



DEFENSE MANPOWER REQUIREMENTS REPORT

Fiscal Year 2008

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

Introduction

The Secretary of Defense hereby submits to the Congress the Defense Manpower Requirements Report (DMRR) for fiscal year (FY) 2008 in compliance with Section 115a of Title 10, United States Code (U.S.C.). This report should be used with the Report of the Secretary of Defense to the Congress on the FY08 Budget.

Organization of the Report

This report explains the Department of Defense (DoD) manpower requirements incorporated in the President's Budget for FY08. The report is organized into five chapters.

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

Manpower Requirements Overview

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

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

Manpower is not a requirement in itself. Our manpower investments must complement those in many areas, such as platforms, weapons, maintenance, and training, to deliver capabilities (such as combat air dominance or logistics lift). These capabilities are the real requirements. For manpower, we believe it is important that all the Services define their workload requirements such that capabilities can be operationalized in a cost-effective manner.

Otherwise, we would fail to have adequate funds to pay for other required capability enablers. In addition to arriving at a fiscally informed Total Force manpower solution(s), we must work with them to ensure personnel policies, including compensation, are aligned to help attract, develop, and retain the All Volunteer Force's Soldiers, Sailors, Marines, and Airmen.

The Total Force

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

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

- Active Component (AC) Military. The AC military are those full-time military men and women who serve in units that engage enemy forces, provide support in the combat theater, provide other support, or who are in special accounts (transients, students, etc.). These men and women are on call 24 hours a day and receive full-time military pay.
- Reserve Component (RC) Military. The Army, Navy, Marine Corps, and Air Force Reserves each consist of three specific categories: Ready Reserve, Standby Reserve, and Retired Reserve. The Army and Air National Guards are composed solely of Ready Reserve personnel.
 - Ready Reserve. The Ready Reserve consists of RC units, individual reservists assigned to AC units, and individuals subject to recall to active duty to augment the active forces in time of war or national emergency. The Ready Reserve consists of three subgroups: the Selected Reserve, the Individual Ready Reserve, and the Inactive National Guard.
 - Selected Reserve (SELRES). The SELRES is composed of those units and individuals designated by their respective Services and approved by the Chairman, Joint Chiefs of Staff, as so essential to initial wartime missions that they have priority for training, equipment, and personnel over all other Reserve elements. The SELRES is composed of Reserve unit members, individual mobilization augmentees (IMAs), and Active Guard and Reserve (AGR) members. Reserve unit members are assigned against RC force structure, IMAs are assigned to, and trained for, AC organizations or Selective Service System or Federal Emergency Management Agency billets, and AGRs are full-time Reserve members who support the recruiting, organizing, training, instructing, and administration of the RCs.
 - Individual Ready Reserve (IRR). The IRR is a manpower pool consisting mainly of trained individuals who have previously served in AC units or in the SELRES. IRR members are liable for involuntary active duty for training and fulfillment of mobilization requirements.
 - Inactive National Guard (ING). The ING consists of Army National Guard personnel who are in an inactive status (the term does not apply to the Air National Guard). Members of the ING are attached to National Guard units but do not actively participate in training activities. Upon mobilization, they would mobilize with their

units. To remain members of the ING, individuals must report annually to their assigned unit.

- Standby Reserve. Personnel assigned to the Standby Reserve have completed all obligated or required service or have been removed from the Ready Reserve because of civilian employment, temporary hardship, or disability. Standby Reservists maintain military affiliation, but are not required to perform training or to be assigned to a unit.
- Retired Reserve. The Retired Reserve consists of personnel who have been placed in retirement status based on completion of 20 or more qualifying years of RC and/or AC service. A member of the Retired Reserve does not receive retired pay until reaching age 60, unless he or she has 20 or more years of active Federal military service.
- Civilian Component. Civilians include U. S. citizens and foreign nationals on DoD's direct payroll, as well as foreign nationals hired indirectly through contractual arrangement with overseas host nations. This category does not include those paid through non-appropriated fund (NAF) activities.
- Contractor Services Support Component. DoD uses service contracts to: a) acquire specialized knowledge and skills not available in DoD; b) obtain temporary or intermittent services; and c) obtain more cost-effective performance of various commercial-type functions available in the private sector. Section 2462 of Title 10, U. S.C. requires the development of government versus private sector total cost comparison analyses to justify contracting out DoD functions that are not inherently governmental or closely tied to mobilization.
- Host Nation Support Component. Host nation military and civilian personnel support, as identified in international treaties and status of forces agreements, represents a cost-effective alternative to stationing U. S. troops and civilians overseas.

Chapter 1: Department Overview

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

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

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

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

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

Table 1-1: Department of Defense Manpower Totals

Service	Category	FY06 Actual*	FY07 Estimate*	FY08 Estimate*
Army	Active:			
	Military	505.4	518.4	525.4
	Civilian	237.0	236.5	243.0
	Subtotal	742.4	754.9	768.4
	Selected Reserve:			
	National Guard	346.3	350.0	351.3
	Reserve	190.0	200.0	205.0
	Subtotal	536.3	550.0	556.3
	Total, Military	1,041.7	1,068.4	1,081.7
Total, Army	1,278.7	1,304.9	1,324.7	
Navy	Active:			
	Military	350.2	337.6	328.4
	Civilian	173.2	174.1	171.3
	Subtotal	523.4	511.7	499.7
	Selected Reserve	70.5	71.3	67.8
	Total, Military	420.7	408.9	396.2
	Total, Navy	593.9	583.0	567.5
Marine Corps	Active:			
	Military	180.4	184.0	189.0
	Civilian	15.7	16.0	16.2
	Subtotal	196.1	200.0	205.2
	Selected Reserve	39.5	39.6	39.6
	Total, Marine Corps	235.6	239.6	244.8
Air Force	Active:			
	Military	349.0	334.2	328.6
	Civilian	166.5	167.2	168.9
	Subtotal	515.5	501.4	497.5
	Selected Reserve:			
	National Guard	105.7	107.0	106.7
	Reserve	74.1	74.9	67.5
	Subtotal	179.7	181.9	174.2
Total, Military	528.7	516.1	502.8	
Total, Air Force	695.2	683.3	671.7	
Defense-Wide	Military	Included in Service totals		
	Civilian	124.6	128.3	127.7
Total DoD	Active:			
	Military	1,385.0	1,374.2	1,371.4
	Civilian	717.0	722.1	727.1
	Subtotal	2,102.0	2,096.3	2,098.5
	Selected Reserve:			
	National Guard	452.0	457.0	458.0
	Reserve	374.1	385.8	379.9
	Subtotal	826.0	842.8	837.9
	Total, Military	2,211.0	2,217.0	2,209.3
Total, DoD	2,928.0	2,939.1	2,936.4	

Numbers may not add due to rounding.

in Thousands

*The 2006 column includes 23,002 Army and 5,416 Marine Corps end strength funded in the 2006 supplemental. The 2007 and 2008 columns include 36,000 Army and 9,000 Marine Corps end strength requested in the 2007 supplemental and 2008 budget allowance. The 2008 column also includes an additional 7,000 Army and 5,000 Marine Corps base end strength.

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

Service	Category	FY06 Actual	FY07 Estimate	FY08 Estimate
Army	Commissioned/Warrant Officers	81.7	85.9	86.9
	Enlisted Personnel	419.4	428.5	434.4
	Cadets	4.3	4.0	4.1
	Total	505.4	518.4	525.4
Navy	Commissioned/Warrant Officers	51.9	51.3	51.3
	Enlisted Personnel	293.8	281.9	272.8
	Midshipmen	4.4	4.4	4.3
	Total	350.2	337.6	328.4
Marine Corps	Commissioned/Warrant Officers	19.0	20.0	20.5
	Enlisted Personnel	161.4	164.0	168.5
	Total	180.4	184.0	189.0
Air Force	Commissioned Officers	70.5	65.8	64.9
	Enlisted Personnel	274.0	264.4	259.7
	Cadets	4.4	4.0	4.0
	Total	349.0	334.2	328.6
Total Active Duty	Commissioned/Warrant Officers	223.2	223.0	223.6
	Enlisted Personnel	1,148.6	1,138.8	1,135.4
	Cadets/Midshipmen	13.2	12.4	12.4
	Total	1,385.0	1,374.2	1,371.4

Numbers may not add due to rounding.

in Thousands

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

Component	Category	FY06 Actual	FY07 Estimate	FY08 Estimate
Army National Guard	Commissioned/Warrant Officers	36.9	38.1	38.6
	Enlisted Personnel	309.4	311.9	312.7
	Total	346.3	350.0	351.3
Army Reserve	Commissioned/Warrant Officers	36.4	40.4	41.9
	Enlisted Personnel	153.6	159.7	163.1
	Total	190.0	200.0	205.0
Navy Reserve	Commissioned/Warrant Officers	16.1	16.3	15.5
	Enlisted Personnel	54.4	55.0	52.3
	Total	70.5	71.3	67.8
Marine Corps Reserve	Commissioned/Warrant Officers	3.3	3.6	3.6
	Enlisted Personnel	36.2	36.0	36.0
	Total	39.5	39.6	39.6
Air National Guard	Commissioned Officers	13.8	14.3	15.4
	Enlisted Personnel	91.9	92.7	91.3
	Total	105.7	107.0	106.7
Air Force Reserve	Commissioned Officers	16.7	17.2	14.7
	Enlisted Personnel	57.4	57.7	52.8
	Total	74.1	74.9	67.5
Total Selected Reserve	Commissioned/Warrant Officers	123.1	129.9	129.7
	Enlisted Personnel	702.9	712.9	708.2
	Total	826.0	842.8	837.9

Numbers may not add due to rounding.

in Thousands

Table 1-3: Major Military Force Units

Major Force Program	Component	FY06	FY07	FY08
		Actual	Estimate	Estimate
Strategic Forces				
Air Offense Squadrons	Active	18	15	14
	Guard/Reserve	1	1	1
Ballistic Missile Submarines (SSBN) ICBMs	Active	14	14	14
	Active	500	500	500
Land Forces				
Army Divisions	Active	10	10	10
	Guard/Reserve	8	8	8
Brigade Combat Teams (BCTs)*	Active	41	42	43
	Guard/Reserve	34	34	34
Marine Divisions	Active	3	3	3
	Guard/Reserve	1	1	1
Air Forces				
Air Force Squadrons	Active	121	119	106
	Guard/Reserve	89	84	72
Carrier Squadrons	Active	69	70	69
	Guard/Reserve	5	4	4
Marine Squadrons	Active	56	55	55
	Guard/Reserve	12	11	9
Navy ASW and FAD Squadrons	Active	37	37	37
	Guard/Reserve	0	0	0
Navy Special Mission Squadrons	Active	6	6	6
	Guard/Reserve	5	4	4
Naval Forces				
Amphibious Assault Ships	Active	35	32	33
Attack Submarines	Active	55	54	52
Guided Missile Submarines (SSGN)	Active	4	2	2
Patrol Ships/Mine Warfare Ships	Active	25	25	25
	Guard/Reserve	11	6	2
Surface Combatants	Active	107	110	116
	Guard/Reserve	9	9	9
C4ISR				
Counter Drug Support Squadrons	Active	0	0	0
	Guard/Reserve	10	10	0
Reconnaissance	Active	19	20	20
	Guard/Reserve	2	2	13
Space Squadrons	Active	76	76	76
	Guard/Reserve	16	16	16
Mobility Forces				
Air Force Airlift Squadrons	Active	102	99	96
	Guard/Reserve	64	64	61
Air Refueling Squadrons	Active	21	24	22
	Guard/Reserve	33	33	27
Naval Fixed Wing Airlift Squadrons	Active	2	2	2
	Guard/Reserve	0	0	0
Naval Rotary Wing Heavy Lift Squadrons	Active	3	3	2
	Guard/Reserve	18	18	18
Sealift Forces	Naval Auxiliary Ships	10	7	7
	Military Sealift Command Ships	175	179	182

*Category changed due to Army Transformation which has led to a Brigade-Centric force structure.

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

Service	Account	FY06 Actual			FY07 Estimate			FY08 Estimate		
		Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
Army	In Units	68.7	364.6	433.3	74.8	380.6	455.4	75.8	386.6	462.4
	Individuals:									
	Transients	1.0	7.6	8.6	1.0	8.5	9.5	1.0	8.6	9.6
	Trainees/Students	11.9	46.0	57.9	10.0	38.2	48.2	10.0	38.0	48.0
	Cadets	4.3	0.0	4.3	4.0	0.0	4.0	4.1	0.0	4.1
	Patients/Prisoners/ Holdees	0.1	1.2	1.3	0.1	1.2	1.3	0.1	1.2	1.3
	Undistributed Manning	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Total End Strength	86.0	419.4	505.4	89.9	428.5	518.4	91.0	434.4	525.4
Navy	In Units	43.5	259.6	303.2	43.9	249.7	293.6	43.7	241.5	285.3
	Individuals:									
	Transients	2.5	9.2	11.7	1.4	9.6	11.0	1.4	7.8	9.2
	Trainees/Students	5.9	23.9	29.7	5.9	20.9	26.8	6.1	21.9	27.9
	Midshipmen	0.0	4.4	4.4	0.0	4.4	4.4	0.0	4.3	4.3
	Patients/Prisoners/ Holdees	0.1	1.2	1.2	0.1	1.7	1.8	0.1	1.6	1.7
	Undistributed Manning	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Total End Strength	51.9	298.3	350.2	51.3	286.3	337.6	51.3	277.1	328.4
Marine Corps	In Units	16.0	136.7	152.7	16.3	136.7	153.0	16.7	140.4	157.2
	Individuals:									
	Transients	1.0	2.1	3.0	1.6	3.3	4.8	1.6	3.4	5.0
	Trainees/Students	2.0	22.0	24.0	2.1	23.3	25.4	2.2	23.9	26.1
	Patients/Prisoners/ Holdees	0.0	0.6	0.6	0.0	0.8	0.8	0.0	0.8	0.8
	Undistributed Manning	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Total End Strength	19.0	161.4	180.4	20.0	164.0	184.0	20.5	168.5	189.0
	Air Force	In Units	65.2	256.0	321.4	59.1	247.0	306.1	59.3	243.1
Individuals:										
Transients		0.3	4.6	4.9	0.3	4.7	5.0	0.3	4.6	4.9
Trainees/Students		5.1	13.4	18.5	5.2	12.3	17.5	5.0	11.0	16.0
Cadets		4.4	0.0	4.4	4.0	0.0	4.0	4.0	0.0	4.0
Patients/Prisoners/ Holdees		0.0	0.0	0.0	0.0	0.2	0.2	0.0	0.2	0.2
Undistributed Manning		0.0	0.0	0.0	1.1	0.2	1.3	0.2	0.7	0.9
Total End Strength		75.0	274.0	349.0	69.8	264.4	334.2	68.9	259.7	328.6
Total DoD	In Units	193.4	1,017.0	1,210.6	194.2	1,014.0	1,208.1	195.6	1,011.7	1,207.2
	Individuals:									
	Transients	4.8	23.4	28.2	4.3	26.0	30.3	4.3	24.4	28.7
	Trainees/Students	24.8	105.2	130.1	23.2	94.7	117.9	23.3	94.8	118.0
	Cadets/Midshipmen	8.7	4.4	13.2	8.0	4.4	12.4	8.1	4.3	12.4
	Patients/Prisoners/ Holdees	0.2	3.0	3.2	0.2	3.9	4.1	0.2	3.8	4.0
	Undistributed Manning	0.0	0.0	0.0	1.1	0.2	1.3	0.2	0.7	0.9
	Total End Strength	232.0	1,153.1	1,385.0	231.0	1,143.2	1,374.2	231.7	1,139.7	1,371.4

Numbers may not add due to rounding.

in Thousands

Chapter 2: Service and Defense-Level Summaries

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

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

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

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

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

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

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

Category	FY06 Actual				FY07 Estimate				FY08 Estimate			
	Active	SELRES	Civilian	Total	Active	SELRES	Civilian	Total	Active	SELRES	Civilian	Total
Forces												
Expeditionary Forces	342.8	475.4	44.8	863.0	361.6	469.9	43.6	875.1	368.5	457.2	46.3	872.0
Deterrence & Protection Forces	1.0	1.0	1.3	3.3	0.9	1.2	1.5	3.6	0.9	1.3	1.5	3.7
Other Forces	7.2	0.3	3.5	11.0	8.5	0.3	3.6	12.4	9.6	0.4	3.8	13.8
Forces Total	351.0	476.7	49.6	877.3	371.0	471.4	48.7	891.1	379.0	458.9	51.6	889.5
Infrastructure												
Force Installations	1.5	0.0	38.9	40.4	1.2	0.0	27.6	28.8	2.2	0.0	36.1	38.3
Communications & Information	0.9	0.4	3.5	4.8	1.5	0.3	4.2	6.0	1.5	0.2	4.0	5.7
Science & Technology Program	0.7	0.0	11.0	11.7	0.7	0.0	9.5	10.2	0.7	0.0	9.8	10.5
Acquisition	3.1	0.0	10.7	13.8	4.1	0.0	10.2	14.3	3.2	0.0	10.6	13.8
Central Logistics	1.1	5.9	41.5	48.5	1.3	13.5	47.9	62.7	1.1	20.0	47.2	68.3
Defense Health Program	24.1	0.0	27.6	51.7	24.6	0.0	27.1	51.7	23.9	0.0	27.7	51.6
Central Personnel Administration	22.6	7.4	7.9	37.9	23.6	26.7	7.8	58.1	23.5	23.6	8.1	55.2
Central Personnel Benefits Programs	1.1	0.0	3.6	4.7	1.1	0.0	4.8	5.9	1.1	0.0	4.4	5.5
Central Training	86.6	20.7	18.3	125.6	76.4	17.7	23.7	117.8	76.0	26.6	18.9	121.5
Departmental Management	9.2	25.0	23.9	58.1	9.2	20.3	24.2	53.7	9.3	26.9	23.8	60.0
Other Infrastructure	3.5	0.2	0.5	4.2	3.7	0.1	0.8	4.6	3.9	0.1	0.8	4.8
Infrastructure Total	154.4	59.6	187.4	401.4	147.4	78.6	187.8	413.8	146.4	97.4	191.4	435.2
Grand Total	505.4	536.3	237.0	1,278.7	518.4	550.0	236.5	1,304.9	525.4	556.3	243.0	1,324.7
Infrastructure as a Percentage of Total	31%	11%	79%	31%	28%	14%	79%	32%	28%	18%	79%	33%

Numbers may not add due to rounding.

in Thousands

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

Category	FY06 Actual				FY07 Estimate				FY08 Estimate			
	Active	SELRES	Civilian	Total	Active	SELRES	Civilian	Total	Active	SELRES	Civilian	Total
Forces												
Expeditionary Forces	177.4	29.7	11.6	218.7	170.5	29.7	12.8	213.0	171.4	28.2	13.2	212.8
Deterrence & Protection Forces	8.2	2.5	4.2	14.9	9.6	2.9	4.1	16.6	9.7	3.0	4.4	17.1
Other Forces	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Forces Total	185.7	32.1	15.7	233.5	180.1	32.6	16.9	229.6	181.1	31.1	17.6	229.8
Infrastructure												
Force Installations	22.9	8.4	27.9	59.2	22.1	6.1	26.0	54.2	19.0	5.7	25.3	50.1
Communications & Information	3.9	1.1	1.8	6.9	4.1	0.8	1.9	6.8	4.0	0.8	1.9	6.7
Science & Technology Program	0.0	0.0	3.7	3.7	0.0	0.0	3.6	3.6	0.0	0.0	3.6	3.6
Acquisition	4.8	0.8	34.7	40.3	4.9	0.7	33.9	39.4	4.1	0.7	33.5	38.3
Central Logistics	9.5	5.5	57.1	72.1	8.6	5.3	55.4	69.3	6.2	5.1	53.2	64.5
Defense Health Program	29.2	0.0	11.8	40.9	28.7	0.0	14.0	42.7	27.2	0.0	14.0	41.2
Central Personnel Administration	20.3	2.0	2.8	25.2	20.0	2.3	2.8	25.1	17.9	2.2	2.8	22.9
Central Personnel Benefits Programs	1.5	0.2	3.9	5.6	1.4	0.2	3.8	5.3	1.3	0.2	3.7	5.2
Central Training	50.7	0.3	6.0	57.0	48.0	3.1	6.2	57.3	48.2	3.0	6.5	57.7
Departmental Management	17.5	14.4	7.0	38.9	17.2	14.7	8.5	40.4	17.0	13.5	8.0	38.6
Other Infrastructure	4.2	5.6	0.9	10.7	2.5	5.5	1.1	9.2	2.3	5.5	1.2	9.0
Infrastructure Total	164.5	38.4	157.5	360.4	157.5	38.7	157.2	353.4	147.3	36.7	153.7	337.8
Grand Total	350.2	70.5	173.2	593.9	337.6	71.3	174.1	583.0	328.4	67.8	171.3	567.6
Infrastructure as a Percentage of Total	47%	54%	91%	61%	47%	54%	90%	61%	45%	54%	90%	60%

Numbers may not add due to rounding.

in Thousands

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

Category	FY06 Actual				FY07 Estimate				FY08 Estimate			
	Active	SELRES	Civilian	Total	Active	SELRES	Civilian	Total	Active	SELRES	Civilian	Total
Forces												
Expeditionary Forces	118.7	39.5	0.0	158.2	121.2	39.6	0.0	160.8	124.2	39.6	0.0	163.8
Deterrence & Protection Forces	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other Forces	1.0	0.0	0.0	1.0	1.1	0.0	0.0	1.1	1.1	0.0	0.0	1.1
Forces Total	119.7	39.5	0.0	159.2	122.3	39.6	0.0	161.9	125.3	39.6	0.0	164.9
Infrastructure												
Force Installations	19.7	0.0	4.7	24.4	20.1	0.0	4.9	25.0	20.6	0.0	5.0	25.6
Communications & Information	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Science & Technology Program	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Acquisition	1.0	0.0	0.3	1.3	1.1	0.0	0.3	1.4	1.1	0.0	0.3	1.4
Central Logistics	7.0	0.0	2.0	9.0	7.1	0.0	2.1	9.2	7.3	0.0	2.1	9.4
Defense Health Program	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Central Personnel Administration	6.0	0.0	1.6	7.6	6.1	0.0	1.6	7.7	6.3	0.0	1.7	8.0
Central Personnel Benefits Programs	1.0	0.0	0.3	1.3	1.1	0.0	0.3	1.4	1.1	0.0	0.3	1.4
Central Training	23.0	0.0	6.0	29.0	23.6	0.0	6.0	29.6	24.2	0.0	6.0	30.2
Departmental Management	2.0	0.0	0.5	2.5	2.0	0.0	0.5	2.5	2.1	0.0	0.5	2.6
Other Infrastructure	1.0	0.0	0.3	1.3	0.8	0.0	0.3	1.1	1.1	0.0	0.3	1.4
Infrastructure Total	60.7	0.0	15.7	76.4	61.7	0.0	16.0	77.7	63.7	0.0	16.2	79.9
Grand Total	180.4	39.5	15.7	235.6	184.0	39.6	16.0	239.6	189.0	39.6	16.2	244.8
Infrastructure as a Percentage of Total	34%	0%	100%	32%	34%	0%	100%	32%	34%	0%	100%	33%

Numbers may not add due to rounding.

in Thousands

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

Category	FY06 Actual				FY07 Estimate				FY08 Estimate			
	Active	SELRES	Civilian	Total	Active	SELRES	Civilian	Total	Active	SELRES	Civilian	Total
Forces												
Expeditionary Forces	149.5	116.2	32.6	298.3	150.6	120.2	35.0	305.7	150.8	116.3	33.6	300.6
Deterrence & Protection Forces	8.7	4.4	3.3	16.4	7.8	4.3	3.7	15.8	7.7	4.5	3.6	15.8
Other Forces	22.8	3.9	5.2	31.8	25.2	5.1	5.6	35.9	25.1	6.6	6.5	38.2
Forces Total	181.0	124.4	41.1	346.5	183.6	129.6	44.3	357.5	183.6	127.4	43.7	354.7
Infrastructure												
Force Installations	20.9	12.0	25.0	57.9	16.3	11.9	24.2	52.4	15.1	11.7	23.7	50.4
Communications & Information	2.6	0.1	5.1	7.8	3.2	0.1	4.5	7.8	3.1	0.1	4.5	7.6
Science & Technology Program	1.1	0.0	4.3	5.4	1.0	0.0	4.0	5.0	0.9	0.0	4.0	4.9
Acquisition	7.9	1.3	9.8	18.9	8.0	1.1	9.7	18.8	7.5	0.5	10.0	18.0
Central Logistics	4.3	1.2	41.9	47.4	3.7	1.3	39.6	44.6	3.7	0.5	39.7	43.9
Defense Health Program	30.5	0.0	5.3	35.8	32.9	0.0	6.6	39.5	31.4	0.0	7.5	38.9
Central Personnel Administration	4.3	2.1	1.7	8.1	8.2	2.3	1.6	12.1	7.9	2.2	1.5	11.6
Central Personnel Benefits Programs	1.4	0.0	3.6	5.0	1.3	0.0	3.6	4.9	1.2	0.0	3.6	4.8
Central Training	69.8	12.5	15.6	97.9	50.8	9.8	15.2	75.8	49.6	9.5	15.6	74.7
Departmental Management	15.4	10.5	10.5	36.4	15.1	9.8	10.7	35.6	15.0	8.7	11.8	35.6
Other Infrastructure	10.0	15.6	2.6	28.2	10.2	16.1	3.3	29.5	9.7	13.6	3.4	26.6
Infrastructure Total	168.0	55.3	125.4	348.7	150.6	52.3	122.9	325.8	145.0	46.8	125.2	317.0
Grand Total	349.0	179.8	166.5	695.2	334.2	181.9	167.2	683.3	328.6	174.2	168.9	671.7
Infrastructure as a Percentage of Total	48%	31%	75%	50%	45%	29%	73%	48%	44%	27%	74%	47%

Numbers may not add due to rounding.

in Thousands

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

Component		High-Priority Units			Other			Total		
		Dual Status	Non-Dual Status	Total	Dual Status	Non-Dual Status	Total	Dual Status	Non-Dual Status	Total
		FY06 Actual								
Army National Guard	Required	34.6	0.0	34.6	5.0	1.8	6.8	39.6	1.8	41.4
	Estimate	21.2	0.0	21.2	4.4	1.6	6.0	25.6	1.6	27.2
	Actual	19.7	0.0	19.7	4.0	1.6	5.6	23.8	1.6	25.4
Army Reserve	Required	11.5	0.0	11.5	1.6	0.0	1.6	13.1	0.0	13.1
	Estimate	3.7	0.2	3.9	3.9	0.4	4.3	7.6	0.7	8.3
	Actual	3.5	0.2	3.8	3.8	0.5	4.3	7.4	0.7	8.1
Air National Guard	Required	23.0	0.4	23.4	0.0	0.0	0.0	23.0	0.4	23.4
	Estimate	23.0	0.4	23.3	0.0	0.0	0.0	23.0	0.4	23.3
	Actual	21.7	0.3	22.0	0.0	0.0	0.0	21.7	0.3	22.0
Air Force Reserve	Required	9.6	0.0	9.6	0.1	0.0	0.1	9.7	0.0	9.7
	Estimate	9.9	0.1	9.9	0.0	0.0	0.0	9.9	0.1	9.9
	Actual	9.4	0.0	9.4	0.0	0.0	0.0	9.4	0.0	9.4
		FY07 Estimate								
Army National Guard	Required	34.6	0.0	34.6	5.0	1.8	6.8	39.6	1.8	41.4
	Estimate	21.6	0.0	21.6	4.4	1.6	6.0	26.1	1.6	27.7
Army Reserve	Required	11.5	0.0	11.5	1.6	0.0	1.6	13.1	0.0	13.1
	Estimate	3.8	0.2	4.0	4.1	0.4	4.5	7.9	0.6	8.5
Air National Guard	Required	23.0	0.4	23.4	0.0	0.0	0.0	23.0	0.4	23.4
	Estimate	23.3	0.4	23.6	0.0	0.0	0.0	23.3	0.4	23.6
Air Force Reserve	Required	9.6	0.0	9.6	0.1	0.0	0.1	9.7	0.0	9.7
	Estimate	10.1	0.1	10.2	0.0	0.0	0.0	10.1	0.1	10.2
		FY08 Estimate								
Army National Guard	Required	34.6	0.0	34.6	5.0	1.8	6.8	39.6	1.8	41.4
	Estimate	22.2	0.0	22.2	4.3	1.6	5.9	26.5	1.6	28.1
Army Reserve	Required	11.5	0.0	11.5	1.6	0.0	1.6	13.1	0.0	13.1
	Estimate	4.0	0.2	4.2	4.2	0.4	4.6	8.2	0.6	8.8
Air National Guard	Required	23.0	0.4	23.4	0.0	0.0	0.0	23.0	0.4	23.4
	Estimate	22.6	0.4	22.9	0.0	0.0	0.0	22.6	0.4	22.9
Air Force Reserve	Required	9.6	0.0	9.6	0.1	0.0	0.1	9.7	0.0	9.7
	Estimate	9.9	0.1	10.0	0.0	0.0	0.0	9.9	0.1	10.0

Numbers may not add due to rounding.

in Thousands

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

Component	FY06 Actual	FY07 Estimate	FY08 Estimate
Army National Guard			
Active Guard/Reserve*	25.3	27.4	29.2
Army Guard Technicians:			
Dual Status	23.8	26.1	26.5
Non-Dual Status	1.6	1.6	1.6
Active Component with Reserve Unit	0.2	0.2	0.2
Civilians	0.5	0.5	0.5
Subtotal	51.4	55.8	58.0
Army Reserve			
Active Guard/Reserve	15.3	15.4	15.9
Army Reserve Technicians:			
Dual Status	7.4	7.9	8.2
Non-Dual Status	0.7	0.6	0.6
Active Component with Reserve Unit	0.2	0.1	0.0
Civilians	1.4	1.4	1.3
Subtotal	24.9	25.4	26.1
Navy Reserve			
Active Guard/Reserve	13.1	12.6	11.6
Active Component with Reserve Units	2.0	1.8	1.9
Civilians	1.0	1.0	1.1
Subtotal	16.1	15.4	14.6
Marine Corps Reserve			
Active Guard/Reserve	2.3	2.3	2.3
Active Component with Reserve Units	4.4	4.4	4.4
Civilians	0.2	0.2	0.2
Subtotal	6.9	6.9	6.9
Air National Guard			
Active Guard/Reserve	13.1	13.2	13.9
Air Guard Technicians:			
Dual Status	21.7	23.3	22.6
Non-Dual Status	0.3	0.4	0.4
Active Component with Reserve Unit	0.6	0.5	0.5
Civilians	1.3	1.3	1.3
Subtotal	36.9	38.6	38.6
Air Force Reserve			
Active Guard/Reserve	2.3	2.7	2.7
Air Reserve Technicians:			
Dual Status	9.4	10.1	9.9
Non-Dual Status	0.0	0.1	0.1
Active Component with Reserve Unit	1.1	0.6	0.6
Civilians	4.3	4.2	3.8
Subtotal	17.1	17.7	17.1
DoD Totals			
Active Guard/Reserve	71.4	73.6	75.6
Military Technicians	64.9	70.0	69.8
Active Component with Reserve Unit	8.4	7.7	7.6
Civilians	8.7	8.6	8.3
Total	153.3	159.8	161.3

Numbers may not add due to rounding.

in Thousands

*Does not include those members mobilized as Selected Reservists in FY06: 1,585 ARNG – MilTechs (Dual status).

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

Activity	FY06 Actual*				FY07 Estimate*				FY08 Estimate*			
	Active	SELRES	Civilian	Total	Active	SELRES	Civilian	Total	Active	SELRES	Civilian	Total
OSD-Level												
Office of the Inspector General	29	0	1,371	1,400	29	0	1,407	1,436	28	0	1,389	1,417
Office of the Secretary of Defense	442	177	1,517	2,136	475	177	1,590	2,242	454	177	1,617	2,248
Defense Agencies												
Defense Advanced Research Projects Agency (DARPA)	16	0	151	167	17	0	183	200	17	0	183	200
Defense Business Transformation Agency (DBTA)	0	0	43	43	6	1	160	167	7	1	175	183
Defense Commissary Agency (DeCA)	5	0	14,904	14,909	5	0	14,839	14,844	5	0	14,696	14,701
Defense Contract Audit Agency (DCAA)	0	0	3,867	3,867	0	0	3,808	3,808	0	0	3,821	3,821
Defense Contract Management Agency (DCMA)	361	245	10,092	10,698	563	244	10,013	10,820	562	232	9,899	10,693
Defense Finance and Accounting Service (DFAS)	269	0	13,220	13,489	259	0	12,780	13,039	259	0	11,369	11,628
Defense Legal Services Agency (DLSA)	12	0	173	185	30	0	235	265	93	0	240	333
Defense Logistics Agency (DLA)	478	605	21,969	23,052	556	756	23,275	24,587	556	731	23,913	25,200
Defense Security Cooperation Agency (DSCA)	85	3	593	681	120	3	722	845	126	3	755	884
Defense Security Service (DSS)	0	0	582	582	0	0	582	582	0	0	602	602
Defense Threat Reduction Agency (DTRA)	751	21	1,116	1,888	751	21	1,183	1,955	751	21	1,183	1,955
Pentagon Force Protection Agency (PFPA)	26	0	890	916	23	0	964	987	23	0	964	987
Missile Defense Agency (MDA)	140	0	713	853	138	0	965	1,103	136	0	1,000	1,136

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

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

Activity	FY06 Actual*				FY07 Estimate*				FY08 Estimate*			
	Active	SELRES	Civilian	Total	Active	SELRES	Civilian	Total	Active	SELRES	Civilian	Total
Defense Field Activities												
American Forces Information Service (AFIS)	267	7	263	537	325	7	263	595	310	7	278	595
Defense Human Resources Activity (DHRA)	18	1	895	914	18	1	891	910	14	1	898	913
Defense Prisoner of War/ Missing Persons Office	46	0	69	115	46	0	69	115	46	0	69	115
Defense Technical Information Center (DTIC)	0	0	286	286	0	0	307	307	0	0	307	307
Defense Technology Security Administration (DTSA)	31	45	152	228	26	45	152	223	22	45	153	220
Defense Test Resource Management Center (DTRMC)	3	0	26	29	3	0	31	34	3	0	31	34
DoD Education & MCFP Managed Programs	1	0	13,328	13,329	1	0	13,137	13,138	1	0	12,732	12,733
Office of Economic Adjustment (OEA)	3	0	34	37	3	0	41	44	3	0	41	44
Tricare Management Activity (TMA)	64	0	408	472	68	0	498	566	53	0	662	715
Washington Headquarters Services (WHS)	121	0	677	798	188	0	790	978	144	0	807	951
Other Defense-Wide Organizations												
Defense Acquisition University (DAU)	80	0	433	513	104	0	437	541	82	0	453	535
National Defense University (NDU)	265	8	512	785	265	8	503	776	255	10	548	813
Uniformed Services University of the Health Sciences (USUHS)	937	0	689	1,626	921	0	669	1,590	922	0	669	1,591
United States Court of Appeals for the Armed Services	0	0	57	57	0	0	59	59	0	0	59	59
Communications and Classified Programs†	7,554	454	33,990	41,998	8,830	732	36,101	45,663	10,894	834	37,225	48,953

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

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

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

Activity	FY06 Actual*				FY07 Estimate*				FY08 Estimate*			
	Active	SELRES	Civilian	Total	Active	SELRES	Civilian	Total	Active	SELRES	Civilian	Total
Joint Staff & Unified/Combined Commands												
Chairman, Joint Chiefs of Staff (CJCS) Controlled Activities	64	0	2	66	64	0	2	66	77	0	2	79
The Joint Chiefs of Staff (TJS)	1,068	10	212	1,290	1,043	17	207	1,267	1,030	25	207	1,262
North American Aerospace Defense Cmd. (NORAD)	242	40	31	313	242	40	24	306	227	40	24	291
North Atlantic Treaty Organization (NATO)	3,647	0	69	3,716	3,744	226	69	4,039	2,989	5	43	3,037
US Central Command (USCENTCOM)	1,374	441	309	2,124	1,278	553	150	1,981	929	560	150	1,639
US European Command (USEUCOM)	1,483	605	417	2,505	1,330	723	304	2,357	817	735	480	2,032
US Joint Forces Command (USJFCOM)	1,392	872	1,098	3,362	1,413	520	971	2,904	1,337	874	1,011	3,222
US Northern Command (USNORTHCOM)	769	18	482	1,269	732	61	482	1,275	680	102	483	1,265
US Pacific Command (USPACOM)	2,294	1,292	461	4,047	2,024	1,306	450	3,780	1,586	995	509	3,090
US Southern Command (USSOUTHCOM)	868	229	534	1,631	848	235	471	1,554	619	234	503	1,356
US Special Operations Command (USSOCOM) ¹	1,851	82	795	2,728	2,464	82	1,063	3,609	2,608	80	1,327	4,015
US Strategic Command (USSTRATCOM)	2,064	508	574	3,146	1,677	515	482	2,674	1,543	515	503	2,561
US Transportation Command (USTRANSCOM) ²	674	292	355	1,321	603	299	354	1,256	536	296	385	1,217
Program Manager Manpower												
Defense Health Program (DHP) ³	82,739	0	43,246	125,985	85,309	0	46,236	131,545	81,625	0	48,386	130,011
Special Operations Forces (SOF) ⁴	33,610	15,476	3,908	52,994	37,458	6,138	4,188	47,784	42,414	6,785	5,048	54,247
Transportation Working Capital Fund (TWCF) ⁵	13,861	0	4,108	17,969	13,755	0	4,055	17,810	13,892	0	3,941	17,833

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

¹Includes USSOCOM joint activities only.

²Includes USTRANSCOM joint activities only.

³Less TRICARE Management Activity and Uniformed Service University of the Health Sciences.

⁴Includes Military Department Major Force Program 11 activities only.

⁵Includes Military Department TWCF activities only.

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

Service	Category	Overseas			Afloat		
		FY06 Actual	FY07 Estimate	FY08 Estimate	FY06 Actual	FY07 Estimate	FY08 Estimate
Army	Active Duty	76.5	68.2	65.7	0.0	0.0	0.0
	Guard/Reserve	21.2	22.3	21.8	0.0	0.0	0.0
	Civilian	43.1	42.4	41.4	0.0	0.0	0.0
	Total	140.8	132.9	128.9	0.0	0.0	0.0
Navy	Active Duty	17.7	19.5	18.8	128.0	121.9	121.0
	Reserve	4.7	4.7	4.6	7.5	6.7	6.5
	Civilian	14.8	14.5	14.5	6.7	7.4	7.5
	Total	37.2	38.7	37.9	142.1	136.0	135.0
Marine Corps	Active Duty	44.7	46.6	46.6	2.2	4.9	4.9
	Reserve	0.3	0.3	0.3	0.0	0.0	0.0
	Civilian	4.0	4.0	4.0	0.0	0.0	0.0
	Total	48.9	51.0	51.0	2.2	4.9	4.9
Air Force	Active Duty	57.2	53.7	53.7	0.0	0.0	0.0
	Guard/Reserve	0.0	0.0	0.0	0.0	0.0	0.0
	Civilian	12.0	12.2	12.1	0.0	0.0	0.0
	Total	69.2	65.9	65.9	0.0	0.0	0.0

Numbers may not add due to rounding.

in Thousands

Chapter 3: Officer and Enlisted Flow Data

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

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

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

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

Grade	Commissioned Officers										Warrant Officers					Total
	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	W-5	W-4	W-3	W-2	W-1	
FY 2007																
Begin Strength	12	49	95	155	3,827	8,723	15,428	24,681	7,000	8,772	435	1,868	3,305	4,698	2,660	81,708
Promotions In	3	15	37	56	912	2,542	3,699	6,459	7,555	0	100	877	1,315	1,547	0	25,117
Reserve/Regular ordered to Active Duty	0	0	1	1	23	63	104	453	218	8,782	2	11	13	11	1,902	11,584
Total Gains	3	15	38	57	935	2,605	3,803	6,912	7,773	8,782	102	888	1,328	1,558	1,902	36,701
Deaths	0	0	0	0	2	6	8	19	11	5	1	2	6	9	2	71
Separations	0	1	2	1	30	116	440	2,705	426	140	4	16	53	196	46	4,176
Promotions Out	0	3	15	37	56	912	2,542	3,699	6,459	7,555	0	100	877	1,315	1,547	25,117
Retirements (Disability & Non-Disability)	3	9	19	14	644	1,033	565	111	15	3	90	272	320	78	1	3,177
Total losses	3	13	36	52	732	2,067	3,555	6,534	6,911	7,703	95	390	1,256	1,598	1,596	32,541
End Strength*	12	51	97	160	4,030	9,261	15,676	25,059	7,862	9,851	442	2,366	3,377	4,658	2,966	85,868
FY 2008																
Begin Strength	12	51	97	160	4,030	9,261	15,676	25,059	7,862	9,851	442	2,366	3,377	4,658	2,966	85,868
Promotions In	2	9	35	48	178	960	2,919	6,289	6,053	0	161	244	898	1,832	0	19,628
Reserve/Regular ordered to Active Duty	0	0	2	1	52	143	234	1,018	490	4,900	0	0	48	39	1,484	8,411
Total Gains	2	9	37	49	230	1,103	3,153	7,307	6,543	4,900	161	244	946	1,871	1,484	28,039
Deaths	0	0	0	0	2	6	8	19	11	5	1	2	6	9	2	71
Separations	0	1	2	1	30	116	439	2,699	425	140	4	16	53	195	46	4,167
Promotions Out	0	2	9	35	48	178	960	2,919	6,289	6,053	0	161	244	898	1,832	19,628
Retirements (Disability & Non-Disability)	3	9	19	14	642	1,031	564	111	15	3	90	271	319	78	1	3,170
Total losses	3	12	30	50	722	1,331	1,971	5,748	6,740	6,201	95	450	622	1,180	1,881	27,036
End Strength*	11	48	104	159	3,538	9,033	16,858	26,618	7,665	8,550	508	2,160	3,701	5,349	2,569	86,871
FY 2009																
Begin Strength	11	48	104	159	3,538	9,033	16,858	26,618	7,665	8,550	508	2,160	3,701	5,349	2,569	86,871
Promotions In	3	14	25	36	1,073	2,469	1,464	1,240	1,883	0	51	330	230	75	0	8,893
Reserve/Regular ordered to Active Duty	1	1	2	2	58	160	261	1,138	547	3,975	4	26	29	5	622	6,831
Total Gains	4	15	27	38	1,131	2,629	1,725	2,378	2,430	3,975	55	356	259	80	622	15,724
Deaths	0	0	0	0	3	6	9	21	12	6	1	2	6	10	2	78
Separations	0	1	2	2	33	127	480	2,952	465	153	4	17	58	270	50	4,614
Promotions Out	0	3	14	25	36	1,073	2,469	1,464	1,240	1,883	0	51	330	230	75	8,893
Retirements (Disability & Non-Disability)	3	10	21	16	703	1,127	617	121	16	4	98	296	349	105	1	3,487
Total losses	3	14	37	43	775	2,333	3,575	4,558	1,733	2,046	103	366	743	615	128	17,072
End Strength	12	49	94	154	3,894	9,329	15,008	24,438	8,362	10,479	460	2,150	3,217	4,814	3,063	85,523

*Includes requested supplemental end strength for 2007 and 2008.

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

Grade	Commissioned Officers										Warrant Officers					Total
	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	W-5	W-4	W-3	W-2	W-1	
FY 2010																
Begin Strength	12	49	94	154	3,894	9,329	15,008	24,438	8,362	10,479	460	2,150	3,217	4,814	3,063	85,523
Promotions In	3	13	32	46	658	1,811	2,551	5,207	5,464	1	104	361	646	984	1	17,882
Reserve/Regular ordered to Active Duty	0	0	2	1	44	122	200	872	419	5,903	4	23	25	21	1,083	8,720
Total Gains	3	13	34	47	702	1,933	2,751	6,079	5,883	5,904	108	384	671	1,005	1,084	26,602
Deaths	0	0	0	0	2	6	8	19	11	5	1	2	5	9	2	71
Separations	0	1	2	1	30	114	431	2,648	417	137	3	15	52	192	45	4,089
Promotions Out	0	3	13	32	46	658	1,811	2,551	5,207	5,464	1	104	361	646	984	17,881
Retirements (Disability & Non-Disability)	3	9	19	14	630	1,011	553	109	14	3	88	266	313	77	1	3,112
Total losses	3	13	34	48	708	1,789	2,803	5,327	5,649	5,610	94	387	731	924	1,032	25,152
End Strength	12	49	94	154	3,888	9,473	14,956	25,189	8,597	10,773	474	2,146	3,157	4,895	3,115	86,972
FY 2011																
Begin Strength	12	49	94	154	3,888	9,473	14,956	25,189	8,597	10,773	474	2,146	3,157	4,895	3,115	86,972
Promotions In	3	12	31	44	643	1,854	2,553	5,424	5,585	2	118	576	895	1,062	2	18,804
Reserve/Regular ordered to Active Duty	0	0	2	1	44	122	200	872	420	5,908	3	22	24	20	1,052	8,693
Total Gains	3	12	33	45	687	1,976	2,753	6,296	6,005	5,910	121	598	919	1,082	1,054	27,497
Deaths	0	0	0	0	2	6	8	19	11	5	1	2	5	9	2	69
Separations	0	1	2	1	29	112	425	2,609	411	135	3	15	51	189	44	4,028
Promotions Out	0	3	12	31	44	643	1,854	2,553	5,424	5,585	2	118	576	895	1,062	18,802
Retirements (Disability & Non-Disability)	3	9	18	14	621	996	545	107	14	3	87	262	308	76	1	3,065
Total losses	3	13	32	46	697	1,757	2,832	5,288	5,859	5,729	93	397	941	1,168	1,109	25,965
End Strength	12	48	94	153	3,879	9,692	14,878	26,197	8,742	10,954	502	2,347	3,135	4,809	3,060	88,502
FY 2012																
Begin Strength	12	48	94	153	3,879	9,692	14,878	26,197	8,742	10,954	502	2,347	3,135	4,809	3,060	88,502
Promotions In	3	14	33	48	648	1,573	3,141	6,008	5,646	2	132	548	930	1,044	2	19,772
Reserve/Regular ordered to Active Duty	0	0	2	1	40	109	179	777	374	5,263	3	21	23	19	1,002	7,813
Total Gains	3	14	35	49	688	1,682	3,320	6,785	6,020	5,265	135	569	953	1,063	1,004	27,585
Deaths	0	0	0	0	2	6	8	19	10	5	1	2	5	9	2	69
Separations	0	1	2	1	29	111	420	2,579	406	134	3	15	50	187	44	3,982
Promotions Out	0	3	14	33	48	648	1,573	3,141	6,008	5,646	2	132	548	930	1,044	19,770
Retirements (Disability & Non-Disability)	3	9	18	14	614	985	539	106	14	3	86	259	305	75	1	3,030
Total losses	3	13	34	48	693	1,749	2,539	5,845	6,438	5,788	92	408	909	1,200	1,091	26,851
End Strength	12	49	94	154	3,873	9,625	15,658	27,137	8,324	10,431	545	2,508	3,179	4,672	2,973	89,234

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

Grade	Commissioned Officers										Warrant Officers				Total
	O-10*	O-9*	O-8*	O-7*	O-6	O-5	O-4	O-3	O-2	O-1	W-5	W-4	W-3	W-2	
FY 2007															
Begin Strength	9	33	70	113	3,182	6,782	10,250	17,767	6,098	6,103	54	246	781	455	51,943
Promotions In (including spot grades)	1	3	23	28	491	1,132	2,192	3,015	2,852	0	34	117	141	0	10,029
Reserve/Regular ordered to Active Duty	0	1	1	5	4	5	20	430	175	3,203	0	0	4	191	4,039
Total Gains	1	4	24	33	495	1,137	2,212	3,445	3,027	3,203	34	117	145	191	14,068
Discharges	0	0	0	0	0	0	7	151	29	29	0	0	0	0	216
Other Separations	0	1	2	4	0	26	302	1,688	189	86	0	1	0	0	2,299
Promotions Out	0	1	6	28	29	491	1,132	2,192	3,015	2,852	0	34	117	141	10,038
Retirements (Disability & Non-Disability)	1	3	18	5	550	656	591	168	7	0	26	78	53	33	2,189
Total losses	1	5	26	37	579	1,173	2,032	4,199	3,240	2,967	26	113	170	174	14,742
End Strength	9	32	68	109	3,098	6,746	10,430	17,013	5,885	6,339	62	250	756	472	51,269
FY 2008															
Begin Strength	9	32	68	109	3,098	6,746	10,430	17,013	5,885	6,339	62	250	756	472	51,269
Promotions In (including spot grades)	1	3	23	28	580	1,154	2,192	2,970	3,160	0	24	150	200	0	10,485
Reserve/Regular ordered to Active Duty	0	1	1	5	8	15	25	419	161	3,177	0	0	4	191	4,007
Total Gains	1	4	24	33	588	1,169	2,217	3,389	3,321	3,177	24	150	204	191	14,492
Discharges	0	0	0	0	0	0	7	167	38	15	0	0	0	0	227
Other Separations	0	0	0	0	2	29	261	1,196	135	54	0	0	0	0	1,677
Promotions Out	0	1	6	28	42	580	1,154	2,192	2,970	3,160	0	24	150	200	10,507
Retirements (Disability & Non-Disability)	1	3	18	5	465	634	566	180	9	3	25	78	68	29	2,084
Total losses	1	4	24	33	509	1,243	1,988	3,735	3,152	3,232	25	102	218	229	14,495
End Strength	9	32	68	109	3,177	6,672	10,659	16,667	6,054	6,284	61	298	742	434	51,266
FY 2009															
Begin Strength	9	32	68	109	3,177	6,672	10,659	16,667	6,054	6,284	61	298	742	434	51,266
Promotions In (including spot grades)	1	3	23	28	545	1,160	2,038	2,852	3,203	0	23	130	126	0	10,132
Reserve/Regular ordered to Active Duty	0	1	1	5	10	16	40	528	174	3,213	0	0	4	215	4,207
Total Gains	1	4	24	33	555	1,176	2,078	3,380	3,377	3,213	23	130	130	215	14,339
Discharges	0	0	0	0	0	0	7	130	85	29	0	0	0	0	251
Other Separations	0	0	0	0	13	40	298	1,552	127	117	0	0	0	0	2,147
Promotions Out	0	1	6	28	42	545	1,160	2,038	2,852	3,203	0	23	130	126	10,154
Retirements (Disability & Non-Disability)	1	3	18	5	515	634	604	62	9	3	25	95	73	29	2,076
Total losses	1	4	24	33	570	1,219	2,069	3,782	3,073	3,352	25	118	203	155	14,628
End Strength	9	32	68	109	3,162	6,629	10,668	16,265	6,358	6,145	59	310	669	494	50,977

*Flag Officer numbers include exempt billets.

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

Grade	Commissioned Officers										Warrant Officers				Total
	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	W-5	W-4	W-3	W-2	
FY 2010															
Begin Strength	9	32	68	109	3,162	6,629	10,668	16,265	6,358	6,145	59	310	669	494	50,977
Promotions In (including spot grades)	1	3	23	28	537	1,164	2,008	3,160	3,177	0	24	122	139	0	10,386
Reserve/Regular ordered to Active Duty	0	1	1	5	10	16	40	570	180	3,164	0	0	4	216	4,207
Total Gains	1	4	24	33	547	1,180	2,048	3,730	3,357	3,164	24	122	143	216	14,593
Discharges	0	0	0	0	0	0	7	135	58	15	0	0	0	0	215
Other Separations	0	0	0	0	13	52	367	1,241	164	83	0	0	0	0	1,920
Promotions Out	0	1	6	28	42	537	1,164	2,008	3,160	3,177	0	24	122	139	10,408
Retirements (Disability & Non-Disability)	1	3	18	5	498	635	586	282	9	3	24	88	68	29	2,249
Total losses	1	4	24	33	553	1,224	2,124	3,666	3,391	3,278	24	112	190	168	14,792
End Strength	9	32	68	109	3,156	6,585	10,592	16,329	6,324	6,031	59	320	622	542	50,778
FY 2011															
Begin Strength	9	32	68	109	3,156	6,585	10,592	16,329	6,324	6,031	59	320	622	542	50,778
Promotions In (including spot grades)	1	3	23	28	545	1,150	2,055	3,203	3,213	0	24	122	139	0	10,506
Reserve/Regular ordered to Active Duty	0	1	1	5	10	16	40	553	170	3,191	0	0	4	216	4,207
Total Gains	1	4	24	33	555	1,166	2,095	3,756	3,383	3,191	24	122	143	216	14,713
Discharges	0	0	0	0	0	0	7	126	38	15	0	0	0	0	186
Other Separations	0	0	0	0	13	37	313	1,336	141	69	0	0	0	0	1,909
Promotions Out	0	1	6	28	42	545	1,150	2,055	3,203	3,213	0	24	122	139	10,528
Retirements (Disability & Non-Disability)	1	3	18	5	494	617	612	189	9	3	24	81	68	35	2,159
Total losses	1	4	24	33	549	1,199	2,082	3,706	3,391	3,300	24	105	190	174	14,782
End Strength	9	32	68	109	3,162	6,552	10,605	16,379	6,316	5,922	59	337	575	584	50,709
FY 2012															
Begin Strength	9	32	68	109	3,162	6,552	10,605	16,379	6,316	5,922	59	337	575	584	50,709
Promotions In (including spot grades)	1	3	23	28	571	1,155	2,031	3,177	3,164	0	24	122	139	0	10,438
Reserve/Regular ordered to Active Duty	0	1	1	5	10	16	40	560	180	3,188	0	0	4	202	4,207
Total Gains	1	4	24	33	581	1,171	2,071	3,737	3,344	3,188	24	122	143	202	14,645
Discharges	0	0	0	0	0	0	7	135	38	15	0	0	0	0	195
Other Separations	0	0	0	0	13	52	347	1,211	142	56	0	0	0	0	1,821
Promotions Out	0	1	6	28	42	571	1,155	2,031	3,177	3,164	0	24	122	139	10,460
Retirements (Disability & Non-Disability)	1	3	18	5	563	657	505	181	9	3	24	102	60	29	2,160
Total losses	1	4	24	33	618	1,280	2,014	3,558	3,366	3,238	24	126	182	168	14,636
End Strength	9	32	68	109	3,125	6,443	10,662	16,558	6,294	5,872	59	333	536	618	50,718

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

Grade	Commissioned Officers										Warrant Officers			Total
	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	W-5	W-4/3	W-2/1	
FY 2007														
Begin Strength	5	16	23	39	699	1,814	3,546	5,358	3,001	2,641	81	802	1,000	19,025
Promotions In	1	1	3	4	104	338	671	1,347	1,378	0	21	263	223	4,354
Gains*	0	0	0	0	28	12	19	92	48	2,305	2	1	316	2,823
Total Gains	1	1	3	4	132	350	690	1,439	1,426	2,305	23	264	539	7,177
Deaths	0	0	0	0	0	1	6	9	4	4	0	1	0	25
Separations	0	0	0	1	50	29	101	455	192	278	5	23	0	1,134
Promotions Out	0	0	0	0	9	104	338	671	1,347	1,378	0	95	412	4,354
Retirements (Disability & Non-Disability)	1	3	5	2	93	194	157	27	0	0	17	137	33	669
Total losses	1	3	5	3	152	328	602	1,162	1,543	1,660	22	256	445	6,182
End Strength	5	14	21	40	679	1,836	3,634	5,635	2,884	3,286	82	810	1,094	20,020
FY 2008														
Begin Strength	5	14	21	40	679	1,836	3,634	5,635	2,884	3,286	82	810	1,094	20,020
Promotions In	1	2	3	5	115	359	707	1,389	1,452	0	18	294	223	4,568
Gains*	0	0	0	0	23	266	367	796	18	2,312	20	235	703	4,740
Total Gains	1	2	3	5	138	625	1,074	2,185	1,470	2,312	38	529	926	9,308
Deaths	0	0	0	0	0	1	6	8	4	4	0	1	0	24
Separations	0	0	0	0	30	282	478	1,244	238	477	7	348	432	3,536
Promotions Out	0	0	0	0	11	115	359	707	1,389	1,452	0	74	461	4,568
Retirements (Disability & Non-Disability)	1	2	3	5	93	205	157	27	0	0	31	123	33	680
Total losses	1	2	3	5	134	603	1,000	1,986	1,631	1,933	38	546	926	8,808
End Strength	5	14	21	40	683	1,858	3,708	5,834	2,723	3,665	82	793	1,094	20,520
FY 2009														
Begin Strength	5	14	21	40	683	1,858	3,708	5,834	2,723	3,665	82	793	1,094	20,520
Promotions In	0	2	6	3	86	396	986	1,379	3,111	0	39	306	336	6,650
Gains*	0	0	0	0	19	11	16	71	31	37	15	1	245	446
Total Gains	0	2	6	3	105	407	1,002	1,450	3,142	37	54	307	581	7,096
Deaths	0	0	0	0	0	1	6	8	4	4	0	1	0	24
Separations	0	1	0	1	28	17	156	602	268	40	2	70	0	1,185
Promotions Out	0	0	0	0	11	119	389	770	1,544	2,050	0	78	434	5,395
Retirements (Disability & Non-Disability)	1	1	3	4	95	237	157	27	0	0	31	123	33	712
Total losses	1	2	3	5	134	374	708	1,407	1,816	2,094	33	272	467	7,316
End Strength	4	14	24	38	654	1,891	4,002	5,877	4,049	1,608	103	828	1,208	20,300

* Includes Platoon Leaders Course (PLC), Officer Candidate Course (OCC), Marine Enlisted Commissioning Education Program (MECEP), NROTC, USNA, inter-service transfer warrant officer, and other gains

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

Grade	Commissioned Officers										Warrant Officers			Total
	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	W-5	W-4/3	W-2/1	
FY 2010														
Begin Strength	4	14	24	38	654	1,891	4,002	5,877	4,049	1,608	103	828	1,208	20,300
Promotions In	1	2	3	5	119	388	770	1,543	1,452	0	18	272	223	4,796
Gains*	0	0	0	0	16	9	13	56	24	1,599	15	1	189	1,922
Total Gains	1	2	3	5	135	397	783	1,599	1,476	1,599	33	273	412	6,718
Deaths	0	0	0	0	0	1	6	8	4	4	0	1	0	24
Separations	0	1	0	1	30	17	156	600	268	40	2	71	0	1,186
Promotions Out	0	0	0	0	11	119	388	770	1,543	1,452	0	78	435	4,796
Retirements (Disability & Non-Disability)	1	1	3	4	95	237	157	27	0	0	31	123	33	712
Total losses	1	2	3	5	136	374	707	1,405	1,815	1,496	33	273	468	6,718
End Strength	4	14	24	38	653	1,914	4,078	6,071	3,710	1,711	103	828	1,152	20,300
FY 2011														
Begin Strength	4	14	24	38	653	1,914	4,078	6,071	3,710	1,711	103	828	1,152	20,300
Promotions In	1	2	3	5	130	395	771	1,512	1,464	0	18	273	223	4,797
Gains*	0	0	0	0	9	9	13	50	42	1,566	15	1	198	1,903
Total Gains	1	2	3	5	139	404	784	1,562	1,506	1,566	33	274	421	6,700
Deaths	0	0	0	0	0	1	6	8	4	4	0	1	0	24
Separations	0	1	0	1	25	5	168	640	272	41	2	72	0	1,227
Promotions Out	0	0	0	0	11	130	395	771	1,512	1,464	0	78	436	4,797
Retirements (Disability & Non-Disability)	1	1	3	4	102	255	170	29	0	0	31	123	33	752
Total losses	1	2	3	5	138	391	739	1,448	1,788	1,509	33	274	469	6,800
End Strength	4	14	24	38	654	1,927	4,123	6,185	3,428	1,768	103	828	1,104	20,200
FY 2012														
Begin Strength	4	14	24	38	654	1,927	4,123	6,185	3,428	1,768	103	828	1,104	20,200
Promotions In	1	2	3	5	127	377	705	1,320	1,861	0	18	272	223	4,914
Gains*	0	0	0	0	11	11	16	61	51	1,590	15	1	245	2,001
Total Gains	1	2	3	5	138	388	721	1,381	1,912	1,590	33	273	468	6,915
Deaths	0	0	0	0	0	1	6	8	4	4	0	1	0	24
Separations	0	1	0	1	25	5	168	639	272	41	2	71	0	1,225
Promotions Out	0	0	0	0	11	127	377	705	1,320	1,861	0	78	435	4,914
Retirements (Disability & Non-Disability)	1	1	3	4	102	255	170	29	0	0	31	123	33	752
Total losses	1	2	3	5	138	388	721	1,381	1,596	1,906	33	273	468	6,915
End Strength	4	14	24	38	654	1,927	4,123	6,185	3,744	1,452	103	828	1,104	20,200

* Includes Platoon Leaders Course (PLC), Officer Candidate Course (OCC), Marine Enlisted Commissioning Education Program (MECEP), NROTC, USNA, inter-service transfer warrant officer, and other gains

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

Grade	Commissioned Officers*										Total
	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	
FY 2007											
Begin Strength	12	37	93	145	3,576	10,229	15,910	24,119	8,766	7,652	70,539
Promotions In	5	9	28	44	849	1,990	2,526	4,281	4,005	0	13,737
Reserve/Regular ordered to Active Duty	0	0	0	0	3	17	42	460	188	3,619	4,329
Total Gains	5	9	28	44	852	2,007	2,568	4,741	4,193	3,619	18,066
Deaths	0	0	0	0	2	3	4	6	3	2	20
Separations	0	0	0	0	3	108	645	2,944	1,700	97	5,497
Promotions Out	0	5	9	28	44	849	1,990	2,526	4,281	4,005	13,737
Retirements (Disability & Non-Disability)	3	8	16	16	884	1,451	1,045	139	11	2	3,575
Total losses	3	13	25	44	933	2,411	3,684	5,615	5,995	4,106	22,829
End Strength	14	33	96	145	3,495	9,825	14,794	23,245	6,964	7,165	65,776
FY 2008											
Begin Strength	14	33	96	145	3,495	9,825	14,794	23,245	6,964	7,165	65,776
Promotions In	4	10	26	41	541	1,672	2,692	3,466	3,725	0	12,177
Reserve/Regular ordered to Active Duty	0	0	0	0	3	17	42	460	188	3,707	4,417
Total Gains	4	10	26	41	544	1,689	2,734	3,926	3,913	3,707	16,594
Deaths	0	0	0	0	2	3	4	6	3	2	20
Separations	0	0	0	0	2	94	472	1,426	441	141	2,576
Promotions Out	0	4	10	26	41	541	1,672	2,692	3,466	3,725	12,177
Retirements (Disability & Non-Disability)	5	7	17	18	622	1,142	738	94	4	2	2,649
Total losses	5	11	27	44	667	1,780	2,886	4,218	3,914	3,870	17,422
End Strength	13	32	95	142	3,372	9,734	14,642	22,953	6,963	7,002	64,948
FY 2009											
Begin Strength	13	32	95	142	3,372	9,734	14,642	22,953	6,963	7,002	64,948
Promotions In	5	9	26	39	486	1,278	3,365	3,396	3,656	0	12,260
Reserve/Regular ordered to Active Duty	0	0	0	0	3	17	42	460	188	3,707	4,417
Total Gains	5	9	26	39	489	1,295	3,407	3,856	3,844	3,707	16,677
Deaths	0	0	0	0	2	3	4	6	3	2	20
Separations	0	0	0	0	2	64	2,010	2,845	546	120	5,587
Promotions Out	0	5	9	26	39	486	1,278	3,365	3,396	3,656	12,260
Retirements (Disability & Non-Disability)	5	5	16	14	677	1,065	747	90	9	2	2,630
Total losses	5	10	25	40	720	1,618	4,039	6,306	3,954	3,780	20,497
End Strength	13	31	96	141	3,141	9,411	14,010	20,503	6,853	6,929	61,128

* Air Force does not have Warrant Officers.

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

Grade	Commissioned Officers*										Total
	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	
FY 2010											
Begin Strength	13	31	96	141	3,141	9,411	14,010	20,503	6,853	6,929	61,128
Promotions In	5	9	25	38	523	1,573	2,575	3,335	3,636	0	11,719
Reserve/Regular ordered to Active Duty	0	0	0	0	3	17	42	460	188	3,707	4,417
Total Gains	5	9	25	38	526	1,590	2,617	3,795	3,824	3,707	16,136
Deaths	0	0	0	0	2	3	4	6	3	2	20
Separations	0	0	0	0	2	89	422	1,268	220	153	2,154
Promotions Out	0	5	9	25	38	523	1,573	2,575	3,335	3,636	11,719
Retirements (Disability & Non-Disability)	5	5	16	12	582	1,017	657	83	4	2	2,383
Total losses	5	10	25	37	624	1,632	2,656	3,932	3,562	3,793	16,276
End Strength	13	30	96	142	3,043	9,369	13,971	20,366	7,115	6,843	60,988
FY 2011											
Begin Strength	13	30	96	142	3,043	9,369	13,971	20,366	7,115	6,843	60,988
Promotions In	5	10	26	39	510	1,524	2,525	3,436	3,598	0	11,673
Reserve/Regular ordered to Active Duty	0	0	0	0	3	17	42	460	188	3,707	4,417
Total Gains	5	10	26	39	513	1,541	2,567	3,896	3,786	3,707	16,090
Deaths	0	0	0	0	2	3	4	6	3	2	20
Separations	0	0	0	0	1	77	406	1,216	218	148	2,066
Promotions Out	0	5	10	26	39	510	1,524	2,525	3,436	3,598	11,673
Retirements (Disability & Non-Disability)	5	5	16	13	562	974	641	81	4	2	2,303
Total losses	5	10	26	39	604	1,564	2,575	3,828	3,661	3,750	16,062
End Strength	13	30	96	142	2,952	9,346	13,963	20,434	7,240	6,800	61,016
FY 2012											
Begin Strength	13	30	96	142	2,952	9,346	13,963	20,434	7,240	6,800	61,016
Promotions In	5	10	26	39	508	1,555	2,552	3,554	3,562	0	11,811
Reserve/Regular ordered to Active Duty	0	0	0	0	3	17	42	460	188	3,707	4,417
Total Gains	5	10	26	39	511	1,572	2,594	4,014	3,750	3,707	16,228
Deaths	0	0	0	0	2	3	4	6	3	2	20
Separations	0	0	0	0	2	83	410	1,248	208	134	2,085
Promotions Out	0	5	10	26	39	508	1,555	2,552	3,554	3,562	11,811
Retirements (Disability & Non-Disability)	6	5	16	12	562	1,007	644	82	4	2	2,340
Total losses	6	10	26	38	605	1,601	2,613	3,888	3,769	3,700	16,256
End Strength	12	30	96	143	2,858	9,317	13,944	20,560	7,221	6,807	60,988

* Air Force does not have Warrant Officers.

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

FY 2007											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	3	9	18	9	148	1	0	0	0	0	188
29	0	0	1	2	58	2	0	0	0	0	64
28	0	0	0	1	64	39	0	0	0	0	105
27	0	0	0	1	72	24	0	0	0	0	97
26	0	0	0	0	110	35	1	0	0	0	146
25	0	0	0	0	49	43	1	0	0	0	93
24	0	0	0	0	33	66	10	0	0	0	109
23	0	0	0	0	24	88	7	0	0	0	120
22	0	0	0	0	25	137	21	0	0	0	182
21	0	0	0	0	28	165	23	1	0	0	217
20	0	0	0	0	22	338	207	1	0	0	569
19	0	0	0	0	2	55	41	0	0	0	98
18	0	0	0	0	1	14	26	1	0	0	41
17	0	0	0	0	1	8	40	1	0	0	49
16	0	0	0	0	0	5	41	3	0	0	49
15	0	0	0	0	0	3	31	2	0	0	36
14	0	0	0	0	1	2	26	3	0	0	31
13	0	0	0	0	0	1	26	7	0	0	34
12	0	0	0	0	0	1	26	6	0	0	33
11	0	0	0	0	1	1	19	8	0	0	28
10	0	0	0	0	0	1	11	28	0	0	40
9	0	0	0	0	0	0	2	6	0	0	8
8	0	0	0	0	0	0	2	5	0	0	8
7	0	0	0	0	0	0	1	7	0	0	8
6	0	0	0	0	0	0	1	9	0	0	10
5	0	0	0	0	0	1	1	9	1	0	12
4	0	0	0	0	1	0	0	9	1	0	11
3	0	0	0	0	1	1	1	3	7	0	12
2	0	0	0	0	1	1	1	1	5	0	9
1	0	0	0	0	2	1	1	1	1	3	9
Total	3	9	19	14	644	1,033	565	111	15	3	2,417
FY 2008											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	3	9	18	9	147	1	0	0	0	0	188
29	0	0	1	2	58	2	0	0	0	0	63
28	0	0	0	1	64	39	0	0	0	0	105
27	0	0	0	1	72	24	0	0	0	0	97
26	0	0	0	0	110	35	1	0	0	0	145
25	0	0	0	0	48	43	1	0	0	0	92
24	0	0	0	0	33	66	10	0	0	0	109
23	0	0	0	0	24	87	7	0	0	0	119
22	0	0	0	0	25	137	20	0	0	0	182
21	0	0	0	0	28	164	23	1	0	0	217
20	0	0	0	0	22	337	207	1	0	0	568
19	0	0	0	0	2	55	40	0	0	0	98
18	0	0	0	0	1	14	25	1	0	0	41
17	0	0	0	0	1	8	40	1	0	0	49
16	0	0	0	0	0	5	41	3	0	0	49
15	0	0	0	0	0	3	31	2	0	0	36
14	0	0	0	0	1	2	26	3	0	0	31
13	0	0	0	0	0	1	26	7	0	0	34
12	0	0	0	0	0	1	25	6	0	0	33
11	0	0	0	0	1	1	19	8	0	0	28
10	0	0	0	0	0	1	11	28	0	0	40
9	0	0	0	0	0	0	2	6	0	0	8
8	0	0	0	0	0	0	2	5	0	0	8
7	0	0	0	0	0	0	1	7	0	0	8
6	0	0	0	0	0	0	1	9	0	0	10
5	0	0	0	0	0	1	1	9	1	0	12
4	0	0	0	0	1	0	0	9	1	0	11
3	0	0	0	0	1	1	1	3	7	0	12
2	0	0	0	0	1	1	1	1	5	0	9
1	0	0	0	0	2	1	1	1	1	3	9
Total	3	9	19	14	642	1,031	564	111	15	3	2,412

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

FY 2009											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	3	10	19	10	161	1	0	0	0	0	205
29	0	0	1	3	64	2	0	0	0	0	69
28	0	0	0	2	70	43	0	0	0	0	115
27	0	0	0	1	78	26	0	0	0	0	106
26	0	0	0	0	120	38	1	0	0	0	159
25	0	0	0	0	53	47	1	0	0	0	101
24	0	0	0	0	36	72	11	0	0	0	119
23	0	0	0	0	27	96	8	0	0	0	130
22	0	0	0	0	27	149	22	0	0	0	199
21	0	0	0	0	31	180	25	1	0	0	237
20	0	0	0	0	24	369	226	2	0	0	621
19	0	0	0	0	2	60	44	0	0	0	107
18	0	0	0	0	1	15	28	1	0	0	45
17	0	0	0	0	1	9	44	1	0	0	54
16	0	0	0	0	0	5	44	3	0	0	53
15	0	0	0	0	0	3	34	2	0	0	40
14	0	0	0	0	1	2	29	3	0	0	34
13	0	0	0	0	0	1	29	7	0	0	37
12	0	0	0	0	0	1	28	7	0	0	36
11	0	0	0	0	1	1	21	9	0	0	31
10	0	0	0	0	0	1	12	30	0	0	43
9	0	0	0	0	0	0	2	6	0	0	8
8	0	0	0	0	0	0	2	6	0	0	8
7	0	0	0	0	0	0	2	7	0	0	9
6	0	0	0	0	0	0	1	10	0	0	11
5	0	0	0	0	0	1	1	10	1	0	13
4	0	0	0	0	1	0	0	10	1	0	12
3	0	0	0	0	1	1	1	3	7	0	13
2	0	0	0	0	1	1	1	1	6	0	9
1	0	0	0	0	2	1	1	1	1	3	10
Total	3	10	21	16	703	1,127	617	121	16	4	2,637
FY 2010											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	3	9	17	9	145	1	0	0	0	0	184
29	0	0	1	2	57	2	0	0	0	0	62
28	0	0	0	1	63	39	0	0	0	0	103
27	0	0	0	1	70	24	0	0	0	0	95
26	0	0	0	0	108	34	1	0	0	0	143
25	0	0	0	0	47	42	1	0	0	0	91
24	0	0	0	0	32	64	10	0	0	0	107
23	0	0	0	0	24	86	7	0	0	0	117
22	0	0	0	0	24	134	20	0	0	0	178
21	0	0	0	0	27	161	23	1	0	0	213
20	0	0	0	0	22	331	203	1	0	0	557
19	0	0	0	0	2	54	40	0	0	0	96
18	0	0	0	0	1	14	25	1	0	0	41
17	0	0	0	0	1	8	39	1	0	0	48
16	0	0	0	0	0	5	40	3	0	0	48
15	0	0	0	0	0	3	31	2	0	0	36
14	0	0	0	0	1	2	26	3	0	0	31
13	0	0	0	0	0	1	26	7	0	0	34
12	0	0	0	0	0	1	25	6	0	0	32
11	0	0	0	0	1	1	18	8	0	0	28
10	0	0	0	0	0	1	11	27	0	0	39
9	0	0	0	0	0	0	2	6	0	0	7
8	0	0	0	0	0	0	2	5	0	0	7
7	0	0	0	0	0	0	1	6	0	0	8
6	0	0	0	0	0	0	1	9	0	0	10
5	0	0	0	0	0	1	1	9	1	0	11
4	0	0	0	0	1	0	0	9	1	0	11
3	0	0	0	0	1	1	1	3	7	0	12
2	0	0	0	0	1	1	1	1	5	0	9
1	0	0	0	0	2	1	1	1	1	3	9
Total	3	9	19	14	630	1,011	553	109	14	3	2,366

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

FY 2011											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	3	9	17	9	143	1	0	0	0	0	181
29	0	0	1	2	56	2	0	0	0	0	61
28	0	0	0	1	62	38	0	0	0	0	101
27	0	0	0	1	69	23	0	0	0	0	93
26	0	0	0	0	106	33	1	0	0	0	141
25	0	0	0	0	47	42	1	0	0	0	89
24	0	0	0	0	32	64	9	0	0	0	105
23	0	0	0	0	24	84	7	0	0	0	115
22	0	0	0	0	24	132	20	0	0	0	176
21	0	0	0	0	27	159	22	1	0	0	209
20	0	0	0	0	22	326	200	1	0	0	549
19	0	0	0	0	2	53	39	0	0	0	95
18	0	0	0	0	1	14	25	1	0	0	40
17	0	0	0	0	1	8	39	1	0	0	48
16	0	0	0	0	0	5	39	3	0	0	47
15	0	0	0	0	0	3	30	2	0	0	35
14	0	0	0	0	1	2	26	2	0	0	30
13	0	0	0	0	0	1	26	7	0	0	33
12	0	0	0	0	0	1	25	6	0	0	32
11	0	0	0	0	1	1	18	8	0	0	27
10	0	0	0	0	0	1	11	27	0	0	38
9	0	0	0	0	0	0	2	5	0	0	7
8	0	0	0	0	0	0	2	5	0	0	7
7	0	0	0	0	0	0	1	6	0	0	8
6	0	0	0	0	0	0	1	9	0	0	10
5	0	0	0	0	0	1	1	9	1	0	11
4	0	0	0	0	1	0	0	9	1	0	11
3	0	0	0	0	1	1	1	3	7	0	12
2	0	0	0	0	1	1	1	1	5	0	8
1	0	0	0	0	2	1	1	1	1	3	9
Total	3	9	18	14	621	996	545	107	14	3	2,331
FY 2012											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	3	9	17	9	141	1	0	0	0	0	179
29	0	0	1	2	56	2	0	0	0	0	61
28	0	0	0	1	61	38	0	0	0	0	100
27	0	0	0	1	68	23	0	0	0	0	92
26	0	0	0	0	105	33	1	0	0	0	139
25	0	0	0	0	46	41	1	0	0	0	88
24	0	0	0	0	31	63	9	0	0	0	104
23	0	0	0	0	23	83	7	0	0	0	114
22	0	0	0	0	23	131	20	0	0	0	174
21	0	0	0	0	27	157	22	1	0	0	207
20	0	0	0	0	21	323	197	1	0	0	543
19	0	0	0	0	2	53	39	0	0	0	94
18	0	0	0	0	1	13	24	1	0	0	40
17	0	0	0	0	1	8	38	1	0	0	47
16	0	0	0	0	0	5	39	3	0	0	47
15	0	0	0	0	0	3	30	2	0	0	35
14	0	0	0	0	1	2	25	2	0	0	30
13	0	0	0	0	0	1	25	6	0	0	33
12	0	0	0	0	0	1	24	6	0	0	32
11	0	0	0	0	1	1	18	8	0	0	27
10	0	0	0	0	0	1	10	27	0	0	38
9	0	0	0	0	0	0	2	5	0	0	7
8	0	0	0	0	0	0	2	5	0	0	7
7	0	0	0	0	0	0	1	6	0	0	8
6	0	0	0	0	0	0	1	9	0	0	10
5	0	0	0	0	0	1	1	9	1	0	11
4	0	0	0	0	1	0	0	9	1	0	11
3	0	0	0	0	1	1	1	3	7	0	11
2	0	0	0	0	1	1	1	1	5	0	8
1	0	0	0	0	2	1	1	1	1	3	9
Total	3	9	18	14	614	985	539	106	14	3	2,305

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

FY 2007											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	1	3	10	4	140	2	0	0	0	0	160
29	0	0	6	0	56	23	0	0	0	0	85
28	0	0	2	1	62	17	0	0	0	0	82
27	0	0	0	0	78	19	0	0	0	0	97
26	0	0	0	0	56	26	0	0	0	0	82
25	0	0	0	0	59	38	0	0	0	0	97
24	0	0	0	0	29	54	0	0	0	0	83
23	0	0	0	0	20	72	0	0	0	0	92
22	0	0	0	0	23	102	4	0	0	0	129
21	0	0	0	0	24	163	112	0	0	0	299
20	0	0	0	0	2	79	93	0	0	0	174
19	0	0	0	0	0	34	16	0	0	0	50
18	0	0	0	0	1	18	24	0	0	0	43
17	0	0	0	0	0	3	49	1	0	0	53
16	0	0	0	0	0	2	46	1	0	0	49
15	0	0	0	0	0	2	41	2	0	0	45
14	0	0	0	0	0	1	64	5	0	0	70
13	0	0	0	0	0	0	84	8	0	0	92
12	0	0	0	0	0	1	41	31	0	0	73
11	0	0	0	0	0	0	14	57	0	0	71
10	0	0	0	0	0	0	3	34	0	0	37
9	0	0	0	0	0	0	0	8	0	0	8
8	0	0	0	0	0	0	0	7	0	0	7
7	0	0	0	0	0	0	0	5	0	0	5
6	0	0	0	0	0	0	0	6	0	0	6
5	0	0	0	0	0	0	0	3	2	0	5
4	0	0	0	0	0	0	0	0	3	0	3
3	0	0	0	0	0	0	0	0	2	0	2
2	0	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0	0
Total	1	3	18	5	550	656	591	168	7	0	1,999
FY 2008											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	1	3	10	4	118	1	0	0	0	0	137
29	0	0	6	0	47	22	0	0	0	0	75
28	0	0	2	1	53	16	0	0	0	0	72
27	0	0	0	0	66	18	0	0	0	0	84
26	0	0	0	0	48	25	0	0	0	0	73
25	0	0	0	0	50	37	0	0	0	0	87
24	0	0	0	0	24	52	0	0	0	0	76
23	0	0	0	0	16	71	0	0	0	0	87
22	0	0	0	0	19	98	4	0	0	0	121
21	0	0	0	0	20	161	108	0	0	0	289
20	0	0	0	0	3	76	87	0	0	0	166
19	0	0	0	0	0	32	18	0	0	0	50
18	0	0	0	0	1	17	23	0	0	0	41
17	0	0	0	0	0	3	47	1	0	0	51
16	0	0	0	0	0	2	44	1	0	0	47
15	0	0	0	0	0	1	39	2	0	0	42
14	0	0	0	0	0	1	61	6	0	0	68
13	0	0	0	0	0	0	80	9	0	0	89
12	0	0	0	0	0	1	39	33	0	0	73
11	0	0	0	0	0	0	13	60	0	0	73
10	0	0	0	0	0	0	3	35	0	0	38
9	0	0	0	0	0	0	0	9	0	0	9
8	0	0	0	0	0	0	0	8	0	0	8
7	0	0	0	0	0	0	0	6	0	0	6
6	0	0	0	0	0	0	0	7	0	0	7
5	0	0	0	0	0	0	0	3	3	0	6
4	0	0	0	0	0	0	0	0	4	0	4
3	0	0	0	0	0	0	0	0	2	1	3
2	0	0	0	0	0	0	0	0	0	2	2
1	0	0	0	0	0	0	0	0	0	0	0
Total	1	3	18	5	465	634	566	180	9	3	1,884

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

FY 2009											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	1	3	10	4	131	1	0	0	0	0	150
29	0	0	6	0	52	22	0	0	0	0	80
28	0	0	2	1	58	16	0	0	0	0	77
27	0	0	0	0	73	18	0	0	0	0	91
26	0	0	0	0	53	25	0	0	0	0	78
25	0	0	0	0	56	36	0	0	0	0	92
24	0	0	0	0	27	52	0	0	0	0	79
23	0	0	0	0	18	70	0	0	0	0	88
22	0	0	0	0	21	98	4	0	0	0	123
21	0	0	0	0	23	162	115	0	0	0	300
20	0	0	0	0	2	77	93	0	0	0	172
19	0	0	0	0	0	32	17	0	0	0	49
18	0	0	0	0	1	17	25	0	0	0	43
17	0	0	0	0	0	3	51	0	0	0	54
16	0	0	0	0	0	2	47	0	0	0	49
15	0	0	0	0	0	1	42	0	0	0	43
14	0	0	0	0	0	1	65	2	0	0	68
13	0	0	0	0	0	0	86	3	0	0	89
12	0	0	0	0	0	1	42	11	0	0	54
11	0	0	0	0	0	0	14	22	0	0	36
10	0	0	0	0	0	0	3	13	0	0	16
9	0	0	0	0	0	0	0	3	0	0	3
8	0	0	0	0	0	0	0	3	0	0	3
7	0	0	0	0	0	0	0	2	0	0	2
6	0	0	0	0	0	0	0	2	0	0	2
5	0	0	0	0	0	0	0	1	3	0	4
4	0	0	0	0	0	0	0	0	4	0	4
3	0	0	0	0	0	0	0	0	2	1	3
2	0	0	0	0	0	0	0	0	0	2	2
1	0	0	0	0	0	0	0	0	0	0	0
Total	1	3	18	5	515	634	604	62	9	3	1,854
FY 2010											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	1	3	10	4	123	2	0	0	0	0	143
29	0	0	6	0	52	14	0	0	0	0	72
28	0	0	2	1	51	28	0	0	0	0	82
27	0	0	0	0	64	17	0	0	0	0	81
26	0	0	0	0	60	23	0	0	0	0	83
25	0	0	0	0	52	34	0	0	0	0	86
24	0	0	0	0	33	48	0	0	0	0	81
23	0	0	0	0	18	71	0	0	0	0	89
22	0	0	0	0	17	104	6	0	0	0	127
21	0	0	0	0	23	141	48	0	0	0	212
20	0	0	0	0	3	96	142	0	0	0	241
19	0	0	0	0	0	31	17	0	0	0	48
18	0	0	0	0	2	18	27	0	0	0	47
17	0	0	0	0	0	3	36	1	0	0	40
16	0	0	0	0	0	0	58	1	0	0	59
15	0	0	0	0	0	3	42	4	0	0	49
14	0	0	0	0	0	1	65	10	0	0	76
13	0	0	0	0	0	0	85	8	0	0	93
12	0	0	0	0	0	1	40	28	0	0	69
11	0	0	0	0	0	0	13	88	0	0	101
10	0	0	0	0	0	0	7	81	0	0	88
9	0	0	0	0	0	0	0	16	0	0	16
8	0	0	0	0	0	0	0	14	1	0	15
7	0	0	0	0	0	0	0	11	0	0	11
6	0	0	0	0	0	0	0	13	0	0	13
5	0	0	0	0	0	0	0	7	2	0	9
4	0	0	0	0	0	0	0	0	4	0	4
3	0	0	0	0	0	0	0	0	2	0	2
2	0	0	0	0	0	0	0	0	0	2	2
1	0	0	0	0	0	0	0	0	0	1	1
Total	1	3	18	5	498	635	586	282	9	3	2,040

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

FY 2011											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	1	3	10	4	122	2	0	0	0	0	142
29	0	0	6	0	52	14	0	0	0	0	72
28	0	0	2	1	51	27	0	0	0	0	81
27	0	0	0	0	63	17	0	0	0	0	80
26	0	0	0	0	60	22	0	0	0	0	82
25	0	0	0	0	52	33	0	0	0	0	85
24	0	0	0	0	33	47	0	0	0	0	80
23	0	0	0	0	17	69	0	0	0	0	86
22	0	0	0	0	17	101	6	0	0	0	124
21	0	0	0	0	22	136	50	0	0	0	208
20	0	0	0	0	3	93	149	0	0	0	245
19	0	0	0	0	0	30	18	0	0	0	48
18	0	0	0	0	2	18	28	0	0	0	48
17	0	0	0	0	0	3	38	0	0	0	41
16	0	0	0	0	0	0	61	1	0	0	62
15	0	0	0	0	0	3	44	3	0	0	50
14	0	0	0	0	0	1	68	7	0	0	76
13	0	0	0	0	0	0	88	5	0	0	93
12	0	0	0	0	0	1	42	19	0	0	62
11	0	0	0	0	0	0	13	59	0	0	72
10	0	0	0	0	0	0	7	54	0	0	61
9	0	0	0	0	0	0	0	10	0	0	10
8	0	0	0	0	0	0	0	9	1	0	10
7	0	0	0	0	0	0	0	8	0	0	8
6	0	0	0	0	0	0	0	9	0	0	9
5	0	0	0	0	0	0	0	5	2	0	7
4	0	0	0	0	0	0	0	0	4	0	4
3	0	0	0	0	0	0	0	0	2	0	2
2	0	0	0	0	0	0	0	0	0	2	2
1	0	0	0	0	0	0	0	0	0	1	1
Total	1	3	18	5	494	617	612	189	9	3	1,951
FY 2012											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	1	3	10	4	139	2	0	0	0	0	159
29	0	0	6	0	59	15	0	0	0	0	80
28	0	0	2	1	58	29	0	0	0	0	90
27	0	0	0	0	72	18	0	0	0	0	90
26	0	0	0	0	68	24	0	0	0	0	92
25	0	0	0	0	59	35	0	0	0	0	94
24	0	0	0	0	37	50	0	0	0	0	87
23	0	0	0	0	20	73	0	0	0	0	93
22	0	0	0	0	20	108	5	0	0	0	133
21	0	0	0	0	26	145	42	0	0	0	213
20	0	0	0	0	3	99	121	0	0	0	223
19	0	0	0	0	0	32	14	0	0	0	46
18	0	0	0	0	2	19	23	0	0	0	44
17	0	0	0	0	0	3	31	1	0	0	35
16	0	0	0	0	0	0	50	1	0	0	51
15	0	0	0	0	0	3	36	3	0	0	42
14	0	0	0	0	0	1	57	6	0	0	64
13	0	0	0	0	0	0	74	5	0	0	79
12	0	0	0	0	0	1	35	18	0	0	54
11	0	0	0	0	0	0	11	56	0	0	67
10	0	0	0	0	0	0	6	52	0	0	58
9	0	0	0	0	0	0	0	10	0	0	10
8	0	0	0	0	0	0	0	9	1	0	10
7	0	0	0	0	0	0	0	7	0	0	7
6	0	0	0	0	0	0	0	8	0	0	8
5	0	0	0	0	0	0	0	5	2	0	7
4	0	0	0	0	0	0	0	0	4	0	4
3	0	0	0	0	0	0	0	0	2	0	2
2	0	0	0	0	0	0	0	0	0	2	2
1	0	0	0	0	0	0	0	0	0	1	1
Total	1	3	18	5	563	657	505	181	9	3	1,945

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

FY 2007											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	1	3	5	2	35	3	0	0	0	0	49
29	0	0	0	0	14	4	0	0	0	0	18
28	0	0	0	0	17	7	0	0	0	0	24
27	0	0	0	0	13	1	0	0	0	0	14
26	0	0	0	0	13	5	0	0	0	0	18
25	0	0	0	0	0	7	0	0	0	0	7
24	0	0	0	0	1	13	2	0	0	0	16
23	0	0	0	0	0	36	6	0	0	0	42
22	0	0	0	0	0	40	5	0	0	0	45
21	0	0	0	0	0	51	31	0	0	0	82
20	0	0	0	0	0	13	21	0	0	0	34
19	0	0	0	0	0	8	3	0	0	0	11
18	0	0	0	0	0	4	5	0	0	0	9
17	0	0	0	0	0	1	18	0	0	0	19
16	0	0	0	0	0	1	7	2	0	0	10
15	0	0	0	0	0	0	12	0	0	0	12
14	0	0	0	0	0	0	14	5	0	0	19
13	0	0	0	0	0	0	18	0	0	0	18
12	0	0	0	0	0	0	8	5	0	0	13
11	0	0	0	0	0	0	7	9	0	0	16
10	0	0	0	0	0	0	0	6	0	0	6
9	0	0	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0	0
Total	1	3	5	2	93	194	157	27	0	0	482
FY 2008											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	1	2	3	5	33	3	0	0	0	0	47
29	0	0	0	0	15	4	0	0	0	0	19
28	0	0	0	0	16	8	0	0	0	0	24
27	0	0	0	0	14	1	0	0	0	0	15
26	0	0	0	0	14	5	0	0	0	0	19
25	0	0	0	0	0	9	0	0	0	0	9
24	0	0	0	0	1	25	3	0	0	0	29
23	0	0	0	0	0	37	7	0	0	0	44
22	0	0	0	0	0	42	6	0	0	0	48
21	0	0	0	0	0	32	37	0	0	0	69
20	0	0	0	0	0	24	14	0	0	0	38
19	0	0	0	0	0	9	4	0	0	0	13
18	0	0	0	0	0	4	6	0	0	0	10
17	0	0	0	0	0	1	11	0	0	0	12
16	0	0	0	0	0	1	8	3	0	0	12
15	0	0	0	0	0	0	18	1	0	0	19
14	0	0	0	0	0	0	10	7	0	0	17
13	0	0	0	0	0	0	16	1	0	0	17
12	0	0	0	0	0	0	9	6	0	0	15
11	0	0	0	0	0	0	8	1	0	0	9
10	0	0	0	0	0	0	0	8	0	0	8
9	0	0	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0	0
Total	1	2	3	5	93	205	157	27	0	0	493

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

FY 2009											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	1	1	3	4	35	3	0	0	0	0	47
29	0	0	0	0	15	4	0	0	0	0	19
28	0	0	0	0	16	8	0	0	0	0	24
27	0	0	0	0	14	1	0	0	0	0	15
26	0	0	0	0	14	5	0	0	0	0	19
25	0	0	0	0	0	9	0	0	0	0	9
24	0	0	0	0	1	25	3	0	0	0	29
23	0	0	0	0	0	37	7	0	0	0	44
22	0	0	0	0	0	42	6	0	0	0	48
21	0	0	0	0	0	64	37	0	0	0	101
20	0	0	0	0	0	24	14	0	0	0	38
19	0	0	0	0	0	9	4	0	0	0	13
18	0	0	0	0	0	4	6	0	0	0	10
17	0	0	0	0	0	1	11	0	0	0	12
16	0	0	0	0	0	1	8	3	0	0	12
15	0	0	0	0	0	0	18	1	0	0	19
14	0	0	0	0	0	0	10	7	0	0	17
13	0	0	0	0	0	0	16	1	0	0	17
12	0	0	0	0	0	0	9	6	0	0	15
11	0	0	0	0	0	0	8	1	0	0	9
10	0	0	0	0	0	0	0	8	0	0	8
9	0	0	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0	0
Total	1	1	3	4	95	237	157	27	0	0	525
FY 2010											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	1	1	3	4	35	3	0	0	0	0	47
29	0	0	0	0	15	4	0	0	0	0	19
28	0	0	0	0	16	8	0	0	0	0	24
27	0	0	0	0	14	1	0	0	0	0	15
26	0	0	0	0	14	5	0	0	0	0	19
25	0	0	0	0	0	9	0	0	0	0	9
24	0	0	0	0	1	25	3	0	0	0	29
23	0	0	0	0	0	37	7	0	0	0	44
22	0	0	0	0	0	42	6	0	0	0	48
21	0	0	0	0	0	64	37	0	0	0	101
20	0	0	0	0	0	24	14	0	0	0	38
19	0	0	0	0	0	9	4	0	0	0	13
18	0	0	0	0	0	4	6	0	0	0	10
17	0	0	0	0	0	1	11	0	0	0	12
16	0	0	0	0	0	1	8	3	0	0	12
15	0	0	0	0	0	0	18	1	0	0	19
14	0	0	0	0	0	0	10	7	0	0	17
13	0	0	0	0	0	0	16	1	0	0	17
12	0	0	0	0	0	0	9	6	0	0	15
11	0	0	0	0	0	0	8	1	0	0	9
10	0	0	0	0	0	0	0	8	0	0	8
9	0	0	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0	0
Total	1	1	3	4	95	237	157	27	0	0	525

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

FY 2011											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	1	1	3	4	48	3	0	0	0	0	60
29	0	0	0	0	15	4	0	0	0	0	19
28	0	0	0	0	18	8	0	0	0	0	26
27	0	0	0	0	14	1	0	0	0	0	15
26	0	0	0	0	7	5	0	0	0	0	12
25	0	0	0	0	0	8	0	0	0	0	8
24	0	0	0	0	0	23	2	0	0	0	25
23	0	0	0	0	0	43	6	0	0	0	49
22	0	0	0	0	0	50	5	0	0	0	55
21	0	0	0	0	0	73	36	0	0	0	109
20	0	0	0	0	0	22	26	0	0	0	48
19	0	0	0	0	0	9	3	0	0	0	12
18	0	0	0	0	0	4	5	0	0	0	9
17	0	0	0	0	0	1	15	0	0	0	16
16	0	0	0	0	0	1	8	2	0	0	11
15	0	0	0	0	0	0	13	0	0	0	13
14	0	0	0	0	0	0	15	5	0	0	20
13	0	0	0	0	0	0	19	0	0	0	19
12	0	0	0	0	0	0	9	5	0	0	14
11	0	0	0	0	0	0	8	10	0	0	18
10	0	0	0	0	0	0	0	7	0	0	7
9	0	0	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0	0
Total	1	1	3	4	102	255	170	29	0	0	565
FY 2012											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	1	1	3	4	48	3	0	0	0	0	60
29	0	0	0	0	15	4	0	0	0	0	19
28	0	0	0	0	18	8	0	0	0	0	26
27	0	0	0	0	14	1	0	0	0	0	15
26	0	0	0	0	7	5	0	0	0	0	12
25	0	0	0	0	0	8	0	0	0	0	8
24	0	0	0	0	0	23	2	0	0	0	25
23	0	0	0	0	0	43	6	0	0	0	49
22	0	0	0	0	0	50	5	0	0	0	55
21	0	0	0	0	0	73	36	0	0	0	109
20	0	0	0	0	0	22	26	0	0	0	48
19	0	0	0	0	0	9	3	0	0	0	12
18	0	0	0	0	0	4	5	0	0	0	9
17	0	0	0	0	0	1	15	0	0	0	16
16	0	0	0	0	0	1	8	2	0	0	11
15	0	0	0	0	0	0	13	0	0	0	13
14	0	0	0	0	0	0	15	5	0	0	20
13	0	0	0	0	0	0	19	0	0	0	19
12	0	0	0	0	0	0	9	5	0	0	14
11	0	0	0	0	0	0	8	10	0	0	18
10	0	0	0	0	0	0	0	7	0	0	7
9	0	0	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0	0
Total	1	1	3	4	102	255	170	29	0	0	565

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

FY 2007											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	3	8	16	6	77	0	0	0	0	0	110
29	0	0	0	8	92	0	0	0	0	0	100
28	0	0	0	1	76	41	0	0	0	0	118
27	0	0	0	1	94	30	0	0	0	0	125
26	0	0	0	0	176	58	0	0	0	0	234
25	0	0	0	0	156	82	0	0	0	0	238
24	0	0	0	0	67	82	46	0	0	0	195
23	0	0	0	0	38	92	28	0	0	0	158
22	0	0	0	0	35	184	51	0	0	0	270
21	0	0	0	0	30	192	93	0	0	0	315
20	0	0	0	0	41	508	348	21	0	0	918
19	0	0	0	0	1	119	107	2	0	0	229
18	0	0	0	0	1	23	26	2	0	0	52
17	0	0	0	0	0	17	26	3	0	0	46
16	0	0	0	0	0	12	51	3	0	0	66
15	0	0	0	0	0	6	37	4	0	0	47
14	0	0	0	0	0	3	37	2	0	0	42
13	0	0	0	0	0	1	45	6	0	0	52
12	0	0	0	0	0	1	54	6	0	0	61
11	0	0	0	0	0	0	54	12	0	0	66
10	0	0	0	0	0	0	41	70	0	0	111
9	0	0	0	0	0	0	1	2	0	0	3
8	0	0	0	0	0	0	0	2	0	0	2
7	0	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	2	0	0	2
5	0	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	2	9	0	11
3	0	0	0	0	0	0	0	0	2	0	2
2	0	0	0	0	0	0	0	0	0	2	2
1	0	0	0	0	0	0	0	0	0	0	0
Total	3	8	16	16	884	1,451	1,045	139	11	2	3,575
FY 2008											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	5	7	17	7	54	0	0	0	0	0	90
29	0	0	0	7	65	0	0	0	0	0	72
28	0	0	0	2	54	32	0	0	0	0	88
27	0	0	0	2	66	24	0	0	0	0	92
26	0	0	0	0	123	45	0	0	0	0	168
25	0	0	0	0	109	65	0	0	0	0	174
24	0	0	0	0	47	65	32	0	0	0	144
23	0	0	0	0	27	73	20	0	0	0	120
22	0	0	0	0	25	145	36	0	0	0	206
21	0	0	0	0	21	151	66	0	0	0	238
20	0	0	0	0	29	398	247	14	0	0	688
19	0	0	0	0	1	94	75	1	0	0	171
18	0	0	0	0	1	18	18	1	0	0	38
17	0	0	0	0	0	13	18	2	0	0	33
16	0	0	0	0	0	10	36	2	0	0	48
15	0	0	0	0	0	4	26	3	0	0	33
14	0	0	0	0	0	3	26	1	0	0	30
13	0	0	0	0	0	1	32	4	0	0	37
12	0	0	0	0	0	1	38	4	0	0	43
11	0	0	0	0	0	0	38	8	0	0	46
10	0	0	0	0	0	0	29	50	0	0	79
9	0	0	0	0	0	0	1	1	0	0	2
8	0	0	0	0	0	0	0	1	0	0	1
7	0	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	1	0	0	1
5	0	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	1	4	0	5
3	0	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	2	2
1	0	0	0	0	0	0	0	0	0	0	0
Total	5	7	17	18	622	1,142	738	94	4	2	2,649

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

FY 2009											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	5	5	16	5	59	0	0	0	0	0	90
29	0	0	0	7	70	0	0	0	0	0	77
28	0	0	0	1	58	30	0	0	0	0	89
27	0	0	0	1	72	22	0	0	0	0	95
26	0	0	0	0	136	42	0	0	0	0	178
25	0	0	0	0	119	60	0	0	0	0	179
24	0	0	0	0	51	60	33	0	0	0	144
23	0	0	0	0	29	68	20	0	0	0	117
22	0	0	0	0	27	135	37	0	0	0	199
21	0	0	0	0	23	141	67	0	0	0	231
20	0	0	0	0	31	374	249	14	0	0	668
19	0	0	0	0	1	87	76	1	0	0	165
18	0	0	0	0	1	17	18	1	0	0	37
17	0	0	0	0	0	12	18	2	0	0	32
16	0	0	0	0	0	9	37	2	0	0	48
15	0	0	0	0	0	4	26	3	0	0	33
14	0	0	0	0	0	2	26	1	0	0	29
13	0	0	0	0	0	1	32	4	0	0	37
12	0	0	0	0	0	1	39	4	0	0	44
11	0	0	0	0	0	0	39	8	0	0	47
10	0	0	0	0	0	0	29	46	0	0	75
9	0	0	0	0	0	0	1	1	0	0	2
8	0	0	0	0	0	0	0	1	0	0	1
7	0	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	1	0	0	1
5	0	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	1	7	0	8
3	0	0	0	0	0	0	0	0	2	0	2
2	0	0	0	0	0	0	0	0	0	2	2
1	0	0	0	0	0	0	0	0	0	0	0
Total	5	5	16	14	677	1,065	747	90	9	2	2,630
FY 2010											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	5	5	16	4	51	0	0	0	0	0	81
29	0	0	0	6	60	0	0	0	0	0	66
28	0	0	0	1	50	29	0	0	0	0	80
27	0	0	0	1	62	21	0	0	0	0	84
26	0	0	0	0	116	40	0	0	0	0	156
25	0	0	0	0	102	58	0	0	0	0	160
24	0	0	0	0	44	58	29	0	0	0	131
23	0	0	0	0	25	65	18	0	0	0	108
22	0	0	0	0	23	129	32	0	0	0	184
21	0	0	0	0	20	135	59	0	0	0	214
20	0	0	0	0	27	354	219	12	0	0	612
19	0	0	0	0	1	83	67	1	0	0	152
18	0	0	0	0	1	16	16	1	0	0	34
17	0	0	0	0	0	12	16	2	0	0	30
16	0	0	0	0	0	9	32	2	0	0	43
15	0	0	0	0	0	4	23	3	0	0	30
14	0	0	0	0	0	2	23	1	0	0	26
13	0	0	0	0	0	1	28	4	0	0	33
12	0	0	0	0	0	1	34	4	0	0	39
11	0	0	0	0	0	0	34	7	0	0	41
10	0	0	0	0	0	0	26	42	0	0	68
9	0	0	0	0	0	0	1	1	0	0	2
8	0	0	0	0	0	0	0	1	0	0	1
7	0	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	1	0	0	1
5	0	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	1	4	0	5
3	0	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	2	2
1	0	0	0	0	0	0	0	0	0	0	0
Total	5	5	16	12	582	1,017	657	83	4	2	2,383

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

FY 2011											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	5	5	16	5	49	0	0	0	0	0	80
29	0	0	0	6	58	0	0	0	0	0	64
28	0	0	0	1	48	28	0	0	0	0	77
27	0	0	0	1	60	20	0	0	0	0	81
26	0	0	0	0	112	39	0	0	0	0	151
25	0	0	0	0	98	55	0	0	0	0	153
24	0	0	0	0	43	55	28	0	0	0	126
23	0	0	0	0	24	62	17	0	0	0	103
22	0	0	0	0	23	124	32	0	0	0	179
21	0	0	0	0	19	129	57	0	0	0	205
20	0	0	0	0	26	339	214	12	0	0	591
19	0	0	0	0	1	80	66	1	0	0	148
18	0	0	0	0	1	16	16	1	0	0	34
17	0	0	0	0	0	11	16	2	0	0	29
16	0	0	0	0	0	8	32	2	0	0	42
15	0	0	0	0	0	4	22	3	0	0	29
14	0	0	0	0	0	2	22	1	0	0	25
13	0	0	0	0	0	1	27	3	0	0	31
12	0	0	0	0	0	1	33	3	0	0	37
11	0	0	0	0	0	0	33	7	0	0	40
10	0	0	0	0	0	0	25	42	0	0	67
9	0	0	0	0	0	0	1	1	0	0	2
8	0	0	0	0	0	0	0	1	0	0	1
7	0	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	1	0	0	1
5	0	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	1	4	0	5
3	0	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	2	2
1	0	0	0	0	0	0	0	0	0	0	0
Total	5	5	16	13	562	974	641	81	4	2	2,303
FY 2012											
YOCS	O-10	O-9	O-8	O-7	O-6	O-5	O-4	O-3	O-2	O-1	Total
30+	6	5	16	4	49	0	0	0	0	0	80
29	0	0	0	6	58	0	0	0	0	0	64
28	0	0	0	1	48	28	0	0	0	0	77
27	0	0	0	1	60	21	0	0	0	0	82
26	0	0	0	0	112	40	0	0	0	0	152
25	0	0	0	0	98	57	0	0	0	0	155
24	0	0	0	0	43	57	28	0	0	0	128
23	0	0	0	0	24	64	18	0	0	0	106
22	0	0	0	0	23	128	32	0	0	0	183
21	0	0	0	0	19	133	58	0	0	0	210
20	0	0	0	0	26	353	213	12	0	0	604
19	0	0	0	0	1	82	66	1	0	0	150
18	0	0	0	0	1	16	16	1	0	0	34
17	0	0	0	0	0	12	16	2	0	0	30
16	0	0	0	0	0	8	32	2	0	0	42
15	0	0	0	0	0	4	23	3	0	0	30
14	0	0	0	0	0	2	23	1	0	0	26
13	0	0	0	0	0	1	27	4	0	0	32
12	0	0	0	0	0	1	33	4	0	0	38
11	0	0	0	0	0	0	33	7	0	0	40
10	0	0	0	0	0	0	25	41	0	0	66
9	0	0	0	0	0	0	1	1	0	0	2
8	0	0	0	0	0	0	0	1	0	0	1
7	0	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	1	0	0	1
5	0	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	1	4	0	5
3	0	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	2	2
1	0	0	0	0	0	0	0	0	0	0	0
Total	6	5	16	12	562	1,007	644	82	4	2	2,340

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

Grade	Enlisted									Total
	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	
FY 2007										
Beginning Strength*	3,289	11,020	37,958	59,904	81,250	112,389	57,275	33,562	22,706	419,353
Promotions In	697	2,836	7,971	13,520	24,143	45,117	44,380	29,652	0	168,316
Reserve/Regular Ordered to Active Duty	0	0	219	542	1,854	8,768	13,690	17,964	38,963	82,000
Returned to Military Control	0	1	9	27	126	418	1,647	329	453	3,010
Total Gains	697	2,837	8,199	14,089	26,123	54,303	59,717	47,945	39,416	253,326
Deaths	1	5	19	41	63	123	72	37	17	378
Expiration Term of Service (ETS)	12	55	299	1,834	9,773	17,566	1,513	137	102	31,291
Discharges (Adverse)	1	3	24	85	392	1,484	1,880	2,553	4,795	11,217
Other Separations	19	76	819	2,032	3,598	6,552	6,165	898	884	21,043
Dropped from Rolls (DFR)	0	1	9	41	165	575	2,281	536	676	4,284
Promotions Out	0	697	2,836	7,971	13,520	24,143	45,117	44,380	29,652	168,316
Retirements (Disability and Non-Disability)	542	1,775	3,679	1,486	131	4	2	0	0	7,619
Total Losses	575	2,612	7,685	13,490	27,642	50,447	57,030	48,541	36,126	244,148
End Strength*	3,411	11,245	38,472	60,503	79,731	116,245	59,962	32,966	25,996	428,531
FY 2008										
Beginning Strength*	3,411	11,245	38,472	60,503	79,731	116,245	59,962	32,966	25,996	428,531
Promotions In	558	2,760	8,160	14,499	28,334	45,638	36,647	34,247	0	170,843
Reserve/Regular Ordered to Active Duty	0	0	83	243	1,143	7,671	13,307	17,072	41,256	80,775
Returned to Military Control	0	2	11	40	145	521	555	799	981	3,054
Total Gains	558	2,762	8,254	14,782	29,622	53,830	50,509	52,118	42,237	254,672
Expiration Term of Service (ETS)	16	79	351	1,994	9,799	15,469	894	551	187	29,340
Discharges (Adverse)	1	3	31	119	458	2,123	2,571	3,577	6,216	15,099
Other Separations	20	83	856	2,035	3,247	6,431	3,025	3,278	3,025	22,000
Dropped from Rolls (DFR)	0	2	12	41	154	610	808	1,328	1,244	4,199
Promotions Out	0	558	2,760	8,160	14,499	28,334	45,638	36,647	34,247	170,843
Retirements (Disability and Non-Disability)	537	1,766	3,464	1,400	119	6	1	0	0	7,293
Total Losses	574	2,491	7,474	13,749	28,276	52,973	52,937	45,381	44,919	248,774
End Strength*	3,395	11,516	39,252	61,536	81,077	117,102	57,534	39,703	23,314	434,429
FY 2009										
Beginning Strength	3,395	11,516	39,252	61,536	81,077	117,102	57,534	39,703	23,314	434,429
Promotions In	498	2,550	6,727	12,130	24,430	54,241	49,894	32,131	0	182,601
Reserve/Regular Ordered to Active Duty	0	0	86	262	1,223	7,841	13,153	16,740	40,400	79,705
Returned to Military Control	0	2	11	41	150	531	535	772	947	2,989
Total Gains	498	2,552	6,824	12,433	25,803	62,613	63,582	49,643	41,347	265,295
Expiration Term of Service (ETS)	16	81	356	2,027	10,506	15,571	843	237	177	29,814
Discharges (Adverse)	1	3	32	123	463	2,158	2,476	3,060	3,746	12,062
Other Separations	20	82	893	2,131	3,344	6,479	3,030	2,382	3,283	21,644
Dropped from Rolls (DFR)	0	2	12	42	159	621	786	1,055	926	3,603
Promotions Out	0	498	2,550	6,727	12,130	24,430	54,241	49,894	32,131	182,601
Retirements (Disability and Non-Disability)	507	1,851	3,429	1,578	196	6	0	0	0	7,567
Total Losses	544	2,517	7,272	12,628	26,798	49,265	61,376	56,628	40,263	257,291
End Strength	3,349	11,551	38,804	61,341	80,082	130,450	59,740	32,718	24,398	442,433

*Includes requested supplemental end strength for 2007 and 2008.

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

Grade	Enlisted									Total
	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	
FY 2010										
Beginning Strength	3,349	11,551	38,804	61,341	80,082	130,450	59,740	32,718	24,398	442,433
Promotions In	528	2,535	7,099	12,720	26,710	48,825	44,629	34,106	0	177,152
Reserve/Regular Ordered to Active Duty	0	0	87	260	1,220	7,806	13,031	16,578	39,984	78,966
Returned to Military Control	0	2	12	41	154	544	525	756	928	2,962
Total Gains	528	2,537	7,198	13,021	28,084	57,175	58,185	51,440	40,912	259,080
Expiration Term of Service (ETS)	15	67	313	1,752	9,761	15,677	785	220	165	28,755
Discharges (Adverse)	2	3	34	125	471	2,266	5,899	3,014	1,640	13,454
Other Separations	22	82	929	2,196	4,137	7,883	3,009	2,365	2,405	23,028
Dropped from Rolls (DFR)	0	2	12	42	163	638	771	1,035	1,187	3,850
Promotions Out	0	528	2,535	7,099	12,720	26,710	48,825	44,629	34,106	177,152
Retirements (Disability and Non-Disability)	490	1,833	3,250	1,507	218	6	0	0	0	7,304
Total Losses	529	2,515	7,073	12,721	27,470	53,180	59,289	51,263	39,503	253,543
End Strength	3,348	11,573	38,929	61,641	80,696	134,445	58,636	32,895	25,807	447,970
FY 2011										
Beginning Strength	3,348	11,573	38,929	61,641	80,696	134,445	58,636	32,895	25,807	447,970
Promotions In	520	2,430	6,471	11,255	24,402	48,191	41,456	31,067	0	165,792
Reserve/Regular Ordered to Active Duty	0	0	87	260	1,220	7,931	13,411	17,094	41,312	81,315
Returned to Military Control	0	2	11	41	158	565	528	761	934	3,000
Total Gains	520	2,432	6,569	11,556	25,780	56,687	55,395	48,922	42,246	250,107
Expiration Term of Service (ETS)	14	66	319	1,764	10,265	16,987	810	227	170	30,622
Discharges (Adverse)	1	3	35	125	488	2,395	2,458	3,037	4,943	13,485
Other Separations	21	81	968	2,202	4,454	8,776	3,032	2,383	2,285	24,202
Dropped from Rolls (DFR)	0	2	11	42	168	664	776	1,042	815	3,520
Promotions Out	0	520	2,430	6,471	11,255	24,402	48,191	41,456	31,067	165,792
Retirements (Disability and Non-Disability)	497	1,832	3,058	1,412	222	6	0	0	0	7,027
Total Losses	533	2,504	6,821	12,016	26,852	53,230	55,267	48,145	39,280	244,648
End Strength	3,335	11,501	38,677	61,181	79,624	137,902	58,764	33,672	28,773	453,429
FY 2012										
Beginning Strength	3,335	11,501	38,677	61,181	79,624	137,902	58,764	33,672	28,773	453,429
Promotions In	556	2,551	6,499	11,828	26,218	49,533	46,229	34,535	0	177,949
Reserve/Regular Ordered to Active Duty	0	0	87	260	1,221	7,711	12,752	16,198	39,016	77,245
Returned to Military Control	0	2	11	41	362	775	828	961	1,043	4,023
Total Gains	556	2,553	6,597	12,129	27,801	58,019	59,809	51,694	40,059	259,217
Expiration Term of Service (ETS)	14	66	313	1,779	10,609	18,125	813	228	171	32,118
Discharges (Adverse)	1	2	35	125	501	2,471	2,455	3,033	4,936	13,559
Other Separations	22	81	975	2,197	4,564	9,097	2,999	2,357	2,249	24,541
Dropped from Rolls (DFR)	0	2	11	42	172	675	775	1,040	1,192	3,909
Promotions Out	0	556	2,551	6,499	11,828	26,218	49,533	46,229	34,535	177,949
Retirements (Disability and Non-Disability)	519	1,851	2,741	1,542	220	7	0	0	0	6,880
Total Losses	556	2,558	6,626	12,184	27,894	56,593	56,575	52,887	43,083	258,956
End Strength	3,335	11,496	38,648	61,126	79,531	139,328	61,998	32,479	25,749	453,690

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

Grade	Enlisted									Total
	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	
FY 2007										
Beginning Strength	2,896	6,710	24,750	51,424	70,636	56,459	46,414	19,322	15,207	293,818
Gains (Demotion/Examined & Other Adv)	491	2,152	4,364	9,258	20,361	28,681	26,214	21,525	2,901	115,947
Reserve/Regular ordered to Active Duty	17	39	76	223	555	639	8,341	7,590	22,482	39,962
Total Gains	508	2,191	4,440	9,481	20,916	29,320	34,555	29,115	25,383	155,909
Discharges	0	1	49	1,261	7,854	10,656	3,146	251	63	23,281
Other Separations	13	72	460	933	1,924	2,778	4,537	3,410	5,535	19,662
Losses (Demotion/Examined & Other Adv)	4	499	2,205	4,927	10,691	22,321	31,072	25,928	18,885	116,532
Retirements (Disability and Non-Disability)	537	1,204	2,897	3,874	350	41	24	3	0	8,930
Total losses	554	1,776	5,611	10,995	20,819	35,796	38,779	29,592	24,483	168,405
End Strength	2,850	7,125	23,579	49,910	70,733	49,983	42,190	18,845	16,107	281,322
Officer Candidates	0	0	42	225	169	40	120	0	0	596
Total End Strength	2,850	7,125	23,621	50,135	70,902	50,023	42,310	18,845	16,107	281,918
FY 2008										
Beginning Strength	2,850	7,125	23,621	50,135	70,902	50,023	42,310	18,845	16,107	281,918
Gains (Demotion/Examined & Other Adv)	447	1,255	3,781	8,137	16,171	30,382	22,252	25,837	2,846	111,108
Reserve/Regular ordered to Active Duty	21	26	90	232	660	636	9,011	4,919	26,150	41,745
Total Gains	468	1,281	3,871	8,369	16,831	31,018	31,263	30,756	28,996	152,853
Discharges	0	0	71	1,477	6,994	8,829	3,069	209	52	20,701
Other Separations	15	93	689	1,853	3,295	2,708	3,980	3,748	5,655	22,036
Losses (Demotion/Examined & Other Adv)	3	420	1,146	4,094	9,403	17,712	30,643	25,440	22,813	111,674
Retirements (Disability and Non-Disability)	561	1,037	2,851	3,300	358	39	24	3	0	8,173
Total losses	579	1,550	4,757	10,724	20,050	29,288	37,716	29,400	28,520	162,584
End Strength	2,739	6,856	22,735	47,780	67,683	51,753	35,857	20,201	16,583	272,187
Officer Candidates	0	0	54	227	183	50	133	0	0	647
Total End Strength	2,739	6,856	22,789	48,007	67,866	51,803	35,990	20,201	16,583	272,834
FY 2009										
Beginning Strength	2,739	6,856	22,789	48,007	67,866	51,803	35,990	20,201	16,583	272,834
Gains (Demotion/Examined & Other Adv)	493	1,474	4,238	9,099	18,145	29,700	25,994	25,623	2,938	117,704
Reserve/Regular ordered to Active Duty	19	23	88	228	645	639	9,391	5,151	27,538	43,722
Total Gains	512	1,497	4,326	9,327	18,790	30,339	35,385	30,774	30,476	161,426
Discharges	0	2	67	1,381	6,661	8,366	3,025	204	45	19,751
Other Separations	14	132	355	852	1,949	3,038	2,059	4,768	6,377	19,544
Losses (Demotion/Examined & Other Adv)	3	500	1,505	4,628	10,346	19,801	31,109	25,928	23,884	117,704
Retirements (Disability and Non-Disability)	514	916	2,625	2,999	390	33	24	3	0	7,504
Total losses	531	1,550	4,552	9,860	19,346	31,238	36,217	30,903	30,306	164,503
End Strength	2,720	6,803	22,563	47,474	67,310	50,904	35,158	20,072	16,753	269,757
Officer Candidates	0	0	66	241	164	58	137	0	0	666
Total End Strength	2,720	6,803	22,629	47,715	67,474	50,962	35,295	20,072	16,753	270,423

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

Grade	Enlisted									Total
	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	
FY 2010										
Beginning Strength	2,720	6,803	22,629	47,715	67,474	50,962	35,295	20,072	16,753	270,423
Gains (Demotion/Examined & Other Adv)	486	1,378	4,312	9,332	18,985	30,259	27,132	26,693	3,029	121,606
Reserve/Regular ordered to Active Duty	18	23	85	220	634	625	9,766	5,374	28,902	45,647
Total Gains	504	1,401	4,397	9,552	19,619	30,884	36,898	32,067	31,931	167,253
Discharges	0	3	71	1,334	6,180	7,668	2,916	198	42	18,412
Other Separations	49	196	882	1,815	3,411	4,050	2,462	4,152	5,644	22,661
Losses (Demotion/Examined & Other Adv)	3	493	1,409	4,698	10,564	20,630	31,546	27,167	25,096	121,606
Retirements (Disability and Non-Disability)	496	820	2,367	2,403	402	31	24	3	0	6,546
Total losses	548	1,512	4,729	10,250	20,557	32,379	36,948	31,520	30,782	169,225
End Strength	2,676	6,692	22,297	47,017	66,536	49,467	35,245	20,619	17,902	268,451
Officer Candidates	0	0	78	255	159	66	113	0	0	671
Total End Strength	2,676	6,692	22,375	47,272	66,695	49,533	35,358	20,619	17,902	269,122
FY 2011										
Beginning Strength	2,676	6,692	22,375	47,272	66,695	49,533	35,358	20,619	17,902	269,122
Gains (Demotion/Examined & Other Adv)	470	1,428	4,476	10,156	20,013	31,561	27,899	27,604	3,090	126,697
Reserve/Regular ordered to Active Duty	17	22	80	210	610	584	10,113	5,533	30,218	47,387
Total Gains	487	1,450	4,556	10,366	20,623	32,145	38,012	33,137	33,308	174,084
Discharges	0	3	70	1,366	6,154	7,588	2,839	187	43	18,250
Other Separations	18	114	639	1,211	2,702	3,081	3,658	4,238	6,679	22,340
Losses (Demotion/Examined & Other Adv)	3	477	1,537	5,117	11,542	21,703	32,896	28,007	26,086	127,368
Retirements (Disability and Non-Disability)	468	863	2,396	2,858	438	53	24	3	0	7,103
Total losses	489	1,457	4,642	10,552	20,836	32,425	39,417	32,435	32,808	175,061
End Strength	2,674	6,685	22,289	47,086	66,482	49,253	33,953	21,321	18,402	268,145
Officer Candidates	0	0	90	207	162	74	113	0	0	646
Total End Strength	2,674	6,685	22,379	47,293	66,644	49,327	34,066	21,321	18,402	268,791
FY 2012										
Beginning Strength	2,674	6,685	22,379	47,293	66,644	49,327	34,066	21,321	18,402	268,791
Gains (Demotion/Examined & Other Adv)	472	1,446	4,559	10,255	20,211	31,617	28,566	27,766	3,143	128,035
Reserve/Regular ordered to Active Duty	17	22	81	211	611	585	10,090	5,561	30,262	47,440
Total Gains	489	1,468	4,640	10,466	20,822	32,202	38,656	33,327	33,405	175,475
Discharges	0	3	72	1,369	6,148	7,566	2,801	194	44	18,197
Other Separations	18	113	634	1,204	2,686	3,048	3,507	4,305	6,709	22,224
Losses (Demotion/Examined & Other Adv)	3	479	1,567	5,152	11,644	21,900	32,859	28,752	26,325	128,681
Retirements (Disability and Non-Disability)	468	862	2,395	2,863	438	53	24	3	0	7,106
Total losses	489	1,457	4,668	10,588	20,916	32,567	39,191	33,254	33,078	176,208
End Strength	2,674	6,696	22,351	47,171	66,550	48,962	33,531	21,394	18,729	268,058
Officer Candidates	0	0	102	159	168	82	113	0	0	624
Total End Strength	2,674	6,696	22,453	47,330	66,718	49,044	33,644	21,394	18,729	268,682

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

Grade	Enlisted									Total
	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	
FY 2007										
Beginning Strength*	1,505	3,467	8,118	14,021	25,680	33,313	40,962	20,423	13,902	161,391
Promotions In	388	1,557	2,732	5,569	12,944	24,874	29,143	21,842	0	99,049
Gains ¹	49	94	21	94	1,183	445	375	7,970	26,501	36,732
Total Gains	437	1,651	2,753	5,663	14,127	25,319	29,518	29,812	26,501	135,781
Deaths	1	2	5	16	42	76	133	44	13	332
Losses ²	25	26	211	1,245	7,475	9,484	3,983	3,034	6,428	31,911
Promotions Out	0	388	1,557	2,732	5,569	12,944	24,874	29,143	21,842	99,049
Retirements (Disability & Non-Disability)	280	612	715	288	4	1	0	0	0	1,900
Total Losses	306	1,028	2,488	4,281	13,090	22,505	28,990	32,221	28,283	133,192
End Strength*	1,636	4,090	8,383	15,403	26,717	36,127	41,490	18,014	12,120	163,980
FY 2008										
Beginning Strength*	1,636	4,090	8,383	15,403	26,717	36,127	41,490	18,014	12,120	163,980
Promotions In	319	1,008	2,177	3,997	11,463	21,438	26,304	20,562	0	87,268
Gains ¹	13	47	39	126	1,265	493	458	9,483	27,076	39,000
Total Gains	332	1,055	2,216	4,123	12,728	21,931	26,762	30,045	27,076	126,268
Deaths	1	2	5	16	42	76	133	44	13	332
Losses ²	2		239	1,184	7,890	9,317	3,958	3,162	6,516	32,268
Promotions Out	0	319	1,008	2,177	3,997	11,463	21,438	26,304	20,562	87,268
Retirements (Disability & Non-Disability)	280	612	715	288	4	1	0	0	0	1,900
Total Losses	283	933	1,967	3,665	11,933	20,857	25,529	29,510	27,091	121,768
End Strength*	1,685	4,212	8,632	15,861	27,512	37,201	42,723	18,549	12,105	168,480
FY 2009										
Beginning Strength	1,685	4,212	8,632	15,861	27,512	37,201	42,723	18,549	12,105	168,480
Promotions In	329	1,038	2,238	4,080	11,557	21,544	26,492	20,511	0	87,789
Gains ¹	26	49	56	156	1,313	565	529	9,862	28,203	40,759
Total Gains	355	1,087	2,294	4,236	12,870	22,109	27,021	30,373	28,203	128,548
Deaths	1	2	5	16	42	76	133	44	13	332
Losses ²	22	14	269	1,203	7,892	9,323	4,020	3,263	7,301	33,307
Promotions Out	0	329	1,038	2,238	4,080	11,557	21,544	26,492	20,511	87,789
Retirements (Disability & Non-Disability)	280	612	715	288	4	1	0	0	0	1,900
Total Losses	303	957	2,027	3,745	12,018	20,957	25,697	29,799	27,825	123,328
End Strength	1,737	4,342	8,899	16,352	28,364	38,353	44,047	19,123	12,483	173,700

*Includes requested supplemental end strength for 2007 and 2008.

¹Includes broken enlistments, Enlisted-to-Officer gains, Extended Active Duty (EAD) gains, continuous reenlistments, accessions, deserter gains, and other.

²Includes Non-Expiration of Active Service (NEAS) attrition, EAS separations, Enlisted-to-Officer losses, adjustments, and other.

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

Grade	Enlisted									Total
	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	
FY 2010										
Beginning Strength	1,737	4,342	8,899	16,352	28,364	38,353	44,047	19,123	12,483	173,700
Promotions In	330	1,047	2,256	4,139	11,921	22,314	27,383	21,207	0	90,597
Gains ¹	14	20	43	128	1,265	503	476	10,098	28,941	41,488
Total Gains	344	1,067	2,299	4,267	13,186	22,817	27,859	31,305	28,941	132,085
Deaths	1	2	5	16	42	76	133	44	13	332
Losses ²	14		278	1,243	8,197	9,728	4,141	3,307	7,348	34,256
Promotions Out	0	330	1,047	2,256	4,139	11,921	22,314	27,383	21,207	90,597
Retirements (Disability & Non-Disability)	280	612	715	288	4	1	0	0	0	1,900
Total Losses	295	944	2,045	3,803	12,382	21,726	26,588	30,734	28,568	127,085
End Strength	1,786	4,465	9,153	16,816	29,168	39,444	45,318	19,694	12,856	178,700
FY 2011										
Beginning Strength	1,786	4,465	9,153	16,816	29,168	39,444	45,318	19,694	12,856	178,700
Promotions In	341	1,070	2,273	4,109	12,253	23,132	28,124	21,783	0	93,085
Gains ¹	13	17	39	120	1,255	483	459	10,363	29,704	42,453
Total Gains	354	1,087	2,312	4,229	13,508	23,615	28,583	32,146	29,704	135,538
Deaths	1	2	5	16	42	76	133	44	13	332
Losses ²	42	56	364	1,365	8,856	10,611	4,529	3,622	7,676	37,121
Promotions Out	0	341	1,070	2,273	4,109	12,253	23,132	28,124	21,783	93,085
Retirements (Disability & Non-Disability)	280	612	715	288	4	1	0	0	0	1,900
Total Losses	323	1,011	2,154	3,942	13,011	22,941	27,794	31,790	29,472	132,438
End Strength	1,817	4,541	9,311	17,103	29,665	40,118	46,107	20,050	13,088	181,800
FY 2012										
Beginning Strength	1,817	4,541	9,311	17,103	29,665	40,118	46,107	20,050	13,088	181,800
Promotions In	342	1,060	2,201	3,893	12,159	23,195	27,858	21,517	0	92,225
Gains ¹	9	8	19	86	1,197	402	351	10,302	29,664	42,038
Total Gains	351	1,068	2,220	3,979	13,356	23,597	28,209	31,819	29,664	134,263
Deaths	1	2	5	16	42	76	133	44	13	332
Losses ²	70	112	440	1,474	9,417	11,361	4,881	3,917	8,134	39,806
Promotions Out	0	342	1,060	2,201	3,893	12,159	23,195	27,858	21,517	92,225
Retirements (Disability & Non-Disability)	280	612	715	288	4	1	0	0	0	1,900
Total Losses	351	1,068	2,220	3,979	13,356	23,597	28,209	31,819	29,664	134,263
End Strength	1,817	4,541	9,311	17,103	29,665	40,118	46,107	20,050	13,088	181,800

¹Includes broken enlistments, Enlisted-to-Officer gains, Extended Active Duty (EAD) gains, continuous reenlistments, accessions, deserter gains, and other.

²Includes Non-Expiration of Active Service (NEAS) attrition, EAS separations, Enlisted-to-Officer losses, adjustments, and other.

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

Grade	Enlisted									Total
	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	
FY 2007										
Beginning Strength	2,705	5,514	28,457	44,965	71,208	59,275	40,707	10,187	10,972	273,990
Promotions In	517	1,280	4,869	6,908	14,308	22,887	7,113	4,916	0	62,798
Active Duty Gains	0	1	6	12	217	29	16,822	3,659	7,605	28,351
Total Gains	517	1,281	4,875	6,920	14,525	22,916	23,935	8,575	7,605	91,149
Deaths	1	1	3	2	5	3	1	0	0	16
Other Separations	1	19	10	1,864	7,493	10,910	3,196	1,954	2,804	28,251
Promotions Out	0	517	1,280	4,869	6,908	14,308	22,887	7,113	4,916	62,798
Retirements (Disability & Non-Disability)	576	970	5,597	2,410	86	8	3	0	0	9,650
Total Losses	578	1,507	6,890	9,145	14,492	25,229	26,087	9,067	7,720	100,715
End Strength	2,644	5,288	26,442	42,740	71,241	56,962	38,555	9,695	10,857	264,424
FY 2008										
Beginning Strength	2,644	5,288	26,442	42,740	71,241	56,962	38,555	9,695	10,857	264,424
Promotions In	462	1,208	5,030	6,156	12,958	21,811	6,706	4,303	0	58,634
Active Duty Gains	0	1	6	12	217	29	16,740	3,759	6,568	27,332
Total Gains	462	1,209	5,036	6,168	13,175	21,840	23,446	8,062	6,568	85,966
Deaths	1	2	2	2	3	1	1	0	0	12
Other Separations	0	11	24	81	8,060	9,626	2,328	1,531	2,461	24,122
Promotions Out	0	462	1,208	5,030	6,156	12,958	21,811	6,706	4,303	58,634
Retirements (Disability & Non-Disability)	509	829	4,279	2,251	91	8	3	0	0	7,970
Total Losses	510	1,304	5,513	7,364	14,310	22,593	24,143	8,237	6,764	90,738
End Strength	2,596	5,193	25,965	41,544	70,106	56,209	37,858	9,520	10,661	259,652
FY 2009										
Beginning Strength	2,596	5,193	25,965	41,544	70,106	56,209	37,858	9,520	10,661	259,652
Promotions In	418	1,092	4,020	6,378	10,690	17,750	6,666	4,316	0	51,330
Active Duty Gains	0	1	6	12	217	29	12,176	3,411	5,579	21,431
Total Gains	418	1,093	4,026	6,390	10,907	17,779	18,842	7,727	5,579	72,761
Deaths	1	1	1	1	4	3	2	0	0	13
Other Separations	0	15	27	597	7,600	9,551	2,759	1,482	1,735	23,766
Promotions Out	0	418	1,092	4,020	6,378	10,690	17,750	6,666	4,316	51,330
Retirements (Disability & Non-Disability)	532	889	4,054	3,609	25	20	3	0	0	9,132
Total Losses	533	1,323	5,174	8,227	14,007	20,264	20,514	8,148	6,051	84,241
End Strength	2,481	4,963	24,817	39,707	67,006	53,724	36,186	9,099	10,189	248,172

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

Grade	Enlisted									Total
	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	
FY 2010										
Beginning Strength	2,481	4,963	24,817	39,707	67,006	53,724	36,186	9,099	10,189	248,172
Promotions In	398	1,276	5,727	8,416	13,950	23,388	6,120	4,664	0	63,939
Active Duty Gains	0	1	6	12	217	29	19,465	2,617	6,572	28,919
Total Gains	398	1,277	5,733	8,428	14,167	23,417	25,585	7,281	6,572	92,858
Deaths	1	1	3	3	3	4	2	0	1	18
Other Separations	1	14	26	566	5,997	9,716	2,376	1,207	1,959	21,862
Promotions Out	0	398	1,276	5,727	8,416	13,950	23,388	6,120	4,664	63,939
Retirements (Disability & Non-Disability)	408	889	4,554	2,334	91	20	3	0	0	8,299
Total Losses	410	1,302	5,859	8,630	14,507	23,690	25,769	7,327	6,624	94,118
End Strength	2,469	4,938	24,691	39,505	66,666	53,451	36,002	9,053	10,137	246,912
FY 2011										
Beginning Strength	2,469	4,938	24,691	39,505	66,666	53,451	36,002	9,053	10,137	246,912
Promotions In	490	1,387	5,943	9,249	14,064	23,708	6,167	3,990	0	64,998
Active Duty Gains	0	1	6	12	217	29	19,896	3,572	6,322	30,055
Total Gains	490	1,388	5,949	9,261	14,281	23,737	26,063	7,562	6,322	95,053
Deaths	2	2	2	2	2	2	2	1	1	16
Other Separations	1	10	19	532	4,974	9,679	2,367	1,399	2,336	21,317
Promotions Out	0	490	1,387	5,943	9,249	14,064	23,708	6,167	3,990	64,998
Retirements (Disability & Non-Disability)	489	889	4,554	2,804	91	20	3	0	0	8,850
Total Losses	492	1,391	5,962	9,281	14,316	23,765	26,080	7,567	6,327	95,181
End Strength	2,467	4,935	24,678	39,485	66,631	53,423	35,985	9,048	10,132	246,784
FY 2012										
Beginning Strength	2,467	4,935	24,678	39,485	66,631	53,423	35,985	9,048	10,132	246,784
Promotions In	394	1,711	4,735	7,462	10,640	21,552	6,162	3,083	0	55,739
Active Duty Gains	0	1	6	12	217	29	17,530	4,396	5,968	28,159
Total Gains	394	1,712	4,741	7,474	10,857	21,581	23,692	7,479	5,968	83,898
Deaths	0	0	1	2	2	2	2	1	1	11
Other Separations	0	0	48	395	3,382	10,933	2,135	1,321	2,890	21,104
Promotions Out	0	394	1,711	4,735	7,462	10,640	21,552	6,162	3,083	55,739
Retirements (Disability & Non-Disability)	395	1,321	2,995	2,365	49	36	25	0	0	7,186
Total Losses	395	1,715	4,755	7,497	10,895	21,611	23,714	7,484	5,974	84,040
End Strength	2,466	4,932	24,664	39,462	66,593	53,393	35,963	9,043	10,126	246,642

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

FY 2007										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	202	5	0	0	0	0	0	0	0	207
29	30	0	0	0	0	0	0	0	0	30
28	35	8	0	0	0	0	0	0	0	43
27	30	12	0	0	0	0	0	0	0	42
26	49	224	4	0	0	0	0	0	0	277
25	36	122	45	0	0	0	0	0	0	203
24	59	188	456	2	0	0	0	0	0	705
23	32	178	241	4	0	0	0	0	0	455
22	28	256	449	171	0	0	0	0	0	904
21	25	287	672	275	0	0	0	0	0	1,259
20	16	493	1,792	1,017	125	0	0	0	0	3,443
19	0	2	12	11	2	0	0	0	0	27
18	0	0	1	0	0	0	0	0	0	1
17	0	0	0	4	0	0	0	0	0	4
16	0	0	1	1	0	0	0	0	0	2
15	0	0	1	0	0	0	0	0	0	1
14	0	0	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0	0	0
11	0	0	1	0	0	0	0	0	0	1
10	0	0	1	0	0	0	0	0	0	1
9	0	0	0	1	0	1	0	0	0	2
8	0	0	0	0	1	1	0	0	0	2
7	0	0	0	0	0	0	0	0	0	0
6	0	0	3	0	1	1	2	0	0	7
5	0	0	0	0	0	1	0	0	0	1
4	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	1	0	0	0	0	1
2	0	0	0	0	1	0	0	0	0	1
1	0	0	0	0	0	0	0	0	0	0
Total	542	1,775	3,679	1,486	131	4	2	0	0	7,619
FY 2008										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	200	5	0	0	0	0	0	0	0	205
29	30	0	0	0	0	0	0	0	0	30
28	35	8	0	0	0	0	0	0	0	43
27	30	12	0	0	0	0	0	0	0	42
26	49	223	4	0	0	0	0	0	0	276
25	36	121	42	0	0	0	0	0	0	199
24	58	187	429	2	0	0	0	0	0	676
23	32	177	227	4	0	0	0	0	0	440
22	28	255	423	161	0	0	0	0	0	867
21	25	286	633	259	0	0	0	0	0	1,203
20	14	490	1,687	958	113	0	0	0	0	3,262
19	0	2	11	10	2	0	0	0	0	25
18	0	0	1	0	0	0	0	0	0	1
17	0	0	0	4	0	0	0	0	0	4
16	0	0	1	1	0	0	0	0	0	2
15	0	0	1	0	0	0	0	0	0	1
14	0	0	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0	0	0
11	0	0	1	0	0	0	0	0	0	1
10	0	0	1	0	0	1	0	0	0	2
9	0	0	0	1	0	1	0	0	0	2
8	0	0	0	0	1	1	0	0	0	2
7	0	0	0	0	0	0	0	0	0	0
6	0	0	3	0	1	2	1	0	0	7
5	0	0	0	0	0	1	0	0	0	1
4	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	1	0	0	0	0	1
2	0	0	0	0	1	0	0	0	0	1
1	0	0	0	0	0	0	0	0	0	0
Total	537	1,766	3,464	1,400	119	6	1	0	0	7,293

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

FY 2009										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	171	3	0	0	0	0	0	0	0	174
29	28	0	0	0	0	0	0	0	0	28
28	30	7	0	0	0	0	0	0	0	37
27	36	15	0	0	0	0	0	0	0	51
26	57	304	7	0	0	0	0	0	0	368
25	41	123	47	0	0	0	0	0	0	211
24	42	159	413	5	0	0	0	0	0	619
23	33	179	211	10	0	0	0	0	0	433
22	29	254	399	156	0	0	0	0	0	838
21	21	275	522	167	0	0	0	0	0	985
20	19	530	1,812	1,221	190	0	0	0	0	3,772
19	0	2	12	12	4	0	0	0	0	30
18	0	0	1	0	0	0	0	0	0	1
17	0	0	1	4	0	0	0	0	0	5
16	0	0	1	1	0	0	0	0	0	2
15	0	0	1	0	0	0	0	0	0	1
14	0	0	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0	0	0
11	0	0	1	0	0	0	0	0	0	1
10	0	0	1	1	0	0	0	0	0	2
9	0	0	0	1	0	1	0	0	0	2
8	0	0	0	0	0	1	0	0	0	1
7	0	0	0	0	0	1	0	0	0	1
6	0	0	0	0	1	2	0	0	0	3
5	0	0	0	0	0	1	0	0	0	1
4	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	1	0	0	0	0	1
2	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0
Total	507	1,851	3,429	1,578	196	6	0	0	0	7,567
FY 2010										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	149	7	0	0	0	0	0	0	0	156
29	26	0	0	0	0	0	0	0	0	26
28	38	10	0	0	0	0	0	0	0	48
27	44	17	0	0	0	0	0	0	0	61
26	61	294	8	0	0	0	0	0	0	363
25	36	106	48	0	0	0	0	0	0	190
24	42	165	399	8	0	0	0	0	0	614
23	31	180	201	11	0	0	0	0	0	423
22	29	240	328	101	0	0	0	0	0	698
21	21	289	540	174	0	0	0	0	0	1,024
20	13	521	1,707	1,194	211	0	0	0	0	3,646
19	0	2	13	12	5	0	0	0	0	32
18	0	0	1	0	0	0	0	0	0	1
17	0	0	0	4	0	0	0	0	0	4
16	0	0	1	1	0	0	0	0	0	2
15	0	0	1	0	0	0	0	0	0	1
14	0	0	0	0	0	0	0	0	0	0
13	0	0	1	0	0	0	0	0	0	1
12	0	0	0	0	0	0	0	0	0	0
11	0	2	1	0	0	0	0	0	0	3
10	0	0	1	0	0	0	0	0	0	1
9	0	0	0	1	0	1	0	0	0	2
8	0	0	0	0	0	1	0	0	0	1
7	0	0	0	1	0	1	0	0	0	2
6	0	0	0	0	1	2	0	0	0	3
5	0	0	0	0	0	1	0	0	0	1
4	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	1	0	0	0	0	1
2	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0
Total	490	1,833	3,250	1,507	218	6	0	0	0	7,304

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

FY 2011										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	150	6	0	0	0	0	0	0	0	156
29	32	0	0	0	0	0	0	0	0	32
28	43	14	0	0	0	0	0	0	0	57
27	49	17	0	0	0	0	0	0	0	66
26	51	258	9	0	0	0	0	0	0	318
25	35	106	48	0	0	0	0	0	0	189
24	44	165	372	7	0	0	0	0	0	588
23	32	168	162	6	0	0	0	0	0	368
22	28	256	350	110	0	0	0	0	0	744
21	19	289	533	168	0	0	0	0	0	1,009
20	14	550	1,572	1,106	213	0	0	0	0	3,455
19	0	2	7	9	5	0	0	0	0	23
18	0	0	0	0	0	0	0	0	0	0
17	0	0	0	4	0	0	0	0	0	4
16	0	0	1	0	0	0	0	0	0	1
15	0	0	1	0	0	0	0	0	0	1
14	0	0	0	0	0	0	0	0	0	0
13	0	0	1	0	0	0	0	0	0	1
12	0	1	0	0	0	0	0	0	0	1
11	0	0	1	0	0	0	0	0	0	1
10	0	0	1	0	0	0	0	0	0	1
9	0	0	0	1	0	1	0	0	0	2
8	0	0	0	0	1	1	0	0	0	2
7	0	0	0	1	1	1	0	0	0	3
6	0	0	0	0	1	2	0	0	0	3
5	0	0	0	0	0	1	0	0	0	1
4	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	1	0	0	0	0	1
2	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0
Total	497	1,832	3,058	1,412	222	6	0	0	0	7,027
FY 2012										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	166	7	0	0	0	0	0	0	0	173
29	36	0	0	0	0	0	0	0	0	36
28	49	13	0	0	0	0	0	0	0	62
27	39	16	0	0	0	0	0	0	0	55
26	53	269	9	0	0	0	0	0	0	331
25	36	108	48	0	0	0	0	0	0	192
24	41	160	289	4	0	0	0	0	0	494
23	32	178	171	3	0	0	0	0	0	384
22	27	253	333	101	0	0	0	0	0	714
21	18	300	484	136	0	0	0	0	0	938
20	22	545	1,394	1,278	213	0	0	0	0	3,452
19	0	2	8	14	2	0	0	0	0	26
18	0	0	0	0	0	0	0	0	0	0
17	0	0	0	2	0	0	0	0	0	2
16	0	0	1	1	0	0	0	0	0	2
15	0	0	1	0	1	0	0	0	0	2
14	0	0	0	0	0	0	0	0	0	0
13	0	0	1	0	0	0	0	0	0	1
12	0	0	0	0	0	0	0	0	0	0
11	0	0	1	0	0	0	0	0	0	1
10	0	0	1	1	0	0	0	0	0	2
9	0	0	0	1	0	1	0	0	0	2
8	0	0	0	0	1	2	0	0	0	3
7	0	0	0	1	1	1	0	0	0	3
6	0	0	0	0	1	2	0	0	0	3
5	0	0	0	0	0	1	0	0	0	1
4	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	1	0	0	0	0	1
2	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0
Total	519	1,851	2,741	1,542	220	7	0	0	0	6,880

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

FY 2007										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	142	0	0	0	0	0	0	0	0	142
29	20	0	0	0	0	0	0	0	0	20
28	36	1	0	0	0	0	0	0	0	37
27	54	16	0	0	0	0	0	0	0	70
26	55	202	5	0	0	0	0	0	0	262
25	46	129	38	0	0	0	0	0	0	213
24	57	183	553	1	0	0	0	0	0	794
23	51	139	322	6	0	0	0	0	0	518
22	36	140	352	23	0	0	0	0	0	551
21	34	122	431	46	7	0	0	0	0	640
20	2	269	1,173	3,727	307	17	0	0	0	5,495
19	2	1	9	41	5	0	0	0	0	58
18	1	2	0	0	0	0	0	0	0	3
17	1	0	1	0	0	0	0	0	0	2
16	0	0	1	8	6	0	0	0	0	15
15	0	0	1	8	0	0	0	0	0	9
14	0	0	1	0	8	0	0	0	0	9
13	0	0	10	7	0	3	0	0	0	20
12	0	0	0	0	6	0	0	0	0	6
11	0	0	0	6	0	0	0	0	0	6
10	0	0	0	1	0	0	0	0	0	1
9	0	0	0	0	3	0	0	0	0	3
8	0	0	0	0	0	0	0	0	0	0
7	0	0	0	0	6	0	0	0	0	6
6	0	0	0	0	0	2	0	0	0	2
5	0	0	0	0	2	5	3	0	0	10
4	0	0	0	0	0	11	9	0	0	20
3	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	3	3	3	0	9
1	0	0	0	0	0	0	9	0	0	9
Total	537	1,204	2,897	3,874	350	41	24	3	0	8,930
FY 2008										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	146	0	0	0	0	0	0	0	0	146
29	23	0	0	0	0	0	0	0	0	23
28	38	1	0	0	0	0	0	0	0	39
27	56	14	1	0	0	0	0	0	0	71
26	57	174	5	0	0	0	0	0	0	236
25	48	111	37	0	0	0	0	0	0	196
24	59	158	544	0	0	0	0	0	0	761
23	54	120	317	5	0	0	0	0	0	496
22	38	121	346	19	0	0	0	0	0	524
21	35	105	424	40	7	0	0	0	0	611
20	3	231	1,154	3,171	315	15	0	0	0	4,889
19	2	0	9	35	5	0	0	0	0	51
18	1	2	0	0	0	0	0	0	0	3
17	1	0	1	0	0	0	0	0	0	2
16	0	0	1	8	6	0	0	0	0	15
15	0	0	1	8	0	0	0	0	0	9
14	0	0	1	0	8	0	0	0	0	9
13	0	0	10	7	0	3	0	0	0	20
12	0	0	0	0	6	0	0	0	0	6
11	0	0	0	6	0	0	0	0	0	6
10	0	0	0	1	0	0	0	0	0	1
9	0	0	0	0	3	0	0	0	0	3
8	0	0	0	0	0	0	0	0	0	0
7	0	0	0	0	6	0	0	0	0	6
6	0	0	0	0	0	2	0	0	0	2
5	0	0	0	0	2	5	3	0	0	10
4	0	0	0	0	0	11	9	0	0	20
3	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	3	3	3	0	9
1	0	0	0	0	0	0	9	0	0	9
Total	561	1,037	2,851	3,300	358	39	24	3	0	8,173

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

FY 2009										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	136	0	0	0	0	0	0	0	0	136
29	19	0	0	0	0	0	0	0	0	19
28	35	1	0	0	0	0	0	0	0	36
27	52	12	1	0	0	0	0	0	0	65
26	52	154	5	0	0	0	0	0	0	211
25	44	98	34	0	0	0	0	0	0	176
24	54	139	501	0	0	0	0	0	0	694
23	49	106	292	5	0	0	0	0	0	452
22	35	107	318	18	0	0	0	0	0	478
21	32	93	390	36	8	0	0	0	0	559
20	2	204	1,062	2,879	346	9	0	0	0	4,502
19	2	0	8	31	5	0	0	0	0	46
18	1	2	0	0	0	0	0	0	0	3
17	1	0	1	0	0	0	0	0	0	2
16	0	0	1	8	6	0	0	0	0	15
15	0	0	1	8	0	0	0	0	0	9
14	0	0	1	0	8	0	0	0	0	9
13	0	0	10	7	0	3	0	0	0	20
12	0	0	0	0	6	0	0	0	0	6
11	0	0	0	6	0	0	0	0	0	6
10	0	0	0	1	0	0	0	0	0	1
9	0	0	0	0	3	0	0	0	0	3
8	0	0	0	0	0	0	0	0	0	0
7	0	0	0	0	6	0	0	0	0	6
6	0	0	0	0	0	2	0	0	0	2
5	0	0	0	0	2	5	3	0	0	10
4	0	0	0	0	0	11	9	0	0	20
3	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	3	3	3	0	9
1	0	0	0	0	0	0	9	0	0	9
Total	514	916	2,625	2,999	390	33	24	3	0	7,504
FY 2010										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	132	0	0	0	0	0	0	0	0	132
29	17	0	0	0	0	0	0	0	0	17
28	34	0	0	0	0	0	0	0	0	34
27	50	10	1	0	0	0	0	0	0	61
26	50	138	4	0	0	0	0	0	0	192
25	42	88	31	0	0	0	0	0	0	161
24	52	125	451	0	0	0	0	0	0	628
23	48	95	263	4	0	0	0	0	0	410
22	34	96	287	14	1	0	0	0	0	432
21	31	83	352	29	8	0	0	0	0	503
20	2	183	957	2,301	357	7	0	0	0	3,807
19	2	0	7	25	5	0	0	0	0	39
18	1	2	0	0	0	0	0	0	0	3
17	1	0	1	0	0	0	0	0	0	2
16	0	0	1	8	6	0	0	0	0	15
15	0	0	1	8	0	0	0	0	0	9
14	0	0	1	0	8	0	0	0	0	9
13	0	0	10	7	0	3	0	0	0	20
12	0	0	0	0	6	0	0	0	0	6
11	0	0	0	6	0	0	0	0	0	6
10	0	0	0	1	0	0	0	0	0	1
9	0	0	0	0	3	0	0	0	0	3
8	0	0	0	0	0	0	0	0	0	0
7	0	0	0	0	6	0	0	0	0	6
6	0	0	0	0	0	2	0	0	0	2
5	0	0	0	0	2	5	3	0	0	10
4	0	0	0	0	0	11	9	0	0	20
3	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	3	3	3	0	9
1	0	0	0	0	0	0	9	0	0	9
Total	496	820	2,367	2,403	402	31	24	3	0	6,546

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

FY 2011										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	128	0	0	0	0	0	0	0	0	128
29	13	0	0	0	0	0	0	0	0	13
28	32	0	0	0	0	0	0	0	0	32
27	47	11	1	0	0	0	0	0	0	59
26	48	145	5	0	0	0	0	0	0	198
25	40	93	31	0	0	0	0	0	0	164
24	49	131	457	1	0	0	0	0	0	638
23	45	100	266	4	0	0	0	0	0	415
22	32	101	290	17	0	0	0	0	0	440
21	30	88	356	34	9	0	0	0	0	517
20	1	192	969	2,742	392	29	0	0	0	4,325
19	1	0	7	30	6	0	0	0	0	44
18	1	2	0	0	0	0	0	0	0	3
17	1	0	1	0	0	0	0	0	0	2
16	0	0	1	8	6	0	0	0	0	15
15	0	0	1	8	0	0	0	0	0	9
14	0	0	1	0	8	0	0	0	0	9
13	0	0	10	7	0	3	0	0	0	20
12	0	0	0	0	6	0	0	0	0	6
11	0	0	0	6	0	0	0	0	0	6
10	0	0	0	1	0	0	0	0	0	1
9	0	0	0	0	3	0	0	0	0	3
8	0	0	0	0	0	0	0	0	0	0
7	0	0	0	0	6	0	0	0	0	6
6	0	0	0	0	0	2	0	0	0	2
5	0	0	0	0	2	5	3	0	0	10
4	0	0	0	0	0	11	9	0	0	20
3	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	3	3	3	0	9
1	0	0	0	0	0	0	9	0	0	9
Total	468	863	2,396	2,858	438	53	24	3	0	7,103
FY 2012										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	129	0	0	0	0	0	0	0	0	129
29	12	0	0	0	0	0	0	0	0	12
28	32	0	0	0	0	0	0	0	0	32
27	47	11	1	0	0	0	0	0	0	59
26	48	145	5	0	0	0	0	0	0	198
25	40	93	31	0	0	0	0	0	0	164
24	49	131	456	1	0	0	0	0	0	637
23	45	100	266	4	0	0	0	0	0	415
22	32	100	290	17	0	0	0	0	0	439
21	30	88	356	34	9	0	0	0	0	517
20	1	192	969	2,747	392	29	0	0	0	4,330
19	1	0	7	30	6	0	0	0	0	44
18	1	2	0	0	0	0	0	0	0	3
17	1	0	1	0	0	0	0	0	0	2
16	0	0	1	8	6	0	0	0	0	15
15	0	0	1	8	0	0	0	0	0	9
14	0	0	1	0	8	0	0	0	0	9
13	0	0	10	7	0	3	0	0	0	20
12	0	0	0	0	6	0	0	0	0	6
11	0	0	0	6	0	0	0	0	0	6
10	0	0	0	1	0	0	0	0	0	1
9	0	0	0	0	3	0	0	0	0	3
8	0	0	0	0	0	0	0	0	0	0
7	0	0	0	0	6	0	0	0	0	6
6	0	0	0	0	0	2	0	0	0	2
5	0	0	0	0	2	5	3	0	0	10
4	0	0	0	0	0	11	9	0	0	20
3	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	3	3	3	0	9
1	0	0	0	0	0	0	9	0	0	9
Total	468	862	2,395	2,863	438	53	24	3	0	7,106

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

FY 2007										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	112	2	0	0	0	0	0	0	0	114
29	25	4	0	0	0	0	0	0	0	29
28	33	11	2	1	0	0	0	0	0	47
27	40	33	1	2	0	0	0	0	0	76
26	29	49	4	0	0	0	0	0	0	82
25	15	54	4	0	0	0	0	0	0	73
24	13	92	10	4	0	0	0	0	0	119
23	9	104	39	7	1	0	0	0	0	160
22	3	102	156	15	0	0	0	0	0	276
21	1	68	143	34	1	1	0	0	0	248
20	0	93	356	225	2	0	0	0	0	676
19	0	0	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0
Total	280	612	715	288	4	1	0	0	0	1,900
FY 2008										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	112	2	0	0	0	0	0	0	0	114
29	25	4	0	0	0	0	0	0	0	29
28	33	11	2	1	0	0	0	0	0	47
27	40	33	1	2	0	0	0	0	0	76
26	29	49	4	0	0	0	0	0	0	82
25	15	54	4	0	0	0	0	0	0	73
24	13	92	10	4	0	0	0	0	0	119
23	9	104	39	7	1	0	0	0	0	160
22	3	102	156	15	0	0	0	0	0	276
21	1	68	143	34	1	1	0	0	0	248
20	0	93	356	225	2	0	0	0	0	676
19	0	0	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0
Total	280	612	715	288	4	1	0	0	0	1,900

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

FY 2009										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	112	2	0	0	0	0	0	0	0	114
29	25	4	0	0	0	0	0	0	0	29
28	33	11	2	1	0	0	0	0	0	47
27	40	33	1	2	0	0	0	0	0	76
26	29	49	4	0	0	0	0	0	0	82
25	15	54	4	0	0	0	0	0	0	73
24	13	92	10	4	0	0	0	0	0	119
23	9	104	39	7	1	0	0	0	0	160
22	3	102	156	15	0	0	0	0	0	276
21	1	68	143	34	1	1	0	0	0	248
20	0	93	356	225	2	0	0	0	0	676
19	0	0	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0
Total	280	612	715	288	4	1	0	0	0	1,900
FY 2010										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	112	2	0	0	0	0	0	0	0	114
29	25	4	0	0	0	0	0	0	0	29
28	33	11	2	1	0	0	0	0	0	47
27	40	33	1	2	0	0	0	0	0	76
26	29	49	4	0	0	0	0	0	0	82
25	15	54	4	0	0	0	0	0	0	73
24	13	92	10	4	0	0	0	0	0	119
23	9	104	39	7	1	0	0	0	0	160
22	3	102	156	15	0	0	0	0	0	276
21	1	68	143	34	1	1	0	0	0	248
20	0	93	356	225	2	0	0	0	0	676
19	0	0	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0
Total	280	612	715	288	4	1	0	0	0	1,900

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

FY 2011										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	112	2	0	0	0	0	0	0	0	114
29	25	4	0	0	0	0	0	0	0	29
28	33	11	2	1	0	0	0	0	0	47
27	40	33	1	2	0	0	0	0	0	76
26	29	49	4	0	0	0	0	0	0	82
25	15	54	4	0	0	0	0	0	0	73
24	13	92	10	4	0	0	0	0	0	119
23	9	104	39	7	1	0	0	0	0	160
22	3	102	156	15	0	0	0	0	0	276
21	1	68	143	34	1	1	0	0	0	248
20	0	93	356	225	2	0	0	0	0	676
19	0	0	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0
Total	280	612	715	288	4	1	0	0	0	1,900
FY 2012										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	112	2	0	0	0	0	0	0	0	114
29	25	4	0	0	0	0	0	0	0	29
28	33	11	2	1	0	0	0	0	0	47
27	40	33	1	2	0	0	0	0	0	76
26	29	49	4	0	0	0	0	0	0	82
25	15	54	4	0	0	0	0	0	0	73
24	13	92	10	4	0	0	0	0	0	119
23	9	104	39	7	1	0	0	0	0	160
22	3	102	156	15	0	0	0	0	0	276
21	1	68	143	34	1	1	0	0	0	248
20	0	93	356	225	2	0	0	0	0	676
19	0	0	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0	0	0
Total	280	612	715	288	4	1	0	0	0	1,900

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

FY 2007										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	136	0	0	0	0	0	0	0	0	136
29	64	1	0	0	0	0	0	0	0	65
28	77	134	1	0	0	0	0	0	0	212
27	70	66	1	0	0	0	0	0	0	137
26	66	94	472	0	0	0	0	0	0	632
25	51	92	304	3	0	0	0	0	0	450
24	48	140	506	150	0	0	0	0	0	844
23	33	121	519	97	0	0	0	0	0	770
22	11	117	742	152	0	0	0	0	0	1,022
21	15	110	906	268	0	0	0	0	0	1,299
20	5	95	2,132	1,673	34	0	0	0	0	3,939
19	0	0	8	4	0	0	0	0	0	12
18	0	0	1	7	0	0	0	0	0	8
17	0	0	3	10	0	0	0	0	0	13
16	0	0	1	8	0	0	0	0	0	9
15	0	0	0	6	0	0	0	0	0	6
14	0	0	1	9	2	0	0	0	0	12
13	0	0	0	5	2	0	0	0	0	7
12	0	0	0	4	2	0	0	0	0	6
11	0	0	0	7	5	0	0	0	0	12
10	0	0	0	7	5	0	0	0	0	12
9	0	0	0	0	5	0	0	0	0	5
8	0	0	0	0	8	0	0	0	0	8
7	0	0	0	0	10	0	0	0	0	10
6	0	0	0	0	7	2	0	0	0	9
5	0	0	0	0	5	1	1	0	0	7
4	0	0	0	0	1	2	0	0	0	3
3	0	0	0	0	0	2	1	0	0	3
2	0	0	0	0	0	1	1	0	0	2
1	0	0	0	0	0	0	0	0	0	0
Total	576	970	5,597	2,410	86	8	3	0	0	9,650
FY 2008										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	120	0	0	0	0	0	0	0	0	120
29	63	0	0	0	0	0	0	0	0	63
28	64	115	0	0	0	0	0	0	0	179
27	62	59	0	0	0	0	0	0	0	121
26	58	80	360	0	0	0	0	0	0	498
25	45	78	237	3	0	0	0	0	0	363
24	42	119	387	140	0	0	0	0	0	688
23	29	103	397	90	0	0	0	0	0	619
22	9	100	567	142	0	0	0	0	0	818
21	13	94	693	251	0	0	0	0	0	1,051
20	4	81	1,630	1,563	36	0	0	0	0	3,314
19	0	0	6	3	0	0	0	0	0	9
18	0	0	0	7	0	0	0	0	0	7
17	0	0	2	9	0	0	0	0	0	11
16	0	0	0	7	0	0	0	0	0	7
15	0	0	0	6	0	0	0	0	0	6
14	0	0	0	8	2	0	0	0	0	10
13	0	0	0	5	2	0	0	0	0	7
12	0	0	0	3	2	0	0	0	0	5
11	0	0	0	7	6	0	0	0	0	13
10	0	0	0	7	6	0	0	0	0	13
9	0	0	0	0	5	0	0	0	0	5
8	0	0	0	0	9	0	0	0	0	9
7	0	0	0	0	10	1	0	0	0	11
6	0	0	0	0	7	1	0	0	0	8
5	0	0	0	0	5	1	0	0	0	6
4	0	0	0	0	1	2	1	0	0	4
3	0	0	0	0	0	2	0	0	0	2
2	0	0	0	0	0	1	1	0	0	2
1	0	0	0	0	0	0	1	0	0	1
Total	509	829	4,279	2,251	91	8	3	0	0	7,970

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

FY 2009										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	126	0	0	0	0	0	0	0	0	126
29	63	1	0	0	0	0	0	0	0	64
28	67	123	0	0	0	0	0	0	0	190
27	65	61	0	0	0	0	0	0	0	126
26	61	86	342	0	0	0	0	0	0	489
25	47	84	223	5	0	0	0	0	0	359
24	44	128	367	225	0	0	0	0	0	764
23	31	111	376	134	0	0	0	0	0	652
22	10	107	538	228	0	0	0	0	0	883
21	14	101	656	408	0	0	0	0	0	1,179
20	4	87	1,544	2,506	15	0	0	0	0	4,156
19	0	0	6	6	0	0	0	0	0	12
18	0	0	0	11	0	0	0	0	0	11
17	0	0	2	15	0	0	0	0	0	17
16	0	0	0	12	0	0	0	0	0	12
15	0	0	0	10	0	0	0	0	0	10
14	0	0	0	13	0	0	0	0	0	13
13	0	0	0	8	0	0	0	0	0	8
12	0	0	0	6	0	0	0	0	0	6
11	0	0	0	11	1	0	0	0	0	12
10	0	0	0	11	1	0	0	0	0	12
9	0	0	0	0	1	0	0	0	0	1
8	0	0	0	0	2	2	0	0	0	4
7	0	0	0	0	2	1	0	0	0	3
6	0	0	0	0	2	3	0	0	0	5
5	0	0	0	0	1	2	0	0	0	3
4	0	0	0	0	0	5	1	0	0	6
3	0	0	0	0	0	5	1	0	0	6
2	0	0	0	0	0	2	1	0	0	3
1	0	0	0	0	0	0	0	0	0	0
Total	532	889	4,054	3,609	25	20	3	0	0	9,132
FY 2010										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	96	0	0	0	0	0	0	0	0	96
29	51	1	0	0	0	0	0	0	0	52
28	52	123	0	0	0	0	0	0	0	175
27	49	61	0	0	0	0	0	0	0	110
26	47	86	384	0	0	0	0	0	0	517
25	36	84	243	3	0	0	0	0	0	366
24	34	128	420	146	0	0	0	0	0	728
23	23	111	422	93	0	0	0	0	0	649
22	7	107	604	147	0	0	0	0	0	865
21	10	101	737	260	0	0	0	0	0	1,108
20	3	87	1,735	1,620	36	0	0	0	0	3,481
19	0	0	7	4	0	0	0	0	0	11
18	0	0	0	7	0	0	0	0	0	7
17	0	0	2	9	0	0	0	0	0	11
16	0	0	0	8	0	0	0	0	0	8
15	0	0	0	6	0	0	0	0	0	6
14	0	0	0	8	2	0	0	0	0	10
13	0	0	0	5	2	0	0	0	0	7
12	0	0	0	4	2	0	0	0	0	6
11	0	0	0	7	6	0	0	0	0	13
10	0	0	0	7	6	0	0	0	0	13
9	0	0	0	0	5	0	0	0	0	5
8	0	0	0	0	9	1	0	0	0	10
7	0	0	0	0	10	2	0	0	0	12
6	0	0	0	0	7	1	0	0	0	8
5	0	0	0	0	5	2	0	0	0	7
4	0	0	0	0	1	5	0	0	0	6
3	0	0	0	0	0	5	0	0	0	5
2	0	0	0	0	0	4	2	0	0	6
1	0	0	0	0	0	0	1	0	0	1
Total	408	889	4,554	2,334	91	20	3	0	0	8,299

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

FY 2011										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	116	0	0	0	0	0	0	0	0	116
29	59	1	0	0	0	0	0	0	0	60
28	62	123	0	0	0	0	0	0	0	185
27	59	61	0	0	0	0	0	0	0	120
26	56	86	384	0	0	0	0	0	0	526
25	43	84	243	3	0	0	0	0	0	373
24	40	128	412	175	0	0	0	0	0	755
23	28	111	430	115	0	0	0	0	0	684
22	9	107	604	177	0	0	0	0	0	897
21	13	101	737	312	0	0	0	0	0	1,163
20	4	87	1,735	1,947	36	0	0	0	0	3,809
19	0	0	7	4	0	0	0	0	0	11
18	0	0	0	8	0	0	0	0	0	8
17	0	0	2	11	0	0	0	0	0	13
16	0	0	0	9	0	0	0	0	0	9
15	0	0	0	7	0	0	0	0	0	7
14	0	0	0	10	2	0	0	0	0	12
13	0	0	0	6	2	0	0	0	0	8
12	0	0	0	4	2	0	0	0	0	6
11	0	0	0	8	6	0	0	0	0	14
10	0	0	0	8	6	0	0	0	0	14
9	0	0	0	0	5	0	0	0	0	5
8	0	0	0	0	9	2	0	0	0	11
7	0	0	0	0	10	2	0	0	0	12
6	0	0	0	0	7	1	0	0	0	8
5	0	0	0	0	5	2	0	0	0	7
4	0	0	0	0	1	5	1	0	0	7
3	0	0	0	0	0	5	1	0	0	6
2	0	0	0	0	0	3	1	0	0	4
1	0	0	0	0	0	0	0	0	0	0
Total	489	889	4,554	2,804	91	20	3	0	0	8,850
FY 2012										
YOS	E-9	E-8	E-7	E-6	E-5	E-4	E-3	E-2	E-1	Total
30+	93	0	0	0	0	0	0	0	0	93
29	49	1	0	0	0	0	0	0	0	50
28	50	183	0	0	0	0	0	0	0	233
27	48	90	0	0	0	0	0	0	0	138
26	45	128	252	0	0	0	0	0	0	425
25	35	125	159	3	0	0	0	0	0	322
24	32	191	278	147	0	0	0	0	0	648
23	23	165	278	95	0	0	0	0	0	561
22	7	159	397	149	0	0	0	0	0	712
21	10	150	485	263	0	0	0	0	0	908
20	3	129	1,141	1,642	20	0	0	0	0	2,935
19	0	0	4	4	0	0	0	0	0	8
18	0	0	0	7	0	0	0	0	0	7
17	0	0	1	9	0	0	0	0	0	10
16	0	0	0	8	0	0	0	0	0	8
15	0	0	0	6	0	0	0	0	0	6
14	0	0	0	9	1	1	0	0	0	11
13	0	0	0	5	1	0	0	0	0	6
12	0	0	0	4	1	0	0	0	0	5
11	0	0	0	7	3	0	0	0	0	10
10	0	0	0	7	3	3	0	0	0	13
9	0	0	0	0	3	0	1	0	0	4
8	0	0	0	0	5	0	0	0	0	5
7	0	0	0	0	5	3	1	0	0	9
6	0	0	0	0	4	2	0	0	0	6
5	0	0	0	0	3	4	2	0	0	9
4	0	0	0	0	0	10	0	0	0	10
3	0	0	0	0	0	9	4	0	0	13
2	0	0	0	0	0	4	11	0	0	15
1	0	0	0	0	0	0	6	0	0	6
Total	395	1,321	2,995	2,365	49	36	25	0	0	7,186

Chapter 4: Medical Manpower Requirements

This chapter displays military medical manpower by corps or designation, for both AC and RC within the DoD for the previous, current, and next FYs. The FY06 data represent validated actual end strength obtained from the Health Manpower and Personnel Data System (HMPDS) maintained at the Defense Manpower Data Center (DMDC). The FY07 and FY08 data represent budgeted end strength submitted by the Army, Navy, and Air Force. It is important to note that the RC manpower requested by the Department in the President's Budget is limited to that of the Selected Reserve. To meet total force wartime needs, the Military Departments will also rely, in part, on the pre-trained individual manpower (PIM) categories within the RC. The PIM is composed of the Individual Ready Reserve, the Standby Reserve, and military retirees.

Legislation Limiting Medical Personnel Reductions

US Code Title 10, Section 129c places limitations on the Secretary of Defense with respect to reductions in health care personnel. This section prohibits the Department from reductions in the total number of DoD medical personnel by more than five percent from the previous fiscal year, unless the Secretary makes a certification for that fiscal year that such reductions are excess of the current and projected needs of the Department; and, will not result in any increases in the cost of health care services provided under the Civilian Health and Medical Program of the Uniformed Services provided under Chapter 55 of Title 10.

Health care personnel include active, Reserve (SELRES), and civilian medical personnel of the DoD assigned to military medical facilities.

Mission

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

Table 4-1: DoD Medical Manpower Program

Corps	Active Component			Reserve Component*		
	FY06	FY07	FY08	FY06	FY07	FY08
	Actual	Estimate	Estimate	Actual	Estimate	Estimate
Medical	11,516	11,549	11,456	3,822	4,842	4,667
Dental	2,917	3,241	3,172	1,210	1,539	1,446
Nurse	9,392	10,123	9,880	9,776	9,441	8,477
Medical Service	7,616	7,744	7,636	5,344	5,894	5,787
Medical Specialist (USA)	1,130	1,154	1,150	1,279	1,438	1,405
Biomedical Sciences (USAF)	2,222	2,366	2,339	892	685	544
Veterinary (USA)	443	406	406	178	187	194
Warrant Officers	129	122	121	58	76	78
Medical Enlisted	75,345	74,364	72,987	41,545	43,888	41,228
Dental Enlisted	5,775	5,627	5,374	2,415	2,181	2,090
Total	116,485	116,696	114,521	66,519	70,171	65,916
DHP Civilian Work years†	43,246	46,236	48,386	N/A	N/A	N/A

*Selected Reserves from Army, Navy, and Air Force. †Excludes TMA and USUHS.

Table 4-1a: Army Medical Manpower Program

Corps	Active Component			Reserve Component*		
	FY06	FY07	FY08	FY06	FY07	FY08
	Actual	Estimate	Estimate	Actual	Estimate	Estimate
Medical	4,253	4,347	4,347	2,211	2,612	2,575
Dental	932	1,104	1,104	664	952	934
Nurse	3,134	3,393	3,316	5,747	5,194	4,760
Medical Service	4,137	4,267	4,237	4,124	4,467	4,414
Medical Specialist	1,130	1,154	1,150	1,279	1,438	1,405
Veterinary	443	406	406	178	187	194
Warrant Officers	129	122	121	57	76	78
Medical Enlisted	32,549	31,983	31,983	26,699	29,184	27,845
Dental Enlisted	1,667	1,422	1,422	1,539	1,345	1,348
Total	48,374	48,198	48,086	42,498	45,455	43,553
DHP Civilian Work years	27,478	27,095	27,665	N/A	N/A	N/A

*Selected Reserves: Army National Guard and Army Reserve.

Table 4-1b: Navy Medical Manpower Program

Corps	Active Component			Reserve Component*		
	FY06	FY07	FY08	FY06	FY07	FY08
	Actual	Estimate	Estimate	Actual	Estimate	Estimate
Medical	3,811	3,760	3,675	562	715	703
Dental	1,058	1,155	1,088	240	252	252
Nurse	2,829	3,030	2,921	1,329	1,335	1,334
Medical Service	2,363	2,481	2,405	397	340	338
Warrant Officers	0	0	0	1	0	0
Medical Enlisted	23,711	23,935	22,827	4,563	4,696	4,584
Dental Enlisted	1,575	1,830	1,619	246	280	268
Total	35,347	36,191	34,535	7,338	7,618	7,479
DHP Civilian Work years‡	10,507	12,705	13,411	N/A	N/A	N/A

*Selected Reserves: Navy Reserve.

‡Includes medical Research, Design, Test & Evaluation (RDT&E) manpower.

Table 4-1c: Air Force Medical Manpower Program

Corps	Active Component			Reserve Component*		
	FY06	FY07	FY08	FY06	FY07	FY08
	Actual	Estimate	Estimate	Actual	Estimate	Estimate
Medical	3,452	3,442	3,434	1,049	1,515	1,389
Dental	927	982	980	306	335	260
Nurse	3,429	3,700	3,643	2,700	2,912	2,383
Medical Service	1,116	996	994	823	1,087	1,035
Biomedical Sciences	2,222	2,366	2,339	892	685	544
Medical Enlisted	19,085	18,446	18,177	10,283	10,008	8,799
Dental Enlisted	2,533	2,375	2,333	630	556	474
Total	32,764	32,307	31,900	16,683	17,098	14,884
DHP Civilian Work years	5,261	6,436	7,310	N/A	N/A	N/A

*Selected Reserves: Air National Guard and Air Force Reserves.

Chapter 5: Manpower Request Justifications

Army Manpower Request

Introduction

Strategic guidance and operational experience confirm that the Nation requires expeditionary forces capable of sustained operations. Army forces will be required to fight on arrival throughout the battlespace and to dominate potential adversaries for the duration of a campaign. This requires the Army to sustain decisive operations for as long as necessary, adapting to changes as required. At the same time, the Army must reconcile expeditionary agility and responsiveness with staying power, durability, and adaptability. Transforming to a Modular Force while they fight is helping set conditions to achieve a desired level of modernization through the programmed years within the constraints of the Army's End Strength Plan. Transforming to a modular, brigade-based force achieves three primary goals:

- Increases number of available Brigade Combat Teams (BCTs) to meet operational commitments while maintaining combat effectiveness equal to or better than that of previous divisional BCTs.
- Creates combat, combat support (CS), and combat service support (CSS) formations of common organizational designs that can be tailored to meet the varied Combatant Commander (COCOM) demands, reducing Joint planning and execution complexities.
- Redesigns organizations to perform as integral parts of the Joint force, making them more effective across the range of military operations and enhancing their ability to contribute to Joint, interagency, intergovernmental, and multinational effects.

Key Manpower Issues

The 2006 Quadrennial Defense Review (QDR) refined the force planning construct model in the Total Army Analysis (TAA), focusing on Homeland Defense, War on Terror/Irregular (Asymmetric) Warfare, and Conventional Campaigns. TAA 08-13 results addressed the requirement to maintain sufficient force generation capability and the need for rotational forces to support operational demands.

Recent decisions to expand the size of the Army demonstrate that the President, Secretary of Defense, and Congress recognize the importance of ground forces to meet strategic requirements, and the increasing stress on Soldiers and Families as a result of increased operational tempo (OPTEMPO) that exceeds the recent 2006 QDR construct. The Army is developing plans to grow to 76 BCTs (48 AC BCTs and 28 RC BCTs) and approximately 225 support brigades. The Army program and budget is increasing throughout the Future Years Defense Plan (FYDP) to resource and sustain this growth.

Key end-state force capabilities will include:

- Units tailored to meet COCOM requirements, with combat capability centered around 76 BCTs;
- Army headquarters organized to enable COCOMs to leverage the full-range of capabilities;
- "Plug and play" capability in 225 multi-functional and functional support brigades;

- Embedded CS/CSS that provides expeditionary capability;
- Army support to other Services (ASOS), (e.g., indirect fires, fuel, water, transportation, and mortuary affairs; and improved fires);
- Multi-functional units that provide maneuver commanders greater protection and situational awareness (SA) with ability to tailor organization based on the situation and operational mission;
- Net-centric capabilities, to include cyberspace; and
- Reduced risk in military intelligence (MI) at division level and below by increased operations/intelligence fusion in MI battalions.

The Army's ability to successfully provide the force with rapidly deployable expeditionary capabilities and to sustain land campaigns across the spectrum of conflict requires seamless AC and RC contributions. The AC will provide responsive, agile, and expeditionary forces that respond within the first 30 days of an expeditionary operation. Under the Army Force Generation (ARFORGEN) rotation model, both AC and RC units will be available, on a predictive, recurring basis, to provide Joint force commanders with campaign quality capabilities to meet operational requirements. Additionally, the RC will provide the bulk of Homeland Defense support.

Transformation, modernization, and proper sizing of the force are keys to ensuring the Army meets increased operational demand, preserves the All-Volunteer Force, and provides land power to Combatant Commanders. By the end of FY 2007, the Army will have transformed 35 of 76 BCTs (46 percent) and 131 of 225 multi-functional and functional support brigades. Additionally, the Army will have initiated conversion of an additional 28 BCTs and 27 support brigades to modular force designs. Scheduled completion of transformation for the Army's Operating Force is FY 2013 with full equipping of the BCTs completed by FY 2015 and for the support brigades by FY 2019.

In order to provide the capacity to meet the strategy, build strategic depth, mitigate key capability shortfalls, and increase dwell time, the Army will grow 74.2K of end strength by FY 2013 across all three components. The AC will grow to 547.4K, a 65K increase from the currently programmed 482.4K. The plan makes permanent the 30K temporary increase and grows the force in annual increments of approximately 7K per year for the next 5 years, beginning in FY 2008. The plan also recommends an increase of 8.2K in the Army National Guard (ARNG), to 358.2K, and 1K in the United States Army Reserve (USAR), to 206K. Additionally, the plan proposes a rebalance of RC structure (6K in the ARNG and 16K in the USAR) for re-investment in the Operating Force. The result will be an overall growth of over 80K in the Army's Operating Force (an increase of 10 percent over the current program).

This end strength increase, with corresponding mobilization policy decisions outlined by the Secretary of Defense, will begin reversing the requirement-to-resources mismatch. Additionally, it will help improve dwell time toward the ARFORGEN objectives by FY 2013 and reduce stress on the force.

Modular Force Growth in FY 2007

In FY 2007, the Army continues to reorganize and transform. The AC end strength objective is 518,400 Soldiers and the RC end strength objective is 555,000 Soldiers (350,000 ARNG and 205,000 USAR).

In the AC: a total of four BCTs will be converted to bring the total number of modular BCTs to 35. Also, the Army will begin converting three other BCTs, two of which are

accelerated from FY 2008. A total of eight multi-functional brigades will be built, to include two Combat Aviation brigades, two Fires brigades, a Combat Support brigade (Maneuver Enhancement), and three Sustainment brigades. Additionally, four functional brigade headquarters will be built (a Chemical brigade, two Explosive Ordnance Disposal brigades, and a Medical brigade).

As the AC Operating Force capacity increases, a proportionate increase in Institutional Army capabilities and the Trainees, Transients, Holdees, and Students (TTHS) account must be addressed to ensure the force is effectively assessed, trained, stationed and maintained. Within the plan to grow the Army, 15.6K of growth was invested in the Institutional Army and TTHS to increase the end strength objective targets (from 75K to 80K for TDA and from 52.4K to 63K for TTHS). The challenge is achieving the programmed reduction from current strengths to these new targets, given the requirements the Global Force demand has placed on the Institutional Army to generate and sustain the Operating Force. From FY 2004 to FY 2006, the Army converted 9,644 AC positions needed to sustain the growth of the operational Army in its training base, power projection platforms, medical structure, and other parts of the Institutional Army from military to civilian performance. From FY 2007-2013, the Army programmed an additional 3,712 positions from military to civilian performance, primarily in medical structure and a lesser number from the OSD staff, Joint staff, and COCOM headquarters. The Army is not converting positions to save money from reduced end strength, but instead the Army is realigning the converted military positions to the operational Army to meet operational demands and man the force. Conversions yield mid-grade military needed to build operational capability more quickly. In addition, conversions are less costly than additional military manpower. The number of future conversions will be determined based on the operational demand, the level of funding available and the number of convertible positions identified by the DoD Manpower Mix Criteria coding.

Reserve Component Growth in FY 2007

In the RC the ARNG will continue the conversion of 16 BCTs and start the conversion of 9 more for a total of 25 BCTs. Additionally, they will build two multi-functional Sustainment brigades and six Logistics functional brigade headquarters. The USAR will build two multi-functional brigades (one Theater Aviation brigade and one Sustainment brigade) and five Logistics functional brigade headquarters.

The AC/RC rebalance is an incremental process that facilitates the Army's transformation. By the end of FY 2007, the cumulative effects of three phases of rebalance will have achieved approximately 75 percent of the 125K of rebalancing initiatives scheduled between FY2003 and FY2011; 50 percent of that occurring in the RC.

- Phase one was initiated by the Army during TAA/POM 2004-2009 to address High Demand/Low Density unit shortages in the force.
- Phase two began with a 9 July 2003 SECDEF Memorandum directing the Services to reduce the need for RC units in the first 15 days of a rapid response operation and to limit involuntary mobilization of RC units to not more than one year in every six years. The Army Chief of Staff expanded this guidance to reduce the need within the first 30 days.
- Phase three was initiated in the fall of 2003 by the Army Chief of Staff to eliminate Authorized Level of Organization (ALO) shortfalls, add additional high demand AC units

to the force, eliminate RC over-structure and establish TTHS accounts in both the ARNG and the USAR.

Civilian Manpower

Army civilians make a significant contribution to the Army's overall mission. Civilians comprise about one-fifth of the Army's total manpower and help manage and operate bases, depots, and laboratories. They support training, medical care, research, development, engineering, personnel, administration, and facilities management missions. Civilians are essential in providing direct support in current operations in Southwest Asia.

Projected civilian work year levels of 236,518 for FY07 and 242,975 for FY08 reflect significant increases in civilians resulting from military-to-civilian conversions. Military-to-civilian conversions provide a vehicle to efficiently manage the Army workforce and at the same time improve the operational forces by moving military out of positions that civilians can more prudently perform in the Institutional Army to increase the available manpower in the operating force.

Navy Manpower Request

Introduction

Outlined in this request are the requirements for active, Reserve, and civilian manpower. Trends are addressed as indicated by actual performance in FY06 to projections into FY08. The information reflects changes contained in the President's Budget submission for FY08. Key initiatives are addressed to focus on future needs of a more efficient, highly effective fleet. Strength levels requested are those required to support the Navy's missions throughout the world. Major force structure changes affecting manpower are described below.

Key Manpower Issues

The one constant in the world today is change. The post-9/11 security environment has extended Navy missions to include both traditional and non-traditional operations. In addition to core missions, the Navy is responding to multifaceted security challenges related to the GWOT. The Navy finds itself working with familiar allies, former adversaries, and an expanding set of global partners.

In the past year, 51,943 AC officers, 293,818 AC enlisted, 12,740 RC officers, 56,647 RC enlisted, and 173,213 civilians in the Navy helped bring certainty to an uncertain world. They provided "boots on the ground" support to combat operations in Iraq and Afghanistan. They delivered food and shelter to the victims of the earthquake in Pakistan. They fought piracy and participated in theater security operations in the Horn of Africa. They provided medical care and comfort to citizens in Indonesia, Malaysia, Bangladesh, and the Philippines. They protected the seas and seized illegal drugs in the Caribbean. They stood watch on ships in the Persian Gulf providing a formidable deterrent to Iran. They flew combat sorties in OEF and OIF, provided security for oil platforms, and conducted civil affairs missions in Afghanistan.

The men and women of the Navy's Total Force – active and Reserve Sailors, civilians and contractors – are the United States Navy. In 2006, this Nation and the world asked much of the United States Navy -- and Navy answered that call.

The challenge for the Navy today is to sustain its core capabilities and readiness while at the same time build the future naval fleet and develop a Navy workforce that can operate, fight, and lead in a variety of challenging environments. Its goal is to ensure naval power and influence can be applied at or from the sea, across the littorals, and ashore, wherever and whenever required.

The rapidly expanding requirements posed by the Nation's maritime strategy demand that the Navy be composed of a more capable and versatile workforce. This workforce is, and will be, a diverse Navy Total Force, collectively possessing the wide array of knowledge, skills, and abilities required to deliver critical warfighting capability to the joint force.

Sizing the Navy's Total Force

After the initial post-9/11 workforce surge, the Navy started reducing end strength in a controlled manner commensurate with reductions in force structure and its infrastructure. The Navy was reducing manpower in conjunction with a decrease in the number of ships and aircraft. The Navy was focused on reducing the number of people in each component of its Total Force.

In 2006, the Navy shifted from this platform-based manpower determination approach to capability-based personnel management. Based on extensive analysis of the current and future warfighting needs, the Navy forecasted that the AC manpower required to provide the necessary capabilities is approximately 322,000 for a force structure of 313 ships and approximately 3,800 aircraft. As a result, the Navy is now “exiting the glide slope”; that is, it is planning to stabilize its AC workforce at around 322,000 by FY13.

The Navy's analysis also allowed it to evaluate the quality of fit between the work that needed to be done and the skill sets of the Sailors assigned to do that work. In some cases, the Navy identified work currently performed by Sailors that could be done more efficiently by employing new technologies, decommissioning manpower-intensive platforms, improving training or work processes, or altering the mix of military, civilian and contractor resources.

As the Navy moves toward an AC workforce of approximately 322,000 in FY13, it will decrease AC strength by approximately 14 percent between 2003 and 2008. It is extremely important to note, however, that during this reduction, the overall cost of Navy manpower will rise by almost seven percent. Not only will accessing and retaining its Sailors be generally more expensive, but, as skill requirements increase, the cost to train, educate and retain them will increase, as well. It is imperative that the Navy's force be effective and cost-efficient as it “exits the glide slope.” It can not afford – operationally or fiscally – anything less.

Stabilizing the Navy's Total Force

In the past year, the Navy has seen remarkable developments in the global security environment. It is clear that the security challenges of this century will be multifaceted and wide-ranging. If the Navy is to respond to this rapidly-changing environment, it must have a capability-based personnel management system that is proactive, agile, and cost-efficient. Such a system will allow a stabilized force that can rapidly adjust to new requirements. A key to establishing this system is a single, centralized, analytical construct that is Navy-wide and balances warfighting requirements, personnel, and costs.

In 2006, the Navy's Manpower, Personnel, Training, and Education (MPT&E) domain became the single manpower resource sponsor. The OPNAV N1 organization became the single point of responsibility for oversight of resourcing and manning all Navy, active and Reserve, end strength. This consolidation of planning, programming, budgeting, and execution authority places all Navy billets and positions into a single analytical framework. Having centralized authority and accountability enables Navy leadership to look across the entire Service to identify and prioritize the work to be performed in delivering warfighting capability. Its analytical framework links people to work, work to platforms, and platforms to capabilities resulting in far better ability to fit its people directly to warfighting capability.

In 2007, as the single manpower resource sponsor, OPNAV N1 will assume a more robust assessment responsibility through close liaison with resource sponsors, appropriation sponsors, and the warfighting enterprises through all phases of the planning, programming, budgeting, and execution system (PPBES) process. The intent is to expand its focus beyond military personnel to include the Navy's civilian workforce as well.

The transition from "FILL" - a Sailor in every billet - to "FIT" - the right person (military, civilian, or contractor) in the right position - is just the beginning. The Navy has developed strategies and action plans to enable sustainment of the changes it has made to-date, and carry them through to match the rapidly changing demands sure to come.

The Navy's "Strategy for our People"

To sustain a stable total force, the Navy must transform into a capability-driven, competency-based, diverse, total force that is agile, effective, and cost-efficient.

In 2006, the Navy developed the MPT&E Strategic Vision. This vision sets the course along which Navy's Total Force management will evolve over the next 10 years. It describes the Navy's environment of uncertainty and changing operations, a more competitive marketplace, and rising fiscal constraints. It defines six strategic goals that, when achieved, will enable the Navy to be responsive and effective in the future.

The Navy's six strategic goals for 2016 are:

- An effective Total Force. Workforce components - active and Reserve Sailors, Federal civil employees, and contractors - will be viewed as one, integrated team that supports required warfighting capability.
- Capability-driven. Navy workforce requirements will be based on current and future joint warfighting needs as dictated by the National Defense Strategy.
- Competency-based. Navy work and workforce will be defined, described, and managed by the knowledge, skills, and abilities that enable performance required for mission accomplishment.
- Competitive in the marketplace. The Navy will continuously revise and update its policies and practices to deliver necessary and comprehensive pay and compensation structures such as life-long learning, career choice, and improved family support.
- Diverse. The Navy will have a culture of inclusion that encourages and enables all Sailors and civilians to reach their full professional and personal potential.
- Agile and cost effective. The Navy will deliver additional capability from a smaller, yet increasingly talented, educated, and integrated workforce.

In 2007, the Navy intends to define specific approaches and action plans to achieve its six strategic goals. The Navy will develop roadmaps that define the specific tasks and activities that must be undertaken to ensure it is making decisions that move the Navy forward toward its vision. These roadmaps will include precise objectives that enable measurement and accountability.

Major Force Structure Changes Affecting Manpower Request

The following is a summary of major force structure changes affecting Navy manpower.

Battle Forces:

- Active surface combatants increase to 116 with the commissioning of 3 Arleigh Burke class destroyers and 3 Littoral Combat Ships.
- Amphibious warfare ships increase to 33 with the commissioning of LHD 8 Makin Island.
- Navy Reserve Force (NRF) ships decrease to 11 as a result of a reduction of 2 NRF mine hunter ships (MHC) and the reserve-to-active transition of 2 mine countermeasure ships (MCM).
- The total number of submersible ships nuclear (SSNs) decreases to 52 following the decommissioning of 2 SSNs.

Naval Aviation Forces:

- Active operational squadrons decrease to 116 with the decommissioning of one H-53 squadron (HC-4) and two sea control squadrons (VS-31, VS-32), and the commissioning of one MH-60R squadron (HSM-71).

Mobility Forces:

- Military Sealift Command ships increase to 182.

Active Component

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

The contribution of the Navy on the world stage is significant. From support of OIF to cooperative agreements with allied navies, international engagement efforts cross the entire spectrum of the Navy's missions and activities. Navy requirements are often met through participation with allies and other foreign countries in joint exercises, port visits, and exchange programs.

Operational activities include drug interdiction, joint maneuvers, multi-national training exercises, humanitarian assistance (including natural disasters, medical, salvage, and search and rescue); and when called upon, contingency operations such as those in the Middle East.

The FY07 budget provides for 11 carrier strike groups and 11 expeditionary strike groups (including Reserves). It also provides for the operation, maintenance, and training of 10 active Navy carrier air wings. Naval aviation is divided into three primary mission areas: tactical air/anti-submarine warfare (ASW), fleet air support, and fleet air training. Tactical air squadrons conduct strike operations, provide flexibility in dealing with a wide range of threats identified in the National Military Strategy, and provide long range and local protection against airborne and surface threats. ASW squadrons locate, destroy, and provide force protection against sub-surface threats and conduct maritime surveillance operations. Fleet air support squadrons provide vital fleet logistics support. In fleet air training, the fleet readiness squadrons provide the necessary training to allow pilots to become proficient with their specific type of aircraft and transition to fleet operations.

Reserve Component

The Navy completed the implementation of the Commander, Fleet Forces Command (CFFC) review of all RC capabilities in order to create a more integrated total force in which RC capabilities directly support AC units as those units perform their Sea Power 21 mission capabilities.

The Navy Reserve consists of hardware units and augmentation units. Navy Reserve surface and combat support hardware units currently consist of 17 Naval Construction Force (NCF) units, 14 Navy Expeditionary Logistic Support Group (NAVELSG) units, 45 Naval Coastal Warfare (NCW) units, 4 Explosive Ordnance Disposal (EOD) Operational Support Units, 9 Expeditionary Support Detachments (ESDs), and 20 ships. All RC ships, NCW, NCF, NAVELSG, and EOD units are under the operational control of CFFC.

The Navy Reserve surface force in FY08 will consist of nine frigates (FFG), four MCM and four MHC. During FY08, NRF ships will transition to a total of 11 ships. NRF ships are scheduled to meet Navy requirements across the globe.

Reserve aviation continues to serve as a force multiplier for the active force. RC aircraft squadrons include 190 aircraft and are under the operational control of Commander, Naval Air Forces. The RC possesses 100 percent of the Navy's organic medium and heavy airlift, 80 percent of adversary training capability, 20 percent of the Navy's maritime patrol squadron capability, 12 percent of the Navy's rotary wing capability, and 9 percent of the carrier air wing capability.

Civilian Manpower

Civilians are an integral part of the Department of Navy's (DoN's) total workforce consisting of military, civilian, and contractor personnel who support the mission and daily functions of the Navy and Marine Corps. To support the total force view, competency-based management is being introduced to align critical skills and capabilities across all segments of the workforce.

From forklift operators to nuclear physicists, civilians work alongside Service members to ensure adequate supply lines and new weapon systems progress from an idea to reality. A versatile and agile workforce is required to meet this challenge. Today's civilian personnel are employed in a variety of fields including installation management, research and development, engineering, acquisition, medical, Fleet activities, logistics, depot maintenance, and administrative support. The majority of these functions are financed by the operating appropriations and the Navy Working Capital Fund.

The total number of civilians employed continues to decline as the DoN benefits from strategic sourcing initiatives to privatize commercial-type functions and streamline core processes. These reductions are offset by the conversion of numerous non-military-essential medical professional and support staff positions from military to civilian within the Navy, as well as the conversion of installation functions from military to civilian in the Marine Corps. Some conversions may also be filled by contractor personnel. Accordingly, the DoN's workforce is in a time of great change.

Authorized in the FY04 National Defense Authorization Act, the National Security Personnel System provides flexibility in hiring and managing civilian workers and links pay and performance to the mission and accomplishment of organizational goals. The conversion began in April 2006 with Spiral 1.1 and is ongoing. To ensure equity, each DoD component must certify pay pools are fully funded and paid at the aggregate level.

The DoN continues to make strides towards identifying key competencies necessary for the 21st century by restructuring entry and mid-level training programs to ensure the right mix of people and skills are recruited and retained. To determine and validate requirements, all military, civilian, and contractor personnel positions will eventually be mapped and integrated into the Navy enterprise framework. Leadership and stakeholders, working together, will ensure the DoN continues to field a world-class total force team.

Marine Corps Manpower Request

Introduction

The Marine Corps manpower requirements consist of active duty, reserve, and civilians dedicated to meet the demands of the GWOT. Over the past year, Marines have deployed to all corners of the globe in support of our Nation. With more than 20,000 Marine ashore throughout the U.S. Central Command's area of responsibility, OIF and OEF remain the Marine Corps largest commitment in the GWOT.

In addition to those operations, the Marine Corps also deployed forces to: support humanitarian and disaster relief efforts in Pakistan and the Republic of the Philippines; participate in over 50 theater security cooperation events ranging from small mobile training teams in Central America to the first deployment of the Marine Forces Special Operations Command's Foreign Military Training Unit supporting our African partner nations; protect our embassies by providing Fleet Anti-Terrorism Security Teams to East Timor and Lebanon; and respond to a non-combatant evacuation from Lebanon.

Key Manpower Issues

Increasing the AC end strength of the Marine Corps to 202,000 by FY11 will enable the Marine Corps to build capacity to fight the GWOT and to better train and respond to other crises. It will also go a long way toward reducing the strain on the individual Marines and the institution by helping the Marine Corps meet the Secretary of Defense's goal of 1:2 deployment-to-dwell ratio.

To meet the demands of the GWOT and other crises that arise, the Marine Corps must be sufficiently manned, trained, and equipped. Like the Cold War, the GWOT is a continuing struggle that will not be measured by the number of near-term deployments or rotations. To meet these challenges, the Marine Corps must ensure that its personnel policies, organizational construct, and training are able to operate at a "sustained rate of fire."

The current deployment cycle requires commanders to focus on those skill sets required to accomplish the mission in Iraq and Afghanistan. This emphasis, along with the added requirement for individual augments, training team requirements, and the need to deploy many units for missions outside of their normal functions, has caused deterioration in other skill sets. The result of this strain is limitation in the Marine Corps' ability to provide trained forces to project power in support of other contingencies. Deployment cycles must not only support training for irregular warfare, they must also provide sufficient time for recovery, maintenance, and training for other contingency missions.

An equally important factor in sustaining a viable force is continuing to recruit and retain qualified young men and women with the right character, commitment, and drive to become Marines. With over 70 percent of the end strength increase comprised of first-term Marines, both recruiting and retention efforts will be challenged. A major part of this effort will involve increased funding for both the enlistment bonus and the selective reenlistment bonus programs. The Marine Corps needs the continued strong support of Congress to achieve continued success.

While maintaining DoD quality standards, the Marine Corps continues to recruit the best of America's youth. In FY06, the Marine Corps achieved over 100 percent of their AC accession goal. The Marine Corps Reserve also achieved 100 percent of its recruiting goals, but Reserve officer numbers remain challenging because the primary accession source is from

officers that leave active duty. The Marine Corps appreciates the continued authorization for a Selected Reserve Officer Affiliation Bonus in the FY07 National Defense Authorization Act. It continues to contribute in this critical area.

The Marine Corps forecast that both active and Reserve recruiting will remain challenging in FY07, particularly when viewed through the lens of accession missions to meet the increased end strength of the Marine Corps. The Marine Corps will need the continued support of Congress for strong enlistment bonuses and other recruiting programs, such as advertising, which will be essential in meeting these challenges.

Retention is the other important part of building and sustaining the Marine Corps. In FY06, the Marine Corps achieved 101.9 percent of its first term retention goal and an impressive 115.8 percent for the career force. Both goals were accomplished in June 2006, which was three months before the end of the fiscal year.

For FY07, the Marine Corps intends to meet its retention goals again. The Marine Corps' continuing success can be largely attributed to two important enduring themes. First, Marines want to stay Marine because of the superb leadership in our officer and staff noncommissioned officer ranks and their desire to remain part of a "band of brothers." Second, the Marine Corps' wise use of the selective reenlistment bonus program (SRBP) that the Congressional leadership has provided. The Marine Corps' baseline budget last year was \$53M, but ended the year spending \$92M. This fiscal year, the Marine Corps has \$55M of which \$78M has currently obligated.

Marines' leadership and technical skills are very marketable to lucrative civilian employment opportunities. To keep the most qualified personnel, the Marine Corps must increase SRBP funding in order to support retaining the right grade and skill sets for its growing force. Not only will the Marine Corps have to retain more first-term Marines, but it will also have to increase the number of career Marines reenlisting for second and third times. This will require it to add additional funding toward key military occupational specialties such as reconnaissance, intelligence, explosive ordnance disposal, and military police to name just a few in the career force so that we have their leadership and skill sets.

Major Force Structure Changes Affecting Manpower Request

With additional active manpower, the Marine Corps plans to build 3 new infantry battalions and their supporting structure - approximately 4,000 Marines. Furthermore, the Marine Corps will systematically build the additional individuals and units on a schedule of approximately 5,000 per year. This plan will gradually increase the deployment-to-dwell ratio of some of the habitually high operational tempo units such as ground reconnaissance, light armored reconnaissance, assault amphibian, combat engineer, military police, signals intelligence, unmanned aerial vehicle, helicopter, air command and control, combat service support, and explosive ordnance disposal units.

Active Component

Increasing end strength to 202,000 will be achieved through increased AC accessions and increased retention. These mission increases will be significant and will require additional compensation incentives. Looking ahead to the challenges of the GWOT, the DoD's 2006 Quadrennial Defense Review (QDR) directed the Marine Corps to enhance its counterinsurgency capabilities. The Marine Corps component to the U.S. Special Operations Command is a part of this commitment. Other types of forces, unique to counterinsurgency

operations, may also need to be formed. The Marine Corps will maintain the robust contingency response forces required by law to be “the Nation’s shock troops” - always ready and always capable of forcible entry.

In February of 2006, the Marine Corps established the Marine Corps Forces, Special Operations Command (MARSOC) within the U.S. Special Operations Command. MARSOC is already employing its five major subordinate elements: the Foreign Military Training Unit, two Marine Special Operations Battalions, the Marine Special Operations Support Group, and the Marine Special Operations School, and is on track to achieve full operational capability by the end of FY08. Its personnel and equipment assignment plan is designed to best support our COCOM commanders in their prosecution of the GWOT. The Foreign Military Training Unit was activated in 2005 and has been incorporated into MARSOC, the 2d Marine Special Operations Battalion was activated in May of 2006, and the 1st Marine Special Operations Battalion in October of 2006.

To aid in both the current execution of the campaign in Iraq as well as the long-term irregular warfare capability of the Marine Corps, the Marine Corps established the Irregular Warfare Center of Excellence. This center will serve as the focal point for integration of concepts, doctrine, training, education, and equipment capability development as well as maintaining close coordination with our sister Services and external agencies. The Marine Corps goal is to enhance the Marine Air Ground Task Force’s capabilities by training and equipping small-unit leaders to handle the demanding complexities and possess the adaptive mindset necessary to operate across the spectrum of conflict - empowering our “strategic corporals” as well as all of our junior leaders to fight, operate, and win in this challenging security environment.

Reserve Component

The Marine Corps’ effort in the GWOT has been a Total Force effort, with the Reserves once again performing with grit and determination. Recent policy changes within the DoD will allow the Reserve forces as they were structured to be employed - to augment and reinforce the AC forces. To this end, the Marine Corps goal is to obtain a 1:5 deployment-to-dwell ratio within the RC.

The current authorized RC end strength of 39,600 Selected Reserve Marines is adequate. The Marine Corps continuously reviews the make-up and structure of the Reserve in order to ensure the right capabilities reside within the Marine Forces Reserve units and the Individual Mobilization Augmentee program across the force. Finally, as the active force increases in size, the reliance on the Reserve forces should decrease - this will allow the Marine Corps the ability to achieve the desired deployment-to-dwell ratio.

Civilian Manpower

Since 2004, approximately 2,662 military-to-civilian conversions have provided a valuable source to send additional Marines back to the operating force in support of our warfighting initiatives and help reduce stress. In FY05, the Marine Corps converted 1,575 inside the Marine Corps, 11 within COCOMs, and 11 within Defense Agencies. In FY06, 331 were converted inside the Marine Corps, 7 within COCOMs, 10 within Defense Agencies, and 53 with other components. In addition, there are 777 military-to-civilian conversions planned for FY07 and FY08. The Marine Corps will continue to pursue sensible conversions and remove Marines from billets that can utilize civilians. Also, the Marine Corps is committed to successful implementation of the National Security Personnel System. Additionally, the Marine Corps is

actively participating with the DoD in the development and implementation of its new personnel system and is cooperating with its sister Services to ensure civilian Marines and other civilian employees are afforded the training opportunities and support necessary for a successful transition. The National Security Personnel System will enable the Marine Corps to better support the warfighter by providing a civilian workforce that is flexible, accountable, and aligned to the Marine Corps mission.

Air Force Manpower Request

Introduction

This section describes Air Force manpower requirements in terms of active military, U.S. Air Force Reserve, Air National Guard, and civilian manpower. Air Force manpower needs are derived from the force structure estimate to accomplish the mission within the scope of the National, political, and military strategies. In that light, this section identifies wartime manpower requirements, requested manpower strengths for the budget years, and major changes by component.

The FY08 President's Budget includes a decrease of 5,600 in active duty military from 334,200 in FY07 to 328,600 in FY08. This decrease is the result of continuing Air Force transformation, including a Defense Health Program (DHP) reduction, as well as military-to-civilian conversions.

Key Manpower Issues

The Air Force has focused resources on streamlined organizations and efficiencies that allow for an increased emphasis on supporting the warfighter. Transformational concepts include restructuring warfighting headquarters to support the COCOM commanders and joint task forces. Enterprise-wide organizational efficiencies incorporate processes based on Lean Manufacturing concepts and centralize targeted workloads. Targeted functional reductions in the civil engineering, communications, and financial management areas drove base support manpower requirements down allowing for significant manpower savings that will be reinvested for recapitalization of aging aircraft.

In keeping with Title 10, U.S.C., Section 129a, the justification for military-to-civilian conversions is based on converting non-military essential positions to civilian. In addition to Air Force-specific reductions, the DHP converted positions based on the OSD Medical Readiness Review. The Defense Manpower Review Process also resulted in military-to-civilian conversions for various Defense Agencies.

Major Force Structure Changes Affecting Manpower Request

Active Component

The following is a summary of force structure changes affecting Air Force manpower.

- C4ISR (Reconnaissance) - an FY08 programmed increase is due to the restructure of C4ISR capabilities.

Reserve Component

Air National Guard (ANG)

The ANG has a programmed reduction of 300 military positions and 746 civilian full-time equivalents (FTEs) between FY07 and FY08.

Full-Time Support Program. Full-time manpower consists of MilTechs, AGRs, and civil service personnel performing the day-to-day duties necessary for mission accomplishment and readiness. FY08 full-time manpower programmed for the ANG is as follows: 13,936 AGR, 22,897 MilTechs, and 1,261 Title 5, U.S.C., civilians.

Air Force Reserve (USAFR)

USAFR military end strength in the President's Budget is 67,500 in FY08. The USAFR programmed end strength will decrease by 7,400 spaces between FY07 and FY08. The majority of this decrease is due to the Air Force transformation initiative to draw down end strength for investment in future capabilities. The remaining decrease is due to BRAC realignments and training pipeline reductions.

The Individual Mobilization Augmentee (IMA) Program. This program provides individual military USAFR assets to AC units to function as a total force multiplier. IMAs augment the AC structure of the DoD or other Departments or Agencies of the U.S. Government, to support mobilization requirements, contingency operations, operations other than war, or other specialized or technical requirements to meet National Defense, strategic national interest, and domestic objectives.

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

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

Civilian Manpower

Civilians comprise approximately one third of Air Force manpower. Air Force civilian end strength includes ANG and USAFR MilTechs, who serve their units as civilians during peacetime and as uniformed members upon mobilization. The civilian work force supports the Air Force mission in numerous capacities. All major commands and organizations depend on the contributions of civilian employees to accomplish the mission, with civilians assigned to virtually every Air Force installation worldwide, particularly in base operating support functions and real property maintenance.

The FY08 President's Budget includes an increase of 1,710 in civilian FTEs from 167,184 in FY07 to 168,894 in FY08. This increase is the net effect of BRAC related transitions of Air Force Reserve civilians into total force units. Additionally, there was an increase of 1,162 FTEs due to military-to-civilian conversions and an increase of 91 FTEs due to competitive sourcing initiatives.

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