

Management Headquarters Workforce Reduction and Redistribution Initiatives

DISCUSSION

The Marine Corps has historically been committed to the principle of small staffs. During the past decade, the service has completed several studies that resulted in management headquarters reductions. These military reductions were re-applied to other requirements, and often distributed to the operating forces.

Currently, the Marine Corps is budgeted to comply with the FY 2000 congressionally-directed cap on management headquarters authorizations, limiting these activities to 85% of an FY 1999 baseline. The limit has been applied against those activities identified in the Department of Defense directive 5100.73 of 13 May 1999, which defines major headquarters activities within the Marine Corps as:

- >> Headquarters, Marine Corps
- >> Marine Corps Combat Development Command
- >> Materials Command
- >> Headquarters, Marine Forces, Atlantic
- >> Headquarters, Marine Forces, Pacific
- >> Headquarters, Marine Forces, Reserve
- >> Direct Reporting Program Manager – Advanced Assault Amphibious Vehicle.

The baseline study identified roughly 2,700 management headquarters authorizations at these commands, of which about 1,400 were at HQMC. These authorizations should be reduced to around 2,300 by the end of FY 2004, of which approximately 1,200 will be at HQMC. Roughly 60% of the HQMC authorizations were, and will remain, military.

The Marine Corps believes this goal is attainable without compromising its Title X responsibilities. The Marine Corps assessed its progress during FY 2002 and instituted

a year-long freeze on hiring of civilians to Headquarters, Marine Corps management headquarters areas. Additional reductions will be accomplished through such means as taking credit for 51 officers assigned as overstaffs to OSD and the Joint Staff, transitioning to the Navy-Marine Corps Intranet, and consolidating Marine Corps National Capital Region administrative functions.

During FY 2003, the Marine Corps will leverage improved communications technologies to consolidate many administrative support functions for all Marines within the National Capital Region (NCR) – which includes Marine Corps Base Quantico, Henderson Hall, the Navy Annex and the Pentagon. By the end of FY 2006, the Marine Corps expects to have returned 71 military billets for redistribution and replaced them with civilians, and to have transferred 366 military and civilian personnel out of management headquarters authorizations within its major headquarters activities.

MARINE CORPS POSITION

The Marine Corps takes pride in maintaining its low ratio of management headquarters personnel to operating forces. The service has a long history of seeking new means to reduce the size of its management headquarters by using new technologies, organizations or processes. During FY 2003, the Marine Corps will closely monitor its NCR consolidation while it complies with additional directives to identify functions that are not inherently governmental. While the Marine Corps is on track to comply with the FY 2000 congressionally-mandated management headquarters limit, it strives to keep its headquarters optimally staffed to meet its Title X and operational commitments.