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FY 1995 PRESIDENT'S BUDGET

READINESS JUSTIFICATION BOOK



DEPARTMENT OF THE NAVY

MAY 1994

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## INTRODUCTION

In a September 27, 1993 Senate Appropriations Report, the Senate directed "the Department to submit, along with the other justification materials accompanying the Department's 1995 O&M budget request and for each year thereafter, a readiness J-book. Information provided in this report should include, as a minimum, indicators for each military service which describe historical trends in, the current status of, and future prospects for: achieving manpower fill rates in critical force units; sustaining manpower skill levels and training activities; meeting accession goals and quality; satisfying reenlistment requirements; meeting manpower C-rating requirements; sustaining equipment fill rates; and achieving equipment mission capable rating goals."

## SECTION I: MILITARY PERSONNEL

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

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

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

Military Personnel Inventories

Navy

Part I Total Manning

|         | <u>Programmed Requirement</u> | <u>Budgeted End Strength</u> | <u>Percent Manning</u> | <u>Actual End Strength</u> | <u>Percent Achieved</u> |
|---------|-------------------------------|------------------------------|------------------------|----------------------------|-------------------------|
| FY 1992 |                               |                              |                        |                            |                         |
| Active  | 482.1                         | 464.9                        | 96.4                   | 456.5                      | 94.7                    |
| Reserve | 151.8                         | 138.6                        | 91.3                   | 137.2                      | 90.4                    |
| FY 1993 |                               |                              |                        |                            |                         |
| Active  | 454.8                         | 436.7                        | 94.6                   | 430.2                      | 94.6                    |
| Reserve | 150.0                         | 139.5                        | 93.0                   | 129.3                      | 86.2                    |
| FY 1994 |                               |                              |                        |                            |                         |
| Active  | 407.6                         | 399.7                        | 98.1                   | n/a                        | n/a                     |
| Reserve | 136.0                         | 112.1                        | 82.4                   | n/a                        | n/a                     |
| FY 1995 |                               |                              |                        |                            |                         |
| Active  | 387.4                         | 375.0                        | 96.8                   | n/a                        | n/a                     |
| Reserve | 126.1                         | 99.4                         | 78.8                   | n/a                        | n/a                     |

Data does not include Individual Mobilization Augmentation (IMAs) or Individuals Account. The data for FY 1992 was estimated because of the DoD directed change from Defense Planning and Programming Category (DPPCs) to Defense Mission Codes (DMCs) and subsequent change to the Navy software support systems.

Synopsis of Significant Changes/Trends

The Navy's programmed manning is oriented toward ensuring that personnel are available to meet the manpower requirements established by force structure. The end strength reflects the decreasing manpower requirements in response to the reduction in force structure.

Military Personnel Inventories  
 Marine Corps  
 Part I Total Manning

|         | <u>Programmed Requirement</u> | <u>Budgeted End Strength</u> | <u>Percent Manning</u> | <u>Actual End Strength</u> | <u>Percent Achieved</u> |
|---------|-------------------------------|------------------------------|------------------------|----------------------------|-------------------------|
| FY 1992 |                               |                              |                        |                            |                         |
| Active  | 175.2                         | 160.3                        | 91.5                   | 155.6                      | 88.8                    |
| Reserve | 40.8                          | 37.3                         | 91.4                   | 38.5                       | 94.4                    |
| FY 1993 |                               |                              |                        |                            |                         |
| Active  | 170.9                         | 149.6                        | 87.5                   | 149.0                      | 87.2                    |
| Reserve | 40.6                          | 37.4                         | 92.1                   | 36.9                       | 90.9                    |
| FY 1994 |                               |                              |                        |                            |                         |
| Active  | 162.3                         | 145.8                        | 89.8                   | n/a                        | n/a                     |
| Reserve | 40.1                          | 37.7                         | 94.0                   | n/a                        | n/a                     |
| FY 1995 |                               |                              |                        |                            |                         |
| Active  | 162.0                         | 145.2                        | 89.6                   | n/a                        | n/a                     |
| Reserve | 42.3                          | 37.4                         | 88.4                   | n/a                        | n/a                     |

Synopsis of Significant Changes/Trends

The percent manning of fleet Marine forces is tied to force structure. We continually strive to achieve 90 percent manning of our wartime structure, as prescribed by the Defense Planning Guidance.

**Military Personnel Inventories**

**Navy**

**Part II Manning for Tactical Air Forces**

|                | <u>Programmed Requirement</u> | <u>Budgeted End Strength</u> | <u>Percent Manning</u> | <u>Actual End Strength</u> | <u>Percent Achieved</u> |
|----------------|-------------------------------|------------------------------|------------------------|----------------------------|-------------------------|
| <b>FY 1992</b> |                               |                              |                        |                            |                         |
| Active         | 29.3                          | 27.8                         | 94.9                   | 27.9                       | 95.2                    |
| Reserve        | 10.0                          | 5.5                          | 55.0                   | 5.4                        | 54.0                    |
| <b>FY 1993</b> |                               |                              |                        |                            |                         |
| Active         | 27.6                          | 26.8                         | 97.1                   | 27.3                       | 98.9                    |
| Reserve        | 7.3                           | 4.1                          | 56.2                   | 4.0                        | 54.8                    |
| <b>FY 1994</b> |                               |                              |                        |                            |                         |
| Active         | 24.9                          | 24.7                         | 99.2                   | n/a                        | n/a                     |
| Reserve        | 10.8                          | 4.1                          | 38.0                   | n/a                        | n/a                     |
| <b>FY 1995</b> |                               |                              |                        |                            |                         |
| Active         | 21.9                          | 21.7                         | 99.1                   | n/a                        | n/a                     |
| Reserve        | 7.7                           | 1.6                          | 20.8                   | n/a                        | n/a                     |

In FY 1993, aircraft carriers decrease to thirteen with the decommissioning of one Forrestal class carrier.  
 In FY 1994, aircraft carriers decrease to twelve with the decommissioning of one Forrestal class carrier.

Exhibit A, Part II

**Military Personnel Inventories**  
**Navy**  
**Part III Manning for Ship Operating Forces**

|                | <u>Programmed Requirement</u> | <u>Budgeted End Strength</u> | <u>Percent Manning</u> | <u>Actual End Strength</u> | <u>Percent Achieved</u> |
|----------------|-------------------------------|------------------------------|------------------------|----------------------------|-------------------------|
| <b>FY 1992</b> |                               |                              |                        |                            |                         |
| Active         | 295.4                         | 286.5                        | 97.0                   | 276.5                      | 93.6                    |
| Reserve        | 93.1                          | 83.8                         | 90.0                   | 83.8                       | 90.0                    |
| <b>FY 1993</b> |                               |                              |                        |                            |                         |
| Active         | 281.0                         | 278.2                        | 99.0                   | 269.0                      | 95.7                    |
| Reserve        | 96.2                          | 80.8                         | 84.0                   | 82.5                       | 85.8                    |
| <b>FY 1994</b> |                               |                              |                        |                            |                         |
| Active         | 254.4                         | 252.6                        | 99.3                   | n/a                        | n/a                     |
| Reserve        | 78.5                          | 68.7                         | 87.5                   | n/a                        | n/a                     |
| <b>FY 1995</b> |                               |                              |                        |                            |                         |
| Active         | 244.3                         | 239.4                        | 98.0                   | n/a                        | n/a                     |
| Reserve        | 74.6                          | 63.5                         | 85.1                   | n/a                        | n/a                     |

For various classes of ships which were decommissioned, including surface combatants, cruisers, destroyers, frigates and submarines, appropriate manpower adjustments were made to accommodate the reduced number of ships.



**Military Personnel Inventories**  
**Navy**  
**Part IV Manning for Land Combat Forces**

|                | <u>Programmed Requirement</u> | <u>Budgeted End Strength</u> | <u>Percent Manning</u> | <u>Actual End Strength</u> | <u>Percent Achieved</u> |
|----------------|-------------------------------|------------------------------|------------------------|----------------------------|-------------------------|
| <b>FY 1992</b> |                               |                              |                        |                            |                         |
| Active         | 5.6                           | 5.6                          | 100.0                  | 5.1                        | 91.1                    |
| Reserve        | 2.4                           | 2.4                          | 100.0                  | 2.3                        | 95.8                    |
| <b>FY 1993</b> |                               |                              |                        |                            |                         |
| Active         | 5.7                           | 5.6                          | 98.2                   | 5.1                        | 89.5                    |
| Reserve        | 2.4                           | 2.4                          | 100.0                  | 2.1                        | 87.5                    |
| <b>FY 1994</b> |                               |                              |                        |                            |                         |
| Active         | 5.8                           | 5.7                          | 98.3                   | n/a                        | n/a                     |
| Reserve        | 2.2                           | 2.2                          | 100.0                  | n/a                        | n/a                     |
| <b>FY 1995</b> |                               |                              |                        |                            |                         |
| Active         | 5.8                           | 5.7                          | 98.3                   | n/a                        | n/a                     |
| Reserve        | 2.2                           | 2.2                          | 100.0                  | n/a                        | n/a                     |

Exhibit A, Part IV

**Military Personnel Inventories**  
**Marine Corps**  
**Part V Fleet Marine Force Manning**

|                   | <u>Programmed Requirement</u> | <u>Budgeted End Strength</u> | <u>Percent Manning</u> | <u>Actual End Strength</u> | <u>Percent Achieved</u> |
|-------------------|-------------------------------|------------------------------|------------------------|----------------------------|-------------------------|
| FY 1992<br>Active | 127.5                         | 115.2                        | 90.4                   | 111.0                      | 87.1                    |
| FY 1993<br>Active | 124.3                         | 110.1                        | 88.6                   | 106.9                      | 86.0                    |
| FY 1994<br>Active | 120.4                         | 108.5                        | 90.1                   | n/a                        | n/a                     |
| FY 1995<br>Active | 120.1                         | 107.6                        | 89.6                   | n/a                        | n/a                     |

Exhibit A, Part V

**Budgeted and Actual Military Personnel End Strength by Grade  
Navy**

|                         | <u>FY 1992</u> | <u>FY 1993</u> | <u>FY 1994</u> | <u>FY 1995</u> |
|-------------------------|----------------|----------------|----------------|----------------|
| <b>E1-E4</b>            |                |                |                |                |
| Budgeted End Strength   | 247,024        | 241,057        | 210,467        | 191,943        |
| Actual                  | 234,963        | 220,477        | n/a            | n/a            |
| <b>E5-E9</b>            |                |                |                |                |
| Budgeted End Strength   | 230,358        | 222,840        | 203,358        | 185,208        |
| Actual                  | 233,415        | 218,956        | n/a            | n/a            |
| <b>Cadets</b>           |                |                |                |                |
| Budgeted End Strength   | 4,550          | 4,450          | 4,228          | 4,000          |
| Actual                  | 4,431          | 4,171          | n/a            | n/a            |
| <b>Warrant Officers</b> |                |                |                |                |
| Budgeted End Strength   | 2,701          | 2,629          | 2,735          | 2,455          |
| Actual                  | 2,911          | 2,764          | n/a            | n/a            |
| <b>01-03</b>            |                |                |                |                |
| Budgeted End Strength   | 41,978         | 40,288         | 36,896         | 35,279         |
| Actual                  | 41,097         | 39,466         | n/a            | n/a            |
| <b>04-06</b>            |                |                |                |                |
| Budgeted End Strength   | 24,550         | 24,306         | 22,893         | 22,541         |
| Actual                  | 24,855         | 23,876         | n/a            | n/a            |
| <b>07-10</b>            |                |                |                |                |
| Budgeted End Strength   | 239            | 230            | 223            | 215            |
| Actual                  | 249            | 240            | n/a            | n/a            |
| <b>Total</b>            |                |                |                |                |
| Budgeted End Strength   | 551,400        | 535,800        | 480,800        | 441,641        |
| Actual                  | 541,921        | 509,950        | n/a            | n/a            |

Synopsis of Significant Changes/Trends  
By grade fluctuations from FY 1992 to FY 1995 are driven by force structure requirements.

Exhibit B

**Budgeted and Actual Military Personnel End Strength by Grade  
Navy Reserve**

|                         | <u>FY 1992</u> | <u>FY 1993</u> | <u>FY 1994</u> | <u>FY 1995</u> |
|-------------------------|----------------|----------------|----------------|----------------|
| <b>E1-E4</b>            |                |                |                |                |
| Budgeted End Strength   | 52,662         | 50,034         | 41,034         | 33,090         |
| Actual                  | 52,110         | 42,980         | n/a            | n/a            |
| <b>E5-E9</b>            |                |                |                |                |
| Budgeted End Strength   | 61,754         | 56,833         | 49,501         | 46,542         |
| Actual                  | 63,206         | 62,274         | n/a            | n/a            |
| <b>Cadets</b>           |                |                |                |                |
| Budgeted End Strength   | n/a            | n/a            | n/a            | n/a            |
| Actual                  | n/a            | n/a            | n/a            | n/a            |
| <b>Warrant Officers</b> |                |                |                |                |
| Budgeted End Strength   | 508            | 552            | 460            | 435            |
| Actual                  | 364            | 366            | n/a            | n/a            |
| <b>01-03</b>            |                |                |                |                |
| Budgeted End Strength   | 13,276         | 12,254         | 10,362         | 9,326          |
| Actual                  | 10,389         | 9,946          | n/a            | n/a            |
| <b>04-06</b>            |                |                |                |                |
| Budgeted End Strength   | 13,877         | 13,926         | 11,976         | 11,253         |
| Actual                  | 16,161         | 16,781         | n/a            | n/a            |
| <b>07-10</b>            |                |                |                |                |
| Budgeted End Strength   | 77             | 76             | 67             | 64             |
| Actual                  | 46             | 48             | n/a            | n/a            |
| <b>Total</b>            |                |                |                |                |
| Budgeted End Strength   | 142,154        | 133,675        | 113,400        | 100,710        |
| Actual                  | 142,276        | 132,395        | n/a            | n/a            |

**Synopsis of Significant Changes/Trends**

By grade fluctuations from FY 1992 to FY 1995 are driven by force structure requirements.

**Exhibit B**

**Budgeted and Actual Military Personnel End Strength by Grade  
Marine Corps**

|                         | <u>FY 1992</u> | <u>FY 1993</u> | <u>FY 1994</u> | <u>FY 1995</u> |
|-------------------------|----------------|----------------|----------------|----------------|
| <b>E1-E4</b>            |                |                |                |                |
| Budgeted End Strength   | 114,873        | 111,431        | 107,214        | 106,518        |
| Actual                  | 112,720        | 108,799        | n/a            | n/a            |
| <b>E5-E9</b>            |                |                |                |                |
| Budgeted End Strength   | 54,062         | 52,129         | 48,935         | 49,505         |
| Actual                  | 52,735         | 51,150         | n/a            | n/a            |
| <b>Warrant Officers</b> |                |                |                |                |
| Budgeted End Strength   | 1,854          | 1,870          | 1,907          | 1,871          |
| Actual                  | 1,832          | 1,885          | n/a            | n/a            |
| <b>01-03</b>            |                |                |                |                |
| Budgeted End Strength   | 11,878         | 11,271         | 10,654         | 10,630         |
| Actual                  | 11,933         | 11,390         | n/a            | n/a            |
| <b>04-06</b>            |                |                |                |                |
| Budgeted End Strength   | 5,266          | 5,134          | 5,222          | 5,413          |
| Actual                  | 5,303          | 5,087          | n/a            | n/a            |
| <b>07-10</b>            |                |                |                |                |
| Budgeted End Strength   | 67             | 65             | 68             | 63             |
| Actual                  | 67             | 68             | n/a            | n/a            |
| <b>Total</b>            |                |                |                |                |
| Budgeted                | 188,000        | 181,900        | 174,000        | 174,000        |
| Actual                  | 184,590        | 178,379        | n/a            | n/a            |

Synopsis of Significant Changes/Trends

The Marine Corps reaches its base force target end strength of 174,000 in FY 1994. By grade fluctuations from FY 1993 to FY 1995 are driven by structure requirements.

Exhibit B

**Budgeted and Actual Military Personnel End Strength by Grade  
Marine Corps Reserve**

|                         | <u>FY 1992</u> | <u>FY 1993</u> | <u>FY 1994</u> | <u>FY 1995</u> |
|-------------------------|----------------|----------------|----------------|----------------|
| <b>E1-E4</b>            |                |                |                |                |
| Budgeted End Strength   | 29,639         | 29,520         | 29,092         | 28,955         |
| Actual                  | 29,436         | 28,773         | n/a            | n/a            |
| <b>E5-E9</b>            |                |                |                |                |
| Budgeted End Strength   | 9,495          | 9,282          | 9,422          | 9,377          |
| Actual                  | 9,256          | 9,319          | n/a            | n/a            |
| <b>Warrant Officers</b> |                |                |                |                |
| Budgeted End Strength   | 462            | 519            | 510            | 507            |
| Actual                  | 518            | 504            | n/a            | n/a            |
| <b>01-03</b>            |                |                |                |                |
| Budgeted End Strength   | 1,325          | 1,396          | 1,395          | 1,388          |
| Actual                  | 1,392          | 1,380          | n/a            | n/a            |
| <b>04-06</b>            |                |                |                |                |
| Budgeted End Strength   | 1,469          | 1,588          | 1,771          | 1,763          |
| Actual                  | 1,583          | 1,752          | n/a            | n/a            |
| <b>07-10</b>            |                |                |                |                |
| Budgeted End Strength   | 10             | 10             | 10             | 10             |
| Actual                  | 10             | 10             | n/a            | n/a            |
| <b>Total</b>            |                |                |                |                |
| Budgeted End Strength   | 42,400         | 42,315         | 42,200         | 42,000         |
| Actual                  | 42,195         | 41,738         | n/a            | n/a            |

## Section II: MILITARY PERSONNEL ACCESSIONS/REENLISTMENTS

The Department of the Navy's highest priority continues to be the accession and retention of people in the necessary quantity and quality to meet operational requirements. A key element in manning the smaller, more technical combat units of the future is the ability to successfully recruit to requirements for high school diploma graduate and upper mental group enlistees. The Department will need a quality future force because people are as integral to new weapon systems as hardware and must not only be recruited, but retained. Therefore, the Navy and Marine Corps continue to focus on retaining those enlisted and officer personnel whose mission critical skills contribute directly to readiness and whose talents are in shortest supply.

**Quality of Active Duty Enlisted Accessions  
Navy**

|                                       | FY 1992      |              | FY 1993      |              | FY 1994<br>Estimate | FY 1995<br>Estimate |
|---------------------------------------|--------------|--------------|--------------|--------------|---------------------|---------------------|
|                                       | Estimate     | Actual       | Estimate     | Actual       |                     |                     |
| Non Prior Service Accessions          |              | 56,764       |              | 62,344       | 56,085              | 56,131              |
| With High School Diploma              | 53,925       | 55,629       | 59,227       | 58,603       | 53,281              | 53,324              |
| Without High School Diploma           | <u>2,839</u> | <u>1,135</u> | <u>3,117</u> | <u>3,741</u> | <u>2,804</u>        | <u>2,807</u>        |
| Total                                 | 56,764       | 56,764       | 62,344       | 62,344       | 56,085              | 56,131              |
| Mental Category I-III                 | 56,764       | 56,764       | 62,344       | 62,344       | 56,085              | 56,131              |
| Mental Category IV                    | <u>0</u>     | <u>0</u>     | <u>0</u>     | <u>0</u>     | <u>0</u>            | <u>0</u>            |
| Total                                 | 56,764       | 56,764       | 62,344       | 62,344       | 56,085              | 56,131              |
| Subtotal Non Prior Service Accessions | 56,764       | 56,764       | 62,344       | 62,344       | 56,085              | 56,131              |
| Prior Service Accessions              |              | <u>235</u>   |              | <u>24</u>    | <u>18</u>           | <u>0</u>            |
| Total Active Duty Accessions          |              | 56,999       |              | 62,368       | 56,103              | 56,131              |

Synopsis of significant changes/trends:

Maintaining the quality of enlisted accessions remains an essential element in our plans for the Navy of the 21st century. The insistence for quality continues in response to demands of the technology present aboard our ships, submarines and aircraft. Recruiting quality has become increasingly difficult due to the reduced pool of 17-21 year old males and females\* and the misperception of the public that the military no longer offers a viable career due to the drawdown.

\*The size of the population reaches its nadir in FY 1994 and begins a steady growth projected to continue into the next century.



Quality of Active Duty Enlisted Accessions  
Marine Corps

|                                       | FY 1992         |               | FY 1993         |               | FY 1994<br><u>Estimate</u> | FY 1995<br><u>Estimate</u> |
|---------------------------------------|-----------------|---------------|-----------------|---------------|----------------------------|----------------------------|
|                                       | <u>Estimate</u> | <u>Actual</u> | <u>Estimate</u> | <u>Actual</u> |                            |                            |
| <b>Non Prior Service Accessions</b>   |                 |               |                 |               |                            |                            |
| With High School Diploma              | 30,249          | 31,550        | 33,060          | 34,366        | 31,038                     | 34,689                     |
| Without High School Diploma           | <u>1,592</u>    | <u>293</u>    | <u>1,740</u>    | <u>408</u>    | <u>1,634</u>               | <u>1,826</u>               |
| <b>Total</b>                          | 31,841          | 31,843        | 34,800          | 34,774        | 32,672                     | 36,515                     |
| Mental Category I-III                 | 31,841          | 31,838        | 34,800          | 34,770        | 32,672                     | 36,515                     |
| Mental Category IV *                  | <u>0</u>        | <u>5</u>      | <u>0</u>        | <u>4</u>      | <u>0</u>                   | <u>0</u>                   |
| <b>Total</b>                          | 31,841          | 31,843        | 34,800          | 34,774        | 32,672                     | 36,515                     |
| Subtotal Non Prior Service Accessions | 31,841          | 31,843        | 34,800          | 34,774        | 32,672                     | 36,515                     |
| Prior Service Accessions **           | <u>0</u>        | <u>10</u>     | <u>0</u>        | <u>2</u>      | <u>1</u>                   | <u>1</u>                   |
| <b>Total Active Duty Accessions</b>   | 31,841          | 31,853        | 34,800          | 34,776        | 32,673                     | 36,545                     |

\* Mental Category IV are not routinely authorized; must meet stringent waiver criteria.

\*\* There is no regular prior service accession goal; each request must be staffed through HQMC for approval on a case by case basis.

Synopsis of Significant Changes/Trends

The Marine Corps continues to plan for and access only the highest quality of recruits.

Exhibit C

**Enlisted Accessions  
Navy**

|         | Prior Service |               | Non-Prior Service |               | Total       |               |
|---------|---------------|---------------|-------------------|---------------|-------------|---------------|
|         | <u>Goal</u>   | <u>Actual</u> | <u>Goal</u>       | <u>Actual</u> | <u>Goal</u> | <u>Actual</u> |
| FY 1992 |               |               |                   |               |             |               |
| Active  | 0             | 235           | 58,208            | 56,764        | 58,208      | 56,999        |
| Reserve | 8,519         | 9,962         | 3,508             | 2,925         | 12,027      | 12,887        |
| FY 1993 |               |               |                   |               |             |               |
| Active  | 0             | 24            | 63,073            | 62,344        | 63,073      | 62,368        |
| Reserve | 11,529        | 12,730        | 2,932             | 3,706         | 14,461      | 16,436        |
| FY 1994 |               |               |                   |               |             |               |
| Active  | 18            | n/a           | 56,085            | n/a           | 56,103      | n/a           |
| Reserve | 10,832        | n/a           | 3,510             | n/a           | 14,342      | n/a           |
| FY 1995 |               |               |                   |               |             |               |
| Active  | 0             | n/a           | 56,131            | n/a           | 56,131      | n/a           |
| Reserve | 11,414        | n/a           | 4,133             | n/a           | 15,547      | n/a           |

Synopsis of significant changes/trends:

Navy has reduced new accessions as a major step in our personnel strategy, but end strength targets cannot be met solely through this action. FY 1995 enlisted accessions have been reduced to a sustaining level of 56,085, the minimum number required to sustain Navy's battle groups and prevent mid-grade officer shortfalls in the fleet of the future.

**Enlisted Accessions  
Marine Corps**

|                | Prior Service |               | Non-Prior Service |               | Total       |               |
|----------------|---------------|---------------|-------------------|---------------|-------------|---------------|
|                | <u>Goal</u>   | <u>Actual</u> | <u>Goal</u>       | <u>Actual</u> | <u>Goal</u> | <u>Actual</u> |
| <b>FY 1992</b> |               |               |                   |               |             |               |
| Active         | 0             | 10            | 31,841            | 31,843        | 31,841      | 31,853        |
| Reserve        | 3,120         | 1,923         | 5,289             | 5,091         | 8,409       | 7,014         |
| <b>FY 1993</b> |               |               |                   |               |             |               |
| Active         | 0             | 2             | 34,800            | 34,774        | 34,800      | 34,776        |
| Reserve        | 3,900         | 3,479         | 6,156             | 5,940         | 10,056      | 9,419         |
| <b>FY 1994</b> |               |               |                   |               |             |               |
| Active         | 1             | n/a           | 32,672            | n/a           | 32,673      | n/a           |
| Reserve        | 3,700         | n/a           | 6,023             | n/a           | 9,723       | n/a           |
| <b>FY 1995</b> |               |               |                   |               |             |               |
| Active         | 30            | n/a           | 36,515            | n/a           | 36,545      | n/a           |
| Reserve        | 3,850         | n/a           | 6,400             | n/a           | 10,250      | n/a           |

**Synopsis of Significant Changes/Trends**

In an increasingly difficult recruiting environment, the Marine Corps has been able to meet its recruiting goals.

Due to large anticipated losses, the FY 1995 recruiting mission will increase significantly in order to maintain a 174,000 force.

Exhibit D

**Number of Enlisted Reenlistments  
Navy**

|                                    | FY 1992         |               | FY 1993         |               | FY 1994         | FY 1995         |
|------------------------------------|-----------------|---------------|-----------------|---------------|-----------------|-----------------|
|                                    | <u>Budgeted</u> | <u>Actual</u> | <u>Budgeted</u> | <u>Actual</u> | <u>Budgeted</u> | <u>Budgeted</u> |
| First Term                         | 17,615          | 17,088        | 24,100          | 15,905        | 16,439          | 14,629          |
| Career                             | <u>41,713</u>   | <u>39,588</u> | <u>33,628</u>   | <u>36,289</u> | <u>32,753</u>   | <u>34,379</u>   |
| Total                              | 59,328          | 56,676        | 57,728          | 52,194        | 49,192          | 49,008          |
| Enlisted First Term Attrition      | 29,101          | 29,340        | 25,267          | 30,954        | 29,336          | 26,001          |
| Enlisted First Term Retention Rate | 39.0%           | 38.9%         | 35.0%           | 34.8%         | 34.8%           | 34.8%           |

Synopsis of significant changes/trends:

The reduction in first term and career reenlistment rates since FY 1992 reflects the desired result of drawdown policies.

**Number of Enlisted Reenlistments  
Marine Corps**

|                                    | FY 1992         |               | FY 1993         |               | FY 1994<br><u>Budgeted</u> | FY 1995<br><u>Budgeted</u> |
|------------------------------------|-----------------|---------------|-----------------|---------------|----------------------------|----------------------------|
|                                    | <u>Budgeted</u> | <u>Actual</u> | <u>Budgeted</u> | <u>Actual</u> |                            |                            |
| Initial Term*                      | 3,151           | 2,327         | 3,107           | 1,616         | 2,164                      | 3,053                      |
| Career*                            | <u>12,038</u>   | <u>12,513</u> | <u>11,936</u>   | <u>10,304</u> | <u>9,152</u>               | <u>11,894</u>              |
| Total                              | 15,189          | 14,840        | 15,043          | 11,920        | 11,316                     | 14,947                     |
| Enlisted First Term Attrition *    | 21,007          | 22,701        | 22,181          | 21,475        | 18,832                     | 19,771                     |
| Enlisted First Term Retention Rate | 15.8%           | 16.8%         | 13.4%           | 13.0%         | 18.2%                      | .18.0%                     |

The Marine Corps sets reenlistment goals for first term Marines only. First Term reenlistments will fluctuate depending upon structure requirements by MOS. First Term Alignment Plan (FTAP) controls reenlistments.

\* EAS Attrition includes all individuals who come to their end of contract but do not reenlist.

Synopsis of Significant Changes/Trends

All reenlistment requests are forwarded to headquarters Marine Corps for approval.

First term reenlistments are controlled by the first term alignment plan (FTAP); matches skill and grade requirements with current and projected inventories to avoid over population and promotion stagnation.

### SECTION III: OPERATING TEMPO

Ship operations underway time is budgeted and measured by Ship OPTEMPO. Ship OPTEMPO represents the average number of underway days for ships operating in the deployed (6TH Fleet, 7TH Fleet, and Middle East Force) operating areas and the non-deployed (2ND Fleet and 3RD Fleet) operating areas. Ship OPTEMPO budgeting objectives are set at a level which allows the deployed Fleet forces to meet national commitments and provides sufficient underway time to allow the non-deployed Fleet forces to train and serve as a surge force.

TACAIR/ASW provides funding for Navy and Marine Corps Tactical Air (TACAIR) and aviation Anti-Submarine Warfare (ASW) forces. Tactical Air squadrons conduct strike operations against a wide range of threats identified in the national strategy and provide long range and local protection against airborne and surface threats. Anti-Submarine Warfare squadrons locate, destroy and provide force protection against sub-surface threats, and conduct maritime surveillance operations. The TACAIR/ASW requirement for active flying hours is based on the number of crews assigned to a squadron. Each crew is funded at a specific level of primary mission readiness (PMR) to achieve the overall active Navy goal of 83% PMR with an additional 2% of PMR achieved through simulator usage. With each active crew flying the hours indicated in Exhibit G, which includes simulator contribution, Navy and Marine Corps will achieve 85% PMR.

**Training Opportunity Indicators (Quantities)**  
**Department of Navy**

|  | FY 1992       |               | FY 1993       |               | FY 1994          | FY 1995          |
|--|---------------|---------------|---------------|---------------|------------------|------------------|
|  | <u>Actual</u> | <u>Budget</u> | <u>Actual</u> | <u>Budget</u> | <u>Projected</u> | <u>Projected</u> |
| <b>Flying Hours/Crew/Month (Includes Simulators)</b> |               |               |               |               |                  |                  |
| Navy Tactical Air/ASW                                | 26            | 25            | 26            | 25            | 25               | 25               |
| Marine Tactical Air                                  | 23            | 23            | 24            | 24            | 23               | 23               |
| USNR Tactical Air/ASW                                | 11.7          | 12.4          | 12.2          | 12.1          | 12.2             | 12.6             |
| MCR Tactical Air                                     | 7.8           | 9.1           | 9.0           | 9.7           | 9.4              | 9.7              |
| <b>Navy Steaming Days/Quarter</b>                    |               |               |               |               |                  |                  |
| Deployed Fleets                                      | 53.5          | 50.5          | 54.9          | 50.5          | 50.5             | 50.5             |
| Nondeployed Fleets                                   | 29.4          | 29.0          | 28.3          | 29.0          | 29.0             | 29.0             |
| Reserve Fleets                                       | 18.0          | 18.0          | 18.0          | 18.0          | 18.0             | 18.0             |
| <b>Marine Corps</b>                                  |               |               |               |               |                  |                  |
| Battalion Field Training Days                        | 4,992         | 6,681         | 5,197         | 5,626         | 5,571            | 5,551            |

Exhibit F

## Strategic Surge Capability

The following table displays the amount of pre-positioned stocks afloat and material ashore that could be moved in a 30-day period.

| <u>Prepositioned Material</u> |  | <u>FY 1992</u> | <u>FY 1993</u> | <u>FY 1994</u> | <u>FY 1995</u> |
|-------------------------------|--|----------------|----------------|----------------|----------------|
| <u>Afloat</u>                 |  |                |                |                |                |
| Number of Ships               |  | 13             | 13             | 13             | 13             |
| Short Tons                    |  | 154,371        | 154,371        | 154,371        | 154,371        |
| <u>Ashore</u>                 |  |                |                |                |                |
| Number of Sites               |  | 6              | 6              | 6              | 6              |
| Short Tons                    |  | 26,160         | 26,160         | 26,160         | 26,160         |

**AFLOAT** - The Maritime Prepositioning Force (MPF) gives the unified CINCs a new dimension in mobility, readiness, and global responsiveness. The MPF program involves 13 ships, organized into 3 squadrons. The MPF reduces the response time from weeks to days by prepositioning the bulk of equipment and 30 days of supplies for a 16,500-man Marine Expeditionary Brigade (MEB) aboard specially designed, strategically deployed ships. The MEB's personnel and selected equipment can be airlifted quickly using approximately 250 strategic airlift sorties to an objective area to join with its equipment. Equipment and supplies can also be selectively off-loaded to support smaller Marine Air Ground Task Forces (MAGTFs). As demonstrated during Operations Desert Shield/Storm and Restore Hope, MPF was integral to the rapid deployment of credible forces to provide combat power and humanitarian assistance. Funding is provided to the operating forces for MPF exercises each year.

**ASHORE** - The land prepositioning program, Norway Air Landed Marine Expeditionary Brigade (NALMEB), is a DoD directed, NATO initiative which was established to provide NATO with a rapid reinforcement capability on its northern flank. The program was designed to significantly reduce strategic airlift requirements, force closure time, and provide wider strategic options for rapidly reinforcing the northern flank with a potent, sustainable force. Prepositioning equipment and supplies designed to support 13,200-man MEB are stored in six man-made caves in central Norway. The MEB flies into Norway using a minimum amount of strategic airlift, marries up with the equipment and supplies, and redeploys throughout Norway as needed.

Exhibit G



## Force Structure

For the ship forces Percentage of Time Free (POTF) measures the amount of time during a fiscal year that ships did not report any critical mission degrading equipment Casualty Reports (CASREPS). Material CASREPS indicate degradations to equipment and systems which can not be repaired in a timely manner by ship's force due to a lack of onboard spares or the inability to effect repairs because of ongoing operations, ship repair capability, or lack of technical expertise. The Navy does not have established goals for POTF. The FY 1994 and FY 1995 projections of POTF are composite values for all surface ships.

For aviation forces, Fully Mission Capable (FMC) is the material condition of an aircraft that can perform all of its missions defined in the Mission Essential Subsystems Matrices for U.S. Navy and U.S. Marine Corps aircraft. Mission Capable (MC) is the material condition of an aircraft that can perform at least one and potentially all of its missions defined in the Mission Essential Subsystems Matrices for U.S. Navy and U.S. Marine Corps aircraft. The calculation of FMC/MC is based on the number of aircraft in reportable status; that is the total inventory less those aircraft in standard Depot Level Maintenance (SDLM). The difference between FMC/MC rates reported by Navy and Marine Corps is a result of the aircraft mix that is operated by each Service.

Force Structure - Active  
Mission Capable Rates

|                                  | FY 1992     |               | FY 1993     |               | FY 1994     | FY 1995     |
|----------------------------------|-------------|---------------|-------------|---------------|-------------|-------------|
|                                  | <u>Goal</u> | <u>Actual</u> | <u>Goal</u> | <u>Actual</u> | <u>Goal</u> | <u>Goal</u> |
| <b>Navy</b>                      |             |               |             |               |             |             |
| Tactical/ASW Aircraft            |             |               |             |               |             |             |
| Fully Mission Capable (FMC)      | 56.0%       | 56.1%         | 56.0%       | 56.8%         | 56%         | 56%         |
| Mission Capable (MC)             | 73.0%       | 68.0%         | 73.0%       | 68.5%         | 73%         | 73%         |
| <b>Marine Corps</b>              |             |               |             |               |             |             |
| Tactical Aircraft                |             |               |             |               |             |             |
| Fully Mission Capable (FMC)      | 56.0%       | 62.4%         | 56.0%       | 68.3%         | 56%         | 56%         |
| Mission Capable (MC)             | 73.0%       | 71.4%         | 73.0%       | 77.0%         | 73%         | 73%         |
| <b>Ship Battle Forces (POTF)</b> |             |               |             |               |             |             |
| Aircraft Carriers                | N/A         | 66.5%         | N/A         | 60.8%         | 67%         | 63%         |
| Surface Combatants               | N/A         | 70.3%         | N/A         | 66.0%         | 67%         | 63%         |
| Amphibious                       | N/A         | 68.8%         | N/A         | 71.5%         | 67%         | 63%         |
| Combat Logistics                 | N/A         | 67.5%         | N/A         | 68.8%         | 67%         | 63%         |
| Mobile Logistics                 | N/A         | 86.8%         | N/A         | 83.0%         | 67%         | 63%         |
| Fleet Support                    | N/A         | 76.0%         | N/A         | 72.3%         | 67%         | 63%         |
| <b>Marine Corps</b>              |             |               |             |               |             |             |
| Fire Support (MC) *              | 85.0%       | 89.7%         | 85.0%       | 86.6%         | 87.0%       | 82.0%       |
| Combat Vehicles (MC) *           | 85.0%       | 83.8%         | 85.0%       | 83.3%         | 89.5%       | 88.3%       |

FIRE SUPPORT - Consists of M198 155mm Howitzer and the M101A1 105mm Towed Howitzer  
COMBAT VEHICLES - Consists of the M1A1 Tank, and the Light Armored Vehicle (LAV) and Assault Amphibious Vehicle (AAV) families.

FMC: Fully Mission Capable  
MC: Mission Capable  
POTF: Percent Time Free of C3/C4 Casualty Reports

\* The Marine Corps does not report combat essential ground equipment as Fully Mission Capable (FMC), therefore Mission Capable (MC) is the more appropriate measure.

Exhibit H