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ARMY RETIREES AS MOBILIZATION ASSETS. (U)  
APR 78 W G STEWART

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20. ABSTRACT (Continue on reverse side if necessary and identify by block number) Report uses 4 categories of retirees (regular enlisted between 20th & 30th service dates, other regular enlisted, regular officers & reserve officers). It then develops, for each category for FY 78 & 82, the estimated numbers savailable (121,000 in FY 78) & their characteristics (age, service, years retired, skill & grade). It analyzes the legal status & recallability criteria for each group. Army regular retirees are most available with President able to recall about 150,000 for duty at any time. This could be for training, physicals, short or long term assignment in peace or war.			

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ARMY RETIREES  
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MOBILIZATION ASSETS  
William G. Stewart

Prepared for  
Director of Special Studies  
OASD (MRA&L)

Contract MDA 903-77-C-0151

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27 April 1978

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## ARMY RETIREES AS MOBILIZATION ASSETS

The Army estimates that it would have a severe shortage of trained manpower should a major war occur in Europe. The shortage would occur early in the war and be primarily in enlisted combat skills, although there would also be significant shortages in other enlisted skills and in officers. The trend in such estimates over the past several years has been toward an earlier occurrence and a higher peak in the shortage.

This situation demands that the Department of Defense examine all potential sources of trained manpower which are not now fully exploited and which have a potential for meeting the need, directly or indirectly. The Army and OSD are actively seeking new sources and improved effectiveness in the use of currently recognized sources. This paper falls into the latter category.

Current planning does not provide for the use of retirees in any detail. There is a need not only to use this resource at its maximum military potential but to plan comprehensively for that use. The ultimate objective might be a mobilization assignment for every retiree planned for recall to active duty in emergencies.

One very important group of retirees are those enlisted regular members between their 20th and 30th service anniversaries. This group, termed here the "Army Field Reserve," are transferred to the Army Reserve until their 30th service anniversary. 1/ The Judge Advocate General of the Army has determined that this group has a dual status as both retired regulars and reservists during that period.

Which status is invoked for the Field Reserve has a great impact on their availability in emergencies. As retired regulars, the President can call them to active duty at any time. 2/ As reservists they are a major military asset only for a Congressionally declared war or national emergency. Annex A covers the legal aspects in more detail. Annex B gives data on the Field Reserve in FY 1978 and 1982.

Another group of regular enlisted retirees, those past their 30th service anniversary, has no such dual status. They retired after 30 years of service 3/ or have completed their service in the Field Reserve. These retirees are available for recall at any time under 10 U.S.C. 3504. After the Field Reserve this group past 30 years is the most certain and readily available source of trained enlisted manpower for the Army in an emergency. Like the Field Reserve, they could be infiltrated into the force with little or no publicity, and could replace younger men in the CONUS base who could, in turn, strengthen our deployed units. Annex C provides data on this group of retirees.

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1/ 10 U.S.C. 3914.

2/ 10 U.S.C. 3504

3/ 10 U.S.C. 3917

Retired Regular officers are another group of retirees with a major potential for use in emergencies. They have retired with 20 or more years service 1/ and are immediately placed and permanently retained on the Regular Officers Retired List maintained by the Secretary of Army. 2/ Like other regular retirees, these retired regular officers are available for recall to active duty at any time. Annex D includes data on this group.

The last group of retirees are reservists. Reserve Officers may retire either after 20 or more years of active service 1/ or with 20 or more years credit for various types of service. 3/ The latter basis is so varied that it is difficult to estimate the number who should be considered mobilization assets. Those retired under U.S.C. 1331 include at one extreme highly qualified officers with many years of active duty, and at the other officers placed in the Retired Reserve as a result of failure to meet standards of effectiveness. 4/ To provide a conservative estimate of mobilization assets, only those Reserve Officers retired after 20 or more years active service 1/ are included in this paper. Because all reserve enlisted retirees were retired under 10 U.S.C. 1331 (varied basis) 5/ none are treated in this paper as assured mobilization assets.

The Retired Reserve Officers are much less available for recall to active duty than the regulars. The reservists are recallable only with their consent or in time of war or national emergency declared by Congress. 6/ Annex E provides more information on this group.

Tables 1 and 2 below show some of the most important information about these four groups of retirees. More information is in Annexes B-E.

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- 1/ 10 U.S.C. 3911
  - 2/ 10 U.S.C. 3966
  - 3/ 10 U.S.C. 1331
  - 4/ 10 U.S.C. 1001 and 1002
  - 5/ U.S. Army Comparison of Retired Military Personnel Gains and Losses by Category, 14 Sep 1977. This submission to the OSD Actuary showed only 4,900 reserve enlisted retirees on 1 July 1976, all under U.S.C. 1331, as are all projected new retirements.
  - 6/ 10 U.S.C. 672

TABLE 1  
RETIRED MOBILIZATION ASSETS, FY 1978

	<u>REGULAR ENLISTED</u>			<u>OFFICERS</u>		
	<u>20-30 yrs</u> <u>(Field Res)</u>	<u>Over</u> <u>30 yrs</u>	<u>Total</u> <u>Enlisted</u>	<u>Regular</u>	<u>Reserve</u>	<u>Total</u> <u>Officer</u>
Year Groups in Pool (FY)	69-78	61-78	mixed	61-78	61-78	61-78
Number Retired in Period	82,168	134,785	216,953	25,851	38,356	64,207
Estimated Number Available	56,469	37,216	93,685	11,230	16,183	27,413
Characteristics of Those Available:						
Number with Combat Skills	10,955	7,220	18,175	5,222	4,212	9,434
Average Age	45.2	53.8	48.6	51.2	49.2	50.0
Average Years Retired	3.7	9.7	6.1	4.4	6.1	5.4
Average Years Active Service	21.1	23.7	22.1	26.0	22.4	23.9

TABLE 2  
RETIRED MOBILIZATION ASSETS, FY 1982

	<u>REGULAR ENLISTED</u>			<u>OFFICERS</u>		
	<u>20-30 yrs</u> <u>(Field Res)</u>	<u>Over</u> <u>30 yrs</u>	<u>Total</u> <u>Enlisted</u>	<u>Regular</u>	<u>Reserve</u>	<u>Total</u> <u>Officer</u>
Year Groups in Pool (FY)	73-82	65-82	mixed	65-82	65-82	65-82
Number Retired in Period	73,904	121,746	195,650	26,433	33,099	59,532
Estimated Number Available	51,204	32,380	83,584	11,294	13,190	24,484
Characteristics of Those Available:						
Number with Combat Skills	10,138	6,411	16,549	4,879	3,516	8,395
Average Age	45.2	53.9	48.6	50.4	49.3	49.8
Average Years Retired	3.7	10.1	6.2	4.7	6.5	5.7
Average Years Active Service	21.0	23.4	21.9	24.9	21.9	23.3

Thus the Army could expect to have over 120,000 retirees available in FY 78 and almost 110,000 in FY 82. They can be expected to be in good health, competent and able to be effective relatively quickly. Those who are not thus qualified are eliminated from consideration by the availability rate, varied by the years retired beginning with 90% available in the first year and 5% less each year after that.

There are enough wartime positions appropriate for these numbers of retirees. In FY 78 there are 167,000 active Army people in the Central Support and Mission Support categories (including the training base, base operations, etc). 1/ It seems reasonable to assume that the available retirees could pick up a major part of these functions. Such an assignment of retirees would free an equal number of younger Active Army people who could then join the combat units (some will require additional combat training, preferably in peacetime).

There are a number of actions which could be taken now to improve the operation of this system in the days and weeks after mobilization. Retirees can be assigned to a general field (Armor training, facilities engineering) for mobilization. The Army can then employ a number of means to keep the retiree current in his assigned field. It can send various types of written material on a regular basis. It can offer voluntary orientation sessions on military installations and available service school correspondence courses to retirees as means of review and updating. It can enlist the Association of the U.S. Army and other voluntary groups to support and publicize the program.

Failure to act now to account and plan for the effective use of retirees (and other sources of wartime manpower) will certainly detract from the credibility of the projected wartime manpower shortage. On the other hand, vigorous and immediate action to improve the capability of using retirees not only will strengthen the case for the Army and OSD when they project a shortage, it will also emphasize the wartime value obtained as one benefit from the payment of retired pay.

Annexes:

- A. Legal Basis for Retirement and Recall to Active Duty
- B. The Army Field Reserve
- C. The Regular Army Enlisted Retired List (Less Field Reserve)
- D. The Regular Army Officer Retired List
- E. Mobilizable Officers in the Retired Reserve

1/ DOD Manpower Requirements Report for FY 1978, March 1977 P.X-38.

ANNEX A

THE LEGAL BASIS FOR RETIREMENT AND RECALL TO ACTIVE DUTY

## LEGAL BASIS FOR RETIREMENT

Title 10 of the U.S. Code already accords a special status to the group we have called the Army Field Reserve (underlining added):

- Section 3914. Twenty to thirty years: regular enlisted members Under regulations to be prescribed by the Secretary of the Army, a regular enlisted member of the Army who has at least 20, but less than 30 years of service computed under section 3925 of this title may upon his request, be retired. He then becomes a member of the Army Reserve, and shall perform such active duty as may be prescribed under law, until his service computed under section 3925 of this title, plus his inactive service as a member of the Army Reserve, equals 30 years.

Section 3914 contrasts with two other sections of Title 10. Section 3917 provides simply that a regular enlisted member with at least 30 years service shall be retired on his request. Section 3911 concerns Regular or Reserve Commissioned officers, 1/ and provides that the Secretary of the Army may, upon the officer's request, retire an officer with at least 20 years service, at least 10 years of which have been active service as an officer. Thus among Regulars the temporary service in the Army Reserve provided for in section 3914 is unique to enlisted members retiring with 20-30 years service.

Although 10 U.S.C. 3914 does not state so specifically, the underlined portion implies a dual status as retired regulars and simultaneously members of the Army Reserve. The Judge Advocate General of the Army has provided a number of opinions during the past 15 years supporting the dual status interpretation. Two such opinions are attached at Appendix 1 to this Annex. The Air Force has similarly worded sections in Title 10 referring to retired regular enlisted members between 20 and 30 years service, and the Judge Advocate General of the Air Force has also consistently supported the dual status interpretation through the years.

Although section 3914 specifies that regular enlisted retirees with 20-30 years of service become members of the Army Reserve, nowhere does Title 10 specify to which part of the Army Reserve they will be assigned. Section 267(a) states that each Reserve will be in one of three categories: the Ready Reserve, the Standby Reserve or the Retired Reserve. Currently, the Army assigns these men to the Retired Reserve.

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2/ Note that reservists may also retire under section 1331 on the basis of non-regular service (years credit calculated under section 1332). Many other sections specify conditions when a reservist shall or may be retired. In this study assured mobilization assets among Retired Reserve Officers are assumed to be limited to those retiring under 10 U.S.C. 3911.

From a readiness standpoint, as reservists, there would be major advantages to inclusion of these men in the Ready Reserve. Because that might be difficult to implement it is fortunate that the recall authority for retired regulars, described below, is so broad. It provides the means to require periodic training and physical examinations for this group, as for all retired regulars.

The other three groups of retirees have a single rather than dual status. Regular enlisted retirees past their 30th anniversary and Regular officer retirees belong on the appropriate retired list maintained by the Secretary of the Army as required by 10 U.S.C. 3966. Retired Reserve officers join the Retired Reserve.

#### RECALL TO ACTIVE DUTY

There are two sections of Title 10 under which one or more of the four groups of retirees could be recalled to active duty. Section 672 applies to reservists and section 3504 to regulars. These two sections of Title 10 read as follows (underlining added):

- Section 3504. Retired members: limitations, grade
  - (a) The President may order any retired member of the Regular Army to active duty. He may assign a member ordered under this subsection to such duties as he considers necessary in the interests of national defense.
  
- Section 672. Reserve components generally
  - (a) In time of war or of national emergency declared by Congress, or when otherwise authorized by law, an authority designated by the Secretary concerned may, without the consent of the persons affected, order any unit, and any member not assigned to a unit organized to serve as a unit, of the reserve component under the jurisdiction of that Secretary to active duty (other than for training) for the duration of the war or emergency and for six months thereafter. However -
    - (1) a member of an inactive status list or in a retired status may not be ordered to active duty under this subsection unless the Secretary concerned, with the approval of the Secretary of Defense in the case of the Secretary of a military department, determines that there are not enough qualified Reserves in an active status or in the inactive National Guard in the required category who are readily available; ...

(d) At any time, an authority designated by the Secretary concerned may order a member of the reserve component under his jurisdiction to active duty, or retain him on active duty, with the consent of that member. However, a member of the Army National Guard of the United States may not be ordered to active duty under this subsection without the consent of the governor or other appropriate authority of the State or Territory, Puerto Rico, the Canal Zone, or the District of Columbia, whichever is concerned.

Because of their dual status there would be two alternatives for the recall of Field Reservists to active duty. Recall as reservists would be under the general authority of 10 U.S.C. 672 and requires either the consent of the member or a state of war or national emergency declared by Congress. Recall as Retired Regulars would be under 10 U.S.C. 3504(a) which specifies no limitations whatever except that the authority to recall is limited to the President.

The recall of retired regulars (including the Field Reserve) provides a very useful option in times of stress or national emergency. The President could call them without having to declare a national emergency, request any action of the Congress, or even report or explain the action formally. They could then replace younger men in the CONUS base, for example, who could in turn reinforce our forward deployed units in Europe. A recall of retired regulars would not seem to detract from the President's authority to call up 50,000 members of the Selected Reserve. 1/ Depending on the situation he could do either or both. Thus, retired regulars provide a major capability to expand the force quickly, without detracting from other means also available.

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1/ 10 U.S.C. 673b Selected Reserve; order to active duty other than during war or national emergency.

APPENDIX 1

JUDGE ADVOCATE GENERAL OF THE ARMY  
OPINIONS

TO

ANNEX A

THE LEGAL BASIS FOR RETIREMENT AND RECALL TO ACTIVE DUTY

3-4  
DAJA-AL 1972/3407

27 JAN 1972

*Retired member*

SGM Milton Clifton  
HQ Co., U.S. Army N/A  
Eldg. 406, Box 1189  
Fort Myer, Virginia 22111

Dear Sergeant Major Clifton:

This responds to your letter to The Judge Advocate General, dated 6 January 1972, concerning your enlisted status and the effect of your recall upon your USAR commissioned status.

Your present service is as a retired Regular Army enlisted man. Although you were transferred to the Retired Reserve, your orders show that your USAR status is that of a commissioned officer. Your retirement under the provisions of section 3914, title 10, United States Code, did not terminate your Regular Army enlisted status, and it was in that status that you were recalled to active duty.

Accordingly, there exist no incompatible dual status. Your recall to active duty in your retired Regular Army enlisted status was authorized by section 3504(a), title 10, United States Code, and your recall had no adverse effect on your USAR commissioned status.

Sincerely yours,

*RKC*

*KAC* *Jan 27 1972*  
signed  
KENNETH A. RADY  
Major, JAGC  
Acting Chief, Military Personnel  
Law Team  
Administrative Law Division

#3407 CPT Conner/mq/arg/blm/76000

JAGA 1964/4965

SUBJECT: Application for Recall Program for Retired  
Enlisted Personnel

TO OPO

FROM TJAG

DATE

2 DEC 1964

COMMENT NO. 2

Lt Pemberton/74083

Enlisted members of the Regular Army who retired under the provisions of title 10, United States Code, section 3914, occupy a dual status, as both retired members of the Regular Army and members of the Retired Reserve of the United States Army Reserve, until the completion of 30 years of active service. At that time they are discharged from their status in the Retired Reserve. Their status as retired members of the Regular Army ordinarily continues until their death or resignation. As retired members of the Regular Army, they remain subject to recall to active duty under the provisions of title 10, United States Code, section 3504(a). They may be recalled in this status without regard to their status as members of the Retired Reserve, and without compliance with the various restrictions which Congress and the Department of the Army have placed on personnel operations involving reservists, including title 10, United States Code, section 679(a). While such members serve on active duty in their status as recalled retired members of the Regular Army, they retain their status as members of the Retired Reserve under the provisions of title 10, United States Code, section 3914. Administrative actions involved should reflect the legal status of these members. In this connection, it is noted that Appendix II, Army Regulations 600-2, 13 March 1962, authorizes the serial number prefix "RP" for members discussed herein.

FOR THE JUDGE ADVOCATE GENERAL:

SIGNED

2 Incl  
nc

JAP

JOHN S. POLANN  
Lieutenant Colonel, JAGC  
Chief, Personnel Law Branch  
Military Affairs Division

Note for retained copies: 1. Source of inquiry: DF Comment No. 1 (EPPA) from Pers Act Div, EPD, OPO (Col Varhol, Ext 50375), subject as above, dtd 20 Nov 1964 (App. 1).

2. Supporting material furnished: None copied.
3. Laws and regulations: None copied.

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**ANNEX B**

**THE ARMY FIELD RESERVE**

TABLE B-1

NUMBERS AND CHARACTERISTICS OF THE ARMY FIELD RESERVE IN FY 78 <sup>1/</sup>  
 (Non-Disability Retirements by the Number of Year Groups Considered)

<u>Group</u> <u>Ending FY78</u> <u>Starting FY</u>	<u>Retirements</u> <u>in the</u> <u>Period</u>	<u>Estimated</u> <u>Number</u> <u>Available</u> <sup>2/</sup>	<u>Estimated</u> <u>Available</u> <u>Combat</u> <u>Skills</u>	<u>Average for</u> <u>Available Retirees</u>		
				<u>Age</u>	<u>Years</u> <u>Service</u>	<u>Years</u> <u>Retired</u>
78	8,084	7,276	1,412	41.8	21.5	0
77	14,610	12,823	2,488	42.2	21.4	0.4
76	24,164	20,466	3,970	42.9	21.5	1.0
75	33,716	27,632	5,361	43.4	21.5	1.5
74	44,813	35,400	6,868	43.9	21.4	2.1
73	54,930	41,976	8,143	44.3	21.4	2.5
72	63,089	46,871	9,093	44.6	21.3	2.9
71	70,262	50,816	9,858	44.8	21.2	3.2
70	76,185	53,778	10,433	45.0	21.2	3.5
69	82,168	56,469	10,955	45.2	21.1	3.7

<sup>1/</sup> Based on Defense Manpower Data Center Summaries (FY 71-77), projections (FY 78) and extrapolations from those figures for other years using totals in OSD Actuary Tables.

<sup>2/</sup> Based on 90% for FY 78 and 5% less for each year retired.

TABLE B-2

NUMBERS AND CHARACTERISTICS OF THE ARMY FIELD RESERVE IN FY 82 <sup>1/</sup>  
 (Non-Disability Retirements by the Number of Year Groups Considered)

<u>Group</u> <u>Ending FY82</u> <u>Starting FY</u>	<u>Retirements</u> <u>in the</u> <u>Period</u>	<u>Estimated</u> <u>Number</u> <u>Available</u> <sup>2/</sup>	<u>Estimated</u> <u>Available</u> <u>Combat</u> <u>Skills</u>	<u>Average for</u> <u>Available Retirees</u>		
				<u>Age</u>	<u>Years</u> <u>Service</u>	<u>Years</u> <u>Retired</u>
82	8,120	7,308	1,447	42.0	21.5	0
81	15,994	14,001	2,772	42.5	21.4	0.5
80	24,242	21,012	4,160	42.9	21.4	1.0
79	32,816	27,443	5,434	43.3	21.3	1.5
78	40,171	32,592	5,453	43.6	21.2	1.9
77	46,063	36,422	7,212	43.9	21.2	2.2
76	53,885	41,115	8,141	44.3	21.1	2.6
75	61,009	45,033	8,917	44.6	21.1	3.0
74	68,375	48,716	9,646	44.9	21.0	3.4
73	73,904	51,204	10,138	45.2	21.0	3.7

<sup>1/</sup> Basis as for Table B-1, except for time period. Projections cover FY 78-82.

<sup>2/</sup> 90% for FY 82 and 5% less for each year retired.

TABLE B-3

ESTIMATED GRADE DISTRIBUTION OF THE ARMY FIELD RESERVE <sup>1/</sup>

<u>Grade</u>	<u>Percent</u>	<u>Estimated Available Numbers in Field Reserve</u>	
		<u>FY 78</u>	<u>FY 82</u>
E1	0.01	6	5
E2	0.02	11	10
E3	0.05	28	26
E4	0.34	192	174
E5	3.11	1,756	1,592
E6	23.38	13,202	11,971
E7	43.60	24,620	22,324
E8	22.32	12,604	11,428
E9	<u>7.18</u>	<u>4,054</u>	<u>3,676</u>
Total <sup>2/</sup>	100.00	56,469	51,204

1/ Based on total regular enlisted retirees FY 71-76.

2/ Detail may not add to totals due to rounding.

TABLE B-4

ESTIMATED OCCUPATION CODE DISTRIBUTION OF THE ARMY FIELD RESERVE <sup>1/</sup>

<u>DOD</u> <u>Occupation</u> <u>Code</u>	<u>Description</u>	<u>FY 78</u>		<u>FY 82</u>	
		<u>Percent</u>	<u>Number</u> <u>Available</u>	<u>Percent</u>	<u>Number</u> <u>Available</u>
0	Combat-Infantry, Armor, Combat Engineer, Artillery	19.4	10,955	19.8	10,138
1	Electronic Equipment Repair	7.1	4,009	7.4	3,789
2	Communications and Intelligence	6.9	3,896	7.6	3,892
3	Medical and Dental	6.2	3,501	6.1	3,123
4	Other Technical	2.0	1,129	2.1	1,075
5	Administration and Clerks	26.2	14,795	26.9	13,774
6	Electrical/Mechanical Equipment Repair	12.6	7,115	12.8	6,554
7	Craftsmen	3.2	1,807	2.8	1,434
8	Service and Supply Handlers	<u>16.4</u>	<u>9,261</u>	<u>14.6</u>	<u>7,476</u>
	Total <sup>2/</sup>	100.0	56,469	100.0	51,204

<sup>1/</sup> Based on total regular enlisted retirees FY 71-76 and those projected for FY 78-82.

<sup>2/</sup> Detail may not add to totals due to rounding.

ANNEX C

THE REGULAR ARMY ENLISTED RETIRED LIST

(LESS FIELD RESERVE)

TABLE C-1

NUMBERS AND CHARACTERISTICS OF THE REGULAR ARMY ENLISTED RETIRED  
LIST (RAERL) LESS FIELD RESERVE IN FY 78 1/

<u>Group Ending FY78 Starting FY</u>	<u>Retirements in the Period</u>	<u>Estimated Number Available</u> 2/	<u>Estimated</u>	<u>Average for</u>		
			<u>Available Combat Skills</u>	<u>Age</u>	<u>Available Retirees Years Service</u>	<u>Years Retired</u>
78	280	252	49	51.1	30.7	0
77	653	569	110	51.6	30.6	0.6
76	1,534	1,274	247	51.8	30.0	1.4
75	2,690	2,139	415	52.1	29.7	2.0
74	5,258	3,934	763	52.3	29.0	2.9
73	8,319	5,920	1,148	52.5	28.5	3.6
72	11,491	7,814	1,516	52.7	28.1	4.2
71	14,641	9,534	1,850	52.7	27.7	4.7
70	19,677	12,032	2,334	52.9	27.1	5.4
69	28,057	15,754	3,056	53.0	26.4	6.2
68	39,639	20,312	3,941	52.9	25.5	7.1
67	53,548	24,974	4,845	53.0	24.8	7.8
66	66,806	28,689	5,566	53.2	24.4	8.4
65	78,897	31,438	6,099	53.3	24.2	8.8
64	92,869	33,883	6,573	53.5	24.0	9.1
63	106,841	35,600	6,906	53.6	23.9	9.4
62	120,813	36,704	7,121	53.8	23.8	9.6
61	134,785	37,216	7,220	53.8	23.7	9.7

1/ Based on Defense Manpower Data Center Summaries (FY 71-77) and projections (FY 78) and extrapolations from those figures for other years using totals in OSD Actuary tables.

2/ Eliminating all over 60 (per DASA(RA) Memorandum to DASD(RA), Subject: Establishment of Criteria to Mobilize Members of the Regular Army Retired and Retired Reserve Lists, 12 July 1977) and assuming 90% of the remainder are available for FY 78 and 5% less for each year retired.

TABLE C-2

NUMBERS AND CHARACTERISTICS OF THE REGULAR ARMY ENLISTED RETIRED  
LIST (RAERL) LESS FIELD RESERVE IN FY 82 1/

(Non-Disability Retirements by the Number of Year Group Considered)

<u>Group</u> <u>Ending FY82</u> <u>Starting FY</u>	<u>Retirements</u> <u>in the</u> <u>Period</u>	<u>Estimated</u> <u>Number</u> <u>Available</u> <sup>2/</sup>	<u>Estimated</u> <u>Available</u> <u>Combat</u> <u>Skills</u>	<u>Average for</u> <u>Available Retirees</u>		
				<u>Age</u>	<u>Years</u> <u>Service</u>	<u>Years</u> <u>Retired</u>
82	229	206	41	51.2	30.9	0
81	640	555	110	51.6	30.6	0.6
80	1,066	896	177	51.7	30.2	1.2
79	1,769	1,423	282	51.9	29.7	1.8
78	2,778	2,129	422	52.1	29.2	2.6
77	3,785	2,778	550	52.3	28.9	3.1
76	6,398	4,343	860	52.6	28.1	4.2
75	9,982	6,304	1,248	52.8	27.4	5.0
74	16,281	9,429	1,867	53.0	26.6	6.0
73	23,930	12,830	2,540	53.2	26.0	6.8
72	35,261	17,295	3,424	53.1	25.1	7.6
71	45,584	20,816	4,122	53.1	24.5	8.2
70	56,542	23,887	4,730	53.2	24.2	8.7
69	70,905	27,153	5,376	53.4	23.8	9.2
68	82,488	29,180	5,778	53.6	23.7	9.5
67	96,397	30,890	6,116	53.8	23.5	9.9
66	109,655	31,937	6,324	53.9	23.4	10.0
65	121,746	32,380	6,411	53.9	23.4	10.1

1/ Basis as for Table B-1 except for time period. Projections cover FY 78-92.

2/ Eliminating all over 60 (per DASA op cit) and assuming 90% of the remainder are available for FY 82 and 5% less for each year retired.

TABLE C-3

ESTIMATED GRADE DISTRIBUTION OF THE REGULAR ARMY ENLISTED  
RETIRED LIST (RAERL) LESS FIELD RESERVE 1/

<u>Grade</u>	<u>Percent</u>	<u>Estimated Available</u>	
		<u>FY 78</u>	<u>FY 82</u>
E1	0.01	4	3
E2	0.02	7	6
E3	0.05	19	16
E4	0.34	127	110
E5	3.11	1,157	1,007
E6	23.38	8,701	7,570
E7	43.60	16,226	14,118
E8	22.32	8,307	7,227
E9	<u>7.18</u>	<u>2,672</u>	<u>2,325</u>
Total <u>2/</u>	100.00	37,216	32,380

1/ Based on total regular enlisted retirees FY 71-76.

2/ Detail may not add to totals due to rounding.

TABLE C-4

ESTIMATED OCCUPATION CODE DISTRIBUTION OF THE REGULAR ARMY ENLISTED  
RETIRED LIST (RAERL) LESS THE FIELD RESERVE 1/

<u>DOD Occupation Code</u>	<u>Description</u>	<u>FY 78</u>		<u>FY 82</u>	
		<u>Percent</u>	<u>Number Available</u>	<u>Percent</u>	<u>Number Available</u>
0	Combat-Infantry, Armor, Combat Engineer, Artillery	19.4	7,220	19.8	6,411
1	Electronic Equipment Repair	7.1	2,642	7.4	2,396
2	Communications and Intel- ligence	6.9	2,568	7.6	2,461
3	Medical and Dental	6.2	2,307	6.1	1,975
4	Other Technical	2.0	744	2.1	680
5	Administration and Clerks	26.2	9,751	26.9	8,710
6	Electrical/Mechanical Equipment Repair	12.6	4,689	12.8	4,145
7	Craftsmen	3.2	1,191	2.8	907
8	Service and Supply Handlers	16.4	6,103	14.6	4,727
	Total <sup>2/</sup>	100.0	37,216	100.0	32,380

1/ Based on total regular enlisted retirees FY 71-76 and those projected for FY 78-82.

2/ Detail may not add to totals due to rounding.

ANNEX D

THE REGULAR ARMY OFFICER RETIRED LIST

TABLE D-1

NUMBERS AND CHARACTERISTICS OF THE REGULAR ARMY OFFICERS RETIRED  
LIST IN FY 78 1/

(Non-Disability Retirements by the Number of Year Groups Considered)

<u>Group</u> <u>Ending FY78</u> <u>Starting FY</u>	<u>Retirements</u> <u>in the</u> <u>Period</u>	<u>Estimated</u> <u>Number</u> <u>Available</u> <sup>2/</sup>	<u>Estimated</u> <u>Available</u> <u>Combat</u> <u>Skills</u>	<u>Average for</u> <u>Available Retirees</u>		
				<u>Age</u>	<u>Years</u> <u>Service</u>	<u>Years</u> <u>Retired</u>
78	1,501	1,351	628	45.5	24.7	0
77	3,095	2,704	1,257	47.1	25.8	0.5
76	5,101	4,302	2,000	47.9	26.0	1.1
75	6,874	5,618	2,612	48.5	26.2	1.5
74	8,520	6,749	3,138	49.1	26.3	1.9
73	10,030	7,707	3,584	49.5	26.4	2.3
72	11,261	8,404	3,908	49.8	26.4	2.6
71	12,421	8,993	4,182	50.1	26.4	2.9
70	13,973	9,641	4,483	50.5	26.4	3.3
69	15,183	10,054	4,675	50.6	26.4	3.5
68	16,433	10,371	4,823	50.8	26.3	3.7
67	17,880	10,650	4,952	50.9	26.2	3.9
66	19,309	10,864	5,052	51.0	26.2	4.0
65	20,495	10,998	5,114	51.1	26.1	4.1
64	21,834	11,102	5,162	51.1	26.1	4.2
63	23,173	11,174	5,196	51.1	26.0	4.3
62	24,512	11,214	5,215	51.2	26.0	4.4
61	25,851	11,230	5,222	51.2	26.0	4.4

1/ Based on Defense Manpower Data Center Summaries (FY 71-77) and projections (FY 78) and extrapolations from those figures for other years using totals in OSD Actuary tables.

2/ Eliminating all over 60 (per DASA op.cit) and assuming 90% of the remainder are available for FY 78 and 5% less for each year retired.

TABLE D-2

NUMBERS AND CHARACTERISTICS OF THE REGULAR ARMY OFFICERS RETIRED  
LIST IN FY 82 <sup>1/</sup>  
 (Non-Disability Retirements by the Number of Year Groups Considered)

<u>Group</u> <u>Ending FY82</u> <u>Starting FY</u>	<u>Retirements</u> <u>in the</u> <u>Period</u>	<u>Estimated</u> <u>Number</u> <u>Available</u> <sup>2/</sup>	<u>Estimated</u> <u>Available</u> <u>Combat</u> <u>Skills</u>	<u>Average for</u> <u>Available Retirees</u>		
				<u>Age</u>	<u>Years</u> <u>Service</u>	<u>Years</u> <u>Retired</u>
82	1,473	1,327	573	45.1	24.3	0
81	2,943	2,578	1,114	45.7	24.4	0.5
80	4,440	3,776	1,631	46.1	24.3	1.0
79	5,938	4,896	2,115	46.6	24.3	1.4
78	7,439	5,937	2,565	47.1	24.4	1.9
77	9,033	6,938	2,997	47.8	24.7	2.3
76	11,039	8,048	3,477	48.5	24.8	2.8
75	12,812	8,912	3,850	49.0	25.0	3.2
74	14,458	9,615	4,154	49.4	25.0	3.6
73	15,968	10,164	4,391	49.7	25.1	3.9
72	17,199	10,454	4,516	49.9	25.0	4.1
71	18,359	10,693	4,619	50.0	25.0	4.2
70	19,911	10,925	4,720	50.2	25.0	4.4
69	21,121	11,062	4,779	50.2	25.0	4.5
68	22,371	11,160	4,821	50.3	24.9	4.6
67	23,818	11,237	4,854	50.3	24.9	4.6
66	25,247	11,280	4,873	50.4	24.9	4.7
65	26,433	11,294	4,879	50.4	24.9	4.7

<sup>1/</sup> Basis as in Table D-1 except for time period. Projections cover FY 78-82.

<sup>2/</sup> Eliminating all over 60 (per DASA op.cit) and assuming 90% of the remainder are available for FY 82 and 5% less for each year retired.

TABLE D-3

ESTIMATED GRADE DISTRIBUTION OF THE REGULAR ARMY OFFICER RETIRED  
LIST (RAORL) 1/

<u>Grade</u>	<u>Percent</u>	<u>Estimated Available</u>	
		<u>FY 78</u>	<u>FY 82</u>
W01	0.00	0	0
W02	0.59	66	67
W03	1.57	176	177
W04	3.51	394	396
01	0.00	0	0
02	0.09	10	10
03	0.49	55	55
04	3.25	365	367
05	39.93	4,484	4,510
06	46.55	5,228	5,257
07	1.87	210	211
08	1.44	162	163
09	0.62	70	70
010	<u>0.09</u>	<u>10</u>	<u>10</u>
Total <u>2/</u>	100.00	11,230	11,294

1/ Based on DMDC op.cit. (FY 71-76)

2/ Detail may not add to totals due to rounding

TABLE D-4

ESTIMATED OCCUPATION CODE DISTRIBUTION OF THE REGULAR ARMY OFFICER  
RETIRED LIST (RAORL) 1/

<u>DOD Occupation Code</u>	<u>Description</u>	<u>FY 78</u>		<u>FY 82</u>	
		<u>Percent</u>	<u>Number Available</u>	<u>Percent</u>	<u>Number Available</u>
1	General Officers and Executives	5.6	629	4.6	520
2	Pilots and Combat Arms	46.5	5,222	43.2	4,879
3	Intelligence	4.3	483	4.4	497
4	Engineering and Maintenance	12.1	1,359	15.4	1,739
5	Scientists and Professionals	4.4	494	4.0	452
6	Medical	6.7	752	8.5	960
7	Administration	9.8	1,100	10.1	1,141
8	Supply and Procurement	<u>10.5</u>	<u>1,179</u>	<u>9.9</u>	<u>1,118</u>
	Total <u>2/</u>	100.0	11,230	100.0	11,294

1/ Based on DMDC op.cit.

2/ Detail may not add to totals due to rounding.

ANNEX E

MOBILIZABLE OFFICERS OF THE RETIRED RESERVE

TABLE E-1

NUMBERS AND CHARACTERISTICS OF THE MOBILIZABLE OFFICERS IN THE  
RETIRED RESERVE IN FY 78 1/

(Non-Disability, 10 U.S.C. 3911 Retirements by the Number of Year Groups Considered)

<u>Group</u> <u>Ending FY78</u> <u>Starting FY</u>	<u>Retirements</u> <u>in the</u> <u>Period</u>	<u>Estimated</u> <u>Number</u> <u>Available</u> <sup>2/</sup>	<u>Estimated</u> <u>Available</u> <u>Combat</u> <u>Skills</u>	<u>Average for</u> <u>Available Retirees</u>		
				<u>Age</u>	<u>Years</u> <u>Service</u>	<u>Years</u> <u>Retired</u>
78	1,380	1,242	323	42.5	21.7	0
77	1,977	1,749	455	42.4	21.3	0.3
76	4,077	3,427	892	43.8	21.9	1.1
75	6,448	5,202	1,354	44.7	22.1	1.8
74	8,654	6,745	1,756	45.3	22.2	2.3
73	10,907	8,205	2,136	45.9	22.3	2.8
72	13,204	9,576	2,493	46.5	22.5	3.2
71	15,293	10,708	2,787	47.0	22.5	3.6
70	17,877	11,979	3,118	47.4	22.6	4.1
69	19,789	12,816	3,336	47.8	22.6	4.4
68	21,774	13,555	3,528	48.1	22.5	4.7
67	23,910	14,229	3,704	48.3	22.5	5.0
66	26,141	14,809	3,855	48.6	22.5	5.3
65	28,356	15,270	3,975	48.8	22.5	5.5
64	30,856	15,661	4,077	49.0	22.4	5.7
63	33,356	15,937	4,148	49.1	22.4	5.9
62	35,856	16,107	4,193	49.2	22.4	6.0
61	38,356	16,183	4,212	49.2	22.4	6.1

1/ Based on Defense Manpower Data Center Summaries (FY 71-77) and projections (FY 78 and extrapolations from those figures for other years using totals in OSD Actuary tables.

2/ Eliminating all over 60 (per DASA op.cit) and assuming 90% of the remainder are available for FY 78 and 5% less for each year retired.

TABLE E-2

NUMBERS AND CHARACTERISTICS OF THE MOBILIZABLE OFFICERS IN  
THE RETIRED RESERVE IN FY 82 1/

(Non-Disability, 10 U.S.C. 3911 Retirements by the Number of Year Groups Considered)

<u>Group</u> <u>Ending FY82</u> <u>Starting FY</u>	<u>Retirement</u> <u>in the</u> <u>Period</u>	<u>Estimated</u> <u>Number</u> <u>Available</u> <sup>2/</sup>	<u>Estimated</u> <u>Available</u> <u>Combat</u> <u>Skills</u>	<u>Average for</u> <u>Available Retirees</u>		
				<u>Age</u>	<u>Years</u> <u>Service</u>	<u>Years</u> <u>Retired</u>
82	1,041	937	250	42.1	21.3	0
81	2,163	1,891	504	42.6	21.3	0.5
80	3,385	2,869	765	43.1	21.3	1.0
79	4,743	3,888	1,037	43.7	21.4	1.5
78	6,123	4,853	1,294	44.2	21.4	2.0
77	6,720	5,239	1,397	44.4	21.4	2.2
76	8,820	6,491	1,731	45.3	21.3	3.0
75	11,191	7,785	2,075	46.1	21.5	3.6
74	13,397	8,870	2,365	46.7	21.7	4.2
73	15,650	9,856	2,628	47.3	21.8	4.7
72	17,947	10,702	2,853	47.8	21.9	5.1
71	20,036	11,354	3,027	48.2	22.0	5.4
70	22,620	12,028	3,207	48.6	22.0	5.8
69	24,532	12,426	3,313	48.8	22.0	6.0
68	26,517	12,736	3,395	49.0	22.0	6.2
67	28,653	12,972	3,458	49.1	21.9	6.4
66	30,884	13,123	3,499	49.2	21.9	6.5
65	33,099	13,190	3,516	49.3	21.9	6.5

<sup>1/</sup> Basis as in Table E-1 except for time period. Projections cover FY 78-82.

<sup>2/</sup> Eliminating all over 60 (per DASA op.cit) and assuming 90% of the remainder are available for FY 82 and 5% less for each year retired.

TABLE E-3

ESTIMATED GRADE DISTRIBUTION OF THE MOBILIZABLE OFFICERS IN  
THE RETIRED RESERVE

<u>Grade</u>	<u>Percent</u>	<u>Estimated Available</u>	
		<u>FY 78</u>	<u>FY 82</u>
WO1	0.04	6	5
WO2	21.06	3,408	2,778
WO3	18.23	2,950	2,405
WO4	10.13	1,639	1,336
O1	0.04	6	5
O2	3.46	560	456
O3	2.49	403	328
O4	15.24	2,466	2,010
O5	24.20	3,916	3,192
O6	5.07	820	669
O7	0.01	2	1
O8	<u>0.02</u>	<u>3</u>	<u>3</u>
Total <sup>2/</sup>	100.00	16,183	13,190

1/ Based on DMDC op.cit. (FY 71-76).

2/ Detail may not add to totals due to rounding.

TABLE E-4

ESTIMATED OCCUPATION CODE DISTRIBUTION OF MOBILIZABLE OFFICERS IN  
THE RETIRED RESERVE 1/

<u>DOD Occupation Code</u>	<u>Description</u>	<u>FY 78</u>		<u>FY 82</u>	
		<u>Percent</u>	<u>Number Available</u>	<u>Percent</u>	<u>Number Available</u>
1	General Officers and Executives	0.36	58	0.20	26
2	Pilots and Combat Arms	26.03	4,212	26.66	3,516
3	Intelligence	7.96	1,288	8.48	1,119
4	Engineering and Maintenance	32.16	5,204	31.27	4,125
5	Scientists and Professionals	3.08	498	3.33	439
6	Medical	2.80	453	3.54	467
7	Administration	14.96	2,421	14.24	1,878
8	Supply and Procurement	<u>12.65</u>	<u>2,047</u>	<u>12.29</u>	<u>1,621</u>
	Total <sup>2/</sup>	100.00	16,183	100.00	13,190

1/ Based on DMDC op.cit.

2/ Detail may not add to totals due to rounding.