AD-A128 777 PERSONNEL SUPPORTABILITY ASSESSMENT HEAVY DIVISION 86 1/3
TRANSITION VOLUME I(U) ARMY SOLDIER SUPPORT
CENTER-NATIONAL CAPITAL REGION ALEXANDRIA VA 1981
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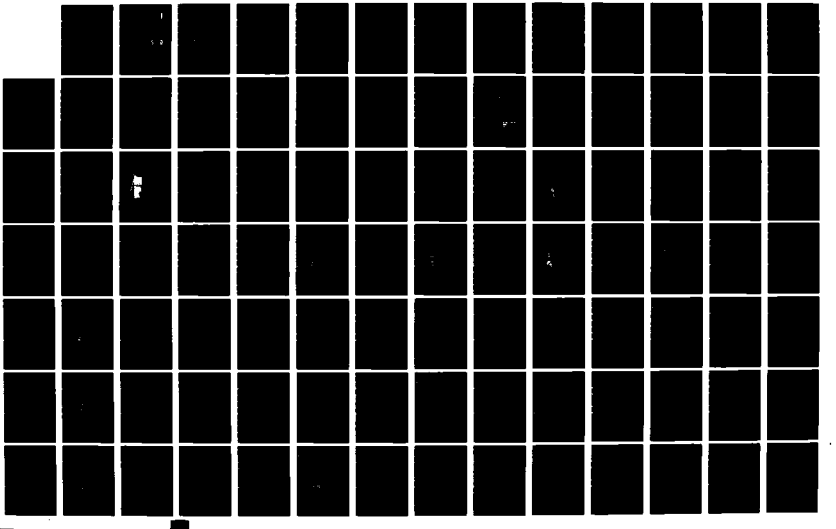

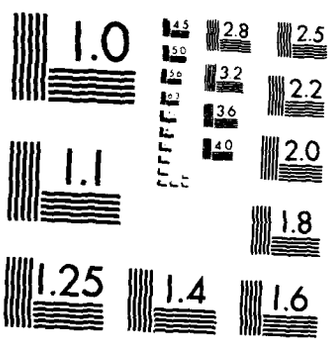

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PERSONNEL SUPPORTABILITY ASSESSMENT

HEAVY DIVISION 86 TRANSITION

VOLUME I

1981

PERSONNEL SUPPORTABILITY ASSESSMENT
HEAVY DIVISION 86 TRANSITION

VOLUME	SECTION	TITLE
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	8	COMBAT SERVICE SUPPORT
	9	AVIATION
	10	NUCLEAR BIOLOGICAL & CHEMICAL
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VI		J-SERIES TOE COMPARISON

INTRODUCTION

The value of the document you are about to use is based on its relationship to your needs and the needs of our Army in the near term (operational), mid term (policy and programs) and long term (strategic) future. The Supportability Assessment is a major tool to portray current and projected personnel requirements to support force manning objectives. It draws on our Functional Review Process, to ensure continuity of effort in "mapping" future requirements toward a single objective: Soldier Effectiveness on the Battlefield. This is a dynamic process. While this document is based on data and transition guidance from end FY81, numerous changes are taking place which will require updating and review of this assessment. Accordingly, VOL V (J-SERIES COMPARISON) will be published in March 1982 based on DA approved J-Series TOE, TAA 88 (ALO by UIC) and MACOM recommended E-Date conversions as approved by revised DA Transition Guidance.

Thus, whether an operator, a policy maker, a program manager, concept developer, training manager or unit leader, our "bridge to the future" is designed to support you in identifying requirements early enough to make a difference to the soldiers upon which our success ultimately depends. An expanding role in providing accurate personnel projections data to support force modernization, proponency, mission area analysis, high technology initiatives and evolving manning personnel and training systems, requires increased capabilities. We ensure that our Army can man the force to meet tomorrow's requirements in ways that foster unit cohesion and loyalty to institution and unit, individual responsibility and selfless service to an Army that works. Through our ability to provide projective data to decision makers, we can assist you in your efforts to provide properly recruited and trained soldiers where they are needed now and in the future.

- BACKGROUND — Our initial Heavy Division 86 Personnel Supportability Assessment was published on 12 March 1981. That report was based on a comparison of the current 10 Heavy Divisions (H-Series MTOE) with a model projection of the future 10 Heavy Divisions (Y-Series Automated Unit Reference Sheet (AURS)). The objective was to identify the most significant grade and skill increases resulting from transition to new Heavy Division 86 structures with modernized equipment under existing transition guidance as of January 1981.

RATIONALE — As a result of that assessment, and evolving force structure and transition guidance, Headquarters TRADOC subsequently directed that an assessment of the Heavy Division 86 interim organizations (A-Series AURS) be based upon a requirements comparison within the current Heavy Divisions over time. From a personnel perspective, it is also important to evaluate requirements changes in terms of current personnel assets, or operating strength. Accordingly, a methodology was developed to incorporate both perspectives; fully realizing that operating strength deviations, particularly at lower grades, may be correctable in the near term.

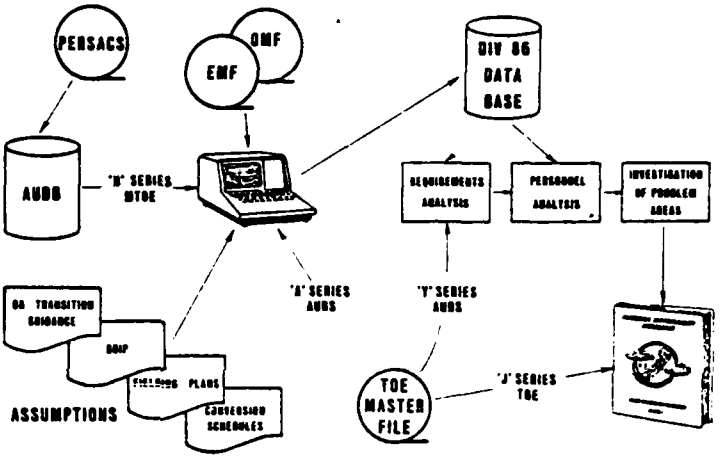
- AFFORDABILITY — Planning for the transition to Army 86 organizations has included consideration of force structuring affordability. This requires investigation of the manpower impacts which are usually articulated in terms of "spaces".

MANNING OBJECTIVE — Manning objectives are AURS or TOE requirements for spaces where requirements and authorizations for actual unit manning are assumed to be equal. While efforts are being made to stardardize MTOE documents between like units, authorizations may vary between like unit manning levels due to priorities, resource constraints and other factors.

SUPPORTABILITY — A supportability analysis specifically focuses on personnel resources and training impacts. This may be characterized as "faces"-grade and skill constraints coupled with training base capabilities which may be within overall manpower ceilings. Detailed MOS data is contained in VOL I, Annex B (MOS MATRIX) and VOL III (PROJECTIONS DATA). Such an assessment is absolutely essential to ensure that our Army can recruit, train and retain soldiers with the right skills to meet the demands of our future organizations, doctrine, equipment, logistics support and deployment requirements.

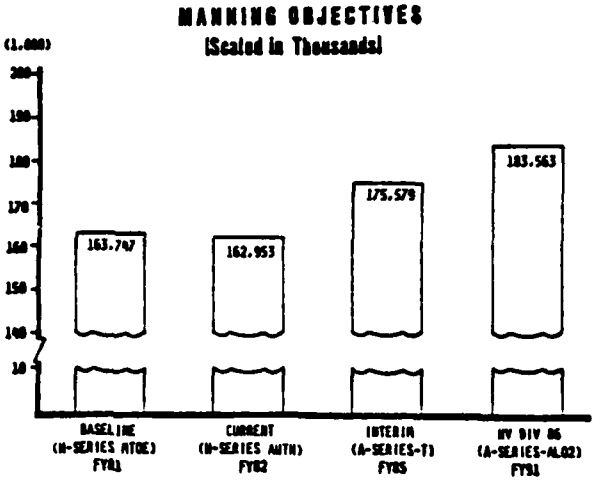
Officer Master Files. Authorizations obtained from the PERSACS-AUDB and requirements from the TRADOC A-Series AURS T Column and ALO 2 column for the units in the 10 Heavy Divisions. These were compared with the Y and J Series AURS for document comparison. ODCSOPS DA approved transition guidance, conversion schedules, fielding plans and equipment distribution plans were used to define assumptions. The methodology is defined in detail in VOL I, Annex A (METHODOLOGY). Force Structure detail assumptions are as shown in VOL IV (S) (ASSUMPTIONS AND CONVERSION SCHEDULE). The methodology is portrayed below:

METHODOLOGY SCHEMATIC



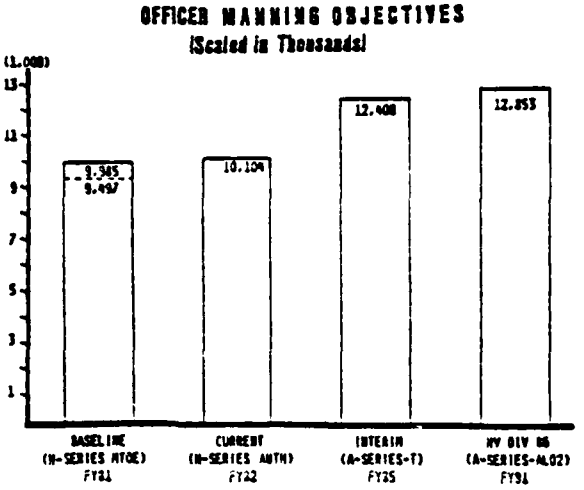
SPACE INCREASES

The total increase in spaces from the current force (H-Series MTOE) to the transition or interim Heavy Division 86 force (A-Series AURS - Transition) structure is 11,850 spaces or 7%. The increase from the current force to the Heavy Division 86 force (A-Series AURS at ALO 2) structure is 19,816 spaces, or 12%. A comparison is shown below:



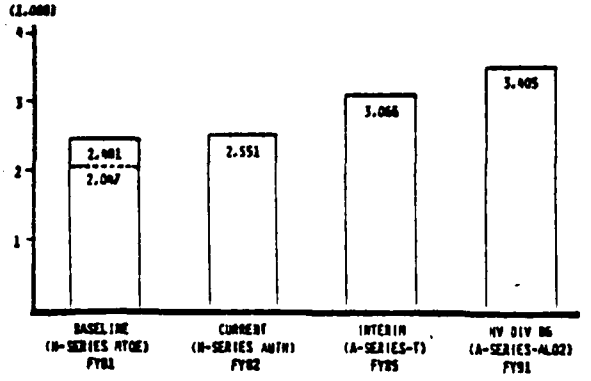
OFFICER INCREASES

The increase in officer spaces from the current MTOE force to the transition force (A-Series, T Column) is 2,423 spaces or 24%. Current force to Heavy Division 86 force (A-Series, ALO 2) officer spaces increase by 2,868 spaces, or 29%. These increases must be accommodated within a current operating strength shortfall of 488 officers in the 10 Heavy Divisions. Officer space changes are shown below:



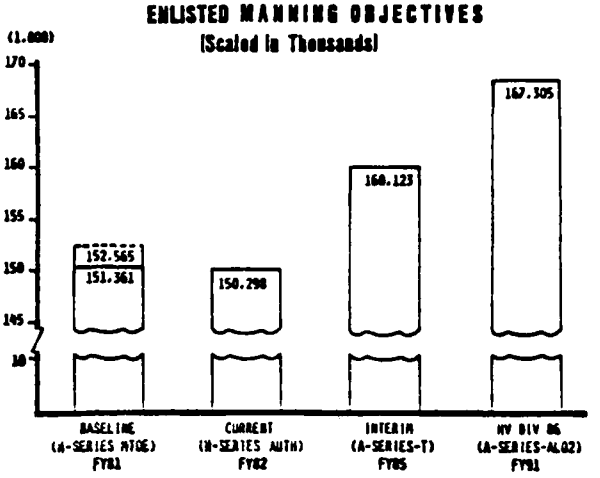
WARRANT OFFICER INCREASES

The increase from the current warrant officer MOTE force to the transition force (A-Series, T Column) is 665 spaces, or 28%. These increases must be accommodated within a current operating strength shortfall of 354 warrant officers in the 10 Heavy Divisions. Current MTOE force to Heavy Division 86 force (A-Sereis, ALO 2) warrant officer requirements increase by 1,004 spaces or 42%. Warrant officer space changes are shown below:



ENLISTED INCREASES

The increase of enlisted spaces from the current MTOE force to the transition (A-Series, T Column) force is 8,762 or 6%. Current force to Heavy Division 86 force (A-Series, ALO 2) enlisted spaces increased by 15,944, or 11%. While current enlisted operating strength in the 10 Heavy Divisions exceeds current authorizations by 1204, a decrease in enlisted authorizations by 1063 between FY81 and FY82, and 644 between FY81 and FY83 increases the burden on the personnel and training system to field an increase of 7,386 in FY84. Enlisted space changes are shown below:



BY GRADE CHANGES

Detailed by-grade impacts of Heavy Division 86 transition are contained in VOL I, Section 3 (MANNING OBJECTIVES).

POTENTIAL PROBLEM AREAS

A number of potential problem areas were surfaced as a result of this analysis. Six officer SSI, four warrant officer MOS, and 32 enlisted MOS were identified as requiring further attention either by personnel policy and program managers, by personnel operations managers or by the training community. These are identified in VOL I, Section 5 (POTENTIAL PROBLEMS).

PERSONNEL IMPACTS

In addition to space increases, there is a significant personnel impact resulting from the high number of new and no longer needed grade and speciality requirements associated with Heavy Division 86 transition. This will result in substantial internal turbulence. Grade and skill substitutability, tradeoffs and training considerations, therefore, become primary considerations.

If new authorizations are not consistent with skills and grades in the current personnel inventory, reclassification and grade substitution become necessary and may soon create retention problems. Further, many new or increased MOS and grades represent entry into the force structure where no current assets exist; however, there is currently no lateral entry program for soldiers. Thus, increased numbers of soldiers with new skills must be "grown" from existing assets to produce senior specialists and non commissioned officers. This must be done in the potentially turbulent context of evolving systems such as unit replacement, the American Regimental System, Mastery Training, potential changes for the role of woment in the divisional force and the as yet unknown personnel and training requirements for systems still in development. These are discussed in detail in VOL I, ANNEX D (SYSTEM RELATIONSHIPS).

CONCLUSIONS/ RECOMENDA-TIONS

Detailed conclusions resulting from in-depth analysis of data relevant to this assessment are contained in VOL I, Section 6 (CONCLUSIONS). These indicate that, despite a less costly force structure end state than originally articulated in the Y-Series AURS, the transition to Heavy Division 86 using the A Series AURS possesses serious support-ability challenges to the Army personnel and training community. Recommendations, contained in VOL I, Section 7 (RECOMMENDATIONS), are designed to focus attention on problem areas, interface with evolving systems and identify supportability issues requiring resolution. They provide a vehicle by which appropriate decision makers can investigate, coordinate or take action to resolve the immediate and long-term impacts in their areas of concern.

STRUCTURE

STRUCTURE CHANGES

Space comparisons were based upon current approved H-Series Modified Tables of Organization and Equipment (MTOEs). Standard Requirements Codes (SRC) for the major subordinate elements of the doctrinal Mechanized and Armor Divisions are identified at Incl 1. Information was derived using data provided 29 July 1981 update TOE TAPE, Jul 81 PERSACS, Enlisted Master File (EMF) and the Officer Master File (OMF).

ACTUAL VS DOCTRINAL REQUIREMENTS

The SRCs of the Divisional major subordinate elements were used to identify actual authorizations as opposed to using Division SRCs to identify overall doctrinal requirements. Use of the Division doctrinal requirement is appropriate for one-to-one design comparisons, but it does not facilitate a present-to-objective force comparison of more than one Division.

DIVISION MIX

Use of component SRCs accurately reflects present status. The actual mix of each Divisons's major subordinate elements is used. None of the ten Heavy Divisions consists of all the standard components represented in the Doctrinal Division. The ten Divisions are structured as shown at Incl 2. Three Divisions have only two Brigades. Two Divisions have one very large, non-standard, forward deployed, Brigade Headquarters company. The number of tank Battalions ranges from 3 to 7. One Division has no NBC company. Two Divisions have no CEWI Battalion. Two Engineer Battalion SRCs are used.

LEVELS OF ORGANIZATION (ALO)

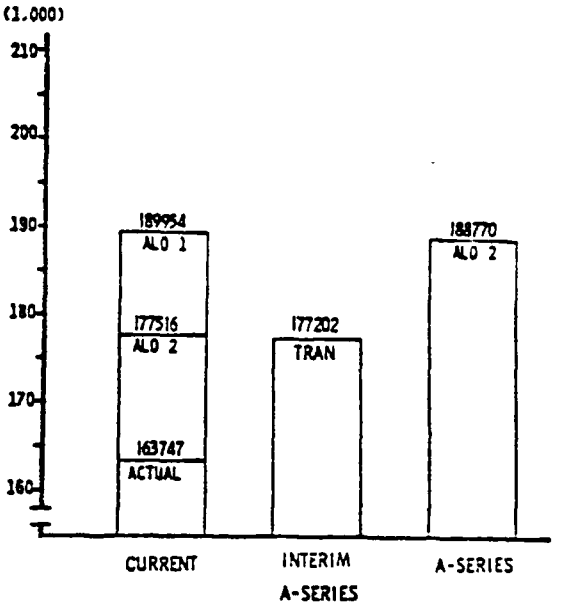
Use of component SRCs accurately reflects actual authorizations, by identifying the actual level of organization designated for each Division's major subordinate element. One of the force design assumptions is that the Division 86 organizational structures will be primarily manned at level 2. Different levels of organization are designated for each of the 10 Divisions and for each of their major subordinate elements. However, most are generally at Level 2. From a personnel perspective, use of component SRCs to identify actual authorizations as opposed to using Division SRCs to identify overall doctrinal requirements is essential. Use of component SRCs more accurately reflects fiscal year projections. The Division 86 transition plan conversions are by type unit, not by Division. SRCs of Divisional major subordinate elements should,

therefore, be used in order to identify the most definitive manning changes. But the difference between those two perspectives is significant, as reflected below:

ACTUAL VS DOCTRINAL REQUIREMENTS

- DOCTRINAL H-SERIES, LEVEL I — 189954
  - 6 X 19071 = 114426
  - 4 X 18882 = 75528
- DOCTRINAL, LEVEL 2 — 177516
- ACTUAL COMPONENT TOE, LEVEL I — 191724
- ACTUAL COMPONENT MTOE AUTHORIZATIONS — 163747

REQUIREMENTS COMPARISON



UNIT STRUCTURE CROSS REFERENCES

A TOE comparison of current (H-Series) and Interim (A-Series organizational structures is at Incl 1. Incl 1 also identifies SRCs of the standard major subordinate elements of the Doctrinal Armor and Mechanized Divisons. The Heavy Divisons's Troop Lists, identifying Unit Identification Codes (UIC) of major subordinate elements, is at Incl 2. Incl 3 identifies organizational structures.

ORGANIZATION DIAGRAMS

This assessment includes descriptions of the differences between all components of the current and Objective Divisions, with 73 updated organizational diagrams in VOL I, Annex C. The basic organizational diagrams for the Interim structures are identical to those of the final structures. In the remarks column of the organizational chart, the unit strengths are identified for A-Series AURS and for available J-Series draft TOEs.

INTERIM CONVERSION

STANDARD REQUIREMENTS CODES

UNIT	SRC	ALO1 OFF/WO/ENL/AGG	ALO2 OFF/WO/ENL/AGG	TRAN OFF/WO/ENL/AGG
DIV TRPS:				
HHC Armor	87004A110	90/1/109/200	81/1/102/182	81/1/102/184
HHC Mech	87004A120	87/1/111/199	78/1/104/183	78/1/104/183
MP Co	19217A100	7/0/112/119	7/0/103/110	7/0/103/110
SIG Bn	11035A100	25/4/546/575	25/4/497/526	25/4/497/526
ADA Bn	44275A100	50/8/907/965	50/8/836/894	47/8/762/817
(MAB) ENG Bn	05145A110	51/9/914/974	48/8/863/919	44/8/785/837
CEWI Bn	34285A100	44/22/516/582	43/22/463/528	43/22/472/537
NBC Co	03387A100	12/1/160/173	11/1/138/150	10/0/117/127
(RIB) ENG Bn	05145A140	51/9/920/980	48/8/863/919	44/8/785/837
BDE:				
HHC Armor	87042A110	27/0/104/131	25/0/91/116	25/0/95/120
HHC Mech	87042A120	27/0/105/132	25/0/92/117	25/0/96/121
M60 Armor Bn	17235A110	40/2/474/516	40/2/461/503	39/2/445/486
M-1 Armor Bn	17235A120	40/2/511/553	40/2/496/538	38/2/479/519
M113 MX Bn	07245A120	44/2/910/956	44/2/795/841	44/2/795/841
IFV/CFV MX Bn	07245A110	45/2/852/899	44/2/804/849	44/2/779/825
DIV ARTY:				
HHB	06302A100	36/4/164/204	32/4/157/193	32/4/155/191
TAB	06307A100	6/6/149/161	6/6/145/157	6/6/145/157
8"/MLRS	06395A110	39/3/739/781	38/3/709/750	28/3/438/469
8"(3x4)	06395A130	29/2/509/540	28/2/470/500	28/2/470/500
155(3x8)(Armor)	06365A110	49/3/775/827	48/3/712/763	49/3/601/653
155(3x8)(Mech)	06365A130	49/3/787/839	48/3/723/774	49/3/612/664
155(3x6)(Armor)	06365A150	49/2/706/757	49/2/633/684	49/2/596/647
155(3x6)(Mech)	06365A170	49/2/727/778	49/2/657/708	49/2/622/673
ACAB:				
HHT	17202A100	26/1/91/118	25/1/83/109	23/1/82/106
CSAB	01285A110	38/69/547/654	38/69/510/617	37/69/487/593
AHB	1725A100	18/50/202/270	18/50/199/267	18/50/191/259
Cav Sqdn	17205A100	40/27/566/633	40/27/506/573	40/29/548/617
DISCOM:				
HHC	63002A100	18/3/84/105	17/3/80/100	17/3/80/100
DMMC	63003A100	18/16/136/170	18/15/117/150	18/15/117/150
AG Co	1221A100	16/5/238/259	16/5/212/233	14/5/238/257
FIN Co	14037A610	6/0/85/91	6/0/81/87	6/0/85/91
Maint Bn	43005A100	24/14/679/717	24/13/629/666	24/13/608/645
S&T Bn	42005A100	19/2/459/480	19/2/427/448	16/1/347/364
Med Bn	08205A100	28/1/126/155	28/1/117/146	24/1/109/134
2x1 Bde Spt Bn	63005A110	26/6/432/464	26/6/407/439	26/6/401/433
2x2 Bde Spt Bn	63005A120	26/6/458/490	26/6/433/465	26/6/427/459
1x2 Bde Spt Bn	63005A130	26/6/419/451	26/6/394/426	26/6/388/420

TOE COMPARISON

UNIT	TOE		CURRENT ALO 1		ALO 1 A-SERIES		ALO 2 A-SERIES		TRAN COLUMN A-SERIES	
	ARMOR	MECH	ARMOR	MECH	ARMOR	MECH	ARMOR	MECH	ARMOR	MECH
DIVISION TROOPS										
HHC	17-004H000	37004H000	188	191	200	199	182	183	184	183
MP CO	19017H710	19017H710	207	207	119	119	110	110	110	110
SIG BN	11035H000	11035H000	702	702	575	575	526	526	526	526
ADA BN	44325H000	44325H000	826	826	965	965	894	894	817	817
ENG BN (MAB)	05145H710	05145H710	935	935	974	974	919	919	837	837
CEWI BN	34165H820	34165H810	600	597	582	582	528	528	537	537
NBC CO	03087H700	03087H700	111	111	173	173	150	150	127	127
ENG BN (RIB)	05145H730	05145H730	939	939	980	980	919	919	837	837
BRIGADES										
HHC	17042H000	37042H000	119(3)	119(3)	131(3)	132(3)	116(3)	117(3)	120(3)	121(3)
TANK BN (M-1)					553(6)	553(5)	538(6)	538(5)	519(6)	519(5)
TANK BN (M-60)	17035H010	17035H010	537(6)	537(5)	516(6)	516(5)	503(6)	503(5)	486(6)	486(5)
MX BN (113)	07045H030	07045H030	815(5)	815(6)	956(4)	956(5)	841(4)	841(5)	841(4)	841(5)
MX BN (IFV)					899(4)	899(5)	849(4)	849(5)	825(4)	825(5)
DIV ARTY										
HHB	06302H000	06302H000	217	217	204	204	193	193	191	191
TAB	06307H600	06307H600	169	169	161	161	157	157	157	157
8"/MLRS					781	781	750	750	469	469
8" (3X4)	06395H020	06395H020	541	541	540	540	500	500	500	500
155 (3X8)					827(3)	839(3)	763(3)	774(3)	653(3)	664(3)
155 (3X6)	06365H000	06365H000	592(3)	592(3)	757(3)	778(3)	684(3)	708(3)	647(3)	673(3)
ACAB										
HHT					118	118	109	109	106	106
CSAB					654	654	617	617	593	593
AHB					270(2)	270(2)	267(2)	267(2)	259(2)	259(2)
CAV SQDN	17105H020	17105H020	897	897	633	633	573	573	617	617
CAV AVN BN	17085H700	17085H700	1151	1151						
DISCOM										
HHC	29002H700	29002H700	112	112	105	105	100	100	100	100
DMMC	29003H500	29003H500	137	137	170	170	150	150	150	150
AG CO	12017H610	12017H610	286	286	259	259	233	233	257	257
FIN CO	14037H610	14037H610	91	91	91	91	87	87	91	91
MAINT BN	29035H000	29035H000	1311	1311	717	717	666	666	645	645
S AND T BN	29115H000	29115H000	469	469	480	480	448	448	364	364
MED BN	08035H000	08035H000	396	396	155	155	146	146	134	134
2X1 (BS BN)					464	464	439	439	433	433
2X2 (BS BN)					490	490	465	465	459	459
1X2 (BS BN)					451	451	426	426	420	420
1 DIV TOTAL			18776	19054	19862	20233	18676	19011	17467	17889

HEAVY DIVISION TROOP LIST (AS OF 1 Jan 81)

UNITDS	1 CAV	1 AR	2 AR	2 AR (FWD)	3 AR	1 MX	1 MX (FWD)	3 MX	4 MX	4 MX (FWD)	5 MX	8 MX	24 MX
		WACU99						WAH099					
HHC DIV(AUG)	WAGEAA	WACUAA	WADQAA		WAEKAA	WAG9AA		WAMGAA	WAJZAA		WANGAA	WAPBAA	WAQJAA
MP CO	WAG8AA	WADKAA	WAEEAA		WAFCAA	WAHAAA		WAMJAA	WAJOAA		WANHAA	WAPCAA	WAQKAA
SIG BN	WAGVAA	WADJAA	WAFDAA		WAFBAA	WAH2AA		WAN8AA	WAKSAA		WANKAA	WAPEAA	WAQHAA
HHB ADA BN	WA1ATO	WGGHTO	WH11TO		WAXATO		WD2XTO	WH12TO	WAXBTO		WD21TO	WGM8TO	WEZHTO
VUL BTY	WA1AAO	WGGHAO	WH11AO		WAXAAO		WD2XAO	WH12AO	WAXBAO		WD21AO	WGM8AO	WEZHAO
VUL BTY	WA1ABO	WGGHBO	WH11BO		WAXABO		WD2XBO	WH12BO	WAXBBO		WD21BO	WGM8BO	WEZHBO
CHAP BTY	WA1ACO	WGGHCO	WH11CO		WAXACO		WD2XCO	WH12CO	WAXBCO		WD21CO	WGM8CO	WEZHCO
CHAP BTY	WA1ADO	WGGHDO	WH11DO		WAXADO		WD2XDO	WH12DO	WAXBDO		WD21DO	WGM8DO	WEZHDO
EN BN	WAGQAA	WACBAA	WADZAA	WADZDO	WAEUAA	WAHCAA	WAHCDO	WAMZAA	WAJ2AA	WAJ2FO	WANUAA	WAPRAA	WAP7AA
CEWI BN		WDL8AA	WH15YAA		WH16WAA	WH63AA			WH64AA				
AS CO	WGPJAA							WDC6AA			WDBFAA	WGZ1AA	WH49AA
MI CO	WBV6AA							WBVYAA			WHHCAA	WBV2AA	WBV4AA
NBC CO	WA8ZAA	WAZKAA	WH7BAA		WA8QAA	WA81AA		WA80AA				WA8RAA	
NBC DET	WA9FAA		WA9EAA			WGFWAA			WA9GAA		WA9RAA		WA9AAA
BDE HHC	WAGFAA	WACVAA	WADRAA		WAELAA	WAHDAA		WAMLAA	WAJ3AA	WH4KAA	WANLAA	WAPFAA	WAQNAA
BDE HHC	WAGGAA	WACWAA	WADSAA	WADT99	WAEMAA	WAHEAA	WAHF99	WAMMAA	WAJ4AA		WANMAA	WAPGAA	WAQPAA
BDE HHC(AUG)		WACXAA		WADTAA	WAENAA		WAHFAA	WAMNAA	WAJ5AA			WAPHAA	
TK BN	WAGHAA	WAC6AA	WAD5AA		WAEWAA	WAHOAA		WAM7AA	WAKPAA		WAN7AA	WAPXAA	WAQ1AA
TK BN	WAGPAA	WADGAA	WAD8AA		WAEXAA	WAHPAA		WAM8AA	WAN6AA		WAQ2AA	WAPYAA	WAZDAA
TK BN	WAGRAA	WAFGAA	WAD9AA		WAEYAA	WHXEAA		WAM9AA	WASPAA		WASHAA	WAPZAA	
TK BN	WAGSAA	WAFVAA	WH4GAA		WAEZAA	WHXPAA		WFL9AA	WDQ2AA			WAR1AA	
TK BN		WAFXAA	WAD7AA		WAEOAA		WAH9AA	WHXGAA		WAQOAA		WFMAAA	
TK BN		WAFYAA		WAD6AA	WAE1AA								
HX BN	WAGLAA	WAC4AA	WADOAA		WAE2AA	WAHSAA		WAMUAA	WAKBAA		WAN4AA	WAHWAA	WAQDAA
MX BN	WAGHAA	WADAAA	WAD1AA		WAE3AA	WAHTAA		WAMWAA	WAKFAA		WEZNAA	WAPSAA	WAQEAA
MX BN	WAGUAA	WADDAA	WAD3AA		WAE4AA	WAHXAA		WAM1AA	WAKKAA		WGKDAA	WAPTAA	WAQGAA
MX BN	WH3ZAA	WAF1AA	WH4QAA		WAE7AA	WAHDAA		WAM2AA	WANVAA			WAPUAA	WAQYAA
MX BN		WAF4AA		WAD4AA	WAE8AA		WAHRAA	WAM3AA	WANXAA	WH5XAA		WAP2AA	
MX BN				WEZKAA			WAHVAA	WAM4AA		WAKLAA		WAP3AA	
HHB DIV ARTY	WAGJAA	WACZAA	WADUAA		WAEPAA	WAHGAA		WAMPAA	WAJ6AA		WANPAA	WAPKAA	WAQRAA
TGT ACQ BTY	WAG7AA	WAKHAA	WD3JAA	WD3JA1	WH5SAA	WA29AA	WA29A1	WC4QAA	WD3KAA	WD3KA1	WE8AAA	WH5QAA	WE93AA
8IN BN	WAG4AA	WAF7AA	WA2NAA		WDFSAA	WA2CAA		WE9ZAA	WD3EAA		WA2UAA	WA2JAA	WAQBAA
155 SP BN	WAG6AA	WAFSAA	WAHWAA		WAEQAA	WAHNAA		WAMOAA	WAKJAA	WAG3AA	WAC9AA	WAN9AA	WAQZAA
155 SP PN	WGLHAA	WAF6AA	WAEAAA		WAESAA	WAHQAA		WAM5AA	WANOAA		WALHAA	WA11AA	WA2SAA
155 SP BN		WA18AA		WADXAA	WAEVAA		WAHZAA	WAM6AA	WAN3AA			WE9YAA	
CBT AVN BN	WH6BAA	WADLAA			WAFDAA			WAMKAA	WH6GAA			WAPDAA	WAQLAA
CAV SQ	WAGTAA	WACYAA	WADPAA	WADPCO	WAETAA	WAHHAA	WAHMCO	WAMVAA	WAKEAA	WAKEEO	WANZAA	WAPJAA	WAP9AA
HHC DISCOM	WAGKAA	WACOAA	WADVAA		WAERAA	WAHIAA		WAMQAA	WAJ7AA		WANQAA	WAPLAA	WAQSAA
DHHC	WH4HAA	WH15JAA	WH14YAA		WH15KAA	WH4XAA		WH15LAA	WH4VAA		WH45AA	WH5MAA	WH47AA
AG CO	WAGXAA	WAHWAA	WAEGAA		WAFEAA	WAHJAA	WA5RAA	WAMRAA	WAJ8AA		WANRAA	WAPMAA	WAQTAA
FI CO	WHOPAA	WH29AA	WHOAAA		WHOBAA	WG91AA		WG93AA	WG94AA		WH4NAA	WG98AA	WH4LAA
MAINT BN	WAG5AA	WADHAA	WAECAA		WAFAAA	WAH3AA	WAH3EO	WANCAA	WAKTAA		WAN8AA	WAP6AA	WAQ3AA
S&T BN	WAGZAA	WADRAA	WAEHAA		WAFFAA	WAHLAA	WDEHAA	WAMTAA	WAKAAA		WBOLAA	WAPPAA	WAQVAA
MD BN	WAGYAA	WADCAA	WAD2AA		WAE6AA	WAHKAA	WAHKDO	WAM5AA	WAJ9AA		WANSAA	WAPNAA	WAQUAA
SPT BN				WCBKAA									
AVN CO						WAHBAA			WAJ1AA		WH4MAA		

MANNING OBJECTIVES

TOTAL MANNING OBJECTIVES

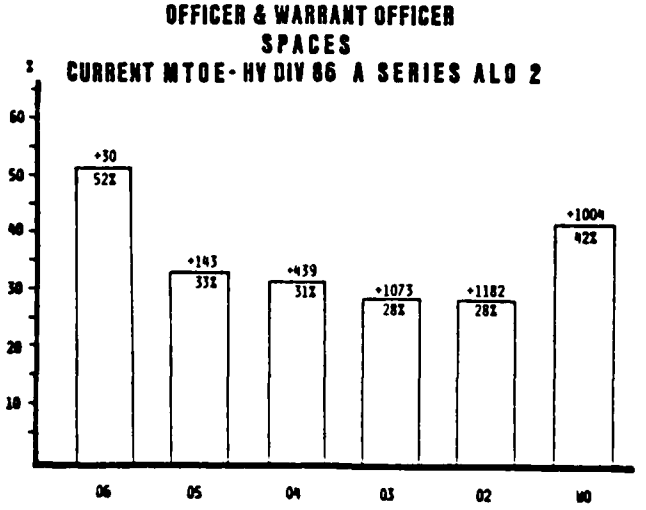
Total manning objectives for the 10 Heavy Divisions increase from a baseline (FY81) heavy division force (MTOE authorizations) of 163,747 to a Heavy Division 86 force (A-Series, ALO 2) of 183,563, an increase of 19,816 spaces or 12%. The current force (FY82) authorizations increase from 162,953 to 183,563, an increase of 20,610 spaces or 13%.

COMPARING OPERATING STRENGTH WITH SPACE REQUIREMENTS

Comparing current operating strength against authorized space, the current operating strength in the 10 Heavy Divisions of 164,109 exceeds FY81 force authorizations by 362 faces and the FY82 force authorizations by 1156 faces. This total, however, masks an Officer shortfall of 488 faces, primarily in grades 03 and 04, for the FY81 force and 607 for the FY82 force; and a Warrant Officer shortfall of 354 faces for the FY81 force and 504 faces for the FY82 force. Enlisted strength exceeds FY81 force authorizations by 1204 faces and FY82 force authorizations by 2267 faces. This excess, however, is in grade E3, which masks a shortfall in overall E4 to E9 operating strength.

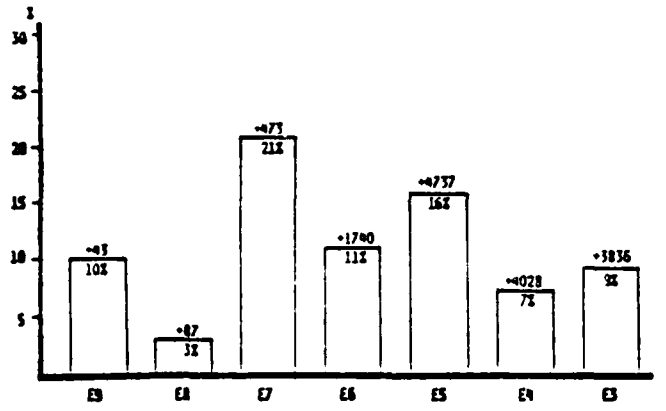
OFFICER AND WARRANT OFFICER BY GRADE COMPARISON

Officer and Warrant Officer manning objectives as a percent of change when comparing the FY81 force to the Heavy Division 86 A-Series, ALO 2 (FY91) force are shown below:



ENLISTED BY GRADE COMPARISON

Enlisted manning objectives, by grade, as a percentage of change when comparing the FY81 force with the Heavy Division 86 A-Series ALO 2 (FY91) force are shown below:



NEAR TERM INCREASES

Analysis of total manning objectives suggests that the 10 Heavy Divisions, manned primarily at ALO 2, increase gradually by 19,816 spaces or a 12% over a 10 year period from FY81 to FY91. Analysis of the Transition force, however, presents a different problem since the increase between FY82 and FY85 is 12,626 spaces, or an 8% increase over a three year period. The majority of this increase occurs in one year, FY84.

ADDITIONAL MANNING OBJECTIVES

The impact of changing unit documentation and new, but as yet undocumented, equipment personnel space requirements may significantly affect the manning of the 10 heavy divisions in the outyears. As many as 2210 additional spaces, of which 2050 are associated with the Tank Battalions, have been identified in the J-Series TOE that were not included in the A-Series AURS. New equipment discussed in VOL I, Section 5 (SYSTEM RELATIONSHIPS) may require an additional 1458 spaces to support SOTAS, TEAMPACK, TCAC-D/ASAS, TRAILBLAZER, QUICKFIX, and REMBASS systems associated with the CEWI Battalion. This suggests a potential increase

of 3668 additional spaces for a total of 33,486 or a 14% increase over a 10 year period. Of this total, 2326 spaces are those documented in the J-Series draft TOE but omitted from the A-Series AURS.

SPECIALTY AND GRADE CHANGES

Many specialty and grade spaces to support Heavy Division 86 are not in the current force. 30 new specialties, along with 25 grade changes in existing specialties are needed for support of personnel spaces. These space changes recur frequently, thus causing thousands of individual personnel classification impacts. This does not consider the numerous specialties and grades currently found in the operating strength of the 10 heavy divisions for which no current of future authorizations exist. Many specialty and grade authorization within the current force are not required to support Heavy Division 86 structures. 55 specialties are no longer needed, and 90 grade deletions of specific in the retained specialties, must be addressed to align personnel faces with spaces for the 10 Heavy Divisions. These changing demands will cause thousands of individual personnel classification impacts.

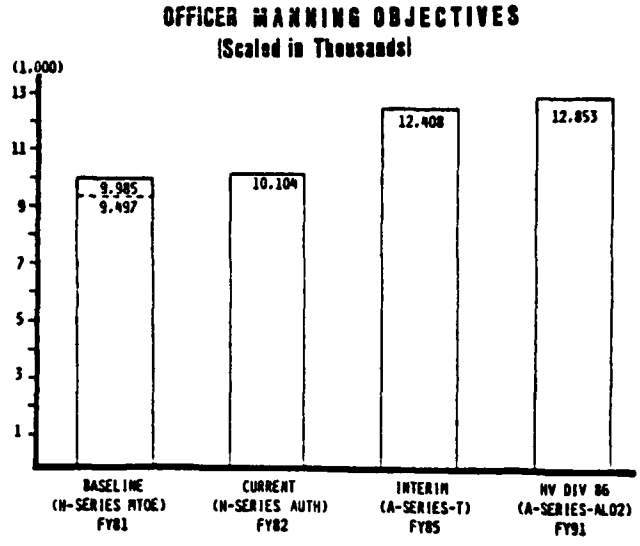
TURBULENCE

The numerous skill and grade changes required for Heavy Division 86 transition reflect a vast improvement from Y-Series documentation in which 133 new specialties, 215 new specific grade requirements within authorized specialties, 33 no longer needed specialties and 59 deletions of specific grade in retained specialties were identified. These impacts, while somewhat lessened by improved documentation, continue to create a high degree of grade and skill turbulence for the heavy division force during the transition period. The matching of spaces and faces to support these changing skills and grades will require close monitoring and intensive, individualized personnel and training management.

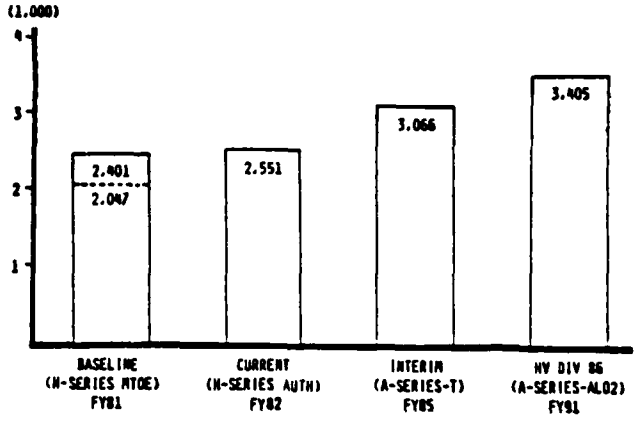
PROJECTIONS

TOTAL MANNING OBJECTIVES BY FY

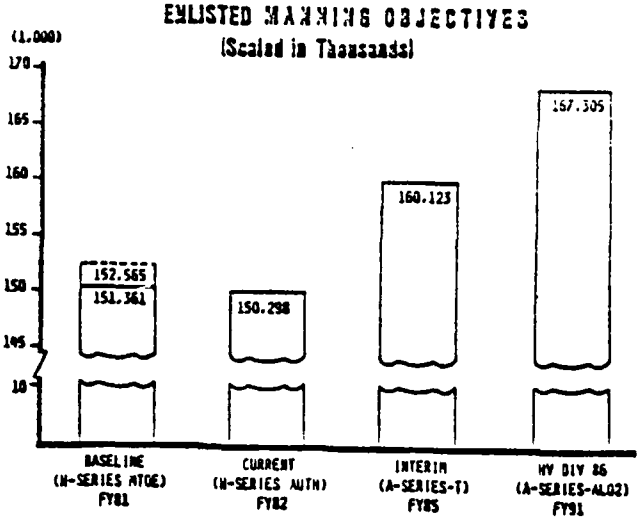
Total Officer manning objectives are shown below:



Total Warrant Officer manning objectives are shown below:



Total Enlisted manning objectives are shown below:

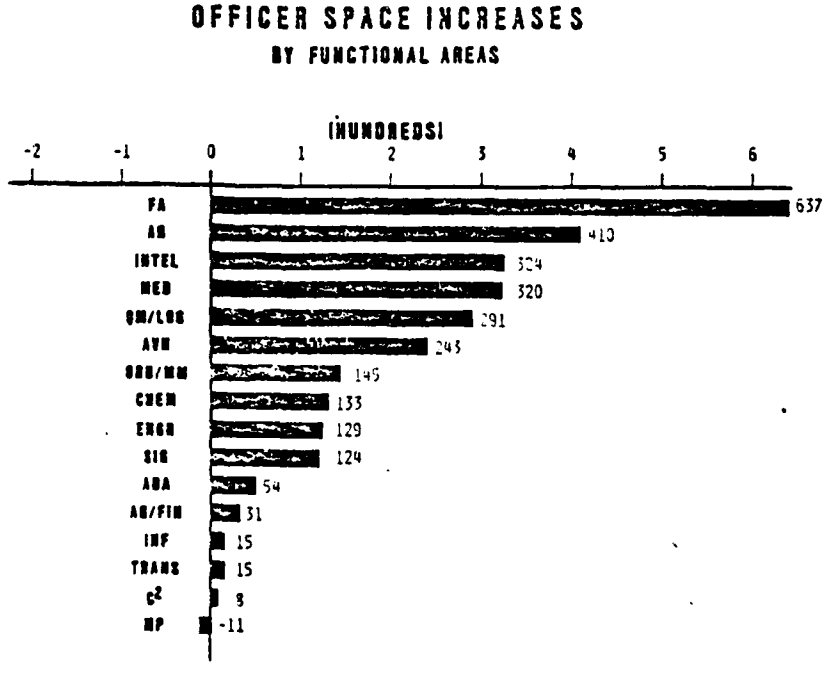


Total Heavy Division 86 manning objectives are as follows:

1981	1982	1983	1984	1985	1986
163747	162953	164541	174107	175597	176308
1987	1988	1989	1990	1991	
179015	180367	182884	183217	183563	

OFFICER SPACE INCREASES

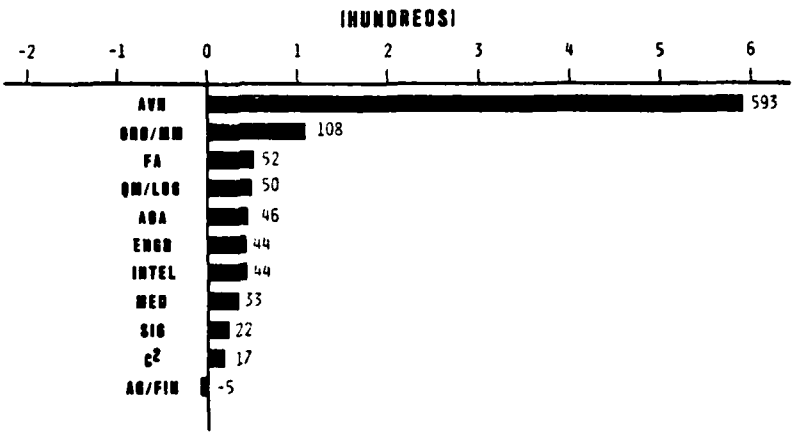
Functional area officer space increases between FY81 MTOE authorizations and FY91 A-Series ALO 2 requirements are as follows:



WARRANT OFFICER SPACE INCREASES

Functional area warrant officer space increases between FY81 MTOE authorizations and FY91 A-Sereis ALO 2 requirements are shown below:

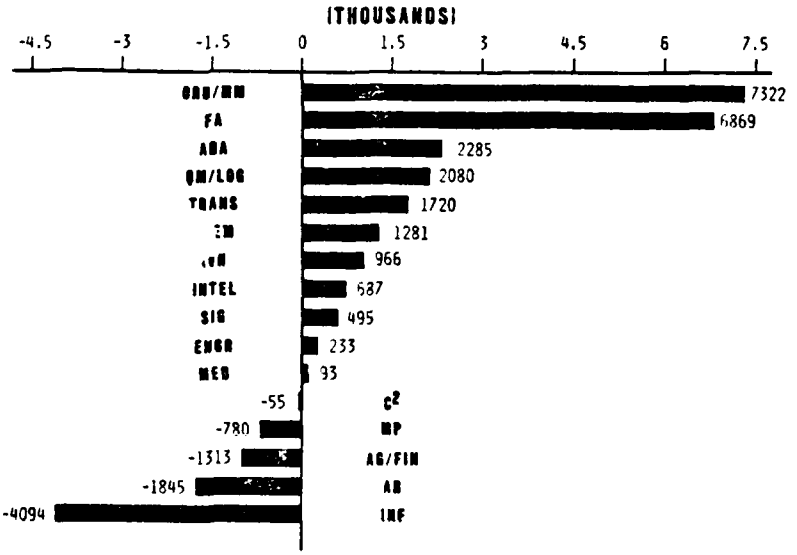
WARRANT OFFICER SPACE INCREASES
BY FUNCTIONAL AREAS



ENLISTED SPACE INCREASES

Functional area enlisted space increases between FY81 MTOE authorizations and FY91 A-Series ALO 2 requirements are as follows:

ENLISTED SPACE INCREASES
BY FUNCTIONAL AREAS



OFFICERS

GRADE	OPSTR	FY81	FY82	FY83	FY84	FY85	FY86	FY87	FY88	FY89	FY90	FY91	Y-ALO 1
08	0	10	10	10	10	10	10	10	10	10	10	10	10
07	28	19	18	21	20	20	20	20	20	20	20	20	20
06	63	58	58	78	80	82	87	88	88	88	88	88	68
05	428	439	439	488	554	558	568	575	580	581	582	582	517
04	961	1406	1427	1541	1750	1764	1789	1814	1836	1842	1845	1845	1832
03	3449	3798	3803	4184	4722	4714	4744	4807	4827	4856	4867	4871	4838
02	4568	4255	4349	4944	5228	5260	5250	5334	5344	5417	5430	5437	5540
TOTALS	9497	9985	10104	11266	12364	12408	12468	12648	12705	12814	12842	12853	12825

WARRANT OFFICERS

GRADE	OPSTR	FY81	FY82	FY83	FY84	FY85	FY86	FY87	FY88	FY89	FY90	FY91	Y-ALO 1
WO	2047	2401	2551	2558	2996	3066	2974	3125	3292	3332	3405	3405	3638
TOTALS	2047	2401	2551	2558	2996	3066	2974	3125	3292	3332	3405	3405	3638

ENLISTED

GRADE	OPSTR	FY81	FY82	FY83	FY84	FY85	FY86	FY87	FY88	FY89	FY90	FY91	Y-ALO 1
E9	427	429	431	412	444	448	458	465	470	471	472	472	465
E8	2082	2709	2596	2585	2686	2693	2723	2747	2769	2790	2796	2796	2719
E7	6876	7054	7321	7660	8195	8185	8210	8337	8397	8491	8521	8527	8361
E6	14872	15711	15884	16374	17267	17409	17444	17539	17537	17575	17491	17451	17992
E5	27504	28902	29643	29130	31755	32028	32042	32591	32924	33460	33561	33639	35685
E4	46515	55583	55144	54669	57065	57579	57853	58501	58745	59540	59618	59611	66205
E3	54289	40973	39279	39887	41335	41781	42136	43062	43528	44411	44511	44809	44805
TOTALS	152565	151361	150298	150717	158747	160123	160866	163242	164370	166738	166970	167305	176232

POTENTIAL PROBLEMS

IDENTIFICATION OF SUPPORTABILITY PROBLEMS

The following criteria were used to identify potential personnel supportability problem areas for MOS/SSI required to support the transition to Heavy Division 86:

MANNING OBJECTIVE

MOS/SSI requirements increase 20% or more between FY81 and FY91.

or

(ALL DATA IS KEYED TO REQUIREMENTS INCREASES UNLESS NOTED)

MOS/SSI requirements increase 50% or more between FY81 and FY91.

MANNING OBJECTIVE INCREASES

OFFICER		WO	ENLISTED				
11B	53A	011A	05B	17B	35K	62J	74F
12A	54A	100E	05D	17M	35R	62N	76J
12B	56A	160A	05G	19K	35U	63B	76V
13B	60A	201A	05H	24W	36H	63E	76W
13D	60C	211B	11M	27B	42E	63G	91Y
13E	60E	224B	12F	27E	45E	63J	92B
14B	61F	271A	13B	27G	45G	63S	93F
15B	61J	287A	13C	27N	45K	63W	96B
15H	62A	290A	13E	27P	45L	63Y	98C
15S	67B	411A	13F	27Q	45T	63Z	98J
21A	67F	621A	13M	27Z	52C	67T	98Z
35A	71A	630A	13R	31E	52D	67Y	
35C	72A	711A	13T	31S	54C	67Z	
36A	73A	741A	15D	31T	54E	68E	
37A	74A	762A	15J	31V	54Z	68H	
42A	81A	971A	16H	32Z	55B	68K	
42B	91A	982A	16L	33S	55X	68M	
42X	92A	983A	16S	34C	57F	71M	
44A	92B	988A	16Z	34Y	62F	71P	

OPERATING STRENGTH LOW

MOS/SSI operating strength less than 90% of FY81 division requirements.

FY81
HEAVY DIVISION OPERATING STRENGTH
LESS THAN 90%

OFFICER		WARRANT OFFICER	ENLISTED			
14A	63A	100B	00Z	13Z	35P	71C
14B	67F	100E	02C	16S	35U	73Z
35A	67H	160A	02D	16Z	41B	74Z
35C	67K	201A	02G	17K	42E	75D
37A	68H	211A	02H	19E	45D	75E
41A	68N	224B	02J	19Z	45E	75Z
46A	68S	271A	02K	26C	45F	76V
53A	70A	285A	02N	27B	45L	84Z
53B	72A	286A	02R	27E	45T	91Q
56A	76A	411A	05G	27Z	52C	91Y
60A	92A	630A	05H	31T	54Z	96C
60C	92B	762A	11B	31V	55X	97B
60E	92X	964A	11C	31Z	55Z	98C
60L	95A	971A	13C	33S	63D	98G
61F	95D	973A	13F	34K	63H	98J
61J		982A	13R	34Y	63S	98Z
61M		983A	13W	34Z	63T	
61N		988A	13Y	35G	67T	

MOS/SSI operating strength less than 90% of FY81 division requirements were manning objectives are increasing.

LOW OPERATING STRENGTH
WITH INCREASING MANNING OBJECTIVES

OFFICER		WARRANT OFFICER	ENLISTED		
14B	67F	100E	05C	31V	63S
35A	72A	160A	05H	33S	67T
35C	92A	201A	13C	34Y	76V
37A	92B	224E	13F	35U	91Y
53A		271A	13R	42E	98C
56A		411A	16S	45E	98J
60A		630A	16Z	45L	98Z
60C		762A	27B	45T	
60E		982A	27E	52C	
61F		983A	27Z	54Z	
61J		988A	31T	55X	

CRITICAL SKILL

MOS has been identified by MILPERCEN as a Critical Skill and requirements are increasing.

FY81 CRITICAL SKILLS

MOS
05B
13F
13M
34Y
98C

SIMOS

MOS has been identified by MILPERCEN as a Space Imbalanced MOS (SIMOS) = 55% or more OCONUS and requirements are increasing.

or

MOS is near-SIMOS (50% or more OCONUS) and requirements are increasing.

FY81
SPACE IMBALANCED MOS (SIMOS)

MOS	SIMOS %	NEAR-SIMOS %	MOS	SIMOS %	NEAR-SIMOS %
05B		52	31T	60	
05C		53	34Y		50
05D	68		36H		52
05H	59		45G		50
11M	100		45T	88	
13R	75		52C		50
15D	76		55Z	55	
15J	72		63D		52
27B		54	63G		51
27E		50	63S	55	
27G		52	63T	55	
31E		53	63W	58	
31J	56		76C	56	
31S		50	98C	55	
			98G	57	

MALE/FEMALE RATIO

Females comprise 10% or more of MOS population where MOS is SIMOS or near-SIMOS and requirements are increasing.

FY81 MOS WITH HIGH FEMALE RATIO

MOS	% FEMALE
05B	12
05C	12
05D	28
05H	24
31J	13
76C	21
98C	26
98G	28

TRAINING

MOS training fill less than 95% and requirements are increasing.

FY81 LOW TRAINING FILL

MOS	%
05B	87
05H	85
13F	83
16S	80
31S	94
31T	51
45E	90
54C	90
63E	88
91Y	90
98C	51

MOS is training base shortfall or capacity constrained and manning objectives are increasing.

TRAINING CAPACITY CONSTRAINT

MOS
05D
05G
05H
13M
13R
33S
34Y
92B
98J

MOS course attrition rate above 20%, not decreasing and manning objectives are increasing.

or

MOS course attrition rate above 25% and manning objectives are increasing.

FY81
HIGH COURSE ATTRITION

MOS	RATE (%)	MOS	RATE (%)
05D	35	31V	25
05G	30	33S	30
05H	38	34Y	48
13E	26	45E	22
19K	25	45G	42
24W	37	45T	25
27B	21	52C	21
27E	29	63Y	20
27F	34	67T	33
27G	28	71M	20
27N	34	74F	37
31E	42	93F	30
31S	31	98C	28
31T	42		

ATTRITION

Miscellaneous attrition rate exceeds 10% and requirements are increasing.

FY81
HIGH MISCELLANEOUS ATTRITION

MOS	RATE (%)
27E	15
27N	12
31E	14
31S	11
34Y	11
35R	15
36H	11
42E	14
45E	11
45G	14
45K	11
45L	12
54C	16
54E	11
55B	12
63G	11

RETENTION

MOS first-term and career combined retention rate less than 50% and manning objectives are increasing.

FY81
LOW RETENTION

MOS	1ST TERM %	CAREER %
17B	30	60
17M	26	67
27E	34	59
27G	38	60
45L	31	48
52C	28	47
52D	26	53
62F	47	44
62J	80	15
63G	52	42
63Y	42	53
67Y	28	63
68H	35	61
71M	38	43
92B	23	48
93F	38	57
98J	11	70

Migration rate out of low retention MOS exceeds migration rate into MOS and manning objectives are increasing.

FY81 HIGH OUT - MIGRATION

MOS	IN/OUT RATIO
17B	0:7
17M	1:10
45L	1:3
52D	1:5
63G	3:4
92B	1:4
98J	2:4

PREREQUISITES

MOS Armed Services Vocational Aptitude Battery (ASVAB) prerequisite score attained by declining population by -5% or more and manning objectives are increasing.

FY77-FY80
ASVAB PREREQUISITE PERFORMANCE DECLINE

MOS	SCORE	4-YEAR DIFF (%)	MOS	SCORE	4-YEAR DIFF (%)
05B	SC95	-7	55B	GM85	-6
05G			57F		
17M			62F		
33S			62J		
13R	SC100	-6	42E	GM90	-6
17B			45T		
54E	ST90	-14	52C		
91Y			52D		
92B			68M		
05D	ST95	-18	45E	GM95	-5
05G			45L		
05H			54C		
13C			76V	CL90	-5
13E			76W		
96B			71M	CL95	-6
74F	ST100	-18	76J		
13M	OF100	-5			

GRADE INFEASIBILITY

Heavy Division 86 transition increases grade infesible MOS structure. See VOL III (MOS PROJECTIONS).

NCO SHORTAGES

Heavy Division 86 increases NCO manning objectives where shortages currently exist. See VOL III (MOS PROJECTIONS).

UNDERALIGNED OFFICER SPECIALTIES

Heavy Division 86 increases officer manning objectives for specialties which are underaligned. 66% utilization or above is considered underaligned.

FY81
UNDERALIGNED OFFICER SPECIALTIES
% BELOW UTILIZATION RATE CUTOFF

SC	SPECIALTY	04	05
12	Armor	-2	
13	Field Artillery	-5	
21	Engineer	-20	-21
44	Finance	-2	
74	Chemical		-20

CONTINUATION PATTERN

Heavy Division 86 increases officer manning objectives for specialties with below average continuation patterns. Army average is 410% for 04 and 310% for 05.

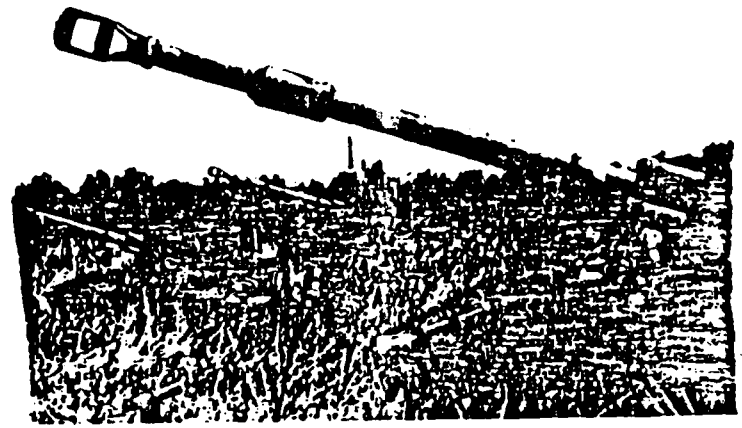
FY81
OFFICER SPECIALTY
CONTINUATION PATTERN
% BELOW ARMY AVERAGE

SC	SPECIALTY	04	05
14	Air Defense	-2	
15	Aviation	-118	-51
36	Counterintelligence	-56	
44	Finance	-243	
71	Aviation Materiel Management	-197	
91	Maintenance Management	-181	-54
92	Materiel Services Management		-54

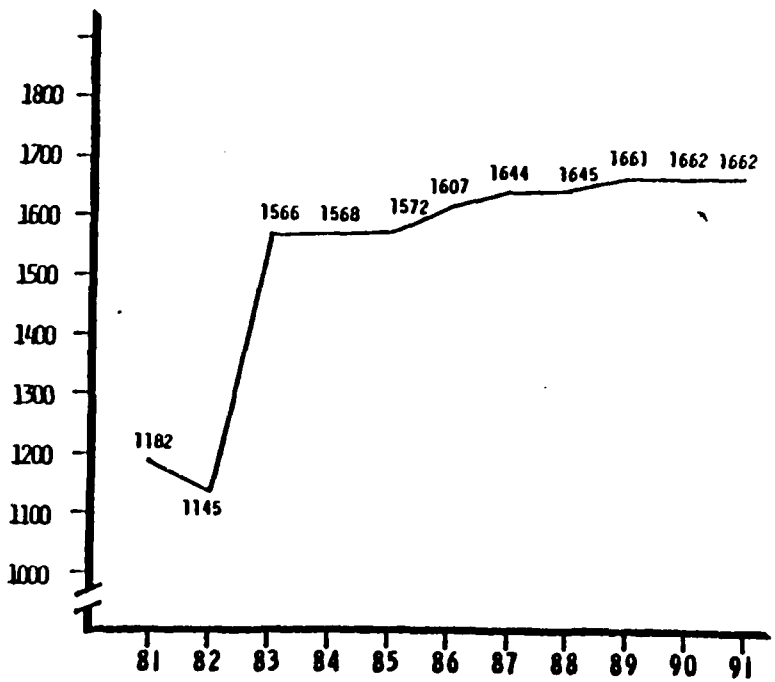
POTENTIAL PROBLEM SSI/MOS

Officer specialties and warrant officer and enlisted MOS which have been identified as having supportability problems are detailed in the following charts. These problem SSI/MOS are identified based on analysis of data contained in VOL I, Annex A (METHODOLOGY) and are also contained in VOL III (PROJECTIONS DATA).

13E
CANNON FIELD ARTILLERY OFFICER



SSI 13E



BACKGROUND - Increase that occurs in FY82-83 is due to change from MTOE documentation in FY82 to TOE documentation in FY83. Other factors that influence the specialty are; 3x8 conversion, TACFIRE, and the Close Support Study Group II results

SYSTEMS - TACFIRE

ORGANIZATIONS - All FA units

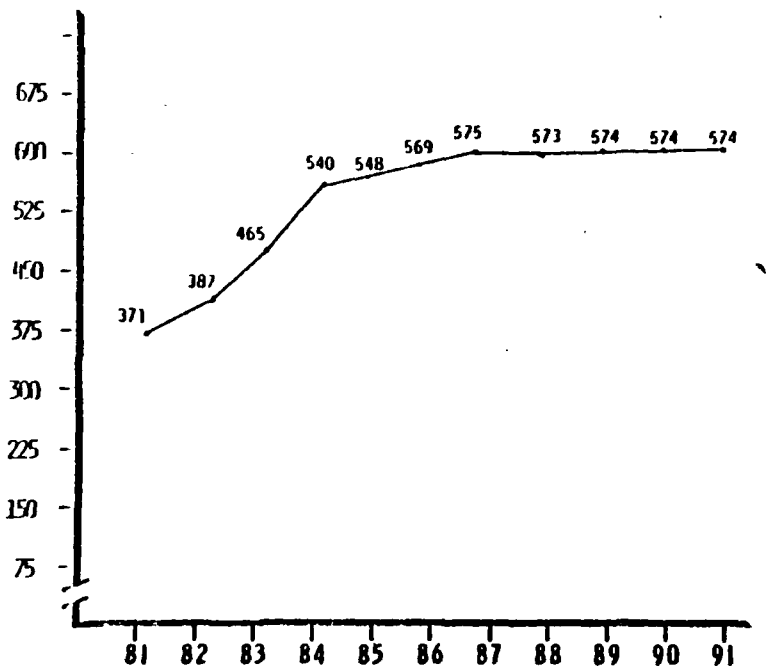
3x8 DS unit conversion

TRAINING - If sharp increase does occur in FY82-83 it is doutful that the Field Artillery School will be able to provide the necessary support

SUPPORTABILITY CONLCUSIONS - If large increase takes place in FY82 supportability problems will be created

RECOMMENDATIONS - The necessity of the requirements in FY83 must be reviewed to insure they are valid. If requirements are valid the phasing must be changed

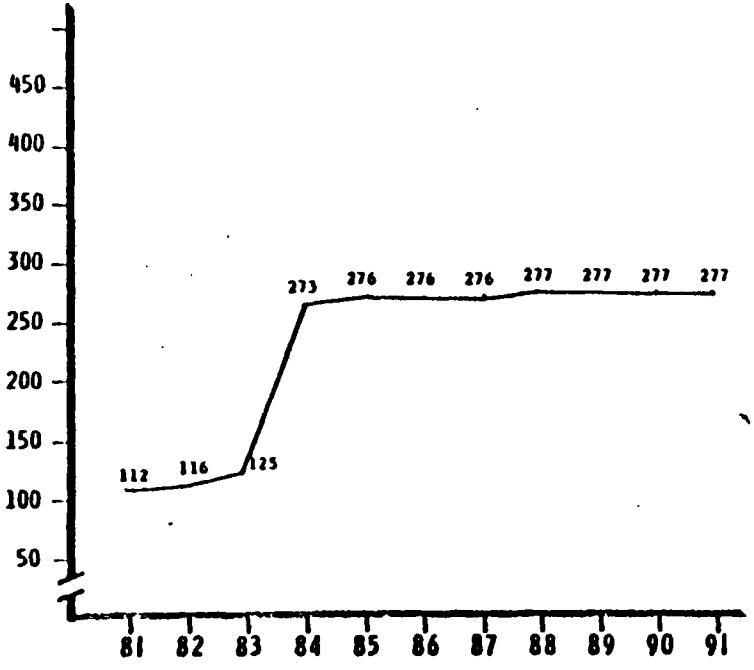
35A
TACTICAL INTELLIGENCE OFFICER



SSI 35A

BACKGROUND	-	Growth due to increased authorization for ACAB, Bde and Bn S-2 organizations. MI Bn (CEWI) activations also increase requirements Most growth in grades 02 + 03
SYSTEMS	-	NA
ORGANIZATIONS	-	MI Bn (CEWI) Bde + Bn S-2 ACAB G-2
TRAINING	-	NA
SUPPORTABILITY CONCLUSIONS	-	Large increase of officers in this MOS. Supportability may be difficult
RECOMMENDATION	-	To meet growth, within end strength constraints, accessions could be opened up and grade substitution used to meet ramp-up

91A
MAINTENANCE MANAGEMENT OFFICER



SSI 91A

BACKGROUND - This SSI increases 165 spaces (147%) for Div 86

Large increase driven by organizational structure changes i.e., Maintenance Platoons have been split into sections with a commissioned officer in charge

50% of SC 91s designated at 8th YOS

SYSTEMS - NA

ORGANIZATIONS - Ground equipment maintenance platoon of in maintenance company in forward support battalion

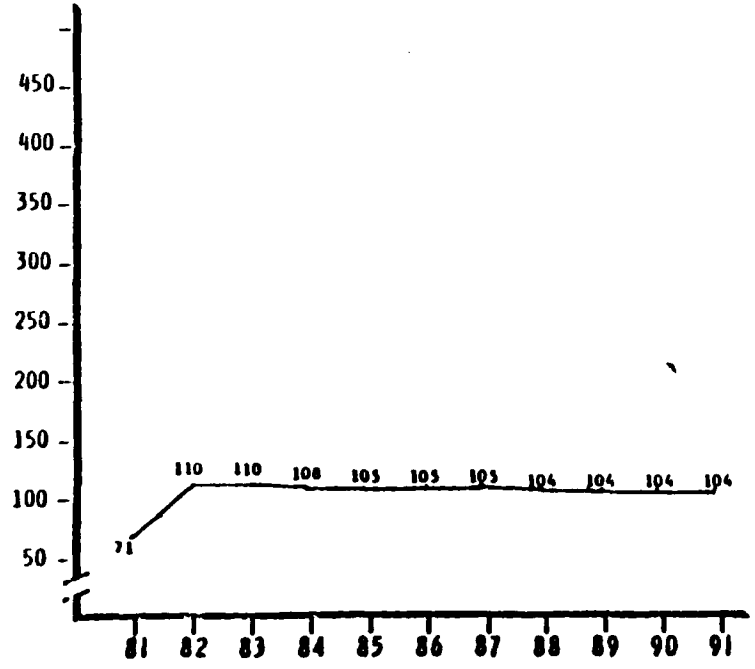
Operational readiness float platoon HQs in DISCOM maintenance battalion

Realignment of specialty requirements in maintenance units (i.e., 72A/91 switched to 91/72 for Hq and Lt Maint Co Cdr)

SUPPORTABILITY CONCLUSIONS - Is supportable; however, priorities may not allow it

RECOMMENDATION - NONE

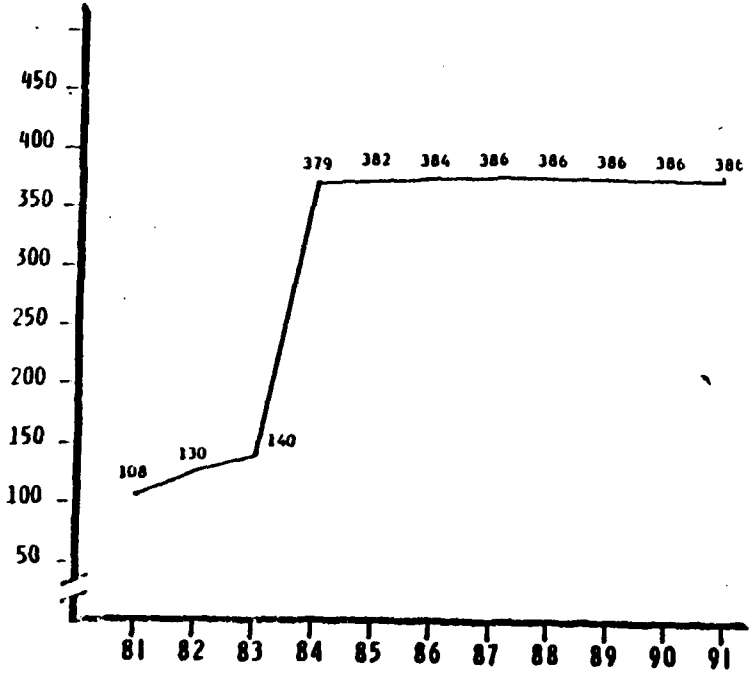
91B
ARMAMENT/MECHANIZED MAINTENANCE OFFICER



SSI 91B

BACKGROUND	-	This SSI increases 33 spaces (16%) for Div 86 Increase results from change of 76A position (Plt Ldr) to 91B slots in maintenance units 50% of SC 91s designated at 8th YOS
SYSTEMS	-	NA
ORGANIZATIONS	-	NA
TRAINING	-	NA
SUPPORTABILITY CONCLUSIONS	-	Is supportable; However, priorities may not allow it
RECOMMENDATION	-	NONE

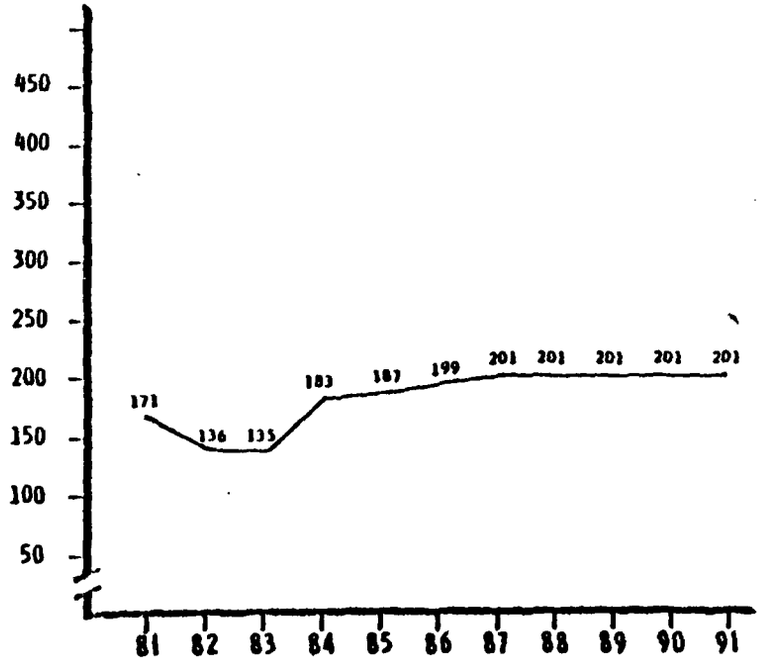
92A
S&S MANAGEMENT OFFICER



SSI 92A

BACKGROUND	-	This SSI increases 278 spaces (257%) for Div 86 Currently shortage SSI
SYSTEMS	-	NA
ORGANIZATIONS	-	Restructure of DISCOM to include Bde Spt Bn is a major factor in the plus-up of 92A
TRAINING	-	Entry level SSI
SUPPORTABILITY CONCLUSIONS	-	Supportability is questionable as supply and service operations increase proportionaly throughout the Lt Div, Corps and EAC units Currently not enough Lts are being accessed to fill authorized positions
RECOMMENDATIONS	-	NONE

92B
MATERIEL MANAGEMENT OFFICER

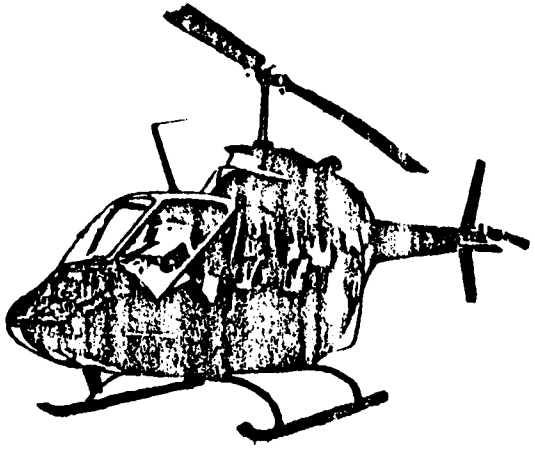


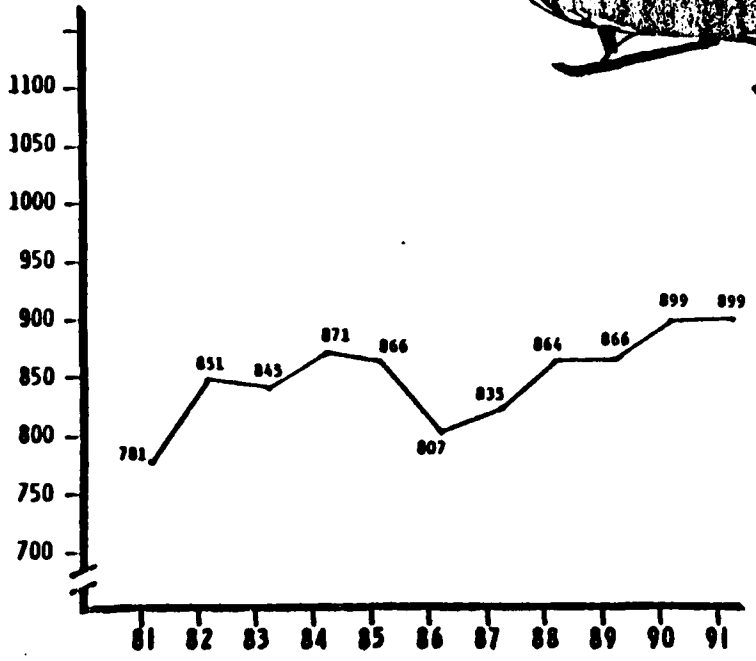
SSI 92B

BACKGROUND	-	This SSI increases 30 spaces (18%) for Div 86
SYSTEMS	-	NA
ORGANIZATIONS	-	Restructure of DISCOM to include the Bde Spt Bn
TRAINING	-	Entry level accession
SUPPORTABILITY CONCLUSIONS	-	If increases in 92B is carried through into Lt Div Corps and EAC it is doubtful that it can be supported Current accession of 92 into the Army is insufficient to meet todays authorization
RECOMMENDATION	-	NONE

100B

UTILITY/OBSERVATION HELICOPTER PILOT





MOS 1008

BACKGROUND - Over the past three years, MOS 1108 has experienced an inordinate degree of personnel turbulence and the highest attrition rate of all the MOS's in this occupational group. The turbulence is primarily attributed to this MOS being the feeder for all others within the aviation field. The high service attrition is due, in part, to the fact that most of the aviator warrant officers in OBV status are 1008 In FY80, 60 percent of those who left the service prior to reaching retirement eligibility did so after completing their three year initial obligation. Requirements for this MOS increase from 781 in FY81 to 899 in FY91

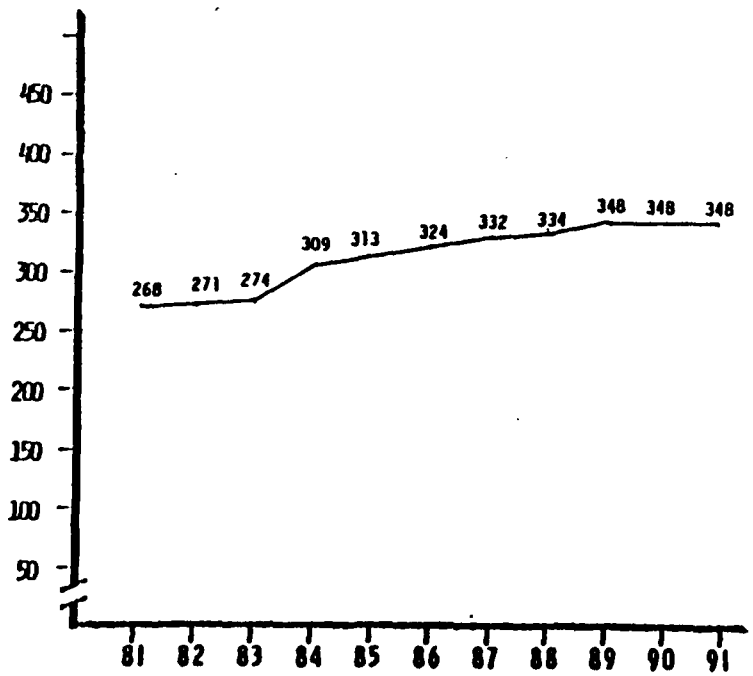
SYSTEMS - Utility/Observation Helicopters

ORGANIZATIONS - Units with Utility/Observation Helicopters

TRAINING - Training rate for warrant officer aviators is 808 per year

SUPPORTABILITY CONCLUSIONS - Even though requirements for MOS 1008 increase by only a 118 spaces over the next 10 years, it is doubtful that manning can be achieved given the current trend for this MOS

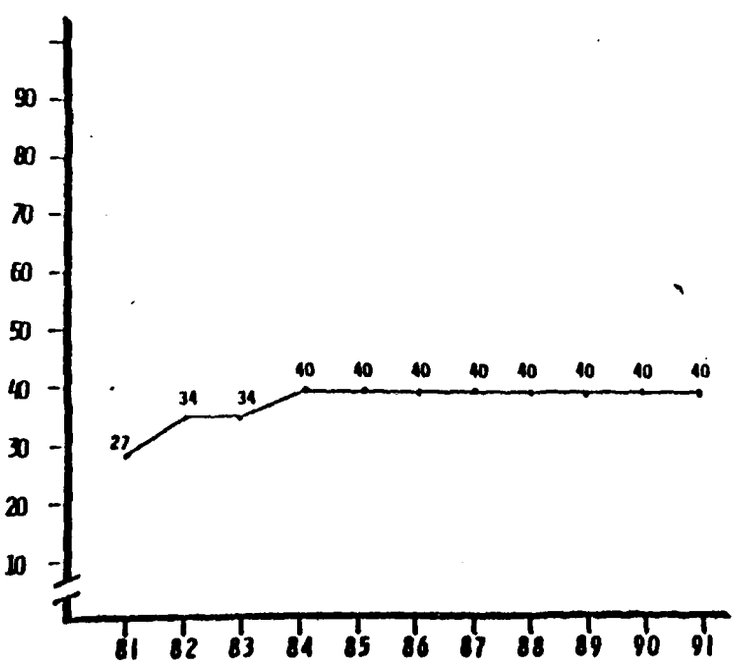
630A
AUTOMOTIVE REPAIRER TECHNICIAN



MOS 630A

BACKGROUND	-	This MOS increases 80 spaces (29%) for Div 86 Currently at 97% fill of endstrength of 1000 Procurement goal for FY81 was 132; only procured 75 Low procurement rate due to approximately 50% of applicants being unable to meet qualifications for appointment
SYSTEMS	-	NA
ORGANIZATIONS	-	NA
TRAINING	-	NA
SUPPORTABILITY CONCLUSIONS	-	Difficult to support unless changes made in procurement methodology
RECOMMENDATION	-	NONE

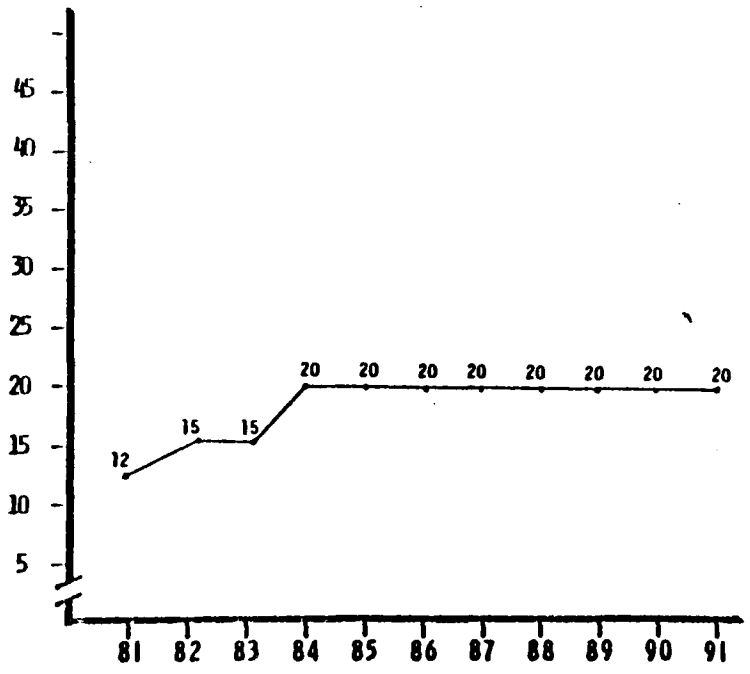
982A
TRAFFIC ANALYSIST OFFICER



MOS 982A

BACKGROUND	-	98C is feeder MOS Increases by 67% Div 86
SYSTEMS	-	NA
ORGANIZATIONS	-	MI Bn (CEMI)
TRAINING	-	NA
SUPPORTABILITY CONCLUSIONS	-	NFIP priority detracts from Div 86 supportability
RECOMMENDATION	-	NONE

983A
EMANATIONS ANALYSIST OFFICER



MOS 983A

BACKGROUND	-	98J feeds this MOS Increases by 60% Div 86
SYSTEMS	-	NA
ORGANIZATIONS	-	MI Bn (CEWI)
TRAINING	-	NA
SUPPORTABILITY CONCLUSIONS	-	Difficult to support due to low X of 98J
RECOMMENDATION	-	NONE

PROJECTIONS DATA

The following is an explanation of the projections chart found on the enlisted charts that follow.

Chart used for each enlisted MOS:

ROW	MOS			ACCESSION			TRAINING		
				CRIT SKILL	ED (RI	TNGPGM FILL %	CAP	TIME WKS	LEAD MOS
1	A			B	C	D	E	F	G
				TTHS	ATTRITION		RETENTION		
	CUR OPSTR	AUTH	FACES	%	CBS %	MISC %	REENL % 1STTM / CAR	MIG % IN / OUT	SRB A B C
2	H	I	J	K	L	M	N	O	P1 P2 P3
3	("T")	Q	R	S	T	U	V	W	X %
4	("ALO2")	Y	Z	AA	BB	CC	DD	EE	FF %
5	("ALO1")	GG	HH	II	JJ	KK	LL	MM	NN %

MALE/FEMALE		CONUS/OCONUS		MOS PREREQ		TRADEOFFS
MALE %	FEM %	CONUS %	OCONUS %	SCORE	POPUL %	
6 QQ	PP	QQ	RR	SS	TT	UU

The rows are numbered and the blocks are lettered in this example in order to refer back to appropriate rows and blocks when describing the methodology used to determine the numbers in each MOS chart.

ROW 1

The data in all the blocks of row 1 were extracted directly from the MOS matrix at Annex B of Volume 1.

ROW 2

The FY81 operating strength in block 2H and the FY81 authorizations in block 2I were extracted from the requirements data in Volume II. Block 2J is the difference between blocks 2H and 2I. If authorizations were smaller than the operating strength, the number was shown as a minus. The percentages in blocks 2K thru 2O and the numbers in block 2P were extracted from the MOS matrix in Annex B of Volume 1.

ROW 3

The authorizations in block 3Q are the FY85 or interim conversion figures extracted from the requirements data in Volume II. Block 3R is the difference between FY85 authorizations and the FY81 operating strength in block 2H. The numbers in blocks 3S thru 3W were obtained by applying those percentages to the authorizations in block 3Q. These numbers were determined in the following manner.

BLOCK 3S = 3Q + (1-2K)

BLOCK 3T = [(FY85 E-3's - 2H E-3's) + (1-2L)] - [(FY85 E-3's - 2H E-3's)] + 3S

BLOCK 3U = [(FY85 E-3's - 2H E-3's) + (1-2M)] - [(FY85 E-3's - 2H E-3's)] + 3T

BLOCK 3V = 3U + X + Y

(X = [(FY85 E-1's thru E-4's) - (2H E-1's thru E-4's)) + 1st term reenlistment rate] - [(FY85 E-1's thru E-4's) - (2H E-1's thru E-4's)]

(Y = [(FY85 E-5's and above) - (2H E-5's and above)) + careerists reenlistment rate] - [(FY85 E-5's and above) - (2H E-5's and above)]

BLOCK 3W = [(Reenlistment in - reenlistment out) x 3Q] + 3V

BLOCK 3X = 3W + 3Q

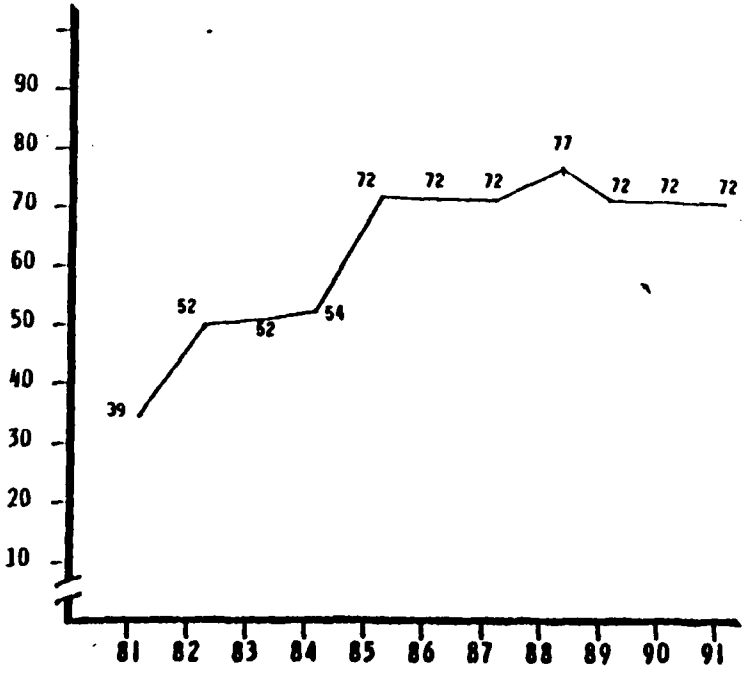
ROW 4 and 5

The numbers in row 4 and 5 were determined in the same manner as above except in row 4 FY91, or full modernization, authorizations were substituted for FY81 and in row 5 the Y-series, or objective division, authorizations were substituded as a basis of comparison with the March 81 supportability assessment.

ROW 6

The data in blocks 6QQ thru 6TT were extracted from MOS matrix at Annex B of Volume 1. Block 6UU identifies space tradeoffs, by MOS, associated with system and structure changes (e.g., with the introduction of the IFV, MOS 11M increases, with a corresponding decrease, or tradeoff, in MOS 11B).

05D
ELECTRONIC WARFARE/SIGNAL INTELLIGENCE EMITTER IDENTIFER/ LOCATOR

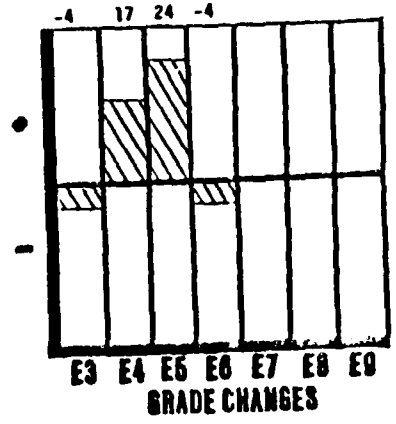


MOS			ACCESSION			TRAINING		
			CRIT SKILL	ED TRI	TNG PIPELINE FILL %	CAP	TIME WKS	LEAD MOS
05D			-	3	99	✓	29	33
			TTHS	ATTRITION		RETENTION		
CUR OP STR	AUTH	FACES	%	CBT %	MISC %	REENL % (1ST TERM / CAR)	MIG % (IN / OUT)	SRB A	SRB B	SRB C
38	39	+1	21	35	10	84 / 75	3 / 1	4	1	2
[illegible]	72	+34	43	35	33	44	43	125 %		
[illegible]	72	+34	43	35	33	44	43	126 %		
[illegible]	90	+52	66	58	56	72	71	135 %		

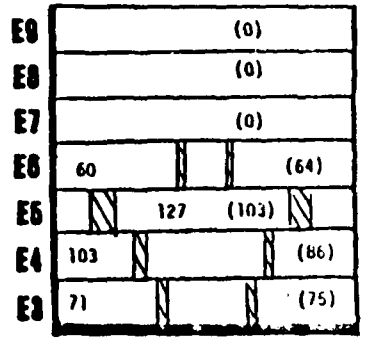
MALE/FEMALE		CONUS/OCONUS		MOS PREREQ		TRADEOFFS
MALE %	FEM %	CONUS %	OCONUS %	SCORE	POPUL %	
72	28	32	68	ST95	34	

MOS 05D

BACKGROUND	-	124% strength world-wide
		102% 10 Hvy Div
		Increase of 33 spaces
		Increase caused by Trailblazer
		68% SIMOS - Jun 81
		28% Female
		Grade infeasible E3-E4, E4-E5
SYSTEMS	-	Trailblazer
ORGANIZATIONS	-	MI Bn (CEWI)
TRAINING	-	Training base capacity constrained
		TTHS - 21%
		35% course attrition
		29 week training time
SUPPORTABILITY CONCLUSIONS	-	Requirements for Div 86 difficult to support although at over 100%
		MOS has been intensively managed to bring up to strength
		Recruiting
		MFIP
		Tng Base
RECOMMENDATIONS	-	Field equipment to all divisions at approximately the same time to eliminate SIMOS problem

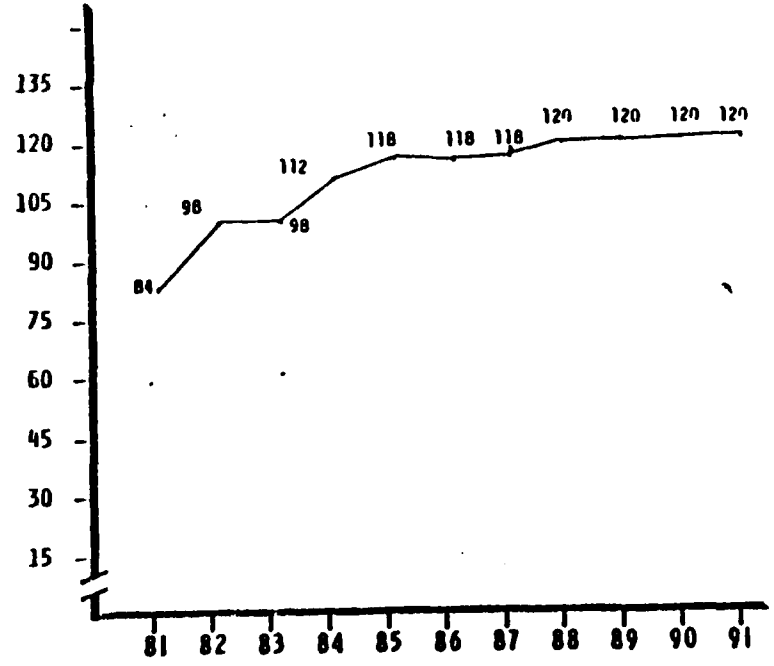


GRADE CHANGES



GRADE FEASIBILITY

05H
ELECTRONIC WARFARE/SIGNAL INTELLIGENCE MORSE INTERCEPTOR



MOS			ACCESSION			TRAINING		
05H			CRIT SKILL	ED (RI	THRPUT FILL %	DAP	TIME WKS	LEAD MOS
			—	3	85	✓	24	31
			TTHS	ATTRITION		RETENTION		
CUR OPSTR	AUTH	FACES △	%	CBS %	MISC %	REENL (WITH / CBS)	MIG IN / OUT	SRB A	B	C
76	84	+ 8	38	38	8	84/64	2/2	3	2	0
[illegible]	338	+ 42	52	46	45	84	84	199 %		
[illegible]	120	+ 44	54	48	47	8	8	17 %		
[illegible]	30	+ 34	18	11	11	-30	-30	-210 %		

MALE/FEMALE		CONUS/OCONUS		MOS PREREQ		TRADEOFFS
MALE %	FEM %	CONUS %	OCONUS %	SCORE	POPUL %	
76	24	41	59	5795	34	

MOS 05H

BACKGROUND - Increase of 36 spaces based on fielding of HF/VHF ground based jammers (TACJAM, TRAFFIC JAM)

Currently 109% strength - Jul 81

90% strength Hvy Div

SIMOS - 59% - Jun 81

24% Female

SYSTEMS - TACJAM

TRAFFIC JAM

TRAIL BLAZER

ORGANIZATIONS - MI Gp (CEWI)

MI Bn (CEWI)

MI Co (CEWI)

TRAINING - 24 week tng time

High course attrition - 38%

High TTHS - 23%

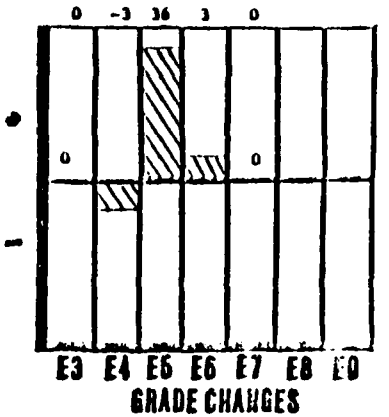
SUPPORTABILITY CONCLUSIONS - MOS has high NFIP draw

Future NFIP requirements may make this MOS difficult to support for the tactical structure

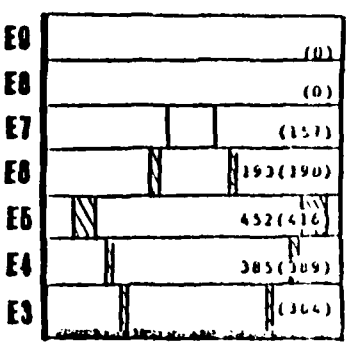
If current strength can be kept up supportability may be possible

RECOMMENDATION - Bring issue of NFIP priority up as a definite detractor to CEWI supportability

High course attrition due to learning International Morse Code may need to raise ST

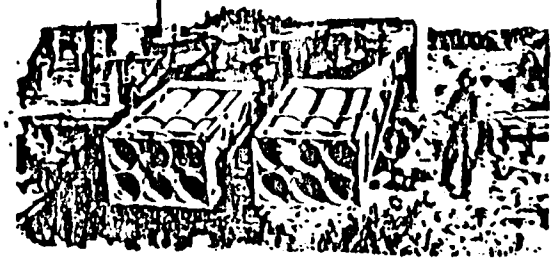


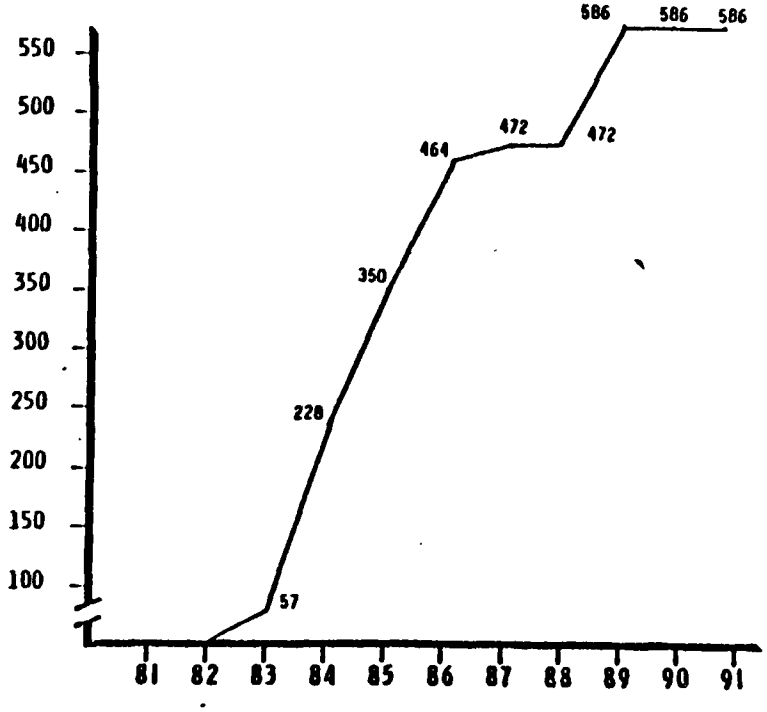
GRADE CHANGES



GRADE FEASIBILITY

13M
MLRS CREWMAN





MOS			ACCESSION			TRAINING		
			CRIT SKILL	ED (RI	TNGPLN FILL %	CAP	TIME WKS	LEAD MOS
13M			-	-	0	-	-	27A
			TTHS	ATTRITION		RETENTION		
CUR OPSTR	AUTH	FACES	%	CBS %	MISC %	REENL (WITH / CAN)	MIG (IN / OUT)	SRB A / B / C
0	0	0	0	15	10	80 / 77	13 / 3	- / - / -
[illegible]	350	350	350	373	396	488	453	129 %
[illegible]	568	568	568	807	631	785	728	128 %
[illegible]	0	0	0	0	0	0	0	0 %

MALE/FEMALE		CONUS/OCONUS		MOS PREREQ		TRADEOFFS
MALE %	FEM %	CONUS %	OCONUS %	SCORE	POPUL %	
100	0	*	*	OF100	45	15D

MOS 13M

BACKGROUND -

- New MOS for MLRS
- MLRS will not be deployed in divisions until FY83
- Only grades E-3 thru E5 are authorized for this MOS
- Personnel will convert to 15D at E6 level
- Has been identified as a critical MOS
- Since this is new MOS data for a similar MOS, 15D, was used for charts

SYSTEM -

- Operators for MLRS

ORGANIZATION -

- One battery of 9 launchers in each GS battalion

TRAINING -

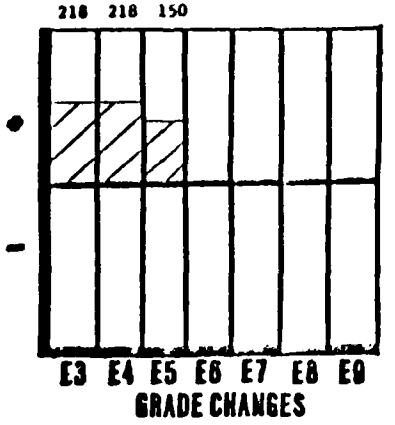
- Similar MOS, 15D, has a course completion rate of 75%
- Initial training and sharp increase in first 3 years may create training constraint

SUPPORTABILITY CONCLUSIONS -

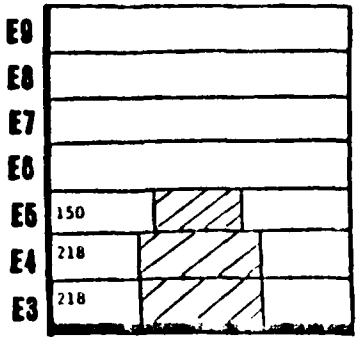
- Supportability of this MOS will depend upon the ability of the Field Artillery School to establish a large enough training base to accommodate initial requirements. Supportability will also depend on the ability at the Recruiting Command to provide enough enlistees to fill initial requirements

RECOMMENDATION -

- Plans for recruiting and training of 13M's must be finalized and published as soon as possible

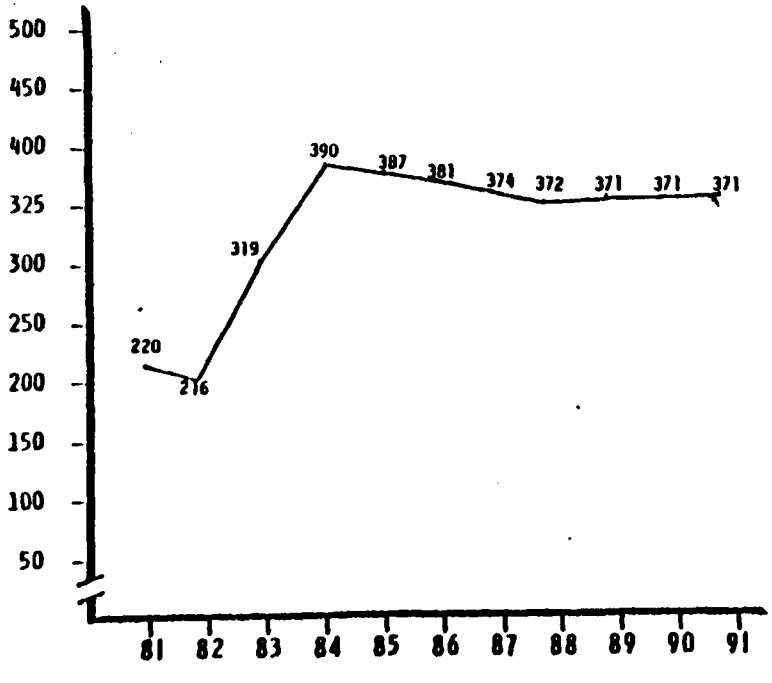


GRADE CHANGES



GRADE FEASIBILITY

13R
FIELD ARTILLERY
FIREFINDER RADAR OPERATOR



MOS			ACCESSION			TRAINING		
13R			CRIT SKILL	ED (81)	TNG PCH FILL %	CAP	TIME WKS	LEAD MOS
				2.5	104	CON	7	27
			TTHS	ATTRITION		RETENTION		
CUR OPSTR	AUTH	△ FACES	%	CBE %	MISC %	REENL % (1ST TM / CAR)	MIG % (IN / OUT)	SRB A / B / C
65	220	155	55	9	10*	100 / 67	10 / 0	1 / 1 / 0
11"B"1	387	322	716	720	725	771	739	320 %
11"ALOS"1	371	306	680	684	688	735	704	203 %
11"ALOS"1	0	-65						%

MALE/FEMALE		CONUS/OCONUS		MOS PREREQ		TRADEOFFS
MALE %	FEM %	CONUS %	OCONUS %	SCORE	POPUL %	17B
90	10	25	75*	SC100	27	

MOS 13R

BACKGROUND -

MOS has been identified as a critical MOS

New MOS for operating Q36 and Q37 radar

MOS is SIMOS with 75% of personnel stationed overseas

As requirements for 13R increase 17B requirements will decrease

Reenlistment rates are above Army average

13R converts to 17B at E7 level

E7 authorizations for 17B will not support both 17B and 13R requirements

E5 authorizations will not support E6 requirements

SYSTEMS -

Operators for Q36 and Q37 Firefinder Radars

ORGANIZATIONS -

Found in Tgt Acq Batteries at Div Arty

TRAINING -

New equipment training will be conducted for 17B personnel reclassified into 13R

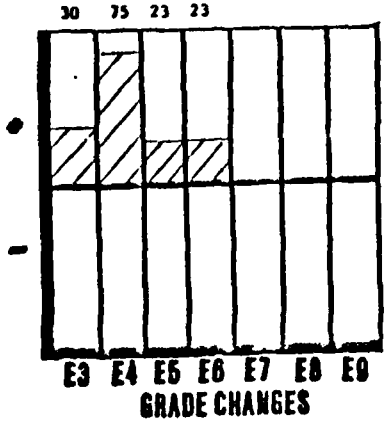
Course attrition rate is 19% but has shown steep increase in last six months

Sharp ramp-up in FY82 and FY83 may create training constraints

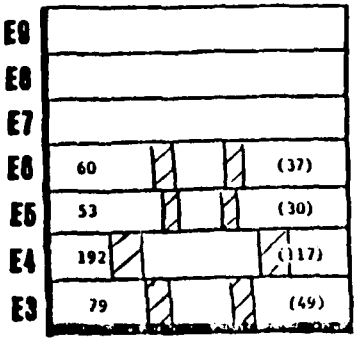
SUPPORTABILITY CONCLUSIONS -

Initial support from MOS comes from reclassified 17B's

E5 authorizations and 17B E7 authorizations must be reviewed to identify additional positions

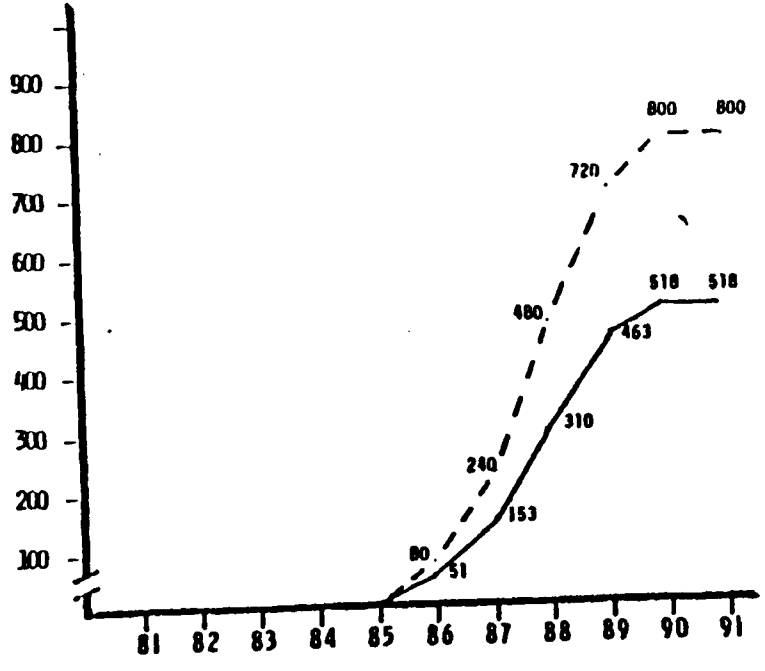


GRADE CHANGES



GRADE FEASIBILITY

13T
RPV CREWMAN



MOS			ACCESSION			TRAINING		
13T			CRIT SKILL	ED TRI	TNG PIPE FILL %	GAP	TIME WKS	LEAD MOS
			TTHS	ATTRITION		RETENTION		
END OF STR	AUTH	FACES	%	CBT %	MILC %	REENL >/< GOAL	MIG IN >/< OUT	BNS A B C
0	0	0						
[illegible]	51	+51						%
[illegible]	518	+518						%
[illegible]	0							%

MALE/FEMALE		CONUS/OCONUS		MOS PREREQ		TRADEOFFS
MALE %	FEM %	CONUS %	OCONUS %	SCORE	POPUL %	

MOS 13T

BACKGROUND - New MOS for RPV Crewmember

Two lines on chart project 13T requirements with and without the FLIR. FLIR requirements were not available when data base was created

FLIR requirements do not improve grade feasibility problems

E7 positions are included in FLIR requirements

SYSTEMS - RPV with FLIR

ORGANIZATIONS - Target Acq Btry and Bn

Fielding of RPV is supposed to occur with transition from Tgt Acq Btry to a Battalion

TRAINING - New course will be initiated at Ft Sill

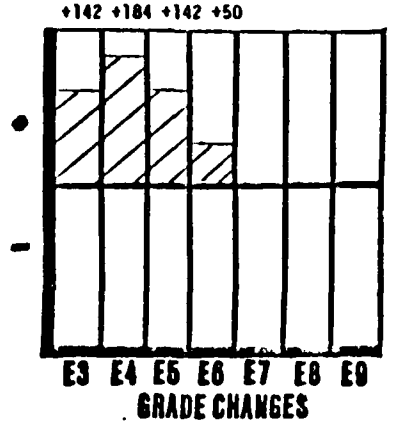
Sharp increases over first four years may create training constraint

SUPPORTABILITY CONLCUSIONS - Initial authorizations indicate that MOS will experience grade feasibility problems

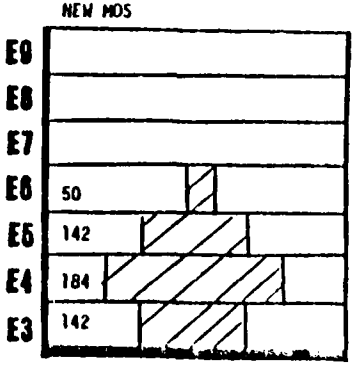
Supportability will depend upon ability of the Recruiting Command and school to meet initial requirements

*RECOMMENDATION - Grade structure should be reviewed to insure best possible structure is obtained

Plans for recruiting and training 13T must be completed and published as soon as possible

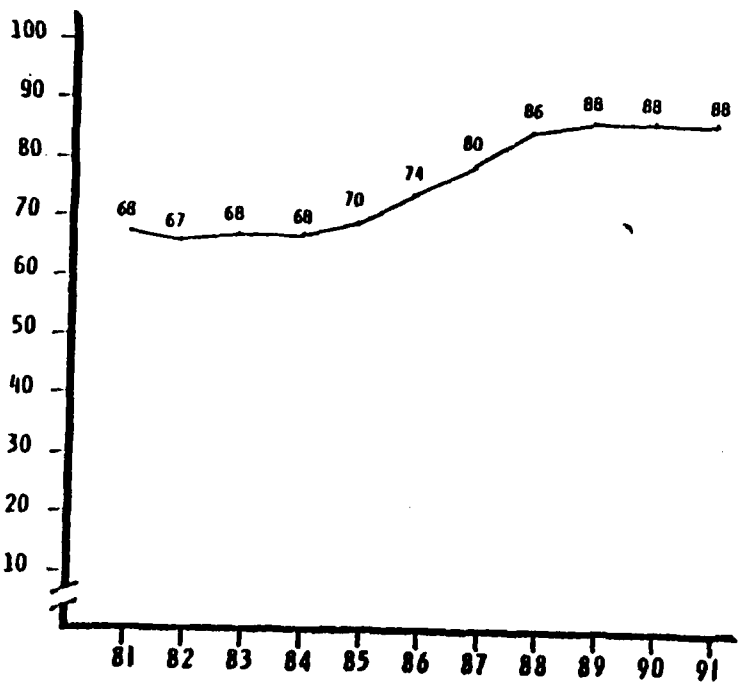


GRADE CHANGES



GRADE FEASIBILITY

13W
FIELD ARTILLERY
TARGET ACQUISITION SENIOR SERGEANT

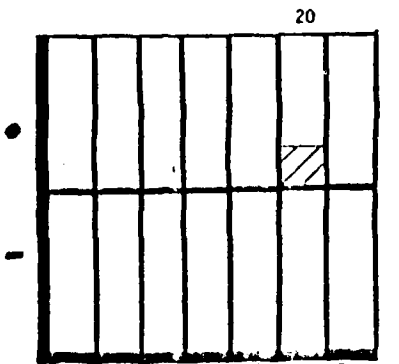


MOS			ACCESSION			TRAINING		
			CRIT SKILL	ED (%)	TNG PSM FILL %	CAP	TIME WKS	LEAD MOS
13W			-	-	-	-	-	-
			TTHS	ATTRITION		RETENTION		
CUR OPSTR	AUTH	FACES	%	CBS %	MISC %	REENL % (WITHIN / CAR)	MIG % (IN / OUT)	SRB A	SRB B	SRB C
31	68	37	5	-	-	100	1 / 2	-	-	-
(A"B"I	70	39	41	41	41	41	42	102 %		
(A"ALO2"I	88	57	60	60	60	60	61	107 %		
(A"ALO3"I	88	57	60	60	60	60	61	107 %		

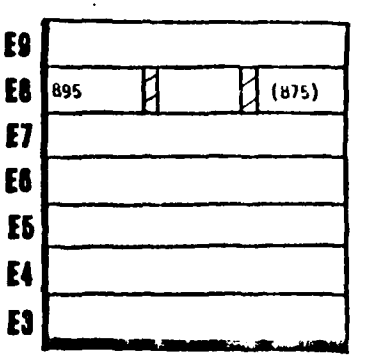
MALE/FEMALE		CONUS/OCONUS		MOS PREREQ		TRADEOFFS
MALE %	FEM %	CONUS %	OCONUS %	SCORE	POPUL %	
100	0	54	46	-	-	

MOS 13M

BACKGROUND	-	MOS is capper for the following target acquisition MOS's 17B, 17C, 82C and 93F MOS has traditionally been understrength Current strength is 54% Feeder MOS's at E7 level are less than 80% filled Increase due to conversion to Tgt Acq Bn's
SYSTEMS	-	No specific systems
ORGANIZATIONS	-	Target Acquisition Batteries at Dir Arty and new Tgt Acq Bn's
TRAINING	-	NA
SUPPORTABILITY CONCLUSIONS	-	MOS will remain understrength because of strengths in feeder MOS's
RECOMMENDATION	-	Shortages will have to be made up by grade subsitution which will compound the problem of existing shortages at E7 level. The long term solution is to improve the retention rates in feeder MOS's

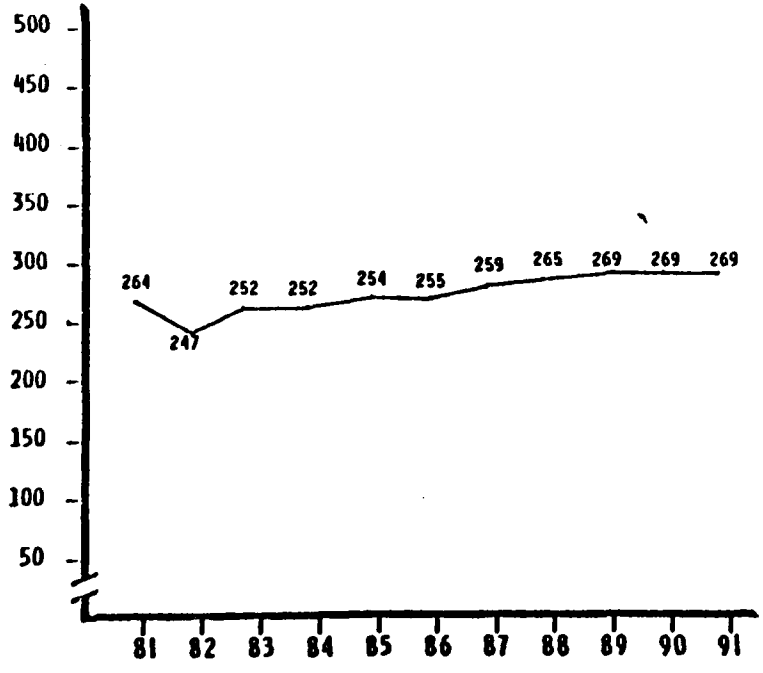


GRADE CHANGES



GRADE FEASIBILITY

13Y
CANNON/MISSILE SENIOR SERGEANT

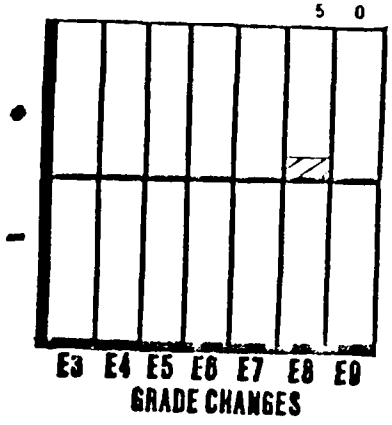


MOS			ACCESSION			TRAINING		
13Y			CBIT SKILL	ED (81)	TNGPER FILL %	CAP	TIME WKS	LEAD MOS
			-	-	-	-	-	-
			TTHS	ATTRITION		RETENTION		
CUR OPSTR	AUTH	FACES	%	CBS %	MISC %	REENL %	MIG IN / OUT	SRB A / B / C
169	264	95	6	-	-	96	0	- / - / -
[illegible]	256	87	93	93	93	97	97	111 %
[illegible]	266	97	104	104	104	108	107	110 %
[illegible]	265	96	102	102	102	106	105	109 %

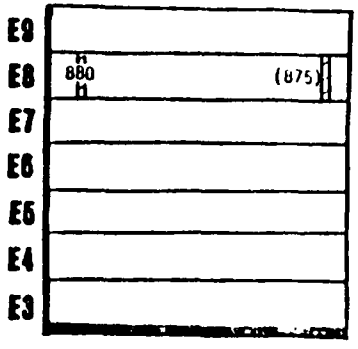
MALE/FEMALE		CONUS/OCONUS		MOS PREREQ		TRADEOFFS
MALE %	FEM %	CONUS %	OCONUS %	SCORE	POPUL %	
100	0	55	45	-	-	

MOS 13Y

BACKGROUND	-	Capper MOS for the following Cannon and Missile MOS's 13B, 13C, 13F, 15D, 15E and 15J MOS has traditionally been understrength Current strength is 64%
SYSTEMS	-	NA
ORGANIZATIONS	-	All FA Battalions and Div Arty
TRAINING	-	NA
SUPPORTABILITY CONCLUSIONS	-	MOS will remain understrength because feeder MOSs at E7 level are only 85% filled
RECOMMENDATION	-	Shortages will have to be made up by grade substitution which will adversely impact on existing shortage of E7. Long term solution is to improve retention rates in feeder MOS's

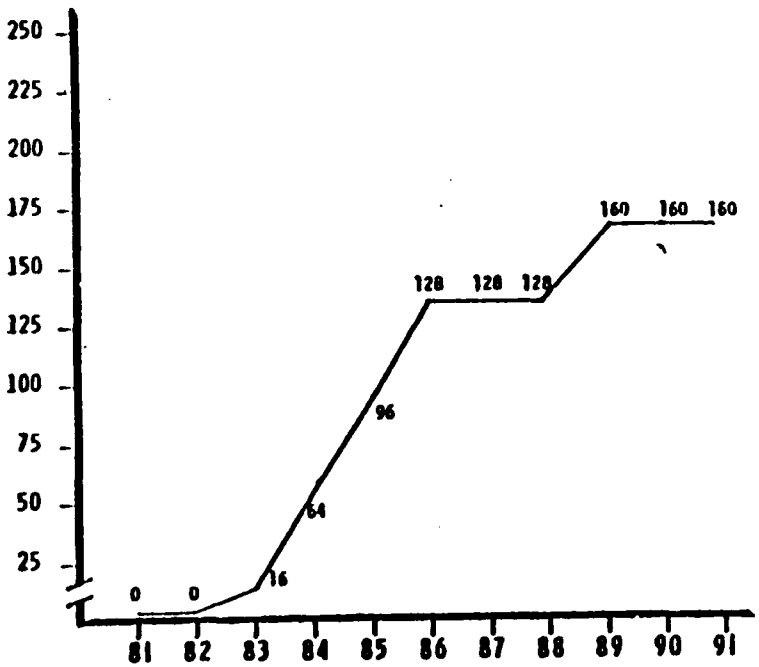


GRADE CHANGES



GRADE FEASIBILITY

15D
MLRS SERGEANT



MOS			ACCESSION			TRAINING		
15D			CRIT SKILL	ER (B)	TNGPERS FILL %	GAP	TIME WKS	LEAD MOS
			-	2.5	0	-	-	-
			TTHS	ATTRITION		RETENTION		
CUR OPSTR	AUTH	△ FACES	%	CBS %	MISC %	REENL % (ETTC / EAD)	MIG % (IN / OUT)	SRB A / B / C
25	0	-25	17	-	-	77	3	2 / 2 / 1
(A*E*)	96	71	86	86	86	112	105	148 %
(A*ALOE*)	160	135	163	163	163	209	196	145 %
(F*ALOE*)	830	805	970	970	970	1063	983	122 %

MALE/FEMALE		CONUS/OCONUS		MOS PREREQ		TRADEOFFS
MALE %	FEM %	CONUS %	OCONUS %	SCORE	POPUL %	
93	7	24	76	-	-	13M

MOS 15D

BACKGROUND - 13M personnel convert to this MOS at E6 level

No requirements for this MOS until MLRS is fielded

MOS is SIMOS with 76% of personnel stationed overseas

13M and 15D E5 authorizations are almost equal to E6 authorizations

High migration of 13% out of MOS

SYSTEMS - Crew chief for MLRS

ORGANIZATION - One battery with 9 launchers per GS battalion

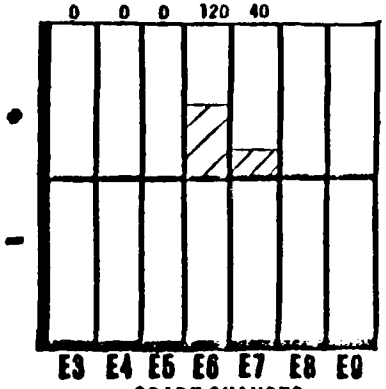
TRAINING - A four week course for cadre personnel will be conducted at Ft Sill in conjunction with deployment schedules

SUPPORTABILITY CONCLUSIONS - Grade imbalance problems have been recognized by the Field Artillery School and recommendations have been made to correct problems

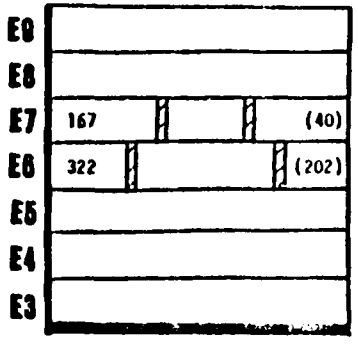
Increased requirements for Div 86 will increase SIMOS problems

SIMOS situation is contributing factor to high migration out of MOS

RECOMMENDATION - SIMOS problems are created by the requirements for 15D personnel in the Lance Battalions. Additional CONUS CONUS positions should be established to alleviate SIMOS situation

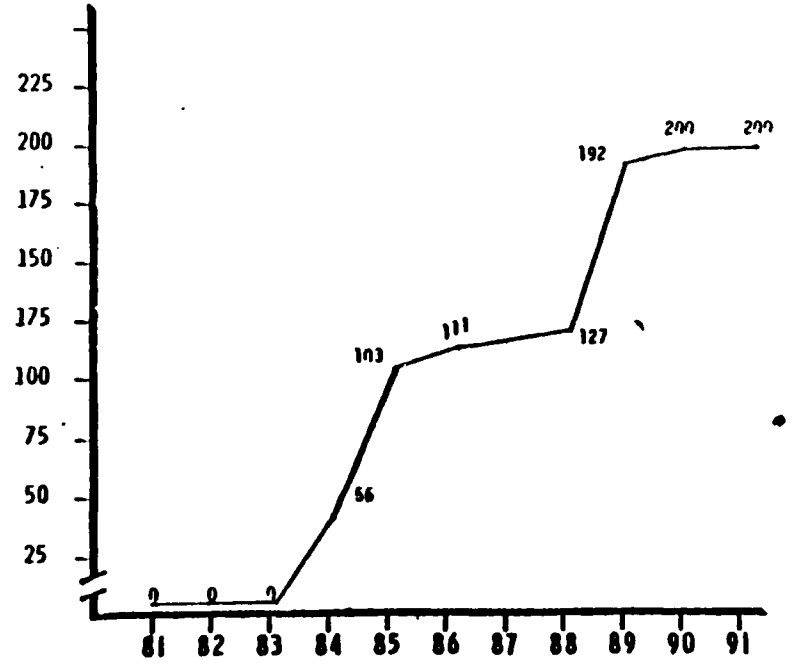


GRADE CHANGES



GRADE FEASIBILITY

17M
REMOTE SENSOR OPERATOR

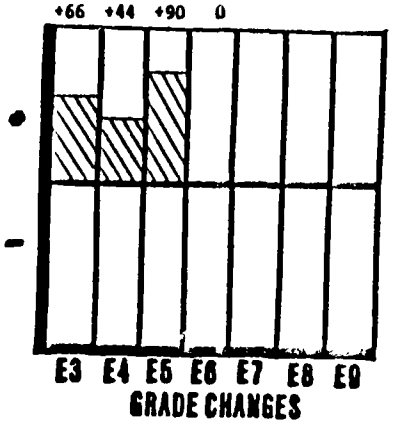


MOS			ACCESSION			TRAINING		
17M			CRIT SKILL	ED (AI	TNGPOP FILL %	CAP	TIME WKS	LEAD MOS
			—		100		5	27
			TTHS	ATTRITION		RETENTION		
SUB OPSTA	AUTH	FACES △	%	CBT %	MISC %	REENL $\frac{\text{ENTER}}{\text{ELIG}}$	MIG $\frac{\text{IN}}{\text{OUT}}$	SRB A B C
10	0	-10	9	5	8	$\frac{26}{67}$	$\frac{1}{10}$	
[illegible]	103	+93	103	105	109	268	276	297 %
[illegible]	200	+190	209	213	218	562	579	304 %
[illegible]	120	+110	121	123	126	382	392	356 %

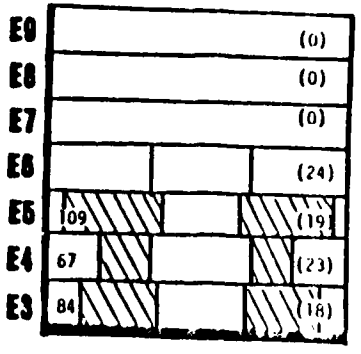
MALE/FEMALE		CONUS/OCONUS		MOS PREREQ		TRADEOFFS
MALE %	FEM %	CONUS %	OCONUS %	SCORE	POPUL %	
100	0	70	30	ELBS SC95	77 36	

MOS 17M

BACKGROUND	-	116% strength World-wide
		Each division requires 20+ 17M
		Performs as operator and organizational maintainer
		Grade infeasible E4-E5
SYSTEMS	-	Remotely Monitored Battlefield Sensor System (REMBASS)
ORGANIZATIONS	-	MI CO (CEWI)
		MI BN (CEWI)
TRAINING	-	Increase when REMBASS is fielded, may constrain tng base
		24% course attrition
SUPPORTABILITY CONCLUSIONS	-	MOS in holding status awaiting fielding of REMBASS
		Qualified NCO's may ETS or ask for reclass if fielding of REMBASS stretches out
RECOMMENDATION	-	NONE

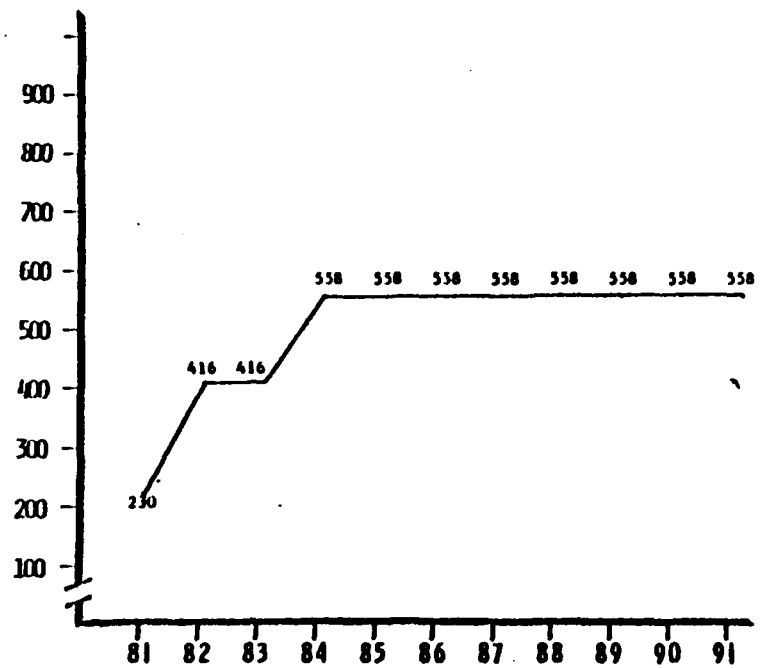


GRADE CHANGES



GRADE FEASIBILITY

27E
TOW/DRAGON REPAIRER

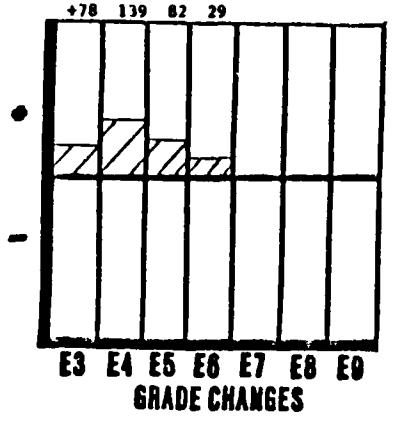


MOS			ACCESSION			TRAINING		
27E			CRIT SKILL	ED (RI	TNGPCN FILL %	CAP	TIME WKS	LEAD MOS
					101		12	28
			TTHS	ATTRITION		RETENTION		
CUR OPSTR	AUTH	△ FACES	%	CBS %	MISC %	REENL 1STTM / CAR	MIG IN / OUT	SRB A / B / C
153	230	+77	23	29	15	34 / 59	2 / 2	1 / 1 / 0
[illegible]	558	+405	526	551	563	1147	1147	283 %
[illegible]	558	+405	526	541	547	1128	1129	279 %
[illegible]	608	+455	591	621	634	1300	1300	286 %

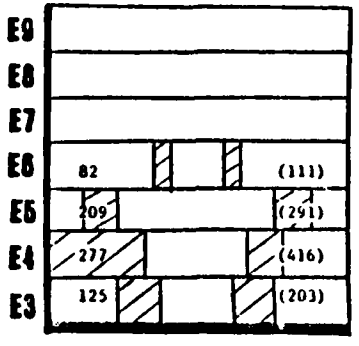
MALE/FEMALE		CONUS/OCONUS		MOS PREREQ		TRADEOFFS
MALE %	FEM %	CONUS %	OCONUS %	SCORE	POPUL %	
97	3	50	50	EL95	51	

MOS 27E

BACKGROUND	-	Requirements for this MOS increased by more than 100% for FY81 - FY84. In view of the fact that this MOS is already understrength, there appear to be substantial problems ahead
SYSTEMS	-	TOW/DRAGON TOW/DRAGON Night Sights
ORGANIZATIONS	-	Armor, Mech and Cav Units
TRAINING	-	High attrition rates. Possibly the requisit EL score is too low. Reenlistment low
SUPPORTABILITY CONCLUSIONS	-	Not supportable at this time
RECOMMENDATIONS	-	Increase entry score, increase re-up bonus and more emphasis on recruiting



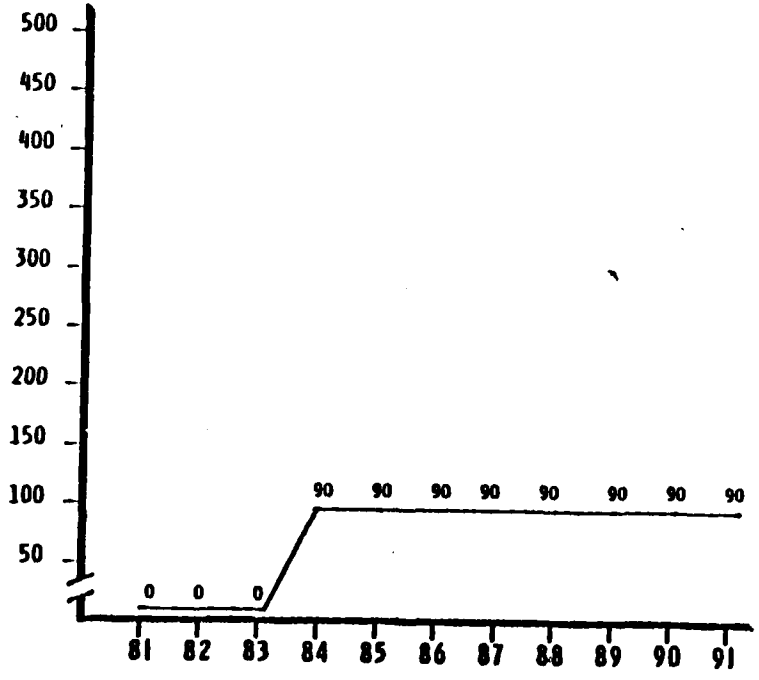
GRADE CHANGES



GRADE FEASIBILITY

27N

FAAR REPAIRER

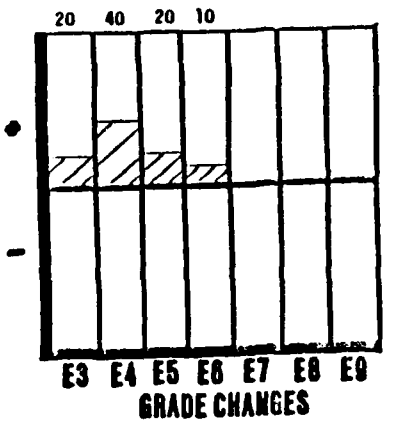


MOS			ACCESSION			TRAINING		
			CRIT SKILL	ED (%)	THRPGH FILL %	CAP	TIME WKG	LEAD MOS
27N			-	-	99	-	23	31
			TTHS	ATTRITION		RETENTION		
CUR OPSTR	AUTH	FACES	%	CBS %	MISC %	REENL % (WITH CAR)	MIG % (IN / OUT)	SRB A	SRB B	SRB C
			34	34	12	37 97	4 1	1	1	0
(A"B")		90	136	146	149	342	339	377 %		
(A"ALOB")		90	136	146	149	342	339	377 %		
(B"ALOB")	0							%		

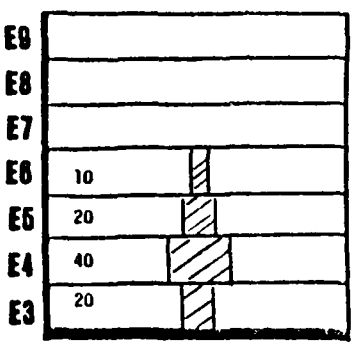
MALE/FEMALE		CONUS/OCONUS		MOS PREREQ		TRADEOFFS
MALE %	FEM %	CONUS %	OCONUS %	SCORE	POPUL %	
95	5	55	45	95	51	27FN2 PSN become new MOS 27N PSN

MOS 27N

BACKGROUND	-	New MOS Increase in requirements are previous 27FN2 requirements MOS also supports light division and non divisional systems
SYSTEMS	-	No additional or new systems
ORGANIZATIONS	-	Restructured MSL/WPN Sys Spt Co
TRAINING	-	Equipment oriented
SUPPORTABILITY CONCLUSIONS	-	TTHS, attrition and retention rates of MOS 27F were used for 27N. A shortage in grade E5/E6 is projected upon completion of reclassification
RECOMMENDATION	-	Take action to improve promotion opportunity to grades E5/E6

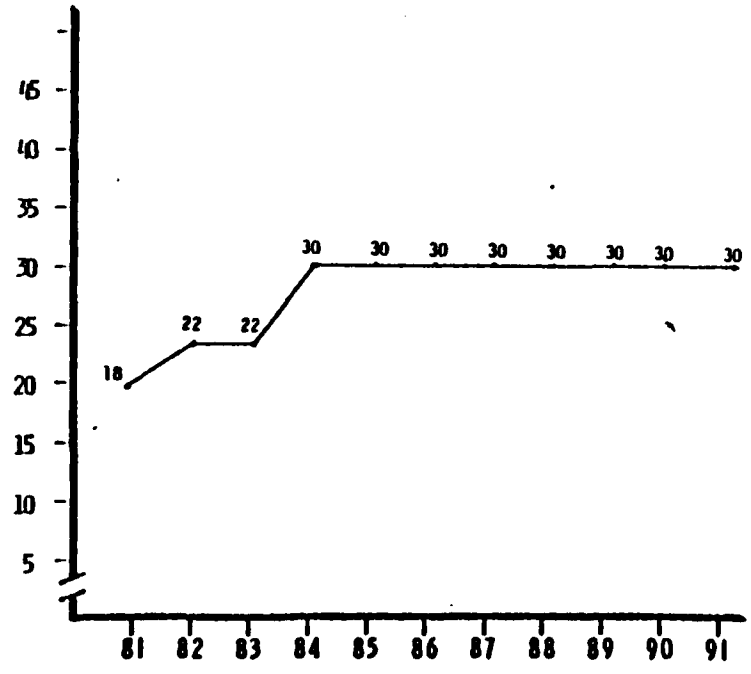


GRADE CHANGES



GRADE FEASIBILITY

27Z
BAL/LC/LAD SYSTEMS MAINTENANCE CHIEF

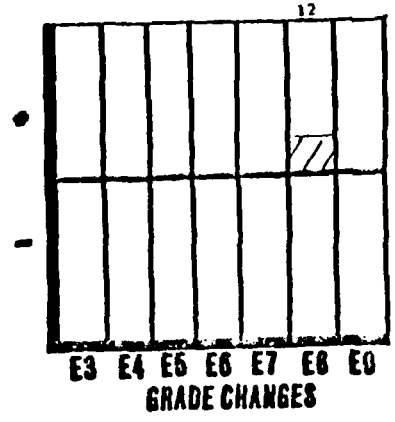


MOS	ACCESSION			TRAINING		
	CRIT SKILL	ED INI	TNGPLN FILL %	CAP	TIME WKS	LEAD MOS
27Z	--	--	92	--	--	--
	TTHS	ATTRITION		RETENTION		
CUR OPSTR / AUTH / FACES	%	CBS %	MISC %	REENL % (WITHIN / LATE)	MIG % (IN / OUT)	BAB A / B / C
11 / 18 / 7	.6	--	--	NA/91	0/0	- / - / -
("T") / 30 / 19	20	--	--	22	--	116 %
("ALOE") / 30 / 19	20	--	--	22	--	116 %
("ALOE") / 20 / 9	10	--	--	11	--	122 %

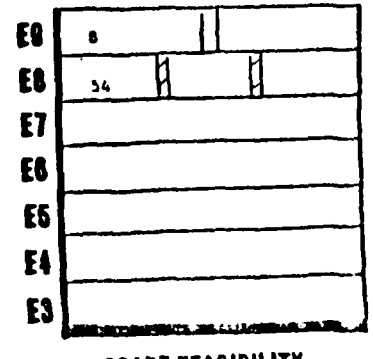
MALE/FEMALE		CONUS/OCONUS		MOS PREREQ		TRADEOFFS
MALE %	FEM %	CONUS %	OCONUS %	SCORE	POPUL %	
100	0	67	33	--	--	CAPPER MOS FOR CMF 27

MOS 27Z

BACKGROUND	-	Capper MOS for CMF 27 Increases driven by organization and equipment changes that increase requirements in CMF 27 Current operating strength (71%)
SYSTEMS	-	Land combat and light Air Defense Systems
ORGANIZATIONS	-	Restructure MSL/WPN Sys Spt Co
TRAINING	-	NA
SUPPORTABILITY CONCLUSIONS	-	MOS requirements increase by 280% over current operating strength in 3 years Increase will aggravate shortage within MOS unless immediate action is taken
RECOMMENDATION	-	Take action to improve promotion to grade E8 within CMF 27 in FY82/84

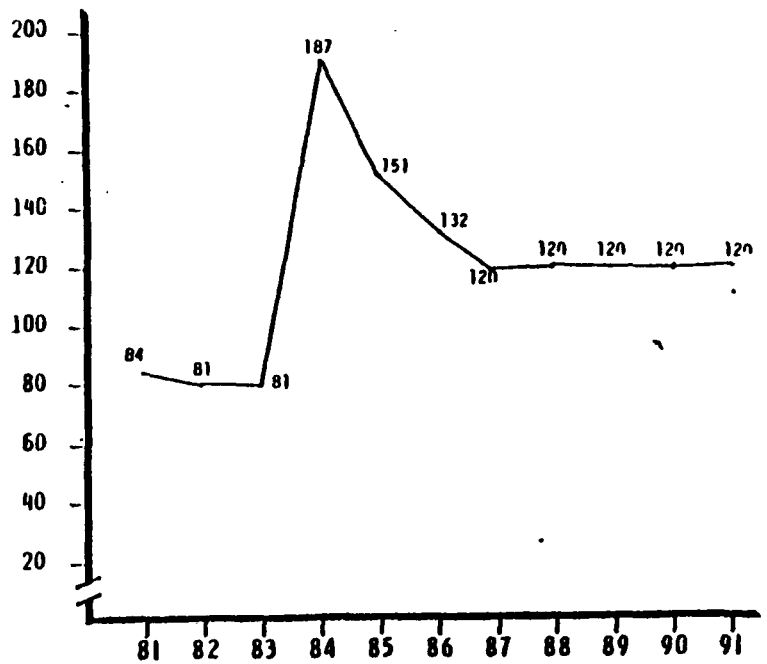


GRADE CHANGES



GRADE FEASIBILITY

31S
FIELD GENERAL COMSEC REPAIRER



MOS			ACCESSION			TRAINING		
31S			CRIT SKILL	ED (BI	THSPRP FILL %	CAP	TIME WKS	LEAD MOS
					94		32	33
			TTHS	ATTRITION		RETENTION		
CUR OPSTR	AUTH	FACES △	%	CRS %	MISC %	REENL %	MIG % IN / OUT	SRB A / B / C
111	84	-27	21	31	11	51 / 76	5 / 4	1 / /
(A"3"))	151	40	51	81	90	126	125	313 %
(A"ALOE"))	120	9	11	33	39	54	54	595 %
(T"ALOE"))	260	149	189	228	239	338	337	225 %

MALE/FEMALE		CONUS/OCONUS		MOS PREREQ		TRADEOFFS
MALE %	FEM %	CONUS %	OCONUS %	SCORE	POPUL %	
96	4	50	50	ELIIS	10	

MOS 31S

BACKGROUND - Operating @ 99%

Div Sig Bn increases by 176 spaces (30 overall). Div 86 increases a total of 176 spaces

TTHS high 21%

High score required EL-115

SYSTEMS - *Field Comsec Systems*; Vinson; KW-7 etc

ORGANIZATIONS - Div Sig Bn

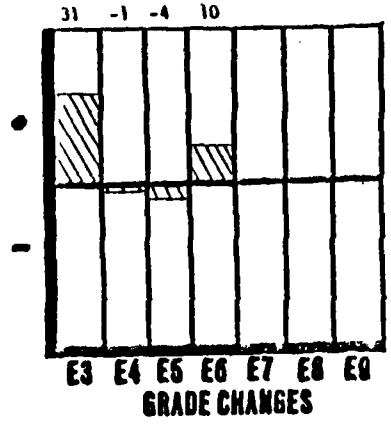
Maintenance Bn

TRAINING - Training time is long 32 wks

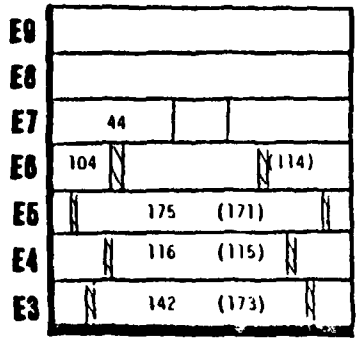
Attrition is high - 31%

SUPPORTABILITY CONCLUSIONS - Not supportable. The requirement is probably misstated. The Comsec Logistics Study still not finalized, gives DISCOM the DS Maint Role for all Division Comsec. The SIG Bn would still repair organic equip. Since the Comsec Logistics Study has yet to be finalized it is questionable how many spaces 31S will increase or decrease. A Signal school study to reduce training time is currently being staffed and should reduce the TTHS substantially if implemented. Div 86 critical

RECOMMENDATION - NONE

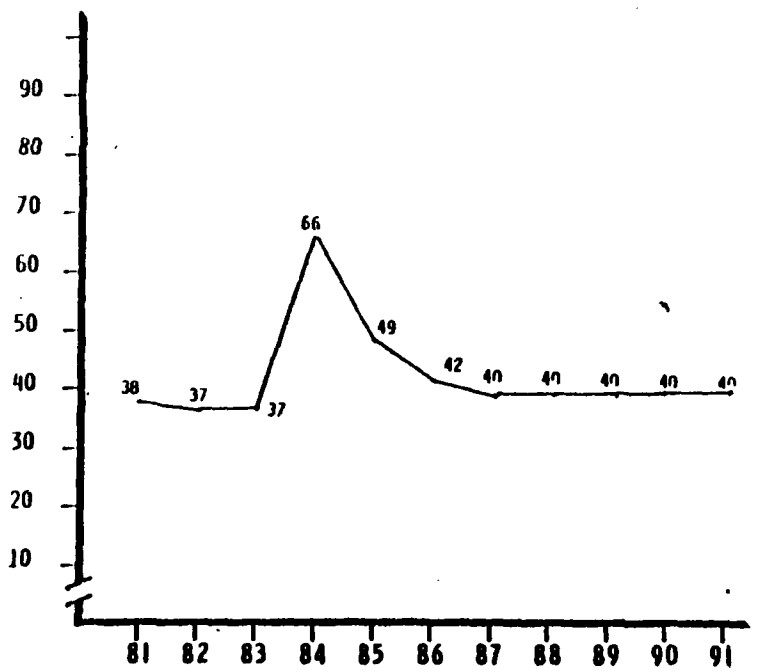


GRADE CHANGES



GRADE FEASIBILITY

31T
FIELD SYSTEMS COMSEC REPAIRER

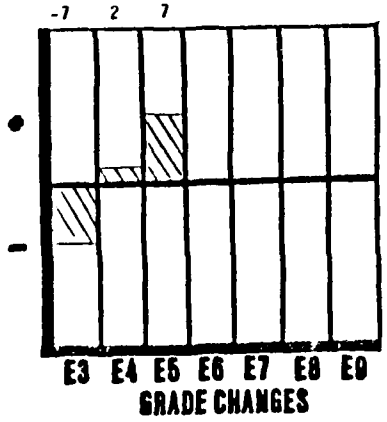


MOS			ACCESSION			TRAINING		
31T			CRIT SKILL	EB IRI	TNG PSM FILL %	CAP	TIME WKS	LEAD MOS
					51		33	34
			TTHS	ATTRITION		RETENTION		
CUR OP STR	AUTH	FACES	%	CBS %	MISC %	REENL % (ARMY / CAR)	MIG % (IN / OUT)	SRB A	SRB B	SRB C
30	38	8	32	42	7	10[1] / 33	10 / 3	1	1	
[illegible]	49	19	28	34	34	24	23	120 %		
[illegible]	40	10	15	16	16	14	14	130 %		
[illegible]	40	10	15	16	16	-6	-7	-67 %		

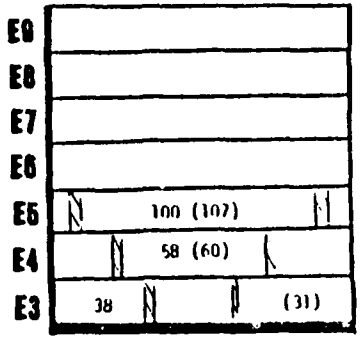
MALE/FEMALE		CONUS/OCONUS		MOS PREREQ		TRADEOFFS
MALE %	FEM %	CONUS %	OCONUS %	SCORE	POPUL %	
95	5	40	60	EL105	26	

MOS 31T

BACKGROUND	-	Operating @ 82% TTHS is high SIMOS MOS 60% CONUS Retention for careerist is low 33% Migration in is high 10% Training fill is low 51% Merges into 31S @ E6 Grade infeasible
SYSTEMS	-	Tactical Comsec equip
ORGANIZATIONS	-	Div Sig Bn Div Maint Bn
TRAINING	-	Training time is long - 33wks Currently attrition is high 42% Training fill is low 51%
SUPPORTABILITY CONCLUSIONS	-	Not supportable. The MOS is not supportable as presently configured. The space requirements which, will decrease or increase as a result of the Comsec Logistics Study have not been finalized. (see also 31S). There is an anticipated training shortfall of at least 59% (102 reservations/247 programed). This MOS is currently being studied at the Signal school for possible major changes. Div 86 critical
RECOMMENDATION	-	NONE

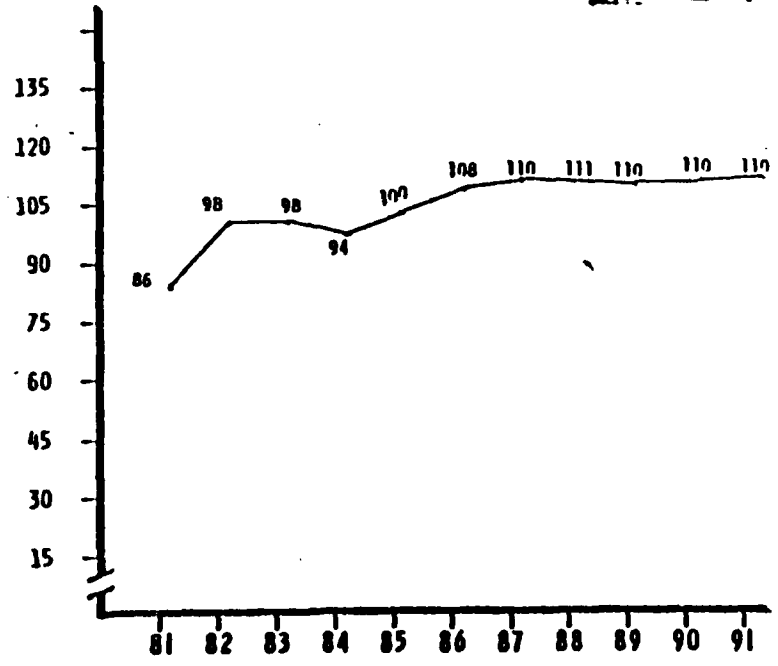


GRADE CHANGES



GRADE FEASIBILITY

33S
EW/INTEP SYSTEMS REPAIRER

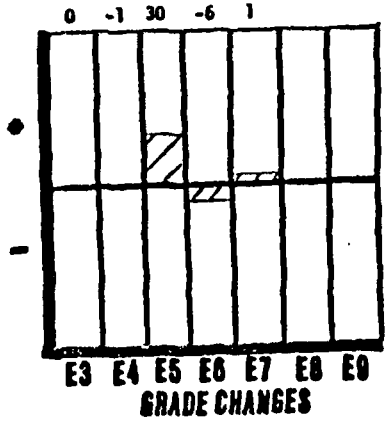


MOS	ACCESSION			TRAINING		
	CRIT SKILL	ED IRI	TNGPLN FILL %	CAP	TIME WKS	LEAD MOS
33S	-		99	✓	35	34
	TTHS	ATTRITION		RETENTION		
CUR OPSTR / AUTH / FACES	%	CBS %	MISC %	REENL % (WITHIN / CAN)	MIG % (IN / OUT)	SRB A / B / C
48 / 86 / +38	38	30	10	35/87	7/1	5 / 5 / 1
[illegible] / 100 / +52	84	80	79	83	80	152 %
[illegible] / 110 / +62	100	96	95	111	107	172 %
[illegible] / 270 / +222	359	354	353	444	431	194 %

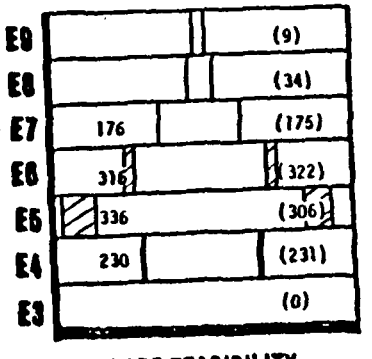
MALE/FEMALE		CONUS/OCONUS		MOS PREREQ		TRADEOFFS
MALE %	FEM %	CONUS %	OCONUS %	SCORE	POPUL %	
99	1	51	49	SC95	36	

MOS 33S

BACKGROUND	-	35% 1st term re-up rate
		Only MOS in CMF 33
		Repairs all EW equipment at both tactical and strategic level
		70% strength world-wide
		Grade infeasible E4-E5, Div 86 aggravates problem at E5
SYSTEMS	-	TRAILBLAZER, TEAMPACK, QUICKFIX TACJAM
ORGANIZATIONS	-	MI Bn (CEWI)
TRAINING	-	Tng base constrained
		Output not close to requirements
		34 week tng time
		30% attrition
SUPPORTABILITY CONCLUSIONS	-	MFIP priority hurts CEWI
		Of 70% strength - 53% E5 49% E6
		Supportability to Div 86 not likely
		Study to determine if 33S should be broken up into 3 or more MOS in progress
		High civilian demand
RECOMMANDATION	-	Unable to reenlist 1st termers-may have to pay more than current max re-up rate allows

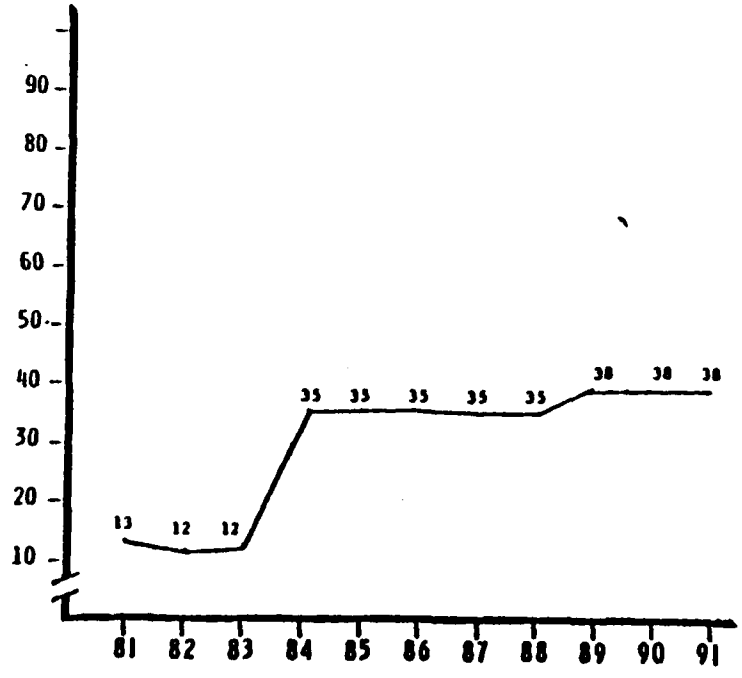


GRADE CHANGES



GRADE FEASIBILITY

35U
BIOMED EQUIPMENT SPECIALIST (ADVANCED)



MOS			ACCESSION			TRAINING		
35U			CRIT SKILL	ED IRI	TNGPLN FILL %	CAP	TIME WKS	LEAD MOS
			TTHS	ATTRITION		RETENTION		
CUR OPSTR	AUTH	FACES △	%	CBS %	MISC %	REENL %	MIG %	SRB
						SOTEN / SAR	IN / OUT	A B C
8	13	+5	6	13	4	- / 57	2 / 0	1 1 0
[illegible]	35	+27						%
[illegible]	38	+30						%
[illegible]	38	+30						%

MALE/FEMALE		CONUS/OCONUS		MOS PREREQ		TRADEOFFS
MALE %	FEM %	CONUS %	OCONUS %	SCORE	POPUL %	
97	3	73	27	-	-	

MOS 35U

BACKGROUND - MOS increases 25 spaces (192%) for Div 86 organization

World-wide operating strength 91%

Div 86 units operating strength 62%

Low density MOS

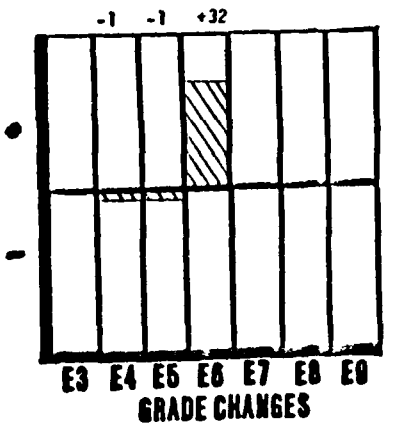
SYSTEMS - NA

ORGANIZATIONS - Restructure of the DISLOM to include FWD Spt Bn put 1 E6 in ea Fwd Spt Bn

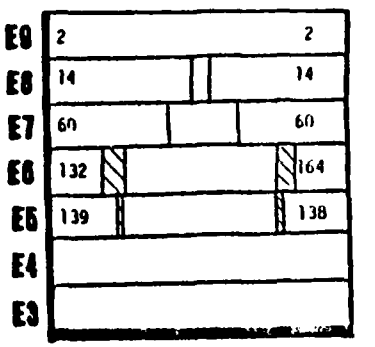
TRAINING - Course completion rate 83%

SUPPORTABILITY CONCLUSIONS - MOS appears unsupportable in the current grade structure. The reduction of all E5 and the elimination of the 35G MOS created a SGA that may not be supportable

RECOMMENDATIONS - Consideration be given to restructure the TOE to include the E5 35U, to relieve some of the pressure of trying to grow instant 35U30

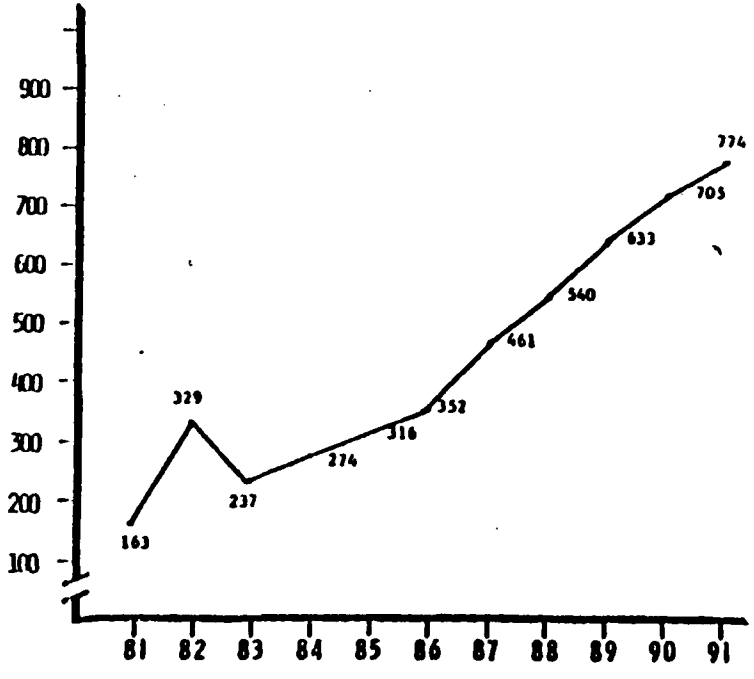


GRADE CHANGES



GRADE FEASIBILITY

45T
ITV/IFV/CFV TURRET MECHANIC



MOS			ACCESSION			TRAINING		
45T			CRIT SKILL	ED INI	THEPSM FILL %	CAP	TIME WKS	LEAD MOS
					97		8	27
			TTHS	ATTRITION		RETENTION		
CUR OPSTR	AUTH	FACES	%	CBS %	MISC %	REENL %	MIG %	ARB
						100	1	A B C
71	163	+92	46	25	9	100	1	2 1 0
[illegible]	316	+245	454	475	482	482	482	197 %
[illegible]	774	+703	1302	1366	1385	1385	1385	197 %
[illegible]	791	+720	1334	1408	1430	1430	1430	199 %

MALE/FEMALE		CONUS/OCONUS		MOS PREREQ		TRADEOFFS
MALE %	FEM %	CONUS %	OCONUS %	SCORE	POPUL %	
100	0	12	88	2490	50	

MOS 45T

BACKGROUND - The requirements for 45T increase as the Bradly Fighting Vehicles fielded. Much of the support for this MOS will come from reclassified MOS 45N

SYSTEMS - ITV

Bradley Fighting Vehciles

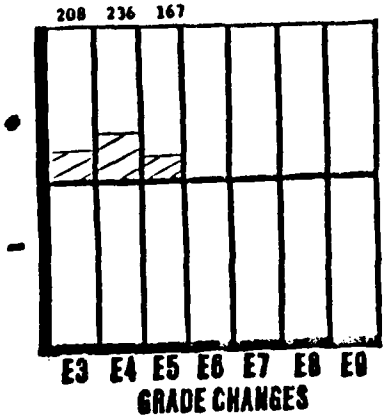
ORGANIZATIONS - Mech Bns

Cav Units

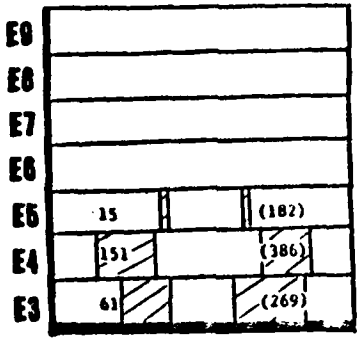
TRAINING - Initial Entry Training as base is expanded. NETT training for personnel is field. Attrition rate appears high for just classes. Improved grade feasibility under Div 86

SUPPORTABILITY CONCLUSIONS - The ability to recruit, train and retain desired numbers of quality personnel will determine overall supportability of this MOS

RECOMMENDATION - NONE

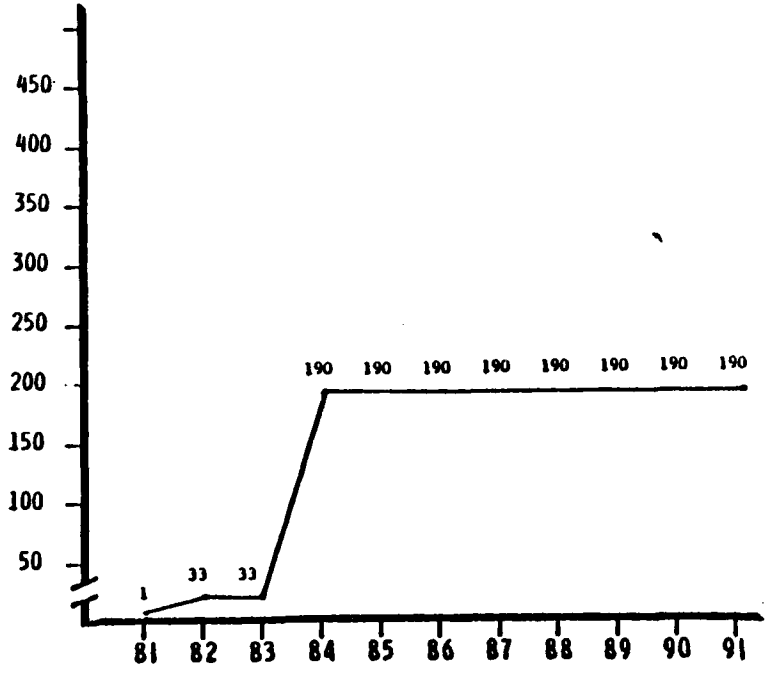


GRADE CHANGES



GRADE FEASIBILITY

45G
FIRE CONTROL SYSTEMS REPAIRER

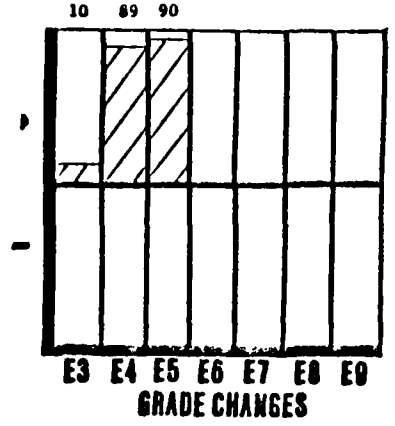


MOS			ACCESSION			TRAINING		
45G			CBIT SKILL	EB IN1	THEPGM FILL %	CAP	TIME WKS	LEAD MOS
					97		29	33
			TTHS	ATTRITION		RETENTION		
CUR OPSTR	AUTH	△ FACES	%	CBS %	MISC %	REENL % 13TTH / EAR	MIG % IN / OUT	SRB A / B / C
0	1	+1	47	42	14	62 / 67	13 / 1	2 / 1 / 0
IA"T"I	190	+190	359	366	367	472	450	237 %
IA"AL02"I	190	+190	359	366	367	472	450	237 %
IT"AL01"I	0							%

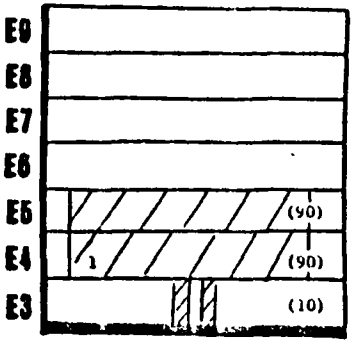
MALE/FEMALE		CONUS/OCONUS		MOS PREREQ		TRADEOFFS
MALE %	FEM %	CONUS %	OCONUS %	SCORE	POPUL %	
96	4	50	50	EL95	51	

MOS 45G

BACKGROUND	-	This is a new system (1 Sep 81), specific MOS split-out from 34G MOS 34Y was also splitpout as Field Artillery Computer Repairer. The 45G performs and supervises direct and general support maintenance on combat vehicle fire control systems and related test equipment. Increase in requirements for this MOS reflects the number of tank systems in the inventory during the Div 86 transition period
SYSTEMS	-	Laser Rangefinder Electronic Ballistic Computers Tank Thermal sights Ground Laser Locator Designators
ORGANIZATIONS	-	Maint Bn's, Mech and Armor Bn's
TRAINING	-	Long course and very high attrition rates Migration into MOS is fairly high reflecting SRB. Re-up rate is good
SUPPORTABILITY CONCLUSIONS	-	Unless more emphasis is placed on recruiting and retention this MOS is not supportable. Since migration to 45G is good,more emphasis might be concentrated in this area. Grade feasibility should be monitored closely. Could become a SIMOS problem
RECOMMENDATION	-	NONE

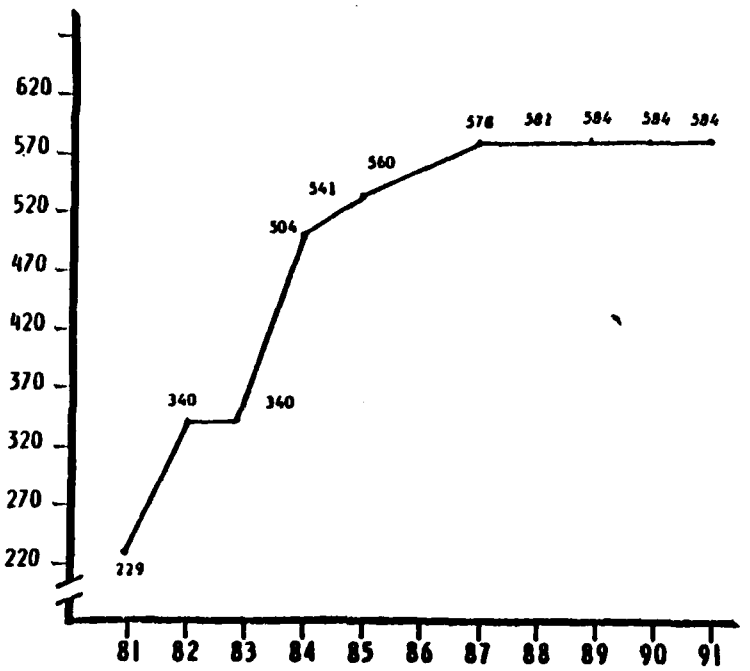


GRADE CHANGES



GRADE FEASIBILITY

52C
UTILITY EQUIPMENT REPAIRER

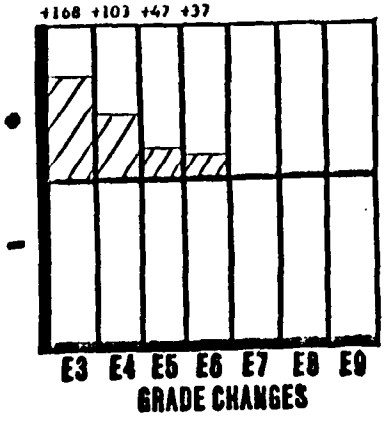


MOS			ACCESSION			TRAINING		
			CRIT SKILL	ED (RI	TNGPSE FILL %	CAP	TIME WKS	LEAD MOS
52C			-	-	101	-	11	28
			TTHS	ATTRITION		RETENTION		
CUR OPSTR	AUTH	△ FACES	%	CBS %	MISC %	REENL % 1ST TM / CAR	MIG % IN / OUT	SRB A / B / C
208	229	+21	9	21	9	28 / 47	3 / 1	- / - / -
18"B"1	541	333	366	406	421	1187	1181	354 %
18"AL82"1	584	+376	414	459	475	1341	1333	355 %
19"AL81"1	650	+442	486	523	537	1561	1552	351 %

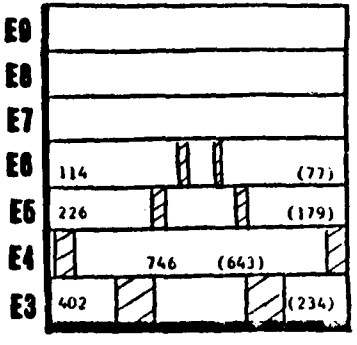
MALE/FEMALE		CONUS/OCONUS		MOS PREREQ		TRADEOFFS
MALE %	FEM %	CONUS %	OCONUS %	SCORE	POPUL %	
95	5	50	50	GM90	50	

MOS 52C

BACKGROUND	-	Div 86 MOS requirements increase by 155% (355 spaces) 1st termer and careerist reenlistment rates are considerably below the Army-wide average MOS is approching SIMOS at 50% MOS is grade infeasible Feeds into MOS 62B at E7
SYSTEMS	-	Bottle cleaning, charging station; AN/TAM-4 (primary system causing plus-up)
ORGANIZATIONS	-	NA
TRAINING	-	Course completion rate is 79% Bordering capacity constraint due to lack of instructors
SUPPORTABILITY CONCLUSIONS	-	NONE
RECOMMENDATION	-	NONE

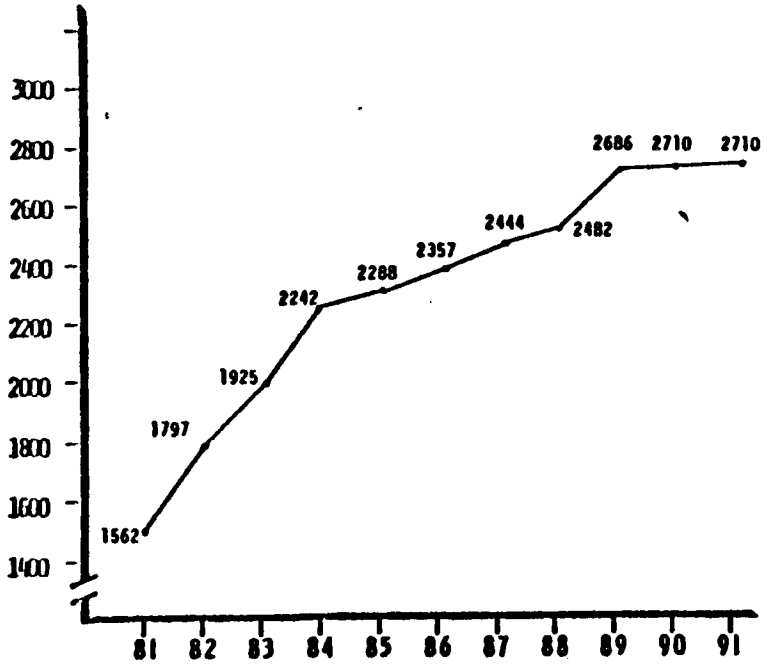


GRADE CHANGES



GRADE FEASIBILITY

54E
NBC SPECIALIST



MOS			ACCESSION			TRAINING		
			CRIT SKILL	ED (RI	TNGPER FILL %	CAP	TIME WKS	LEAD MOS
54E			-	2.5	101	-	9	28
			TTHS	ATTRITION		RETENTION		
CBR OPSTR	AUTH	FACES	%	CBR %	MISC %	REENL %	MIG IN % OUT	SRB A B C
1,621	1,562	-59	6	13	11	70 77	18 0	3 2 0
[illegible]	2,288	+667	703	677	656	1014	894	134 %
[illegible]	2,710	+1089	1147	1137	1128	1462	1266	116 %
[illegible]	2,901	+1380	1453	1439	1427	1871	1623	118 %

MALE/FEMALE		CONUS/OCONUS		MOS PREREQ		TRADEOFFS
MALE %	FEM %	CONUS %	OCONUS %	SCORE	POPUL %	
85	15	53	47	ST90	46	

MOS 54E

BACKGROUND -

Chemical Corps revitalization began FY79

FY79 NBC Defense Co start activations

FY80 first authorizations for E5 company level NBC NCO

Increases due to increase in 52C NBC Defense Co, addition of M12A1 decon App and one 54E to all Bn size units, addition of recon element to Cav Sqdn

SYSTEMS -

M12A1 SK-D mounted Decon Apparatus

ORGANIZATIONS -

NBC Def Co

Cav Sqdn, Recon Plt

All Co sized units

All Bn, Bde and Division HQ

TRAINING -

School capacity should support increase

SUPPORTABILITY CONCLUSIONS -

Supportable only thru extensive grade substitution

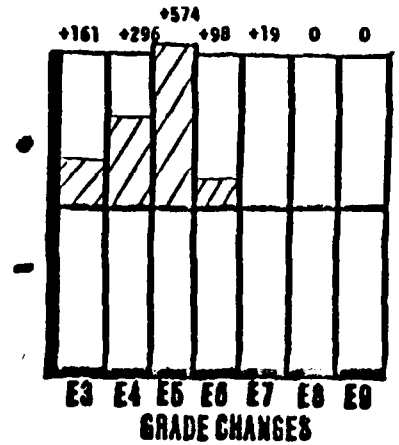
MOS is grade infeasible at E5

RECOMMENDATION -

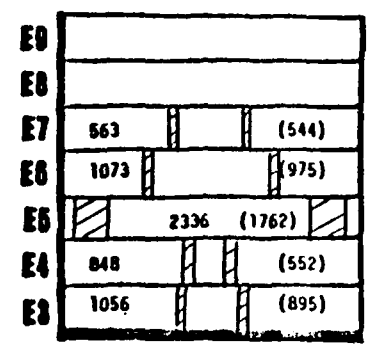
MOS sturcture be revised to alleviate E5 grade infeasibility

Reevaluation of new structure

A shortage of Decon Apparatus may slow down increase in E4 requirements

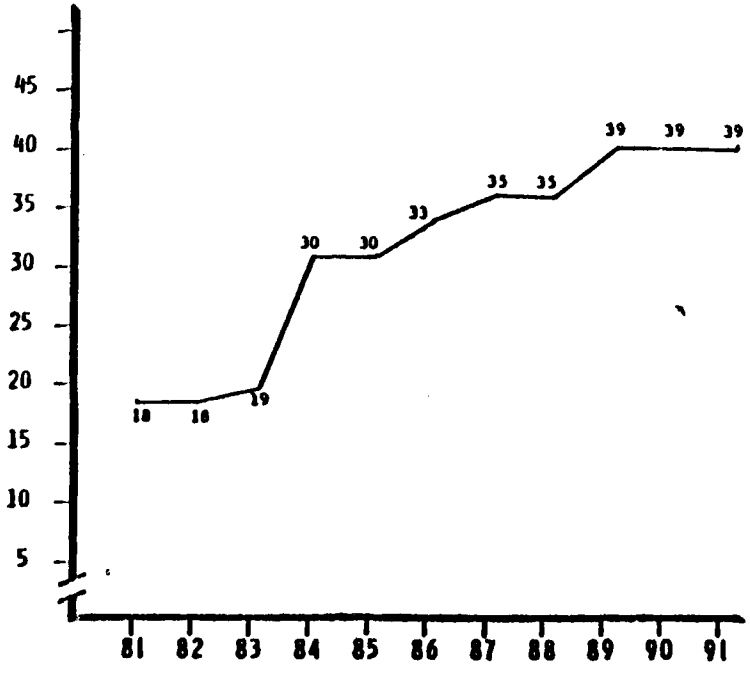


GRADE CHANGES



GRADE FEASIBILITY

54Z
CHEMICAL SENIOR SERGEANT

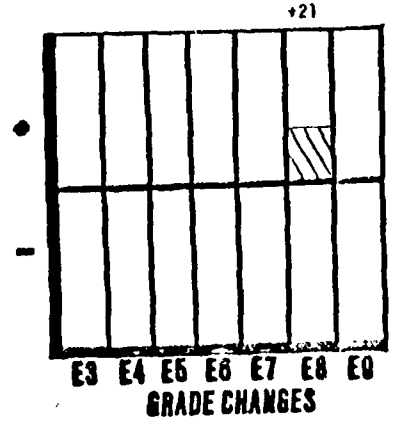


MOS			ACCESSION			TRAINING		
54Z			CMIT SKILL	ED INI	THGPGL FILL %	CAP	TIME WKS	LEAD MOS
			TTHS	ATTRITION		RETENTION		
CUR OPSTR	AUTH	FACES	%	CBT %	MISC %	REENL %	MIG %	SRB A B C
8	18	+10	5	-	-	-/100	0/0	
[illegible]	30	+22	24				0	100 %
[illegible]	38	+31	33				0	100 %
[illegible]	0	-9					0	100 %

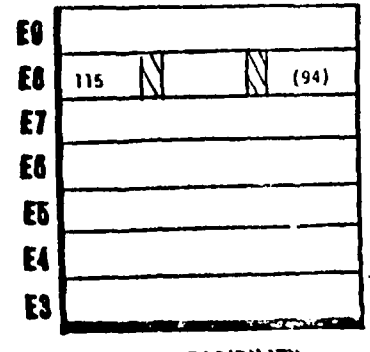
MALE/FEMALE		CONUS/OCONUS		MOS PREREQ		TRADEOFFS
MALE %	FEM %	CONUS %	OCONUS %	SCORE	POPUL %	
100	0	100	0	-	-	

MOS 54Z

BACKGROUND	-	This is a capper MOS for CMF 54
SYSTEMS	-	NA
ORGANIZATIONS	-	NBC Defense Co Div Hq
TRAINING	-	NA
SUPPORTABILITY CONCLUSIONS	-	FYB4 increase will be difficult to support other than through grade subsistution
RECOMMENDATIONS	-	NONE

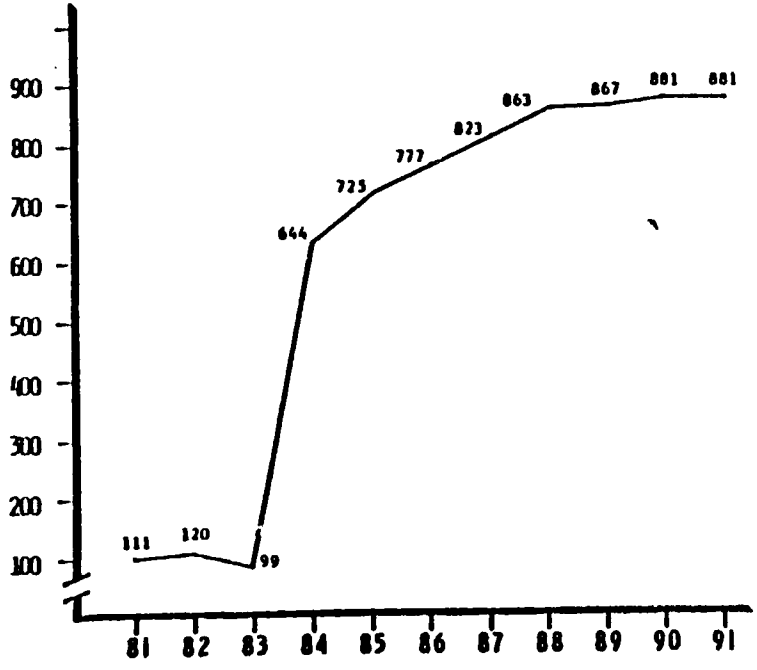


GRADE CHANGES



GRADE FEASIBILITY

55B
AMMUNITION SPECIALIST



MOS			ACCESSION			TRAINING		
55B AMMO SPEC			CRIT SKILL	ED IBI	ENGPGE FILL %	CAP	TIME WKS	LEAD MOS
					109/		5	27
			TTHS	ATTRITION		RETENTION		
CUR OPSTR	AUTH	FACES △	%	CBS %	MISC %	REENL % (WITH/ELIG)	MIG % (IN/OUT)	SRB A / B / C
197	111	-86	10	2	12	57/69	4/3	1 / 0 / 0
1A"B"1	725	528	587	590	610	957	952	180 %
1A"AL02"1	881	684	760	764	792	1243	1236	%
1F"AL01"1	787	590	655	658	681	1072		%

MALE/FEMALE		CONUS/OCONUS		MOS PREREQ		TRADEOFFS
MALE %	FEM %	CONUS %	OCONUS %	SCORE	POPUL %	
83	17	62	38	GM85	61	

MOS 55B

BACKGROUND

The significant increase in requirements for ammo specialists occur in FY84. This increase is caused by changes to both equipment and organizations.

SYSTEMS

This MOS will become the functional operators for the DAS 3 type A & B computer for the ammunition system until a new MOS (55R) is approved.

ORGANIZATION

The set-up of the Divisional Ammo transfer points (ATP) in the S&I Battalion and the forward support Battalions also causes increased requirements.

TRAINING

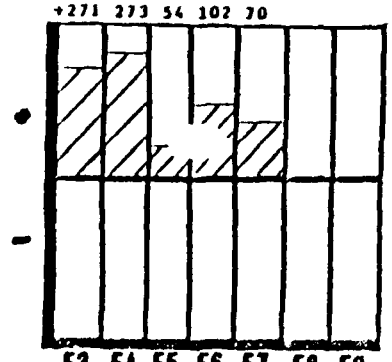
The increase from FY83 to FY84 requirement consists of 702 1st term soldiers and will create significant impact to the trg base.

SUPPORTABILITY/ CONCULSIONS

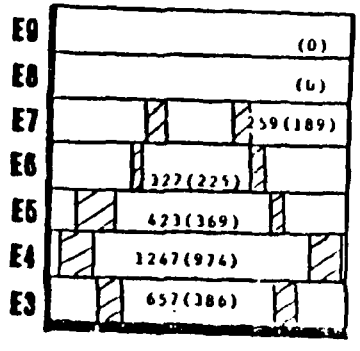
Early training base anticipation of the FY84 requirement peak is needed to ensure supportability.

RECOMMENDATION

Revise DAS 3 distribution to provide smoother transition to increased requirement or provide FY84 resourcing to.

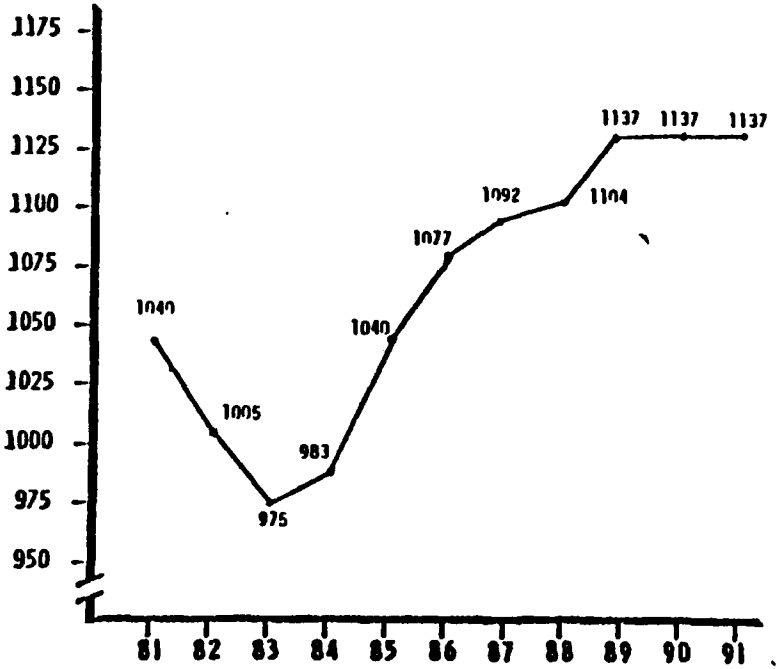


GRADE CHANGES



GRADE FEASIBILITY

63D
SELF-PROPELLED FIELD ARTILLERY SYSTEM MECHANIC



MOS			ACCESSION			TRAINING		
			CRIT SKILL	ED INI	TNG PERF FILL %	CAP	TIME WKS	LEAD MOS
63D			-	-	103	-	7	27
			TTHS	ATTRITION		RETENTION		
CUR OPSTR	AUTH	FACES	%	CBS %	MISC %	REENL %	MIG IN / OUT	SRB A / B / C
947	1040	93	19	5	10	44 / 73	0 / 0	2 / 2 / 0
[illegible]	1040	93	115	110	101	69	69	74 %
[illegible]	1137	190	235	231	224	294	294	154 %
[illegible]	1506	559	690	694	702	1165	1165	208 %

MALE/FEMALE		CONUS/OCONUS		MOS PREREQ		TRADEOFFS
MALE %	FEM %	CONUS %	OCONUS %	SCORE	POPUL %	
100	0	48	52	100	21	

MOS 63D

BACKGROUND - New MOS for maintaining SP FA equipment

MOS will be supported by reclassified 63C and 63F personnel

Initial 1st term reenlistment rates are low

Increase occurs as additional FA systems come into the divisions

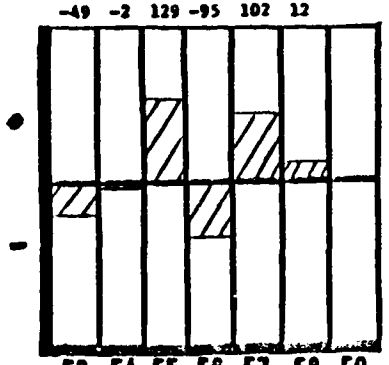
SYSTEMS - All SP FA equipment

ORGANIZATIONS - All FA battalions

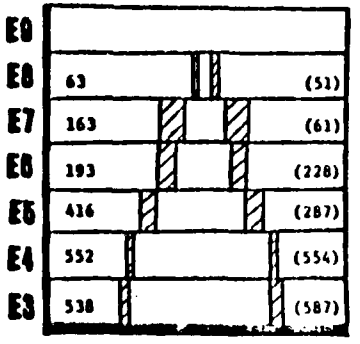
TRAINING - MOS has a 85% course completion rate

SUPPORTABILITY CONCLUSIONS - MOS currently has 52% of personnel stationed overseas. Increased requirements could cause MOS to become SIMOS

RECOMMENDATION - The grade structure bottleneck at the E6 level must be eliminated. The fact that 45D feeds into this MOS at the E6 level compounds the problem. The reduction of 95 E6 positions in division 86 structure also adds to problem

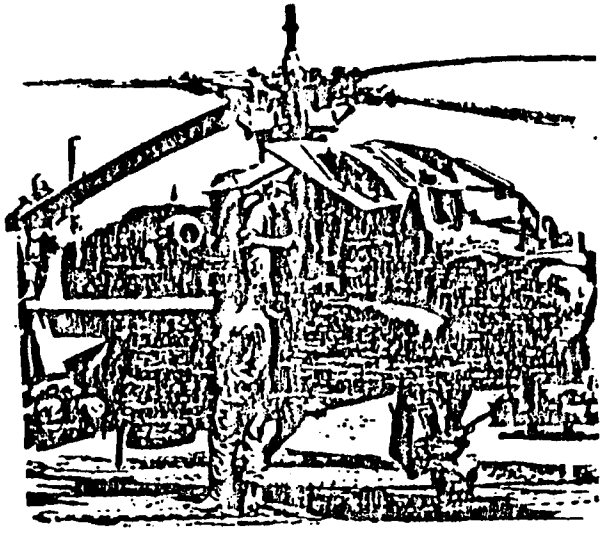


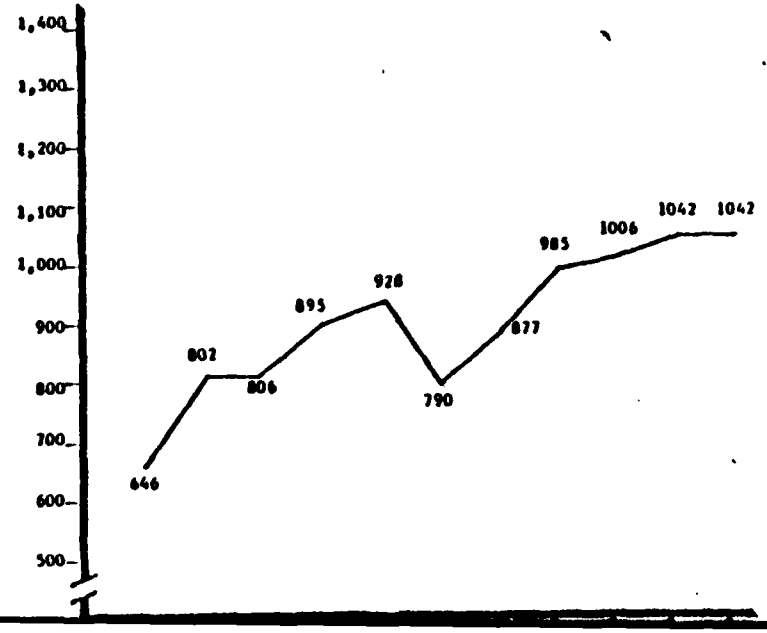
GRADE CHANGES



GRADE FEASIBILITY

67Y
ATTACK HELICOPTER REPAIRER





MOS			ACCESSION			TRAINING		
			CRIT SKILL	ED (RI	TNGPCT FILL %	CAP	TIME WKS	LEAD MOS
67Y			-	-	101	-	12	28
			TTHS	ATTRITION		RETENTION		
CMB OPSTR	AUTH	△ FACES	%	CBS %	MISC %	REENL %(WITH/EAS)	MIG %(IN/OUT)	SRB A / B / C
820	646	-174	11	11	9	63 (28)	3 (8)	- / - / -
(A"I")	928	+108	122	128	133	539	533	444
(A"ALBE")	1042	+222	250	257	263	870	860	387
(F"ALBE")	1030	+210	236	243	244	859	849	404

MALE/FEMALE		CONUS/OCONUS		MOS PREREQ		TRADEOFFS
MALE %	FEM %	CONUS %	OCONUS %	SCORE	POPUL %	Note: See Summary Sheet
99	1	40	60	AR100	13	

MOS 67Y

BACKGROUND - This MOS has experienced a 10 percent increase in authorizations from FY 78 (1728) to Oct 80 (1892) Army-wide. Future projection for the Hvy Div's indicates a further increase of 396 spaces by FY 91. The strength deviation has been favorable until Apr 80. Currently, however, the MOS is experiencing a shortage in personnel Army-wide.

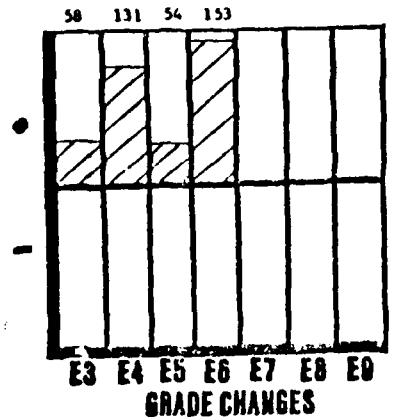
SYSTEM - Performs maintenance on attack helicopters, excluding repair of systems components.

ORGANIZATION - Organization, direct and general support (aviation unit, intermediate, and depot).

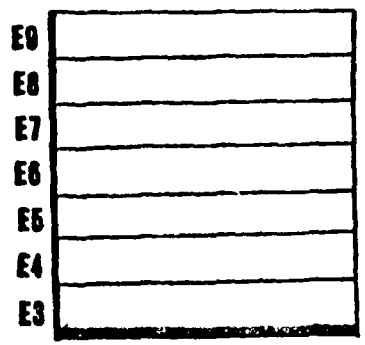
TRAINING - Course length is 12 weeks. Course attrition is 20%.

SUPPORTABILITY/ CONCLUSIONS - There is a dramatic drop in authorizations from skill level 2 (670) to skill level 3 (160). This promotion bottleneck is undoubtedly contributing to the poor retention of first term soldiers (28%). At the same time that the strength deviation is on a downward trend, future requirements continue to increase (+396 by FY 91 - Hvy Div) making supportability doubtful.

RECOMMENDATION - None.

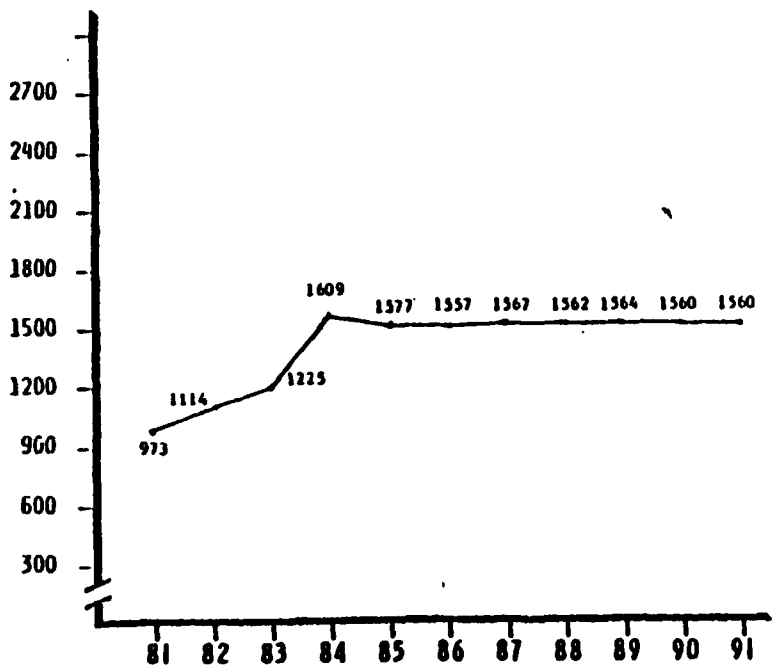


GRADE CHANGES



GRADE FEASIBILITY

76V
MATERIEL STORAGE AND HANDLING SPECIALIST



MOS			ACCESSION			TRAINING		
76V			CMBT SKILL	ED (%)	TNGPERS FILL %	CAP	TIME WKS	LEAD MOS
					102		4	26
			TTHS	ATTRITION		RETENTION		
CUR OPSTR	AUTH	△ FACES	%	CBS %	MISC %	REENL % (LETTER / CAR)	MIG % (IN / OUT)	SRB (A / B / C)
790	973	+183	8	2	9	75 / 47	3 / 1	
(illegible)	1577	+787	856	862	889	1527	1511	192 %
(illegible)	1560	+770	837	843	869	1482	1466	190 %
(illegible)	1813	+1023	1112	1120	1155	2002	1981	194 %

MALE/FEMALE		CONUS/OCONUS		MOS PREREQ		TRADEOFFS
MALE %	FEM %	CONUS %	OCONUS %	SCORE	POPUL %	
81	19	60	40	CL90	56	

MOS 76V

BACKGROUND - MOS 76V increases 587 authorizations which is a 60% increase from current structure. E3-E6 increase through FY85

World-wide operating strength 84%

Div 86 operating strength 81%

SYSTEMS - NA

ORGANIZATIONS - NA

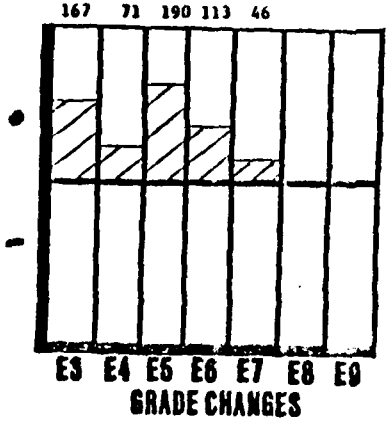
TRAINING - Course completion rate 82%

Training program fill 102%

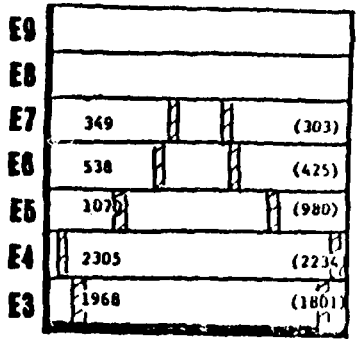
SUPPORTABILITY CONCLUSIONS - MOS appears marginal supportable.

The plus-up in Div 86 organization coupled with the current 76V peisonnel shortage makes this MOS one that must be carefully managed to insure that properly trained soldiers are in the field at the right time and place

RECOMMENDATIONS - NONE

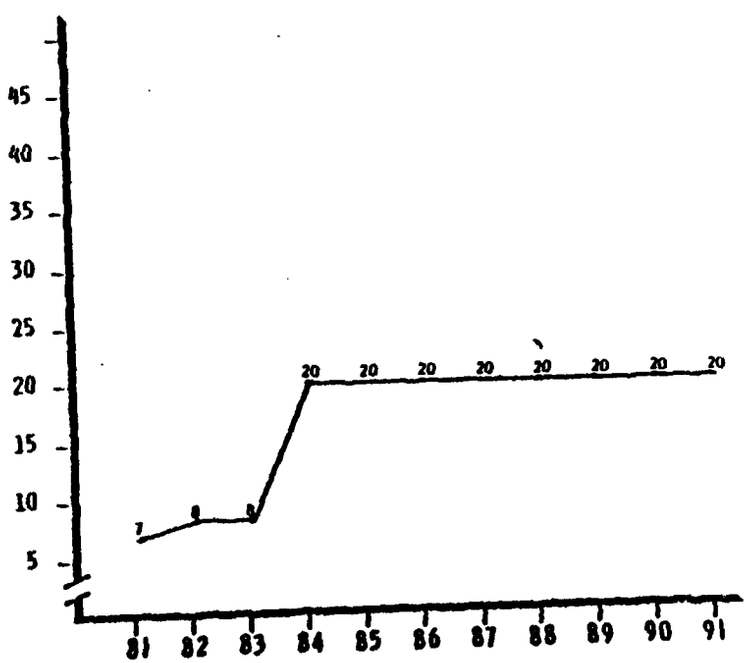


GRADE CHANGES



GRADE FEASIBILITY

91Y
EYE SPECIALIST



MOS			ACCESSION			TRAINING		
91Y			CRIT SKILL	ED (81)	TRGPOP FILL %	GAP	TIME WKS	LEAD MOS
			-	-	90	-	19	30
			TTHS	ATTRITION		RETENTION		
CUR OPSTR	AUTH	FACES	%	CBS %	MISC %	REENL [illegible]	MIG IN / OUT	SRB A / B / C
4	7	+3	29	16	8	56 / 50	2 / 3	- / - / -
[illegible]	20	+16	23	25	25	38	38	235 %
[illegible]	20	+16	23	25	25	38	38	235 %
[illegible]	20	+16	23	25	25	38	38	235 %

MALE/FEMALE		CONUS/OCONUS		MOS PREREQ		TRADEOFFS
MALE %	FEM %	CONUS %	OCONUS %	SCORE	POPUL %	
72	28	82	18	CT90	46	

MOS 91Y

BACKGROUND - MOS 91Y increases 13 authorizations as a result of Div 86. This is a 185% increase. Grade E3 increases 7 and E4 increases 6 spaces

Low density MOS

1st termer and careerist retention rate 56+50 percent respectively

SYSTEMS - NA

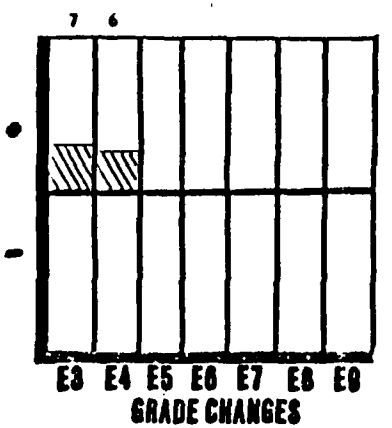
ORGANIZATIONS - Current H-series TOE for Med Bn authorizes 1 E4 and 1 E3. 91Y may not have been documented due to more critical needs for another MOS

TRAINING - 91Y has a 90% training fill with a 76% course retention

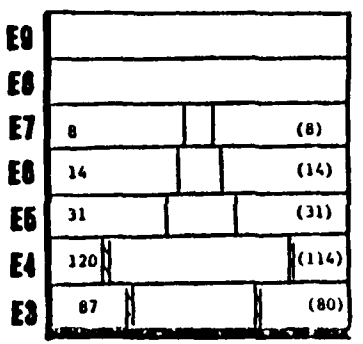
18 months minimum and 30 months maximum lead time to access and train.

SUPPORTABILITY CONCLUSIONS - The long lead time access and train qualified 91Y in sufficient quantities makes this MOS marginally supportable in Div 86 organization.

RECOMMENDATION - Enhance recruiting and retention incentives through enlistment bonus and SRB entitlement

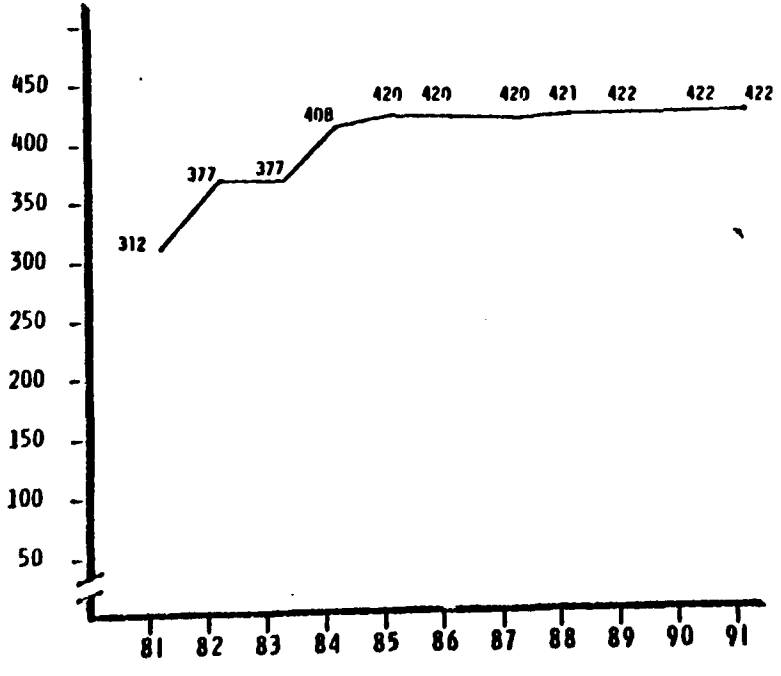


GRADE CHANGES



GRADE FEASIBILITY

98C
ELECTRONIC WARFARE/ SIGNAL INTELLIGENCE ANALYST



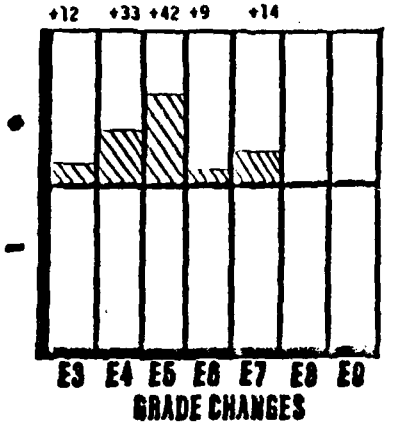
MOS			ACCESSION			TRAINING		
98C			CRIT SKILL	EB (81)	TNGPGE FILL %	GAP	TIME WKS	LEAD MOS
			✓	2.5	51		up to 60	up to 40
			TTHS	ATTRITION		RETENTION		
CUR OPNTG	AUTH	FACES △	%	CBS %	MISC %	REENL 1ST TM / CAR	MIG IN / OUT	SRB A / B / C
108	312	+204-	30	28	9	75 / 52	1 / 2	5 / 5 / 1
(A"B")	420	+312	446	461	465	687	690	221 %
(A"ALØZ")	442	+314	449	463	467	691	694	221 %
(U"ALØ1")	240	+132	189	185	184	292	294	222 %

MALE/FEMALE		CONUS/OCONUS		MOS PREREQ		TRADEOFFS
MALE %	FEM %	CONUS %	OCONUS %	SCORE	POPUL %	
74	26	45	55	ST105	16	

MOS 98C

BACKGROUND –

- Language MOS
- Difficult to support current "H" series TOE
- Ramp up of 110 to support ASAS
- 79% strength world-wide
- 62% strength 10 Hvy Div
- 26% Female
- Grade infeasible E3-E4, E4-E5
- 55% SIMOS



GRADE CHANGES

SYSTEMS – M1 Bn (CEWI)

TRAINING –

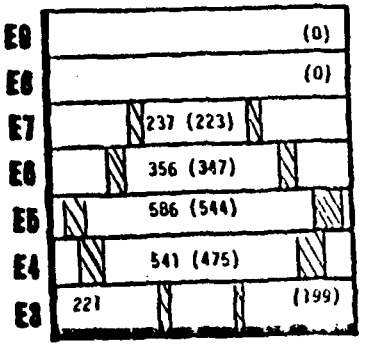
- Very long -16 - 58 weeks
- 28% attrition
- 30% TTHS

SUPPORTABILITY CONCLUSIONS –

- Continuing recruiting shortfalls
- NFIP distribution priority detracts from CEWI fill, NFIP is filled first.
- With increasing NFIP authorizations, support to Div 86 infeasible

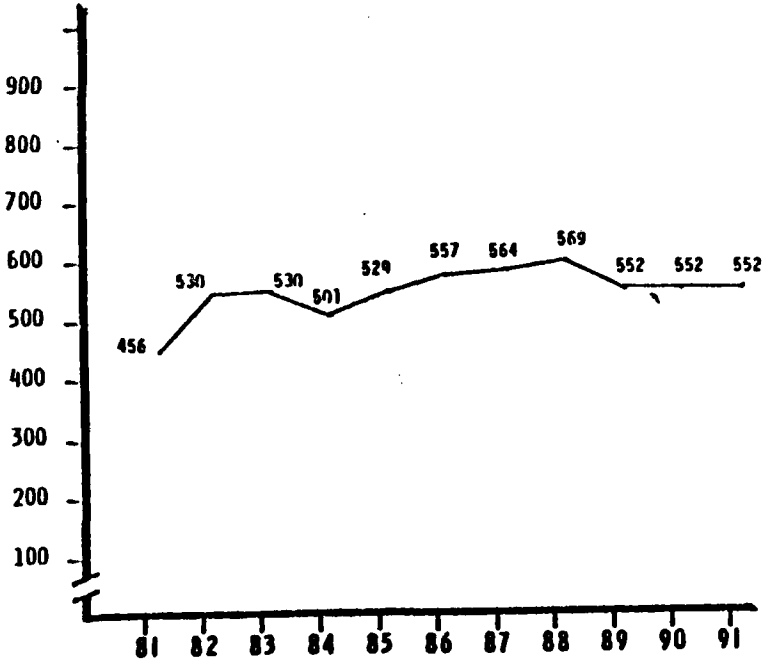
RECOMMENDATIONS –

- NFIP priority should be brought up as detractor to CEWI supportability
- Language CMF study if implemented may help alleviate problems in all language MOS's



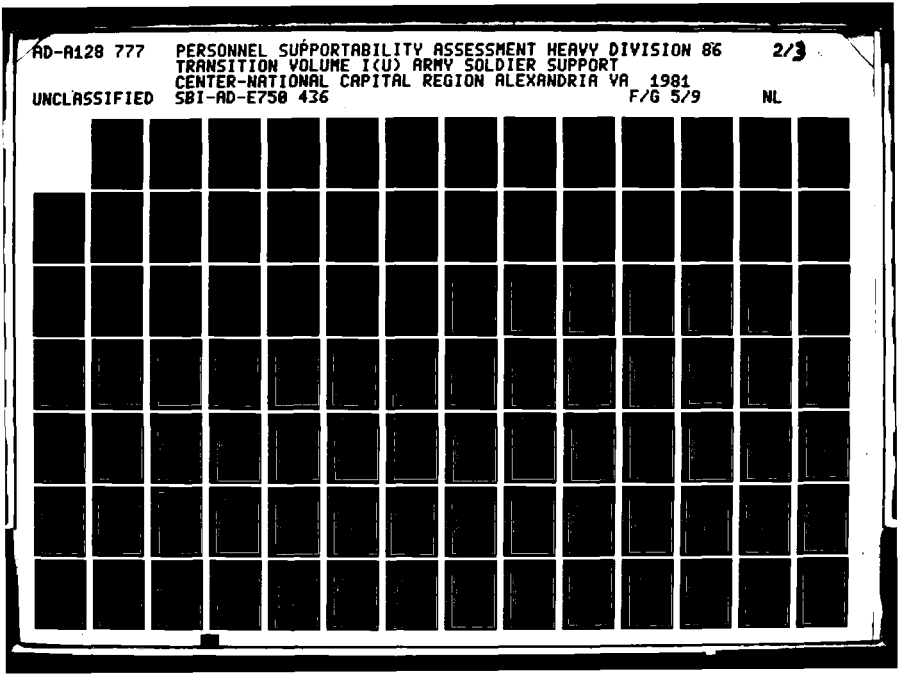
GRADE FEASIBILITY

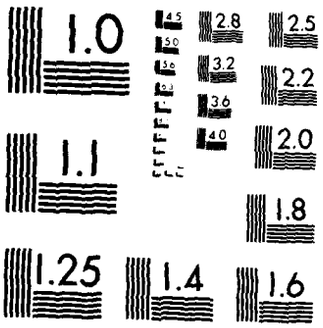
98G
ELECTRONIC WARFARE/ SIGNAL INTELLIGENCE VOICE INTERCEPTOR



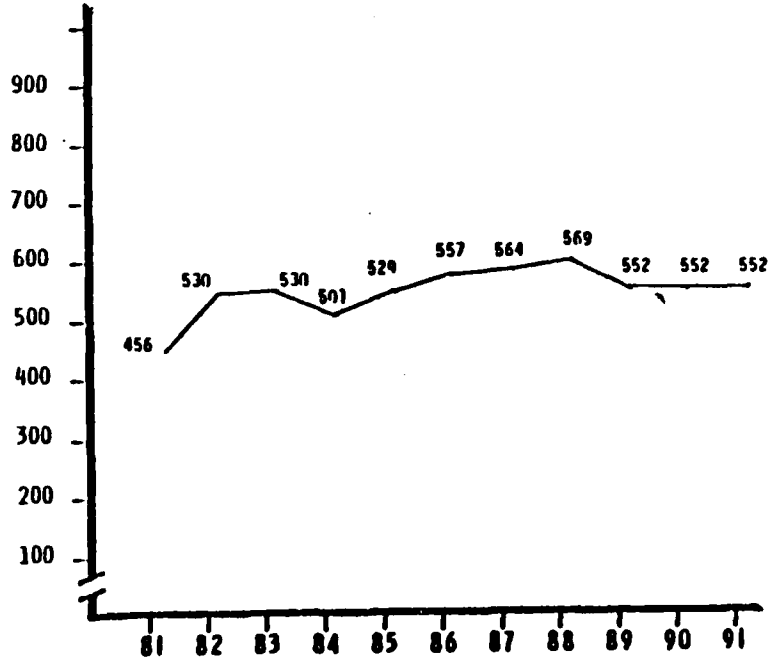
MOS			ACCESSION			TRAINING		
98G			CRIT SKILL	ED (AI)	THRPUT FILL %	CAP	TIME WKS	LEAD MOS
			-	2.54	97		up to 66	up to 40
			TTHS	ATTRITION		RETENTION		
CUR OP STR	AUTH	△ FACES	%	CBT %	MISC %	REENL % (1ST TM / CAR)	MIG % (IN / OUT)	SRB A / B / C
191	456	+265	44	15	11	49 / 74	61 / 3	5 / 5 / 2
[illegible]	529	+338	604	597	591	784	767	227 %
[illegible]	552	+361	645	638	632	834	815	226 %
[illegible]	510	+319	570	563	557	759	743	233 %

MALE/FEMALE		CONUS/OCONUS		MOS PREREQ		TRADEOFFS
MALE %	FEM %	CONUS %	OCONUS %	SCORE	POPUL %	
72	28	43	57	ST95	34	


AD-A128 777
PERSONNEL SUPPORTABILITY ASSESSMENT HEAVY DIVISION 86
TRANSITION VOLUME I(U) ARMY SOLDIER SUPPORT
CENTER-NATIONAL CAPITAL REGION ALEXANDRIA VA 1981
2/3
UNCLASSIFIED
SBI-AD-E750 436
F/G 5/9
NL



98G
ELECTRONIC WARFARE/
SIGNAL INTELLIGENCE VOICE INTERCEPTOR

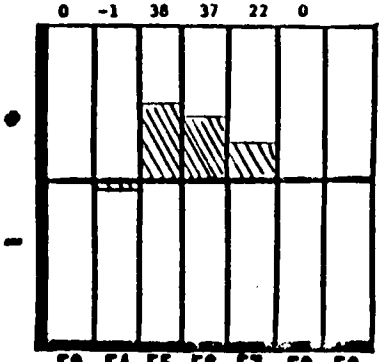


MOS			ACCESSION			TRAINING		
98G			CRIT SKILL	ED (AI)	THRPUT FILL %	CAP	TIME WKS	LEAD MOS
			-	2.5+	97		up to 60	up to 20
			TTHS	ATTRITION		RETENTION		
CUR O/STR	AUTH	△ FACES	%	CBT %	MISC %	RECNL % (1ST TERM / CAR)	MIG % (IN / OUT)	SQR (A / B / C)
391	456	+265	44	15	11	49 / 74	61 / 3	5 / 5 / 2
18"B"]	529	+338	604	5^7	591	784	767	227 %
1A"ALOE"]	552	+361	645	638	632	834	815	226 %
19"ALOI"]	510	+319	570	563	557	759	743	233 %

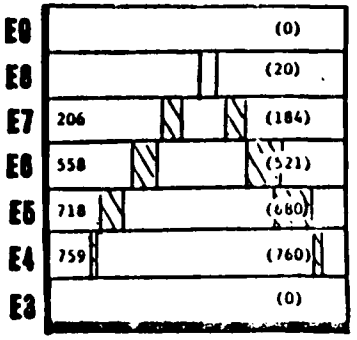
MALE/FEMALE		CONUS/OCONUS		MOS PREREQ		TRADEOFFS
MALE %	FEM %	CONUS %	OCONUS %	SCORE	POPUL %	
72	28	43	57	ST95	34	

MOS 98G

BACKGROUND	-	Current strength difficult to maintain
		57% SIMOS
		83% strength world-wide
		41% strength 10 Hvy Div
		Language MOS
SYSTEMS	-	TRAILBLAZER, TACJAM, QUICKFIX
ORGANIZATIONS	-	MI BN (CEWI)
TRAINING	-	Long tng time - (5 - 58weeks)
		Language dependent
		15% course attrition
		44% TTHS - very high
SUPPORTABILITY CONCLUSIONS	-	MFIP priority severly impacts on this MOS
		Doubtful it will support Div 86
		With fielding of equipment to stateside units SIMOS problem may get better
RECOMMENDATION	-	MFIP priority should be brought up as detractor to CEWI supportability
		Language CMF proposal may help keep qualified linguists
		If equipment is fielded to CONUS the the SIMOS problem can be reduced

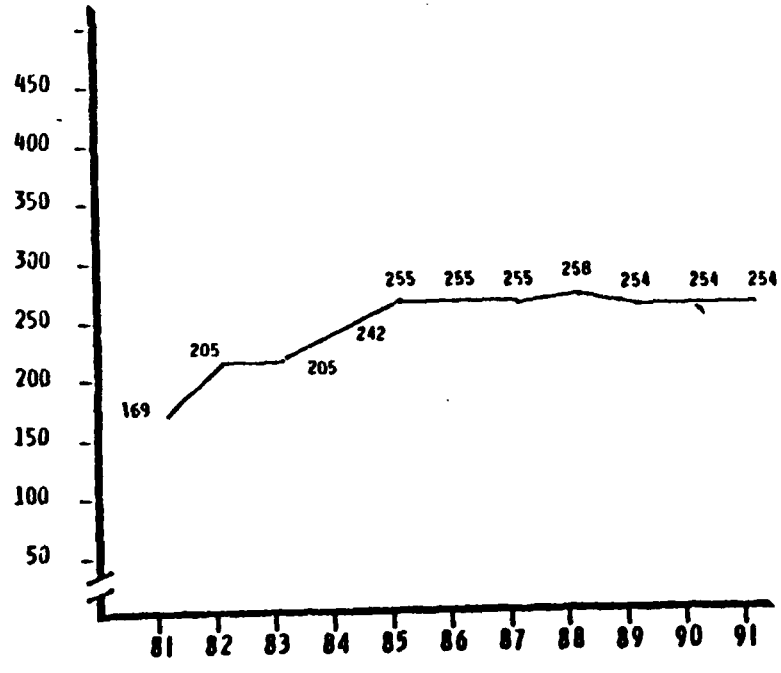


GRADE CHANGES



GRADE FEASIBILITY

98J
EW/SIGINT
NONCOMMUNICATIONS INTERCEPTOR

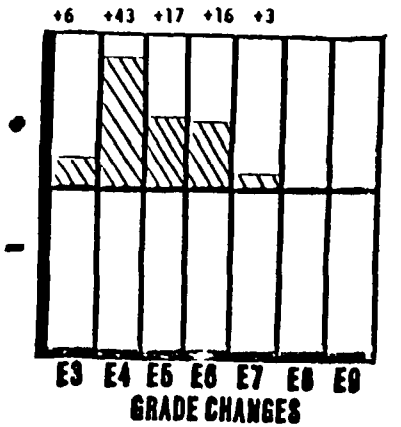


MOS			ACCESSION			TRAINING		
98J			CRIT SKILL	ED (BI)	TNG PSN FILL %	GAP	TIME WKS	LEAD MOS
					99	✓	14	29
			TTHS	ATTRITION		RETENTION		
CMD OPNTN	ARTN	△ FACES	%	CBS %	MISC %	REENL $ (WITHIN / EAS)	MIG $ (IN / OUT)	BNS A / B / C
90	169	+79	20	25	0	11/70	2/4	5 / 5 / 1
IA"B"I	255	+165	207	199	199	722	725	439 %
IA"ALOB"I	254	+164	205	198	198	705	708	432 %
IB"ALOB"I	340	+250	313	309	309	1221	1226	490 %

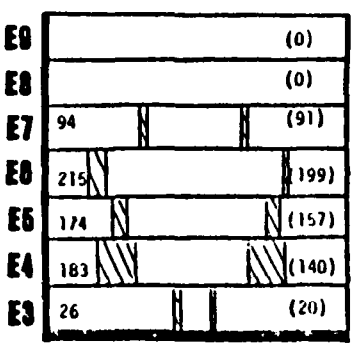
MALE/FEMALE		CONUS/OCONUS		MOS PREREQ		TRADEOFFS
MALE %	FEM %	CONUS %	OCONUS %	SCORE	POPUL %	
45	78	55	45	ST105	16	

MOS 98J

BACKGROUND	-	Poor 1st term re-up rate 11% USAIES shows a 4% decrease in requirements from current to Div 86 Computer run shows 66% increase. Again NFIP must be the difference
SYSTEMS	-	TEAMPAK ASAS
ORGANIZATION	-	MI Bn (CEWI)
TRAINING	-	Equipment constrained tng base 20% TTHS 24% course attrition
SUPPORTABILITY CONCLUSIONS	-	Growing authorizations Recruiting/retention problems NFIP distribution priorities Unable to meet current or Div 86 requirements 4 year enlistment thus no bonus If retention stays so low MOS will never get better
RECOMMENDATION	-	*Re-evaluate bonuses*

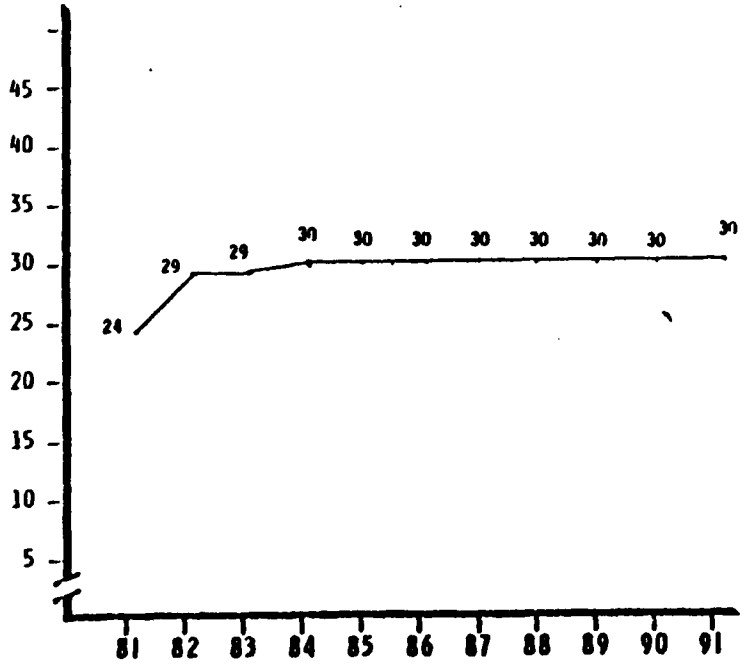


GRADE CHANGES



GRADE FEASIBILITY

98Z
ELECTRONIC WARFARE/ SIGNAL INTELLIGENCE CHIEF

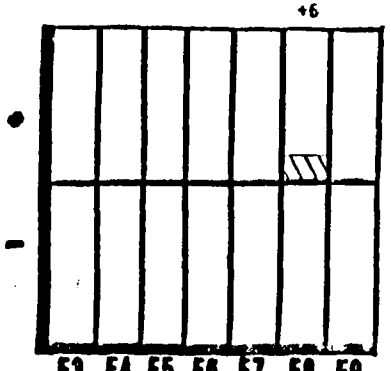


MOS			ACCESSION			TRAINING		
98Z			CRIT SKILL	ED INI	THRPGH FILL %	CAP	TIME WKG	LEAD MOS
			–					
			TTHS	ATTRITION		RETENTION		
CUR OPSTR	AUTH	△ FACES	%	GRS %	MISC %	REENL % (WITH / EAR)	MIG % (IN / OUT)	SRB A B C
7	24	+17	13			96/10	1/1	
(A"B"I	30	+23	26	26	26			%
(A"ALBÉ"I	30	+23	26	26	26			%
(A"ALBI"I	40	+33	26	26	26			%

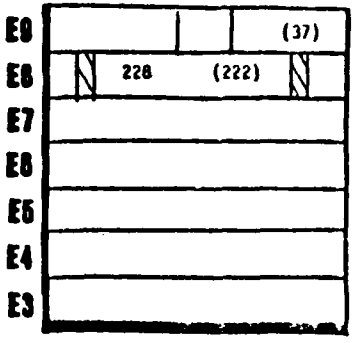
MALE/FEMALE		CONUS/OCONUS		MOS PREREQ		TRADEOFFS
MALE %	FEM %	CONUS %	OCONUS %	SCORE	POPUL %	
100	0	62	38			

MOS 98Z

BACKGROUND	-	Capper MOS for 05D, H, K, 98C, G, J 62% strength world-wide 29% in 10 Hvy Div
SYSTEMS	-	NA
ORGANIZATIONS	-	MI Bn (CEWI)
TRAINING	-	NA
SUPPORTABILITY CONCLUSIONS	-	Feeder MOS low - may be a problem to fill
RECOMMENDATION	-	NONE



GRADE CHANGES



GRADE FEASIBILITY

CONCLUSIONS

OPERATING STRENGTH VS MANNING OBJECTIVES	An operating strength to manning objectives comparison between unit operating strength and A-Series ALO 2 manning objectives indicates an increase of 11,850 spaces, or 7%, between FY81 and FY85; and 19,816 spaces or 12%, between FY81 and FY91.
AUTHORIZATIONS VS MANNING OBJECTIVES	A comparison of FY 81 MTOE authorizations and A-Series ALO 2 manning objectives indicates an increase of 11,235, also 7%, between FY81 and FY85; and 19,219 spaces, also 12%, between FY81 and FY91.
ADDITIONAL REQUIREMENTS	This total increase does not account for 2210 additional spaces identified in the J-Series DRAFT AURS for Tank Battalions and NBC Companies, and for 1458 additional spaces associated with the fielding of SOTAS, TEAMPACK, ASAS, TRAILBLAZER, QUICKFIX and REMBASS for which undocumented authorizations will impact on the CEWI Battalion. Addition of these spaces would increase the total manning objective to 23,484, 14%, between FY81 and FY91.
PROGRAM FORCE MANPOWER INCREASES	If current guidance regarding projected program force increases remains in effect, an increase of 5,235 spaces, or 3%, between FY81 and FY85; and 8,219 spaces, or 5% between FY81 and FY91 will be required to meet manning objectives. The affordability of the 10 Heavy Divisions rests largely on the manpower spaces which have yet to be allocated to meet the manning objectives of an already constrained ALO 2 Heavy Division 86 force.
OFFICER MANNING OBJECTIVES	Total officer manning objectives increase 2,423 sapces, or 24%, between FY81 and FY85; and 2,868 spaces, or 29%, between FY81 and FY91. This must be accommodated within a current operating strength shortfall of 488 officers, or 5%, in the present 10 Heavy Divisions. Increased manning objectives for Captains of 1073, or 28%, and for Majors of 439, or 31%, are most significant.

WARRANT OFFICER MANNING OBJECTIVES	Total warrant officer manning objectives increase 665 spaces, or 28%, between FY 81 and FY 85; and 1004 spaces, or 42%, between FY 85 and FY 91. This must be accommodated within a current operating strength shortfall of 254 warrant officers, or 15% in the 10 Heavy Divisions. Increased manning objectives for 439 technical warrant officers, or 44% of the total increased, is particularly significant since they must be accessed from already constrained noncommissioned officer ranks.
ENLISTED MANNING OBJECTIVE	Total enlisted manning objective increase 8,762 spaces, or 6%, between FY81 and FY85; and 15,944 spaces or 11%, between FY81 and FY91. While the current enlisted operating strength exceeds current authorizations by 1204 soldiers, or 1%, in the 10 Heavy Divisions, most of this excess consists of entry level Privates. Serious noncommissioned officer shortages and MOS mismatch problems exist in the current heavy division force.
MAJOR IMPACTS	The major manpower impact of manning objective increases will be felt in FY83 and FY84 as units begin conversion to interim Heavy Division 86 structures and initial equipment modernization. By FY84, total manning objectives will have increased 10,360, or 6%, which is 52% of the total Heavy Division increase and 95% of the total Heavy Division manning objectives. Thus, considering slightly decreased authorizations in FY82, over half the manpower cost of the ten year Heavy Division 86 transition occurs in FY83 and FY84 with the major portion in FY84.
SUPPORTABILITY PROBLEMS	A significant number of personnel supportability problems must be resolved to manage Heavy Division 86 transition properly. For near term increases, primarily in FY84, the FY84-88 Program Objective Memorandum must adequately identify resource requirements for accession, and training. Retention of critical skills must be enhanced to ensure a base of trained leaders and supervisors. Turbulence must be managed with consideration for unit readiness force modernization objectives and individual morale.

OFFICER SUPPORT-ABILITY PROBLEMS	-38 officer SSI manning objectives increase in excess of 20%. -33 SSI have a current operating strength below 90% in the 10 Heavy Divisions. Of these, 15 have an increasing manning objective in excess of 20%. -5 specialties with increasing manning objectives are underligned. -7 specialties with increasing manning objectives have continuation patterns below Army average. -6 SSI, or 7% of the total and 18% where manning objectives are increasing are potentially not supportable.
WARRANT OFFICER SUPPORT-ABILITY PROBLEMS	-19 warrant officer MOS manning objectives increase in excess of 20%. -18 MOS have a current operating strength below 90% in the 10 Heavy Divisions. Of these, 11 have an increasing manning objective in excess of 20%. -4 MOS, or 11% of the total and 21% where manning objectives are increasing, are potentially not supportable.
ENLISTED SUPPORT-ABILITY PROBLEMS	-87 Enlisted MOS manning objectives increase in excess of 20%. -70 MOS have a current operating strength below 90% in the 10 Heavy Divisions. Of these, 29 have an increasing manning objective in excess of 20%. -5 MOS with increasing manning objectives have been designated as critical accession skills. -16 MOS with increasing manning objectives are currently SIMOS. 13 additional MOS are near SIMOS. -8 MOS with increasing manning objectives and over 50% OCONUS deployed personnel have a female ratio in excess of 10%. Of these, 5 MOS have a female ratio in excess of 20%. -11 MOS with increasing manning objectives have a training program fill below 95%. -9 MOS with increasing manning objectives have a training capacity constraint. -27 MOS with increasing requirements have a course attrition rate in excess of 20%. Of these, 11 are in excess of 40%. -16 MOS with increasing mann g objectives have a miscellaneous attrition during the first year of service in excess of 10%. -17 MOS with increasing manning objectives have a combined first-term and career retention rate below 50%. -8 MOS with increasing manning objectives have a high out migration ratio. -33 MOS with increasing manning objectives have a declining ASVAB test score performance in 11 test areas in excess of 5% over a four year period.

-Numerous MOS have long training times resulting in high TTHS account ratios.
-Numerous MOS have grade infeasible structures compounded by Heavy Division 86 grade manning objectives.
-Numerous MOS have serious NCO shortages.
-30 MOS or 13% of the total and 34% where manning objectives are increasing, are potentially not supportable.

MISSION AREA IMPACTS

The overall personnel supportability impact on each TRADOC Mission Area will affect the ability of the heavy divisions to transition as balanced, mission capable forces. Specific MOS/SSI supportability problems are discussed in detailed projections contained in VOL III (PROJECTIONS DATA). Potentially non supportable MOS/SSI are also detailed at the end of this section.

CLOSE COMBAT HEAVY

Specific MOS problems exist; however, all MOS/SSI appear to be supportable. A number of associated skills; however, have severe supportability problems. These include warrant officer MOS 27E - TOE/DRAGON Repairer, MOS 100B - Scout Helicopter Pilot, 45G - Fire Control Systems Repairer, 45T - ITV/IFV/CFV Turret Mechanic and 52C - Utility Equipment Repairer.

FIRE SUPPORT BATTLEFIELD NUCLEAR WARFARE

Numerous MOS associated with fielding of new Field Artillery Systems and increased authorizations due to 3x8 155mm SP battalion conversions are potentially not supportable. Additionally, the combined effects of system generated manning objective increases without identification of associated tradeoffs presents an overall supportability problem for the Fire Support Mission Area. MOS/SSI with severe supportability problems include 13E - Cannon FA Officer, 13M - MLRS Crewman, 13R - FA FIREFINDER Radar Operator, 13T - RPV Crewman, 13W - FA Target Acquisition Senior Sergeant, 13Y - Cannon/Missile Senior Sergeant, and 15D - MLRS Sergeant. MOS 93F - Meterological Crewman, while documented as potentially not supportable in the A-Series AURS; is supportable in the J-Series DRAFT TOE. Additionally, an associated skill, MOS 63D - Self Propelled FA System Mechanic has severe supportability problems.

AIR DEFENSE

Overall the Air Defense mission area is supportable. Specific skills with severe supportability problems include 27N - FAAR Repairer and 27Z - AD Systems Maintenance Chief.

INTELLIGENCE/ ELECTRONIC WARFARE	The ability to provide adequate personnel support for increased manning objectives associated with the CEWI Battalion and modernized EW/SIGNIT equipment is doubtfull. Priorities of the National Foreign Intelligence Program (NFIP), undocumented MOS and grade manning objectives for new systems causing further increases in already constrained skills, and long leadtimes required to recruit and train linguists are major contributors to this problem. Specific MOS/SSI with severe supportability problems include SSI 35A - Tactical Intelligence Officer, Warrant Officer, MOS 100B - Observation Helicopter Pilot, 982A - Traffic Analysis Technician, a 983A - Emanations Analysis Technician. Enlisted sup rt-ability problems occur in MOS 33S - EW/Inter t Systems Repairer, 17M - Remote Sensor Operat 05D - EW/SIGINT Emitter Identifier/Locator, - EW/SIGINT Morse Interceptor, 98C - EW/SIGINT yst, 98G - EW/SIGINT Non-Communications Intercept and 98Z - EW/SIGINT Chief.
MOBILITY/ COUNTER-MOBILITY/ MINE WARFARE	Overall, this mission area appears supportable. These are no MOS/SSI that have been identified as potentially not supportable; however, MOS 52C discussed earlier under Close Combat is an Engineer associated skill that will impact this mission area primarily for training support of a doubling population in the heavy divisions between FY82 and FY84. Additionally, MOS decisions affecting the M9 ACE will have to be closely monitored for supportability impact.
COMMUNI-CATIONS	Overall two specific MOS 31S - Field General COMSEC Repairer and 31T - Field Systems COMSEC Repairer have been identified as non-supportable. The tremendous impact of over 200 new signal systems entering the force, many with undocumented personnel impacts; however, will cause potential problems in training and field operations.
COMMAND & CONTROL	Overall supportability is not a problem. Increasing reliance on C2 systems, such as numerous communications and computer items; however, will require close monitoring of this mission area as one operationally dependent on other mission areas for its effectiveness.

COMBAT SERVICE SUPPORT	Supportability problems exist in selected Medical, Ordnance, Missile and Munitions, Transportation and Quartermaster MOS/SSI. MOS 35U - Biomedical Equipment Specialist (Advanced) and 91Y - Eye Specialist are potentially non supportable Medical MOS. SSI 91A - Maintenance Management Officer and 91B - Armament/Mechanized Maintenance Officer, Warrant Officer MOS 630A - Automotive Repair Technician and MOS 55B - Ammunition Specialist are Ordnance/Missile and Munitions MOS/SSI that are potentially non supportable in addition to 45G, 45T, 52C and 63D already discussed. MOS 67Y - Attack Helicopter Repairer is a potentially non supportable Transportation MOS. SSI 92A - Supply & Services Management Officer and 92B - Materiel Management Officer, and MOS 76V - Materiel Storage and Handling Specialist are potentially non supportable Quartermaster MOS/SSI. Overall, CSS mission area impacts are difficult to assess due to the lack of documentation and transition guidance for MOS and grade requirements in the non-divisional support elements. Of particular concern will be those critical skills required for DS/GS and GS maintenance of new systems and critical skills required to provide battle support functions at corps and echelons above corps.
AVIATION	Overall, the Aviation mission area is supportable. MOS 100B and 67Y discussed earlier, however, are potentially non supportable Aviation associated skills.
NUCLEAR/ BIOLOGICAL/ CHEMICAL	Personnel Supportability of the divisional NBC Company is difficult due to potentially non supportable chemical MOS. These include MOS 54E - NBC Specialist and 54Z - Chemical Senior Sergeant. While reclassification actions and grade substitution may provide some relief, additional requirements not identified in the J-Series DRAFT TOE but documented in the A-Series AURS will further compound problems associated with personnel support of the NBC Company.
HEAVY DIVISION 86 SUPPORT-ABILITY	As a total system, transition to Heavy Division 86 is potentially not supportable. This is due primarily to uncertain future manpower constraints, the near term impact of major personnel manning objectives increases in FY84, and the problems with selected skills which impact most heavily on the supportability of the Division Artillery, the CEWI Battalion and the Division Chemical Company and on materiel systems maintenance support. This conclusion is made based on present policies, programs, documentation, transition guidance and known manpower constraints.

A concerted effort to correct personnel and training problem areas associated with Heavy Division Transition, in conjunction with other Army 90's programs and the materiel impacts of force modernization can make the difference. This can only be done if transition to Heavy Division 86 is managed as a total, integrated effort, if the impact of a change in any part is recognized for its effect on soldiers and its potential effectiveness through the availability and skilled performance of those soldiers.

RECOMMENDATIONS

ADEQUATE MANPOWER

Army 90's transition is a threat generated force modernization effort of unprecedented scope and complexity. Assurance of adequate manpower to field and sustain Army 90's program structures, beginning with a defination by the DCSOPS of authorizational levels for the 10 heavy divisions between FY84 and FY88, is essential for mission accomplishment. MACOMS can then document skill and grade authorizations to support tramsition requirements.

ADEQUATE ATTENTION

Strategic long range personnel planning is needed in conjunction with an Integrated systems support approach by those most closely associated with the management and leadership of the force moderization effort. The force structure, materiel and doctrine players must pay attention to personnel, training and logistical supportability as "go-no go" variables in everything they plan to do or to have others do. The personnel and training communities should continue and expand efforts to get out in front of the problem.

ADEQUATE FACES

Specific Recommendations by MOS/SSI are included in Vol III (PROJECTIONS DATA). Recommendations for management of TRADOC Mission Area Impacts are as follows:

CLOSE COMBAT HEAVY

Overall Manning Objectives increases of 425 officers and decreases of 5939 enlisted personnel present no supportability problem. Associated support skill; however, continue to present supportability problems.

- Expand training capacity and provide recruiting and retention incentives for MOS 27E, 45G, 45T and 52C.
- Retain FY82 45T spaces to cover ramp up in FY85-91 requirements.
- Stretch out E-Date conversion MTOE documentation of 27E, 45G, 45T and 52C spaces within units for which equipment conversion to MI, IFV and CFV has not occured.
- Provide close monitoring of SSI 12A captain distribution.
- Provide for early procurement of MOS 100B Warrant Officers and provide retention incentives for improved MOS 100 series skills.

FIRE SUPPORT/ BATTLEFIELD NUCLEAR WARFARE

Overall Manning Objectives increases of 637 officers, 52 warrent officers and 6,869 enlisted personnel severely impacts personnel supportability of the Heavy Division 86 Division Artillery. These increases are particularly severe between FY83 and FY85.

- Manage SSI 13E by exception. This may include faster promotion to 03, increased FY83-85 accessioning, limited active duty tours for RC Captains, grade substitution and requirements screening for vailidity of nonunit distribution.
- Provide retention incentives for MOS 13Y, 13W, 15D and 13B40 grade E7. Provide retention incentives for feeder MOS to these critical skills.

- Extend deployment schedule for RPV, Q-36 and Q-37 Radars to provide smoother requirements ramp-up for MOS 13T and 13R.
- Extend the current 3 x 3 conversion program beyond FY93.
- Provide recruiting incentives for MOS 13M, 13R and 13T.

AIR DEFENSE

Overall Manning Objectives increases of 54 officers, 46 Warrant Officers and 2,285 enlisted personnel have been well managed by trade-offs from other Air Defense programs. Suppportability should be no problem; however, retention of critical NCO skills must be addressed, particularly for MOS 16Z and 27Z grade E8.

INTELLIGENCE/ ELECTRONIC WARFARE

Overall Manning Objectives increases of 324 officers, 44 warrant officers and 687 enlisted personnel will be difficult to support for the CEWI Battalions, particularly due to requirements for shortage skills.
- Increase assessions for SSI 35A.
- Establish enlistment bonus for MOS 98J.
- Expand training capacity for MOS 33S, 98J, 05G and 05D.
- Reduce course attrition in critical technical and language skills.
- Streamline secruity clearance process. Currently a BI takes up to one year to complete. Prioritize process for critical skills.
- Reevaluate and seek DOD support for revision or redirection of NFIP priorities. A tactical intelligence structure is not supportable under current polices and programs.
- Explore alternative personnel sources such as lateral entry, civilianized NFIP positions and increased specialization towards reducing shortage skill requirements.
- 982A and 983A warrant officers procurement alternatives should be explored.

MOBILITY/ COUNTERMOBILITY/ MINE WARFARE

Overall Manning Objectives increases of 129 officers, 44 warrent officers and 233 enlisted personnel should present no supportability problem.
- Monitor MOS requirement for the M9 ACE to assess supportability impacts of alternative MOS decision options.

COMMUNICATIONS

Overall Manning Objectives increases of 124 officers, 22 warrant officers and 495 enlisted personnel should be supportable.
- Monitor impacts of new system fielding to insure continued personnel and training supportability.
- Review SGA for MOS 31S grade E6 and 31T grade E4.
- Reduce training shortfall in MOS 31T.

COMBAT SERVICE SUPPORT

Overall Manning Objectives increases of 790 officers, 186 warrant officers and 9,122 enlisted personnel may create a supportability problem. This can not be determined until other Army 90's programs, particularly Heavy Corps 86 and EAC 86, are documented and trade-offs can be assessed.
- Implement combat arms detail to improve assessioning of SC 91 and 92.
- Determine changes in procurement methodology for MOS 630A.
- Review SGA for MOS 35U and consider redocumenting to E5 positions, MOS 35G.

- Revise DAS 3 distribution to stretch out FY84 requirements ramp up for MOS 55B or document alternative MOS 55R for DAS 3 Ammunition System.
- Closely monitor MOS 76V to insure priority fill.
- Enhance MOS 91Y recruiting and retention by establishing enlistment bonus and SRB.
- Implement recommendation for MOS 27E, 45G, 45T and 52C discussed earlier under ADA and Close Combat.
- Retain current MOS 63D requirements to smooth out ramp up in FY86. Review SGA to eliminate grade structure bottleneck at E6 compounded by 45D feeder MOS.
- Coordinate with OTSG to insure SSI 60-68 medical officer increases are programmed to meet Heavy Division 86 Manning Objectives.
- Establish Zones SRB to insure improved first term retention for MOS 67Y.

AVIATION

Overall increases of 243 officers, 593 warrant officers and 966 enlisted personnel are supportable.
- MOS 100B and MOS 67Y discussed earlier must be closely monitored to support increased Aviation requirments.
- The CMF 67 study should resolve Aviation grade feasibility issues. Closely monitor to insure implementation.
- The feasibility of establishing an Aviation Branch for SC 15, with inherent OBC and OAC professional development training should continue to be investigated. Diverse interests in Aviation officer management compound inconsistant policies in development and utilization of commissioned aviators.

CHEMICAL

Overall increases of 133 officers and 1281 enlisted personnel will create severe supportability problems for the NBC company.
- MOS 54E structure must be revised to alleviate grate infeasible structure to E5.
- Stretch out requirements for MOS 54Z to smooth out FY84 ramp up.

TRANSITION GUIDANCE

Single E date conversions should require detailed MOS and grade MTOE documentation to insure authorizations reflect only mission essential increases in critical skills based on equipment conversion dates. This may reduce the impact of near term MOS supportability problems and allow the training base to graduate its resource requirements to meet training objectives. Equipment paced conversion of MOS and grade changes will improve skill match provided that distribution plans are known with sufficient lead time for detailed documentation of authorized personnel resources.

THE PERSONNEL COMMUNITY

Intensive management of accession, retention and attrition of personnel assets in close coordination with the training community is required. Reliance on current PPBS driven personnel authorization documents will not suffice in the near-term due

to insufficient lead time provided for manning objectives and resourcing to get the right soldier to the right unit on time.

-Establish an annual Force Modernization ARPRINT with current data base on latest ODCSOPS approved force structure and transition guidance.

- Identify Heavy Division 86 potential problem MOS's and USAREC critical skills, particularly in the areas of field Artillery, Intelligence/Electronic Warfare, chemical and maintenance MOS.
- Provide special incentives for recruitment and retention of equipment driven problem MOS/SSI.
- Define assession objectives for MOS/SSI based on identification of force modernization manning objectives.
- Support the training community in eliminating "hard" constraints to training capacity, particularly for field artillery Intelligence/Electronic Warfare MOS.
- Orient the warrant officer recruiting and voluntary recall programs on Army 86 critical requirements.
- Incorporate Army 90's required increases in the DAMPL with high priority for distribution toward Army 90's critical skills.
- Reorient resource priorities to insure adequate support for Army 90's transitioning, particularly for Heavy Division 86. This includes training base expansion, DAMPL distribution priorities and end strength increases. With ODCSOPS identify the "requirements to authorizations gap" by fiscal year.
- Insure that Army 90's transition receives priority for distribution and assignment of critical personnel assets.
- With ODCSOPS, coordinate and identify Life Cycle Personnel requirements for Integrated System Support (ISS) of new materiel systems.
- With ODCSOPS, coordinate personnel implications of High-Low mix unit alternatives within each level of unit structure.

THE TRAINING COMMUNITY

Documentation of training base resource requirements to support Heavy Division 86 transition is absolutely essential in the FY84-88 POM. Later adjustments, while necessary, must be kept to "fine tuning" as much as possible to minimize turbuence. Additionally, the following measures should be instituted.

- Review course POI to shorten course length of critical specilties where course attrition is not a problem.
- In coordination with DCSPER, streamline security clearance requirements and procedures, particularly for Intellegence/Electronic Warfare and Field Artillery Nuclear Surety associated specialties.
- Reduce course attrition rates in critical specialties. Review MOS prerequisites, selection procedures, training plan content and training methods. Lengthen courses where required.
- Insure maximum training capacity is attained consistently to provide optimum training program fill in critical specialties
- Reduce TTHS accounts through increased OSUT and shorter course lengths where practicable.

- Complete documentation of final BOIP/QQPRI personnel requirements for TACJAM, TEAMPACK, SOTAS, TRAFFICJAM, QUICKFIZ II, SLUFAE, ACE and GEMSS.
- Insure personnel community representation on New Organization Training and New Equipment Training Teams.

MACOMS - Document FY84-88 PARR submissions to identify personnel authorizations required to support Heavy Division 86 transition as shown below While direct equipment and structure related costs should be identifie in the MRIS as stated above, other costs associated with organization and stationing should also be identified. Unit projections data for each of the 10 Heavy Divisions contained in Vol V, (Division Requirements) should assist in this effort.

Document Modernization Requirements Information Submission (MRIS) equipment driven training base personnel increases to support the 10 Heavy Divisions as follows:

PROPONENT	UNIT	SYSTEM
CM	NBC Company	- XM14. 9 per company to MRIS. 6 per company to Army 90
EN	Engineer Battalion	- ACE - GEMSS - SLUFAE
FA	HHB, Division Artillery	- FAMAS - PADS
FA	FA Target Acquisition Battalion	- AN/TPQ-36 - AN/TPQ-37 - RPV
SI	Signal Battalion	- PLRS and TACSATCOM H-series to MRIS. J-series increases to Army 90.
AR	Tank Battalion	- M1 Tank
LOGCEN	DMMC	- Ancillary support Systems (trucks, POL tankers, etc., due to increases of M1, IFV, CFV).
OD	Maintenance Battalion	- Tools test sets, test equipment and personnel to support MI, IFV, CFV and system changes

IT	CEWI Battalion	- TACJAM, TEAMPACK, SOTAS, TRAFFICJAM and QUICKFIX II H-series to MRIS. J-series to Army 90.
FA	8"/MLRS Battalion	- MLRS

MRIS related conversion dates are contained, by division and UIC in Vol IV, (Assumptions (S) and Conversion Schedule (C)) of this assessment.

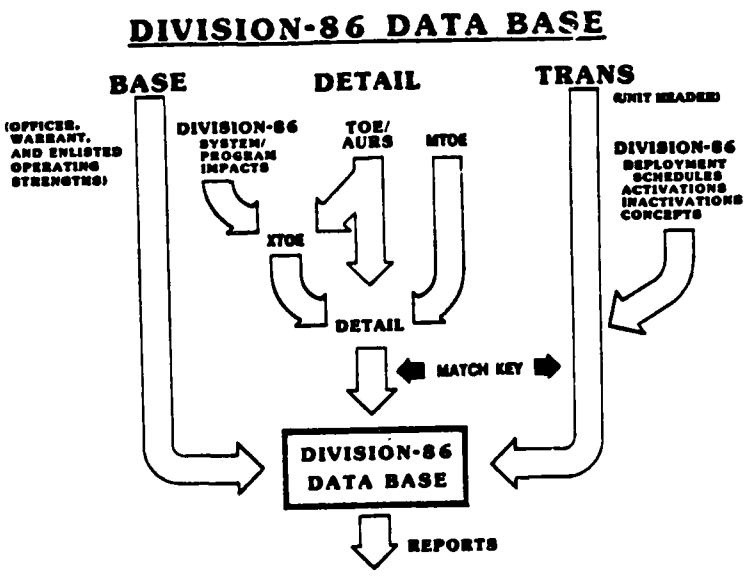
METHODOLOGY

BACKGROUND

The TRADOC Army 86 Studies that began in 1976 culminated on 1 August 1980 with a decision briefing to the Chief of Staff of the Army by the TRADOC Commander. Transition planning was then begun by the Army Staff. On 30 October 1980, DCSPER requested that TRADOC assist the Army staff in this effort through conduct of a Personnel supportability analysis and development of projections data. This analysis was completed on 12 March 1981 based on beginning-end and over-time comparisons of the current 10 Heavy Divisions (H-Series MTOE) with a model projection of the future 10 Heavy Division 86 force structure (Y-Series AURS). DCSOPS approved transition guidance as of 30 January 1981 was used to program force structure and equipment transition assumptions. Headquarters TRADOC subsequently directed that an assessment of the 10 Heavy Divisions be made using interim structures (A-SERIES AURS).

APPROACH

The approach used to develop the Division 86 Data Base was the Functional Review methodology as shown below:



BASE FILE	Officer, Warrant Officer and Enlisted operating strengths were obtained from the MILPERCEN Enlisted and Officer Master Files as of end-June 1981.
DETAIL FILE	Current H-Series Heavy Division TOE/MTOE organization detail was obtained from the MILPERCEN Authorizations Data Base (AUDB), derived from the July 1981 PERSACS, for unit documents in the force for the period starting 30 September 1981. Heavy Division 86 transition organization detail was obtained from the 29 July 1981 Update TOE TAPE containing the A-Series AURS. Impacts of selected systems, DAS 3, RPV, DIVAD, 3x8 DS Artillery conversion, MLRS and MAB to Ribbon Brigade conversion, were entered in the detail file based on draft Basis of Issue Plans or full modernization transition guidance provided by appropriate TRADOC combat developments activities.
TRANSACTIONS FILE	Unit header records were obtained from the MILPERCEN AUDB covering the same period as the unit detail file. Program, deployment, activation, inactivation and concepts transactions were obtained from the FY83-87 Program Objective Memorandum 15 June 1981, the Army 90's Transition Guidance 28 July 1981, Total Army Analysis 88 Heavy Division Conversion Schedule 19 August 1981, DCSOPS Equipment Distribution Plans as of 30 August 1981, and the August 1981 M-Force.
TRANSITION GUIDANCE & ASSUMPTIONS	Transition guidance and assumptions used to program the Heavy Division Data Base are contained in VOL IV (CONVERSION SCHEDULE and ASSUMPTIONS). Emphasis was placed on production of a data base that could provide data to influence resource Heavy Division 86 requirements projections in the FY84-88 POM cycle and beyond. Current projections using PPBS generated documents failed to provide adequate transition data in sufficient time to produce this result.

REQUIREMENTS DATA

The requirements analysis focused on the manning objectives to field the Heavy Division 86 interim organizations, accounting for both structure and equipment modernization changes. This was reflected in MOS/SC and grade data on actual personnel required to field the Heavy Division 86 organizations, expressed as a total personnel manning objective for current and transition strength over time from FY81 to FY91. Two other comparisons were also computed. These included the differences, or delta, between current authorizations and future requirements and between current operating strength and future requirements. These were matched against the Y-Series AURS manned at ALO 1 for comparative purposes. This is illustrated below:

UNCLASSIFIED

PREPARED ON 30 SEP 81
PAGE 00

PERSONNEL RESOURCE ANALYSIS DIRECTORATE
US ARMY SOLDIER SUPPORT CENTER - NATIONAL CAPITAL REGION
HEAVY DIVISION 86 DATA BASE EXTRACT
REQUIREMENTS OVER TIME - ENLISTED

FOR SFC PARKINSON
PH# 325-8631/8779

(RQMTS ARE AS OF END OF FY)

ELE NAME IS FR86-RPT-ENL

MOS	GRADE	OPSTR	FY81	FY82	FY83	FY84	FY85	FY86	FY87	FY88	FY89	FY90	FY91	Y-ALO1
11M														
	E7	0			39	65	104	130	234	312	390	468	546	
	RQ DELTA			+0	+39	+65	+104	+130	+234	+312	+390	+468	+546	+0
	OP DELTA		+0	+0	+39	+65	+104	+130	+234	+312	+390	+468	+546	+0
	E6	0			108	180	288	360	648	900	1116	1332	1584	
	RQ DELTA			+0	+108	+180	+288	+360	+648	+900	+1116	+1332	+1584	+0
	OP DELTA		+0	+0	+108	+180	+288	+360	+648	+900	+1116	+1332	+1584	+0
	E5	0			276	460	736	920	1656	2208	2760	3312	3864	
	RQ DELTA			+0	+276	+460	+736	+920	+1656	+2208	+2760	+3312	+3864	+0
	OP DELTA		+0	+0	+276	+460	+736	+920	+1656	+2208	+2760	+3312	+3864	+0
	E4	0			621	1035	1656	2070	3726	4968	6210	7452	8694	
	RQ DELTA			+0	+621	+1035	+1656	+2070	+3726	+4968	+6210	+7452	+8694	+0
	OP DELTA		+0	+0	+621	+1035	+1656	+2070	+3726	+4968	+6210	+7452	+8694	+0
	E3	0			191	293	442	542	942	1263	1563	1863	2184	
	RQ DELTA			+0	+191	+293	+442	+542	+942	+1263	+1563	+1863	+2184	+0
	OP DELTA		+0	+0	+191	+293	+442	+542	+942	+1263	+1563	+1863	+2184	+0
	MOS TOTALS	0			1235	2033	3226	4022	7206	9651	12039	14427	16872	
	RQ DELTA			+0	+1235	+2033	+3226	+4022	+7206	+9651	+12039	+14427	+16872	+0
	OP DELTA		+0	+0	+1235	+2033	+3226	+4022	+7206	+9651	+12039	+14427	+16872	+0

(RQ DELTA = END FY RQMTS MINUS END FY81 RQMTS)

(OP DELTA = END FY RQMTS MINUS OPSTR)

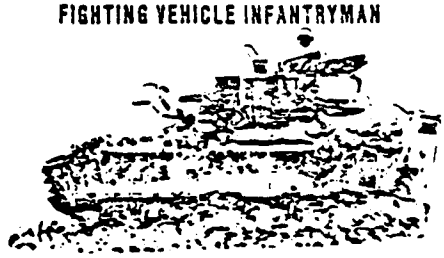
UNCLASSIFIED

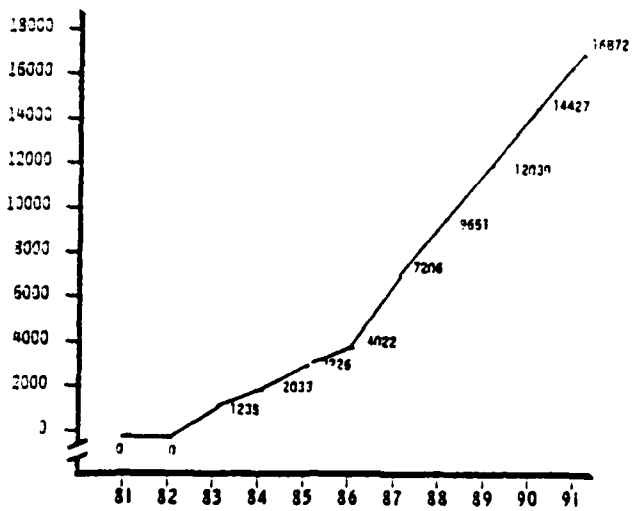
This format was used to produce the data contained in VOL II (REQUIREMENTS DATA). It identifies the relationships between current operating strength, current authorizations and current requirements to projected requirements over time. Projections incorporate conversion to interim organizational structures and new equipment in accordance with approved transition guidance.

MOS PROJECTIONS

Each Officer Specialty and Warrant Officer and Enlisted MOS was projected for impact on Heavy Division 86 transition. Data contained in various standard reports was collected to provide a current profile. This data was then combined with requirements data to develop projections of supportability by the personnel and training community. MOS projections are contained in VOL III (PROJECTIONS DATA), and grouped by TRADOC Mission Area. This is illustrated below:

11M
FIGHTING VEHICLE INFANTRYMAN





MOS			ACCESSION			TRAINING		
			CRIT SKILL	ED (81)	TNGPSN FILL %	CAP	TIME WKS	LEAD MOS
11M					0		12(0)	25
			TTHS	ATTRITION		RETENTION		
CMD GP STR	AUTH	FACES	%	CBS %	MISC %	REENL % ISSUED / CAR	MIG % IN / OUT	SRB A / B / C
0	0	0	9	7	10	64 / 69	1 / 5	2 / 2 / 0
19K T72	3226	+3226	3345	3579	3628	5215	5344	167 %
19K M1A2	16872	+16872	18541	18705	18948	26440	27115	161 %
19K M1A1	0							%

MALE/FEMALE		CONUS/OCONUS		MOS PREREQ		TRADEOFFS
MALE %	FEM %	CONUS %	OCONUS %	SCORE	POPUL %	
100	0	0	100	CO85	33	11B's reclassified as 11M's during fielding of IFV

MOS 11M

BACKGROUND - New MOS. Initially, most of the support will come from those personnel and positions currently in MOS 11B. Personnel reclassified upon successful completion of new equipment training on the IFV. There should be an ample supply of 11B's for conversion due to squad size reduction from 11 to 9 men.

SYSTEMS - IFV

M242 25mm Chain Gun

M240C 7.62mm Coaxial Machine Gun

Dual-Tube Tow Missile Launcher

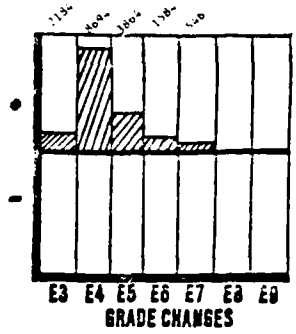
ORGANIZATIONS - Mech Bns have 4 rifle companies and an Anti-Armor Co, vs 3 Rifle and CS Co. Weapons platoon is eliminated from each Rifle Co

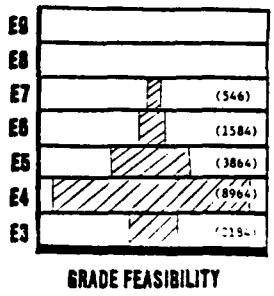
TRAINING - Majority of training will be accomplished by MET Teams as the IFV is fielded.

Poor grade feasibility from E3-E4

Out migration may not be a problem since figures for 11B were used

RECOMMENDATION - Fielding plans need to be closely monitored to ensure MOS does not become imbalanced between CONUS and OCONUS

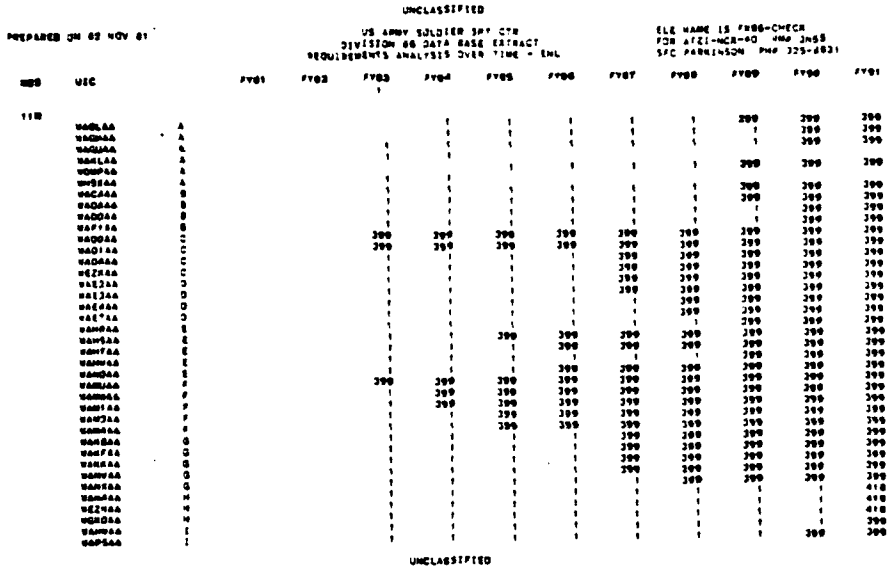




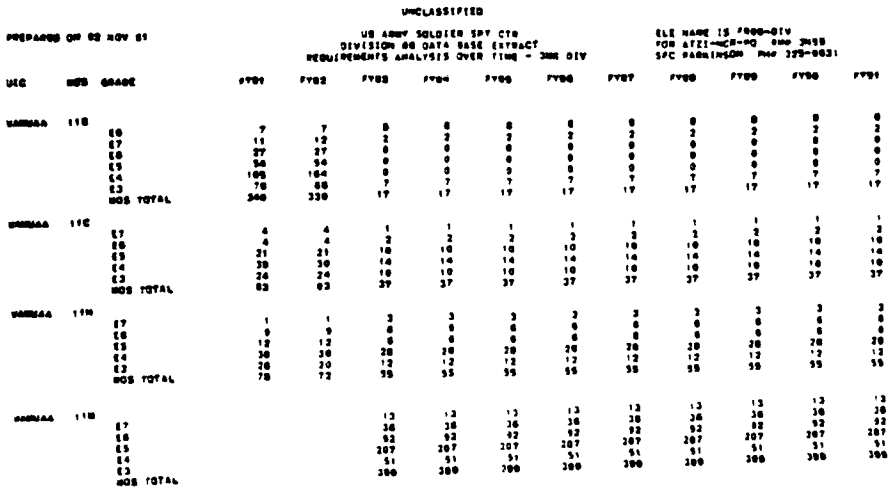
These projections provided an MOS/SC supportability conclusion and, where appropriate, recommendations for resolution of specific supportability problems.

UNIT DATA

Unit requirements data was also developed for total unit impact of Heavy Division 86 transition by both MOS and by unit. MOS unit impact data is contained in VOL V, Section 1 (UNIT MOS REQUIREMENTS). This data is presented in a format as illustrated below:



Divisional impacts on each of the 10 Heavy Divisions were also developed by unit, MOS and grade. These are contained in VOL V, Section 1 (DIVISION PROJECTIONS) with an annex devoted to each of the 10 Heavy Divisions. This data is presented in a format as illustrated below:



J-Series AURS COMPARISON	As the Heavy Division 86 force structure evolves toward standard TOE documentation, the J-Series AURS organizational structures are emerging to present an updated picture of divisional end-state. It is important, therefore, to capture the differences between A-Series and J-Series documents. This is contained in VOL VI (J-Series Comparison)
MRIS DATA	The Heavy Division 86 is a complex organization, driven by doctrinal, organizational and equipment changes. Separating out equipment and structure driven changes to meet Modernization Requirements Information Submission (MRIS) report formats was not performed in this assessment. This utility in projecting load driven equipment based training requirements will have to be determined by each user of this assessment.
TRAINING DATA	The assessment can serve as a basis for projections of total training requirements for Heavy Division 86 transition. These requirements must account for changing personnel and training factors such as course attrition and retention rates.

MOS MATRIX USERS GUIDE

HOW TO USE THIS DOCUMENT

The MOS MATRIX was designed to portray the current status of each Enlisted MOS associated with Heavy Division 86 known transition requirements. In some cases, MOS's were identified within current Heavy Division operating strengths for which a requirement no longer exists. These were deleted from the MATRIX.

DATA DISPLAY

The data displayed for each MOS highlights the current operational, accession, training, retention, and proponency data relevant to analysis of the MOS in light of changing requirements to support Heavy Division 86 transition. Observation of the relationships between data elements provided a basis for investigation of potential problem areas. This resulted in a detailed MOS Projection for each enlisted MOS. These are contained in VOL III (DETAILED PROJECTIONS), which are displayed by TRADOC mission area and cross indexed by MOS proponent and functional area. Officer and Warrant Officer projections are also contained in VOL III.

DATA SOURCES

MOS data used in the MATRIX was drawn from the following sources:

DATA ELEMENT	SOURCE	DATE
MOS/Grades	Hv Div 86 Data Base	24 Sep 81
CMF/MOS Title/ Substitute MOS	AR 611-210 W/C-16	1 Sep 81
Current Oper Str/ World Wide Oper Str/ % Authorizations	MILPERCEN Enlisted Str Inventory (COPO 45 - Part 6)	31 Jul 81
Proponent/Remarks	AR 600-101 (Draft)	
CONUS-OCONUS Ratio	MILPERCEN Rotation Base Report (DAPC-236)	31 Jul 81
MOS Prerequisite/ % Population	DMDC Data Base FY77-80	Oct 81
Critical Skill	USAREC Hit List	30 Aug 81
Training Fill	MILPERCEN Yearly Limit Program (A PRO)	31 Jul 81
Training Capacity	DCSOPS Trai ig Capacity Constraint Report (DAMO-TRI)	30 Jun 81
Training Time	MILPERCEN Qualifications File	Aug 81
Recruiting Lead Time	SSC-NCR BOIP Analysis	
Course Attrition	MILPERCEN PIA Report (ATSCHL)	Jul 81
Miscl Attrition	MILPERCEN AID-E Report	Dec 80
1st Term Retention (3 yr)/Career Retention	DA MOS Retention Rates Report (COPO 70)	30 Jun 81
1st Term Retention (4 yr)/Career Retention	DA Report of Separations Eligible - 12 months (DAPC-120)	30 Jun 81

DATA ELEMENT RELATIONSHIPS

Relationships between data elements can raise questions for further investigation. This can be useful for personnel managers, combat and training developers, policy analysts, program managers, training managers, operators, decision makers and unit leaders. They can provide a total systems oriented approach to policies, programs and actions affecting problems within these MOS's. Examples of data element relationships include:

-Operating strength to increased requirements.
-High TTHS to course length.
-Substitute MOS to increased requirements
-CONUS/OCONUS ratio to retention.
-CONUS/OCONUS ratio to male/female ratio
-Proponent to functional area concern
-MOS prerequisite to course attrition
-MOS prerequisite to population change
-Critical skill to increased requirements
-Enlistment option/bonus to increased requirements
-Training fill to increased requirements
-Training capacity to increased requirements
-Recruiting Lead Time to MOS decision
-Course attrition change to MOS prerequisite, course length, course content and training methodology.
-Miscellaneous attrition to unit training, facilities and command climate
-Retention to SRB
-Migration to promotion opportunity/grade feasibility

PROJECTING MOS HEALTH

Objectively, these relationships must be evaluated for cause and effect across functional boundaries. As new data is generated from periodic reports, trends can begin to emerge to further refine problem area identification. This, in turn, can provide a more systematic approach to personnel and training plans, policies and operations for projective analysis and design of integrated "get well" strategies for problem MOS's.

AUTOMATION OF MOS DATA

Efforts are under way to design and build compilations of MOS data, such as those contained in this MATRIX for automated update and access. Current standard automated reports are used primarily for discrete management functions and are thus not readily useable or accessable to many potentially interested parties. With the accelerated pace of change and the redefinition of proponency roles and proponent functions, a roll-up of relevant data appears to be increasingly needed.

ENLISTED MOS STRUCTURE MATRIX

MOS	TITLE	CAT	GRADES	CURRENT OP STR	MW OP/AUTH (%)	FEMS (%)	SUBSTITUTE MOS	CORMS-DCORMS RATIO		MALE/FEMALE RATIO			MOS PREREQ			ACCESSION						TRAINING			TIME LEAD TIME	ATTRITION				RETENTION					REMARKS
								COMMS	DCORMS	MALES	FEMALES					CAT	ENL OPTION		TOS	PMC		CAP		TIME											
00B	SP DUTY ASSIGNMENT	--	EP	350	100	0	--	99	1	100	0	SS	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	
00U	EQUAL OPPOR REP	71	E5-8	662	106	5	--	61	39	89	11	SS	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	
00Z	COMMAND SGM	--	E9	3082	89	5	--	61	39	100	-1	SS	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	
02B	COMPUTER OPERAT PL	97	E3-6	293	109	33	--	70	30	95	5	SS	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	
02C	BRTN EUPHON PL	97	E5-6	77	93	9	--	68	32	95	5	SS	--	--	--	--	✓	--	--	91	24	--	--	23	91	13	--	5	82	69	46	2	3	-	-	USAEM
02D	FRENCH HORN PL	97	E4-6	100	73	8	--	70	30	56	44	SS	--	--	--	--	✓	--	--	96	24	--	--	23	91	19	--	5	81	57	59	1	3	-	-	USAEM
02E	PERCUSS PL	97	E4-6	371	101	35	--	68	32	97	3	SS	--	--	--	--	✓	--	-	78	24	--	--	23	91	16	-129	5	79	74	59	2	5	-	-	USAEM
02J	TUBA PL	97	E4-6	333	88	10	--	67	33	97	3	SS	--	--	--	--	✓	--	--	58	24	--	--	23	91	15	- 36	7	78	57	50	5	2	-	-	USAEM
02G	FLUTE PICCOLO PL	97	E4-6	73	84	36	--	69	31	40	60	SS	--	--	--	--	✓	--	--	72	24	--	--	23	91	11	- 8	6	85	59	55	1	5	-	-	USAEM
02H	OBOE PL	97	E4	33	30	39	--	72	28	77	23	SS	--	--	--	--	✓	--	--	31	24	--	--	23	91	17	--	8	75	50	8	6	8	-	-	USAEM
02J	CLARINET PL	97	E4-6	375	68	34	--	69	31	69	31	SS	--	--	--	--	✓	--	--	27	24	--	--	23	91	12	- 33	7	81	63	24	4	3	-	-	USAEM
02K	BASSOON PL	97	E5	38	44	10	--	68	32	63	37	SS	--	--	--	--	✓	--	--	4	24	--	--	23	91	16	--	4	80	100	0	6	6	-	-	USAEM
02L	SAXOPHONE PL	97	E4-6	384	108	37	--	68	32	91	9	SS	--	--	--	--	✓	--	--	87	24	--	--	23	91	8	- 14	6	86	66	53	2	3	-	-	USAEM
02M	PERCUSSION PL	97	E5-6	324	138	23	--	67	33	94	6	SS	--	--	--	--	✓	--	--	57	24	--	--	23	91	46	- 64	5	49	74	67	2	2	-	-	USAEM
02N	PIANO PL	97	E5	45	98	32	--	65	35	84	16	SS	--	--	--	--	✓	--	--	72	24	--	--	23	91	20	+150	6	74	67	62	2	4	-	-	USAEM
02P	BRASS QP LDR	97	E7	82	191	2	--	70	30	99	1	SS	--	--	--	--	--	--	--	--	24	--	--	--	--	--	--	--	--	--	--	2	1	-	-	USAEM
02Q	WOODWIND QP LDR	97	E7	37	84	3	--	68	32	95	5	SS	--	--	--	--	--	--	--	--	24	--	--	--	--	--	--	--	--	100	--	3	0	-	-	USAEM
02R	PERCUSSION QP LDR	97	E7	21	48	0	--	70	30	100	0	SS	--	--	--	--	--	--	--	--	24	--	--	--	--	--	--	--	--	100	--	10	0	-	-	USAEM
02Z	GUITAR PL	97	E6	40	93	20	--	70	30	97	3	SS	ST85	65	- 4	--	--	--	--	0	24	--	--	23	91	20	- 20	5	75	17	83	5	0	-	-	USAEM
03Z	EPL BAND/CASER	97	E8	43	96	0	--	69	31	95	5	SS	--	--	--	--	--	--	--	--	24	--	--	--	--	--	--	--	--	100	--	7	2	-	-	USAEM
05C	CMDS ACFT SP	73	E4-5,7	880	100	15	--	57	43	85	15	SS	SC99	99	- 7	--	✓	--	--	87	81	--	--	33	29	0	0	8	92	65	39	20	2	-	-	
05D	RADIO OP	31	E3-5	9176	106	38	--	48	52	88	12	SI	SC95	36	- 7	✓	✓	✓	2.5	87	96	--	--	7	27	15	- 25	10	75	49	54	1	4	4	2	1
05E	RADIO TT OP	31	E3-6	7278	106	21	--	47	53	88	12	SI	SI95	36	- 10	--	✓	✓	2.5	111	96	--	--	10	20	20	- 20	10	62	63	60	0	3	-	-	
05H	EW/SIGINT INTERN/DOC	98	E3-6	405	124	21	--	32	68	72	28	II	SI95	36	- 10	--	✓	✓	3	99	79	--	✓	29	33	35	- 10	20	55	84	75	3	3	4	3	2
05G	STAFF SP	98	E4-7	497	104	26	--	55	45	77	23	II	SI95	36	- 10	--	✓	✓	3	96	79	--	✓	17	29	30	- 25	10	60	98	52	6	3	4	3	0
05H	EW/SIGINT OPER-INC	98	E5-6	1647	109	38	--	41	59	76	24	II	SI95	36	- 10	--	✓	✓	3	85	79	--	✓	24	31	38	- 30	8	54	84	64	2	3	2	2	0
05J	INTERROGATOR	31	E3-5	52250	94	9	--	61	39	100	0	IN	CO85	33	+ 3	--	✓	✓	5	104	98	--	✓	12(D)	26	9	- 17	10	81	66	69	1	5	2	2	0
05K	EMPLACER PIPE EMPLN	31	E3-7	32088	90	9	--	56	44	100	0	IN	CO85	33	+ 3	--	✓	✓	5	106	98	--	--	12(D)	26	5	- 25	10	85	56	73	1	6	2	2	0
05M	MV INTERCEPTOR CRMN	31	E3-7	7576	99	8	--	59	41	100	0	IN	CO85	33	+ 3	--	✓	✓	5	104	98	--	--	12(D)	26	4	- 60	10	86	58	72	1	5	2	2	0
05N	EW INTERCEPTOR	21	E3-7	33	250	0	--	0	100	100	0	IN	CO85	33	+ 3	--	✓	✓	--	0	98	--	--	12(D)	26	7	- 22	10	82	0	100	0	0	2	2	0
05R	COMBAT ENGR	12	E3-7	35113	100	10	--	56	44	100	0	EN	CO85	33	+ 3	--	✓	✓	--	101	99	--	--	12(D)	26	6	0	9	85	81	52	1	3	2	1	0
05C	BRIDGE CREW	12	E3-7	2589	103	9	--	58	42	100	0	EN	CO85	33	+ 3	--	✓	✓	3.5	99	99	--	--	13(D)	27	6	54	11	83	79	35	1	3	2	1	0
05F	ENGR DIVER CREW	12	E3-7	3149	92	16	--	51	49	100	0	EN	CO85	33	+ 3	--	✓	✓	3.5	99	99	--	--	15(D)	27	4	33	9	87	75	67	16	2	2	2	0
05Z	EOD ENLD SP SGT	12	E8	924	85	9	--	71	29	100	0	EN	--	--	--	--	--	--	--	--	99	--	--	--	--	--	--	--	--	88	--	1	0	-	-	
05B	CANNON CREW	13	E3-7	23561	102	33	--	51	49	100	0	FA	FA85	69	- 3	--	✓	✓	5	101	96	--	--	12(D)	26	12	0	10	78	64	69	0	9	2	1	0
05C	TACTICAL OPNS SP	13	E3-7	904	79	9	--	59	41	100	0	FA	ST95	34	- 10	--	✓	✓	2.5	101	96	--	--	6	27	2	93	10	88	77	56	7	1	2	2	0
05E	CANNON ED SP	13	E3-7	2078	98	16	33C	53	47	100	0	FA	ST95	34	- 10	--	✓	✓	5	104	96	--	--	13(D)	27	26	19	10	64	47	70	0	12	2	2	0
05F	FIRE SUPPORT SP	13	E3-7	4362	96	34	--	55	45	100	0	FA	FA(D)	39	- 4	✓	✓	✓	5	83	96	--	--	13(D)	27	14	11	10	76	58	77	7	4	2	2	0
05S	MLRS CREW	13	E3-5	0	0	0	--	--	--	100	0	FA	(E10D)	99	- 5	✓	--	--	--	0	96	--	✓	--	27	15	--	10	75	--	--	0	0	-	-	-
05T	FIRE DIRECTION OFF CRMN	13	E3-8	71	91	55	--	25	75	90	10	FA	SC(D)	27	- 6	--	✓	✓	2.5	104	96	--	✓	7	27	9	- 29	10	81	67	100	10	0	1	1	0
05U	ARV CREW	13	E3-6	0	0	0	--	--	--	--	--	FA	--	--	--	--	--	--	--	--	96	--	--	--	--	--	--	--	--	--	--	0	0	-	-	-
05W	FA SGT ACD SP SGT	13	E8	84	45	5	33Y	54	46	100	0	FA	--	--	--	--	--	--	--	--	96	--	--	--	--	--	--	--	--	100	--	1	2	-	-	-
05Y	CANNON/MSL SP SGT	13	E8	558	64	6	33W	55	45	100	0	FA	--	--	--	--	--	--	--	--	96	--	--	--	--	--	--	--	--	96	--	1	0	-	-	-
05Z	FA SP SGT	13	E8	97	89	4	--	76	24	100	0	FA	--	--	--	--	--	--	--	--	96	--	--	--	--	--	--	--	--	94	--	0	1	-	-	-

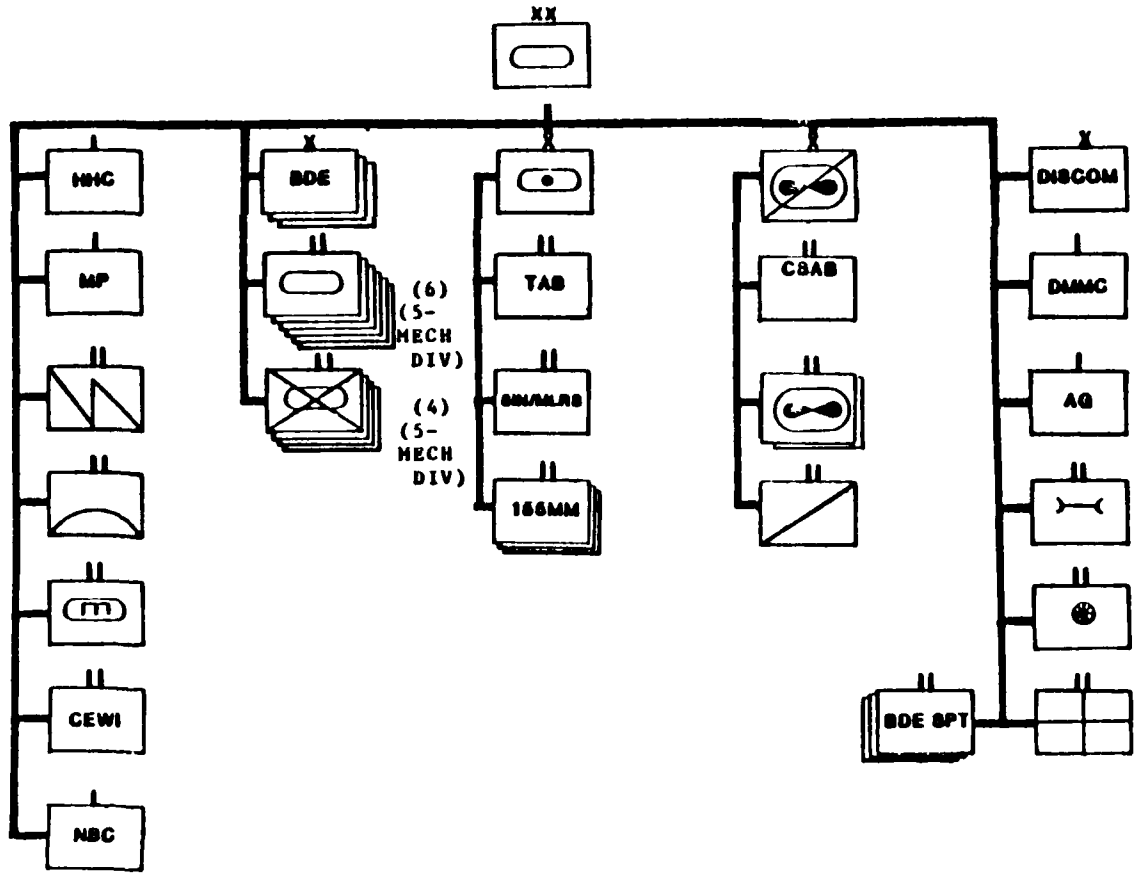
MOS	TITLE	CAT	GRADES	CURRENT OP STR	MOS OP/ASTR	TTHS	CONVERSION MOS	CORPS DEGREE RATIO		MALE/FEMALE RATIO		SCORE	MOS PROFILE			ACCESSION						TRAINING			DEVELOPMENT LEAD TIME	ATTRITION				RETENTION					REMARKS
																CONT	ENL OPTION			THS	FILL	RAP	TIME												
35D	MLRS SGT	13	E6-7	3532	94	37	--	24	76	93	7	FA	--	--	--	--	✓	✓	2.5	0	96	--	--	--	--	--		10	90	77	80	5	13	2	2	1	
35J	MLRS OP/FD SP	13	E4-6	292	102	21	13E	28	72	90	10	FA	94100	39	- 4	--	✓	✓	3	100	96	--	--	6	27	24		9	67	90	45	7	8	4	0	0	
36M	ADA OP/INTEL ASST	16	E3-7	870	125	7	36B-E	56	44	91	9	AD	OF95	66	- 4	--	✓	--	--	102	93	--	--	13(0)	27	7	0	10	83	87	28	2	5	-	-	-	
36L	DIVAD GNR	16	E3-7	0	0	0	--	--	--	100	0	AD	OF95	66	- 4	--	✓	--	--	104	93	--	--	13(0)	27	9	40	7	84	61	50	2	7	-	-	-	
36P	ADA SHT RG RSL CRWR	16	E3-6	2760	95	20	--	45	55	100	0	AD	OF85	71	- 3	--	✓	--	--	0	93	--	--	13(0)	27	34	38	10	76	75	44	0	4	1	1	0	
36Q	ADA SHT RG GNR	16	E3-7	2063	97	12	--	59	41	100	0	AD	OF85	71	- 3	--	✓	--	--	127	93	--	--	13(0)	27	34	8	10	76	84	42	1	8	-	-	-	
36S	MANPADS CRWR	16	E3-6	2321	95	17	--	56	44	100	0	AD	OF85	71	- 3	--	✓	--	--	97	93	--	--	13(0)	27	34	38	10	76	75	44	0	4	1	1	0	
36Z	ADA SR SGT	16	E8	335	68	6	--	49	51	100	0	AD	OF85	71	- 3	--	✓	--	--	80	93	--	--	13(0)	27	34	8	10	76	60	53	1	8	-	-	-	
37B	FA RDR CRWR	13	E3-7	464	104	8	--	73	27	90	10	AD	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	
37C	FA T&T ACQ SP	13	E3-7	3344	106	31	--	64	36	88	12	FA	SC[illegible]	27	- 6	--	✓	--	--	101	96	--	--	8	27	38	29	10	72	60	30	0	7	0	1	0	
37K	GND SURVL RDR CRWR	96	E3-8	1362	79	37	--	52	48	100	0	IT	SC95	38	- 7	--	✓	--	--	106	96	--	--	7	27	23	12	11	66	71	41	3	5	1	1	0	
37M	REMOTE SENSOR OP	96	E3-5	98	117	9	--	78	30	100	0	IT	SC95	38	- 7	✓	✓	✓	1.5	92	88	✓	✓	4	26	25	122	9	66	72	47	0	10	-	-	-	
39D	CAVALRY SCOUT	19	E3-7	30611	109	8	--	53	47	100	0	AR	[illegible]	36	- 5	--	✓	--	--	--	88	--	--	5	27	5	0	8	87	67	26	1	10	-	-	-	
19E	M60 ARMOR CRWR	19	E3-7	13639	78	8	--	50	50	100	0	AR	COBS	33	• 3	--	✓	✓	5	66	99	--	--	13(0)	27	24	8	10	66	65	47	1	5	1	2	0	
19K	M1 ARMOR CRWR	19	E3-7	269	81	28	--	88	12	100	0	AR	COBS	33	• 3	--	✓	--	--	101	99	--	--	14(0)	27	25	0	9	66	63	47	2	5	1	2	0	
19Z	ARMOR SR SGT	19	E8-9	691	73	10	--	55	45	100	0	AR	--	--	--	--	--	--	--	--	--	--	--	--	--	25	0	9	66	77	40	0	0	1	2	0	
24M	VULCAN SYS MECH	27	E3-7	357	96	23	--	63	37	100	0	AD	[illegible]	26	- 2	--	✓	--	--	94	92	--	--	27(0)	30	--	--	--	--	87	--	0	2	-	-	-	
24N	CHAPARAL SYS MECH	27	E3-7	217	94	16	--	54	46	100	0	AD	[illegible]	26	- 2	--	✓	--	--	78	92	--	--	25(0)	30	37	10	7	56	63	31	4	5	0	1	0	
24W	DIVAD SYS MECH	27	E3-7	0	0	0	--	--	--	100	0	AD	[illegible]	26	- 2	--	✓	--	--	0	92	--	--	27(0)	30	25	55	13	62	69	33	1	4	1	1	1	
26B	MPRS SPT RDR REP	29	E3-5	232	141	16	--	78	30	97	3	OD	EL95	51	- 2	--	✓	--	--	100	89	--	--	24	31	37	10	7	56	65	31	4	5	0	1	0	
26C	CBT AREA RDR REP	29	E3-6	261	76	25	--	55	45	97	3	OD	EL95	51	- 2	--	--	✓	--	98	89	✓	✓	26	32	25	9	6	69	50	38	6	2	-	-	-	FA
26D	GCA RDR REP	28	E6	110	107	5	--	65	35	90	10	SI	EL85	77	- 1	--	✓	--	--	95	97	--	--	33	34	27	69	11	62	61	24	5	11	-	-	-	IT
26L	TAC MWAVE SYS REP	29	E3-6	788	121	36	26W,92Z	50	50	96	4	SI	[illegible]	37	- 3	--	✓	--	--	95	97	--	--	33	34	25	24	6	69	46	83	3	3	-	-	-	
26Q	TAC SAT/MW SYS OP	31	E3-5	1089	106	11	26B	53	47	90	10	SI	EL95	51	- 2	--	✓	--	--	101	96	--	--	36	34	20	38	10	70	54	21	3	9	-	-	-	
27B	LCSS TEST SP	27	E3-7	284	74	29	--	46	54	99	1	AD	EL95	51	- 2	--	--	✓	--	103	92	--	--	32	33	21	37	9	70	63	95	2	3	-	-	-	
27E	TOW/DRAGON REP	27	E3-6	650	94	23	--	50	50	97	3	AD	EL95	51	- 2	--	✓	--	--	101	92	--	--	32	33	21	37	9	70	63	95	2	3	-	-	-	MM
27F	VULCAN REP	27	E3-6	420	104	34	--	55	45	95	5	AD	EL95	51	- 2	--	✓	--	--	99	92	--	--	23	31	34	6	12	54	37	57	4	1	1	0	-	MM
27G	CHAPARAL/MANPADS OP	27	E3-7	338	106	17	--	48	52	96	4	AD	EL95	51	- 2	--	✓	--	--	100	92	--	--	23	31	28	7	10	62	60	38	3	1	1	0	-	MM
27H	FAAR REP	27	E3-6	0	0	0	--	--	--	--	--	AD	EL95	51	- 2	--	✓	--	--	0	92	--	--	23	31	34	6	12	54	37	57	4	1	1	0	-	MM
27P	DIVAD SYS REP	27	E3-7	0	0	0	--	0	0	0	0	AD	[illegible]	26	- 2	--	✓	--	--	0	92	--	--	27(0)	30	37	--	7	56	63	31	4	5	0	1	0	MM
27Q	DIVAD TEST SP	27	E3-6	0	0	0	--	0	0	0	0	AD	EL95	51	- 2	--	✓	✓	--	0	92	--	--	32	33	21	--	9	70	63	95	2	3	-	-	-	MM
27Z	LC/LAD SYS MAINT CH	27	E8	65	75	6	--	67	33	100	0	AD	--	--	--	--	--	--	--	--	92	--	--	--	--	--	--	--	--	81	--	0	0	-	-	-	
31E	FIELD RADIO REP	29	E3-6	1311	110	16	26W,92Z	47	53	91	9	SI	[illegible]	19	- 2	--	--	✓	--	101	89	--	--	25	32	42	2	14	44	73	47	4	5	0	1	0	
31J	TELETYPE REP	29	E3-6	1557	120	13	--	44	56	87	13	SI	[illegible]	19	- 2	--	--	✓	--	101	89	--	--	20	30	34	39	10	76	78	21	4	1	1	0		
31M	MECH COMM EQ REP	31	E3-6	6044	102	15	--	47	53	89	11	SI	EL95	51	- 2	✓	✓	--	--	101	96	--	--	10	28	27	8	10	65	66	39	1	4	-	-	-	
31R	TACTICAL CIR COM	31	E3-6	902	108	18	--	51	49	89	11	SI	EL95	51	- 2	--	--	✓	--	102	96	--	--	10	28	21	28	10	69	43	89	3	2	-	-	-	
31S	FIELD GEN COMSEC OP	29	E3-6	573	99	21	32Z	50	50	96	4	SI	[illegible]	10	- 2	--	--	✓	--	94	89	--	--	32	33	31	26	11	58	76	53	5	4	1	0	0	
31T	FIELD SYS COMSEC OP	29	E3-5	161	82	32	--	40	60	95	5	SI	[illegible]	26	- 2	--	--	✓	--	51	89	--	--	33	34	42	5	7	51	33	100	10	3	1	1	0	
31V	TAC COMM SYS OP/MEC	31	E3-8	5162	94	18	36K	56	44	98	2	SI	EL95	51	- 2	--	✓	--	--	102	96	--	--	10	28	25	0	10	65	83	41	2	3	1	0	0	
51Z	C-E OPNS CH	31	E7-8	3354	79	6	--	60	40	100	0	SI	--	--	--	--	--	--	--	--	96	--	--	--	--	--	--	--	--	95	--	4	1	-	-	-	FA
52Z	C-E MAINT CH	29	E7-8	916	91	7	--	61	39	100	0	SI	--	--	--	--	--	--	--	--	89	--	--	--	--	--	--	--	--	90	--	2	1	-	-	-	
53S	EW/INTEP SYS REP	33	E4-7	754	70	38	--	51	1	99	1	IT	SC95	36	- 7	--	✓	--	--	99	99	--	✓	35	34	30	23	10	60	35	87	7	1	5	1		
54B	PCH REP	74	E3-4	65	155	8	--	56	44	95	5	SS	EL95	51	- 2	--	--	✓	--	100	97	--	--	22	31	11	267	6	83	60	60	6	3	-	-	-	SI
54C	DASS COMPUTER REP	74	E5-7	54	169	27	--	20	80	96	4	SS	[illegible]	19	- 2	--	✓	--	--	--	97	--	--	--	--	15	--	--	--	67	--	19	0	0	0	0	SI
54K	IBM360 COMPT REP	74	E5-7	67	77	3	--	47	53	100	0	SS	EL95	51	- 2	--	✓	--	--	--	97	--	--	--	--	--	--	--	--	78	--	0	0	0	3	0	SI
54Y	FA COMPUTER REP	74	E3-6	199	111	47	--	50	50	96	4	SS	EL95	51	- 2	✓	--	✓	--	97	97	✓	✓	29	33	48	0	11	41	62	47	11	1	2	1	0	00

MOS	TITLE	CAT	GRADES	CURRENT OP STR	WO OP/ASGD (%)	TTHS (%)	ASSIGNED MOS	CORVS RECRUIT RATIO		MALE/FEMALE RATIO		SVC	MOS PREREQ			ACCESSION					TRAINING			DEFC LEAD TIME	ATTRITION				RETENTION					REMARKS
																CONT	ENL OPTION			TAS	FAIL	GAP		TIME										
								(2000)	(2000)	(MALE)	(FEMALE)		(2000)	POPUL	FY87 Δ	(DEMO)	(OTH)	(VOL)	(2000)	(OBS)	(%)	(DA)	(COR)	(WK)	(MO)	(2000)		(MALE)		(FEMALE)		(CAT I-IIIA)	(BETTER)	(IN)	(OUT)	(A)	(B)	(C)	
34Z	ADPS MAINT SUPV	74	E8	34	321	3	--	83	37	100	0	SS	--	--	--	--	--	--	--	--	97	--	--	--	--	--	--	--	--	86	--	5	0	-	-	-	
35B	ELECT INSTR REP	29	E3-5	333	109	20	--	80	20	91	9	SI	EL95	64	- 1	--	--	✓	--	100	89	--	--	23	31	29	9	9	67	54	82	2	21	-	-	-	
35E	SP ELEC DEVICES REP	29	E3-5	599	118	8	--	73	27	94	6	SI	EL95	51	- 2	--	✓	--	--	99	89	--	--	17	30	20	82	8	72	63	23	6	6	-	-	-	EN
35G	BIOMED EQ REP	91	E3-4	358	63	48	--	66	34	91	9	SI	EL95	51	- 2	--	--	✓	--	98	97	--	✓	35	29	90	31	5	55	56	53	35	6	-	-	-	OTSG
35H	CALIBRATION SP	29	E4-7	749	99	26	--	38	62	95	5	SI	1120	5	- 1	--	--	✓	--	70	89	--	--	36	34	29	38	10	61	73	47	21	0	3	1	0	PM
35K	AVIONIC MECH	28	E3-5	530	95	32	--	60	40	96	4	SI	EL95	51	- 2	--	--	✓	--	104	97	--	--	14	29	32	200	7	81	50	84	5	9	-	-	-	
35L	AVIONIC COMM EQ REP	28	E3-5	351	92	34	--	57	43	91	9	SI	1300	37	- 3	--	--	✓	--	98	97	--	--	22	31	21	90	34	65	46	41	9	5	2	2	0	
35M	AVIONIC NAV EQ REP	28	E3-5	392	85	35	--	59	41	91	9	SI	1300	37	- 3	--	--	✓	--	103	97	--	--	24	31	36	33	15	69	35	100	10	4	1	1	0	
35P	AVIONIC EQ MAI SUPV	28	E6-7	423	98	7	35E-R	81	19	100	-1	SI	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	84	--	3	5	-	-	-	
35R	AVIONIC SP EQ REP	28	E3-5	320	102	23	--	60	40	97	3	SI	1300	37	- 3	--	--	✓	--	100	97	--	--	22	31	5	71	35	80	51	100	15	2	1	1	0	
35U	BIOMED EQ REP, ADV	91	E5-6	317	91	6	--	73	27	97	3	RD	--	--	--	--	--	--	--	--	--	--	--	--	--	13	0	4	83	57	--	2	0	1	1	0	
36C	WIRE SYS INST/OP	31	E3-7	6156	110	5	--	62	38	91	9	SI	EL90	64	- 1	--	--	✓	--	102	96	--	--	7	27	13	35	7	80	53	68	2	6	-	-	-	
36H	DIAL/TAN CEN OFC RP	29	E3-5	1110	102	20	92Z	48	52	95	5	SI	1300	37	- 3	--	--	✓	--	105	89	--	--	39	35	29	4	31	65	48	63	8	3	-	-	-	
36K	TAC WIRE OPNS SP	31	E3-5	9459	107	34	--	54	46	97	3	SI	EL90	64	- 1	--	✓	--	--	101	96	--	--	7	27	1	88	9	90	64	47	3	5	1	0	0	
41B	TOPO INST REP	81	E4	49	91	23	--	44	56	92	8	EN	6N95	38	- 5	--	✓	--	--	94	92	--	--	17	28	7	0	0	85	43	38	27	2	1	1	0	
41C	FC INST REP	63	E3-6	466	97	19	--	46	54	80	20	OD	6N90	50	- 6	--	✓	--	--	100	97	✓	✓	20	30	50	28	14	56	53	36	10	5	-	-	-	
41E	AV EQ REP	84	E4	73	128	25	--	53	47	90	20	PA	FL95	52	- 2	--	--	✓	--	107	90	--	--	25	29	33	0	30	57	40	100	23	7	-	-	-	SI
41J	OFC MACHINE REP	65	E4-5	350	197	1	--	64	36	91	9	OD	6N85	61	- 5	--	--	✓	--	119	97	--	--	12	28	10	62	7	83	82	75	17	1	-	-	-	SM
42E	OPTICAL LAB SP	91	E5	375	114	33	--	67	33	82	18	RD	6N90	50	- 6	--	--	✓	--	133	97	--	--	21	31	22	35	14	64	47	150	7	3	0	1	0	
45M	FABRIC REP SP	76	E3-4	486	135	5	--	63	37	84	16	DM	6N80	98	+ 3	--	--	✓	--	56	101	--	--	7	27	10	0	9	81	65	82	5	4	-	-	-	
44A	METAL WORKER	63	E3-5	1443	105	10	--	53	47	97	3	OD	6N85	61	- 5	--	--	✓	--	105	97	--	--	14	29	9	0	9	82	80	78	9	2	2	-	-	
44E	MACHINIST	63	E3-7	831	112	9	--	66	34	99	1	OD	6N95	38	- 5	--	--	✓	--	104	97	--	--	16	29	22	28	10	68	80	63	7	1	2	1	0	
45B	SMALL ARMS REP	63	E3-5	559	135	7	--	51	49	91	9	OD	6N85	61	- 5	--	--	✓	--	115	97	--	--	7	27	7	13	9	84	64	74	6	3	-	-	-	
45D	SP FA TURRET MECH	63	E3-5	204	45	36	--	51	49	100	0	OD	6N90	50	- 6	✓	✓	--	--	57	97	--	--	5	27	3	0	9	88	82	33	0	0	1	1	0	FA
45E	M1 TANK TURRET MECH	63	E3-5	20	83	31	--	80	20	100	0	OD	7M95	21	- 1	--	✓	--	--	90	97	--	--	12	28	33	0	11	56	100	--	1	1	2	1	0	AR
45F	DIVAD ARMT/INT REP	63	E3-6	0	0	0	--	--	--	--	--	OD	6N95	38	- 5	--	✓	--	--	--	97	--	--	10	28	11	8	12	77	48	31	1	3	-	-	-	AD
45G	FC SYS REP	63	E3-6	399	111	47	--	50	50	96	4	OD	EL95	51	- 2	--	--	✓	--	97	97	--	--	29	33	42	0	14	44	62	67	13	1	2	1	0	
45K	TANK TURRET REP	63	E3-6	1263	102	16	--	58	42	96	4	OD	6N95	38	- 5	--	✓	--	--	104	97	--	--	8	27	7	13	11	82	72	36	1	1	1	1	0	AR
45L	ARTILLERY REP	63	E3-6	372	97	20	--	51	49	93	9	OD	6N95	38	- 5	--	✓	--	--	102	97	--	--	10	28	11	8	12	77	48	31	1	3	-	-	-	FA
45N	M60 TANK TRT REP	63	E3-5	990	103	8	--	46	54	99	1	OD	7M95	21	- 1	--	✓	--	--	103	97	--	--	8	27	13	30	11	76	53	47	0	1	2	1	0	AR
45T	FVS TURRENT MECH	63	E3-5	75	33	46	--	12	88	100	0	OD	6N90	50	- 6	--	✓	--	--	97	97	--	--	8	27	25	0	9	66	100	100	1	1	2	1	0	TR/AR
45Z	ARMT/FC MAINT SUPV	63	E7	262	107	5	--	62	38	100	0	OD	--	--	--	--	--	--	--	--	97	--	--	--	--	--	--	--	--	92	--	0	0				
51G	MATERIALS QLTY SP	51	E4	83	109	16	--	66	34	92	8	EN	6N90	50	- 6	--	✓	--	--	76	99	--	--	8	27	26	4	7	67	43	0	11	10	-	-	-	
51R	WATER TRMT SUPV	51	E3-7	882	102	7	--	60	40	98	2	EN	6N85	61	- 5	--	--	✓	--	100	99	--	--	12	28	4	69	11	85	90	68	6	5	-	-	-	
52C	UTIL EQUIP REP	63	E3-6	1298	115	9	--	50	50	95	5	OD	6N90	50	- 6	--	✓	--	--	101	97	--	--	11	28	21	110	9	70	47	28	5	1	-	-	-	EN
52D	PWR GEN EQ REP	63	E3-6	2231	99	11	--	58	42	95	5	OD	6N96	50	- 6	--	✓	--	--	100	97	--	--	8	27	9	0	9	82	53	21	1	5	-	-	-	EN
54C	SMOKE OPNS SP	54	E4-5	158	2257	37	--	100	0	96	4	CM	6N95	38	- 5	--	✓	✓	2.5	90	113	--	--	7	27	8	64	16	76	88	70	5	0	3	2	0	
54E	NBC SP	54	E3-8	4283	108	5	--	53	47	85	35	CM	5190	46	- 14	--	✓	✓	2.5	101	113	--	--	9	28	23	44	33	77	88	70	18	0	3	2	0	
54Z	CHEMICAL SR SGT	54	E8	60	64	5	--	100	0	100	0	CM	--	--	--	--	--	--	--	--	113	--	--	--	--	--	--	--	--	100	--	0	0	-	-	-	
55B	AMMUNITION SP	55	E3-7	2469	115	10	--	62	38	83	17	MM	6N85	61	- 5	--	✓	--	--	109	96	--	--	5	27	2	50	12	86	69	57	4	3	1	0	0	
55H	AMMUNITION INSP	55	E7	124	73	6	--	57	43	99	1	MM	--	--	--	--	--	--	--	--	96	--	--	--	--	--	--	--	--	90	--	18	2	-	-	-	
55Z	AMMUNITION SUPV	55	E8	103	76	12	--	45	55	100	0	MM	--	--	--	--	--	--	--	--	96	--	--	--	--	--	--	--	--	94	--	1	1	-	-	-	
57F	GRAVES REG SP	76	E6-7	211	121	5	--	75	25	88	12	QM	6N85	61	- 5	--	✓	--	--	112	101	--	--	6	27	15	25	10	75	77	38	8	3	-	-	-	
62B	CONST EQ REP	62	E3-7	9491	104	9	--	62	38	98	2	OD	7M85	90	- 1	--	--	✓	--	101	97	--	--	5	27	3	63	8	89	91	93	3	1	-	-	-	EN
62E	HV CONST EQ OP	51	E3-5	2438	93	32	62F	59	41	98	2	EN	6N85	61	- 5	--	--	✓	--	101	99	--	--	9	28	3	50	9	88	33	56	5	2	0	1	0	
62F	LIFT/LOAD EQ OP	51	E3-5	1984	109	7	62E	67	33	96	4	EN	6N85	61	- 5	--	--	✓	--	100	99	--	--	9	28	4	20	9	87	94	47	5	1	-	-	-	
62J	GEN CONST EQ OP	51	E3-5	761	90	11	--	62	38	98	2	EN	6N85	61	- 5	--	--	✓	--	100	99	--	--	16	29	4	50	10	86	15	80	4	2	-	-	-	

MOS	TITLE	CMF	GRADES	CURRENT OP STR	OH OP/AUTH (%)	TTHS (%)	QUALIFYING MOS	CORMS RECRUIT RATIO		MALE/FEMALE RATIO		MOS PACKED			ACCESSION					TRAINING			DAYS LEAD TIME	ATTRITION				RETENTION					REMARKS
															ENL OPTION				TOS FULL	CAP		TIME										
								RECRUIT (%)	RECRUIT (%)	MALE (%)	FEMALE (%)	SCORE	PERCENTILE	CAT	DEP	GEN	DEPOS	MOS (%)	CMF (%)	OB	CAN	WK	DO	CONUS (%)	OCONUS (%)	MALE (%)	FEM (%)	CAN	ATTEMPT	IN	OUT	A	B	C	
62H	CONST EQ SUPV	51	E6-7	517	99	5	--	70	30	100	-1	EN	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	
65B	LT UVEH/PWR GEN MEC	63	E3-8	22600	102	15	--	53	47	96	4	OD	MM95	21	-	1	--	--	✓	--	--	100	97	--	--	11	28	7	22	9	84	55	77	1	1	0	1	0	
65D	SP FA SYS MECH	63	E3-8	3519	83	19	--	48	52	100	-1	OD	MM95	21	-	1	--	✓	--	--	--	103	97	--	--	7	27	5	50	10	85	73	94	0	0	2	2	0	AK/TA
65E	M1 TANK SYS MECH	63	E3-7	127	99	22	--	93	7	99	1	OD	MM95	21	-	1	--	--	✓	--	--	86	97	--	--	10	28	10	0	10	80	100	67	0	0	2	2	0	AK
65G	FUEL & ELEC SYS REP	63	E3-5	801	111	15	--	49	51	92	8	OD	MM95	21	-	1	--	--	✓	--	--	111	97	--	--	12	28	12	33	11	77	92	52	5	4	-	-	-	
65H	TRACK VEH REP	63	E3-7	4626	87	7	--	59	41	96	4	OD	MM85	40	-	1	--	--	✓	--	--	105	97	✓	✓	9	28	2	67	10	88	50	90	5	2	0	1	0	
65J	OM & CMEA EQ REP	63	E3-6	1005	112	6	--	63	37	92	8	OD	MM85	40	-	1	--	--	✓	--	--	105	101	--	--	12	28	2	71	9	89	49	82	4	3	-	-	-	
65M	M60 TANK SYS REP	63	E3-8	9388	95	8	--	56	44	100	-1	OD	MM95	21	-	1	--	✓	--	--	--	107	97	--	--	10	28	17	31	10	73	76	91	6	0	2	2	0	AR
65S	HV WHEEL VEH MECH	63	E3-5	1166	153	4	--	45	55	97	3	OD	MM100	13	-	1	--	--	✓	--	--	108	97	--	--	9	28	7	42	9	84	53	82	5	0	0	1	0	
65T	FVS SYS MECH	63	E3-8	3333	74	15	--	45	55	100	-1	OD	MM100	13	-	1	--	✓	--	--	--	85	97	✓	✓	8	27	24	85	10	66	82	99	0	0	2	2	0	AR/AR
65W	WHEEL VEH REP	63	E3-5	2381	99	12	--	42	58	95	5	OD	MM85	40	-	1	--	--	✓	--	--	99	97	--	--	12	28	7	17	10	85	40	81	1	0	-	-	-	
65Y	TRACK VEH MECH	63	E3-5	3405	111	8	--	55	45	99	1	OD	MM100	13	-	1	--	--	✓	--	--	103	97	--	--	8	27	20	67	10	70	53	82	0	0	2	2	0	AR
65Z	MECH MAINT SUPV	63	E8	591	84	6	--	57	43	100	-1	OD	--	--	--	--	--	--	--	--	--	--	97	--	--	--	--	--	--	--	--	--	1	1	-	-	-	
66C	MOTOR TRANS OP	64	E3-7	20315	104	12	--	56	44	91	9	TC	OF 85	71	-	3	--	✓	--	--	--	106	97	--	--	7	27	5	57	10	87	65	97	3	2	-	-	-	
66Z	TRANS SR SGT	64	E8	591	107	6	--	56	44	100	0	TC	--	--	--	--	--	--	--	--	--	--	97	--	--	--	--	--	--	--	--	--	95	--	2	0	-	-	-	
67H	UTILITY HEL REP	67	E3-6	9573	124	10	--	54	46	96	4	TC	MM100	13	-	1	--	✓	--	--	--	101	99	--	--	11	28	9	18	8	83	65	93	5	4	-	-	-	
67T	TAC TRANS HEL REP	67	E3-6	310	95	23	--	82	18	97	3	TC	MM100	13	-	1	--	✓	--	--	--	105	99	--	--	10	28	33	10	8	55	86	98	46	0	-	-	-	
67V	OBN/SCOUT HEL REP	67	E3-6	2415	123	8	--	57	43	98	2	TC	MM100	13	-	1	--	✓	--	--	--	101	99	--	--	8	27	6	25	7	87	65	94	4	2	-	-	-	AV
67V	ATTACK HEL REP	67	E3-6	2059	116	11	--	60	40	99	1	TC	MM100	13	-	1	--	✓	--	--	--	101	99	--	--	12	26	11	48	9	80	63	28	8	3	-	-	-	
67Z	ACFT MAINT SR SGT	67	E7-8	1343	96	5	--	69	31	100	0	TC	--	--	--	--	--	--	--	--	--	--	99	--	--	--	--	--	--	--	--	--	95	--	4	0	-	-	-	
68B	ACFT POWERPLANT REP	67	E3-6	764	110	8	--	57	43	98	2	TC	MM100	13	-	1	--	--	✓	--	--	100	99	--	--	12	28	18	28	8	74	58	73	4	2	0	1	0	
68D	ACFT POWERTRAIN REP	67	E3-6	494	99	15	--	57	43	98	2	TC	MM100	13	-	1	--	✓	--	--	--	100	99	--	--	14	29	31	183	7	76	74	91	6	4	-	-	-	
68F	ACFT ELECTRICIAN	67	E3-6	987	101	13	--	56	44	97	3	TC	MM100	13	-	1	--	✓	--	--	--	101	99	--	--	15	29	14	0	7	83	59	86	6	2	-	-	-	
68G	ACFT STRUCTURAL REP	67	E3-6	1368	127	7	--	54	46	97	3	TC	MM100	13	-	1	--	✓	--	--	--	106	99	--	--	14	29	29	0	8	68	61	95	5	2	-	-	-	
68H	ACFT PNEUDRAUL REP	67	E3-6	263	107	12	--	60	40	96	4	TC	MM100	13	-	1	--	✓	--	--	--	107	99	--	--	10	28	9	29	7	84	61	95	16	3	-	-	-	
68J	ACFT FC REP	67	E3-6	1017	122	12	--	59	41	98	2	TC	MM95 / EL95	50 / 61	-	6 / 8	--	✓	--	--	--	98	99	--	--	15	30	14	46	10	76	77	92	8	2	1	0	0	
68K	ACFT COMP REP SUPV	67	E7	191	100	2	--	69	31	100	0	TC	--	--	--	--	--	--	--	--	--	--	99	--	--	--	--	--	--	--	--	--	98	--	8	2	-	-	-	
68P	ACFT WPN SYS REP	67	E3-6	731	131	14	--	69	31	97	3	TC	GM90	50	-	6	--	✓	--	--	--	101	99	--	--	15	29	11	35	8	81	63	51	6	3	1	0	0	
71C	STENOGRAPHER	71	E3-6	399	80	51	--	58	42	41	59	SS	CL95	44	-	6	--	✓	--	--	--	52	81	--	--	19	30	69	0	9	22	58	93	17	2	-	-	-	
71D	LEGAL CLERK	71	E3-8	1640	98	10	--	56	44	77	23	SS	CL110	16	-	5	--	✓	--	--	--	101	81	--	--	10	28	20	25	8	72	62	75	8	3	-	-	-	JA
71E	COURT REPORTER	71	E5-8	106	104	4	--	56	44	70	30	SS	--	--	--	--	--	--	--	--	--	--	81	--	--		--	27	0	4	69	88	--	19	1	1	1	0	JA
71G	PATIENT ADMIN SP	91	E3-6	1389	101	8	--	68	32	66	34	MD	CL95	44	-	6	--	--	✓	--	--	101	97	✓	✓	8	27	2	33	11	87	59	96	8	3	-	-	-	
71L	ADMIN SP	71	E3-8	20594	95	11	--	57	43	71	29	SS	CL95	44	-	6	✓	✓	--	--	--	73	81	--	--	10	28	29	3	9	62	71	50	5	3	-	-	-	
71M	CHAPEL ACTIV SP	71	E5-7	1379	97	13	--	67	33	77	23	SS	CL95	44	-	6	--	✓	--	--	--	113	81	--	--	6	27	20	54	10	70	43	36	8	4	-	-	-	CH
71N	TFC MGMT COORD	64	E3-7	2094	108	9	--	55	45	75	25	TC	CL95	44	-	6	--	--	✓	--	--	101	97	--	--	6	27	27	33	10	63	73	91	12	2	-	-	-	
71P	FLT OPNS COORD	64	E3-8	1769	104	6	--	66	34	75	25	TC	SP95				--	--	✓	--	--	99	97	--	--	7	27	9	29	9	82	64	94	10	3	-	-	-	AV
71Q	JOURNALIST	84	E3-7	623	101	12	--	62	38	69	31	PA	ST105	16	•	4	--	--	✓	--	--	103	90	--	--	10	28	54	10	9	57	38	76	13	1	-	-	-	
71R	BROADCAST JOURNAL	84	E4	183	82	19	--	46	54	81	19	PA	ST105	16	•	4	--	✓	--	--	--	67	90	--	--	10	28	42	27	10	48	52	25	27	0	1	0	0	
72E	CBT TELECOM CEN OP	31	E3-7	5887	80	7	--	50	50	70	30	SI	SC90	44	-	7	--	✓	--	--	--	99	96	--	--	11	28	12	0	9	79	66	94	5	6	-	-	-	
73C	FINANCE SP	71	E3-7	4027	109	9	--	55	45	71	29	SS	CL90	56	-	5	--	--	✓	--	--	105	81	--	--	6	27	3	25	9	88	51	88	5	3	-	-	-	
73D	ACCOUNTING SP	71	E3-7	738	141	9	--	53	47	76	24	SS	ST105	16	•	4	--	--	✓	--	--	103	81	--	--	8	27	3	75	8	89	53	83	13	1	-	-	-	
73Z	FINANCE SR SGT	71	E8-9	344	67	7	--	54	46	97	3	SS	--	--	--	--	--	--	--	--	--	--	81	--	--	--	--	--	--	--	--	--	86	--	8	0	-	-	-	
74D	COMPUTER/MACH OP	74	E3-7	2788	108	8	--	60	40	74	26	SS	ST100	23	-	18	--	--	✓	--	--	98	97	--	--	5	27	19	36	9	72	67	76	24	3	-	-	-	
74F	PROGRAMMER/ANALYST	74	E3-7	1277	113	6	--	68	32	82	18	SS	ST100	23	-	18	--	--	✓	--	--	103	97	--	--	10	28	37	23	8	55	60	56	34	0	2	2	1	
74Z	DATA PROCESSING MCO	74	E8	142	93	7	--	62	38	99	1	SS	--	--	--	--	--	--	--	--	--	--	97	--	--	--	--	--	--	--	--	--	90	--	0	1				
75B	PERS ADMIN SP	71	E3-5	4602	102	14	--	59	41	83	17	SS	CL95	44	-	6	-	✓	--	--	--	112	81	--	--	7	27	11	0	10	79	67	95	4	6				

MOS	TITLE	COG	GRADES	CURRENT OP STR	WW OP/AUTH (%)	TTHS (%)	CONSOLIDATION MOS	CONUS/OCONUS RATIO		MALE/FEMALE RATIO		SERVICE	MOS PROFILE			ACCESSION					TRAINING		BASIC LEAD TIME	ATTRITION				RETENTION					REMARKS
								CONUS %	OCONUS %	MALE %	FEMALE %		GENDER	PQ/PU	FEET OF	CAT I/II	CAT IIIA	CAT IIIB	CAT IV	TRA FAIL	EXP	TIME						1ST %		2ND %				
75C	PERS MGMT SP	71	E5-5	2951	106	8	--	56	44	60	40	SS	CL95	44	- 6	--	/	--	--	102	81	--	--	8	27	34	180	9	77	58	35	8	4	-	-	-	
75D	PERS REC SP	71	E5-5	4158	99	14	--	61	39	67	33	SS	CL95	44	- 6	--	--	/	--	109	81	--	--	7	27	37	15	9	74	53	83	7	4	-	-	-	
75E	PERS ACT SP	71	E5-5	3200	92	20	--	57	43	65	35	SS	CL95	44	- 6	--	/	--	--	101	81	--	--	7	27	38	42	7	75	51	67	6	5	-	-	-	
75Z	PERS SR SGT	71	E6-8	4627	103	5	--	66	34	93	7	SS	--	--	--	--	--	--	--	--	81	--	--	--	--	--	--	--	--	88	--	7	3	-	-	-	
76C	EQ REC & PTS SP	76	E5-5	7282	115	16	--	44	56	79	21	GN	CL90	56	- 5	--	/	--	--	104	101	--	--	9	28	16	20	9	75	63	98	0	0	-	-	-	
76J	MEDICAL SUPPLY SP	76	E5-7	3435	106	7	--	66	34	72	28	GN	CL95	44	- 6	--	--	/	--	99	101	--	--	6	27	3	25	8	89	77	55	6	3	-	-	-	OTSG
76P	MAT CTL & ACTG SP	76	E5-7	7580	119	10	--	52	48	81	19	GN	CL90	56	- 5	--	/	--	--	103	101	--	--	7	27	10	41	9	81	76	50	4	1	-	-	-	
76V	MAT STOR & HDLG SP	76	E5-7	4180	84	8	--	60	40	81	19	GN	CL90	56	- 5	--	/	--	--	102	101	--	--	4	26	2	50	9	85	75	67	3	1	-	-	-	
76W	PETRL SUPPLY SP	92	E5-7	4127	115	7	--	62	38	84	16	GN	CL90	56	- 5	--	/	--	--	105	98	--	--	8	27	8	33	10	82	70	40	4	2	-	-	-	
76X	SUBS SUPPLY SP	76	E5-7	3211	124	5	--	56	44	84	16	GN	CL85	64	- 4	--	/	--	--	102	101	--	--	5	27	8	60	9	85	67	55	10	2	-	-	-	
76Y	UNIT SUPPLY SP	76	E5-7	18708	101	13	--	59	41	86	14	GN	CL95	44	- 6	--	/	--	--	109	101	--	--	7	27	9	57	9	82	76	44	5	2	-	-	-	
76Z	SUPPLY SR SGT	76	E8-9	3151	85	7	--	60	40	99	1	GN	--	--	--	--	--	--	--	--	101	--	--	--	--	--	--	--	--	92	--	3	0	-	-	-	
77D	REENLISTMENT NCO	79	E6-8	859	101	4	--	52	48	96	4	SS	--	--	--	--	--	--	--	--	--	--	--	--	--	3	--	--	97	95	0	26	2	-	-	-	
81B	TECH DRAFT SP	51	E4	417	120	12	--	63	37	85	15	EN	ST95	34	- 18	--	--	/	--	97	99	--	--	11	28	9	13	8	83	52	60	11	4	-	-	-	
81E	ILLUSTRATOR	84	E4	626	128	6	--	59	41	77	23	PA	ST95	34	- 18	--	--	/	--	120	90	--	--	12	28	3	25	9	88	63	62	24	1	-	-	-	S1
82B	CONST SURVEYOR	51	E3-5	397	82	23	--	65	35	92	8	EN	ST90	46	- 34	--	/	/	2.5	74	99	--	/	11	28	0	100	8	92	67	36	31	3	-	-	-	
82C	FA SURVEYOR	13	E5-7	2652	94	16	--	46	54	95	5	FA	ST95	34	- 18	--	/	/	1.5	102	96	--	--	17(D)	28	19	32	10	71	62	31	1	2	1	1	0	
83F	PHOTOLITHOGRAPHER	81	E3-5	570	121	6	--	53	47	84	16	EN	ST85	65	- 4	--	--	/	--	98	92	--	--	11	28	30	76	8	62	81	69	7	3	-	-	-	
84B	STILL PHOTO SP	84	E3-6	885	123	5	--	54	34	77	23	PA	ST95	34	- 18	--	--	/	--	102	90	--	--	16	29	14	0	10	76	54	93	6	3	-	-	-	S1
84C	MOTION PICTURE SP	84	E3-6	126	119	8	--	71	29	78	22	PA	ST85	65	- 4	--	--	/	--	103	90	--	--	17	30	18	0	6	76	59	88	9	6	-	-	-	S1
84Z	PA/AV CHIEF	84	E8	78	77	6	--	73	27	96	4	PA	--	--	--	--	--	--	--	--	90	--	--	--	--	--	--	--	--	100	0	1	0	-	-	-	
91B	MEDICAL SP	91	E5-8	17041	106	11	--	62	38	84	16	MD	ST95	34	- 18	--	/	--	--	101	97	--	/	6	27	6	34	10	84	61	91	7	5	1	0	0	
91C	PATIENT CARE SP	91	E5-7	5631	91	22	--	75	25	71	29	MD	ST90	46	- 34	--	/	--	--	96	97	--	/	22	31	11	8	9	80	66	90	7	4	1	1	0	
91D	OPERATING RM SP	91	E5-6	3417	97	16	--	75	25	74	26	MD	ST95	34	- 18	--	--	/	--	98	97	--	--	18	30	12	8	10	78	57	82	8	5	1	0	0	
91E	DENTAL SP	91	E4-5	1988	106	10	--	67	33	62	38	MD	ST95	34	- 18	--	--	/	--	99	97	--	--	6	27	9	18	13	78	55	92	5	1	-	-	-	
91G	BEHAV SCIENCE SP	91	E4-6	1028	105	9	--	53	47	67	33	MD	ST[illegible]	18	• 4	--	--	/	--	102	97	--	--	16	29	14	7	5	81	61	92	4	3	1	0	0	
91H	ORTHOPEDIC	91	E5	237	100	7	--	78	22	68	32	MD	ST95	34	- 18	--	--	/	--	100	97	--	--	18	58	7	33	2	86	59	100	7	8	1	0	0	
91P	X RAY SP	91	E5	868	89	18	--	73	27	72	28	MD	ST95	34	- 18	--	--	/	--	101	97	--	--	25	52	22	100	9	69	44	68	6	2	-	-	-	
91Q	PHARMACY SP	91	E5	726	97	12	--	72	28	72	28	MD	ST95	34	- 18	--	--	/	--	105	97	--	--	23	51	21	5	6	73	72	38	9	1	1	1	0	
91S	ENVIRON HEALTH SP	91	E3-5	577	94	15	--	73	27	73	27	MD	ST90	46	- 34	--	/	--	--	102	97	--	--	15	29	6	0	7	87	68	34	5	1	1	1	0	
91T	EYE SP	91	E3-4	229	93	29	--	82	18	72	28	MD	ST90	46	- 34	--	--	/	--	90	97	--	--	19	50	16	33	8	76	50	56	3	3	-	-	-	
92B	MEDICAL LAB SP	91	E3-5	1683	87	25	--	76	24	65	35	MD	ST90	46	- 34	--	/	--	--	98	98	--	/	15	29	13	63	8	79	48	23	1	4	-	-	-	
92E	PETRL LAB SP	92	E4	167	103	13	--	60	40	79	21	GN	ST95	34	- 18	--	/	--	--	77	98	--	--	10	28	17	95	8	75	98	52	7	5	-	-	-	
93F	FA PET CRMN	13	E5-7	333	104	17	--	64	36	89	11	FA	EL95	51	- 2	--	/	--	--	101	96	--	--	8	27	50	17	8	62	57	38	7	2	2	2	0	
94B	FOOD SVC SP	94	E3-9	19197	96	12	--	57	43	89	11	GN	OF85	71	- 5	--	/	--	--	102	94	--	--	8	27	9	25	12	79	74	41	1	3	-	-	-	
95B	MILITARY POLICE	95	E5-8	22586	103	11	--	50	50	91	9	MP	ST95	34	- 18	--	/	/	1.5	102	99	--	--	15	29	18	20	8	74	71	40	7	5	-	-	-	
96B	INTEL ANALYST	96	E5-8	1823	95	9	--	61	39	80	20	II	ST95	34	- 18	--	--	/	--	101	88	--	--	8	27	18	13	8	74	86	51	16	2	1	1	1	
96C	INTERROGATOR	96	E4-7	420	84	27	--	60	40	82	18	II	ST90	46	- 34	/	/	/	2.5	95	88	--	--	7	27	25	67	7	68	74	17	8	4	4	5	0	
96D	IMAGE INTERPRETER	96	E3-9	588	101	9	--	60	40	79	21	II	ST95	34	- 18	--	--	/	--	109	88	/	/	11	28	14	18	7	79	73	41	3	2	2	1	0	
96Z	INTEL SR SGT	96	E8	50	88	11	--	67	33	100	0	II	--	--	--	--	--	--	--	--	88	--	--	--	--	--	--	--	--	100	0	2	-	-	-	-	
97B	CI AGENT	96	E5-8	699	75	30	97E	57	43	90	10	II	ST[illegible]5	16	• 4	--	/	--	--	84	88	--	--	11	28	9	0	9	82	93	0	13	1	4	2	2	
98C	EW/SIGINT ANALYST	98	E3-7	3411	79	30	--	45	55	74	26	II	ST[illegible]5	16	• 4	/	/	/	2.5	51	79	--	--	[illegible]	[illegible]	28	65	9	63	75	57	1	2	5	5	1	
98G	EW/SIGINT VOICE INT	98	E4-7	1797	83	44	--	43	57	72	28	II	ST95	34	- 18	--	/	/	2.5•	97	79	--	--	[illegible]	[illegible]	0	100	9	91	49	74	6	1	5	5	2	
98J	EW/SIGINT RC INTERP	98	E3-7	457	72	20	--	55	45	78	22	II	ST[illegible]5	16	• 4	--	/	--	--	99	79	--	/	14	29	0	100	0	100	70	11	2	4	5	5	1	
98Z	EW/SIGINT CHIEF	98	E8	160	62	13	--	62	38	100	0	II	--	--	--	--	--	--	--	--	79	--	--	--	--	--	--	--	--	96	0	1	1	-	-	-	

HEAVY DIVISION 86

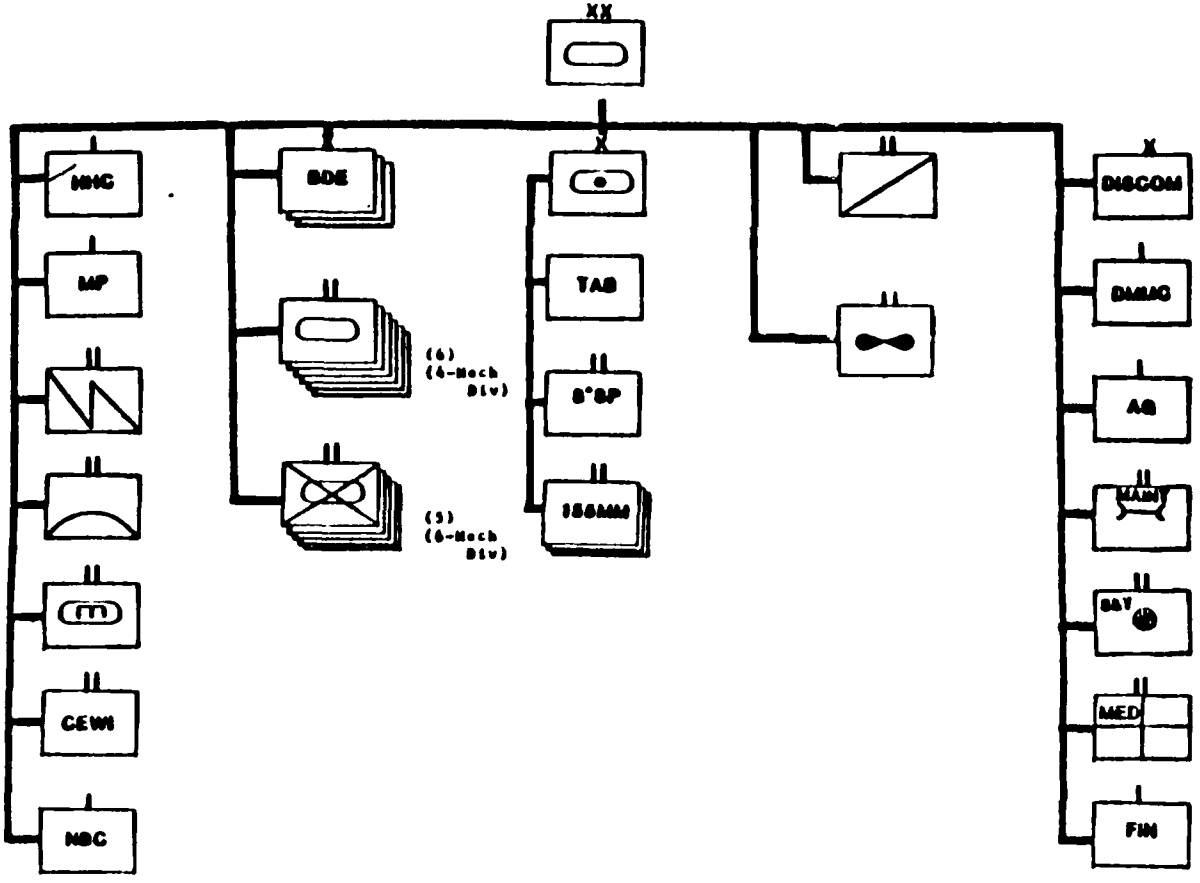


REMARKS

A-SERIES

	ARMOR	MECH
AL01:	19862	20233
AL02:	18676	19011
TRAN:	17467	17889

CURRENT DIVISION

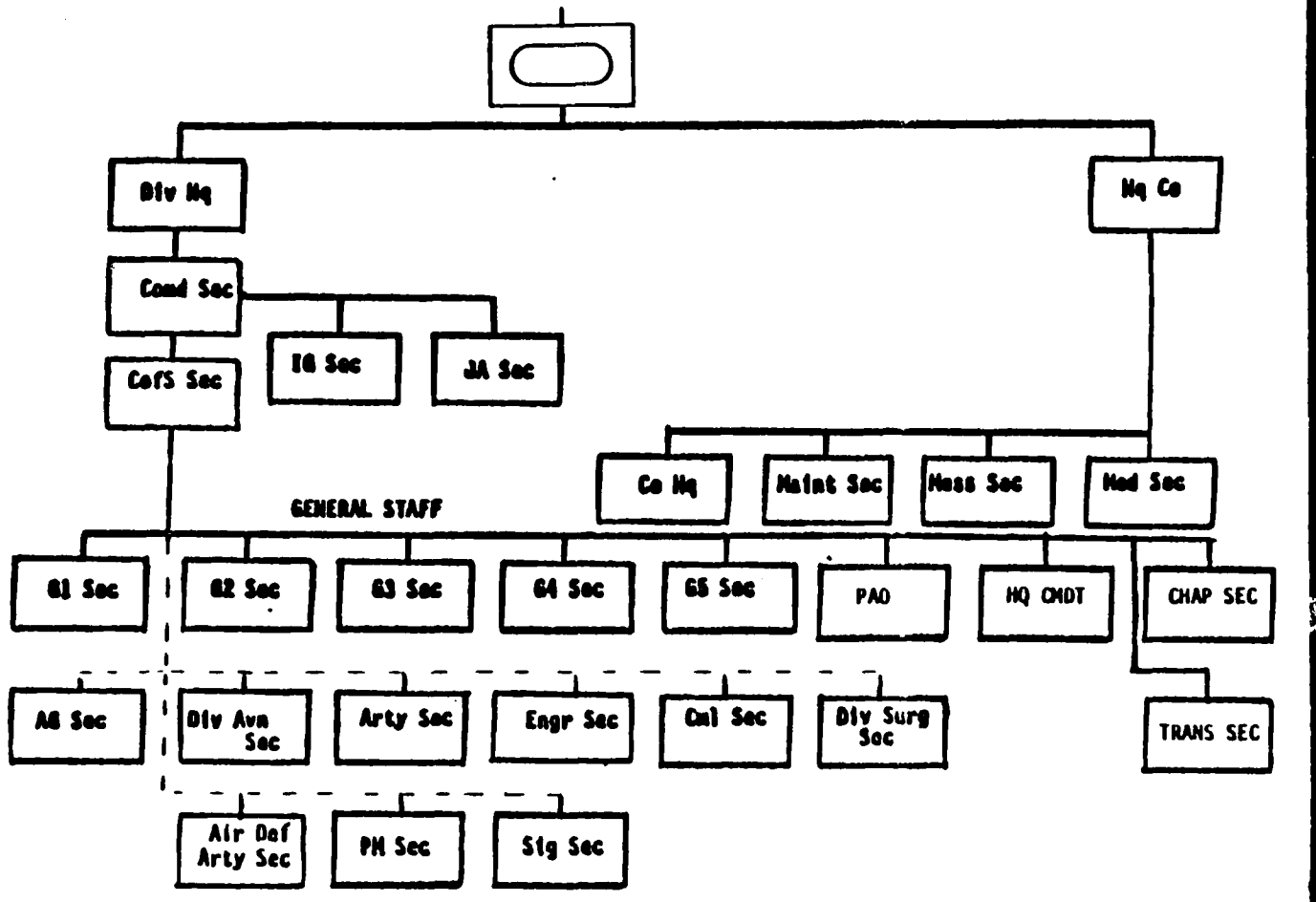


REMARKS

H-SERIES

	ARMOR	MECH
AL01:	18776	19054

HEADQUARTERS AND HEADQUARTERS COMPANY
DIVISION
HEAVY DIVISION 86



REMARKS

SRC: 87-004A110 (ARMOR)

ALO1: 200

ALO2: 184

TRAN: 184

SRC: 87-004A120 (MECH)

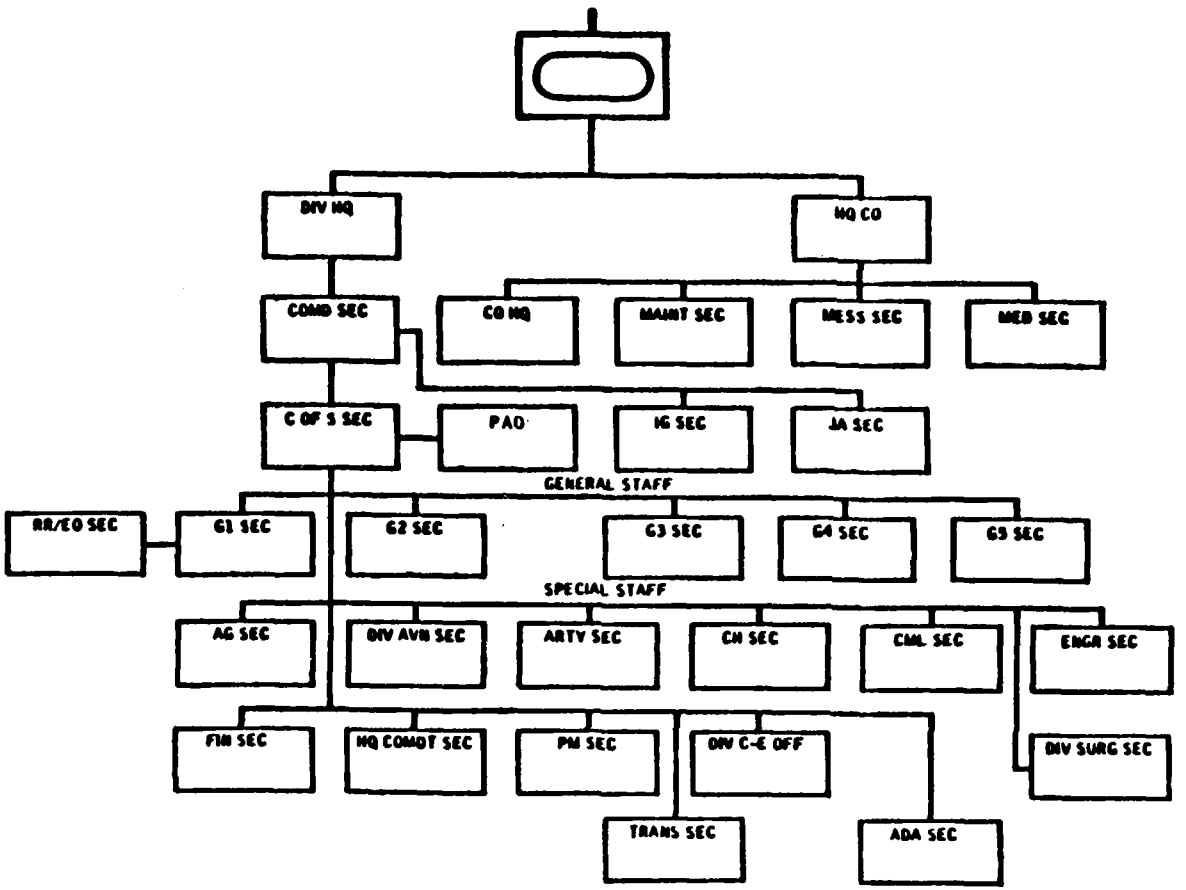
ALO1: 199

ALO2: 183

TRAN: 183

DOTTED LINES ARE NOT INCLUDED IN TOTALS

HEADQUARTERS AND HEADQUARTERS COMPANY
DIVISION
CURRENT DIVISION



REMARKS

SRC: 17-004H000 (ARMOR)

AL01: 188

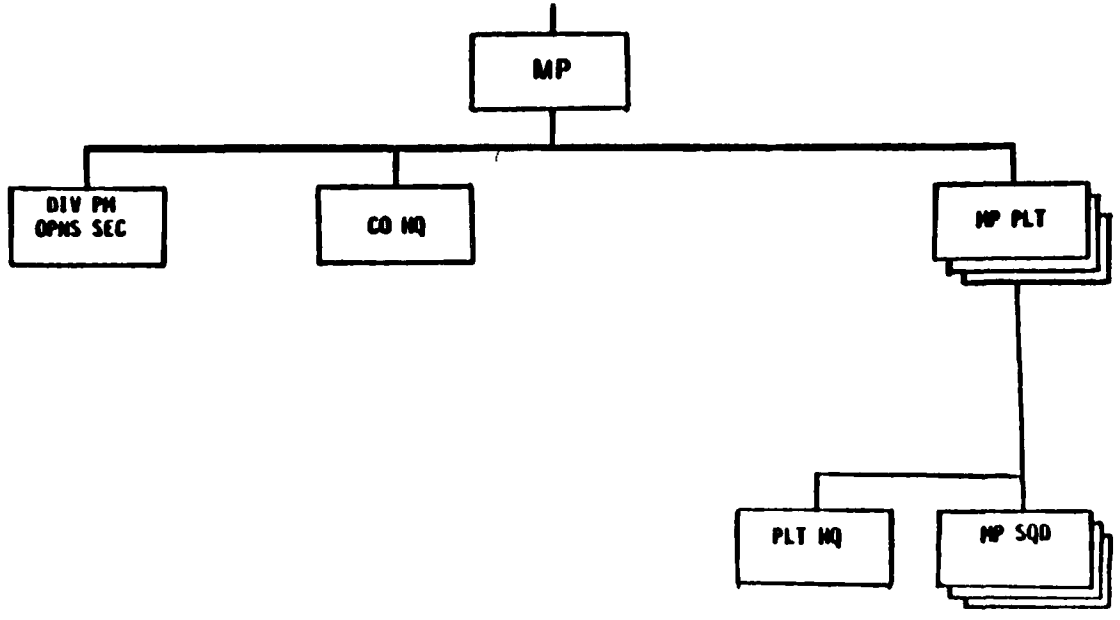
AL02: 177

SRC: 37-004H000 (MECH)

AL01: 191

AL02: 181

MILITARY POLICE COMPANY
HEAVY DIVISION 86



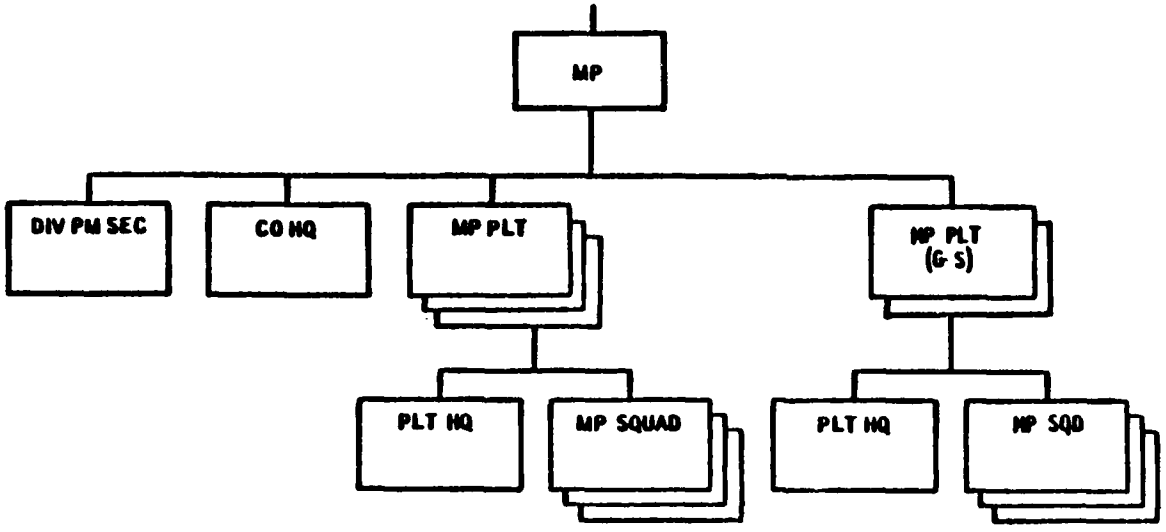
REMARKS

SRC: 19-217J100
AL01: 119
AL02: 110
TRAN: 110

A-SERIES
SAME AS ABOVE

MILITARY POLICE COMPANY

CURRENT DIVISION



REMARKS

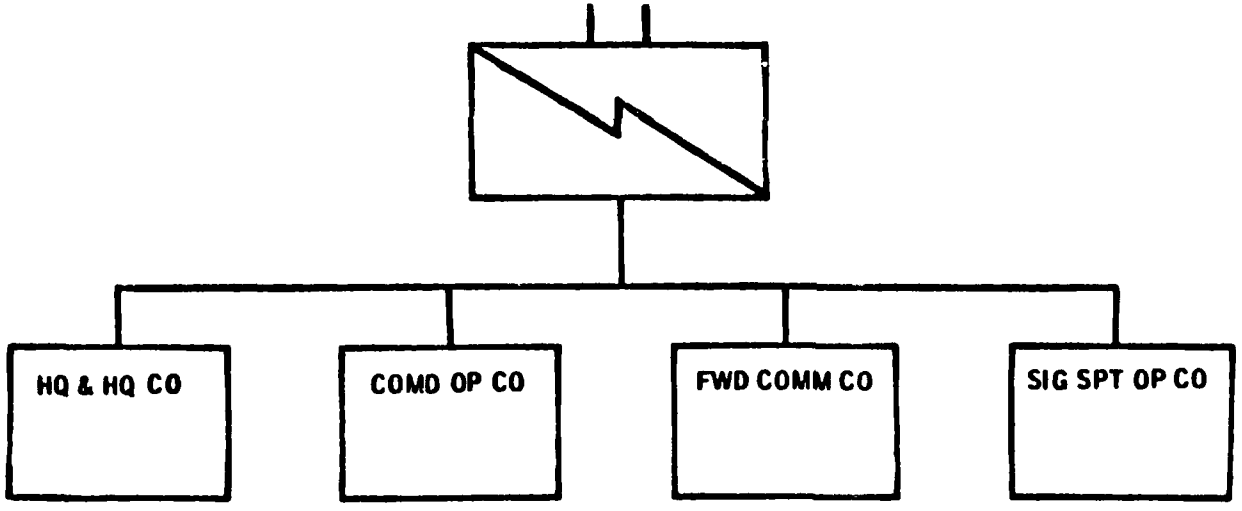
SRC: 19-017H710

AL01: 207

AL02: 185

SIGNAL BATTALION

HEAVY DIVISION 86



REMARKS

SRC: 11-035A100

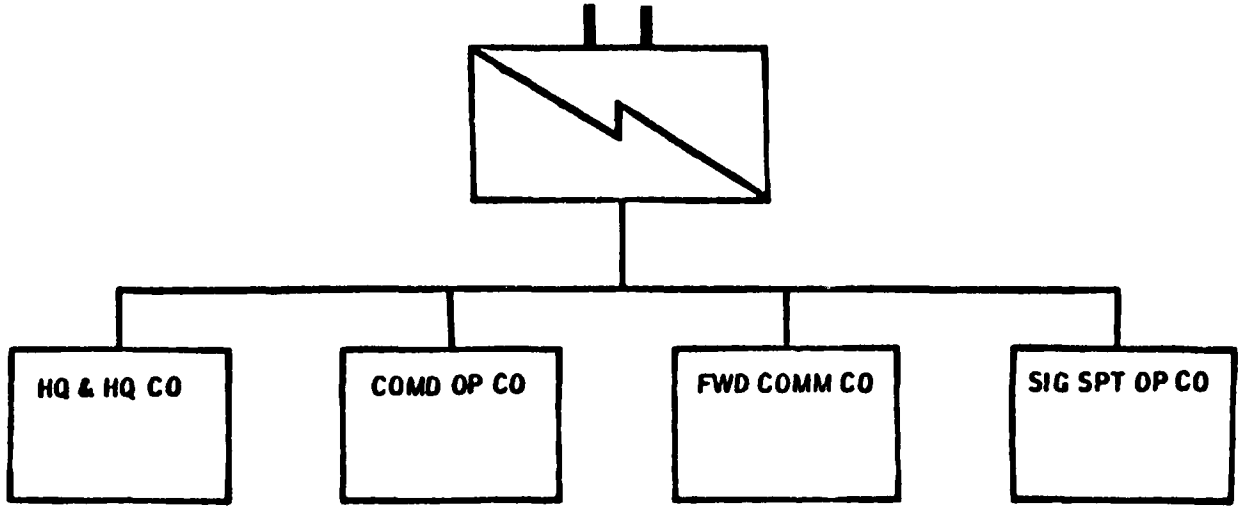
ALO1: 572

ALO2: 522

TRAN: 522

SIGNAL BATTALION

CURRENT DIVISION



REMARKS

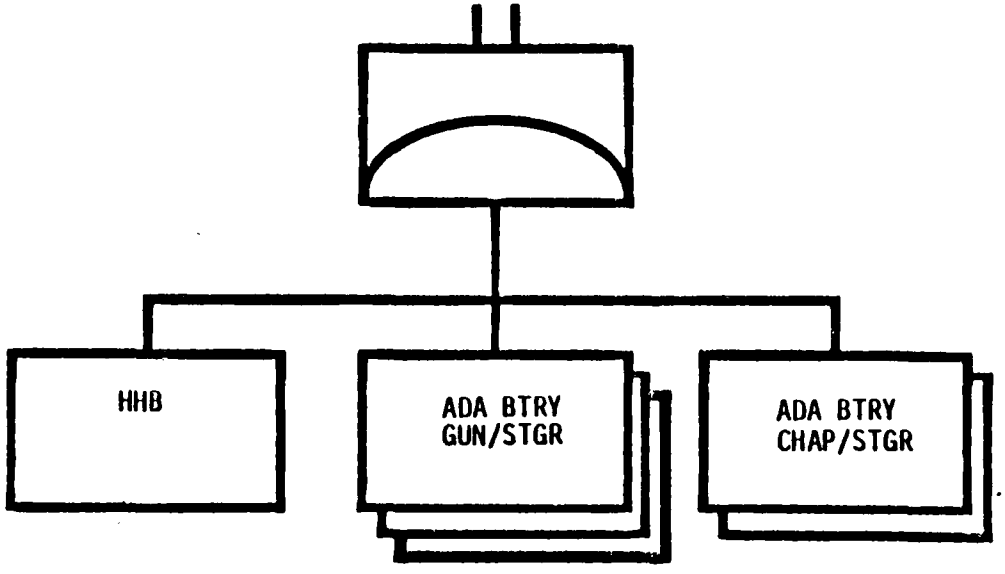
SRC: 11-035H000

ALO1: 702

ALO2: 654

AIR DEFENSE ARTILLERY BATTALION

HEAVY DIVISION 86



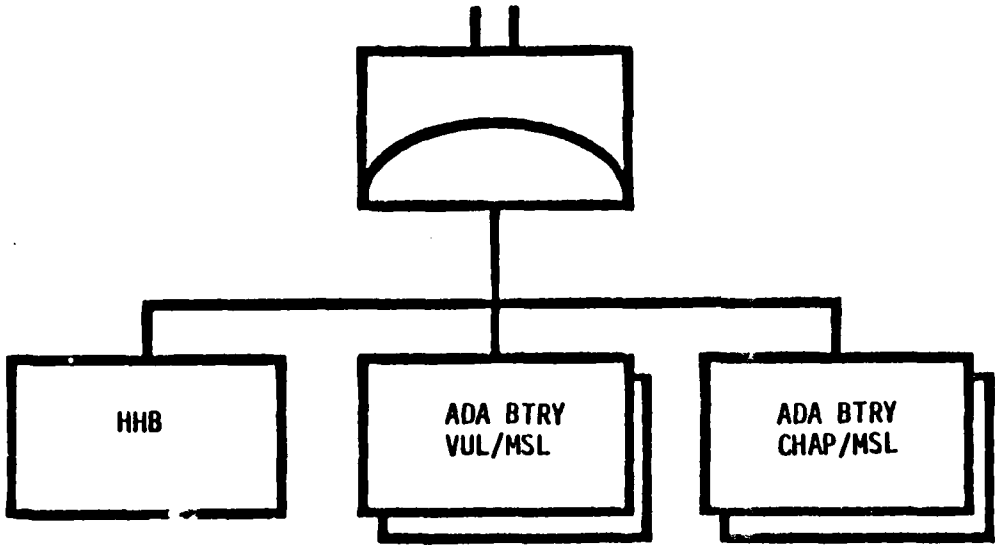
REMARKS

SRC: 44-275J100
ALO1: 924
ALO2: 886
TRAN: 804

SRC: 44-275A100
ALO1: 965
ALO2: 894
TRAN: 817

AIR DEFENSE ARTILLERY BATTALION

CURRENT DIVISION



REMARKS

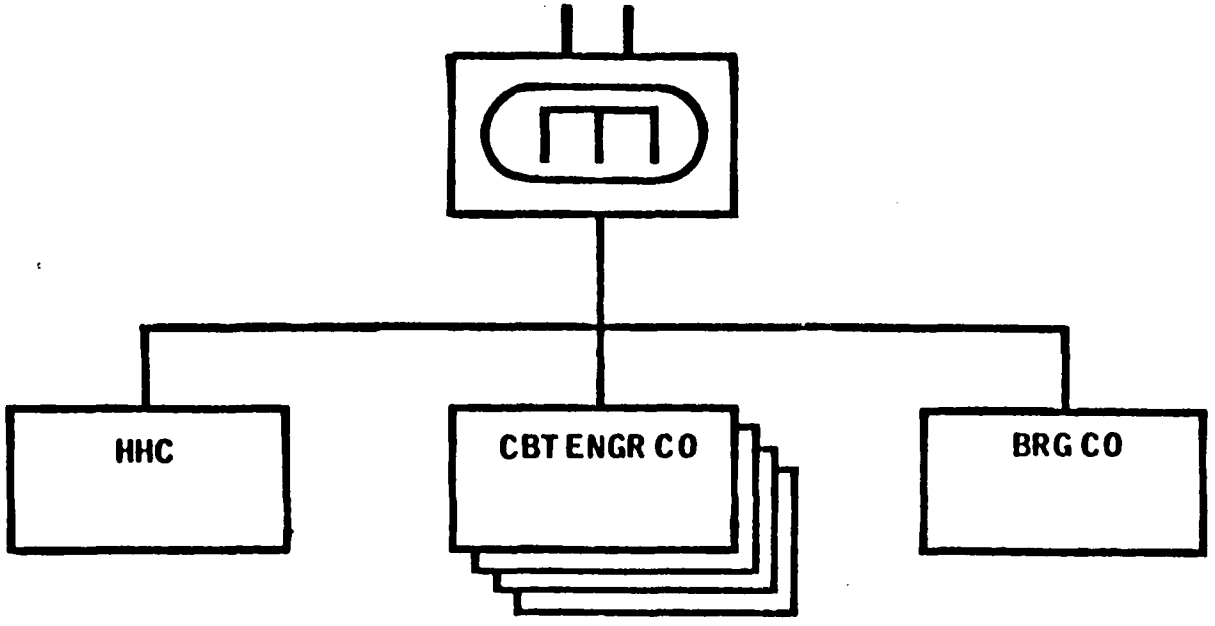
SRC: 44-325H000

AL01: 826

AL02: 788

ENGINEER BATTALION

HEAVY DIVISION 86



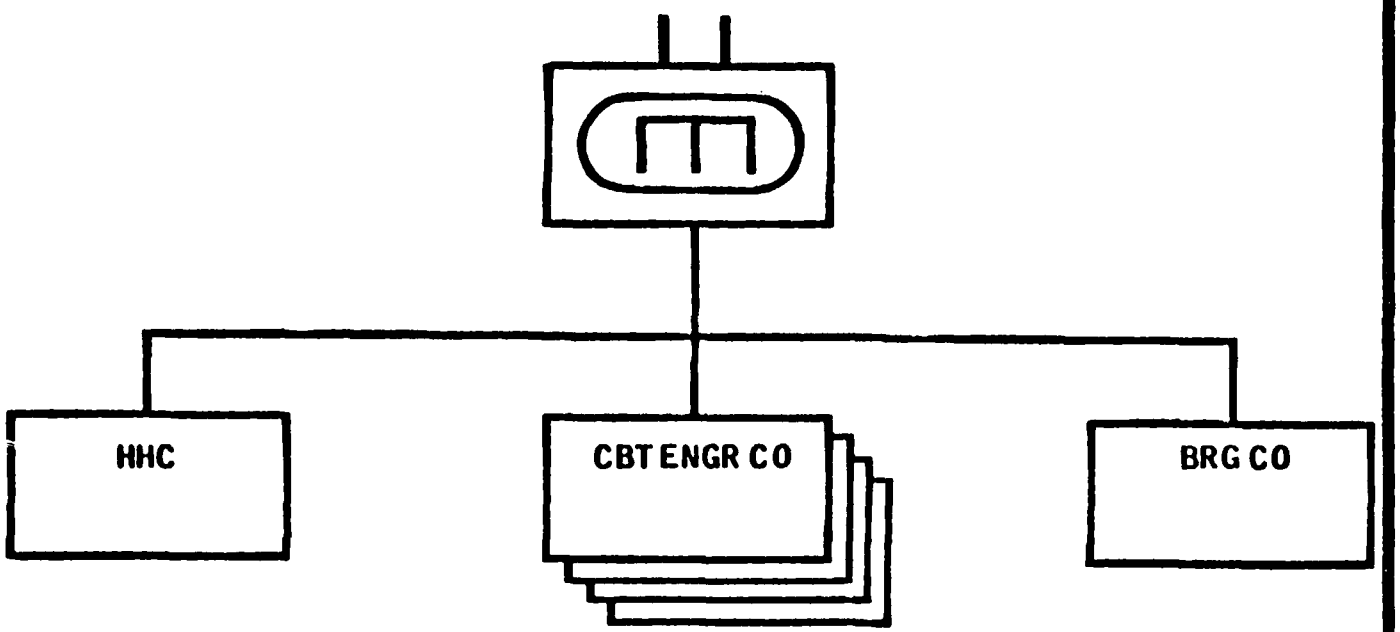
REMARKS

SRC: 05-145A110 (MAB)
ALO1: 974
ALO2: 919
TRAN: 837

SRC: 05-145A140 (RIB)
ALO1: 980
ALO2: 919
TRAN: 837

ENGINEER BATTALION

CURRENT DIVISION



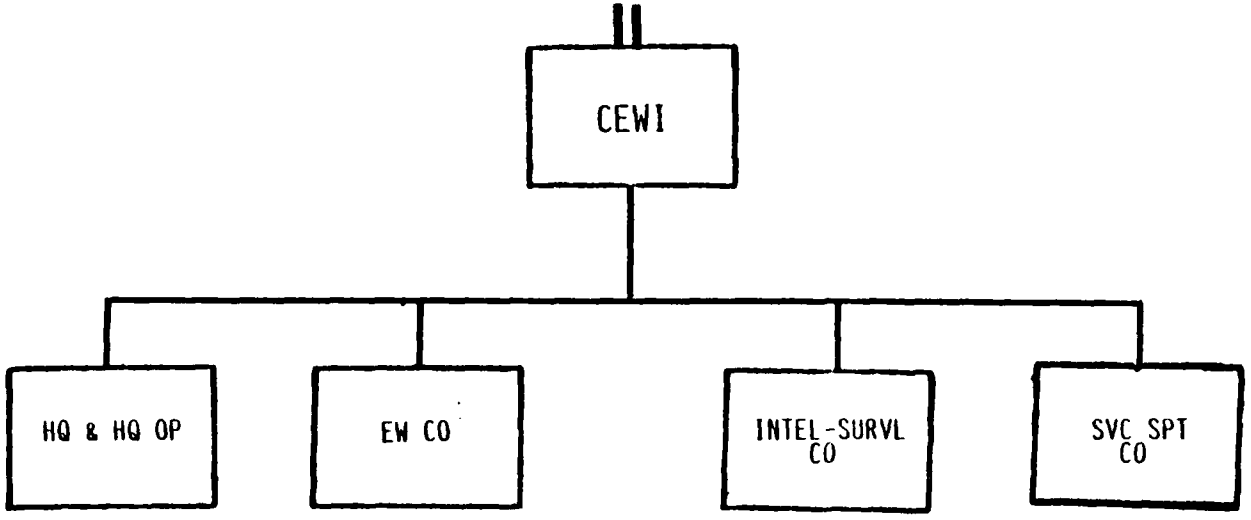
REMARKS

SRC: 05-145H710
(MAB)
ALO1: 935
ALO2: 847

SRC: 05-145H730
(RIB)
ALO1: 939
ALO2: 846

COMBAT ELECTRONIC WARFARE INTELLIGENCE BATTALION

HEAVY DIVISION 86

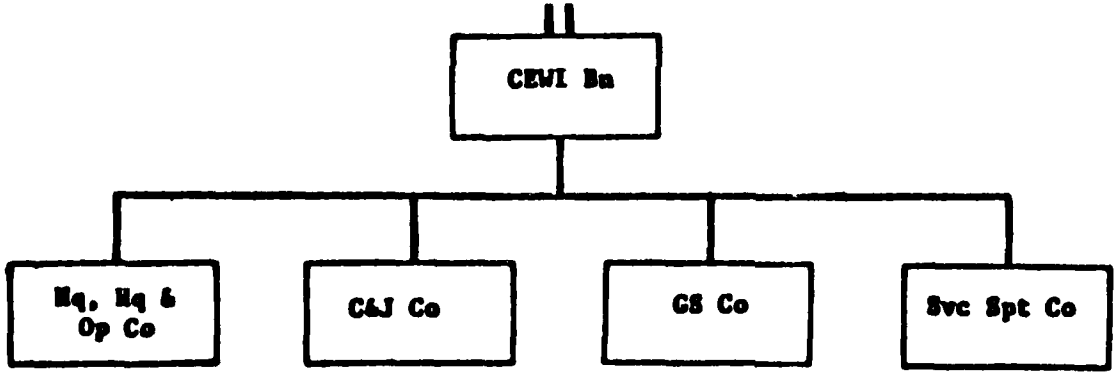


REMARKS

SRC: 34-285A100
ALO1: 582
ALO2: 528
TRAN: 537

COMBAT ELECTRONIC WARFARE INTELLIGENCE BATTALION

CURRENT DIVISION



REMARKS

SRC: 34-165H810 (MECH)

ALO1: 597

ALO2: 545

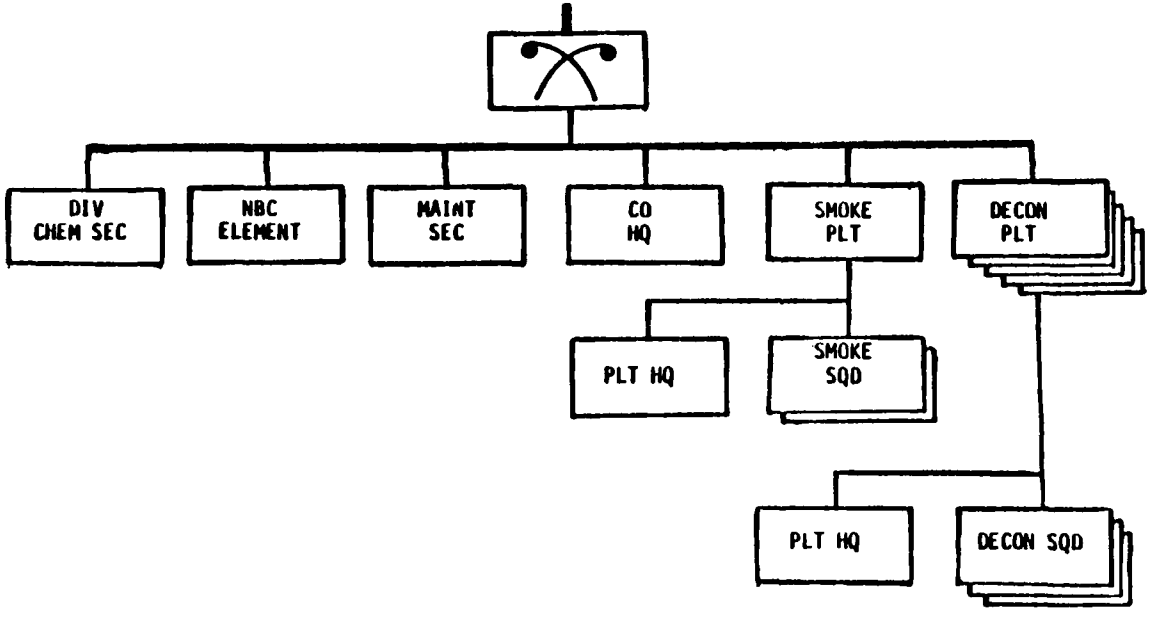
SRC: 34-165H820 (ARMOR)

ALO1: 600

ALO2: 548

NBC COMPANY

HEAVY DIVISION 86



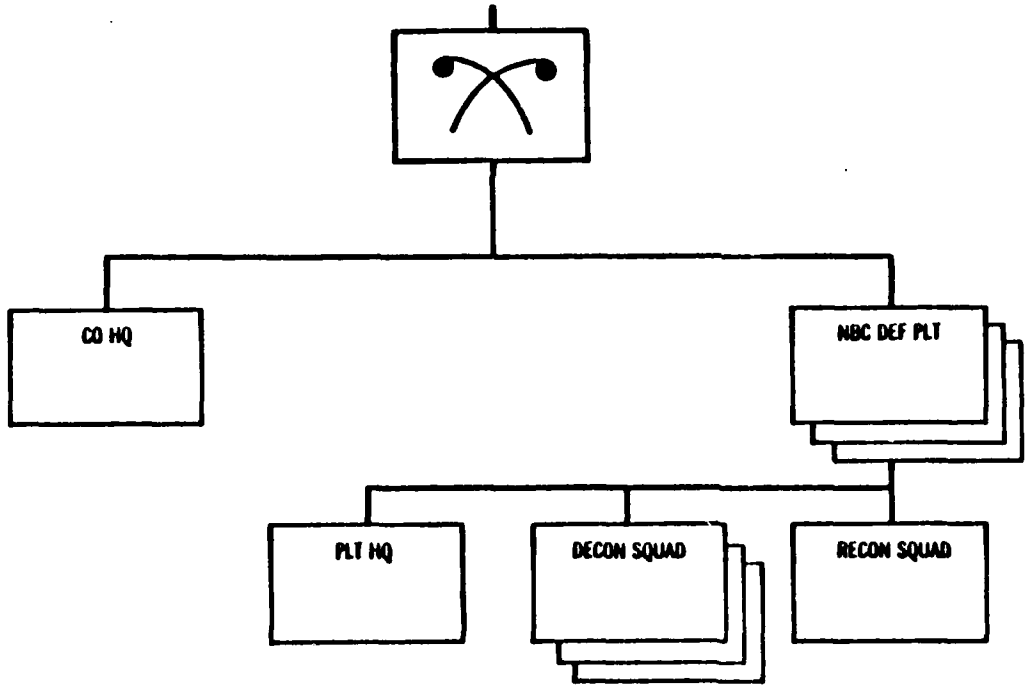
REMARKS

SRC: 03-387J100
AL01: 173
AL02: 151
TRAN: 116

SRC: 03-387A100
AL01: 173
AL02: 150
TRAN: 127

NBC COMPANY

CURRENT DIVISION



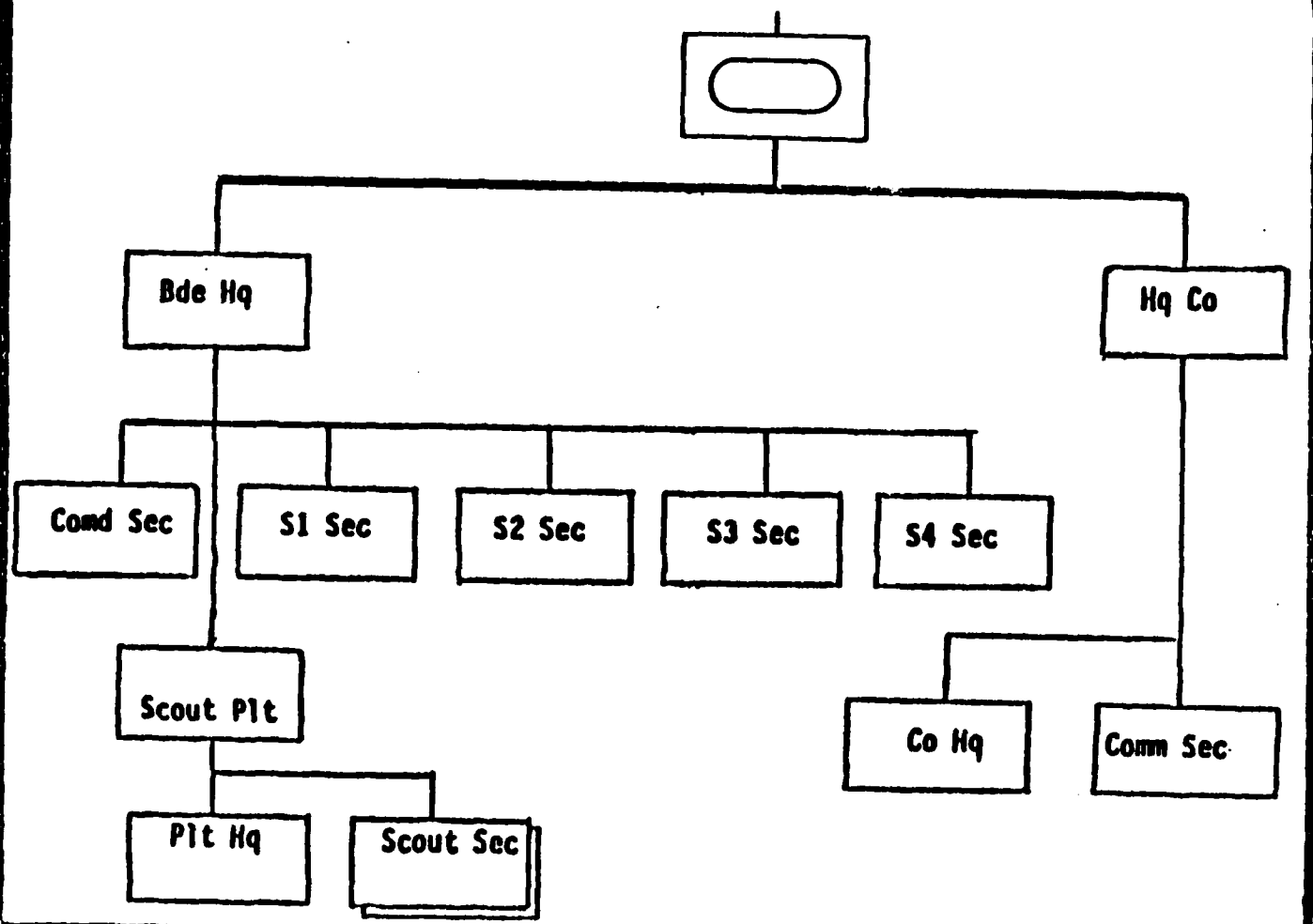
REMARKS

SRC: 03-087H700

ALO1: 111

ALO2: 102

HEADQUARTERS AND HEADQUARTERS COMPANY
DIVISION BRIGADE
HEAVY DIVISION 86

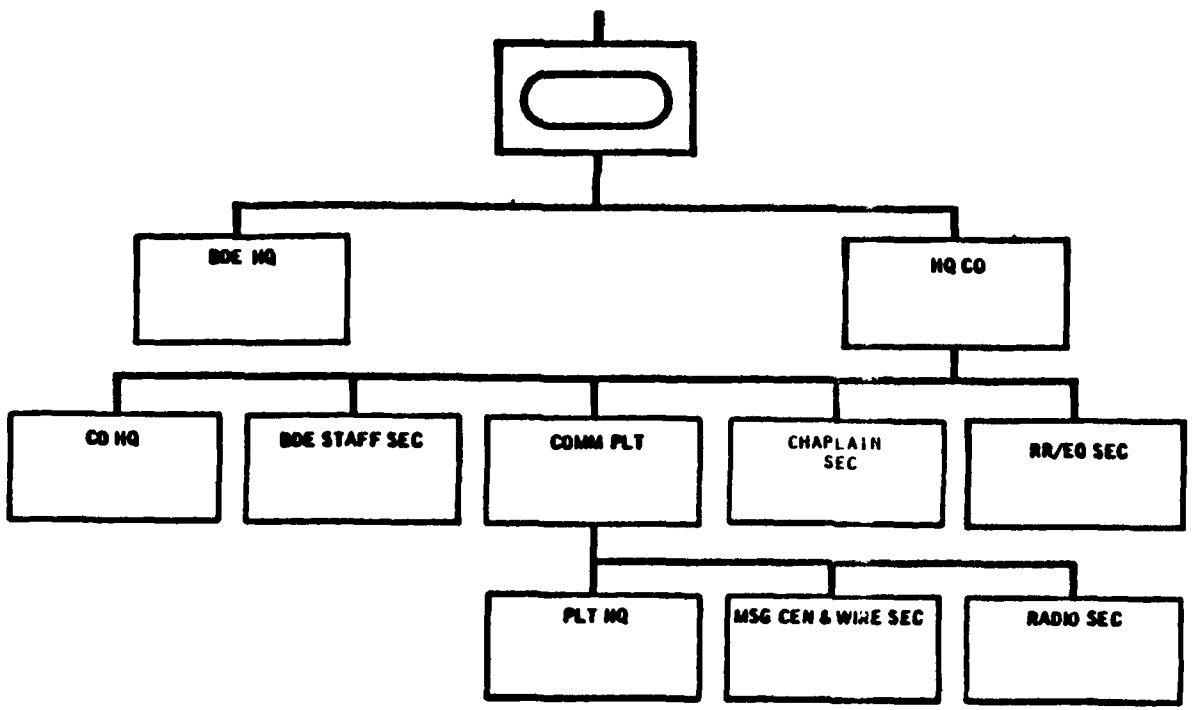


REMARKS

SRC: 87-042A110 (ARMOR)
ALO1: 131
ALO2: 116
TRAN: 120

SRC: 87-042A120 (MECH)
ALO1: 132
ALO2: 117
TRAN: 121

HEADQUARTERS AND HEADQUARTERS COMPANY
DIVISION BRIGADE
CURRENT DIVISION



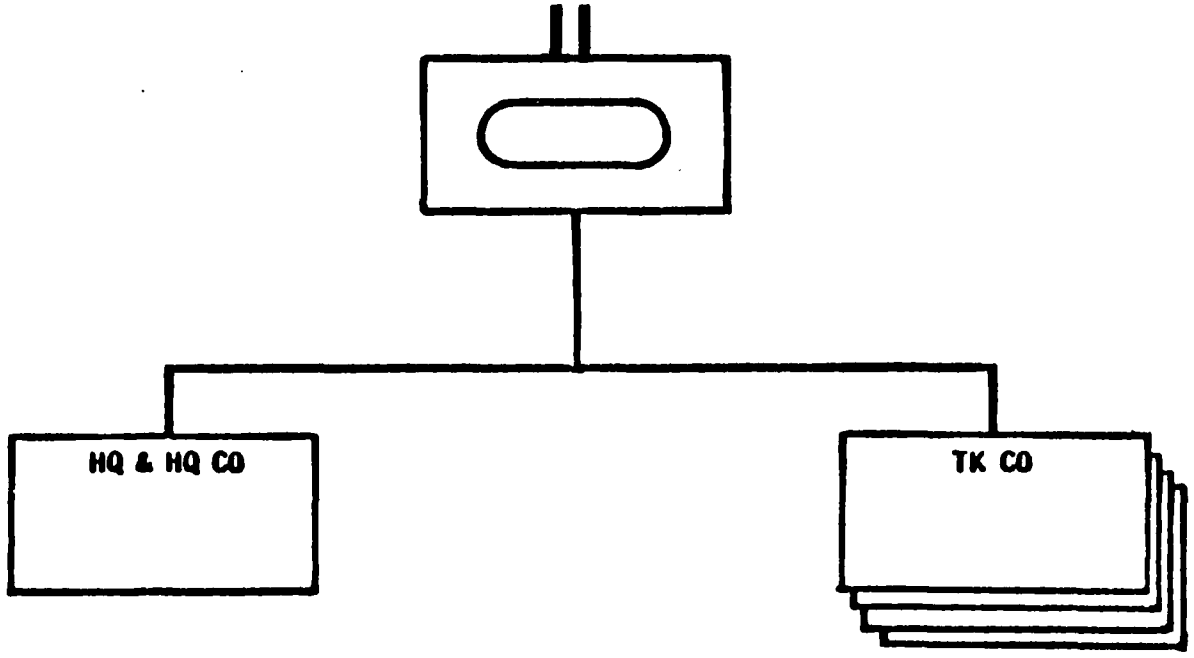
REMARKS

SRC: 17-042H000
(ARMOR)
AL01: 119
AL02: 107

SRC: 37-042H000
(MECH)
AL01: 119
AL02: 107

TANK BATTALION

HEAVY DIVISION 86



REMARKS

SRC: 17-235J110
EQ W/M60

ALO1: 592

ALO2: 554

TRAN: 545

SRC: 17-235J120
EQ W/M1

ALO1: 603

ALO2: 564

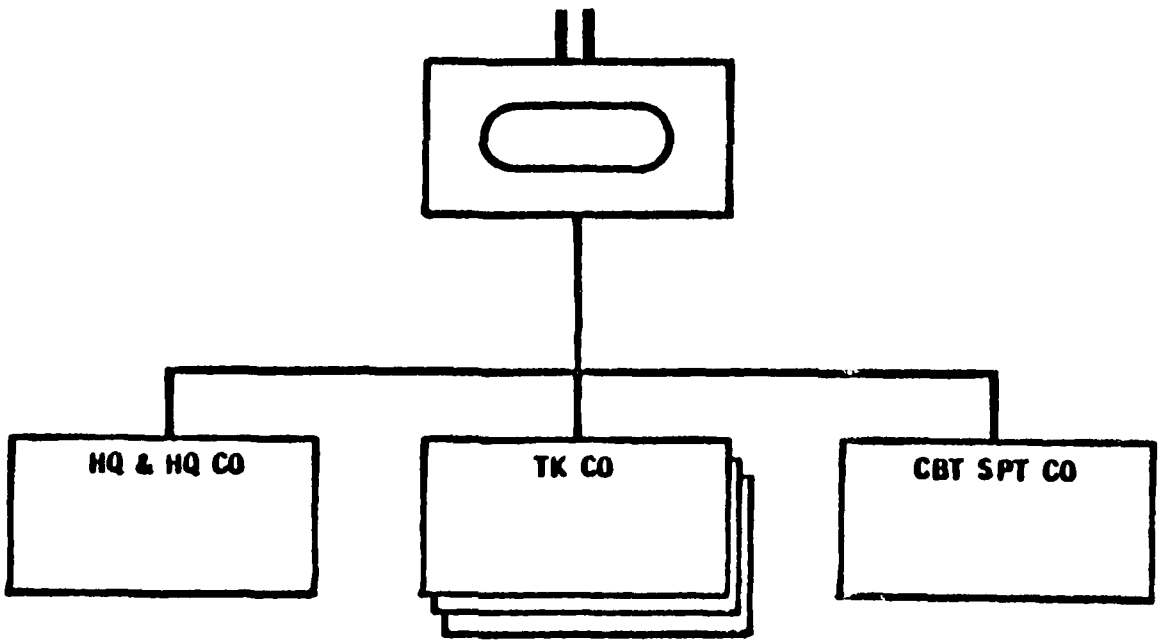
TRAN: 550

A-SERIES

	M-60	M-1
ALO1:	516	553
ALO2:	503	538
TRAN:	486	519

TANK BATTALION

CURRENT DIVISION



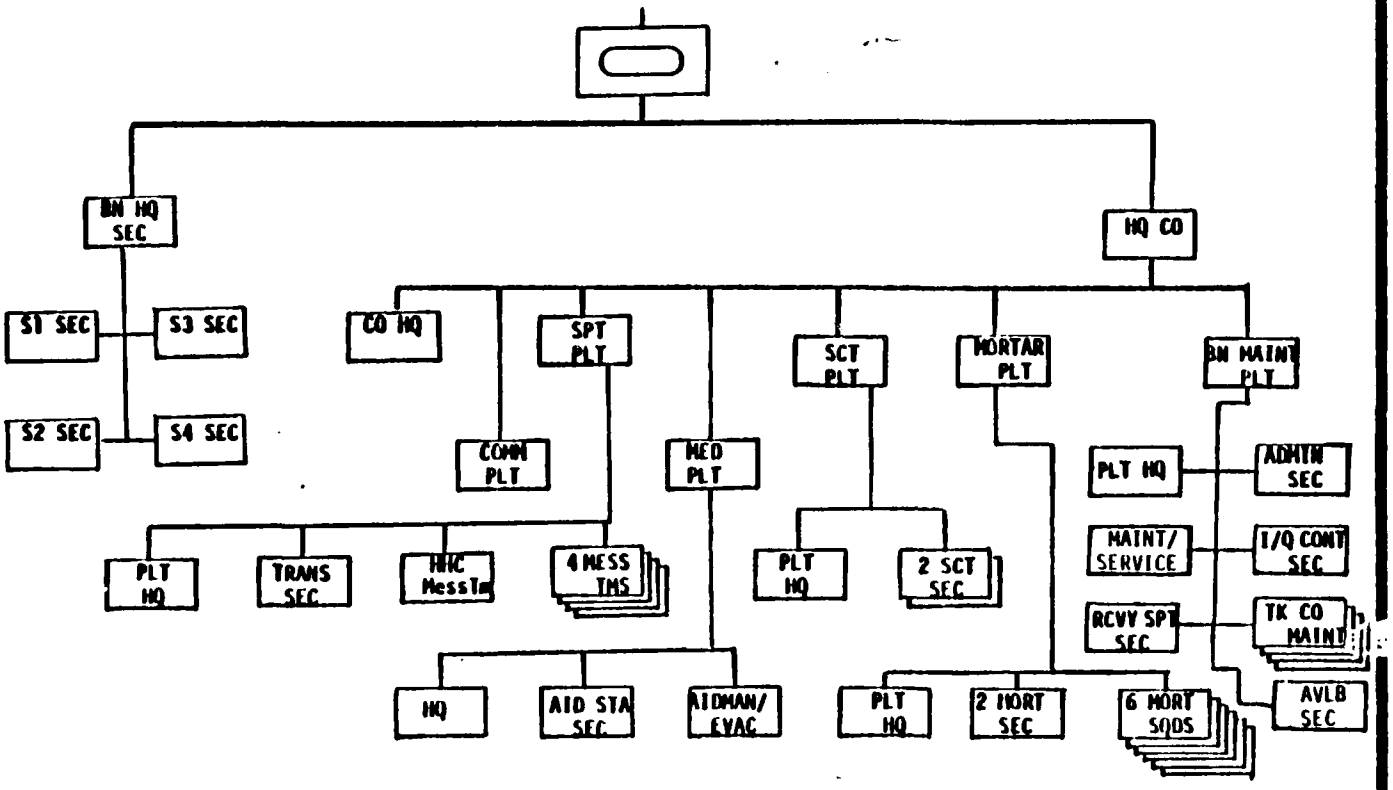
REMARKS

SRC: 17-035H010

AL01: 537

AL02: 498

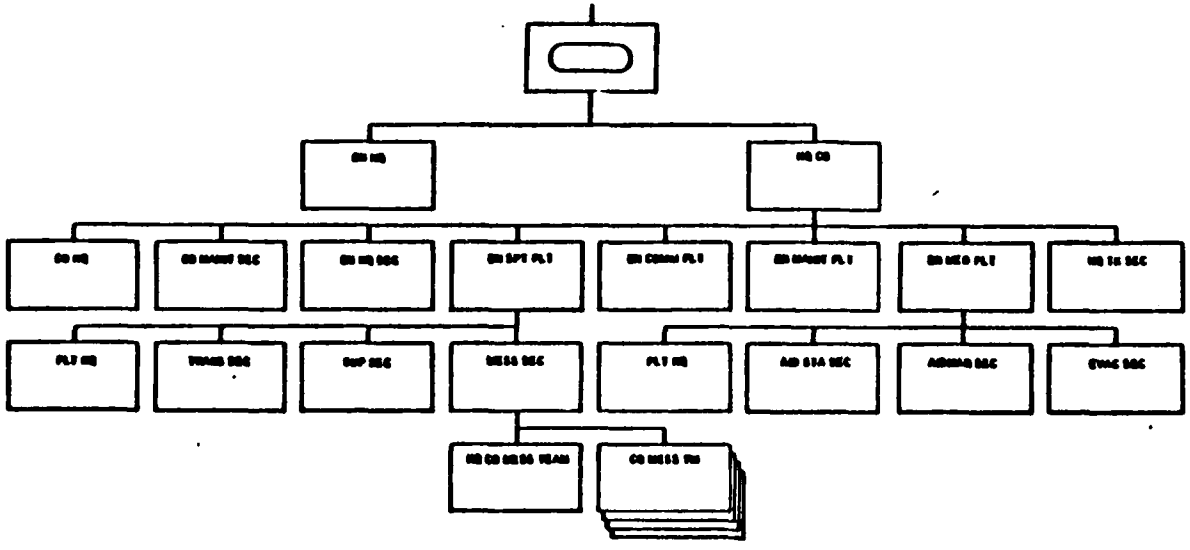
HEADQUARTERS AND HEADQUARTERS COMPANY
TANK BATTALION
HEAVY DIVISION 86



REMARKS

SRC: 17-236J120
AL01: 355
AL02: 320
TRAN: 306
SRC: 17-236A120
AL01: 333
AL02: 318
TRAN: 307

HEADQUARTERS AND HEADQUARTERS COMPANY
TANK BATTALION
CURRENT DIVISION



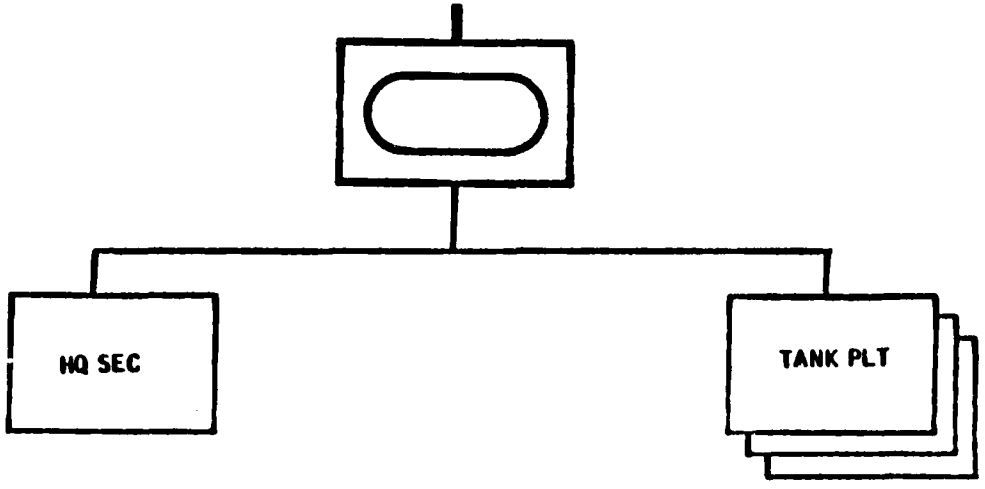
REMARKS

SRC: 17-036H000

AL01: 186

AL02: 175

TANK COMPANY
TANK BATTALION
HEAVY DIVISION 86

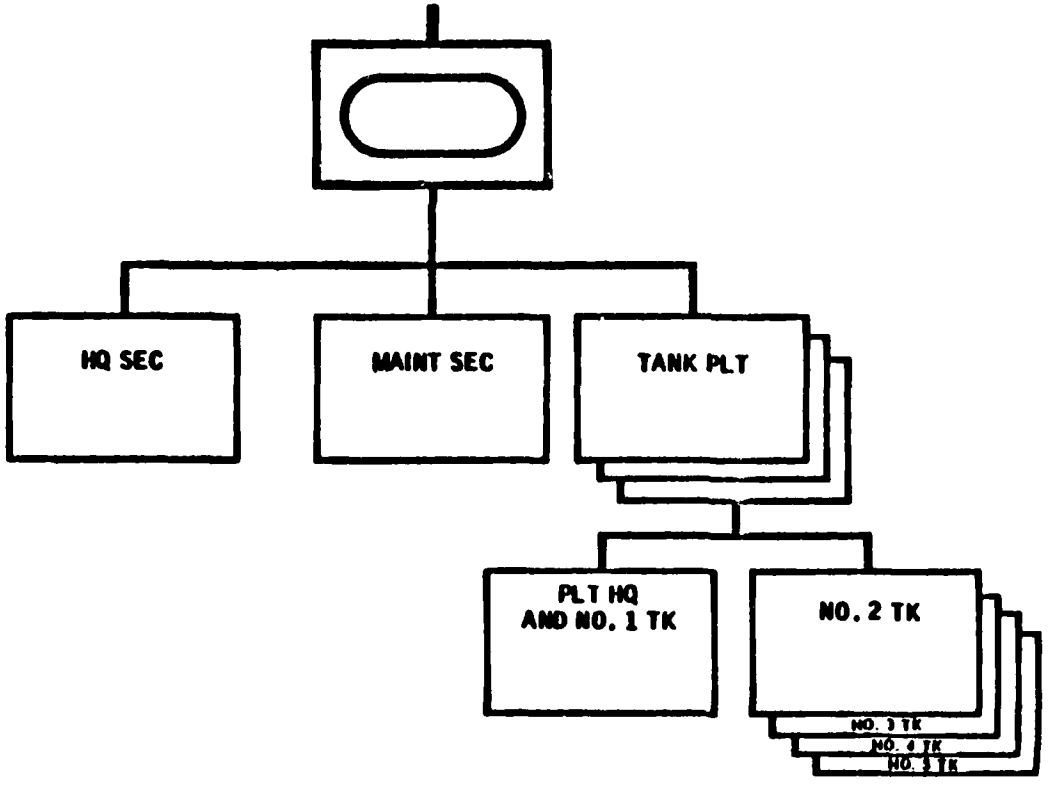


REMARKS

SRC: 17-237J120
ALO1: 62
ALO2: 61
TRAN: 61

SRC: 17-237A120
ALO1: 55
ALO2: 55
TRAN: 53

TANK COMPANY
TANK BATTALION
CURRENT DIVISION



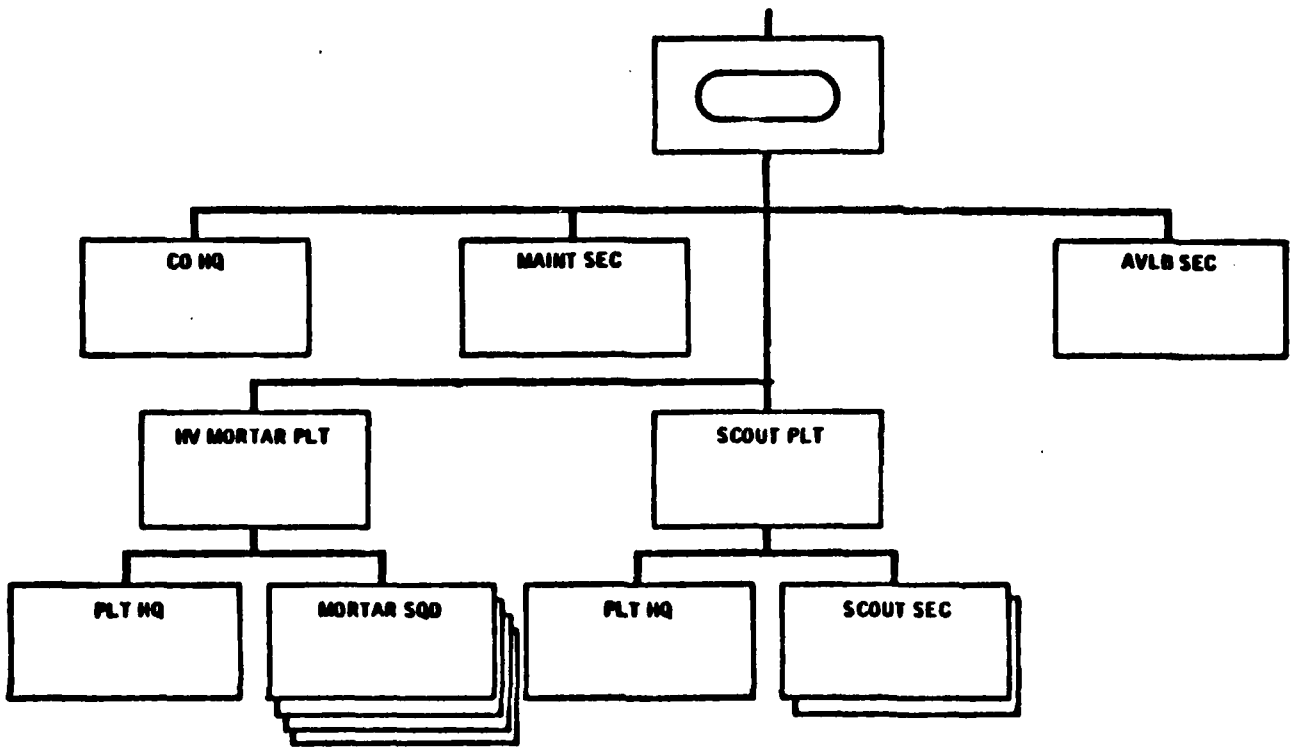
REMARKS

SRC: 17-037H010

AL01: 90

AL02: 81

COMBAT SUPPORT COMPANY
TANK BATTALION
CURRENT DIVISION



REMARKS

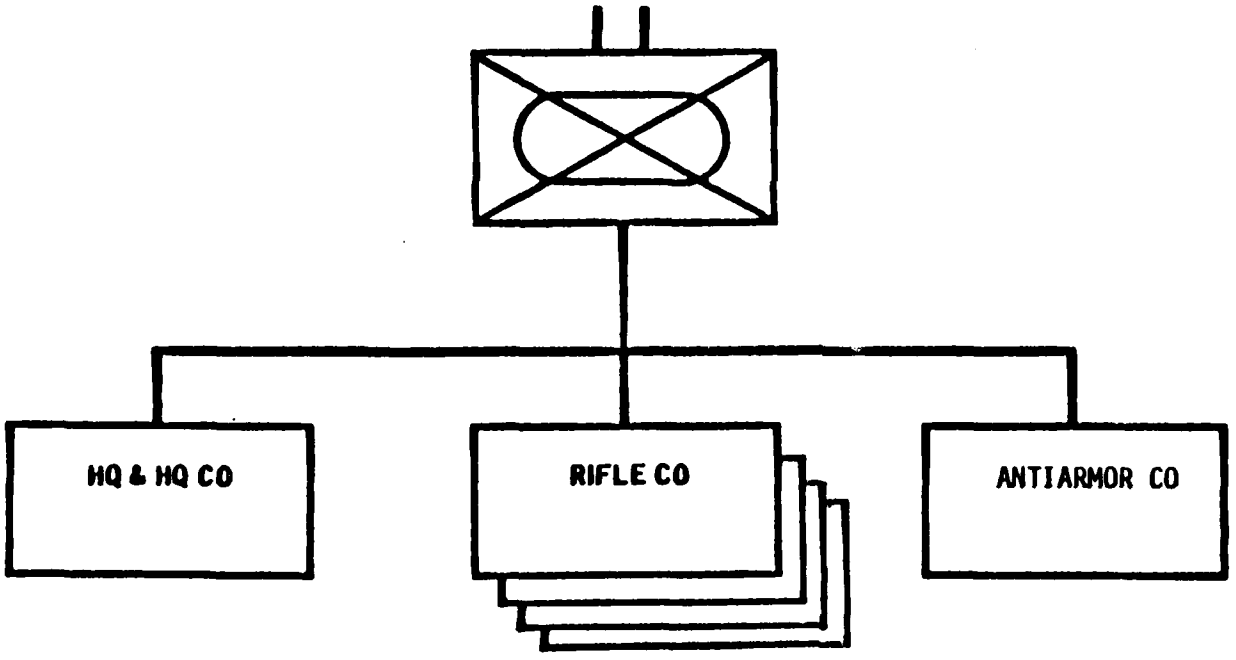
SRC: 17-039H000

AL01: 81

AL02: 80

INFANTRY BATTALION

HEAVY DIVISION 86



REMARKS

SRC: 07-245J110
EQ W/FVS

ALO1: 904

ALO2: 853

TRAN: 818

SRC: 07-245J120
EQ W/M113

ALO1: 951

ALO2: 873

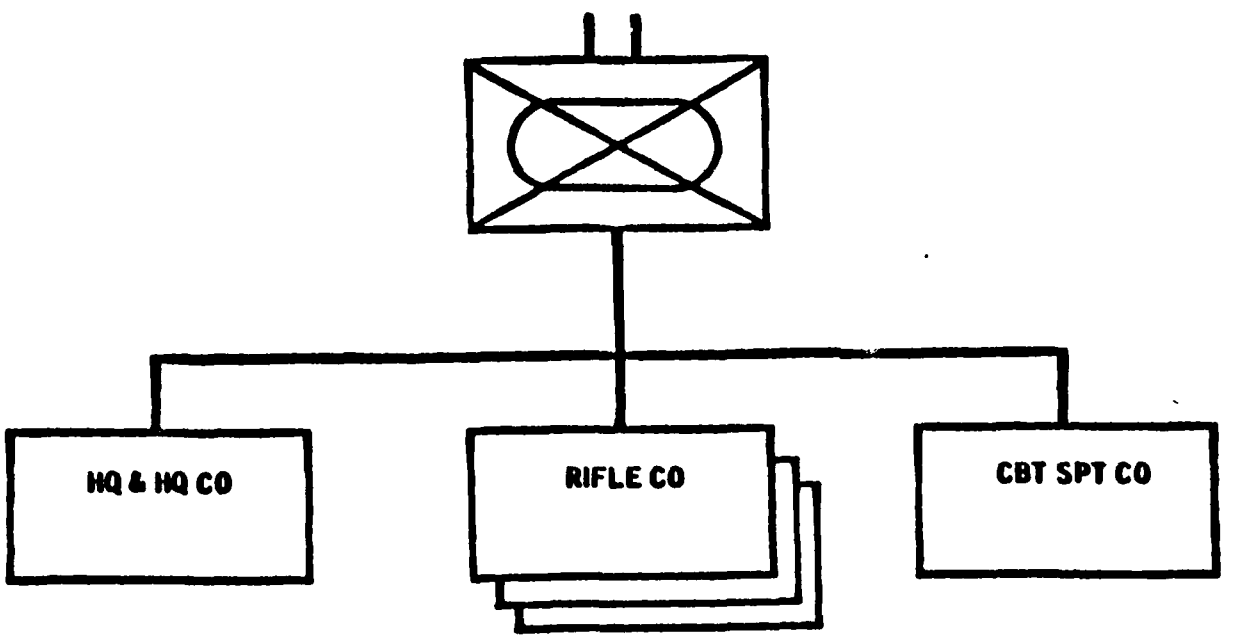
TRAN: 840

A-SERIES

	FVS	M113
ALO1:	899	956
ALO2:	849	841
TRAN:	825	841

INFANTRY BATTALION

CURRENT DIVISION



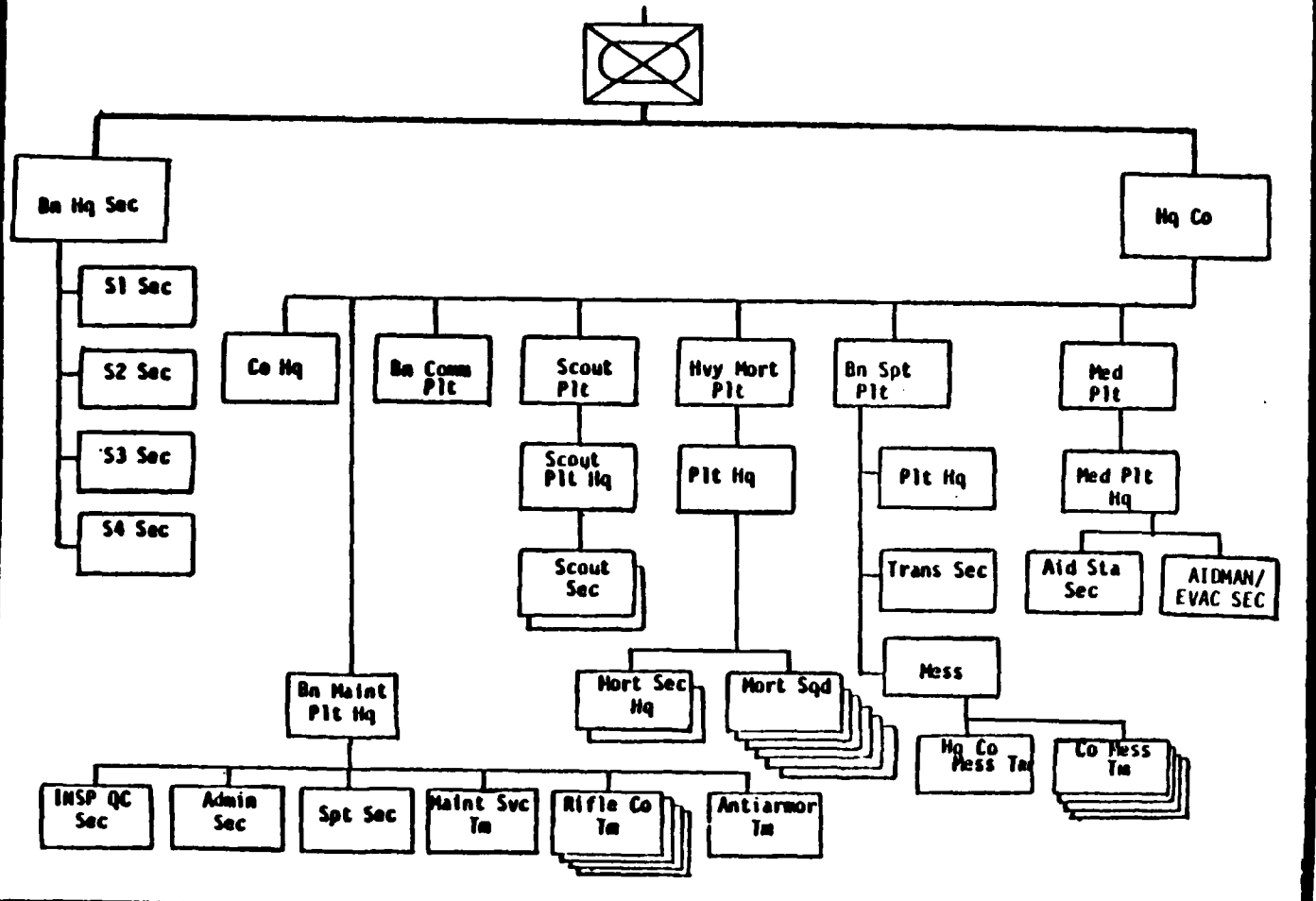
REMARKS

SRC: 07-045H010

AL01: 856

AL02: 783

HEADQUARTERS AND HEADQUARTERS COMPANY
INFANTRY BATTALION
HEAVY DIVISION 86



REMARKS

SRC: 07-246J110
EQ W/FVS

ALO1: 396

ALO2: 364

TRAN: 325

SRC: 07-246J120
EQ W/M113

ALO1: 351

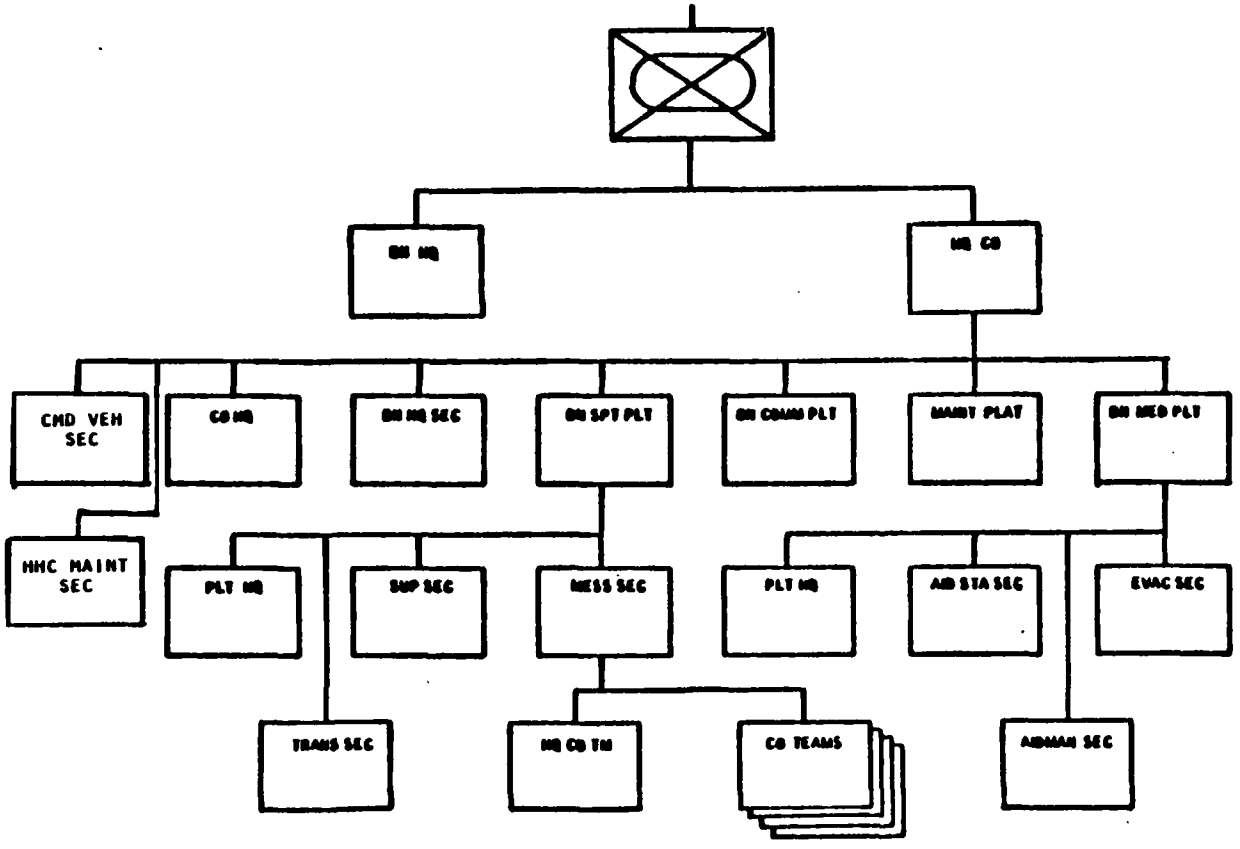
ALO2: 328

TRAN: 327

A-SERIES

	FVS	M113
ALO1:	387	352
ALO2:	356	328
TRAN:	324	328

HEADQUARTERS AND HEADQUARTERS COMPANY
INFANTRY BATTALION
CURRENT DIVISION



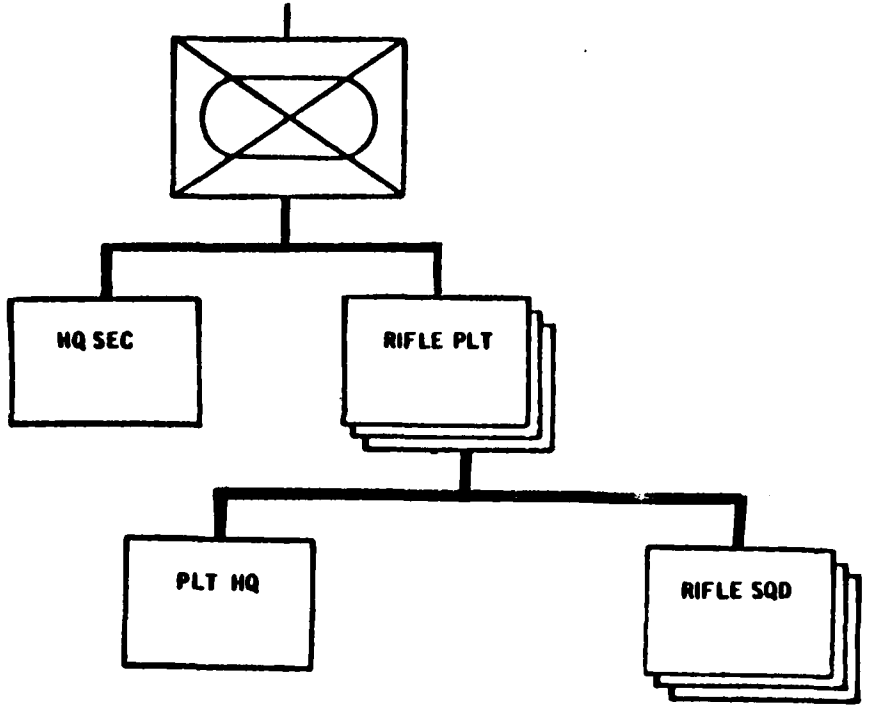
REMARKS

SRC: 07-046H020

AL01: 211

AL02: 198

RILFE COMPANY
INFANTRY BATTALION
HEAVY DIVISION 86



REMARKS

SRC: 07-247J110
EQ W/FVS

ALO1: 110

ALO2: 106

TRAN: 107

SRC: 07-247J120
EQ W/M113

ALO1: 133

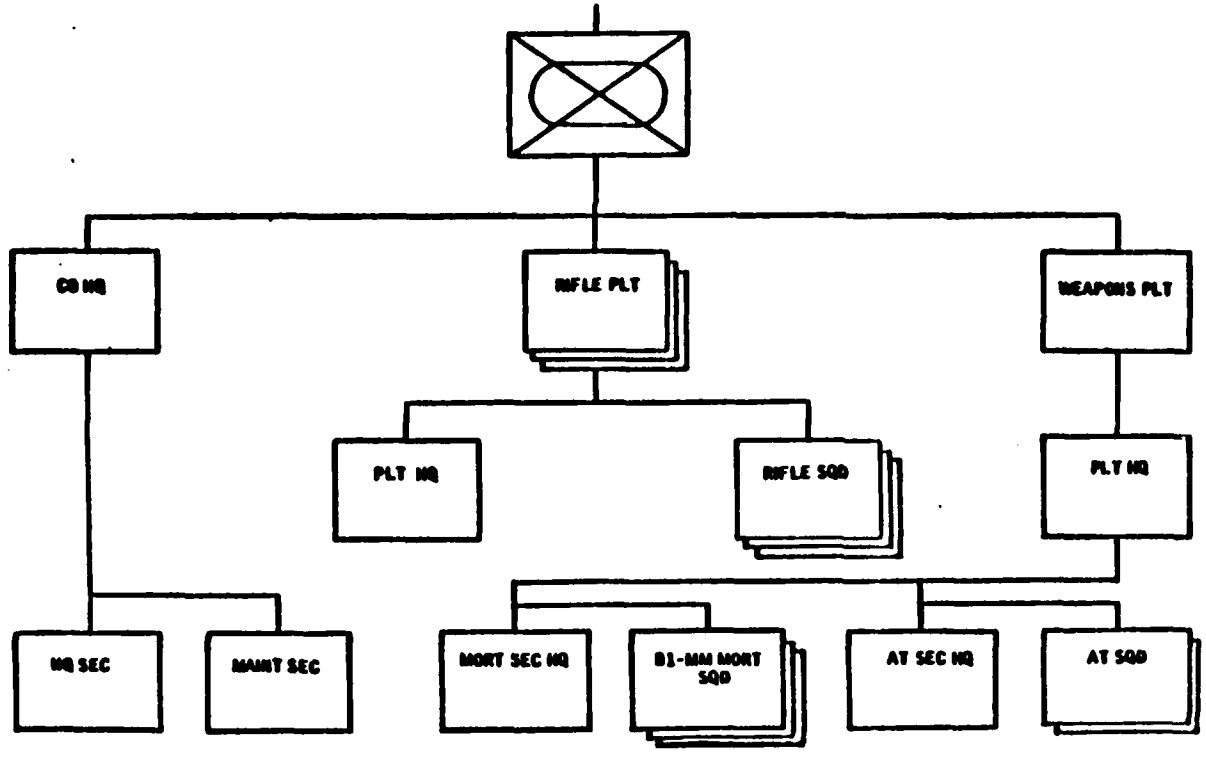
ALO2: 120

TRAN: 112

A-SERIES

	FVS	M113
ALO1:	111	134
ALO2:	107	112
TRAN:	109	112

RILFE COMPANY
INFANTRY BATTALION
CURRENT DIVISION



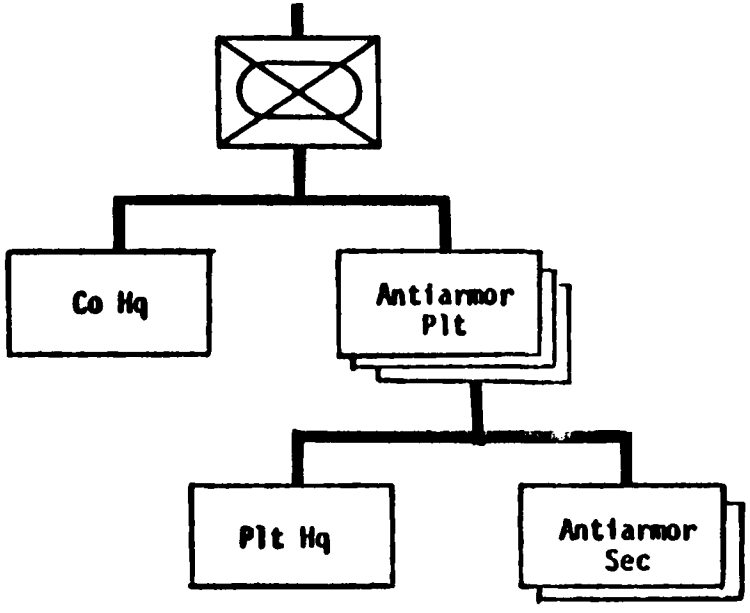
REMARKS

SRC: 07-047H020

AL01: 156

AL02: 143

ANTIARMOR COMPANY
INFANTRY BATTALION
HEAVY DIVISION 86



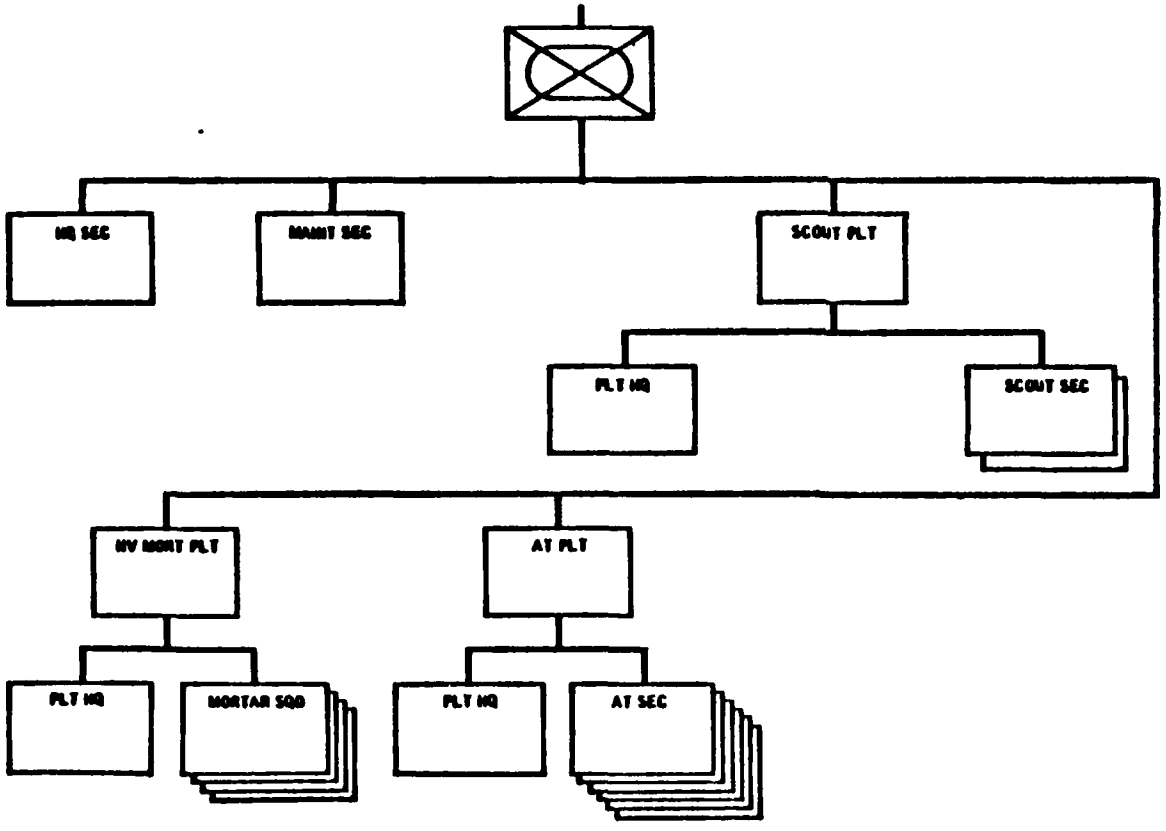
REMARKS

SRC: 07-248J100
ALO1: 68
ALO2: 65
TRAN: 65

A-SERIES

SAME AS ABOVE

COMBAT SUPPORT COMPANY
INFANTRY BATTALION
CURRENT DIVISION



REMARKS

SRC: 07-048H030

AL01: 136

AL02: 129

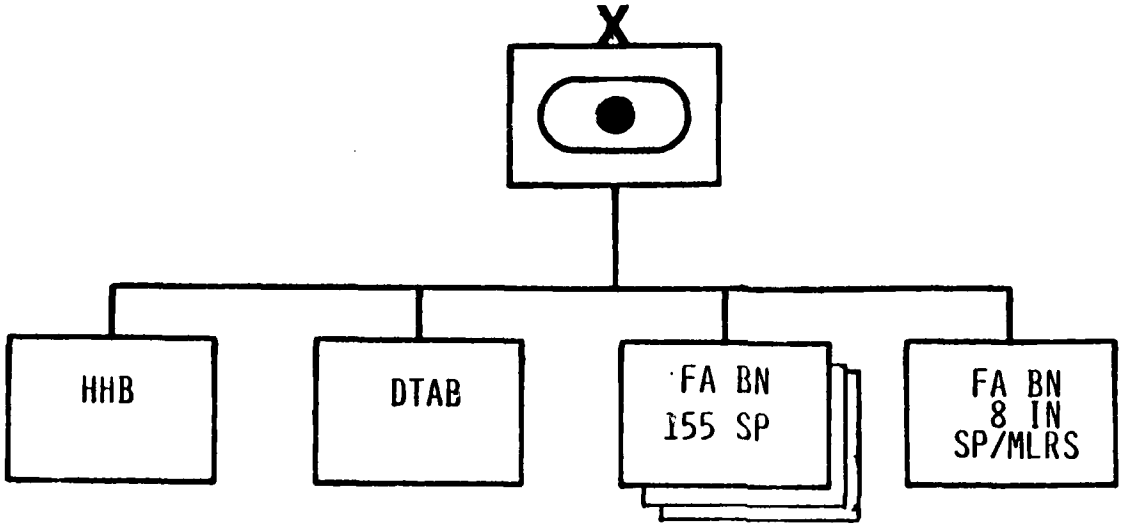
ANTIARMOR COMPANY
INFANTRY BATTALION
CURRENT DIVISION

NO COMPARABLE ORGANIZATION IN THE CURRENT DIVISIONS

REMARKS

DIVISION ARTILLERY

HEAVY DIVISION 86

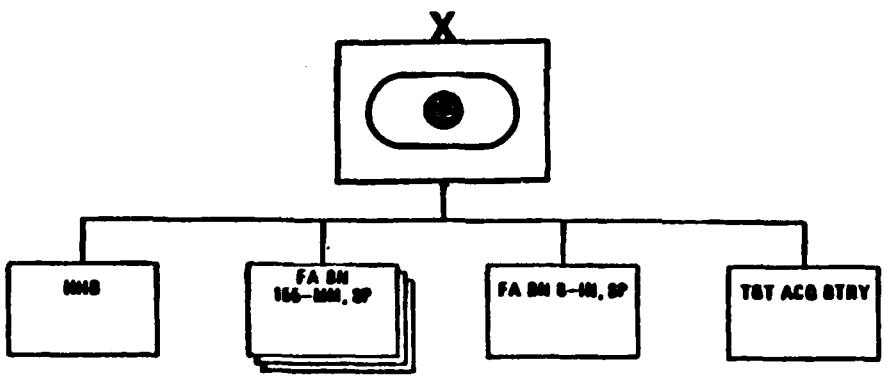


REMARKS

DIVARTY STRENGTH CAN BE DETERMINED BY ADDING APPLICABLE SRCs

DIVISION ARTILLERY

CURRENT DIVISION



REMARKS

SRC: 06-300H000
(ARMOR)

AL01: 2711

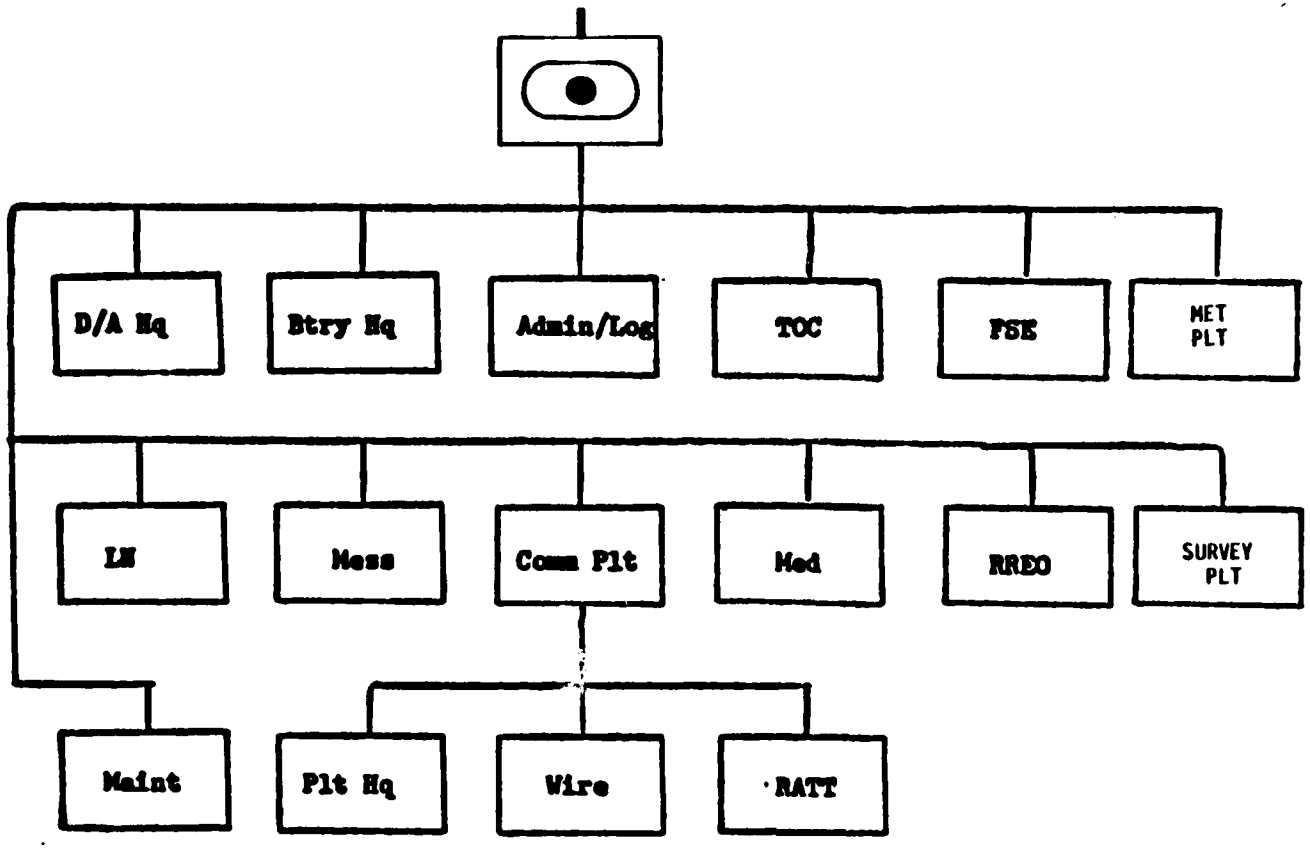
AL02: 2567

SRC: 06-300H020
(MECH)

AL01: 2703

AL02: 2559

HEADQUARTERS AND HEADQUARTERS BATTERY
DIVISION ARTILLERY
HEAVY DIVISION 86



REMARKS

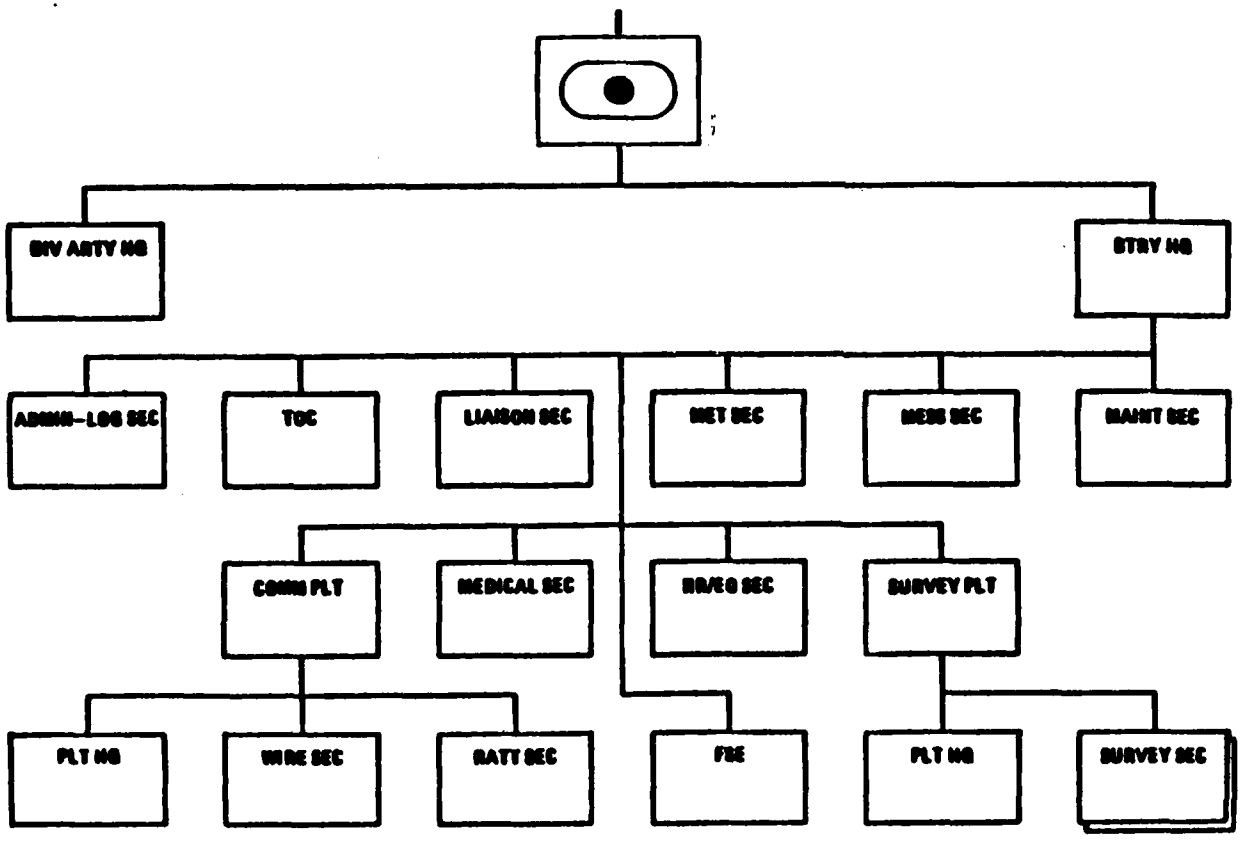
SRC: 06-302A100

ALO1: 204

ALO2: 193

TRAN: 191

HEADQUARTERS AND HEADQUARTERS BATTERY
DIVISION ARTILLERY
CURRENT DIVISION



REMARKS

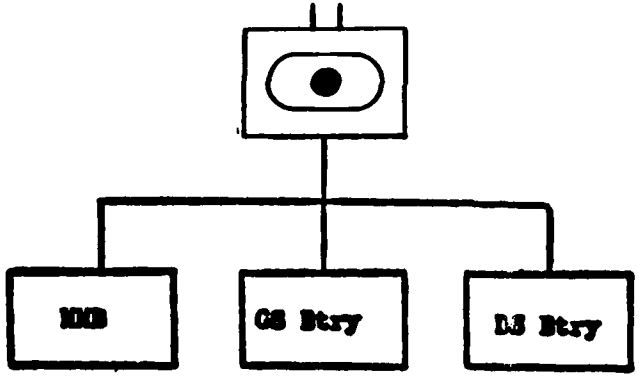
SRC: 06-302H000

AL01: 217

AL02: 204

DIVISION TARGET ACQUISITION BATTALION

HEAVY DIVISION 86



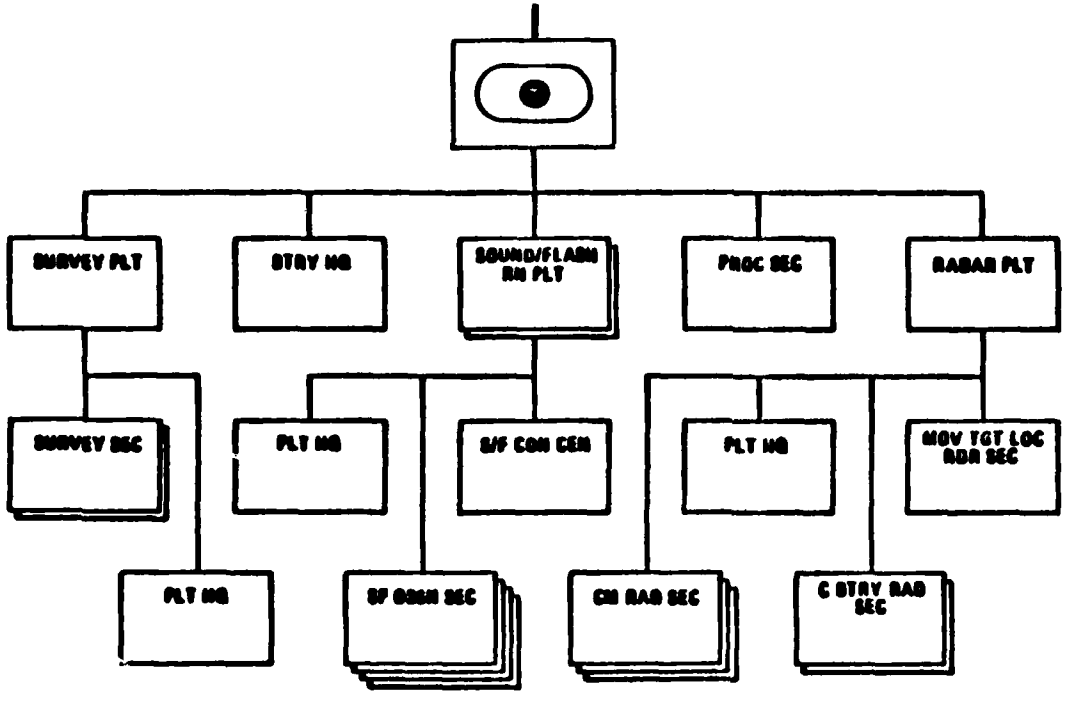
REMARKS

SRC: 06-236S600

ALO1: 385

NO A-SERIES TO COMPARE

TARGET ACQUISITION BATTERY
DIVISION ARTILLERY
CURRENT DIVISION



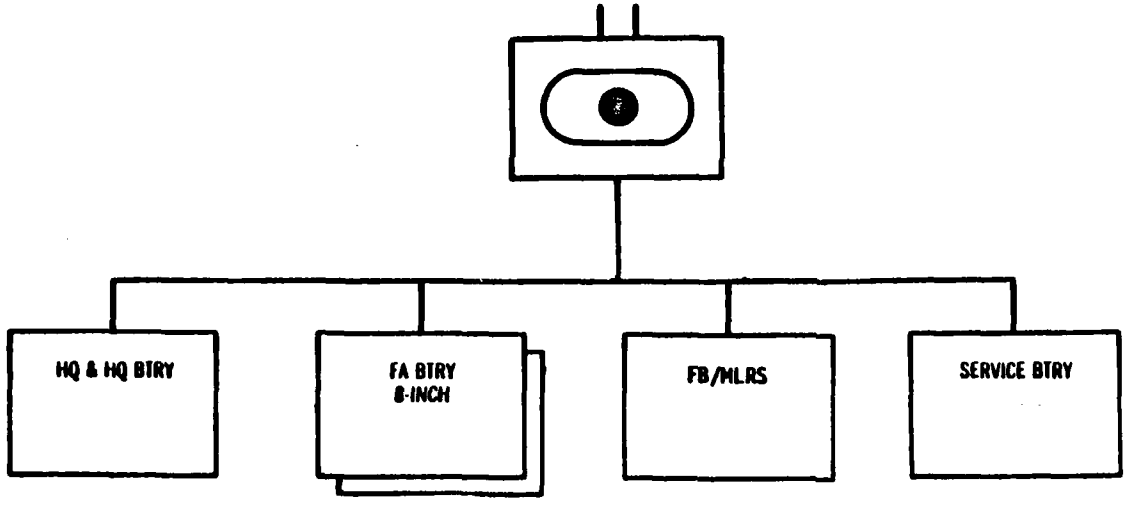
REMARKS

SRC: 06-307H600

AL01: 169

AL02: 165

8 INCH/MLRS
FIELD ARTILLERY BATTALION
HEAVY DIVISION 86

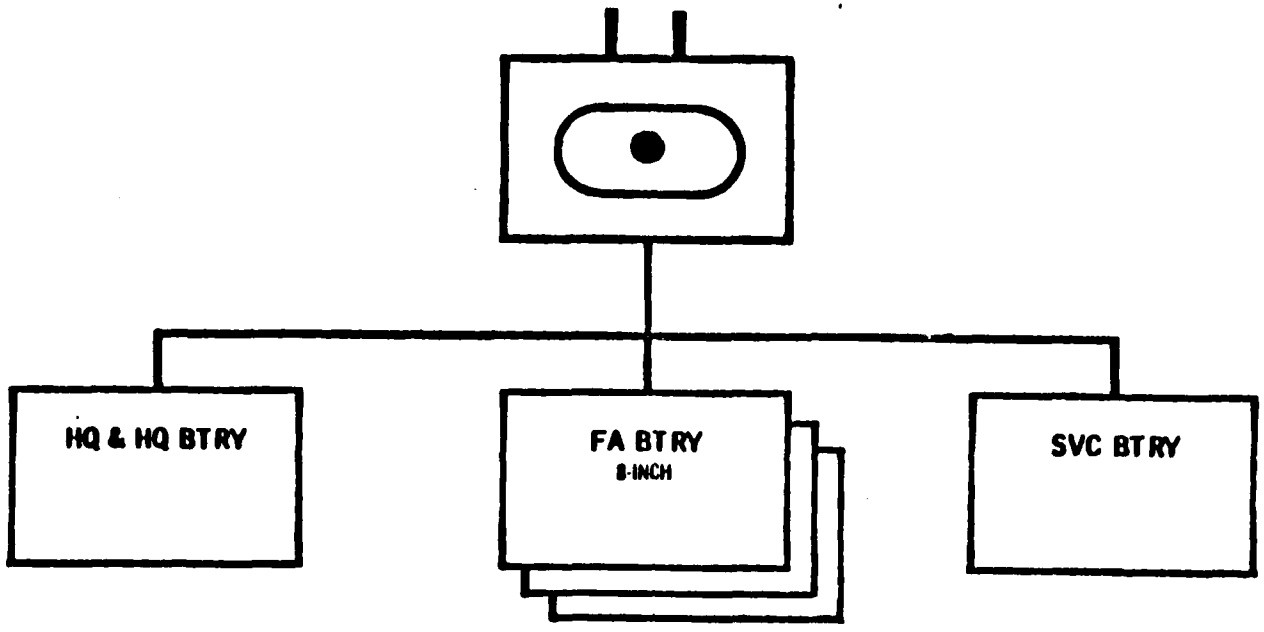


REMARKS

SRC: 06-395J110
ALO1: 786
ALO2: 740
TRAN: 687

SRC: 06-395A110
ALO1: 781
ALO2: 750
TRAN: 469

8 INCH/(3 X 4)
FIELD ARTILLERY BATTALION
HEAVY DIVISION 86

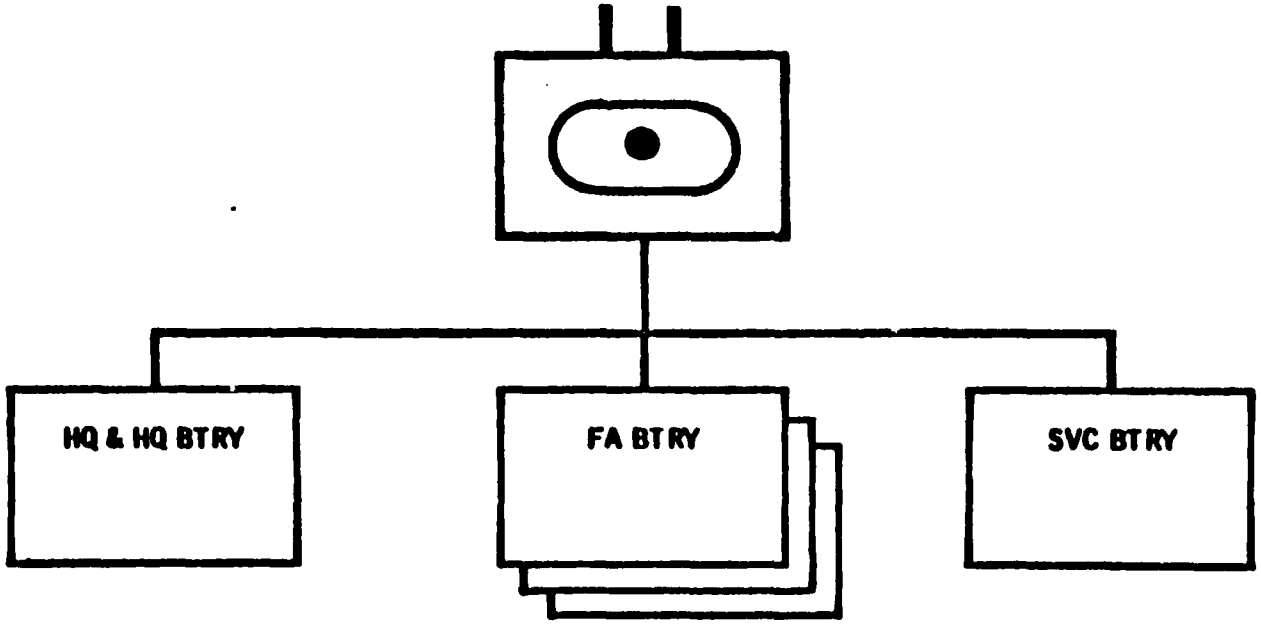


REMARKS

SRC: 06-395J130
AL01: 553
AL02: 514
TRAN: 510

SRC: 06-395A130
AL01: 540
AL02: 500
TRAN: 500

8 INCH, SELF-PROPELLED
FIELD ARTILLERY BATTALION
CURRENT DIVISION



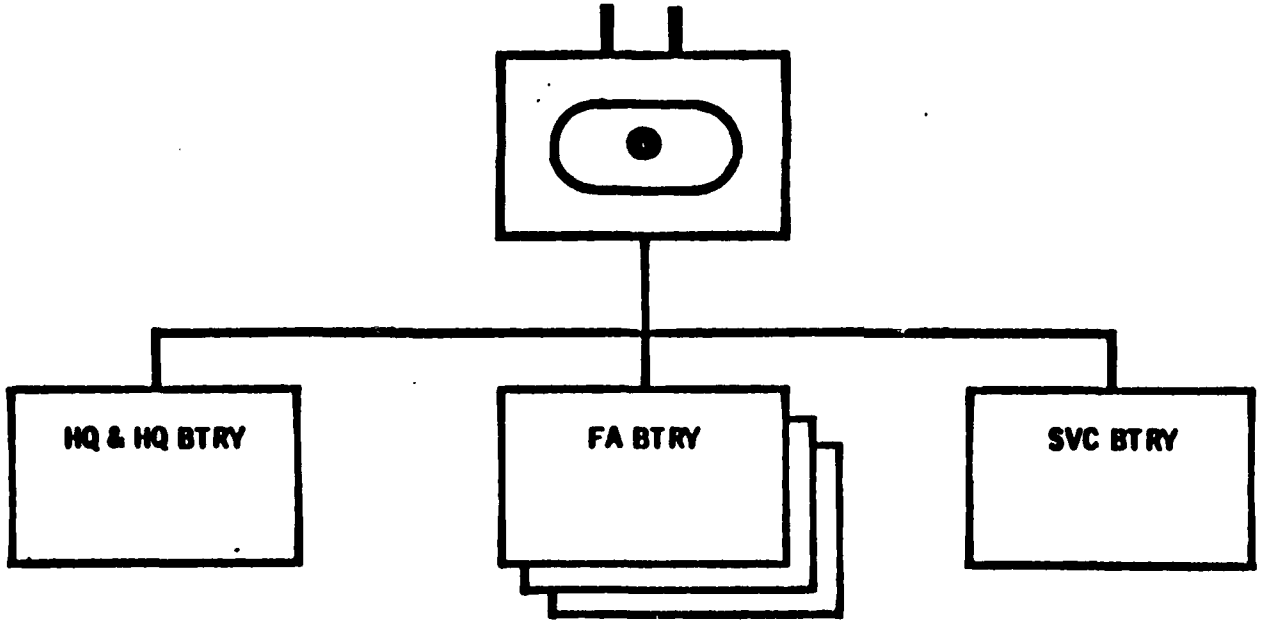
REMARKS

SRC: 06-395H020

AL01: 541

AL02: 495

155 MM, SELF-PROPELLED (3 X 6)
FIELD ARTILLERY BATTALION
HEAVY DIVISION 86



REMARKS

SRC: 06-365J150 (ARMOR)

ALO1: 747

ALO2: 694

TRAN: 649

SRC: 06-365J170 (MECH)

ALO1: 771

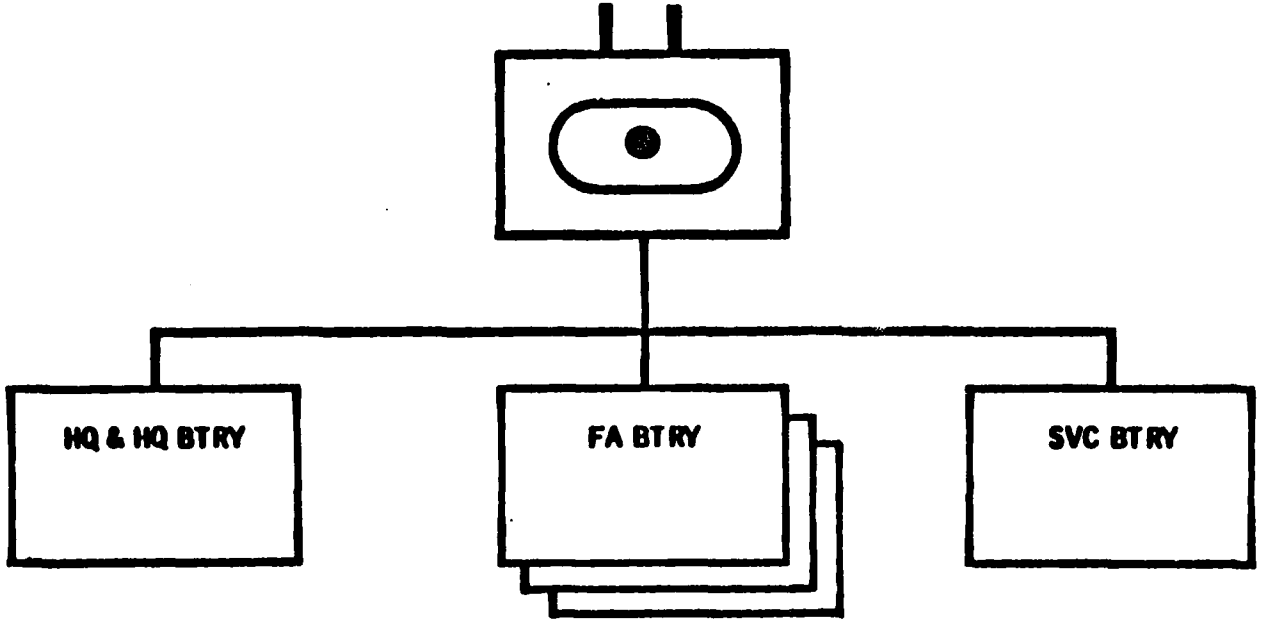
ALO2: 718

TRAN: 673

A-SERIES

	ARM	MECH
ALO1:	757	778
ALO2:	684	708
TRAN:	647	673

155 MM, SELF-PROPELLED (3 X 8)
FIELD ARTILLERY BATTALION
HEAVY DIVISION 86



REMARKS

SRC: 06-365J110
(ARMOR)

ALO1: 822

ALO2: 767

TRAN: 776

SRC: 06-365J130
(MECH)

ALO1: 853

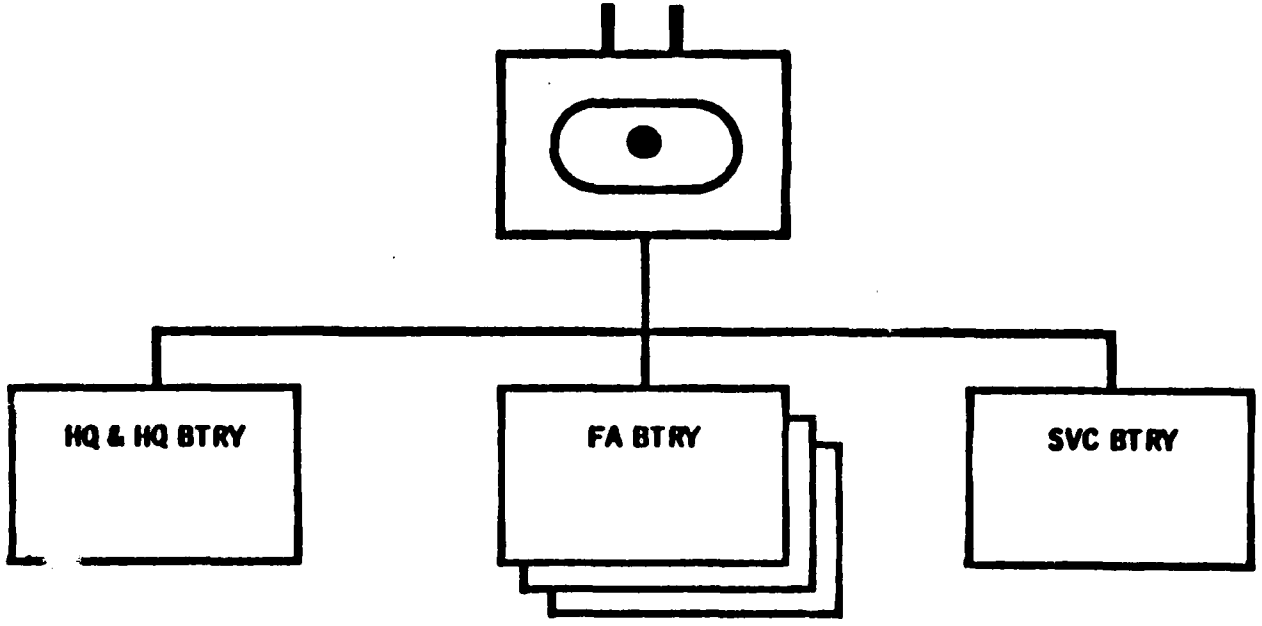
ALO2: 802

TRAN: 804

A-SERIES

	ARM	MECH
ALO1:	827	839
ALO2:	763	774
TRAN:	653	664

155 MM, SELF-PROPELLED
FIELD ARTILLERY BATTALION
CURRENT DIVISION



REMARKS

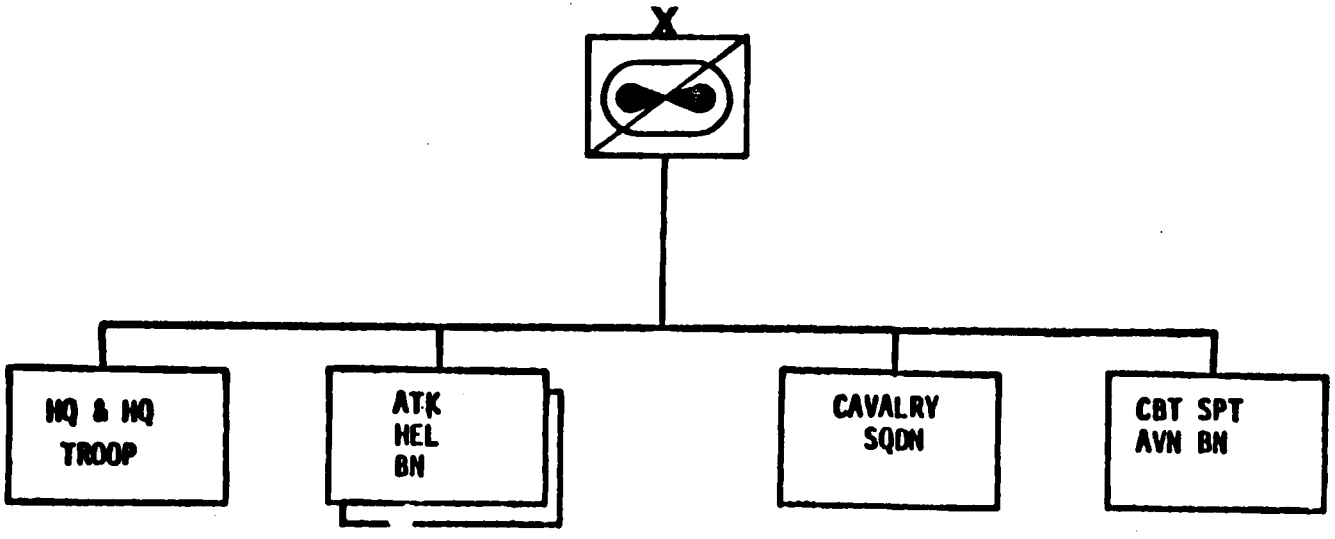
SRC: 06-365H000

AL01: 592

AL02: 565

AIR CAVALRY ATTACK BRIGADE

HEAVY DIVISION 86



REMARKS

SRC: (A-SERIES)

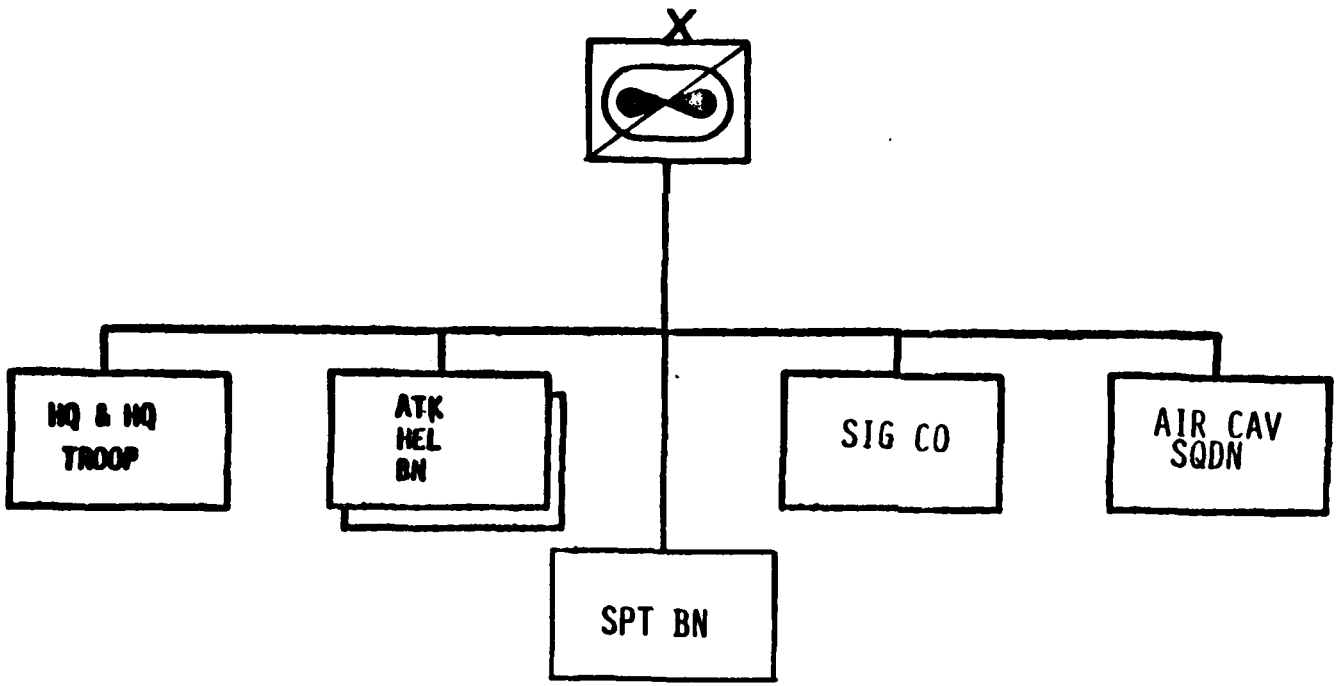
ALO1: 1945

ALO2: 1833

TRAN: 1834

AIR CAVALRY ATTACK BRIGADE

CURRENT DIVISION



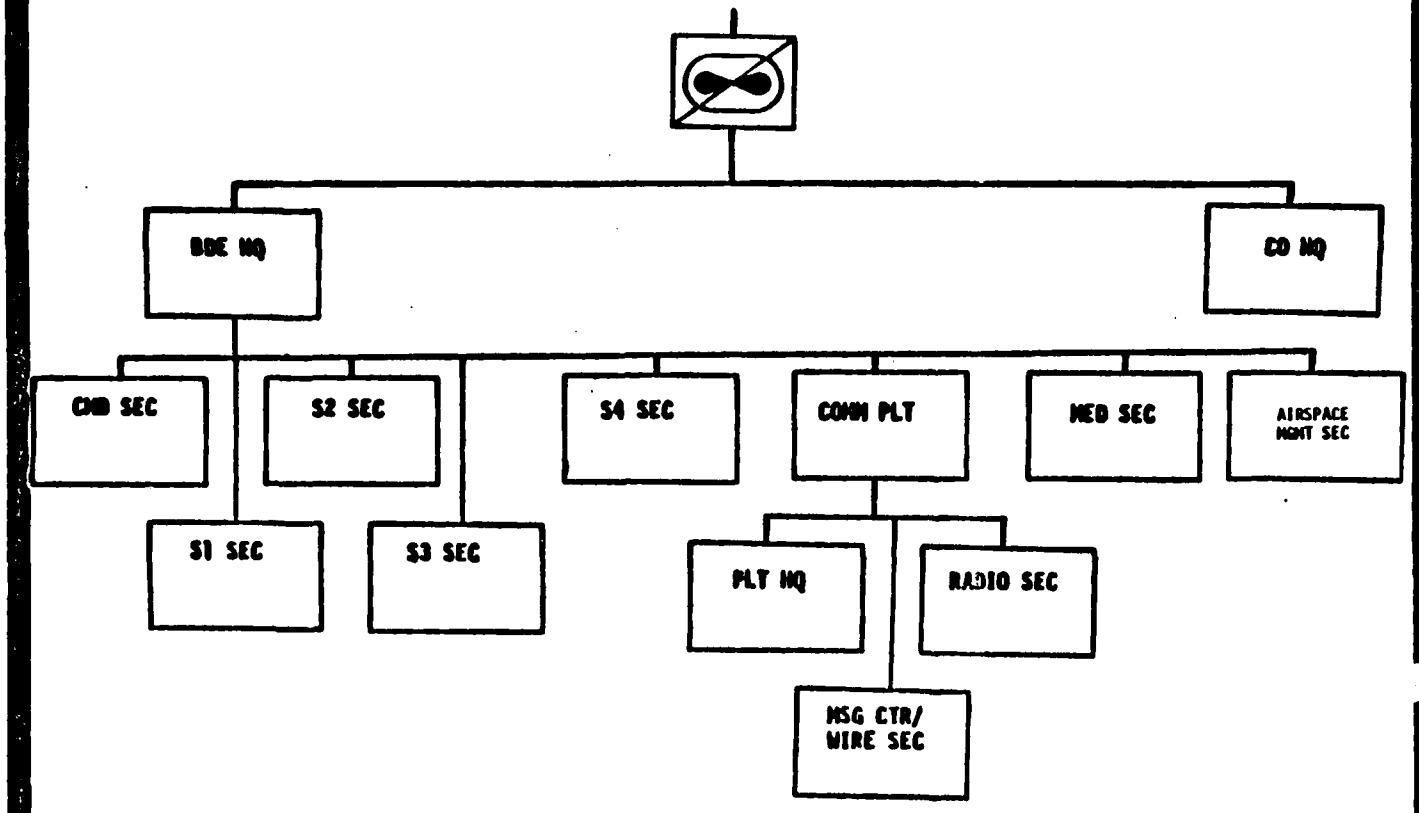
REMARKS

SRC: 17-200H500

AL01: 3972

AL02: 3728

HEADQUARTERS AND HEADQUARTERS TROOP
AIR CAVALRY ATTACK BRIGADE
HEAVY DIVISION 86

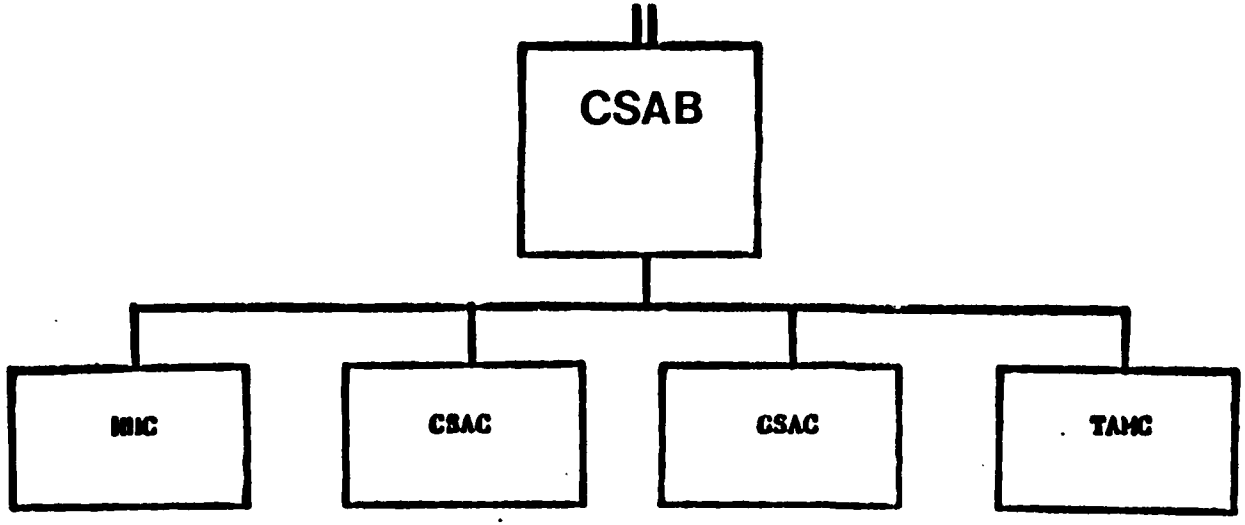


REMARKS

SRC: 17-202A100
AL01: 118
AL02: 109
TRAN: 106

COMBAT SUPPORT AVIATION BATTALION

HEAVY DIVISION 86



REMARKS

SRC: 01-285A100

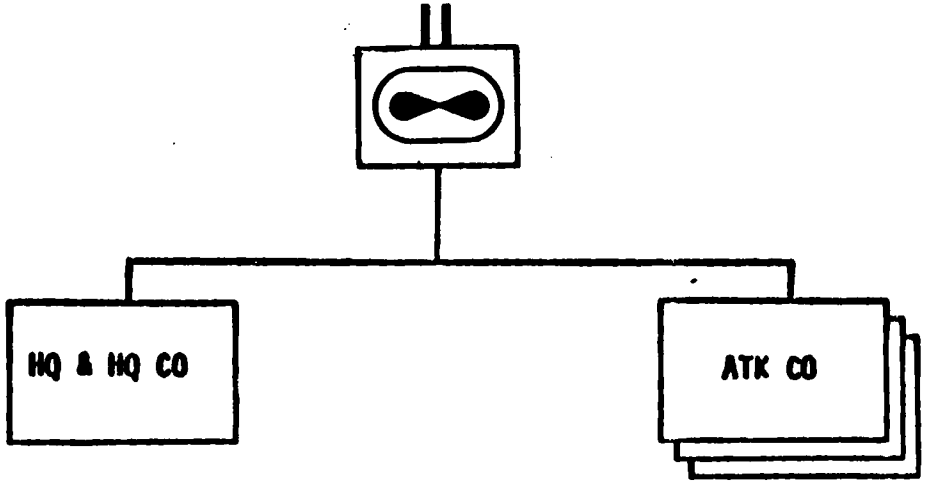
AL01: 654

AL02: 617

TRAN: 593

ATTACK HELICOPTER BATTALION

HEAVY DIVISION 86



REMARKS

SRC: 17-275A100

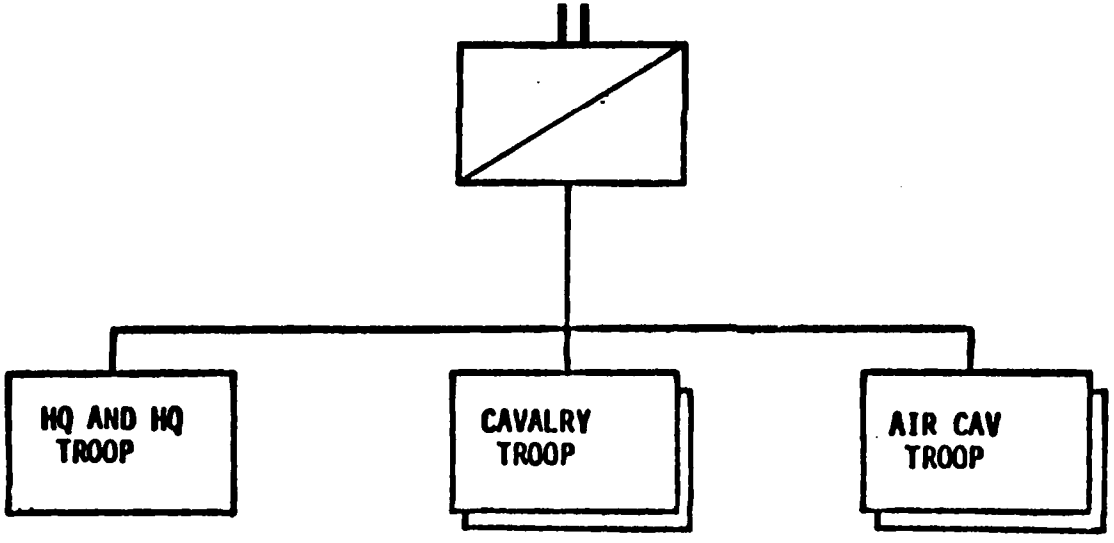
ALO1: 270

ALO2: 267

TRAN: 259

CAVALRY SQUADRON

HEAVY DIVISION 86



REMARKS

SRC: 17-205A110

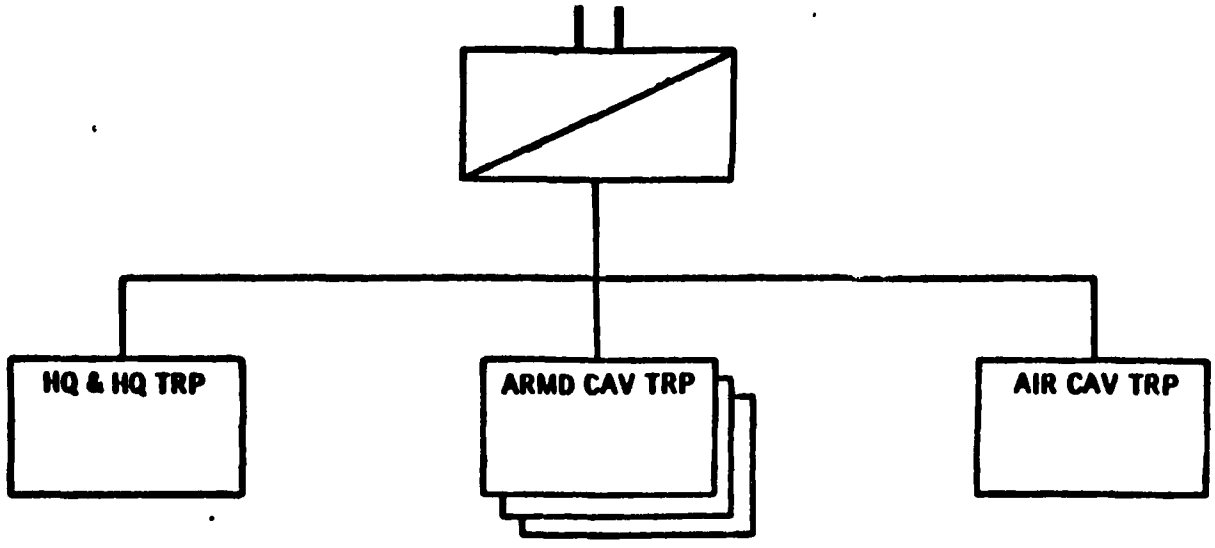
AL01: 631

AL02: 571

TRAN: 615

CAVALRY SQUADRON

CURRENT DIVISION



REMARKS

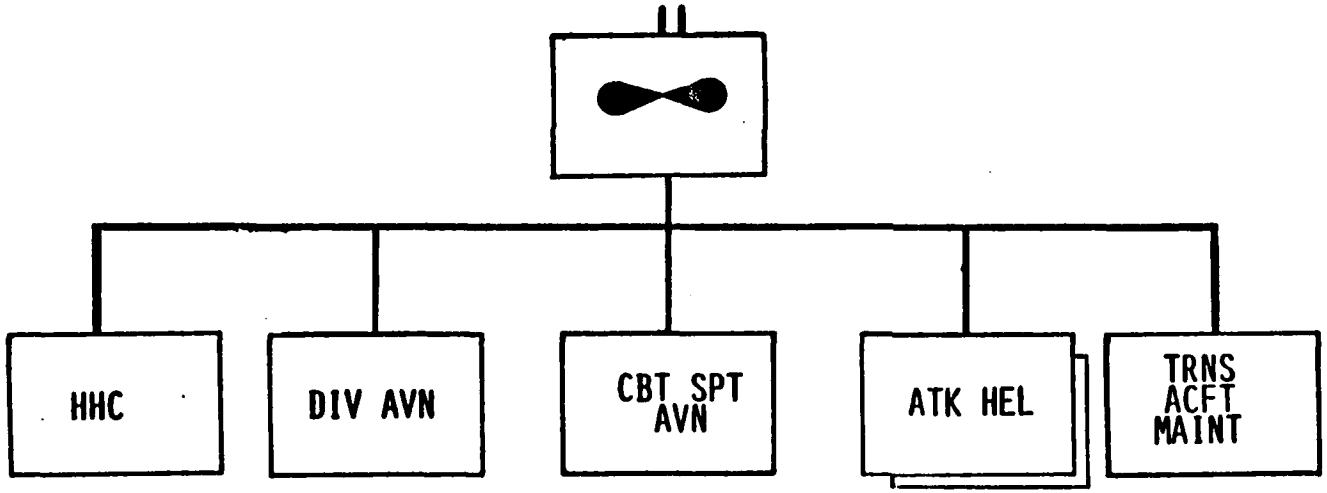
SRC: 17-105H020

AL01: 897

AL02: 835

COMBAT AVIATION BATTALION

CURRENT DIVISION



REMARKS

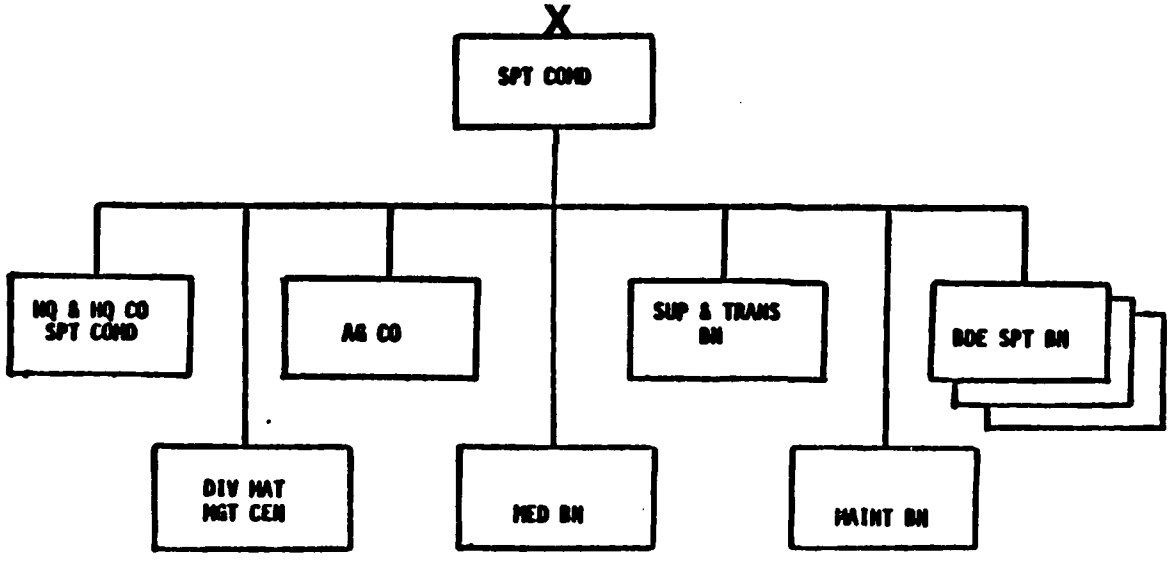
SRC: 17-085H700

AL01: 1151

AL02: 1083

DIVISION SUPPORT COMMAND

HEAVY DIVISION 86



REMARKS

SRC: A-SERIES

ARMOR

AL01: 3304

AL02: 3086

TRAN: 2975

MECH

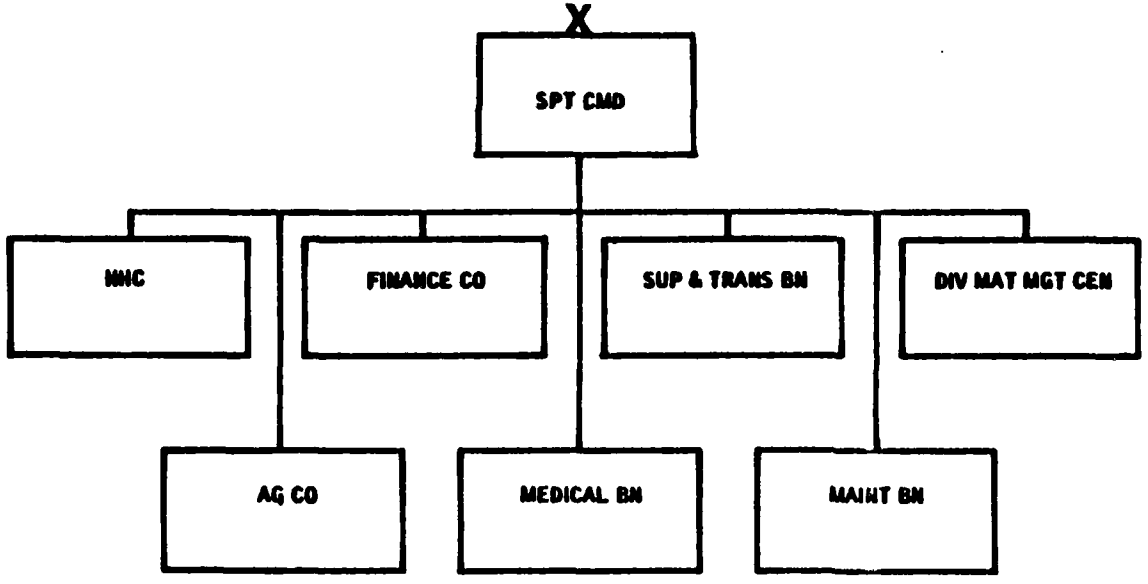
AL01: 3291

AL02: 3073

TRAN: 2962

DIVISION SUPPORT COMMAND

CURRENT DIVISION



REMARKS

SRC: 29-021H000
(ARMOR)

AL01: 2924

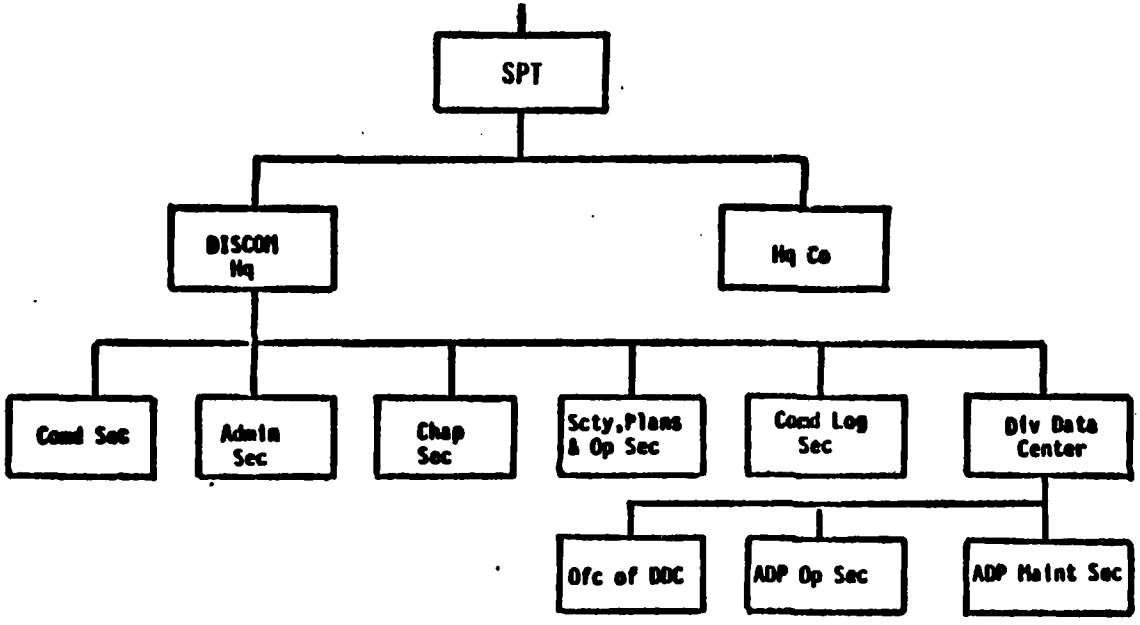
AL02: 2810

SRC: 29-011H000
(MECH)

AL01: 2840

AL02: 2722

HEADQUARTERS AND HEADQUARTERS COMPANY SUPPORT COMMAND
HEAVY DIVISION 86



REMARKS

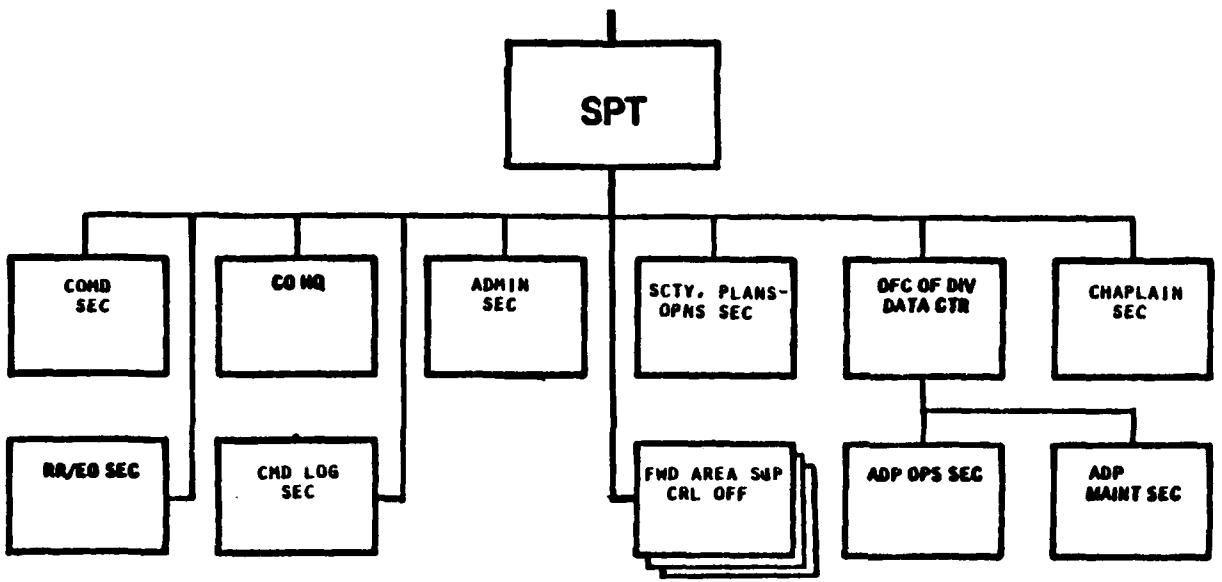
SRC: 63- 002A100

AL01: 105

AL02: 100

TRAN: 100

HEADQUARTERS AND HEADQUARTERS COMPANY
SUPPORT COMMAND
CURRENT DIVISION



REMARKS

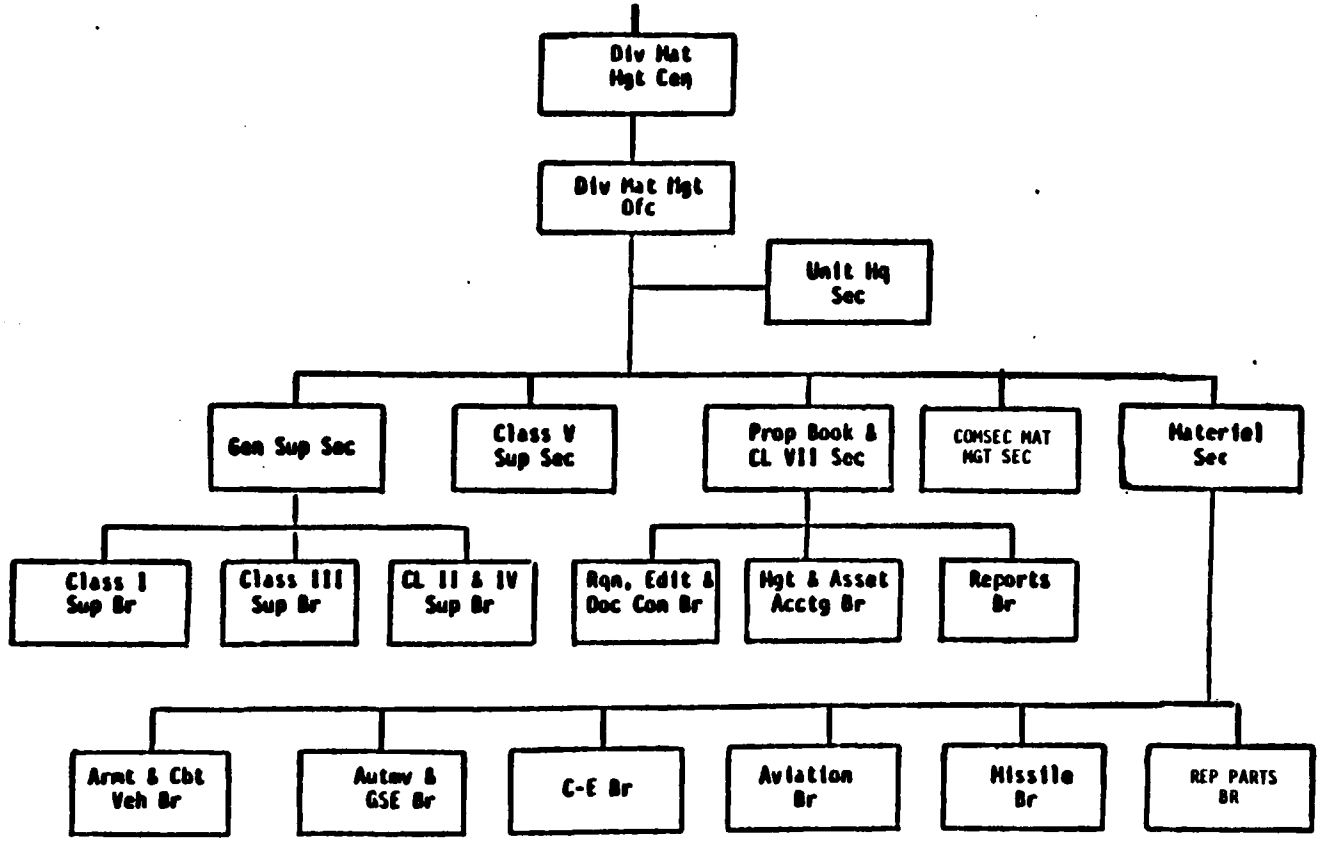
SRC: 29-002H700

AL01: 112

AL02: 102

DIVISION MATERIEL MANAGEMENT CENTER

HEAVY DIVISION 86



REMARKS

SRC: 63-003J100

AL01: 170

AL02: 150

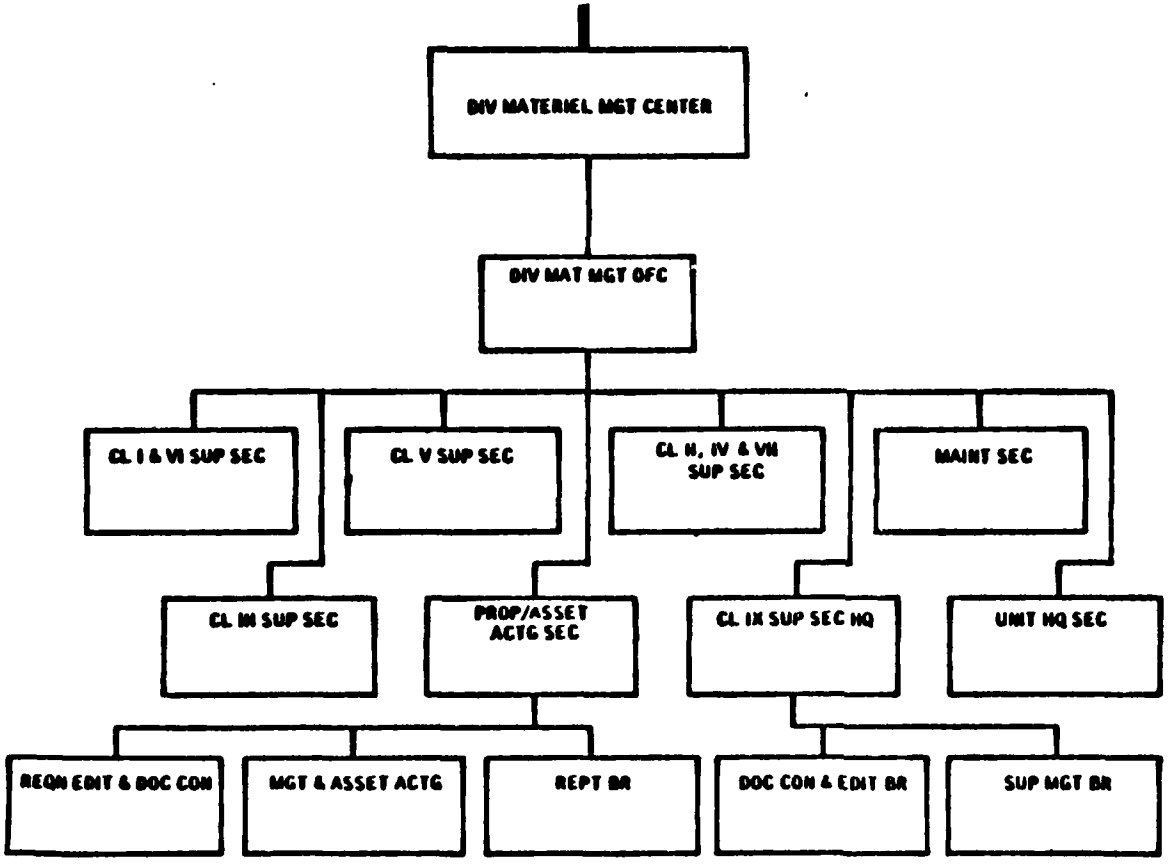
TRAN: 150

A-SERIES

SAME AS ABOVE

DIVISION MATERIEL MANAGEMENT CENTER

CURRENT DIVISION



REMARKS

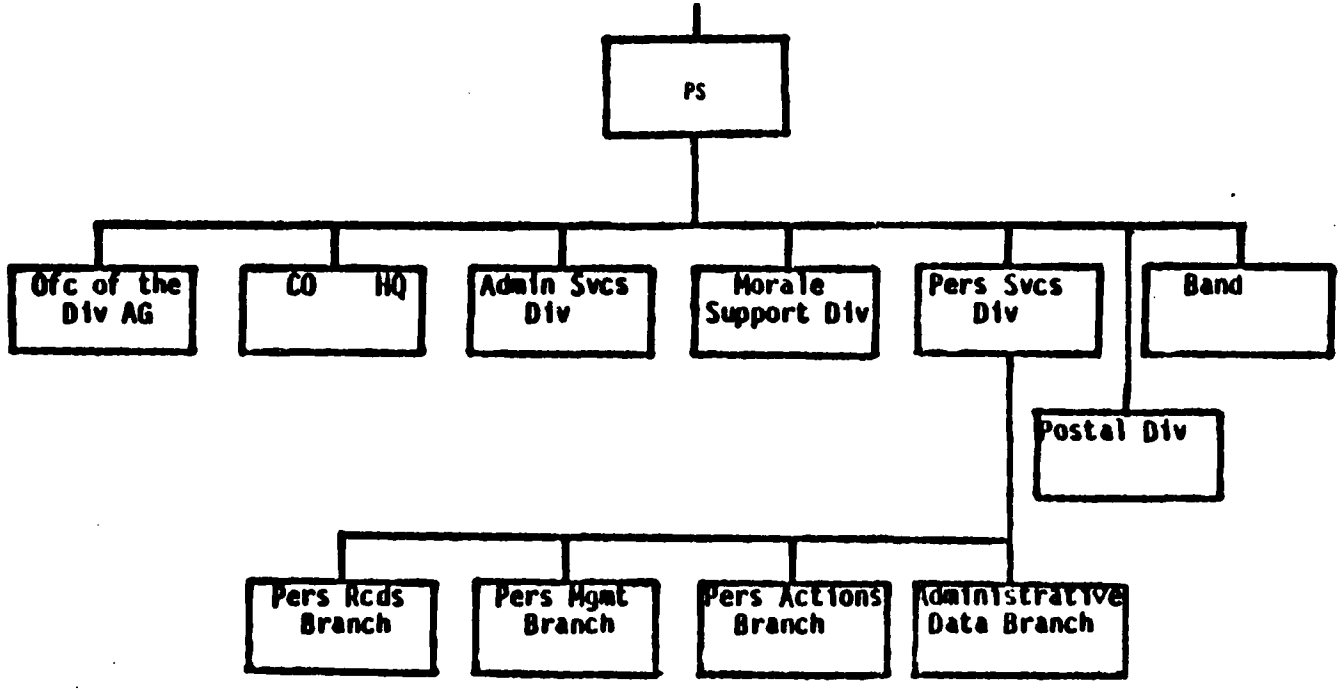
SRC: 29-003H500

AL01: 137

AL02: 126

ADJUTANT GENERAL COMPANY

HEAVY DIVISION 86



REMARKS

SRC: 12-217A100

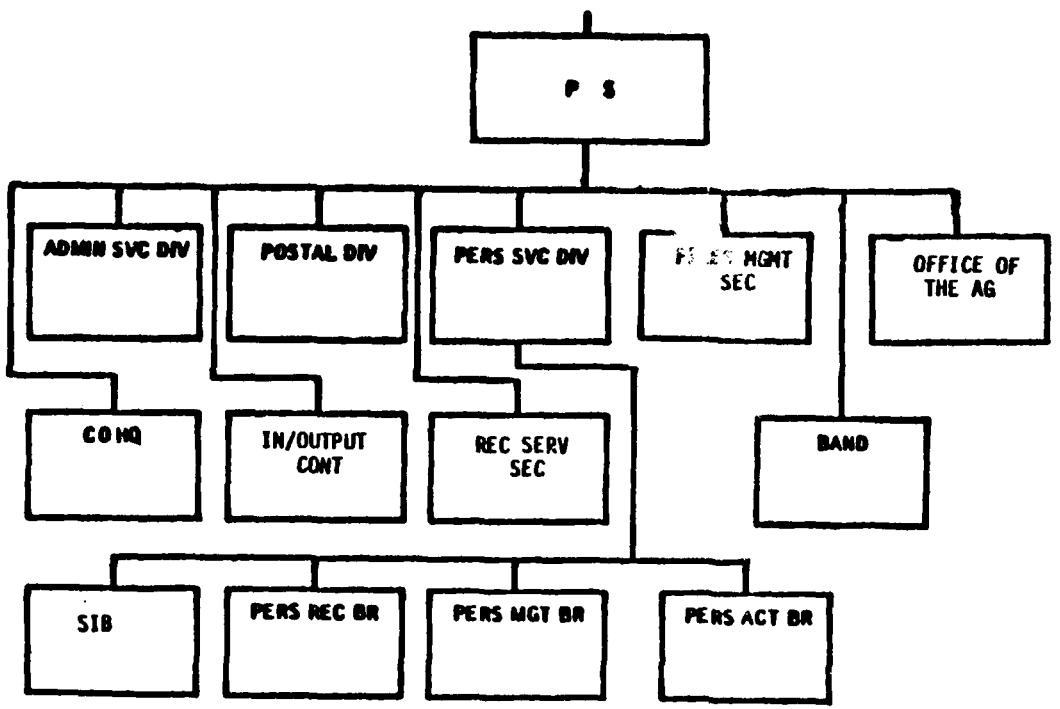
ALO1: 259

ALO2: 233

TRAN: 257

ADJUTANT GENERAL COMPANY

CURRENT DIVISION



REMARKS

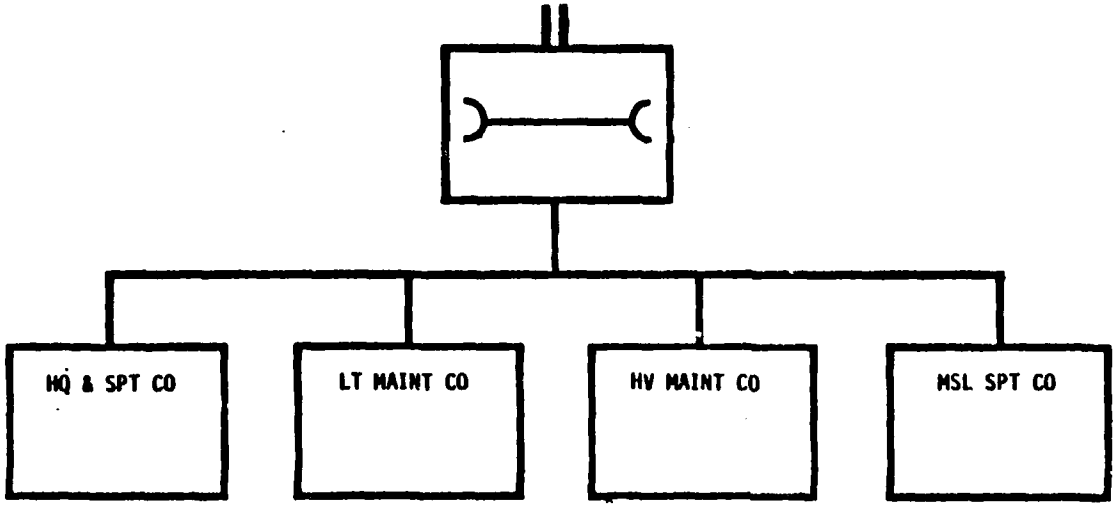
SRC: 12-017H610

AL01: 286

AL02: 274

MAINTENANCE BATTALION

HEAVY DIVISION 86



REMARKS

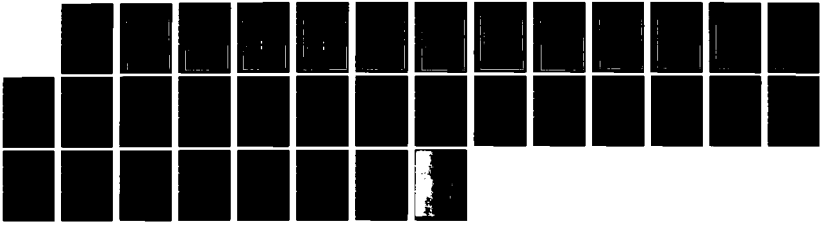
SRC: 43-005A100

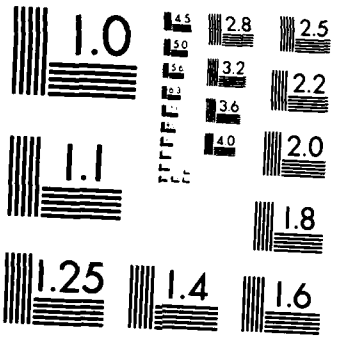
ALO1: 717

ALO2: 666

TRAN: 645

AD-A128 777 PERSONNEL SUPPORTABILITY ASSESSMENT HEAVY DIVISION 86 3/3
TRANSITION VOLUME I(U) ARMY SOLDIER SUPPORT
CENTER-NATIONAL CAPITAL REGION ALEXANDRIA VA 1981
UNCLASSIFIED SBI-AD-E750 436 F/G 5/9 NL

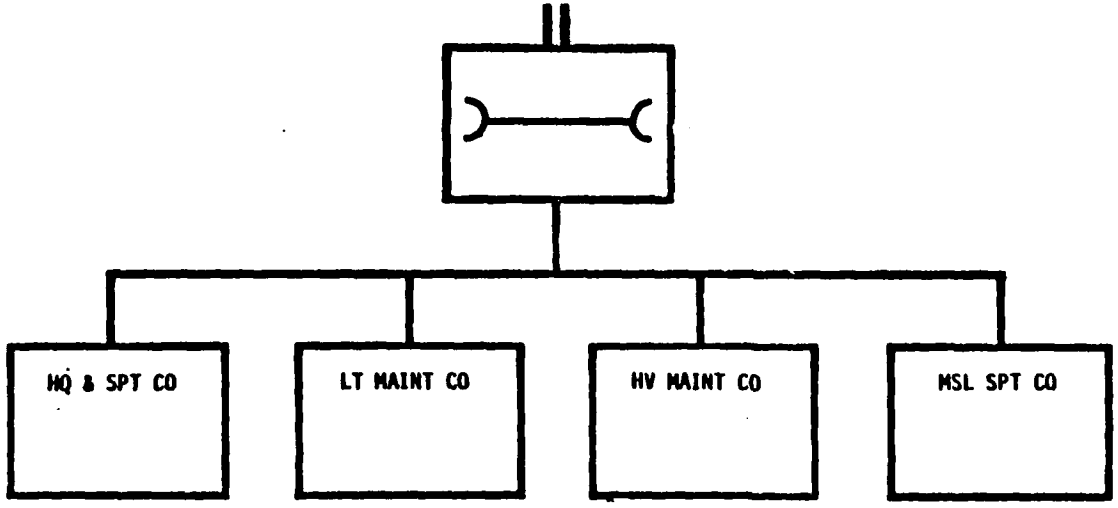




MICROCOPY RESOLUTION TEST CHART
NATIONAL BUREAU OF STANDARDS-1963-A

MAINTENANCE BATTALION

HEAVY DIVISION 86



REMARKS

SRC: 43-005A100

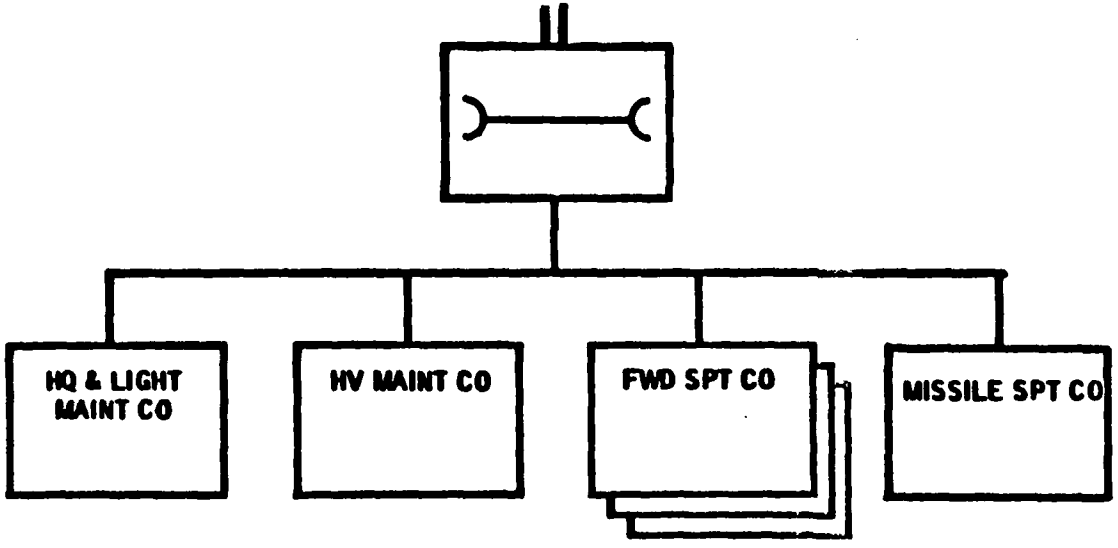
AL01: 717

AL02: 666

TRAN: 645

MAINTENANCE BATTALION

CURRENT DIVISION



REMARKS

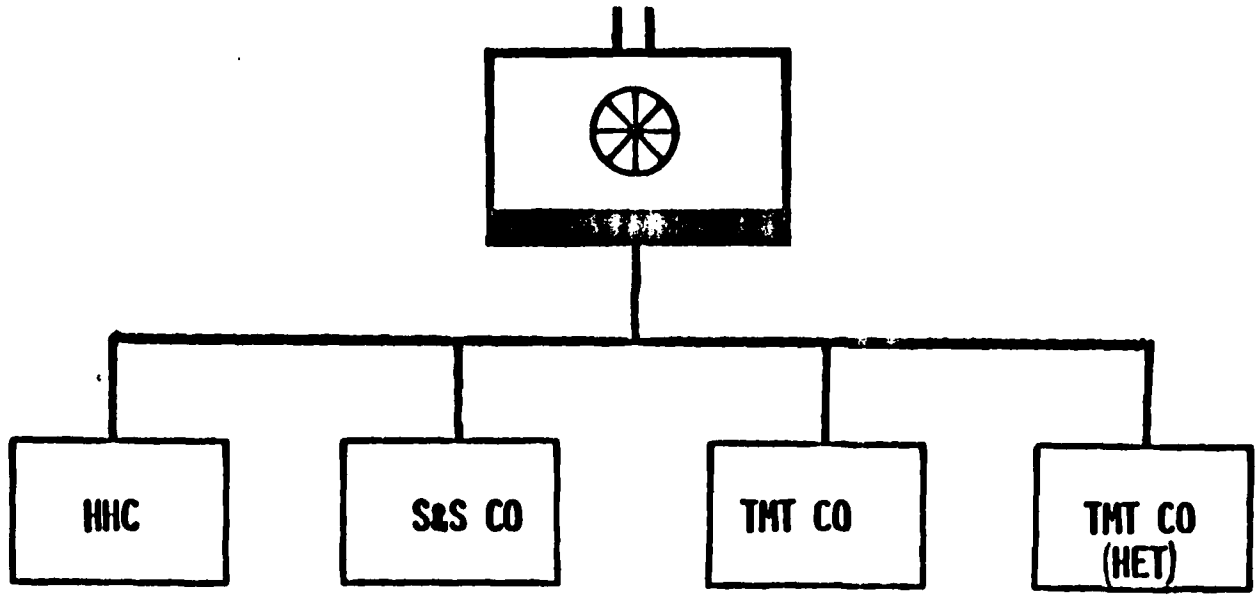
SRC: 29-035H000

AL01: 1311

AL02: 1283

SUPPLY AND TRANSPORTATION BATTALION

HEAVY DIVISION 86

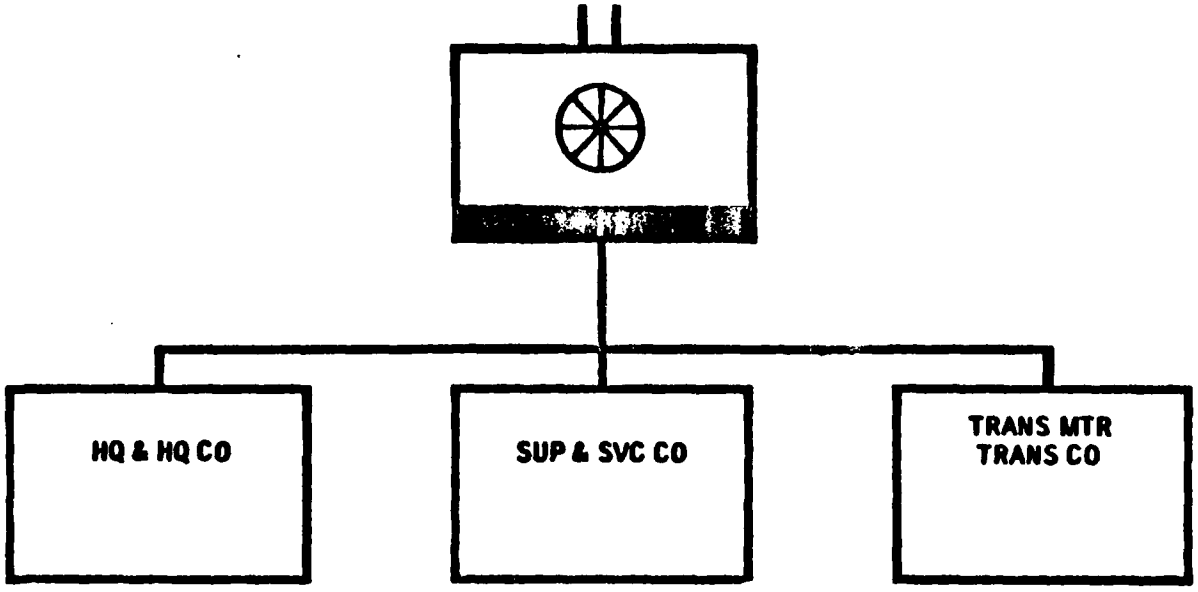


REMARKS

SRC: 42-005A100
AL01: 480
AL02: 448
TRAN: 364

SUPPLY AND TRANSPORTATION BATTALION

CURRENT DIVISION



REMARKS

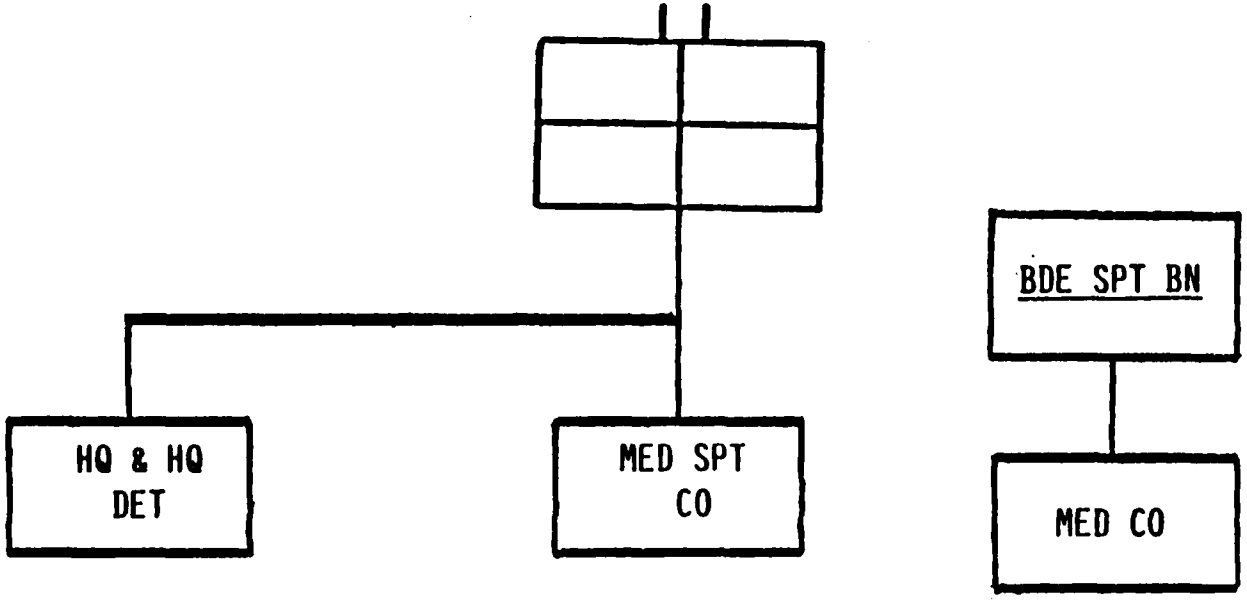
SRC: 29-115H000

ALO1: 469

ALO2: 447

MEDICAL BATTALION

HEAVY DIVISION 86



REMARKS

SRC: 08-205A100

ALO1: 153

ALO2: 144

TRAN: 133

MED CO

SRC: 08-207A100

1 BDE SPT BN PER BDE

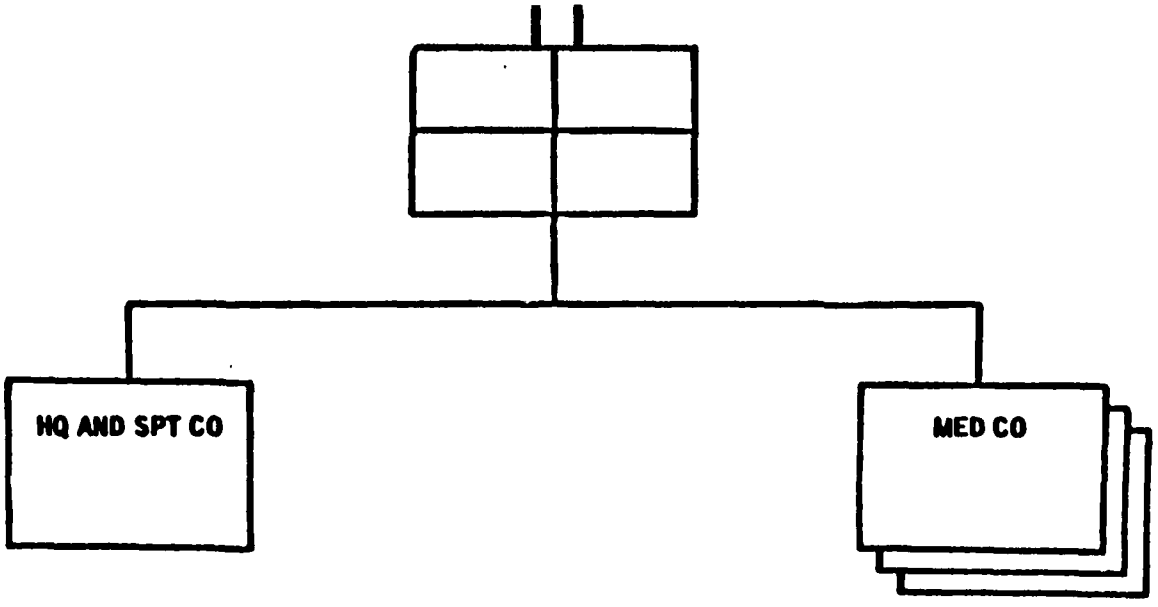
ALO1: 78

ALO2: 71

TRAN: 65

MEDICAL BATTALION

CURRENT DIVISION



REMARKS

SRC: 08-035H000

AL01: 396

AL02: 362

FINANCE COMPANY

HEAVY DIVISION 86

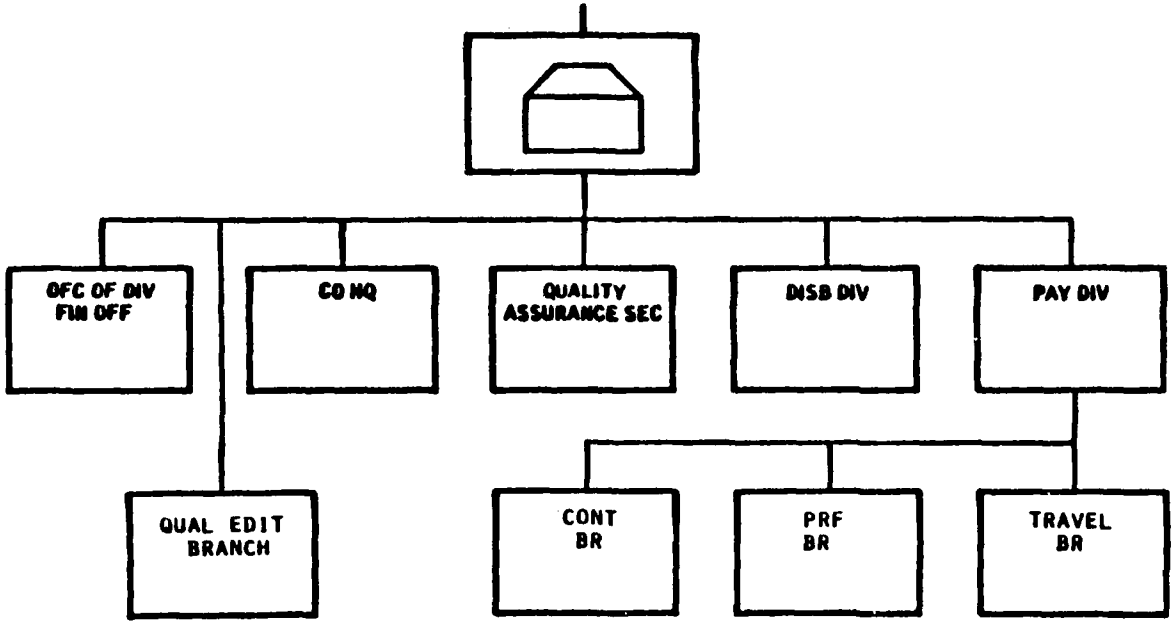
NO FINANCE COMPANY IN THE OBJECTIVE DIVISION.

FINANCE ORGANIZATIONS ARE CONSOLIDATED AT CORPS.

REMARKS

FINANCE COMPANY

CURRENT DIVISION



REMARKS

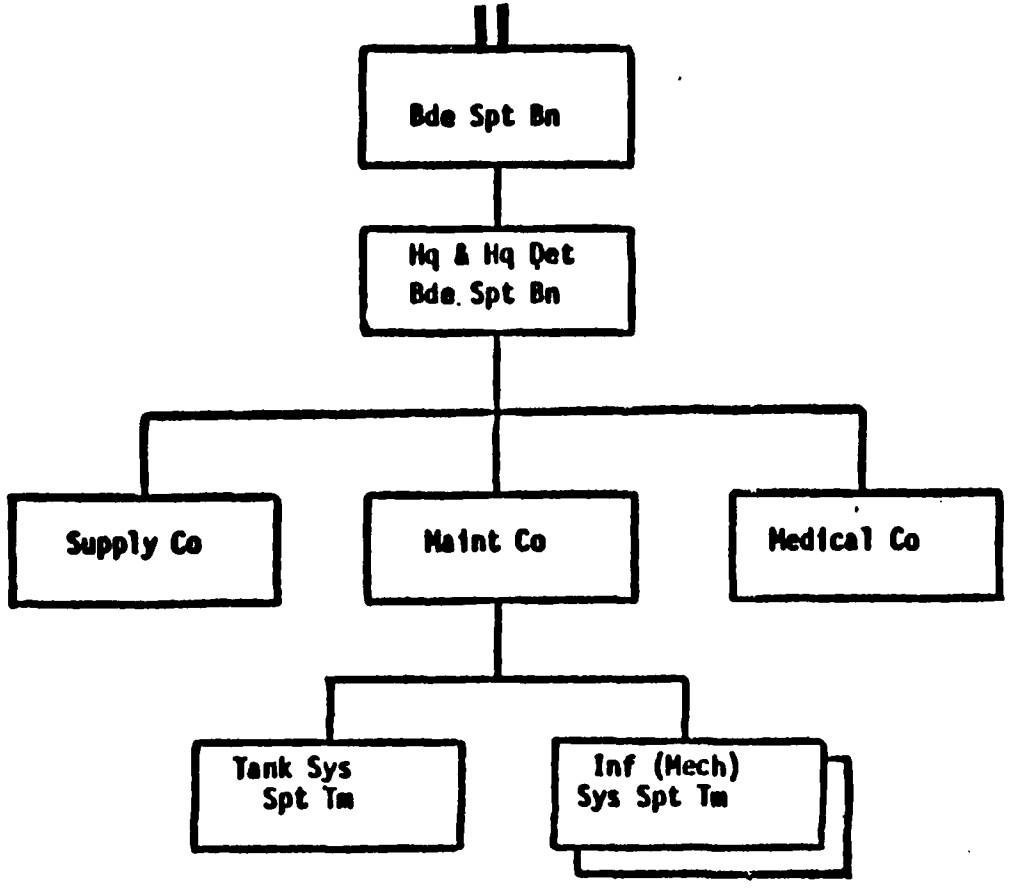
SRC: 14-037H610

AL01: 91

AL02: 87

BRIGADE SUPPORT BATTALION (1T X 2M)

HEAVY DIVISION 86



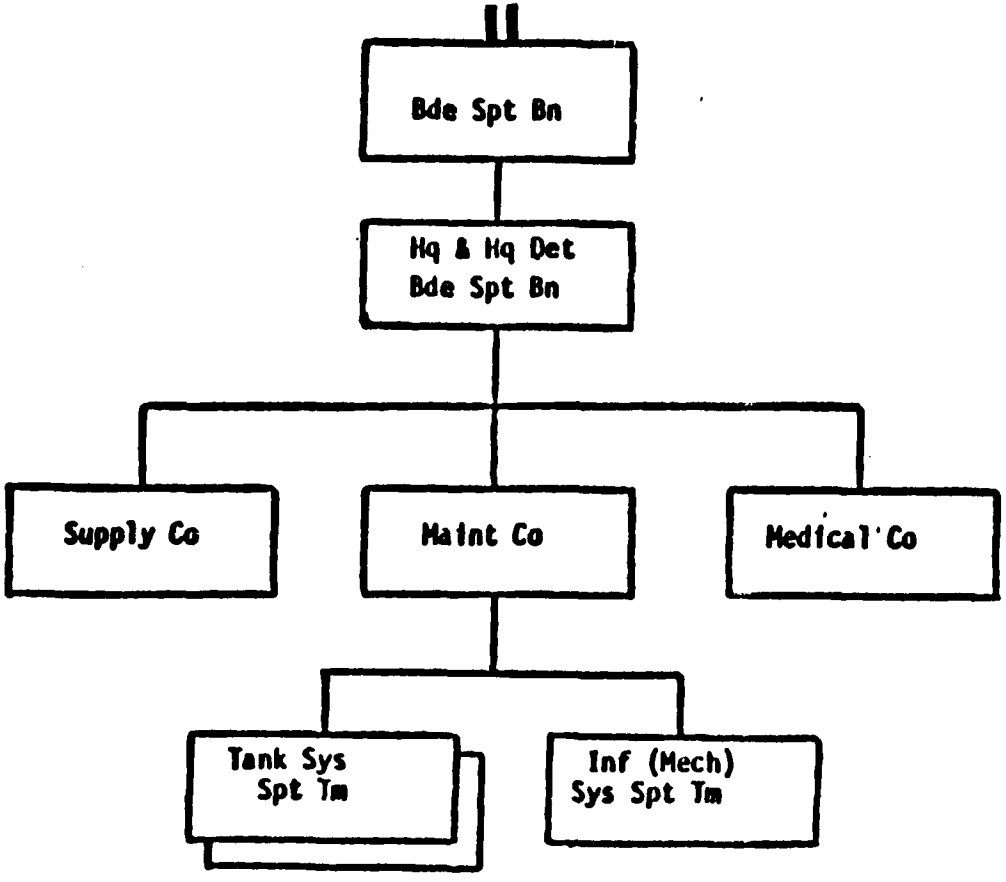
REMARKS

SRC: 63-005J130
ALO1: 410
ALO2: 386
TRAN: 377

SRC: 63-005A130
ALO1: 451
ALO2: 426
TRAN: 420

BRIGADE SUPPORT BATTALION (2T X 1M)

HEAVY DIVISION 86



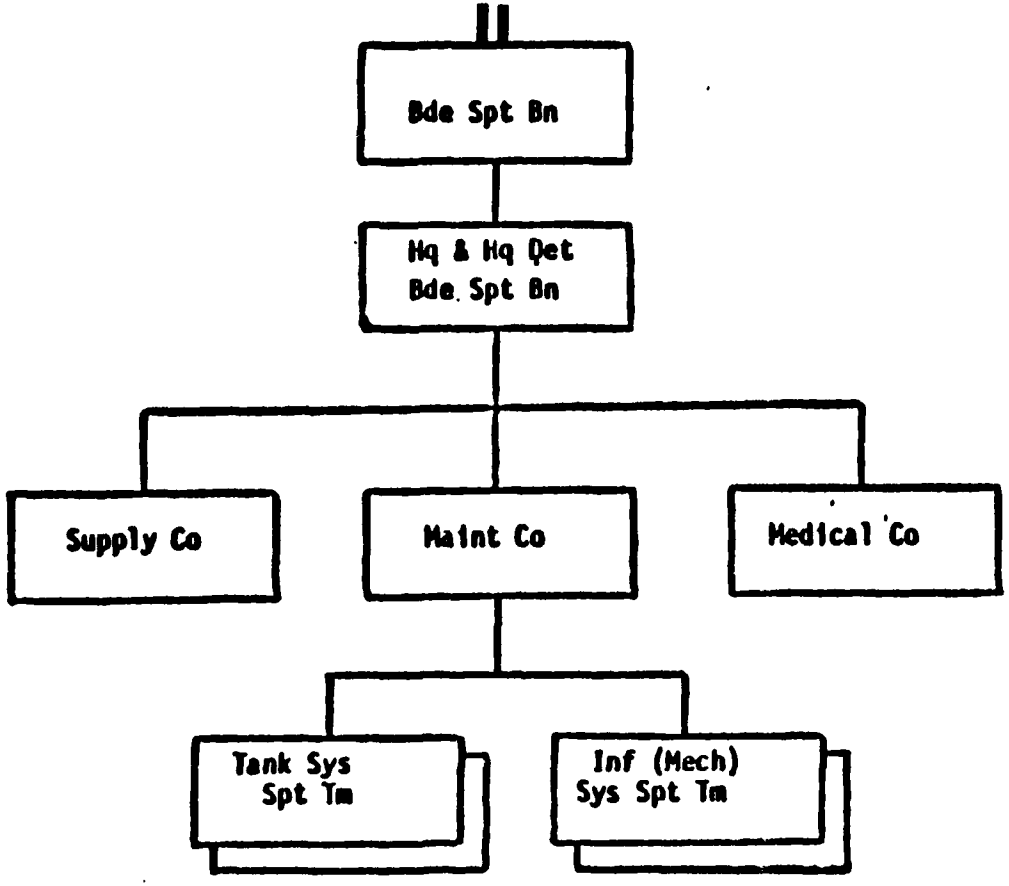
REMARKS

SRC: 63-005J110
ALO1: 464
ALO2: 440
TRAN: 431

SRC: 63-005A110
ALO1: 464
ALO2: 439
TRAN: 433

BRIGADE SUPPORT BATTALION (2T X 2M)

HEAVY DIVISION 86



REMARKS

SRC: 63-005J120
ALO1: 490
ALO2: 466
TRAN: 457

SRC: 63-005A120
ALO1: 490
ALO2: 465
TRAN: 459

BRIGADE SUPPORT BATTALION

CURRENT DIVISION

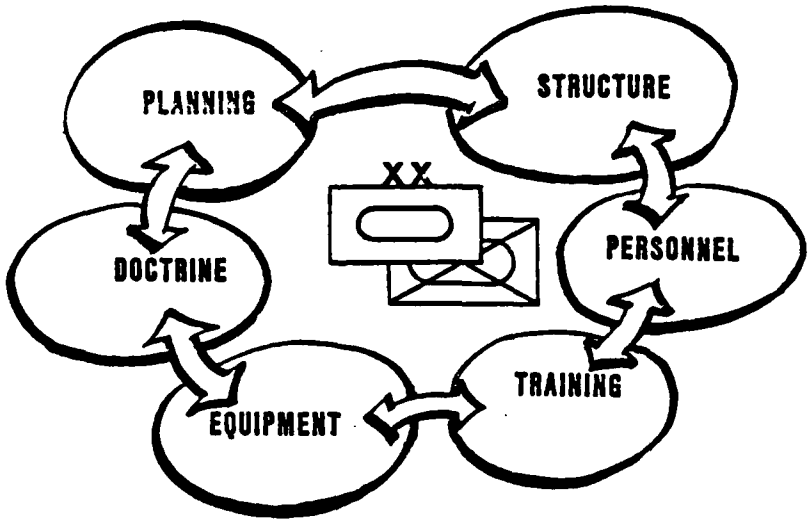
	REMARKS
NO COMPARABLE ORGANIZATION IN THE CURRENT DIVISIONS	

SYSTEM RELATIONSHIPS

CONTEXT

The impact of a major change in any Army subsystem will have an impact on soldiers.
There are a number of evolving systems, policies, programs, concepts and studies that have a potential impact on the manpower, personnel and training supportability of Heavy Division 86. These include changes in the following areas:
-Planning Framework
-Related Structure
-**New Manning System**
-Personnel Policies and Programs
-Training System
-Doctrinal Developments
-Materiel Acquisition System
The purpose of this section is to identify and outline relevant impacts on the transition to Heavy Division 86 as shown below:

SYSTEM RELATIONSHIPS



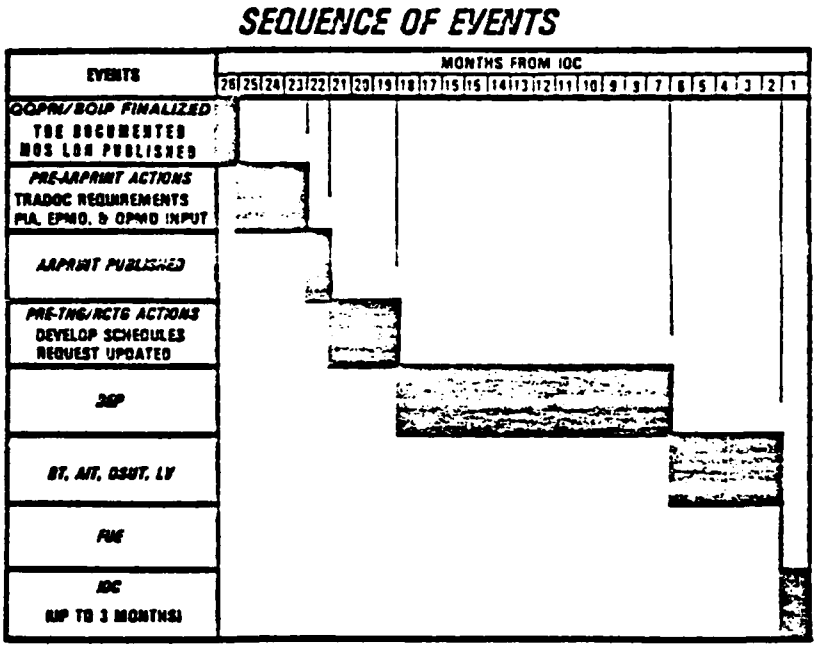
PLANNING FRAMEWORK

The planning process provides a resourcing framework to meet doctrine generated requirements.
Among the planning issues affecting Heavy Division 86, the following have an identified potential impact:
-TAADS documentation
-Projective planning systems
-Force mix changes
-Restationing plans
-Total Army Analysis
-Mission Area Analysis
-Mobilization Plans
-Army 90's Transition
-Functional Area Studies

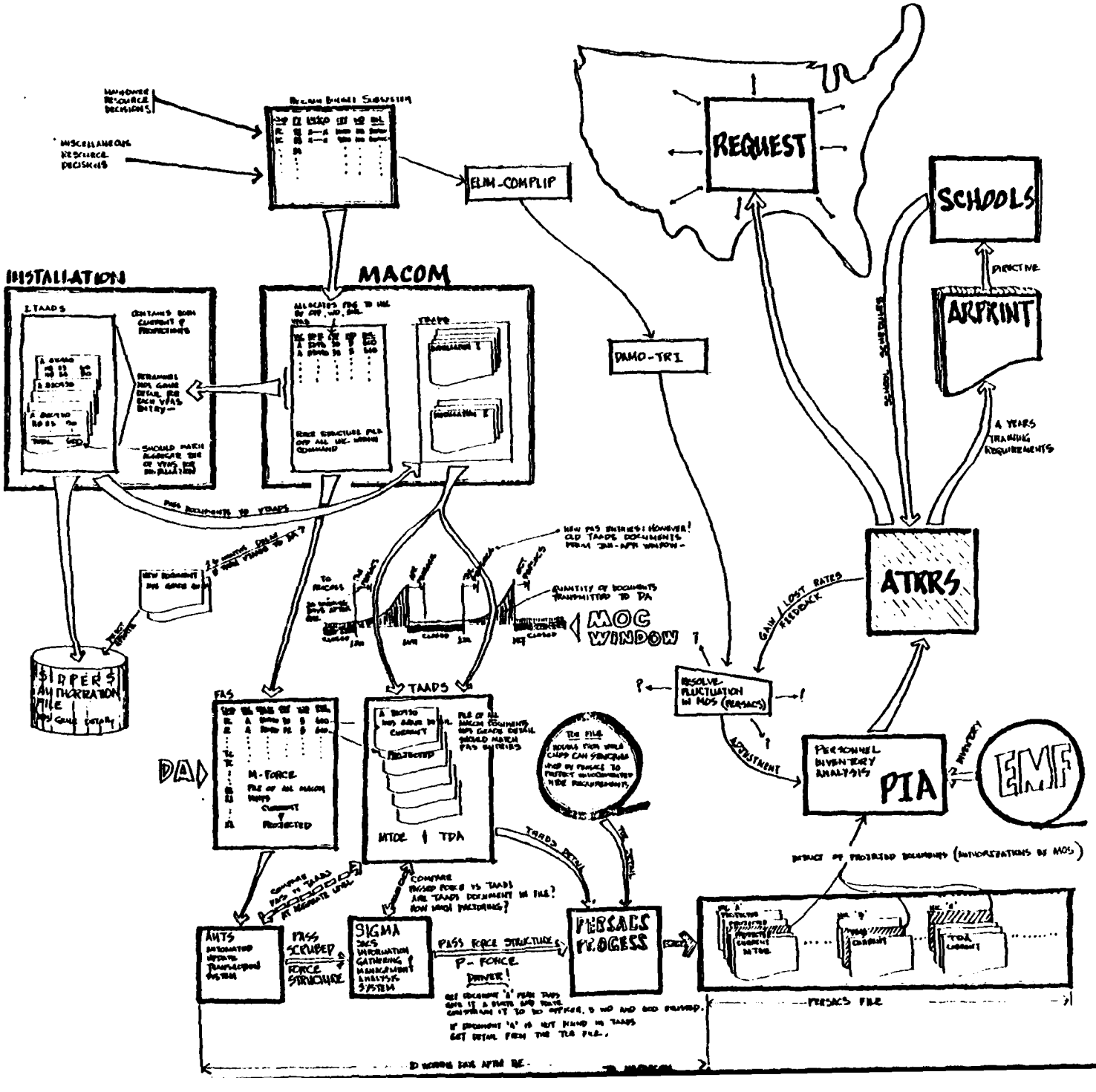
TAADS DOCUMENTATION

Army programing and budgeting guidance drives changes to MTOE and TDA units through the Force Accounting System (FAS) and the Army Authorization Document System (TAADS). These changes result in semi-annual authorizations changes to unit structure which in turn drive personnel and training resourcing documents which provide approximately 18 months leadtime to the personnel and training community for new equipment driven changes in personnel requirements as shown in the following pages.

The leadtime required to field a properly trained soldier is from 27 to 40 months between identification of the requirement and soldier availability in the unit. This is illustrated below:



These changes, and changes to personnel requirements driven by structure adjustments or new capabilities must be identified in unit TAADS documents early enough to resource accession, training, utilization, and retention of the right soldier in the right place at the right time. Due to the structure of the Planning, Programing and Budgeting System (PPBS), documented manning requirements and authorizations are generated through a time driven, cyclic process. This does not allow for identification of event driven changing requirements early enough to ensure adequate leadtime to meet personnel and training resourcing needs.


REQUEST
SCHOOLS
ARPRINT
DIRECTIVE
INSTALLATION
MACOM
DAMO-TR1
ELIM-COMPLIP
ATRRS
SIPPERS
MOC WINDOW
TAADS
FAS
M-FORCE
DA
RESOLVE FLUCTUATION IN MOS (RESMACS)
PERSONNEL INVENTORY ANALYSIS
PIA
EMF
ASSIGNMENT
AMTS
SIGMA
PASS SCRUBBED FORCE STRUCTURE
P-FORCE
PERSACS PROGESS
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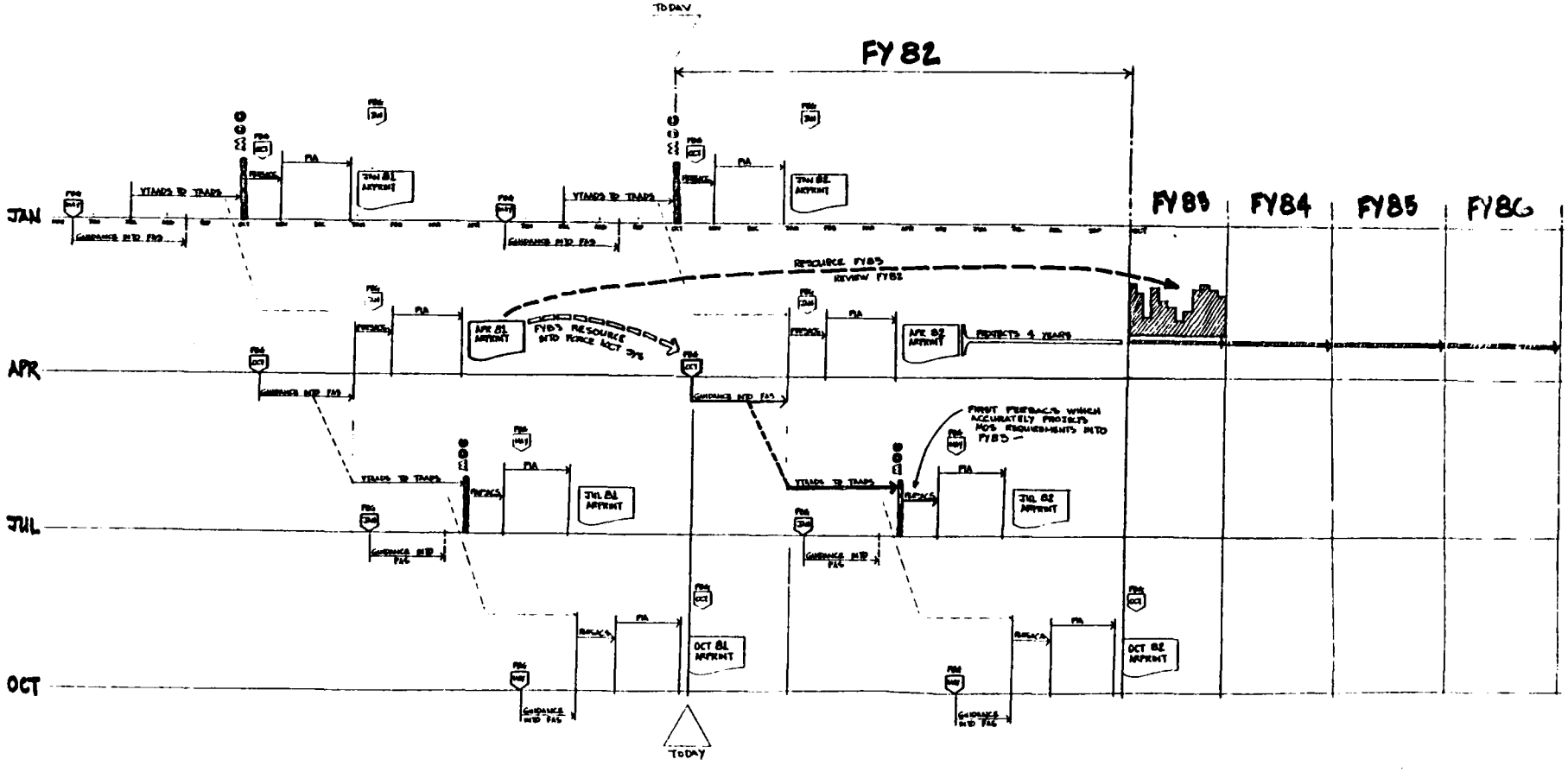
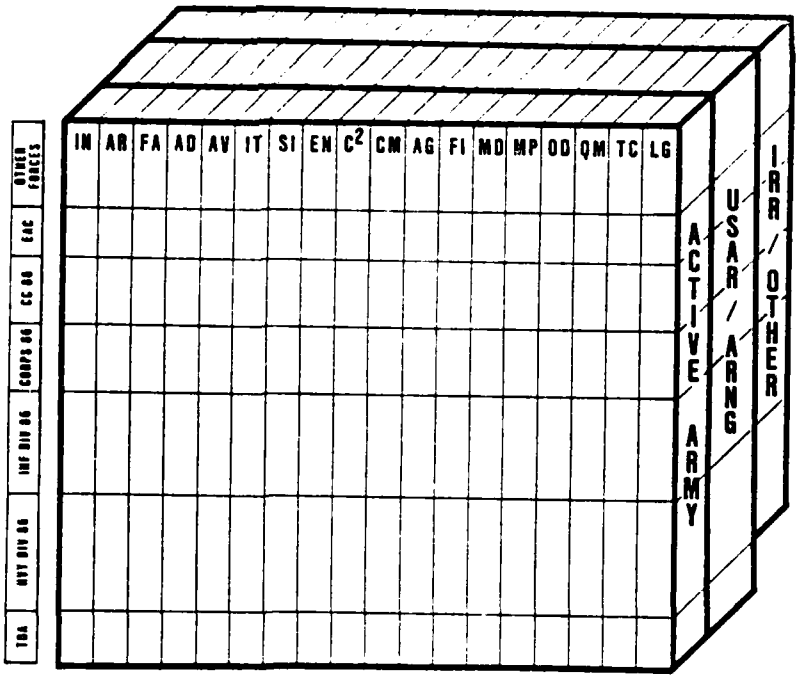
4 YEARS TRAINING REQUIREMENTS


TODAY
FY 82
FY83
FY84
FY85
FY86
JAN
APR
JUL
OCT
RESOURCE FY83'S
REVIEW FY82
FY83'S RESOURCE INTO FORCE OCT 83
FIRST FEEDBACK WHICH ACCURATELY PROJECTS MOS REQUIREMENTS INTO FY83
TODAY

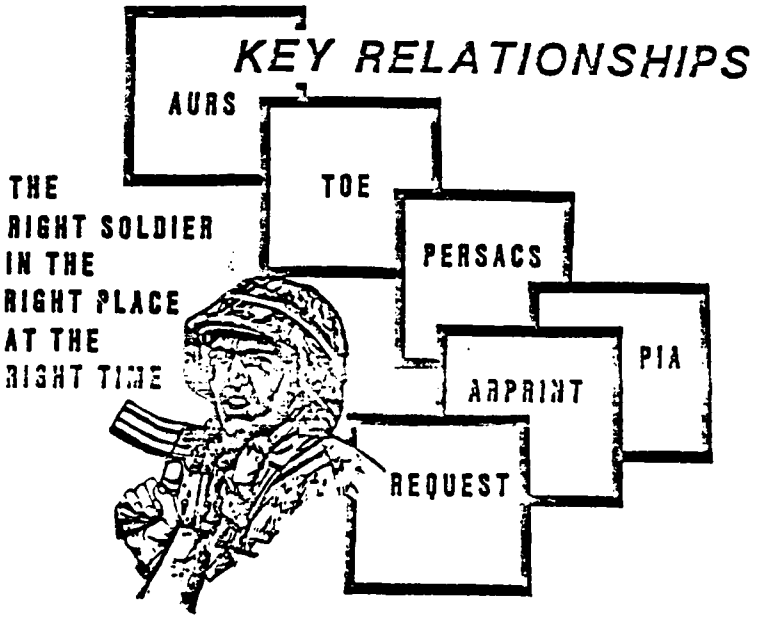
PROJECTIVE PLANNING

A need exists, therefore, to accurately project estimated personnel requirements and authorizations further into the future based on known and anticipated equipment and force structure changes. These include new systems and revised unit TOE, MTOE and TDA and unit transactions. This data must be linked to new equipment fielding documentation and transition guidance a minimum of six years in advance to accommodate resourcing of facilities and as much as three and one half years in advance to provide trained soldiers to their units on time. Only by development of a Total Army projective personnel data base can this be accomplished in a manner that will provide decision makers with alternatives that allow for manpower, personnel and training affordable and supportable choices. This is shown below:

TOTAL SYSTEMS DATA BASE



The methodology described in VOL I, Annex A (METHODOLOGY) allows for projections of MOS and grade revisements within functional areas and iterative force structures such as that contained in this assessment for Heavy Division 86. These projections can influence the current documents upon which personnel and training resource managers rely as shown below:



FORCE MIX — As the composition of the total force evolves over time with a changing end strength requirement, mix of types of divisions, combat to support balance and active to reserve component ratios, projective personnel planning must also account for the interface of these future changes in terms of grade, skill and training resource requirements.

TOTAL ARMY ANALYSIS

The Total Army Analysis supports the development of the Heavy Division 86 transition program. Through quantitative analysis, combat organization designs are played, war fighting simulations are conducted and support structures are developed. Casualty flows are determined to provide replacement data Affordability analysis provides a qualitative dimension and results feed the modernization of force structure programs. An Army 86 excursion was run subsequently to TAA 87 which included the Y-Series Heavy Divisions. The J-Series Heavy Divisions are scheduled to be part of the TAA 88 Force. The personnel supportability assessment has the potential to contribute detailed data to the TAA process for improved casualty stratification modeling and replacement data.

RESTATIONING PLANS

Changes in unit facilities and training areas required to support the Heavy Divisions must be identified, approved and budgeted early to accommodate varying unit size, new equipment, maintenance and repair requirements and training needs. As stated earlier, a minimum of six years are required for MCA program funding from resource requirements identification to completed construction. This is particularly important in light of the USAREUR Restationing Plan and Program Decision Guidance affecting the Heavy Division Force Structure. As the Heavy Corps 86 and Echelons Above Corps 86 structures take shape, they will also require advanced programing of fixed facilities to ensure adequate support of the divisions and support functions.

MOBILIZATION AND DEPLOYMENT PLANS

Wartime requirements over time must address Heavy Division 86 augmentation, reinforcement and sustainment, much of which will require mobilization of units and personnel from Reserve Components.

Prepositioned and sustainment stocks, strategic lift and personnel replacements must be programed to support the evolving Heavy Division 86 structures with the right kinds and quantities of supplies, fuels, ammunition and repair parts and the right skills and grades for replacements and augmentees.

Reserve component units that support active Army units in war must have the right kinds of communications equipment, maintenance and repair capabilities and tactical mobility to ensure adequate back-up. Reserve component combat and combat support forces must be upgraded to ensure fighting capability compatible with their active Army counterparts. IRR individual and RC package replacements must have skills and grades matched to evolving Heavy Division 86 requirements as closely as possible.

MISSION AREA ANALYSIS

The Mission Area Analysis process identified future organizational, doctrinal, equipment, personnel training and logistical support mission element needs to meet a changing threat. The TRADOC MAA Level II studies match the Heavy Division 86 structured force against a future threat in both NATO theatre and contingency scenarios. Projective personnel data in each TRADOC mission area assist the analysis process. The Heavy Division 86 Personnel Supportability Assessment has been tailored, in part, for MAA study utility. This will assist in identifying manpower, personnel and training deficiencies for resolution through definition of mission element needs in these areas.

DEMOGRAPHICS

Personnel and training support for the Heavy Division 86 force must account for demographic trends toward a smaller base of entry level 17 to 21 year old males and declining standard score performance on many of the ASVAB test areas until FY81. FY82 preliminary data also supports a reversal of this negative trend. Future, accession, training and retention policies and programs to support the evolving force structure must address both positive and negative demographic trends early enough to ensure continued supportability of the force in light of total Army force structure evolution. Selected data on ASVAB test area performance and trends are captured in VOL I, Annex B (MOS MATRIX) and VOL III.

ARMY 90's TRANSITION

Decision guidance is provided for the transition to Heavy Division 86 force structure by the Army 90's Transition Plan. This document provides interim and final conversion timeframes, authorized levels of organization (ALO), projected

activations, inactivations and other unit transactions, equipment pacing guidance for unit structure conversions and other program planning data. Guidance for Heavy Division 86 Transition contained in this document was influenced by personnel supportability factors surfaced in the March 1981 Heavy Division 86 Personnel Supportability Assessment.

FUNCTIONAL AREA STUDIES & ANALYSES

A number of functional area studies and analyses have a potential impact on manpower, personnel and training requirements to support the evolving Heavy Division 86 force. These include the following:

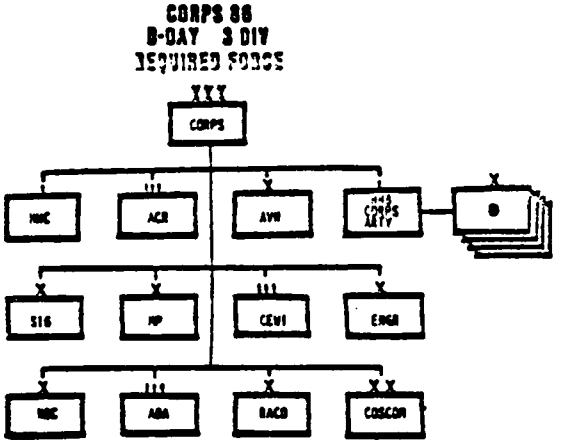
INFANTRY	-Close Combat (Heavy) MAA Level II
	-Infantry/Armor Functional Review
ARMOR	-Infantry/Armor Functional Review
FIELD ARTILLERY	-Fire Support MAA Level II
	-Field Artillery Functional Review
	-Close Support Study Group II
AIR DEFENSE	-Air Defense MAA Level II
	-Air Defense Functional Review
	-Air Defense Program 92
INTEL/EW	-Intelligence/EW MAA Level II
	-Intelligence/EW Functional Review
	-Accelerated Acquisition Study
MOBILITY/ COUNTER-MOBILITY & MINE WARFARE	-*Mobility, Countermobility and Mine Warfare* MAA Level II
	-Revision of Officer Specialty 21
	-Engineer Functional Area Update
COMMUNI-CATIONS	-Communications MAA Level II
	-Signal Functional Review
	-COMSEC Logistics Study
	-CMF 29 Study
	-Calibration Coordination Study
COMMAND & CONTROL	-Command and Control MAA Level II
	-Signal Functional Review
AVIATION	-Aviation MAA Level II
	-Aviation Functional Review
	-Aviation Requirements for Combat Structure - Army III & IV.
	-CMF 67 Study
	-Aviation RETO Study
	-Aircrew Ratio Study
	-SC 15 Methodology Study
COMBAT SERVICE SUPPORT	-Combat Service Support MAA Level II
	-Logistics Functional Review
	-Cook Reduction Study
	-Study of Army Logistics-81
	-Casualty Estimation Study
	-Combat Field Feeding System
	-Near Term Water Support
	-Automated Wartime Functional Supply requirements (AWFSR)
BATTLEFIELD NUCLEAR WARFARE	-Battlefield Nuclear Warfare MAA Level I
CHEMICAL	-CMF 54 Revision
	-CS NBC (Defensive) MAA Levels I & II

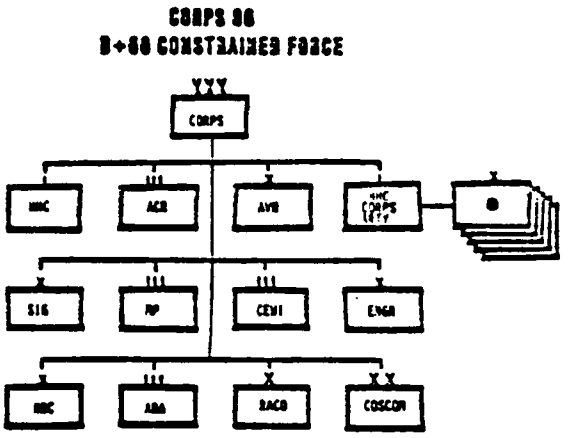
RELATED STRUCTURE

The heavy divisions do not exist in a vacuum on the battlefield. Related divisional and non-divisional forces, both Active Army and Reserve Components, accomplish other missions, support the heavy divisions and augment, sustain and reconstitute them.

HEAVY CORPS 86

The Heavy Corps 86 structure is a flexibile grouping of functional and command and control elements designed to expand over time in war. Its primary missions are to attack deep; neutralize enemy action in the corps rear area; control, support, sustain and reconstitute the attached heavy divisions and other combat forces and to provide services not available in the divisions. Personnel resources required for Heavy Corps 86 force structures will, in many cases, compete with the Heavy divisions to fill required divisional units. The Heavy Corps 86 structures are shown below:



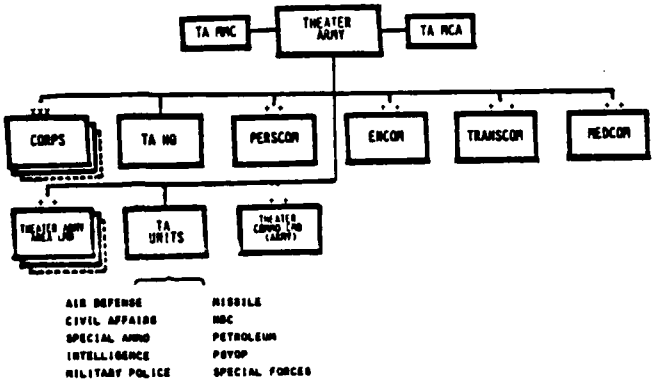


The personnel supportability of the Heavy Corps can be assessed upon publication of unit structure detail and approved transition guidance. This assessment will also involve Reserve Component forces.

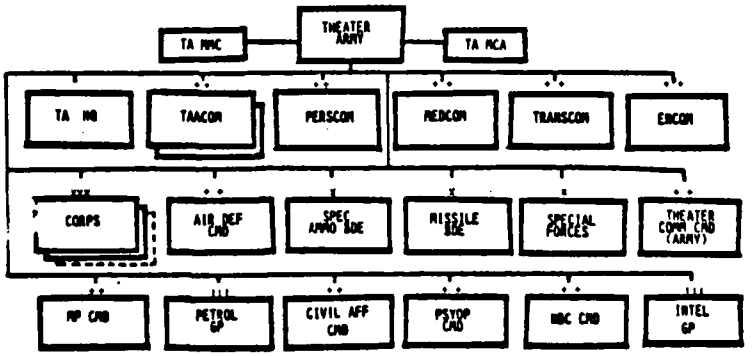
ECHELONS ABOVE CORPS

Echelons Above Corps 86 force structure is also a flexible grouping of functional and command and control elements designed to expand over time in war. Their primary missions are to provide a Theatre Army support structure for attached US and allied combat forces, provide command and control interface with the national command authority, integrate joint service functions and operations, coordinate host nation support and conduct special operations. The EAC 86 structure relies heavily on both Reserve Component forces and host nation support forces and assets. Personnel resources required for EAC 86 force structures will also compete with the heavy divisions for constrained personnel resources. The EAC 86 structures are shown below:

THEATER ARMY ORGANIZATION (INITIAL)



THEATER ARMY ORGANIZATION (MATURE)



The personnel supportability of the EAC 86 structures can be assessed upon publication of unit structure detail and approved transition guidance. As with the Heavy Corps, this will involve Reserve Component forces.

OTHER FORCES

Additional Army 90's transition changes include Infantry Division 86 and Contingency Corps 86. These coupled with other Army MTOE and TDA force structure changes, will also compete with the heavy divisions for scarce personnel resources. Force modernization initiatives and programs such as the High Technology Light Division, Restructured Airborne and Airmobile Divisions and establishment of Rear Area Combat Brigades may require tradeoffs with the Army 90's program force structure of manning levels. The potential impact of this problem is particularly critical in the training base and in the initial active Army authorizations to accommodate mobilization surge. Additionally, the integration of Reserve Components units and individual replacements upon mobilization must be accessed for personnel supportability of the total force.

NEW MANNING SYSTEM CHANGES

Two major changes in the Army personnel system will impact on the supportability of the Heavy Division 86 force. These are the New Manning System and Proponency for integrated personnel and training management. Overall the impacts of these systems are expected to ease turbulence and instability associated with Heavy Division 86 Transition.

THE NEW MANNING SYSTEM

Army cohesion and stability initiatives resulted in development of a new manning system that would modify our current individual replacement and overseas rotation system to incorporate potential unit replacement and rotation programs. The new manning system will incorporate the American Regimental System. It will also integrate personnel policies and regulations to accomplish cohesion driven actions, and identify personnel systems disconnects both within the personnel community and in relation to other functional proponents.

PROJECT COHORT/ COMPANY REPLACEMENT

In FY81, 20 company size units began formation and initial entry training, with unit identity maintained upon integration with parent units. The initial success of these units has led to a planned expansion and field evaluation to include unit movement.

COMPANY ROTATION

Beginning in FY82, accessions will fill six company size units for late FY83 OCONUS rotation. This project may become an alternative to, or compatable with, company replacement.

BATTALION ROTATION	Beginning in FY84, six prototype battalion rotations will be implemented. The relationship of this initiative to increasing turbulence due to single E-Date Heavy Division 86 unit conversions to A-Series organizations, and to equipment modernization, is being closely coordinated and monitored by responsible agencies of the DCSPER and TRADOC
AMERICAN REGIMENTAL SYSTEM	The American Regimental System is designed to incorporate a cohesion building pattern of unit and non-unit assignments for soldiers within a parent unit identity. Initially, battalions will be paired for CONUS/OCONUS alignment to regiments. Regimental designations will then be identified with groups of battalion pairs in mid-FY82. Identification of individual soldiers with regiments will be in late FY82 under a Regimental Affiliation Program. Recurring unit assignment to Regimental battalions will then be managed under revised personnel policies.
EVALUATION PROGRAM	Evaluation will include a field evaluation of the best alternative(s) for unit movement, modeling of grade progression in a Regimental system and other studies.
POLICY & REGULATION INTEGRATION/ IDENTIFICATION OF DISCONNECTS	Personnel policies and regulations are being reviewed to revise those that do not support new manning system programs. Additionally, disconnects between personnel policies and regulations and related guidance are being identified for resolution under the new manning system.
RETENTION	Retention concepts are being investigated to ensure continued availability of high quality and high skill soldiers. Quality Bonuses are being considered for key junior enlisted personnel eligible for separation. Revised Selective Reenlistment Bonuses are also being considered. Bonuses are being investigated for voluntary reclassification and training in shortage skill
FEMALE SOLDIERS	The Women in the Army (WITA) Study is conducting an investigation of the appropriate role of female soldiers in proximity to combat areas. Care must be taken to ensure that any change in male/female ratio does not limit required support of doctrinal changes associated with Heavy Division 86 transition or create a space imbalance condition for forward deployed males.

COMBAT ARMS DETAIL

Detailing of male RA Combat Service Support 2d Lieutenants to combat arms and combat support arms units is being reinvestigated. Such a Combat Arms Detail could resolve the current shortfall in CSS accessions while providing early troop leadership experience for which opportunities are currently limited. Combat Arms detailing of female CSS officers is being investigated by the WITA Study Group. Detailing of MI officers is also under consideration. Considerable relief for five of the six Heavy Division 86 problem SSI (35A, 91A, 91B, 92A and 92B) may be generated by this proposal if adopted in FY82 since most of these SSI requirements increases occur in FY84. Relief in FY83 and FY84 for major requirements increases in the sixth problem SSI (13E) could also be generated by this proposal. Recoding of selected current combat arms positions to CSS such as Battalion Ammunition Officer in Field Artillery units, could also provide relief for near term increases.

PROPONENCY

The transfer of proponency for most Army Career Management Fields and Officer Specialties from DA Staff agencies to TRADOC School commandants on 1 October 1981 provides a powerful potential for better integration of personnel and training issues affecting Heavy Division 86 transition. Proponents will now advise the DCSPER and MILPERCEN in formulating personnel policies and programs. TRADOC will also integrate proponency related actions. A revision to AR 600-101 will contain new Specialty Proponency guidance as illustrated below:

Proponent	Commissioned Specialty	Warrant MOS	Enlisted CMF
Infantry School	11	—	11
Armor School	12	100 AH, BH, CH, DH, EH OH, RH	19
Field Artillery School	13	201AO, 211AC 214EO, 214QO	13
Air Defense School	14	221BO 222BD/ 222CO 223BC, 224BO	16, 23, 27
Aviation School	15	108AO, 100BO; 100AA BA CA DA, EA YA RA, 100AC, BC CC DC EC, QO RC, [illegible] BF CF, DF EF, OF [illegible] 100CO, 100DO; 100EO, 100QO, 100RO	—
Engineer School	21	310AO, 310AS 821AO, 821AV 811AO, 821AO, 833AO 841AO	12, 51 81
Signal School	25, 27, 72	252AO, 286AO, 287AO, 287AY, 290AC, 290AL, 290AV, 290AW, 290AY	28, 29, 31
Combined Arms Center	29, 49 54	—	—
Intelligence School	30, 35 36, 37	100BN 285AO 361AO 972AO 964AO, 971AO 971AN 972AO 972AH 973AO 962AO 963AO 964AO 965AO, 966AO 968AO	33, 96, 96
Military Police School	31	351AO, 351AK, 951AL, 951AM 951AN 951AP 951AR 951AS, 971AK, 971AP, 972AK	95

Proponent	Commissioned Specialty	Warrant MOS	Enlisted CMF
Soldier Spt Center	40, 41, 42, 43, 44, 53	021AO, 031AO, 711AO, 711AM, 741AO, 741AW, 741AM	71, 74 75, 97
Comptroller of the Army	45	—	—
Chief, Public Affairs	46	—	84
DCOS for Operations	48, 52	—	—
Materiel Readiness and Development Command	51, 97	—	—
Judge Advocate General	55	713AO	—
Chief of Chaplains	56	—	—
Surgeon General	60-66	011AO; 051AO 100AD, BD CD DD ED, QD, RD; 202AO	91
DCOS for Logistics	70	—	—
Transportation School	71, 88	100AE, BE, CE, DE, EE, QE, RE, 160AE, 100AG, BG, CG, DG, EG, QG, RG, 100AJ, BJ, CJ, DJ, EJ, QJ, RJ; 160AO, 500AO, 500A1 A2 A3, 500A4 510AQ, 510A1, 510A2 A3, 510A4	84, 87
Ordnance School	73, 75, 91	214EV, 222BV 223BR 224BV 280AO 271AO 411AO, 421AO 441AO, 830AC, 830AV	56, 63
Chemical School	74	—	54
Quartermaster School	81, 82, 92	041AO, 401AO, 781AO, 782AC	76, 92 84
DCOS for Personnel	—	100AB, BB CB DB, EB, QB, RB	—

PERSONNEL POLICY CHANGES	A number of personnel policy and program concepts are being investigated to provide alternatives for solutions of current problem areas. These concepts must evolve in consideration of Heavy Division 86 personnel supportability.
SKILL PROGRESSION	Competency-based Skill Progression is being investigated to ensure a closer relationship between demonstrated skills and promotion and to provide a framework for Mastery Training approaches.
RETENTION	Retention concepts are being investigated to ensure continued availability of high quality and high skill soldiers. Under this concept, Quality Bonuses are being investigated for key junior enlisted personnel eligible for separation. Revised Selective Reenlistment Bonuses are also being considered. Bonuses are being investigated for voluntary reclassification and training in shortage skills.
LATERAL PLACEMENT	Lateral placement of technically qualified personnel in critical technical skills is being considered for expansion under the Army Civilian Acquired Skills Program. This may provide near term solution to increasing technical skill requirements and training base expansion constraints. Measures must still be devised to ensure that the "soldiering" aspects of training adequately accommodate laterally placed accessions.
FEMALE SOLDIERS	Investigation of the appropriate role of female soldiers in combat areas is nearing completion. Care must be taken to ensure that any change in male/female ratio does not limit required support of doctrinal changes associated with Heavy Division 86 transition or create a space imbalance condition for forward deployed males.
RESERVE COMPONENTS	Reserve component changes being investigated include expansion of the training base to accommodate seasonal peaks, structure changes to match RC to AC structures, increased emphasis on quality accessions and RC obligated service extensions. Affiliation bonuses and in-service USAR/ARNG recruiting are also being investigated. Additionally, ways to avoid cross leveling units upon mobilization to fill early deploying Active and RC unit requirements are being investigated to preserve unit cohesion. Aspects of the Regimental System, already exist in the Army National Guard. Follow-up

Active and Reserve Component actions to implement the Regimental System, particularly as it affects the National Guard round out brigades of the Heavy Divisions, should ensure closer alignment of varying component personnel policies and capitalization on existing RC experience.

TRAINING CHANGES

A number of major training changes potentially affect the transition to Heavy Division 86. These include enlisted and officer initial and professional development training changes, changing training requirements for new materiel systems, package training of units and crews and a renewed emphasis on the ''will'' component of the ''skill+will=Kill'' equation.

RETO

The Review of Education and Training - Officer generated numerous changes to officer development patterns. Several of these; the expansion of basic courses, elimination of, or changes to, advanced courses, and changes to command and staff courses are expected to better prepare the officer corps for the specialty requirements associated with force modernization.

MASTERY TRAINING

Training programs to produce technical excellence are being introduced for non-commissioned fficers. Initial success in the Master Mechanic and Master Gunner programs should expand this effort. Initiatives are being investigated to expand this program to a competence based, potential oriented training approach. This would key requirements and resourcing decisions to demonstrated competence at Basic Intermediate, Advanced, Master and Leader levels rather than grade/skill levels under current practice.

SYSTEM SPECIFIC SKILLS

Realignment of CMF 27, 63, 67 and 74 to support specific equipment systems maintenance and repair and CMF 11, 13, 16, 19 and 98 to support specific system operational requirements empah zes the move toward specialization in the enlisted force. This is particularly evident in the skills required to support Heavy Division 86. Training time, facilities, programs and personnel support are all being impacted by these changes. Increasing specialization requirements may, over time, decrease the flexibility of units with personnel shortages, and of soldiers to quickly adapt to changing circumstances. This must be accounted for in institutional and unit training and cross-training programs.

PACKAGE TRAINING	Training of crews, teams or entire company size units as "packages" is increasing. This derives from both new equipment/system requirements and from cohesion initiatives such as COHORT discussed earlier. The Air Defense community is particularly dependent on package training. This causes a "double dip" on personnel inventories in order to maintain required operational readiness while preparing replacement units trained on new systems such as DIVAD. Other package trained units, such as MLRS batteries, do not "double dip" on personnel requirements since they represent a new capability.
"SOLDIER" TRAINING	**New training initiatives to improve the ''will'' of soldiers are being investigated by the Components Group, 9th Infantry Division and the High Technology Test Bed, with TRADOC and Army Research community support. This has potential benefits for developing competent courageous, committed soldiers, with high integrity, in cohesive Heavy Division 86 units as well. A force multiplying and conserving effect can be generated from this innovative effort which should increase the effectiveness of the Heavy Division 86 force at relatively low cost.**
DOCTRINE CHANGES	While doctrinally, or "concept" based, the Heavy Division 86 structure, in part, remains equipment driven. New doctrine, associated with changing threats and exploitation of materiel and human technologies, is emerging which has implications for the future evolution of the Heavy Divisions
AIR-LAND BATTLE 2000	Concepts for fighting the Air-Land Battle of the future increasingly empahsize the extended and integrated battlefield. This has placed emphasis on mobility; command, control, communications and Intelligence (C3I); interdiction, nuclear and chemical operations; and rear area protection. These needs are generating new requirements, many at corps level, which may compete with the divisions for personnel resources. Additionally, the concept based acquisition system will ensure that how we plan to fight drives the equipment and weapons the Army acquires, rather then the other way around.
RAPID DEPLOYMENT & CONTINGENCY MISSIONS	New threats have generated requirements for an increased capability to deploy rapidly to contingency areas. This may impact several of the Heavy Divisions. As light, mobile forces increase, potential exists for erosion of Heavy Division unit assets and personnel resourcing unless accompanied by end strength increases. Contingency Corps 86 and the High Technology Division, will be analyzed for personnel supportability in light of requirements to support transition to Heavy Division 86 and Heavy Corps 86.

FM 100-5	The new FM 100-5: Operations places increased emphasis on the intangibles of war. This forces a new look at the quality of personnel and training, both from a systems perspective and from the actual potential and performance of our soldiers. Preservation and enhancement of leadership, innovation, flexibility and other traditional advantages of American soldiers over their enemies requires a quality base. Personnel and training policies have oriented in this direction.
RECONSTITUTION	Reconstitution of the force to regenerate fighting capacity requires functional coordination and support. While a major portion of the reconstitution effort is borne by corps and EAC elements, weapon system replacement operations and direction of damage assessment, individual and unit replacements and support requirements to priority areas will have an impact on Heavy Division 86 personnel resources. This may necessitate a shift to a "supply-push" system to supplement the current "demand-pull" personnel requisition process. It will certainly require total systems coordination between operations, personnel, supply, maintenance and information managers and with unit leaders in combat.
WARTIME SYSTEMS	The transition from peace to war is well programed in the Heavy Division 86 structure. Numerous related wartime implications, however, remain to be addressed. Significant among these are augmentation requirements, "space-face" match in peacetime, alignment of echelons above division for wartime support of the Heavy Divisions and the impact of package training and unit rotation/replacement on wartime casualty replacement, unit reconstitution and sustainment.
C3I	Increases in C3I capability are generating increasing requirements for highly skilled battlefield automation, communications and intelligence operators, equipment maintainers and repairers and information systems managers. Leadership implications include computer dependency, information overload, signature and NBC effects vulnerability, and centralized command and control of operations. The implications of C3I systems on the types and qualities of personnel required to man the Heavy Divisions must be closely monitored to ensure that we get the payoff we seek in combat advantage. Innovations such as the Cellular Command Post may assist in this effort, but may also have a personnel cost if adopted.

MATERIEL CHANGES	Numerous materiel development and acquisition initiatives are being conducted without documented personnel impact. These ongoing materiel developments and acquisition actions may affect the evolving Heavy Division 86 force. Such actions include shifting emphasis toward lighter, more deployable weapons and support systems; efforts to streamline the materiel development and acquisition process; and potential impacts of new systems with an as yet unknown personnel impact. They also may affect skill requirements changes due to battlefield automation and shifting functional emphasis towards increasing Aviation and Intelligence force structure in the heavy divisions with attendent ''shakedown'' changes to be anticipated.
DEPLOYMENT CRITERIA	The need for improved strategic flexibility is requiring increased emphasis on rapid deployability of units from CONUS and intertheatre. Depending on the treat, this may require rapid movement of heavy, as well as light forces. New materiel development programs are highlighting the need for lighter, smaller systems to meet deployment criteria. More, bigger and better strategic and tactical air and sea lift systems are also being developed to get current and programed equipment where it is needed, in a hurry. Related issues, such as rail capacity, tank transporters, cargo cranes, containerization and roll-on/roll-off capability are also being addressed. Implications for the personnel supportability of evolving heavy divisions include the potential for increased combat service support personnel requirements in the mid-term, with a reduction of those requirements as lighter smaller replacement systems are introduced in the 1990's. Additionally, in the long term, fewer heavy divisions may be required as capability and lethality continue to increase.
STREAMLINED MATERIEL ACQUISITION PROCESS	Efforts to reduce the traditional "13 year" concept-to-capability cycle in the materiel development and acquisition process may further accelerate the pace of change in personnel and skill training requirements. "Off the shelf" procurement of commercial or foreign produced 'state of the art" high technology items is already being investigated in the battlefield automation and intelligence areas. This concept is being tested by the High Technology Test Bed for applications in tactical mobility, protection, soldier needs and other functional areas. Closer working relationships between the materiel developments and personnel and training communities are underway in the MAA and Life Cycle Systems management processess. This should preclude unsupportable personnel and training impacts of changes in the materiel acquisition process.

NEW SYSTEMS	A number of new materiel systems have been identified for support of Heavy Division 83 functional requirements which have yet to be fully documented for personnel and training impact. These systems include:
SLUFAE	-The Surfaced Launched Unit Fuel-Air Explosive (SLUFAE), will provide a mine field breaching capability. It will be organic to the Engineer Battalion. Fielding is due to begin in the late 1980's. Estimated personnel requirements are unknown but expected to be minimal due to space tradeoffs.
SOTAS	-The Standoff Target Acquisition System (SOTAS) will provide real-time moving target indicator display. It will be organic to the CEWI Battalion and Aviation Combat Support Battalion. Fielding is due to begin in FY 87 prior to system deletion from the program. If restored, estimated personnel requirement could increase by 77 personnel per heavy division. MOS decision and detailed personnel and training impact would then be required prior to FY 85.
TEAMPACK	-AN/MSQ-103 (TEAMPACK) will provide a divisional direction finding capability to locate non-communications emitters. It will be organic to the CEWI Battalion and will replace the AN/MLQ-24 beginning in FY83. Estimated personnel requirements will increase by three personnel per heavy division. Detailed personnel and training resources must be programed now.
TACJAM	-AN/MLQ-34 (TACJAM) will provide multi-mode tactical jamming of enemy emitters. It will be organic to the CEWI Battalion and will replace AN/GLQ-3B beginning in FY83. Estimated personnel requirements involve DS/GS maintenance support. Again, detailed personnel and training resource programing is needed as soon as possible.
TCAC-D/ ASAS	-Technical Control and Analysis Center-Division (TCAC-D). Provides interim capability for all source analysis pending avalability of All Source Analysis System (ASAS). It will be organic to the CEWI Battalion and will have limited fielding beginning in FY 83. Estimated personnel requirements to support the system is 30 personnel in each of the five heavy divisions (4 OCONUS/1 CONUS) for which programmed. ASAS will begin to replace TCAC-D in FY 87. Personnel requirements are expected to be met using organic CEWI Battalion assets currently dedicated to TCAC-D, the DTOC support element and Technical Control and Analysis element.

TRAILBLAZER -AN/TSQ-114A (TRAILBLAZER) will provide direction finding and intercept capability. It will be organic to the CEWI Battalion and will replace the AN/TRQ-32 beginning in FY84. Estimated personnel requirements will increase by 16 personnel per heavy division. Personnel and training requirements identification is needed early on.

QUICKFIX -AN/ALQ-151 (QUICKFIX IIB) will provide an airborne communications, direction finding, intercept and jamming capability. It will be organic to the CEWI Battalion and the Combat Support Aviation Battalion. It will replace QUICKFIX IA and IB beginning in FY86. Estimated personnel requirements increase by 22 personnel per heavy division for all but one division currently equipped with QUICKFIX IA. Detailed personnel and training requirements for interim QUICKFIX I systems must be programed now, and for QUICKFIX II in FY 83 for the FY 85-89 POM.

TRAFFICJAM -AN/TLQ-17A (TRAFFICJAM) will provide a communications intercept and jamming capability. It will be organic to the CEWI Battalion and will replace the AN/TLQ-17 beginning in FY82. Estimated personnel impacts are expected to involve training without significant personnel increase.

REMBASS -The Remotely Monitored Battlefield Sensor System (REMBASS) will provide a seismic, acoustic, magnetic and infrared target detection and early warning system. It will be organic to the CEWI Battalion. Fielding is due to begin in FY84. Estimated personnel requirements will increase by 15 personnel per heavy division. Personnel and training resources must be programed not later than the FY84-88 POM.