

Army Profile



FY04



**Headquarters, Department of Army
Deputy Chief of Staff, Army G-1**

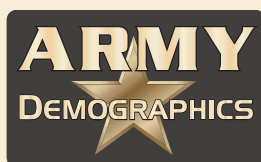
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Unless otherwise stated, the data in this report are based on numbers provided by the Army to the Defense Manpower Data Center, and are valid as of September 15, 2004.

The Office of Army Demographics (OAD) was established in 1998 to ensure that human resource data and analyses are available to support decisions that impact Army Personnel policies and programs.

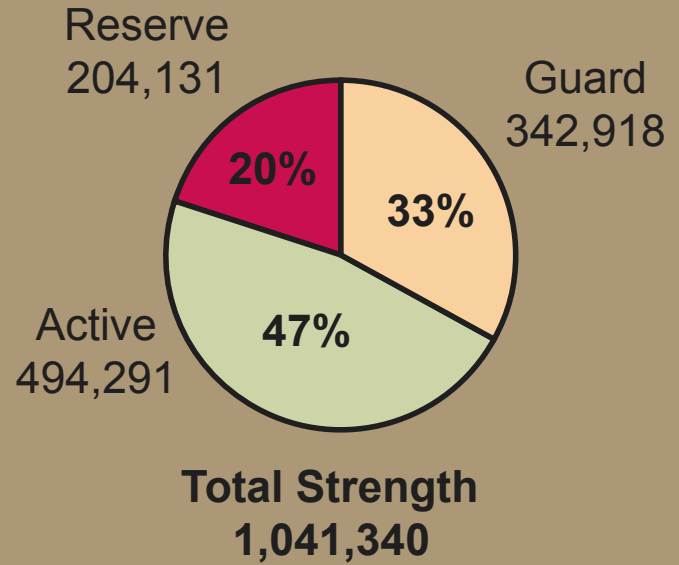
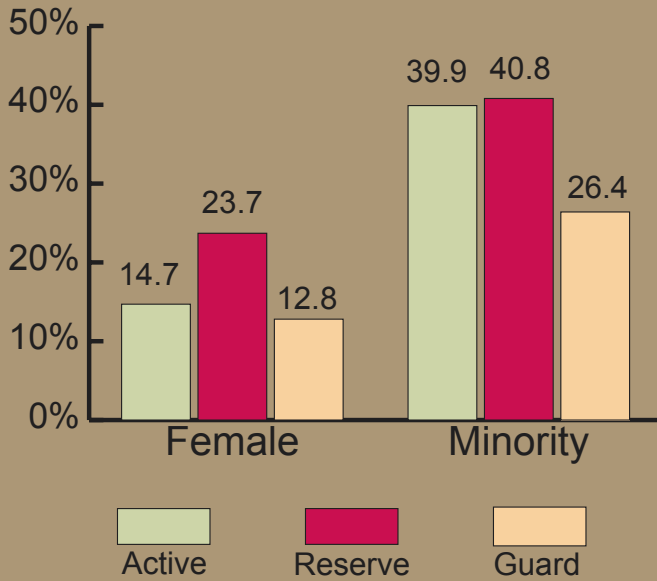
The mission of the office is to provide Army-wide analytical and policy recommendations in support of senior-level decisions relative to readiness of the force and human resources policies and programs that impact the Total Army.*

OAD produces comprehensive profiles, reports, and analysis of the Army's Soldiers, families, civilians, veterans, and retirees. It ensures that the data and analyses are not only accurate and valid but consistent across the Army. The purpose of OAD reports is to keep the Deputy Chief of Staff, Army G-1 aware of demographically-related issues on recruitment, accessions, race-ethnicity, women in the military, strength of force, force composition, Soldier distribution, command climate and retention.

This FY04 Army Profile is the official Army Demographics report designed to provide the Army's Leadership with a quick reference tool with regard to the end of the fiscal year human resources status of the active-duty Army, the Army National Guard, and the Army Reserve.

*TOTAL ARMY – Soldiers (active-duty, National Guard, Reserve), Civilians, Retirees, Veterans and families.

FY04 Total Army Strength



Active-Duty Soldier

Enlisted Accessions

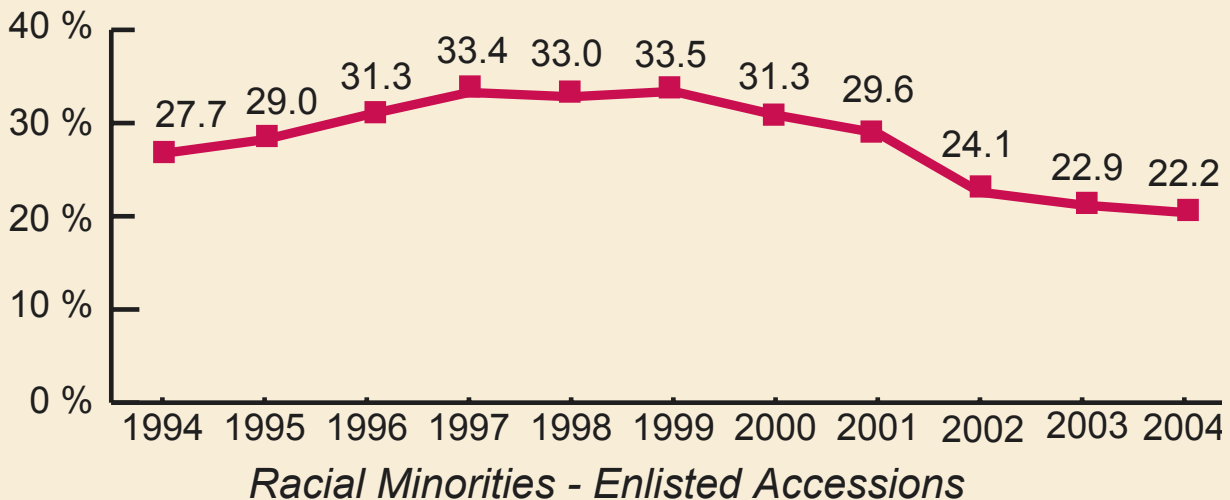
FY04

Total	77,587
Total Non-Prior Service	72,233
Female	17.5%
Black	14.9%
Hispanic	12.1%
Prior Service	6.9%
High School Diploma Graduate*	92.8%
Test Score Category I-III**	71.1%
Accessions Objective:	77,000

* HSDG accessions divided by NPS accessions (minus GED+ accessions).

** TSC I-III (minus GED+ accessions) divided by NPS accessions (minus GED+ accessions).

In FY04, the active-duty Army not only met its enlisted accession goal but exceeded it.



Active-Duty Army

Education Level

	Non-HSDG	GED	HSDG	Some Coll./AA	BA/BS	MA/PhD	Other/Unk.
Officer	0%	0%	<0.1%	1.3%	58.6%	40.0%	<0.1%
Warrant	<0.1%	0%	10.0%	58.3%	26.3%	5.2%	<0.1%
Enlisted	1.0%	6.5%	76.3%	6.8%	4.6%	0.5%	4.3%

Virtually all commissioned officers in the Army have a minimum educational level of a BA/BS degree, while the majority of enlisted personnel have a minimum education level of a high school diploma or GED.

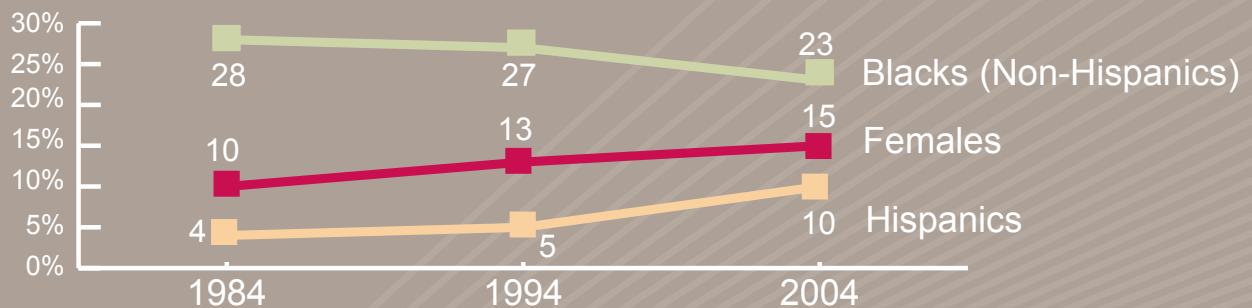
Age Groups

	Officer	Warrant	Enlisted
17-20	<1%	<1%	17%
21-24	11%	3%	30%
25-29	23%	12%	21%
30-39	39%	54%	25%
40 and over	27%	31%	7%

Active-Duty by Grade

	Number	Percent
Commissioned Officer	68,634	13.9%
Warrant	12,142	2.4%
Enlisted	413,515	83.7%

Total Active—Army



Race/Ethnicity by Gender

Total Active-Duty

	Male	Female	Total
White	63.2%	41.7%	60.1%
Black	19.9%	38.8%	22.7%
Hispanic	10.2%	11.1%	10.3%
Asian	3.7%	4.6%	3.8%
Other	3.0%	3.8%	3.1%
Total	421,608	72,683	494,291

Commissioned Officer

	Male	Female	Total
White	78.1%	61.9%	75.4%
Black	10.2%	22.5%	12.3%
Hispanic	4.9%	5.4%	5.0%
Asian	4.1%	6.4%	4.5%
Other	2.7%	3.8%	2.8%
Total	57,208	11,426	68,634

Enlisted

	Male	Female	Total
White	60.5%	37.9%	57.2%
Black	21.7%	41.8%	24.6%
Hispanic	11.1%	12.2%	11.3%
Asian	3.7%	4.3%	3.7%
Other	3.0%	3.8%	3.2%
Total	353,154	60,361	413,515

Warrant Officer

	Male	Female	Total
White	72.5%	42.1%	70.3%
Black	14.3%	43.0%	16.4%
Hispanic	5.7%	7.3%	5.8%
Asian	2.3%	3.9%	2.4%
Other	5.2%	3.7%	5.1%
Total	11,246	896	12,142

Family

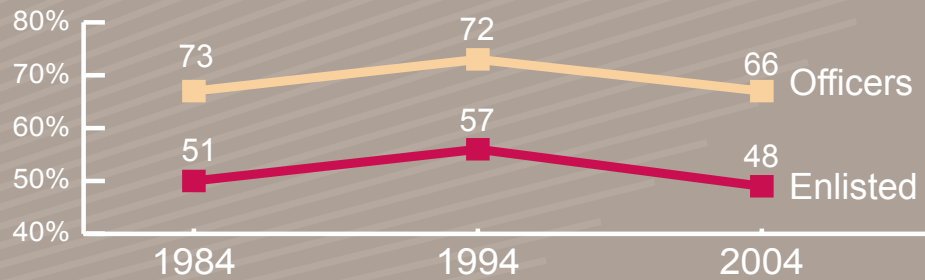
Married by Gender

	Male	Female	Total
Officer	70%	50%	66%
Warrant	84%	59%	82%
Enlisted	49%	42%	48%
Total	53%	43%	51%
Total Married	222,508	31,503	254,011

Dual Military Marriages (% of All Marriages)

	Male	Female	Total
Officer	5.2%	41.9%	9.8%
Warrant	4.3%	46.1%	6.6%
Enlisted	5.7%	38.0%	9.8%
Total	5.5%	38.8%	9.7%

Percent Married



Active-duty male Soldiers are more likely to be married than female Soldiers, but for those females who are married, nearly **4 out of every 10** are married to a member of the Armed Forces.

Soldiers With Children

Officer	52%
Warrant	76%
Enlisted	44%
Total	46%

Average number of children (for Soldiers with children): 2

Over the past 20 years, the percentage of active-duty Black officers and Hispanics (officers and enlisted) in the Army has substantially increased; however, the percentage of Black enlisted personnel has steadily declined.

Sole Parents (Single With Children)

	Male	Female	Total
Officer	4.1%	7.3%	4.6%
Warrant	6.4%	19.3%	7.4%
Enlisted	7.0%	14.9%	8.2%
Total	6.6%	13.8%	7.7%

Family Members

Spouses	251,420
Children	459,634
Other Dependents	3,683
Total	714,737

Active-Duty Army

Soldiers with Exceptional Family Members*

	FY04 Percent	
Soldiers	49,511	10.0%
Family Members	64,304	9.0%

*Anyone with any physical, emotional, developmental, or intellectual disability who requires special treatment, therapy, education, training, or counseling

Source: HRC-Special Actions Branch

Average Soldier's Pay*

Base Pay	\$1,878	per month
BAH**	\$958	per month
BAS	\$267	per month
Total	\$3,103	per month
	\$37,236	per year

*(E4, 4 yrs svc, w/dependents, Jan '05)

**BAH is a weighted housing allowance for all E-4 with dependents

Source: Defense Accounting Service

EO/Sexual Harassment

EO Discrimination Complaints*

	FY02	FY03	FY04
Complaints Filed	149	175	132
Substantiated	20	26	19
Percent Substantiated	13%	15%	14%

Sexual Harassment Complaints*

	FY02	FY03	FY04
Complaints Filed	127	125	119
Substantiated	49	48	49
Percent Substantiated	39%	38%	41%

*Includes complaints filed via IG and EOA

US Army Retirees*

	FY04
20+ Years of Service	432,989
Temporary Early Retirement Authority (TERA)**	22,021
Disabled — Temporary	3,218
Disabled — Permanent	79,872
Total	538,100

*Excludes Reserves

**15-20 Years of Service

Source: DoD Office of the Actuary

US Population Statistics

Population Estimates by Age 17-19 and Race/Ethnicity

	2005	2010	2015	2020
White	64.6%	61.1%	59.3%	56.4%
Black	14.7%	14.8%	13.9%	14.2%
Hispanic	15.2%	17.9%	20.3%	22.3%
Other	5.4%	6.1%	6.5%	7.1%

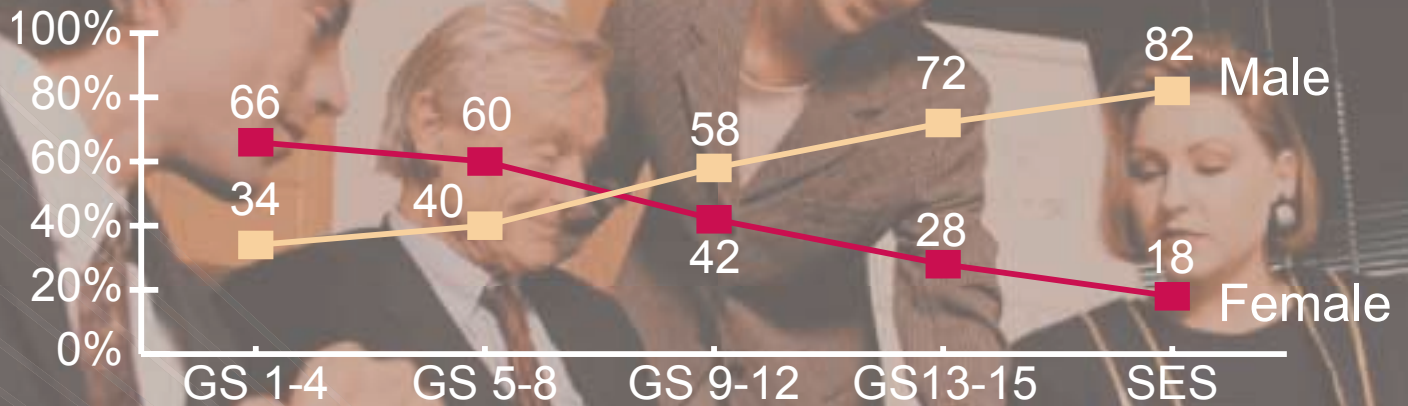
Source: US Census

Based on the 2000 Census, the projected population for 2010 and beyond shows a significant growth in Hispanics in the U.S. population.

US Army Civilians*

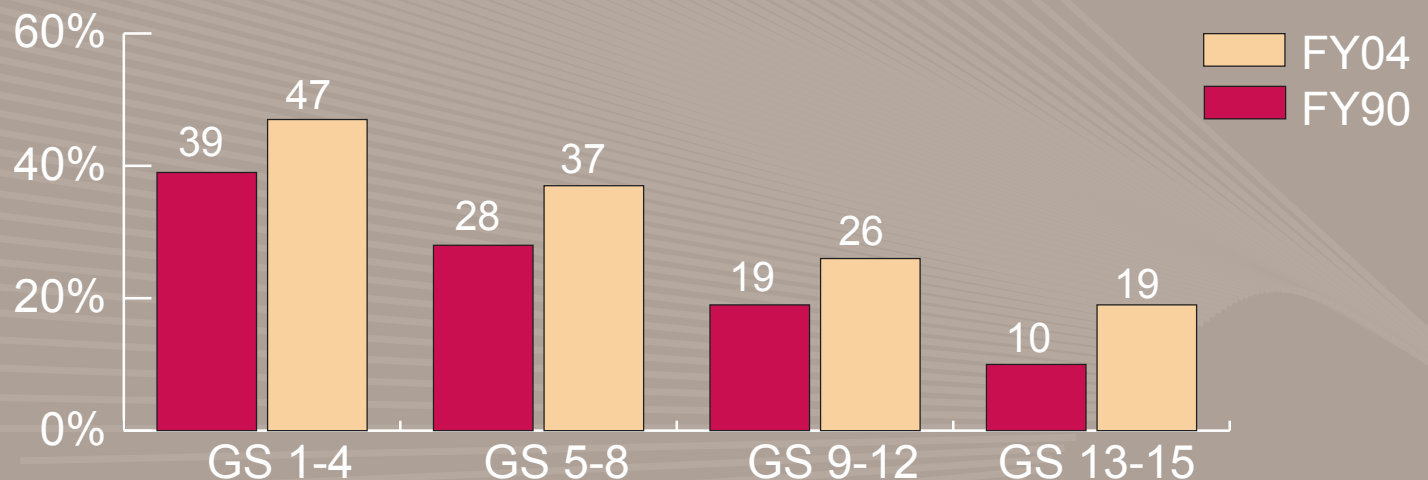
*Excludes National Guard

Army Civilian Employees by Gender & Grade, FY04



Over the past 15 years, the percentage of minority civilians employed by the Army has significantly increased in all grade levels; however, the percentage of women in senior level civilian Army positions (i.e., GS 13 and above) continues to be far less than that of their male counterparts.

Minority Employees by Grade*, FY90 & FY04



*Appropriated fund Army civilian employees only

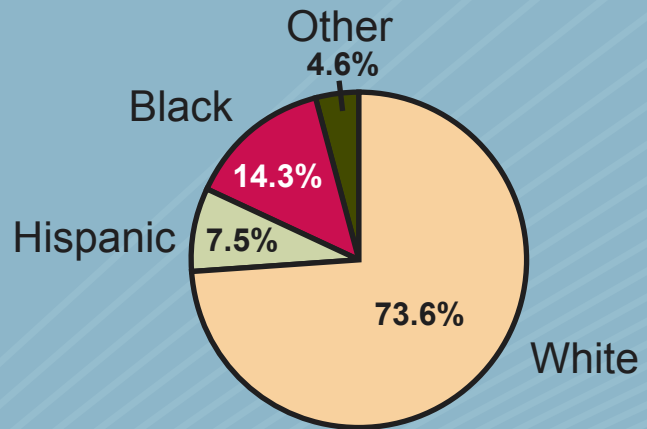
FY04 Army National



National Guard Soldier

Strength by Grade

	Number	Percent
Commissioned Officer	29,806	8.7%
Warrant	6,878	2.0%
Enlisted	306,234	89.3%
Total	342,918	100%



**Total National Guard
342,918**

Family

Married by Gender

	Male	Female	Total
Officer	74.8%	52.3%	72.3%
Warrant	83.7%	55.5%	81.7%
Enlisted	49.8%	28.7%	47.0%
Total	52.7%	30.8%	49.9%
Total Married	157,551	13,521	171,072

Soldiers With Children

Officer	55%
Warrant	59%
Enlisted	40%
Total	41%

Average number of children (for Soldiers with children): 2

Reserve and Guard numbers include the entire Selected Reserve population and consist of Selected Reserve (SelRes), Active/Guard Reserve (AGR) and Military Technicians (MILTECH).

Guard

By comparison, the percentage of females and minorities in the Army National Guard is significantly less than the percentages in the active-duty Army and Reserve.

Race/Ethnicity by Gender

Total National Guard

	Male	Female	Total
White	75.3%	62.0%	73.6%
Black	12.8%	24.7%	14.3%
Hispanic	7.5%	7.7%	7.5%
Asian	2.2%	2.7%	2.3%
Other	2.2%	2.9%	2.3%
Total	298,979	43,939	342,918

Commissioned Officer

	Male	Female	Total
White	84.5%	72.3%	83.1%
Black	7.1%	16.8%	8.2%
Hispanic	4.7%	5.5%	4.8%
Asian	2.4%	3.0%	2.5%
Other	1.3%	2.4%	1.4%
Total	26,453	3,353	29,806

Enlisted

	Male	Female	Total
White	74.0%	60.9%	72.3%
Black	13.5%	25.5%	15.1%
Hispanic	7.9%	7.9%	7.9%
Asian	2.2%	2.7%	2.3%
Other	2.4%	3.0%	2.4%
Total	266,138	40,096	306,234

Warrant Officer

	Male	Female	Total
White	90.5%	77.8%	89.6%
Black	3.5%	12.7%	4.2%
Hispanic	3.4%	5.1%	3.5%
Asian	1.4%	2.4%	1.5%
Other	1.2%	2.0%	1.2%
Total	6,388	490	6,878

Sole Parents (Single With Children)

	Male	Female	Total
Officer	4.8%	10.4%	5.4%
Warrant	5.4%	13.5%	6.0%
Enlisted	7.2%	14.0%	8.1%
Total	6.9%	13.7%	7.8%
Total Sole Parents	20,716	6,016	26,732

9 out of every 10 Soldiers in the Army National Guard are enlisted, and the majority are single.



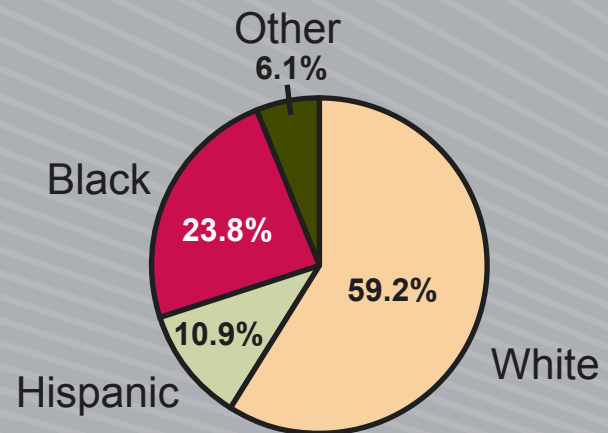
FY04 Army Reserve



Reserve Soldier

Strength by Grade

	Number	Percent
Commissioned Officer	35,828	17.6%
Warrant	2,522	1.2%
Enlisted	165,781	81.2%
Total	204,131	100%



**Total Army Reserve
204,131**

Family

Married by Gender

	Male	Female	Total
Officer	77.1%	55.1%	71.7%
Warrant	81.9%	44.2%	77.3%
Enlisted	44.4%	31.2%	41.3%
Total	50.6%	35.7%	47.1%
Total Married	78,867	17,226	96,093

Dual Military Marriages (% of All Marriages)

	Male	Female	Total
Officer	3.1%	19.9%	6.3%
Warrant	3.3%	34.1%	5.5%
Enlisted	3.4%	24.4%	7.1%
Total	3.3%	23.2%	6.8%

Reserve and Guard numbers include the entire Selected Reserve population and consist of Selected Reserve (SelRes), Active/Guard Reserve (AGR) and Military Technicians (MILTECH).

Compared to the active-duty Army and the National Guard, the Army Reserve has the highest percentage of females and minority Soldiers.

Race/Ethnicity by Gender

Total Army Reserve

	Male	Female	Total
White	63.0%	46.9%	59.2%
Black	19.8%	36.4%	23.8%
Hispanic	11.0%	10.6%	10.9%
Asian	4.2%	4.0%	4.2%
Other	2.0%	2.1%	1.9%
Total	155,822	48,309	204,131

Commissioned Officer

	Male	Female	Total
White	76.0%	61.4%	72.4%
Black	12.5%	27.3%	16.1%
Hispanic	5.5%	5.2%	5.4%
Asian	3.7%	4.0%	3.8%
Other	2.3%	2.1%	2.3%
Total	26,941	8,887	35,828

Enlisted

	Male	Female	Total
White	59.9%	43.6%	56.1%
Black	21.6%	38.6%	25.6%
Hispanic	12.3%	11.8%	12.1%
Asian	4.4%	4.0%	4.3%
Other	1.8%	2.0%	1.9%
Total	126,671	39,110	165,781

Warrant Officer

	Male	Female	Total
White	80.4%	58.3%	77.7%
Black	10.7%	30.8%	13.2%
Hispanic	5.7%	6.4%	5.8%
Asian	1.6%	3.5%	1.8%
Other	1.6%	1.0%	1.5%
Total	2,210	312	2,522

Soldiers With Children

Officer	55%
Warrant	56%
Enlisted	36%
Total	40%

Average number of children (for Soldiers with children): 2

Sole Parents (Single With Children)

	Male	Female	Total
Officer	5.6%	11.2%	7.0%
Warrant	6.7%	17.0%	8.0%
Enlisted	7.2%	13.9%	8.8%
Total	6.9%	13.4%	8.5%
Total Sole Parents	10,794	6,468	17,262





ARMY
DEMOGRAPHICS

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