or substantial Defense-oriented growth.

9. Washington Headquarters Services (WHS) provides administrative support (including space management, budget and accounting, personnel, and security) to OSD and to various other DoD Components, as assigned.

C. DEFENSE SUPPORT ACTIVITIES (DSAS):

DSAs were established as separate DoD organizational entities on December 5, 1991. Twelve DSAs exist today. The primary mission of a DSA is to perform technical and/or analytical support in specific areas of interest, to select OSD principal staff assistants. Designated Defense Agencies administratively support the following DSAs:

1. Defense Environmental Support Office (DESO);
2. Defense Installations Support Office (DISO);
3. Defense Institute for Training Resource Analysis (DITRA)
4. Defense Logistics Support Office (DLSO);
5. Defense Manpower Data Center (DMDC)
6. Defense Procurement Support Office (DPSO);
7. Defense Production Resources Support Office (DPRSO);
8. Defense Technology Analysis Office (DTAO);
9. Management Support Center (MSC);
10. Management Systems Support Office (MSSO);
11. Plans and Program Analysis Support Center (PPASC); and
12. Quality Management Support Office (QMSO)

D. OTHER ORGANIZATIONS/CENTRALIZED ACCOUNTS:

Other DoD components created by public law, and accounts centralized for program visibility purposes, include:

1. U.S. Court of Military Appeals (CMA) serves as the supreme court of the United States system of military justice. It has jurisdiction over every court-martial case involving death, flag or general officers, dismissals, discharges, and confinement for a year or more.

2. Drug Enforcement and Policy Support (DEPS) Account consolidates all DoD resources required to implement DoD's contribution to the President's National Drug Control Strategy. DoD acts as the single lead federal agency responsible for detecting and monitoring of aerial and maritime transit of illegal drugs into the United States. Civilian end strength associated with this program is executed as reimbursable manpower in Military Services and selected Defense Agencies/Activities accounts. Although military strength is not allocated to this account, military man-hours that support both training and drug interdiction activities make a significant contribution.

3. Defense Health Program (DHP) Account consolidates all DoD medical resources with the exception of field/numbered medical units, hospital ships, and ship-board medical operations. Military and civilian strength associated with this account is executed as reimbursable manpower in Military Service and selected Defense Agencies/Activities.

4. DoD Inspector General (IG) serves as an independent and objective official within the Department of Defense responsible for the prevention and detection of fraud, waste and abuse.

5. 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.

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

7. 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. The primary mission is to select, educate, and train qualified applicants to become "military" physicians. The university's phased closure will be completed in FY 1998. The USUHS manpower levels include personnel assigned to the Armed Forces Radiobiology/Research Institute.

8. United States Special Operations Command (USSOCOM) is a unified combatant command with worldwide responsibilities to train, maintain, and provide Special Operations Forces (SOF) to the five theater unified commands. Civilian strength associated with USSOCOM is reflected as reimbursable manpower in military service accounts.

9. United States Transportation Command (USTRANSCOM) is a unified combatant command with a dual-hatted Commander serving as Commander in Chief, United States Transportation Command (USCINCTRANS) and Commander, Air Mobility Command (AMC/CC). USCINCTRANS is the DoD single manager for transportation, other than service-unique or theater-assigned transportation assets. USTRANSCOM provides global air, land, and sea transportation for DoD in peace and war and is

responsible for transportation aspects of worldwide mobility planning, operation of Joint Operation Planning and Execution System (JOPES), and centralized global transportation management.

III. END STRENGTH LEVELS

Table VII-1 reflects for each Agency/Activity the actual end strength assigned on the last day of FY 1993 and the programmed/budgeted end strength projected for FY 1994 and FY 1995. The military strength figures represent uniformed personnel allocated to organizations outside of the Services and are also counted in Service military accounts. The military strength is displayed since it contributes to each organization's overall manpower requirement.

Table VII-2 reflects the programmed change in end strength for each Agency/Activity between FY 1994-95. The overall decline in Defense Agency/Activities strength (-3.1 percent or 12,570 spaces) is comprised of a military strength reduction of 1.9 percent (or 4,688 spaces) and a civilian reduction of 4.9 percent (or 7,882 spaces). Three components reflect increased staff. Increase for ARPA reflect the assignment of new management responsibilities involving Dual Use Technologies, Air Defense and Balanced Technology initiatives and the Technology Reinvestment Program. The increase for BMDO is associated with converting contract service support to in-house civilian capability. The SOCOM increase in military billets supports readiness and force modernization. Land forces were increased with an additional support company and additional crews in the Special Operations Aviation Regiment. Force modernization and development of the Navy MK V patrol boat and improved command and control capabilities of theater SOCs were also increased.

Tables VII-3-9 display Defense Agency/Activity end strength for FY 1993-95, by Defense Mission Category (DMC). Approximately 65 percent of the programmed reduction between FY 1994-95 in Defense Agency/Activity strength is in the area of logistics (-3,800 spaces), personnel (-2,800 spaces) and headquarters (-1,700 spaces).

The overall decline reflects reductions stemming from the Department's Bottom Up Review. As a result of the review, it was determined that additional reductions in DoD infrastructure areas were warranted given the magnitude of force structure reductions. This review reorganized Defense Agencies/Activities as infrastructure-oriented organizations and civilian manpower as a significant driver of infrastructure costs. Agencies/activities are expected to conduct internal organizational and functional reviews and develop whatever streamlining initiatives are necessary to support programmed manpower reductions between FY 1994-95.

TABLE VII-1

FY 1993-95 MANPOWER BY DEFENSE AGENCY/ACTIVITY AND STRENGTH

	FY 93 ACTUAL					FY 94 BUDGET ¹					FY 95 BUDGET				
	OFF	MIL 1/			CIV TOTAL	OFF	MIL 1/			CIV TOTAL	OFF	MIL 1/			CIV TOTAL
		MIL	SUBT'L				MIL	SUBT'L				MIL	SUBT'L		
DEFENSE AGENCIES:															
ARPA	21	0	21	137	158	21	1	22	157	179	18	1	19	182	201
BRNO	107	9	116	143	259	106	12	118	243	361	106	12	118	343	461
COMB/INTEL 2/	2419	6891	9310	9684	18994	3012	7815	10827	13702	24529	3034	7536	10570	13767	23337
DCIA			0	5416	5416			0	5410	5410			0	4973	4973
DMCA	54	1788	1842	19214	21056	68	1503	1571	19295	20866	35	447	482	18523	19005
DFAS	135	1821	1976	24026	26002	185	1841	2026	25006	27032	162	1646	1808	24121	25929
DIA			0	3280	3280			0	3280	3280			0	2755	2755
DIA	976	242	1218	60891	62109	1269	349	1618	56521	58139	1224	338	1562	54281	55843
DLBA	2	4	6	79	85	0	5	5	77	82	0	5	5	74	79
DNA	129	148	277	7754	8031	148	139	277	7518	7795	141	118	259	7217	7476
DNA	295	168	463	770	1233	291	153	444	678	1122	280	149	429	603	1032
DNSA	21	2	23	100	123	23	2	25	97	122	23	2	25	92	117
OSIA	189	330	519	282	801	308	395	703	360	1063	304	390	694	341	1035
SUBTOTAL	4368	11463	18771	131976	147747	5421	12208	17826	132344	149988	5327	10644	15971	126272	142243
FIELD ACTIVITIES:															
AFIS	31	251	282	237	519	58	327	385	385	770	57	324	381	378	751
CFMS			0	0	0			0	408	408			0	391	391
DMFA	40	4	44	90	134	42	3	45	100	145	41	3	44	99	143
DODDA			0	16985	16985	2	0	2	16579	16581	2	0	2	15613	15615
DFMO			0	0	0	7	4	11	102	113	7	4	11	98	109
DTSA	17	24	41	90	131	18	21	39	90	129	18	21	39	84	123
OCHAMPUS	6	0	6	228	234	9	1	10	229	239	10	1	11	226	237
OSA	2	1	3	36	39	1	1	2	35	37	1	1	2	43	45
WRS	58	119	177	1596	1773	62	86	148	1762	1910	61	83	144	1695	1839
SUBTOTAL	184	399	582	19262	19815	199	443	642	19688	20322	197	437	634	10619	10253
DDAs	18	3	21	624	637	21	1	22	642	664	20	1	21	629	658
OTHERS:															
CNA			0	54	54			0	59	59			0	59	59
DEPS			0	(2426)	(2426)			0	2486	2486			0	2083	2083
DRP 3/	36323	72023	108346	(47218)	108346	34466	69986	106452	(52068)	106452	36162	69069	105231	(52340)	105231
IG	34	0	34	1542	1576	32	0	32	1558	1590	32	0	32	1431	1463
JS	813	361	1174	226	1400	885	346	1231	233	1464	859	333	1192	216	1408
OSD	498	179	677	1475	2152	465	101	566	1578	2144	440	99	539	1533	2072
USUNS	538	58	596	672	1268	760	99	859	1039	1898	612	96	708	905	1613
SOCON 3/	8500	36177	44677	(2694)	44677	8670	34484	43154	(3030)	43154	8670	34399	43069	(3011)	43069
TRANSCOM 3/	11848	70240	82088	(6518)	82088	11034	67930	78964	(6518)	78964	10822	66651	77473	(6707)	77473
SUBTOTAL	58854	179838	237892	3969	241561	58312	172946	231258	6953	238211	57897	170647	228244	6227	234671
TOTAL	63886	198843	252329	135821	489760	61963	188595	249588	189629	489187	63141	181729	244878	151747	396617

1/ Includes active and reserve; reserve strength limited to SOCON and TRANSCOM.

2/ Includes DISA, DIA, and CIO.

3/ Reflected as reimbursable civilian manpower in Service and selected Defense Agencies/Activities accounts.

TABLE VII-3

FY 1994-95 CHANGE IN DEFENSE AGENCY/ACTIVITY MANPOWER
(End Strength)

	FY 94 BUDGET			FY 95 BUDGET			% CHANGE FY 1994-95					
	MIL 1/ SUBTOT	CIV	TOTAL	MIL 1/ SUBTOT	CIV	TOTAL	MIL		CIV		TOTAL	
							NO	%	NO	%	NO	%
Defense Agencies:												
ARPA	22	157	179	19	182	201	-3	-13.6%	25	15.9%	22.0	12.3%
INDD	118	243	361	118	343	461	0	0.0%	100	41.2%	100.0	27.7%
COMNO/INTEL 2/	10827	13702	24529	10570	12767	23337	-257	-2.4%	-935	-6.8%	-1192.0	-4.9%
DFAA	0	5410	5410	0	4973	4973	0		-437	-8.1%	-437.0	-8.1%
DFCA	1571	19295	20866	482	18523	19005	-1089	-69.3%	-772	-4.0%	-1861.0	-8.9%
DFAS	2026	25006	27032	1808	24121	25929	-218	-10.8%	-885	-3.5%	-1103.0	-4.1%
DIS	0	3280	3280	0	2755	2755	0		-525	-16.0%	-525.0	-16.0%
DLA 3/	1618	56521	58139	1562	54281	55843	-56	-3.5%	-2240	-4.0%	-2296.0	-3.9%
DLSA	5	77	82	5	74	79	0	0.0%	-3	-3.9%	-3.0	-3.7%
DNA	277	7518	7795	259	7217	7476	-18	-6.5%	-301	-4.0%	-319.0	-4.1%
DNA	444	678	1122	429	603	1032	-15	-3.4%	-75	-11.1%	-90.0	-8.0%
DSAA	25	97	122	25	92	117	0	0.0%	-5	-5.2%	-5.0	-4.1%
OSIA	703	360	1063	694	341	1035	-9	-1.3%	-19	-5.3%	-28.0	-2.6%
SUBTOTAL	17636	132344	149980	15971	126272	142243	-1665	-9.4%	-6072	-4.6%	-7737.0	-5.2%
Field Activities:												
AFIS	385	385	770	381	370	751	-4	-1.0%	-15	-3.9%	-19.0	-2.5%
CPMS	0	408	408	0	391	391	0		-17	-4.2%	-17.0	-4.2%
DMPA	45	100	145	44	99	143	-1	-2.2%	-1	-1.0%	-2.0	-1.4%
DODEA	2	16579	16581	2	15613	15615	0	0.0%	-966	-5.8%	-966.0	-5.8%
DPWD	11	102	113	11	98	109	0	0.0%	-4	-3.9%	-4.0	-3.5%
DTSA	39	90	129	39	84	123	0	0.0%	-6	-6.7%	-6.0	-4.7%
OCHANFUS	10	229	239	11	226	237	1	10.0%	-3	-1.3%	-2.0	-0.8%
OEA	2	35	37	2	43	45	0	0.0%	8	22.9%	8.0	21.6%
WHS	148	1762	1910	144	1695	1839	-4	-2.7%	-67	-3.8%	-71.0	-3.7%
SUBTOTAL	642	19690	20332	634	18619	19253	-8	-1.2%	-1071	-5.4%	-1079.0	-5.3%
DBAs	22	642	664	21	629	650	-1	-4.5%	-13	-2.0%	-14.0	-2.1%
Others:												
CNA	0	59	59	0	59	59	0		0	0.0%	0.0	0.0%
DEPS 4/	0	2486	2486	0	2083	2083	0		-403	-16.2%	-403.0	-16.2%
DHP 4/	106452	(53436)	106452	105231	(53570)	105231	-1221	-1.1%	-134	0.3%	-1221.0	-1.1%
IG	32	1558	1590	32	1431	1463	0	0.0%	-127	-8.2%	-127.0	-8.0%
JS	1231	233	1464	1192	216	1408	-39	-3.2%	-17	-7.3%	-56.0	-3.8%
OSD	566	1578	2144	539	1533	2072	-27	-4.8%	-45	-2.9%	-72.0	-3.4%
USURS	859	1039	1898	708	905	1613	-151	-17.6%	-134	-12.9%	-285.0	-15.0%
SOCOM	43154	(3030)	43154	43069	(3011)	43069	-85	-0.2%	19	-0.6%	-85.0	-0.2%
TRANSCOM	19454	(6518)	19454	17963	(6707)	17963	-1491	-7.7%	-189	2.9%	-1491.0	-7.7%
SUBTOTAL	171748	6953	178701	168734	6227	174961	-3014	-1.8%	-726	-10.4%	-3740.0	-2.1%
TOTAL	198848	189629	349677	185360	151747	337187	-4688	-2.3%	-7882	-4.9%	-12578.0	-3.6%

1/ Includes active and reserve (SOCOM and TRANSCOM Headquarters).

2/ Includes DISA, DIA, and CIO.

3/ Includes DTIC civilian manpower in FY 1995 and JLSC civilian manpower.

4/ Reflected in Military Service and selected Defense Agencies totals.

TABLE VII-3

FY 1993-95 DEFENSE AGENCY END STRENGTH BY DEFENSE MISSION CATEGORY

		TOTAL CIVILIAN AND MILITARY (in Thousands)		
		Actual FY 1993	Budget FY 1994 FY 1995	
MAJOR FORCE MISSIONS		127.4	125.4	123.5
	Strategic Forces	0.5	0.5	0.6
112	Strategic Defense	0.3	0.4	0.5
113	Strategic C	0.2	0.2	0.2
	General Purpose Forces	126.9	124.9	122.9
124	Mobility Forces	82.1	79.0	77.5
125	Special Operations Forces	44.7	43.2	43.1
126	General Purpose Support	0.2	0.3	0.3
128	Counter Drug Support	0.0	2.5	2.1
DEFENSE-WIDE MISSIONS		33.4	38.8	36.2
	Intelligence & Communications	22.8	28.3	26.6
211	Intelligence	14.8	13.4	12.8
212	Communications	8.0	15.0	13.8
	General Research & Development	1.0	0.9	0.5
221	Science & Technology Program	0.4	0.2	0.2
222	Undistributed Development Prog.	0.0	0.0	0.0
223	RDT&E Management & Support	0.6	0.6	0.2
	Other Defense-Wide Missions	9.5	9.6	9.2
231	Geophysical Sciences	8.0	7.8	7.4
233	Nuclear Weapons Support	0.8	0.8	0.8
234	International Support	0.8	1.0	1.0
DEFENSE-WIDE SUPPORT MISSIONS		249.0	245.0	236.8
	Logistics Support	82.8	78.2	74.4
311	Supply Operations	82.5	78.0	74.2
313	Other Logistics Support	0.3	0.3	0.3
	Personnel Support	127.5	126.8	124.0
322	Training	0.0	0.7	0.4
323	Medical	110.0	108.7	107.2
326	Other Personnel Support	17.5	17.4	16.4
	Other Centralized Support	38.7	40.0	38.4
331	Departmental Headquarters	38.7	40.0	38.4
TOTAL CIVILIAN AND MILITARY		409.8	409.2	396.6
	Individual Mobilization Augmentees	5.4	4.7	5.4

TABLE VII-4

FY 1993-95 DEFENSE AGENCY END STRENGTH BY DEFENSE MISSION CATEGORY

CIVILIAN
(in Thousands)

		Actual	Budget	
		<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
MAJOR FORCE MISSIONS		0.2	2.2	2.6
	Strategic Forces	0.1	0.2	0.3
112	Strategic Defense	0.1	0.2	0.3
	General Purpose Forces	0.1	2.6	2.2
126	General Purpose Support	0.1	0.2	0.2
128	Counter Drug Support	0.0	2.5	2.1
DEFENSE-WIDE MISSIONS		22.8	26.0	24.3
	Intelligence & Communications	13.6	17.0	16.1
211	Intelligence	7.7	8.0	7.3
212	Communications	5.9	9.0	8.8
	General Research & Development	0.8	0.7	0.3
221	Science & Technology Program	0.2	0.1	0.1
223	RDT&E Management & Support	0.6	0.6	0.2
	Other Defense-Wide Missions	8.5	8.3	8.0
231	Geophysical Sciences	7.7	7.5	7.2
233	Nuclear Weapons Support	0.5	0.5	0.5
234	International Support	0.3	0.3	0.3
DEFENSE-WIDE SUPPORT MISSIONS		132.8	130.7	124.8
	Logistics Support	79.7	75.1	72.5
311	Supply Operations	79.4	74.9	72.2
313	Other Logistics Support	0.3	0.3	0.3
	Personnel Support	18.2	18.9	17.5
322	Training	0.0	0.6	0.3
323	Medical	1.0	1.4	1.2
326	Other Personnel Support	17.2	17.0	16.0
	Other Centralized Support	34.8	36.7	34.8
331	Departmental Headquarters	34.8	36.7	34.8
TOTAL CIVILIAN		155.8	159.6	151.7

TABLE VII-5

FY 1993-95 DEFENSE AGENCY END STRENGTH BY DEFENSE MISSION CATEGORY

TOTAL MILITARY
(in Thousands)

		Actual	Budget	
		FY 1993	FY 1994	FY 1995
MAJOR FORCE MISSIONS		127.1	122.5	121.0
	Strategic Forces	0.3	0.3	0.3
112	Strategic Defense	0.1	0.1	0.1
113	Strategic C	0.2	0.2	0.2
	General Purpose Forces	126.8	122.2	120.7
124	Mobility Forces	82.1	79.0	77.5
125	Special Operations Forces	44.7	43.2	43.1
126	General Purpose Support	0.1	0.1	0.1
DEFENSE-WIDE MISSIONS		10.6	12.2	11.9
	Intelligence & Communications	9.3	10.8	10.5
211	Intelligence	7.2	5.4	5.5
212	Communications	2.1	5.4	5.0
	General Research & Development	0.2	0.2	0.2
221	Science & Technology Program	0.2	0.1	0.1
222	Undistributed Development Prog.	0.0	0.0	0.0
223	RDT&E Management & Support	0.0	0.0	0.0
	Other Defense-Wide Missions	1.1	1.3	1.2
231	Geophysical Sciences	0.3	0.3	0.3
233	Nuclear Weapons Support	0.3	0.3	0.3
234	International Support	0.5	0.7	0.7
DEFENSE-WIDE SUPPORT MISSIONS		116.2	114.8	112.0
	Logistics Support	3.1	3.1	2.0
311	Supply Operations	3.1	3.1	2.0
	Personnel Support	109.3	107.8	106.5
322	Training	0.0	0.1	0.1
323	Medical	109.0	107.4	106.0
326	Other Personnel Support	0.3	0.4	0.4
	Other Centralized Support	3.9	3.9	3.6
331	Departmental Headquarters	3.9	3.9	3.6
TOTAL MILITARY		253.9	249.6	244.9
	Individual Mobilization Augmentees	5.4	4.7	5.4

TABLE VII-6

FY 1993-95 DEFENSE AGENCY END STRENGTH BY DEFENSE MISSION CATEGORY

		TOTAL ACTIVE (in Thousands)		
		Actual FY 1993	Budget FY 1994 FY 1995	
MAJOR FORCE MISSIONS		50.1	48.6	47.4
	Strategic Forces	0.3	0.3	0.3
112	Strategic Defense	0.1	0.1	0.1
113	Strategic C	0.2	0.2	0.2
	General Purpose Forces	49.8	48.3	47.1
124	Mobility Forces	22.5	19.3	17.8
125	Special Operations Forces	27.3	28.9	29.1
126	General Purpose Support	0.1	0.1	0.1
DEFENSE-WIDE MISSIONS		10.6	12.2	11.9
	Intelligence & Communications	9.3	10.8	10.5
211	Intelligence	7.2	5.4	5.5
212	Communications	2.1	5.4	5.0
	General Research & Development	0.2	0.2	0.2
221	Science & Technology Program	0.2	0.1	0.1
222	Undistributed Development Prog.	0.0	0.0	0.0
223	RDT&E Management & Support	0.0	0.0	0.0
	Other Defense-Wide Missions	1.1	1.3	1.2
231	Geophysical Sciences	0.3	0.3	0.3
233	Nuclear Weapons Support	0.3	0.3	0.3
234	International Support	0.5	0.7	0.7
DEFENSE-WIDE SUPPORT MISSIONS		116.2	114.8	112.0
	Logistics Support	3.1	3.1	2.0
311	Supply Operations	3.1	3.1	2.0
	Personnel Support	109.3	107.8	106.5
322	Training	0.0	0.1	0.1
323	Medical	109.0	107.4	106.0
326	Other Personnel Support	0.3	0.4	0.4
	Other Centralized Support	3.9	3.9	3.6
331	Departmental Headquarters	3.9	3.9	3.6
TOTAL ACTIVE		176.9	175.6	171.3
	Individual Mobilization Augmentees	5.4	4.7	5.4

TABLE VII-7

FY 1993-95 DEFENSE AGENCY END STRENGTH BY DEFENSE MISSION CATEGORY

ACTIVE OFFICER
(in Thousands)

		Actual	Budget	
		FY 1993	FY 1994	FY 1995
MAJOR FORCE MISSIONS		7.7	7.7	7.5
	Strategic Forces	0.2	0.2	0.2
112	Strategic Defense	0.1	0.1	0.1
113	Strategic C	0.1	0.1	0.1
	General Purpose Forces	7.5	7.5	7.4
124	Mobility Forces	3.0	2.2	2.0
125	Special Operations Forces	4.5	5.2	5.3
126	General Purpose Support	0.0	0.0	0.0
DEFENSE-WIDE MISSIONS		3.0	3.8	3.7
	Intelligence & Communications	2.4	3.0	3.0
211	Intelligence	1.9	2.2	2.2
212	Communications	0.5	0.8	0.7
	General Research & Development	0.1	0.1	0.1
221	Science & Technology Program	0.1	0.1	0.1
222	Undistributed Development Prog.	0.0	0.0	0.0
223	RDT&E Management & Support	0.0	0.0	0.0
	Other Defense-Wide Missions	0.5	0.7	0.7
231	Geophysical Sciences	0.1	0.1	0.1
233	Nuclear Weapons Support	0.2	0.2	0.2
234	International Support	0.2	0.3	0.3
DEFENSE-WIDE SUPPORT MISSIONS		39.5	40.3	39.7
	Logistics Support	1.0	1.3	1.2
311	Supply Operations	1.0	1.3	1.2
	Personnel Support	36.9	37.4	36.9
322	Training	0.0	0.1	0.1
323	Medical	36.9	37.3	36.8
326	Other Personnel Support	0.0	0.1	0.1
	Other Centralized Support	1.5	1.6	1.5
331	Departmental Headquarters	1.5	1.6	1.5
TOTAL ACTIVE OFFICER		50.2	51.7	51.0
Individual Mobilization Augmentees		3.4	2.8	3.4

TABLE VII-8

FY 1993-95 DEFENSE AGENCY END STRENGTH BY DEFENSE MISSION CATEGORY

ACTIVE ENLISTED
(in Thousands)

		Actual	Budget	
		FY 1993	FY 1994	FY 1995
MAJOR FORCE MISSIONS		42.3	40.9	39.8
Strategic Forces		0.1	0.1	0.1
112	Strategic Defense	0.0	0.0	0.0
113	Strategic C	0.1	0.1	0.1
General Purpose Forces		42.2	40.8	39.7
124	Mobility Forces	19.4	17.1	15.8
125	Special Operations Forces	22.8	23.6	23.8
126	General Purpose Support	0.0	0.1	0.1
DEFENSE-WIDE MISSIONS		7.5	8.4	8.1
Intelligence & Communications		6.9	7.8	7.5
211	Intelligence	5.3	5.3	5.3
212	Communications	1.6	2.5	2.2
General Research & Development		0.1	0.0	0.0
221	Science & Technology Program	0.1	0.0	0.0
222	Undistributed Development Prog.	0.0	0.0	0.0
223	RDT&E Management & Support	0.0	0.0	0.0
Other Defense-Wide Missions		0.6	0.6	0.6
231	Geophysical Sciences	0.1	0.1	0.1
233	Nuclear Weapons Support	0.1	0.1	0.1
234	International Support	0.3	0.4	0.4
DEFENSE-WIDE SUPPORT MISSIONS		76.8	74.6	72.4
Logistics Support		2.0	1.8	0.8
311	Supply Operations	2.0	1.8	0.8
Personnel Support		72.3	70.4	69.5
322	Training	0.0	0.0	0.0
323	Medical	72.1	70.1	69.2
326	Other Personnel Support	0.3	0.3	0.3
Other Centralized Support		2.4	2.3	2.1
331	Departmental Headquarters	2.4	2.3	2.1
TOTAL ACTIVE ENLISTED		126.6	123.9	120.3
Individual Mobilization Augmentees		2.0	1.9	2.0

Table VII-9

FY 1993-95 DEFENSE AGENCY END STRENGTH BY DEFENSE MISSION CATEGORY

TOTAL SELECTED RESERVE 1/
(in Thousands)

		Actual	Budget	
		FY 1993	FY 1994	FY 1995
MAJOR FORCE MISSIONS		77.1	73.9	73.6
	General Purpose Forces	77.1	73.9	73.6
124	Mobility Forces	59.6	59.6	59.6
125	Special Operations Forces	17.4	14.3	13.9
TOTAL SELECTED RESERVE		77.1	73.9	73.6

SELECTED RESERVE OFFICER

MAJOR FORCE MISSIONS		12.8	12.2	12.2
	General Purpose Forces	12.8	12.2	12.2
124	Mobility Forces	8.8	8.8	8.8
125	Special Operations Forces	4.0	3.4	3.4
TOTAL SELECTED RESERVE OFFICER		12.8	12.2	12.2

SELECTED RESERVE ENLISTED

MAJOR FORCE MISSIONS		64.2	61.7	61.4
	General Purpose Forces	64.2	61.7	61.4
124	Mobility Forces	50.8	50.8	50.8
125	Special Operations Forces	13.4	10.9	10.6
TOTAL SELECTED RESERVE ENLISTED		64.2	61.7	61.4

1/ Includes Reserve and National Guard for USSOCOM and USTRANSCOM.

CHAPTER VIII

COST OF MILITARY MANPOWER

I. INTRODUCTION

This chapter discusses the DoD military manpower program from a fiscal perspective. It provides a concise statement of the Department's FY 1993, FY 1994 and FY 1995 cost of military manpower. (Note: Civilian cost data not available at this time.)

The remainder of the chapter is organized into three sections.

Section II Summary costs and trends.

Section III Detailed Manpower Costs

- FY 1993

- FY 1994

- FY 1995

Section IV Pay tables for military and civilian employees.

II. SUMMARY COSTS AND TRENDS

Table VIII-1 shows military manpower costs and total DoD end strength data included in the FY 1995 Budget. Table VIII-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 VIII-1
DEFENSE MANPOWER COST
(Budget Authority, \$ Billion)

<u>Military Manpower Costs</u>	<u>FY 1993</u>	<u>FY 1994</u>	<u>FY 1995</u>
Military Personnel Appropriations	66.5	61.3	61.1
Military Retired Pay Appropriation			
Reserve and Guard Personnel Appropriations	9.5	9.4	9.3
TOTAL	76.0	70.8	70.5
 END STRENGTHS (thousands)			
Active Military	1,705	1,611	1,526
Selected Reserve	1,058	1,025	979
Civilian Direct Hire	885	875	829
Civilian Indirect Hire	52	48	44
Total Civilian	937	923	873
Retired Military	1,749	1,775	1,798

**TABLE VIII-2
PERCENTAGE PAY RAISES^{a/}**

FY	Military	General Schedule	Wage Board
74	4.8	4.8	10.2 ^{b/}
75	5.5	5.5	8.9
76	5.0	5.0	9.0
77	4.8	4.8	8.3
78	7.1	7.1	7.9
79	5.5	5.5	5.3
80	7.0	7.0	6.4
81	11.7	9.1	9.1
82	14.3 ^{c/}	4.8	4.8
83	4.0	4.0	4.0
84	4.0	3.5	3.5
85	4.0	3.5	3.5
86	3.0	0.0	0.0
87	3.0	3.0	3.0
88	2.0	2.0	2.0
89	4.1	4.1	4.1
90	3.6	3.6	3.6
91	4.1	4.1	4.1
92	4.2	4.2	4.2
93	3.7	3.7	3.7
94	2.2	3.6 ^{d/}	0.0
95	1.6	1.6 ^{e/}	f/

^{a/}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.

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

^{c/}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.

^{d/}The average locality pay raise in FY 1994 for DoD is approximately 3.6%, and ranged from 3.09 to 6.52%.

^{e/}The FY 1995 budget contains a 1.6% across the board pay raise for all civilian employees effective January 1, 1995.

^{f/}Each wage area was granted a different adjustment. The FWS overseas schedule represents an average of all CONUS FWS schedules (2.11%). The FWS wage adjustments are not linked to the overseas adjustment.

III. 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).

Tables VIII-3 through VIII-5 provide details of manpower costs by DoD Component. Key elements are indexed in the margin of these tables and defined below.

Definition of Cost Categories

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

1. 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. Beginning in FY 1991, subsistence-in-kind costs are funded in the Operation and Maintenance appropriation rather than the Military Personnel appropriation based on a realignment of funding responsibility reflective in the FY 1991 budget.

2. 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.

3. 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 (by Index Number)

The manpower cost categories discussed in this section are described below (keyed to the index numbers in Tables VIII-3 through VIII-5).

1. **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 manyears distributed across grade and length of service.

2. **Active Component Retired Pay Accrual** provides the funds (accrual costs) necessary to fund the retired pay accrual provision contained in 10 USC 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.

3. Active Component Basic Allowance for Quarters (BAQ) is paid to military members who do not occupy government housing or when the government housing occupied is declared inadequate. There are two BAQ rates for each military grade: one for members without dependents and another for members with dependents. Members without dependents who are provided government quarters, or who are assigned to field or sea duty, receive a partial BAQ payment. BAQ costs are a function of overall strength, the grade and dependency status distribution of the force, and the numbers and condition of units of government housing.

4. Active Component Variable Housing Allowance (VHA) is paid to military members receiving BAQ who reside in areas of the United States (including Alaska and Hawaii) where housing costs exceed 80 percent of the national median housing cost or who are assigned overseas, but whose dependents reside in those areas qualifying for VHA. The cost of VHA is a function of the number of military members, by grade and dependency status, or their dependents, residing in the VHA qualifying areas.

5. 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.

6. 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 nonrated crew members, parachute jump pay, and demolition pay.

7. 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.

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

9. 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 National Defense Authorization Act authorized the Voluntary Separation Incentive (VSI) and the Special Separation Benefit (SSB) programs. In addition, the FY 1993 Authorization Act approved the 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.

10. 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.

11. 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.

12. 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.

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

14. 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.

15. 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.

16. Reserve Component Allowances and Benefits include BAO, 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).

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

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

19. 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.

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

21. 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, and other such payments.

22. 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 VIII-3

**SUMMARY OF ENTITLEMENTS REPORT
MILITARY PERSONNEL ACTIVE APPROPRIATIONS
FISCAL YEAR 1993
(\$ IN MILLIONS)**

COST CATEGORIES	ARMY	NAVY	MARINE CORPS	AIR FORCE	TOTAL
Basic Pay	11,431	9,713	3,062	9,502	33,708
Retired Pay Accrual	4,161	3,531	1,113	3,459	12,264
Basic Allowances - Quarters (BAQ)	1,479	1,491	363	1,298	4,631
Variable Housing Allowance (VHA)	253	614	136	266	1,269
Subsistence Allowance	931	711	235	888	2,765
(In-Kind and Cash Allowance)					
Incentive Pays	128	244	37	252	661
Special Pays	329	788	61	237	1,415
Other Allowances	784	527	191	608	2,110
Separation Pays	1,005	378	195	867	2,445
FICA	1,016	847	268	849	2,980
PCS Travel	1,219	658	214	1,021	3,112
Cadets	36	37	0	36	109
Miscellaneous	379	162	57	123	721
SUBTOTAL	23,151	19,701	5,932	19,406	68,190
Less Reimbursables	(165)	(352)	(28)	(1,131)	(1,676)
TOTAL OBLIGATIONS	22,986	19,349	5,904	18,275	66,514

TABLE VIII-3a

**SUMMARY OF ENTITLEMENTS REPORT
RESERVE AND GUARD MILITARY PERSONNEL APPROPRIATIONS
FISCAL YEAR 1993
(\$ IN MILLIONS)**

COST CATEGORIES	ARMY RESERVE	NAVY RESERVE	MC RESERVE	AF RESERVE	ARMY GUARD	AF GUARD	TOTAL
Basic Pay	1,302	913	193	415	2,025	755	5,603
Retired Pay Accrual	231	214	34	50	381	140	1,050
Other Allowances	356	236	51	110	463	143	1,359
Basic Allowances-Quarters	97	104	22	34	275	85	617
Variable Housing Allowance	18	32	4	1	34	16	105
Clothing	36	10	10	14	55	11	136
Travel	142	149	27	91	131	61	601
TOTAL OBLIGATIONS	2,182	1,658	341	715	3,364	1,211	9,471

TABLE VIII-3b

**FY 1993 ACTIVE COMPONENT PERMANENT CHANGE OF STATION (PCS) COSTS
(\$ MILLIONS-TOA)**

	<u>Army</u>	<u>Navy</u>	<u>Marine Corps</u>	<u>Air Force</u>	<u>DoD</u>
Accession travel	103	49	27	39.0	218
Training travel	59	55	7	39.0	160
Operational travel	105	167	53	175.0	500
Rotational travel	641	241	68	456.1	1,450
Separation travel	190	105	54	110.4	531
Travel of Organized Units	71	19	1	20.6	117
Non-Temporary Storage	30	14	3	21.9	70
Temporary Lodging Expense	19	8	1	19.6	64
Total Obligations	1,218	658	214	851.9	3,110
Less Reimbursements	6	4	3	1.0	14
Total Direct Obligations	1,212	654	211	849.7	3,096

TABLE VIII-4

**SUMMARY OF ENTITLEMENTS REPORT
MILITARY PERSONNEL ACTIVE APPROPRIATIONS
FISCAL YEAR 1994
(\$ IN MILLIONS)**

COST CATEGORIES	ARMY	NAVY	MARINE CORPS	AIR FORCE	TOTAL
Basic Pay	10,845	9,331	3,043	9,206	32,425
Retired Pay Accrual	3,904	3,354	1,094	3,314	11,666
Basic Allowances - Quarters (BAQ)	1,419	1,408	352	1,270	4,449
Variable Housing Allowance (VHA)	245	581	133	260	1,219
Subsistence Allowance (In-Kind and Cash Allowance)	905	679	233	870	2,687
Incentive Pays	130	229	35	230	624
Special Pays	316	692	38	254	1,300
Other Allowances	687	527	194	554	1,962
Separation Pays	663	409	141	293	1,506
FICA	967	819	265	814	2,865
PCS Travel	1,115	609	209	911	2,844
Cadets	37	36	0	36	109
Miscellaneous	312	72	62	80	526
SUBTOTAL	21,545	18,746	5,799	18,092	64,182
Less Anticipated Transfers		(79)			(79)
Less Reimbursables	(249)	(336)	(27)	(2,164)	(2,776)
TOTAL OBLIGATIONS	21,296	18,331	5,772	15,928	61,327

TABLE VIII-4a

**SUMMARY OF ENTITLEMENTS REPORT
RESERVE AND GUARD MILITARY PERSONNEL APPROPRIATIONS
FISCAL YEAR 1994
(\$ IN MILLIONS)**

COST CATEGORIES	ARMY RESERVE	NAVY RESERVE	MC RESERVE	AF RESERVE	ARMY GUARD	AF GUARD	TOTAL
Basic Pay	1,277	858	207	448	2,016	759	5,565
Retired Pay Accrual	229	203	35	54	382	142	1,045
Other Allowances	379	210	47	128	483	158	1,405
Basic Allowances-Quarters	88	96	23	37	256	84	584
Variable Housing Allowance	18	31	4	1	36	16	106
Clothing	30	9	7	16	57	11	130
Travel	128	122	28	98	110	54	540
TOTAL OBLIGATIONS	2,149	1,529	351	782	3,340	1,211	9,375

TABLE VIII-4b

**FY 1994 ACTIVE COMPONENT PERMANENT CHANGE OF STATION (PCS) COSTS
(\$ MILLIONS-TOA)**

	ARMY	NAVY	Marine CORPS	Air Force	DoD
Accession travel	95	48	27	40	210
Training travel	60	49	6	39	154
Operational travel	84	142	47	156	429
Rotational travel	599	220	70	470	1,359
Separation travel	194	109	51	112	466
Travel of Organized Units	35	21	4	39	99
Non-Temporary Storage	29	14	3	22	68
Temporary Lodging Expense	18	6	1	33	58
Total Obligations	1,114	609	209	911	2,843
Less Reimbursements	6	4	3	1	14
Total Direct	1,108	605	206	910	2,829

TABLE VIII-5
SUMMARY OF ENTITLEMENTS REPORT
MILITARY PERSONNEL ACTIVE APPROPRIATIONS
FISCAL YEAR 1995
(\$ IN MILLIONS)

<u>COST CATEGORIES</u>	<u>ARMY</u>	<u>NAVY</u>	<u>MARINE CORPS</u>	<u>AIR FORCE</u>	<u>TOTAL</u>
Basic Pay	10,564	8,878	3,064	8,949	31,455
Retired Pay Accrual	3,750	3,148	1,086	3,177	11,161
Basic Allowances - Quarters (BAQ)	1,211	1,314	359	1,208	4,092
Variable Housing Allowance (VHA)	221	549	139	245	1,154
Subsistence Allowance	886	646	236	824	2,592
(In-Kind and Cash Allowance)					
Incentive Pays	127	214	34	208	583
Special Pays	311	663	40	249	1,263
Other Allowances	617	525	196	519	1,857
Separation Pays	661	378	134	648	1,821
FICA	921	767	264	781	2,733
PCS Travel	1,119	609	216	938	2,882
Cadets	36	36	0	36	108
Miscellaneous	344	138	34	102	618
SUBTOTAL	20,768	17,865	5,802	18,092	63,319
Less Anticipated Transfers					
Less Reimbursables	(166)	(284)	(24)	(2,164)	(1,139)
TOTAL OBLIGATIONS	20,602	17,581	5,778	15,928	61,180

TABLE VIII-5a

**SUMMARY OF ENTITLEMENTS REPORT
RESERVE AND GUARD MILITARY PERSONNEL APPROPRIATIONS
FISCAL YEAR 1995
(\$ IN MILLIONS)**

COST CATEGORIES	ARMY	NAVY	MC	AF	ARMY	AF	TOTAL
	RESERVE	RESERVE	RESERVE	RESERVE	GUARD	GUARD	RESERVE
Basic Pay	1,272	757	201	446	2,019	769	5,464
Retired Pay Accrual	226	179	35	53	378	143	1,014
Other Allowances	409	208	57	133	500	154	1,461
Basic Allowances-Quarters	84	86	22	37	256	85	570
Variable Housing Allowance	19	28	5	1	37	16	106
clothing	29	7	8	16	58	11	129
Travel	135	111	26	96	113	55	536
TOTAL OBLIGATIONS	2,174	1,376	354	782	3,361	1,233	9,280

TABLE VIII-5b

FY 1995 ACTIVE COMPONENT PERMANENT CHANGE OF STATION (PCS) COSTS
(\$ IN MILLIONS-TOA)

	ARMY	NAVY	Marine CORPS	Air FORCE	DoD
Accession travel	98.6	48.1	26.7	41.0	214.4
Training travel	60.9	53.9	6.8	26.9	148.5
Operational travel	89.1	149.4	41.4	165.0	444.9
Rotational travel	623.4	212.9	72.3	492.7	1,401.3
Separation travel	192.9	105.9	50.0	99.8	448.6
Travel of Organized Units	35.6	23.9	3.8	34.0	97.3
Non-Temporary Storage	29.5	12.9	3.1	22.6	68.1
Temporary Lodging Expense	<u>18.4</u>	<u>8.0</u>	<u>1.0</u>	<u>18.5</u>	<u>45.9</u>
Total Obligations	1,148.3	615.2	205.1	900.4	2,869.0
Less Reimbursements	<u>3.0</u>	<u>2.0</u>	<u>2.8</u>	<u>104.1</u>	<u>111.9</u>
Total Direct Obligations	1,145.3	613.2	202.3	796.3	2,757.1

IV. CURRENT PAY TABLES FOR MILITARY AND CIVILIAN EMPLOYEES (As of January 1, 1994)

Active component military pay rates are shown in Table VIII-6.

Pay per training weekend for military reserve personnel is shown in Table VIII-7. A training weekend is defined as four 4-hour training periods. The annual pay for reserves is a function of the number of drills, which varies by individual according to his level of authorized participation.

Current civilian pay rates are shown in Tables VIII-8 (General Schedule), VIII-9 (Wage Board-Appropriated Fund), and VIII-10 (Wage Board-Non-appropriated Fund). Beginning this year there are 28 CONUS locality schedules for General Schedule employees. The GS table shown is for the Washington D.C. area only. Note that the Wage Board pay table entries are national averages. Each wage area has its own distinct pay table.

TABLE VIII-6

MILITARY BASIC PAY (MONTHLY)
EFFECTIVE 1 JANUARY 1994

YEARS OF SERVICE

PAY GRADE	<2	2	3	4	6	8	10	12	14	16	18	20	22	24	26
0-10	6,801.6	7,040.7	7,040.7	7,040.7	7,040.7	7,311.0	7,311.0	7,716.0	7,716.0	8,267.7	8,267.7	8,821.5	8,821.5	8,821.5	9,371.1
0-9	6,027.9	6,185.7	6,317.4	6,317.4	6,317.4	6,478.2	6,478.2	6,747.6	6,747.6	7,311.0	7,311.0	7,716.0	7,716.0	7,716.0	8,267.7
0-8	5,459.7	5,623.5	5,756.7	5,756.7	5,756.7	6,185.7	6,185.7	6,478.2	6,478.2	6,747.6	7,040.7	7,311.0	7,491.3	7,491.3	7,491.3
0-7	4,536.6	4,845.0	4,845.0	4,845.0	5,062.2	5,062.2	5,355.6	5,623.5	5,623.5	6,185.7	6,611.1	6,611.1	6,611.1	6,611.1	6,611.1
0-6	3,362.4	3,694.2	3,936.3	3,936.3	3,936.3	3,936.3	3,936.3	4,070.1	4,070.1	4,713.6	4,954.2	5,082.2	5,355.6	5,536.8	5,808.6
0-5	2,689.2	3,157.5	3,375.9	3,375.9	3,375.9	3,375.9	3,478.2	3,665.4	3,911.1	4,203.9	4,444.5	4,579.5	4,739.4	4,739.4	4,739.4
0-4	2,266.8	2,760.3	2,944.5	2,944.5	2,999.1	3,131.4	3,345.0	3,533.1	3,694.2	3,856.5	3,962.7	3,962.7	3,962.7	3,962.7	3,962.7
0-3	2,106.3	2,355.3	2,517.9	2,785.8	2,919.0	3,023.7	3,187.5	3,345.0	3,427.2	3,427.2	3,427.2	3,427.2	3,427.2	3,427.2	3,427.2
0-2	1,836.9	2,005.8	2,410.2	2,491.2	2,542.8	2,542.8	2,542.8	2,542.8	2,542.8	2,542.8	2,542.8	2,542.8	2,542.8	2,542.8	2,542.8
0-1	1,594.8	1,659.9	2,005.8	2,005.8	2,005.8	2,005.8	2,005.8	2,005.8	2,005.8	2,005.8	2,005.8	2,005.8	2,005.8	2,005.8	2,005.8

COMMISSIONED OFFICERS

COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SERVICE
AS AN ENLISTED MEMBER OR WARRANT OFFICER

0-3E	0.0	0.0	0.0	2,785.8	2,919.0	3,023.7	3,187.5	3,345.0	3,478.2	3,478.2	3,478.2	3,478.2	3,478.2	3,478.2	3,478.2
0-2E	0.0	0.0	0.0	2,491.2	2,542.8	2,623.5	2,760.3	2,866.2	2,944.5	2,944.5	2,944.5	2,944.5	2,944.5	2,944.5	2,944.5
0-1E	0.0	0.0	0.0	2,005.8	2,143.2	2,222.1	2,302.5	2,382.6	2,491.2	2,491.2	2,491.2	2,491.2	2,491.2	2,491.2	2,491.2

WARRANT OFFICERS

W-5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3,662.7	3,801.6	3,911.4	4,076.1
W-4	2,146.2	2,302.5	2,302.5	2,355.3	2,462.4	2,570.7	2,678.7	2,866.2	2,999.1	3,104.4	3,187.5	3,290.4	3,400.5	3,506.4	3,665.4
W-3	1,950.6	2,115.9	2,115.9	2,143.2	2,168.1	2,326.8	2,462.4	2,542.8	2,623.5	2,701.8	2,785.8	2,894.4	2,999.1	2,999.1	3,104.4
W-2	1,708.5	1,848.3	1,848.3	1,902.0	2,005.8	2,115.9	2,196.3	2,276.7	2,355.3	2,438.1	2,517.9	2,597.1	2,701.8	2,701.8	2,701.8
W-1	1,423.2	1,632.0	1,632.0	1,768.2	1,848.3	1,927.5	2,005.8	2,088.9	2,168.1	2,248.8	2,326.8	2,410.2	2,410.2	2,410.2	2,410.2

ENLISTED MEMBERS

E-9	0.0	0.0	0.0	0.0	0.0	0.0	2,496.9	2,552.7	2,610.6	2,670.6	2,730.3	2,783.4	2,929.2	3,043.2	3,214.2
E-8	0.0	0.0	0.0	0.0	0.0	2,093.7	2,153.7	2,210.4	2,267.7	2,327.7	2,381.1	2,439.6	2,582.7	2,697.9	2,870.4
E-7	1,461.6	1,578.0	1,636.2	1,693.8	1,751.4	1,807.2	1,865.1	1,923.3	2,010.3	2,067.3	2,124.6	2,152.2	2,296.8	2,411.1	2,582.7
E-6	1,257.6	1,370.7	1,427.7	1,488.6	1,544.4	1,599.9	1,658.7	1,744.2	1,798.8	1,857.0	1,895.2	1,895.2	1,895.2	1,895.2	1,895.2
E-5	1,103.4	1,201.2	1,259.7	1,314.3	1,401.0	1,458.0	1,515.6	1,571.4	1,599.9	1,599.9	1,599.9	1,599.9	1,599.9	1,599.9	1,599.9
E-4	1,029.3	1,087.2	1,151.1	1,239.9	1,288.8	1,288.8	1,288.8	1,288.8	1,288.8	1,288.8	1,288.8	1,288.8	1,288.8	1,288.8	1,288.8
E-3	969.9	1,023.0	1,063.8	1,105.8	1,105.8	1,105.8	1,105.8	1,105.8	1,105.8	1,105.8	1,105.8	1,105.8	1,105.8	1,105.8	1,105.8
E-2	933.3	933.3	933.3	933.3	933.3	933.3	933.3	933.3	933.3	933.3	933.3	933.3	933.3	933.3	933.3
E-1 >4	832.8	832.8	832.8	832.8	832.8	832.8	832.8	832.8	832.8	832.8	832.8	832.8	832.8	832.8	832.8
E-1 <4	770.1	0.0	0.0	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 VIII-6 (Continued)

PAY GRADE	MONTHLY BAQ RATE		MARRIED FULL RATE	BASIC ALLOWANCE FOR SUBSISTENCE FY94	
	SINGLE FULL RATE	PARTIAL RATE*		CASH/IN KIND	
O-10	730.5	50.7	899.1		
O-9	730.5	50.7	899.1		
O-8	730.5	50.7	899.1		142.46 /MONTH
O-7	730.5	50.7	899.1		
O-6	670.2	39.6	809.7		ENLISTED MEMBERS
O-5	645.3	33	780.3		ALL OTHER ENLISTED
O-4	598.2	26.7	687.9		E-1<4 MONTHS
O-3	479.4	22.2	569.4		
O-2	380.1	17.7	486.3		When on leave or authorized to pass separately:
O-1	320.1	13.2	434.4	6.28 /DAY	6.8 /DAY
O3E	517.5	22.2	611.7		
O2E	440.1	17.7	552		
O1E	378.3	13.2	510	7.08 /DAY	7.67 /DAY
W-5	607.5	25.2	663.9		
W-4	539.7	25.2	608.7		
W-3	453.6	20.7	558		When assigned to duty under emergency conditions where no messing facilities of the United States are availat
W-2	402.6	15.9	513.3		
W-1	337.2	13.8	444	9.39 /DAY	10.16 /DAY
E-9	443.4	18.6	584.1		
E-8	407.1	15.3	538.5		
E-7	347.4	12	500.1		
E-6	314.7	9.9	462.3		
E-5	290.1	8.7	415.5		
E-4	252.3	8.1	361.5		Service Academy Cadet Pay is \$543.90, effective on January section 203(c)(1) of Title 37, United States Code.
E-3	247.8	7.8	336.3		
E-2	201.3	7.2	320.1		
E-1 >4	179.1	6.9	320.1		
E-1 <4	179.1	6.9	320.1		

Note:

* Payment of the partial rate of BAQ at these rates to members of the uniformed services without dependents who, under Title 37 U.S.C. 403(b) or (c) are not entitled to the full rate of BAQ, is authorized by Title 37 U.S.C. 1009(c)(2) and Part IV of Executive Order 11157, as amended.

TABLE VIII-7

RESERVE PAY FOR 1 DRILL
EFFECTIVE 1 JANUARY 1994

PAY GRADE	YEARS OF SERVICE														
	<2	2	3	4	6	8	10	12	14	16	18	20	22	24	26
COMMISSIONED OFFICERS															
O-10	226.72	234.69	234.69	234.69	234.69	243.70	243.70	257.20	257.20	275.59	275.59	294.05	294.05	294.05	312.37
O-9	200.93	206.19	210.58	210.58	210.58	215.94	215.94	224.92	224.92	243.70	243.70	257.20	257.20	257.20	275.59
O-8	181.99	187.45	191.89	191.89	191.89	206.19	206.19	215.94	215.94	234.69	234.69	249.71	249.71	249.71	249.71
O-7	151.22	161.50	161.50	161.50	168.74	168.74	178.52	187.45	187.45	206.19	206.19	220.37	220.37	220.37	220.37
O-6	112.08	123.14	131.21	131.21	131.21	131.21	131.21	135.67	135.67	157.12	157.12	168.74	168.74	184.56	193.62
O-5	89.64	105.25	112.53	112.53	112.53	112.53	115.94	122.18	130.37	140.13	148.15	152.65	157.98	157.98	157.98
O-4	75.56	92.01	98.15	98.15	99.97	104.38	111.50	117.77	123.14	128.55	132.09	132.09	132.09	132.09	132.09
O-3	70.21	78.51	83.93	92.86	97.30	100.79	106.25	111.50	114.24	114.24	114.24	114.24	114.24	114.24	114.24
O-2	61.23	66.86	80.34	83.04	84.76	84.76	84.76	84.76	84.76	84.76	84.76	84.76	84.76	84.76	84.76
O-1	53.16	55.33	66.86	66.86	66.86	66.86	66.86	66.86	66.86	66.86	66.86	66.86	66.86	66.86	66.86
COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SERVICE															
AS AN ENLISTED MEMBER OR WARRANT OFFICER															
O-3E	0	0	0	92.86	97.3	100.79	106.25	111.5	115.94	115.94	115.94	115.94	115.94	115.94	115.94
O-2E	0	0	0	83.04	84.76	87.45	92.01	95.54	98.15	98.15	98.15	98.15	98.15	98.15	98.15
O-1E	0	0	0	66.86	71.44	74.07	76.75	79.42	83.04	83.04	83.04	83.04	83.04	83.04	83.04
WARRANT OFFICERS															
W-5	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	122.09	126.72	130.38	135.87
W-4	71.54	76.75	76.75	78.51	82.08	85.69	89.29	95.54	99.97	103.48	106.25	109.68	113.35	116.88	122.18
W-3	65.02	70.53	70.53	71.44	72.27	77.56	82.08	84.76	87.45	90.06	92.86	96.48	99.97	99.97	103.48
W-2	56.95	61.61	61.61	63.40	66.86	70.53	73.21	75.89	78.51	81.27	83.93	86.57	90.06	90.06	90.06
W-1	47.44	54.40	54.40	58.94	61.61	64.25	66.86	69.63	72.27	74.96	77.56	80.34	80.34	80.34	80.34
ENLISTED MEMBERS															
E-9	0.00	0.00	0.00	0.00	0.00	0.00	83.23	85.09	87.02	89.02	91.01	92.78	97.64	101.44	107.14
E-8	0.00	0.00	0.00	0.00	0.00	69.79	71.79	73.68	75.59	77.59	79.37	81.32	86.09	89.93	95.68
E-7	48.72	52.60	54.54	56.46	58.38	60.24	62.17	64.11	67.01	68.91	70.82	71.74	76.56	80.37	86.09
E-6	41.92	45.69	47.59	49.62	51.48	53.33	55.29	58.14	59.96	61.90	62.84	62.84	62.84	62.84	62.84
E-5	36.78	40.04	41.99	43.81	46.70	48.60	50.52	52.38	53.33	53.33	53.33	53.33	53.33	53.33	53.33
E-4	34.31	36.24	38.37	41.33	42.96	42.96	42.96	42.96	42.96	42.96	42.96	42.96	42.96	42.96	42.96
E-3	32.33	34.10	35.46	36.86	36.86	36.86	36.86	36.86	36.86	36.86	36.86	36.86	36.86	36.86	36.86
E-2	31.11	31.11	31.11	31.11	31.11	31.11	31.11	31.11	31.11	31.11	31.11	31.11	31.11	31.11	31.11
E-1 >4	27.76	27.76	27.76	27.76	27.76	27.76	27.76	27.76	27.76	27.76	27.76	27.76	27.76	27.76	27.76
E-1 <4	25.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

TABLE VIII-8

**GENERAL SERVICE SALARY TABLE NO. 94-DCB
INCORPORATING THE 4.23% LOCALITY PAY ADJUSTMENT
FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE, DC-MD-VA-WV
(EXCLUDING ST. MARY'S COUNTY, MD)**

ANNUAL Rates by Grade and Step

	1	2	3	4	5	6	7	8	9	10
GS-1	\$12,406	\$12,820	\$13,232	\$13,644	\$14,058	\$14,300	\$14,706	\$15,116	\$15,135	\$15,521
2	13,948	14,281	14,743	15,135	15,304	15,754	16,205	16,655	17,105	17,555
3	15,221	15,728	16,236	16,744	17,251	17,759	18,266	18,774	19,282	19,789
4	17,086	17,656	18,225	18,794	19,363	19,932	20,501	21,070	21,639	22,208
5	19,116	19,753	20,389	21,026	21,663	22,300	22,937	23,574	24,211	24,847
6	21,308	22,018	22,727	23,437	24,147	24,857	25,567	26,276	26,986	27,696
7	23,678	24,467	25,256	26,045	26,834	27,623	28,412	29,201	29,990	30,779
8	26,223	27,098	27,972	28,847	29,721	30,596	31,470	32,345	33,219	34,094
9	28,964	29,930	30,895	31,860	32,825	33,790	34,755	35,721	36,686	37,651
10	31,898	32,961	34,024	35,087	36,150	37,213	38,276	39,340	40,403	41,466
11	35,045	36,214	37,382	38,551	39,719	40,887	42,056	43,224	44,393	45,561
12	42,003	43,402	44,802	46,202	47,602	49,002	50,401	51,801	53,201	54,601
13	49,947	51,612	53,276	54,941	56,605	58,270	59,934	61,599	63,263	64,928
14	59,022	60,990	62,958	64,926	66,894	68,862	70,829	72,797	74,765	76,733
15	69,427	71,740	74,054	76,368	78,682	80,996	83,310	85,624	87,938	90,252

TABLE VIII-9

**REGULAR AND SPECIAL PRODUCTION FACILITATING WAGE RATE SCHEDULES FOR U. S. CITIZEN WAGE EMPLOYEES
IN FOREIGN AREAS (APPROPRIATED FUND)**

WG WT-WE GRADE	WG-RATES					WL-RATES					WS-WS-WD-WN RATES					WD-WN LEVEL
	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	
1	7.77	8.09	8.41	8.74	9.06	8.54	8.90	9.26	9.61	9.97	11.72	12.21	12.70	13.19	13.67	
2	8.42	8.77	9.13	9.47	9.83	9.27	9.65	10.04	10.42	10.81	12.38	12.89	13.41	13.93	14.44	
3	9.07	9.44	9.82	10.20	10.58	9.97	10.38	10.80	11.21	11.63	13.02	13.56	14.10	14.65	15.19	1
3	9.69	10.10	10.49	10.91	11.30	10.66	11.11	11.55	12.00	12.44	13.65	14.22	14.78	15.35	15.92	2
5	10.30	10.73	11.15	11.59	12.01	11.33	11.80	12.28	12.75	13.22	14.26	14.85	15.44	16.04	16.63	3
6	10.89	11.34	11.80	12.25	12.70	11.98	12.48	12.98	13.48	13.97	14.84	15.46	16.08	16.70	17.32	4
7	11.47	11.95	12.43	12.90	13.38	12.61	13.14	13.67	14.19	14.72	15.43	16.07	16.71	17.35	17.99	5
8	12.05	12.55	13.05	13.55	14.06	13.25	13.80	14.35	14.90	15.45	16.00	16.67	17.33	18.00	10.67	6
9	12.62	13.14	13.66	14.19	14.71	13.87	14.46	15.04	15.61	16.19	16.57	17.26	17.95	18.64	19.33	7
10	13.19	13.73	14.28	14.84	15.39	14.51	15.11	15.71	16.32	16.92	17.14	17.86	18.57	19.29	20.00	8
11	13.74	14.32	14.89	15.46	16.04	15.12	15.75	16.38	17.02	17.64	17.67	18.41	19.15	19.08	20.62	9
12	14.30	14.90	15.50	16.10	16.69	15.73	16.40	17.05	17.70	18.36	18.37	19.13	19.89	20.66	21.43	10
13	14.86	15.47	16.09	16.72	17.33	16.34	17.02	17.70	18.38	19.07	19.23	20.03	20.84	21.63	22.43	11
14	15.41	16.05	16.69	17.33	17.98	16.95	17.66	18.36	19.07	19.78	20.25	21.10	21.94	22.79	23.63	8
15	15.97	16.63	17.29	17.96	18.62	17.55	18.29	19.02	19.75	20.49	21.43	22.32	23.21	24.11	25.00	9
						WS-16					22.77	23.72	24.67	25.62	26.57	
						WS-17					24.28	25.29	26.30	27.31	28.33	
						WS-18					25.95	27.03	28.12	29.19	30.28	
						WS-19					27.74	28.94	30.06	31.23	32.39	

TABLE VIII-10

**REGULAR WAGE SCHEDULES FOR U. S. CITIZEN WAGE EMPLOYEES
IN FOREIGN AREAS (NON-APPROPRIATED FUND)**

HA NL-HS Grade	HA - Rates					NL - Rates					NS - Rates					
	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	
1	4.65	4.85	5.05	5.24	5.43	5.12	5.33	5.54	5.76	5.96	6.23	6.49	6.76	7.01	7.28	
2	5.13	5.33	5.55	5.77	5.96	5.64	5.87	6.10	6.35	6.58	6.71	6.98	7.26	7.54	7.82	
3	5.60	5.84	6.07	6.31	6.55	6.16	6.42	6.67	6.93	7.19	7.19	7.49	7.78	8.09	8.38	
4	6.07	6.32	6.57	6.83	7.08	6.67	6.95	7.23	7.51	7.78	7.65	7.96	8.28	8.60	8.92	
5	6.53	6.80	7.07	7.35	7.61	7.15	7.46	7.77	8.06	8.38	8.11	8.44	8.78	9.11	9.45	
6	6.98	7.27	7.57	7.85	8.15	7.68	8.01	8.32	8.62	8.96	8.53	8.91	9.26	9.62	9.98	
7	7.43	7.74	8.05	8.36	8.67	8.17	8.51	8.85	9.20	9.53	9.00	9.38	9.76	10.14	10.51	
8	7.89	8.21	8.54	8.87	9.20	8.68	9.04	9.40	9.76	10.12	9.46	9.86	10.25	10.64	11.04	
9	8.34	8.69	9.03	9.38	9.73	9.19	9.55	9.93	10.32	10.70	10.00	10.42	10.84	11.26	11.67	
10	8.79	9.16	9.53	9.89	10.26	9.64	10.08	10.48	10.88	11.29	10.55	11.00	11.43	11.87	12.31	
11	9.24	9.63	10.01	10.39	10.78	10.17	10.59	11.01	11.43	11.85	11.09	11.55	12.01	12.48	12.94	
12	9.68	10.09	10.50	10.90	11.31	10.66	11.10	11.54	11.99	12.43	11.63	12.11	12.60	13.08	13.57	
13	10.14	10.56	10.98	11.41	11.83	11.15	11.61	12.07	12.54	13.00	12.16	12.67	13.18	13.68	14.19	
14	10.58	11.02	11.46	11.90	12.34	11.64	12.13	12.61	13.10	13.58	12.70	13.23	13.76	14.29	14.82	
15	11.03	11.49	11.95	12.41	12.87	12.13	12.63	13.14	13.65	14.15	13.24	13.79	14.34	14.89	15.44	
											NS-16	13.79	14.36	14.94	15.51	16.08
											NS-17	14.34	14.94	15.53	16.13	16.73
											HS-18	14.88	15.51	16.13	16.75	17.37
											HS-19	15.44	16.08	16.73	17.37	10.01

APPENDIX A

GLOSSARY OF TERMS

AC: Active Component.

AFR: United States Air Force Reserve. One of two reserve components of the Air Force.

ARC: Air Reserve Components of the Air Force. Includes United States Air Force Reserve and Air National Guard.

Authorized (Manpower): Synonymous with programmed manning.

Authorized Strength Report: A Marine Corps term synonymous with programmed manning.

Billet: A programmed manpower structure space that defines, by grade and occupation, a job to be performed which is associated with a specific unit or organization (see position).

Distributable Billets: A Navy term synonymous with programmed manning.

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 30th, e.g.,

-Actual end strength: Prior fiscal year(s) personnel inventory.

-Budgeted end strength: As contained in a Service or DoD budget.

-Programmed end strength: As contained within the DoD Future Years Defense Program.

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

Force Structure Allowance: An Army term synonymous with active component programmed manning.

Force Structure Authorizations: An Air Force term synonymous with active component programmed manning.

Force Structure Deviation: A manpower accounting convention which allows Programmed Manning for the Programmed Force Structure and the Individuals accounts to be depicted within programmed and budgeted end Active Component Defense Mission Category tables. Positive values indicate that undermanning is projected for the last day of a fiscal year. (DoD Handbook 7045.7-H and DoDI 1120.11).

Funded Peacetime Authorizations: An Air Force term synonymous with programmed manning.

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 Selected Reserve programmed manning who fill Active Component billets upon mobilization. IMA billets are not included in Active Component Programmed Manpower Structure in the DMRR.

Inventory: Synonymous with Actual End Strength. The actual personnel strength for a prior year.

Manning Level: Synonymous with programmed manning.

Occupation: The specialty skill requirement of a billet, and the skill qualifications of personnel. Occupations are defined according to the following coding systems:

- Army: SSI (officer), MOS (Enlisted)
- Navy: NOBC (officer), Rating/NEC (enlisted)
- USAF: AFSC (officer & enlisted)
- USMC: MOS (officer & enlisted)

Occupational Field: An aggregation of discrete occupations.

Operating Strength: An Army personnel management term identifying the number of people (or projected strengths for future periods) in units. The term is synonymous with the following:

- Navy: distributable strength
- USAF: assigned strength
- USMC: chargeable strength

Position: Same as Billet.

Programmed Force Structure: The set of units and organizations that exists in the current year, and which is planned to exist in each future year of the Future Years Defense Program (FYDP).

Programmed Manpower Structure: The aggregation of billets describing the full manpower requirement for units and organizations in the programmed force structure. This does not include IMAs or Individuals.

Programmed Manning: Those billets in the programmed manpower structure planned to be filled. The term "programmed manning" recognizes that 100 percent fill of the programmed manpower structure may not always be desirable or achievable within fiscal and personnel constraints. For the active components the term "programmed manning" is synonymous with:

- Army: Force Structure Allowance
- Navy: Distributable billets
- USAF: Force Structure Authorizations, and Funded Peacetime Authorizations
- USMC: Authorized Strength Report

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

Required (Manpower): Synonymous with programmed manpower structure.

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.

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

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

USAFR: United States Air Force Reserve. One of two reserve components of the Air Force.

Appendix E

Defense Mission Category (DMC) Definitions

Major Force Missions:

Encompasses all primary combatant force-related activities and the programs that directly support them.

Strategic Forces:

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

Strategic Offense:

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

Strategic Defense:

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

Strategic Command, Control and Communications (C3):

Consists of all surveillance and warning systems, command centers and communications in support of strategic forces.

General Purpose Forces:

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

Land Forces:

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

Tactical Air Forces

Consists of air-to-air/air-to-ground combat aircraft squadrons and the programs that directly support them.

Naval Forces:

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

Mobility Forces:

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

Special Operations Forces:

Consists of special operations forces operational and support activities.

General Purpose Support:

Consists of general support applicable to all tactical forces.

Intelligence & Communications:

Consists of intelligence and communications mission activities and the programs that directly support them.

Intelligence:

Consists of the national foreign intelligence program, other intelligence activities, counter-intelligence and investigative activities.

General Research and Development:

Consists of all science and technology and undistributed development programs.

Science and Technology Program:

Consists of all technology base and advanced technology development programs.

Undistributed Development Programs:

Consists of all undistributed advanced and engineering development programs.

RDT&E Management and Support:

Consists of all R&D support and R&D base operations and management headquarters programs.

Other Defense-Wide Missions:

Consists of the geophysical sciences, space launch support, nuclear weapons support and international support.

Geophysical Sciences:

Consists of all geophysical activities and the programs that directly support them.

Space Launch Support

Includes DoD applications for the space shuttle, consolidated space operations center, space test program, and other space support activities.

Nuclear Weapons Support:

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

International Support:

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

Defense-Wide Support Missions:

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

Logistics Support:

Consists of all central supply and maintenance operations and other logistics support activities.

Supply Operations:

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

Maintenance Operations:

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

Other Logistics Support:

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

Personnel Support:

Consists of all personnel acquisition activities and the programs that directly support them.

Training:

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

Medical:

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

Individuals:

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

Federal Agency Support:

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

Other Personnel Support:

Consists of all family housing, dependent education, and other personnel support activities and the programs that directly support them.

Other Centralized Support:

Consists of departmental headquarters and undistributed adjustments.

Departmental Headquarters:

Consists of departmental headquarters activities and their direct support.